Wildlife and Countryside Link

(A company limited by guarantee)
Company number: 03889519

Annual Report 2025

The Trustees submit their report together with the financial statements of Wildlife and Countryside Link for the year ended 31 December 2025.

Wildlife and Countryside LINK

Contents

A Message from Link's Chair	3
Reference and Administrative Details	4
Trustees' Report	5
Objectives and Activities	5
Achievements and Performance	6
Structure, Governance and Management	13
Financial Review	15
Acknowledgements	16
Members	17
Independent Examiners Report	19
Statement of Financial Activities	20
Balance Sheet	21
Statement of Cash Flows	22
Notes to the Financial Statements	24

A Message from Link's Chair

Working together has never been more important.

We have political challenges. The cross-party consensus on the need for ambitious climate and nature action has been broken.

We also have economic challenges. The global economy is stuttering and the fallout on funding means less money for nature charities to do their vital work.

And we have social challenges. The environment has been well and truly caught up in the "culture wars", with charities caricatured as blockers to progress or criticized for work on equity and diversity.

On top of all this, we are reaching a crisis point for nature with the urgent need to move from planning to delivery in environmental action.

In the midst of these challenges, I am delighted to take up the role of Chair of Wildlife & Countryside Link, alongside Dominic Dyer as Vice-Chair, as we step up to meet these challenges.

Last year, working as a coalition, Link was able to win some important improvements to a series of challenging and seriously risky policy changes. On planning, we knocked the riskiest elements of the Planning and Infrastructure Act 2025 into better shape, defending protected sites and species, and we saw off proposals to weaken the mechanism of biodiversity net gain. On agriculture, we helped to defend the wildlife-friendly farming budget. On water, we influenced the Independent Water Commission to bring forward proposals on farming pollution, chemicals and regional planning. The Government's Animal Welfare Strategy was testament to brilliant campaigning across the sector. We achieved these important successes by working together, seeing the collective value in every different kind of campaigning.

Prior to taking on my role, I was also delighted to attend Link's first Wild Summit at the Beacon in Bristol, which brought together 1,250 people in person and hundreds more online, with Ministers, officials, ecologists, businesses and communities. As well as influencing policy and putting the nature sector "on the map" of major events, I know the event played an important unifying role, bringing together grassroots campaigners and citizen scientists with colleagues in NGOs large and small. It is great news that the Wild Summit will return to Bristol on 9 September 2026. I hope I'll see you there!

The year ahead will be a turning point for Parliament. I hope that the few voices in Government who saw nature as a blocker on development have now thought better of it. As we approach 100 members, Wildlife and Countryside Link will work with partners large and small to capitalise on the big opportunities that will come this year in water reform, land use planning, access to nature, and animal welfare action. Last year, we were pushed once again to a position of defending wildlife laws; this year, we mean to push back for more investment and swifter action to improve the lives of animals, ensure everyone has equitable access to nature, and to reverse the decline of our natural world.

I look forward to working with you all.

Beccy Speight, Chair, Wildlife and Countryside Link

Reference and Administrative Details

Link Trustees

Martin Spray, Chair	(appointed December 2018 /resigned December 2025)
Dominic Dyer, Vice Chair	(appointed December 2018/appointed as Vice Chair December 2025)
Allison Ogden-Newton	(appointed December 2021)
Jason Reeves	(appointed December 2021)
Ali Plummer	(appointed December 2023/resigned March 2025)
Dr James Cooper	(appointed December 2023)
Jemima Childs-Clarke	(appointed December 2023/resigned March 2026)
Adam Royle	(appointed December 2024)
Matt Browne	(appointed December 2025)
Rebecca Speight, Chair	(appointed December 2025)

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Trustees' Report

Objectives and Activities

The charitable objects of Wildlife and Countryside Link are to promote the conservation and protection of wildlife and countryside for the benefit of the public.[1]

Link is the largest environment and wildlife coalition in England. We bring together 96 organisations to develop and advocate proposals for improvements in law and policy for the benefit of wildlife and our environment. Our members campaign to conserve, enhance and access our landscapes, habitats, rivers and seas and protect our animals and plants. Together we have the support of over eight million people in the UK and directly protect over 750,000 hectares of land and 800 miles of coastline.

As part of our current strategy:

- We aim to be a policy powerhouse for the sector: keeping a broad overview but targeting a small number of strategic areas where we can generate new, detailed and ambitious policy proposals that will influence policymakers. Our policy groups will forge progressive consensus: aiming for strong, common positions that complement individual members' work.

- We aim to be an amplifier for our individual voices: highlighting great work in our membership and lending focus and coherence to our common messages in the press and in political advocacy. Our communications will reflect and reinforce members' communications: creating opportunities for members large and small, as well as providing a collective identity in the media and in Westminster.

- We aim to be a strategic hub and institutional touchpoint: providing leadership in agreeing cross- sector strategic direction, supporting our members in Westminster, and acting as a nodal point for working with other groups. Our secretariat will lead and serve: adding value to members' interactions by identifying strategic opportunities, creating alliances and providing professional policy insight.

It is clear that the UK is not yet on track to meet its domestic or international environmental targets. Last year, progress was stalled by a raft of risky regulatory changes focused on the planning system. Link played its part in preventing the most worrying elements, defending the integrity of protected sites and species law, and making the case for stability in the emerging system of biodiversity net gain. We challenged incorrect public and political narratives that nature protection is at odds with economic prosperity.

Yet our strategy is not a defensive one. To reverse wildlife decline and improve animal welfare, we must win positive change, not just see off threats.

Water reform brings an early opportunity. We were successful in influencing the Independent Water Commission to cover all aspects of water pollution and the need for better regional governance, but its recommendations were not bold enough to meet public expectations and environmental need. We will campaign for #CleanWaterNow to fix the water system, stop pollution (particularly agricultural and chemical contamination) and restore freshwater wildlife.

[1] The Trustees of Wildlife and Countryside Link confirm that the organisation has Charitable Purposes pursuant to the Charities Act 2011. The Trustees believe there are clear and identifiable public benefits arising from the pursuit of Link's aims and objectives, in terms of an enhanced natural environment, more abundant wildlife, and the health wellbeing and economic benefits they bring, and that these benefits are freely available to the public without restriction.

In the next phase of our strategy, we plan to convene positive, propositional and collective campaign efforts to win the big changes needed to create a healthy environment. Over the past five years, we have tested the collective campaigning elements—major events, legal challenges, petitions and letter-writing, media and joint messaging—and we have shown that collective action delivers results. We want to make ambitious collective campaigning based on strong, shared policy proposals the new normal for the nature sector.

Achievements and Performance

In 2025, Link was at the forefront of public policy debate, working closely with other coalitions to guard against environmentally harmful policy proposals and to create new opportunities for improvement.

In 2025, Link managed and provided support for 18 groups in the following policy areas:

- Agriculture: Co-Chair, Gareth Morgan (Soil Association); Co-Chair, Alice Groom (RSPB)
- Animal Welfare: Chair, Claire Bass (Humane Society International-UK); Vice Chair, Arthur Thomas (Four Paws UK)
- Blueprint for Water: Chair, Ali Morse (The Wildlife Trusts); Vice Chair, Tessa Wardley (The Rivers Trusts)
- Bovine TB: no Chair
- Chemical Taskforce: Chair, Catherine Gundy (Fidra); Vice Chair, Rob Collins (The Rivers Trusts)
- Circular Economy: Chair, Paula Chin (WWF); Vice Chair, Henry Bettley (Keep Britain Tidy)
- Education and Learning: Co-Chairs, Suzanne Welch (RSPB), Cathriona Hickey (ZSL), and Jenny Davis (The Wildlife Trusts)
- Equality, Diversity & Inclusion: Chair, Miriam Bentley-Rose (The Wildlife Trusts)
- Invasive Non-Native Species: Chairs: David Smith (Buglife)
- Land Use Planning: Chair, Rebecca Pullinger (The Wildlife Trusts); Vice Chair, Carl Bunnage (RSPB)
- Legal Strategy: Co-Chairs, Carol Day and Rosie Sutherland (RSPB)
- Local Nature Recovery Strategies: no Chair
- Marine: Chair, Kirsten Carter (RSPB), Vice Chair, Bernadette Butfield (RSPB)
- Marine Mammals: Chair, Lucy Babey (ORCA), Vice Chair, Sue Fisher (AWI)
- Nature Policy: no Chair
- Nature and Wellbeing: Co-Chair, Hannah Brooks and Rob Comely (Chester Zoo)
- Trees and Woodlands: Chair, Nick Phillips (Woodland Trust); Vice Chair, Andrew Weatherall (RSPB)
- Wildlife Crime & Trade: Chair, Dominic Dyer (Born Free); Vice Chair, Craig Fellows (Badger Trust)

Key achievements in 2025 include:

Levelling up the planning system to support nature's recovery

2025 has been a challenging year for planning, with nature and planning at the centre of debate around deregulation. Link's Land Use Planning Group focused on influencing the Government's significant planning reforms, mainly the Planning and Infrastructure Bill. Through coordinated advocacy across both the group and wider Planning Huddle, we were able to secure key concessions to mitigate the most regressive elements of the Bill and reduce risks to nature. In particular, our advocacy secured more robust legal guarantees of "material improvement" for protected features (going beyond offsetting to recovery), more transparency in upfront planning, and tighter rules to make good any shortfall in environmental results. Our influential Species report helped prevent Environmental Delivery Plans (EDPs) from being applied to protected species until robust evidence can be established, galvanising opposition across the House of Lords.

A major priority has been defending Biodiversity Net Gain (BNG) from proposals to weaken it. Link was able to be on the front foot by pre-emptively commissioning research from **eftec** on the impact of exemptions allowing us to lead the conversation (particularly in the absence of government evidence), as well as coordinating sector letters, public communications and quasi legal interventions to help forestall the worst changes and keep the policy viable.

The Group also responded to numerous consultations on planning reform and environmental policy, including on streamlining infrastructure, the role of statutory consultees, the land use framework and has helped drive debate around introducing a strong nature and climate duty in the Devolution Bill.

Blueprint for Water

In 2025, Link's freshwater working group 'Blueprint for Water' coordinated and led the sector's engagement with the Independent Water Commission. We compiled a substantive evidence document to submit to the Commission in April 2025, provided direct input via multiple roundtable discussions with Sir Jon Cunliffe and through Richard Benwell's position on the expert panel, and led the sector in responding to both the interim (June 2025) and final report (July 2025), including press coverage. Link's work meant that messaging and key asks were strong and united across the sector, and as a result, the Commission's final report included important recommendations on strengthening regional governance, improving strategic direction, and – crucially – on holistic, whole system water reform.

With these recommendations secured, in summer 2025 Blueprint ran workshops to further develop our key asks and priorities for the Water Reform Bill, in preparation for our 2026 Clean Water Now campaign. Link published a briefing in November 2025, with the support of 23 members, establishing a clear policy position on water reform for the sector well in advance of the Government's white paper.

Further areas of impact in 2025 include Blueprint's consultation engagement directly leading to stronger environmental metrics within Ofwat's Performance Related Pay prohibition rule, securing a seat for eNGOs (via Blueprint) on the Flood Resilience Taskforce following a roundtable with Minister Hardy, and in collaboration with the wider sector successfully calling for nature-positive reforms to the floods funding calculator.

Bovine TB

Link's Bovine TB Working Group continues to hold space for eNGOs to discuss and coordinate work on BovineTB (bTB) policy, and to build consensus in what remains a contentious and difficult policy space. However, in 2025, Link successfully coordinated the group to go beyond discussion and produce joint policy outputs to influence the development of the new national Bovine TB strategy. This has included publishing a briefing paper establishing the sector's key policy asks for the strategy, which was shared directly with the Minister in addition to the Defra team. Link also successfully lead and coordinated the group's engagement with the 2025 Godfray evidence review.

Link briefed Irene Campbell MP ahead of her October 2025 Westminster Hall debate concerning bTB control and badger culling; Link was specifically requested to provide this briefing, and are acknowledged in Hansard. At this debate, the Minister confirmed the Government's plans to end the badger cull, and to commit to a new focus on cattle-based measures. This is in line with Link's policy position, and a win for coordinated eNGO efforts.

Chemicals Taskforce

This year we made significant progress towards our long-term objective of aligning with EU regulatory protections from harmful chemicals. The Government committed to dynamic alignment on pesticides as part of a future UK-EU agri-food deal in May and to voluntarily align with the EU on industrial chemicals in the Environmental Improvement Plan published in December. This follows years of work helping to secure pre-election commitments from Labour, a very successful roundtable and follow-up with Minister Hardy at the start of the year in which she demonstrated concern about the growing protection gap with the EU, advocacy and media coverage mid-year which Link supported.

Chemical water pollution: Link has continued to give prominence to chemical water pollution which has started to gain traction in Defra and remains a major lever for pressure. We organised a successful roundtable with Defra, the CEO of the Drinking Water Inspectorate and the Environment Agency, followed by a letter establishing a consensus position with Water UK on the need for key measures including (a) control of pollutants at source (via group bans on PFAS and other chemicals of key concern), (b) upgrades to wastewater treatment plants to remove contaminants paid for by a polluter pays mechanism. This consensus was also taken forward at a successful roundtable with the Minister on the Per-And Polyfluoroalkyl Substances (PFAS) in the Autumn and into chemical asks for the 2026 water campaign.

Deregulatory pressures: We also sought to head-off deregulatory proposals put forward by the Health & Safety Executive (HSE) for public consultation in the summer, meeting with Minister Stephen Timms and mobilising oversight of the Northern Ireland Office. In addition to coordinating a Link submission, many members campaigned on the proposals (resulting in over a hundred members of the public responding to the consultation off their own back) and we secured media coverage of our research with Rivers Trust on levels of biocides in rivers and threat from further deregulation of biocides.

Pesticides

The Chemicals Taskforce elected Catherine Gunby of Fidra as Chair and Rob Collins as Vice-Chair. Link also took over management of the Pesticide Collaboration in the summer and has established a new Pesticide working group that is open to all former members of the Collaboration. Link welcomed the Government's decision not to allow emergency authorisation of bee-killing neonicotinoids, with Link and members having taken an active role in keeping pressure up on this issue including this research released in December 2024 which secured widespread coverage.

Equality, Diversity and Inclusion

Link's Equality, Diversity and Inclusion (EDI) Working Group continues to support the sector in implementing the Link EDI Route Map. Summer 2025 saw the conclusion of our 'Small eNGO Ethnic Diversity Support' (SEEDS) programme, having successfully supported a cohort of 10 organisations through a series of 1-2-1 advice sessions, training, and resources to help build their competence and confidence. Feedback from participants was extremely positive, with reports confirming that not only had the programme helped build core skills, but that it had also created a network of support and peer learning amongst participants, and had enabled Route Map work to progress. The SEEDS model has proven effective, and a future focus for Link's EDI work must be to explore options for further rollout and upscaling.

In 2025, Link conducted a further round of sector benchmarking regarding Route Map delivery. Though significant challenges remain, particularly around embedding action and progressing work on anti-racism, the data shows that the sector continues to make steady progress. The benchmarking data suggests that the gap between small and large organisations is closing, perhaps in part due to the success of SEEDS. Link's EDI Working Group continues to be attended by 40+ organisations, with attendees reporting that this remains a useful network for sharing information, inspiration, and support.

Invasive Non-native Species (INNS)

For INNS Week the group published two media stories. One mapped the number of reports of INNS in SSSI in England, and a second used data from an FOI that we submitted to Defra/APHA to reveal that less than 1% of the biosecurity budget goes on invasive species despite being a top driver of native nature loss. The group also seized opportunities to collaborate with Blueprint.

In April we submitted evidence to the Independent Water Commission and the Ofwat Biodiversity Planning Approach to raise the issue of INNS for consideration. Excitingly, the consultation on the Pathway Actions Plans was opened in the Summer. The group responded with suggestions to improve each plan and to consider the work of the Non-Native Species Inspectorate within them. Link also suggested that EFRA and the EAC conduct inquiries into INNS management and prevention.

Trees and Woodland

The group fed into Planning and Infrastructure Bill advocacy work to encourage a nature duty in the Forestry Commission. This is an ongoing issue, and there will be further engagement with Forestry England on its policies regarding renewable energy in 2026. In 2025 the trees and woodlands group gave a significant focus to ancient woodland protection by publishing a new briefing, responded to the review of planning protection for ancient trees, and Lisa Manning spoke for Link at the first ancient woodland conference held by the Institute of Chartered Foresters. The Defra trees team joined the Link group on a site visit to Broughton Estate in Yorkshire where there is a significant rewilding project taking place. The RSPB contributes to the Forestry Commission Delivery Advisory Group on Link's

behalf. There will be a new England Tree Action Plan in 2026, and the group submitted its policy priorities, with further follow-up with Defra scheduled.

Safeguarding legal mechanisms to protect nature

The Legal Strategy Group continues to highlight the Government's failure to properly incorporate and implement the Aarhus Convention environmental rights and obligations. In 2025, we challenged government and media rhetoric criticising the Convention and those rights, particularly in relation to judicial review and rights of public protest.

Our work on Aarhus included our response to the Draft UK National Implementation Report and to the Government's position following consultation on Aarhus costs. We attended the four yearly Aarhus Meeting of Parties (MOP) in November to press the UK delegation to take a constructive position. The Environment Links UK (i.e. Link plus Environment Links Wales, Scotland, and Northern Ireland) (ELUK) prepared two Statements to the MOP on Costs Protection and on Environmental Defenders and co-hosted a side event. At the MOP the UK government refused to endorse two Aarhus Compliance Committee findings on UK breaches including a previous, long-standing decision on court costs. Both decisions have now been deferred to the next MOP meeting in 2029.

In 2025, there has been a regular drip feed of statements and measures coming from Government which indicate a desire to limit or undermine opportunities to pursue environmental judicial reviews. In November, Link sent a letter to the Prime Minister from almost 60 signatories (including barristers) seeking reassurance that the Government remains steadfast in defending access to environmental justice under the Aarhus Convention. The response received indicates support for the Convention but worryingly also suggests that the UK will be seeking reforms to the Aarhus compliance process.

Link (working with Friends of the Earth (FOE) and Environmental Rights Centre for Scotland (ERCS)) also secured over 40 signatories to a letter to UK government representatives urging them to vote in favour of progressing work in the Council of Europe on a legally binding protocol on the right to a healthy environment, in recognition of the significant support for strengthening protections for people and the environment through this protocol. Disappointingly, the Council of Europe's 46 member states postponed the decision to start negotiations on the protocol.

A scoping report on the viability of an Environmental Rights Centre for England (ERCE)–modelled on the Environmental Rights Centre Scotland–was finalised. The aim would be to: advocate for better protection and implementation of environmental rights through policy and law reform; coordinate strategic legal activities to address systemic environmental injustice; and raise awareness of substantive and procedural environmental rights and remedies through legal education and empowerment. We have convened a working group to look at the feasibility of launching an ERCE. Work has so far been undertaken looking at legal structure and governance and possible financing.

Tackling wildlife crime

The Wildlife Crime Working Group published its ninth annual Wildlife Crime Report in November 2025, presenting a snapshot of the scale and causes of wildlife crime in 2024 and calling for reforms to legislation, policing and sentencing to better tackle these offences. The report received media coverage, and an executive summary was distributed to MPs at the Parliamentary drop-in event we held. Ruth Jones MP and Caroline Nokes MP supported Link by submitting letters to the Home Office to request notifiable status. A disappointing response was received but we remain in contact with Ruth Jones to continue pressing this issue.

The group wrote to the Crown Prosecution Service (CPS) in April to request a new Wildlife Crime Lead. This position has since been filled by Lauren Costello and we will seek engagement with her.

Raising the bar for animal welfare standards

2025 finished with a strong new Animal Welfare Strategy from Government. It included many of the most important recommendations made by animal welfare group members, including an end to confinement systems in farming, a ban on trail hunting, and more exacting penalties for cruelty against wildlife. Most commitments were made without any timelines, so we will now focus on implementation. Implementation of the strategy will be supported by more

regular dialogue with Defra, which has now been established.

In March the group wrote to Steve Reed when he was Secretary of State to request a ban on low-welfare imports. This is a proposal that we continue to press for in our work on the UK-EU Sanitary and Phyto-Sanitary (SPS) Agreement, as well as a general carve-out for animal welfare like in Switzerland.

The group also continued to push for social media companies to prevent animal cruelty content on their platforms. Link led a response in collaboration with SMACC (Social Media and Animal Cruelty Coalition), which was sent to Ofcom in 2025 to assist them in implementing these requirements.

Ensuring a healthy natural environment and access to nature for all

Link responded to a range of policy developments affecting access to nature and nature-based wellbeing. These included engagement on the NHS 10-year health plan, and APPG for Outdoor Recreation and Access to Nature, Call for Evidence.

The group has continued to champion the Government's commitment in the Environmental Improvement Plan to ensure that everyone lives within a 15-minute walk of nature, contributing evidence, stakeholder input and parliamentary engagement to maintain momentum behind this goal.

Link also worked to champion amendments to the Planning Bill and planning policy to promote access to nature and local green and blue infrastructure enhancements. We will continue to press for opportunities to extend appropriate access to nature through forthcoming water reforms.

Advocating for robust sites and species protections

2025 was a difficult year for species protections with challenging rhetoric around species and growth consistently used by Government during the passage of the Planning and Infrastructure Act. On drafting, the Bill had the potential to significantly impact protected sites and species, moving away from a site-based assessment, mitigation and compensation scheme, to a more strategic one. We still have concerns about the Bill now that it has received Royal Assent, but the Land Use Planning working group managed to secure significant amendments to the draft, building in better safeguards for protected species and habitats (see planning section above). Now, Link is engaged closely with implementation plans for Environmental Delivery Plans, pressing in particular for (a) upfront investment in strategic nature-recovery; (b) a strong legal and practical interpretation of "material improvement" that goes well-beyond compensation; and (c) a clear process for assessing effectiveness before the system is rolled out.

Link published the 30x30 progress report, working with colleagues in the Links in Scotland, Wales and Northern Ireland, to publish the assessment on progress towards meeting the target to protect at least 30% of the UK's land and sea for nature by 2030, including country specific assessments on land. The report was published in time for Wild Summit, gaining excellent media coverage on the actions required to achieve 30x30.

In December 2025, the Government published its revised Environmental Improvement Plan, following Link legal action to challenge a failure to review the plan following OEP advice. The revised plan was an improvement on the previous, with more prioritisation, clearer delivery plans and some new policies, but considerable gaps remain. We will continue to press for action to speed up and scale up implementation to meet Environment Act and Climate Change Act targets.

Towards a sustainable farming future

Link's advocacy in 2025 focused on maintaining and increasing the Environmental Land Management Schemes (ELMS) budget. In 2025, that budget appeared under serious threat and Link and its members, working closely with a variety of groups in the farming sector, played an important role in averting a significant cut.

The sudden suspension of the Sustainable Farming Incentive (SFI), and significant delays to the SFI Revision and Farming Roadmap presented a major obstacle to wildlife-friendly farming reform and we have sought to get the

transition back on track at the same time as improving the policies themselves. In particular, Link advocated for better spatial targeting of ELMs measures, a recommendation which has now been accepted as part of the Land Use Framework.

Link continues to bring a range of organisations together to advocate for nature-friendly farming, hosting fortnightly agriculture advocacy meetings with Green Alliance to share intelligence and plan joint interventions, and contributing to the Pesticide Collaboration, the Sustainable Nitrogen Alliance, the Consensus for Food and Farming, and the Food Strategy Alliance of Alliances (comprising: Link, Eating Better; Sustain; Plant-based Food Alliance; and the Obesity and Health Alliance) which put forward a series of recommendations to influence the UK Government's food strategy.

In 2025, Link also engaged with Defra and the government on a series of high-level policy initiatives including the development of the Land Use Framework, the independent Farm Profitability Review, revision of the Sustainable Farming Incentive (SFI), review of farm pollution regulations, the House of Lords inquiry on Nitrogen, the Food Strategy and the 25 year Farming Roadmap. We are closely involved in a programme of work on agriculture-water regulations, where we are making the case for (a) the extension of Environmental Permitting Regulations to cover all intensive livestock operations and the application of sewage sludge; (b) strict catchment nutrient budgeting; (c) better enforcement of regulations such as the Farming Rules for Water; and (d) whole-farm approaches to "Water Friendly Farming" support.

Ensuring clean healthy and thriving seas

Delivery of 30by30 at sea has again been a key focus for the Marine Group. Alongside the Nature Policy Working Group, we delivered our annual 30by30 Progress Report. This was more ambitious than previous years, covering the whole UK. It provided a major focus for media around the Wild Summit. Our work on 30by30 was successful in pushing the Government to consult on fisheries management measures for marine protected areas (MPAs), which propose to ban bottom-trawling over almost the total area of MPAs with protected seabed habitats.

Our other focus has been recovery of the wider seas beyond MPAs and achievement of Good Environmental Status (GES). Defra's recent progress report on GES showed very little urgency in improving the state of our seas. We submitted a robust response that was widely supported by members and received media coverage. This work, plus several letters to ministers, led to meetings with both the Marine and Fisheries ministers, who are now seeking advice from us on how to achieve GES.

Protecting marine mammals

A significant focus for the marine mammals group in 2025 was advocating for new legislation to protect marine mammals from human disturbance. Our work in 2025 to publish briefings and cultivate relationships with Parliamentarians resulted in a well-attended parliamentary roundtable on the issue in January 2026, which should lead to ongoing action on the issue in Parliament.

Work on the International Whaling Commission (IWC) remains central to the group and we maintain our excellent relationship with Defra on this issue. This culminated in our submitting a briefing to Defra demonstrating the ongoing role of the IWC and actions the UK can take to support it, which civil servants specifically requested for use in briefing the minister. This puts us in a strong position to influence the 2026 IWC meeting.

Our work on 30by30 through the marine group and our influencing on bycatch through the Bycatch Sub-group successfully led to proposals from the Government for fisheries management measures to reduce bycatch in harbour porpoise MPAs. We responded to the options, and measures should be implemented in 2026.

Circular Economy

It was an active year for the Circular Economy Group as the Government was drafting their Circular Economy Growth Plan (due to be published early 2026). This gave us the opportunity to influence the scope and direction of future government policy. We published papers and briefings on a wide range of topics, including fishing gear waste, the circular economy and nature, and farming circularity. These were submitted to the Government's Circular Economy

Taskforce, tasked with drafting the Growth Plan, with which we developed a strong relationship.

All regulations for the Collection and Packaging Reforms are now in law and we remain focused on their effective implementation. We backed implementation of packaging extended producer responsibility (pEPR) through a well-supported public letter alongside industry, which received media coverage. We also briefed parliamentarians for debates on the principle of pEPR and the implementing secondary legislation, including by co-hosting a Lib-Dem parliamentary roundtable.

Wild Summit

The first Wild Summit took place at the Bristol Beacon in September 2025, creating a unifying and influential moment for the nature sector. Over 1,250 people attended in person, with hundreds more online, including communities, businesses, NGOs and politicians. The event was a success and we are grateful to all the participants.

Speakers included: **David Wolfe KC**, barrister, Matrix Chambers and regenerative farmer; **Ruth Davis OBE**, UK Special Representative for Nature; **Hilary McGrady**, Director General, The National Trust; **Hugh Fearnley-Whittingstall**, celebrity chef and nature campaigner; **Prof Baroness Kathy Willis**, Chair, Peers for the Planet; **Tony Juniper**, Chair, Natural England; **Mary Creagh MP**, Parliamentary Under-Secretary of State, Defra; **Toby Perkins MP**, Chair, Environmental Audit Committee; **Natalie Prosser**, Chief Executive, Office for Environmental Protection.

The Wild Summit will return to Bristol in September 2026.

Embedding nature in education

In 2025, a key milestone for the Education and Learning Group (ELPG) was the delivery of a sector-wide stakeholder questionnaire, which revealed near-unanimous support for this policy proposal across education, environment and learning organisations. The findings reinforced growing concern that children's connection with nature is declining, while highlighting the role schools can play in reversing this trend.

Throughout the year, ELPG engaged with the Curriculum and Assessment Review, analysing the interim and final reports and advocating for the inclusion of policies that mandate regular access to nature within education settings. The group also strengthened collaboration across the sector. ELPG worked with partners such as Teachers of the Future, Learning Outside the Classroom (LOtC) and Global Action Plan to explore opportunities for embedding nature into education policy. Engagement with academics and research groups, including those at the University of York and the University of Derby, helped bring new evidence and perspectives into discussions.

ELPG also contributed to wider Link work by feeding insights into the Nature and Wellbeing Strategy Group and coordinating with other Link policy groups on issues related to green skills and workforce development, including engagement with Skills England. To strengthen this call to action for skills development to facilitate the provision of green sector qualifications, we wrote a blog on why Education matters for the Environmental Improvement Plans (EIP) delivery commitments.

Driving private investment into nature

In 2025, the Environmental Markets Working Group focused on advancing policies to support high-integrity environmental markets and greater private investment in nature recovery. The group continued to provide advice to Parliament on the governance and design of environmental markets through consultation responses.

A key focus this year was strengthening engagement with HM Treasury through quarterly meetings, advocating for stronger demand drivers for nature investment, such as a Nature Recovery Obligation (NRO) and improved integration

of nature within green finance policy and financial regulation. The group also contributed to Wildlife and Countryside Link's submission to the 2025 Spending Review, highlighting the need for coordinated public funding and private investment to deliver the UK's legally binding environmental targets.

The group produced a discussion paper on "stacking" in ecosystem markets, exploring how multiple environmental benefits – such as carbon, biodiversity, and water quality – can be financed from the same land interventions whilst maintaining environmental integrity.

Collaboration with partners, including the Aldersgate Group and the Broadway Initiative, continued to strengthen governance proposals and build cross-sector support for credible environmental markets capable of mobilising private investment into nature.

Structure, Governance and Management

Leadership

Link's Board of Trustees, and its Finance and Resources Sub Committee, each held four meetings during 2025.

In 2025, Ali Plummer stepped down from the Board of Trustees at the Q1 Board meeting in March and joined the Link team as Director of Policy and Advocacy in April 2025. Martin Spray served his two terms as Chair of the Trustees and stepped down in December 2025. Dominic Dyer served two terms on the Board of Trustees, one additional term and was re-elected for a further one year at Link's 2025 AGM. Link welcomed two new Board members, Matt Browne (Ordinary Trustee) and Beccy Speight, the new Chair of the Trustees.

The organisation is a charitable company limited by guarantee, incorporated on 7 December 1999 and registered as a charity on 5 January 2005. Members of the Board of Trustees are Directors for the purpose of Company Law and Trustees for the purpose of Charity Law. Members who served during the year, and up to the date of this report, are set out on Page 3.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In 2007 the Memorandum and Articles of Association were reviewed, both to ensure compliance with the Companies Act (2006) and Charities Act (2006). Recognising the need to update the Articles, a further review was carried out in 2017/18 and the updated Articles were agreed upon by members at a special General Meeting on 22 May 2020.

Under the Articles, the members of the Board of Trustees are elected by a postal vote in advance or by secret ballot at the Annual General Meeting. Members of the Board of Trustees must retire at the third Annual General Meeting after that at which he or she was first elected, and is eligible for re-election for up to a further term ending on the sixth Annual General Meeting after their first election. The Treasurer must retire at the Annual General Meeting every three years but may stand for re-election with no maximum term of office.

Risk Management

Wildlife and Countryside Link views the management of risk as an integral element of its governance processes. The major risks to which the charity is exposed, as identified by Link's Director and Trustees, are reviewed annually with systems in place to mitigate those risks. It is recognised that any control system can only provide reasonable, but not absolute, assurance that major risks have been managed adequately.

The two main risks and uncertainties that the charity face, as identified in the Risk Register, include risks to income and reputation. Link aims to mitigate these risks by scrutinising the finances through the Finance and Resources Sub-Committee, by diversifying our funding sources, horizon scanning with members, non-members and other stakeholders, and regularly communicating with our member organisations to ensure they are updated, engaged and benefitting from their membership of Link.

The Link team adheres to protocols and procedures, with the finances being closely monitored to ensure expenditure is appropriate and within reasonable limits, and that adequate resources are in place. Link's Communications Manager works with our Director and Trustees to reduce any potential risks to Link's reputation.

Wildlife and Countryside Link has a health and safety policy to provide adequate control of the health and safety risks arising from our work activities. Each new joiner is given an induction in the most up to date health & safety policy.

Diversity, equality and inclusion

Link is committed to being an inclusive workplace and to helping the environmental sector become more diverse and representative.

At the end of year 2025, Link had eleven staff, including the CEO, and eight Board members.

- 64% of staff were female and 36% male, with a ratio of 50% male on the Senior Management Team (SMT) (1 SMT role was vacant).
- 82% identified as heterosexual and 18% as bisexual.
- 9% of staff were in their 60s, 9% in their 50s, 18% in their 40s, 18% in their 30s and 46% in their 20s.
- 9% of staff identified as ethnically diverse.
- Data on staff's disabilities or medical conditions was not available.

- Of the eight Board members, 38% of Trustees were female and 62% male.
- Data on Board's sexual orientation was not available.
- Data on Board's age was not available.
- Data on Board's ethnicity was not available.
- Data on Board's disabilities or medical conditions was not available.

Pay Policy for senior staff

The Trustees consider that the Board of Trustees and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Charity on a day-to-day basis. Day-to-day operational responsibility is delegated from Trustees to the CEO and senior team. All Trustees give their time freely. Details of Trustees' expenses and related party transactions are disclosed in Note 6 to the accounts.

We have reviewed the pay and rewards given to staff to ensure we give fair terms in line with other similar organisations. One member of staff received a total amount of £70,000-80,000.

Preparation of the report

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

Exemptions from Disclosure

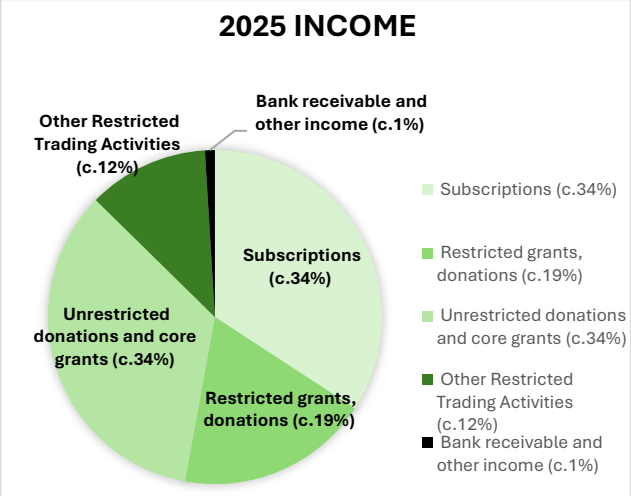
There are no exemptions required.

Funds held as custodian Trustee on behalf of others

Link does not have a custodian Trustee.

Financial Review

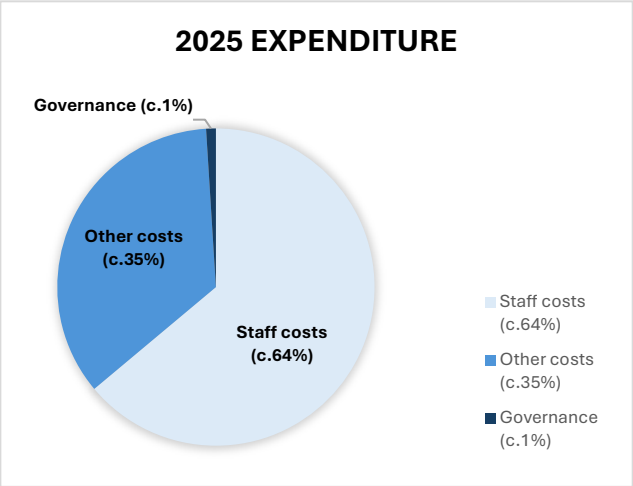
Here we summarise financial information to give an overview of the charity's financial performance during 2025, by using selected information from the full annual accounts. The full accounts are set out at page 19 and thereafter.



Link's total income in 2025 was £831,178 (2024 £909,221). Member subscriptions for the year totalled £284,242 (2024 £269,197).

During 2025, a number of restricted grants contributed towards funding the ongoing implementation of Link's five-year Strategy 2020-25.

A number of restricted donations from both members and the public were received towards the Wild Summit 2025 event held in September 2025. A couple of restricted grants received in 2024 were for project work due to be carried out in 2025.



Link's total expenditure amounted to £911,483 (2024 £843,406).

Total expenditure on staff costs totaled £582,528. As in past years, this does not take account of the contribution made to Link's collaborative work by staff within our member organisations, who help us to achieve so much.

These results show that Link has and continues to develop a secure financial model based on member subscriptions with a level of grants that allow Link to maximise its effectiveness for its members.

Reserves Policy

Link's Reserves policy is to maintain free reserves of six months operating expenditure, over a rolling period of three years. This allows Link's Board of Trustees to maximise the use of the financial reserves but demands a plan to achieve the policy. On 31 December 2025, free reserves (in the general fund) amounted to 9.56 months of total 2025 expenditure. This level of reserves will allow Link to continue to implement the current interim Strategy.

Grants

Link secured valuable grant funding in 2025 to support its work with members for the next couple of years.

Link received the final payment from the European Climate Foundation, towards Nature 2030, and the final core payments from Esmee Fairbairn Foundation and Samworth Foundation. Link also received payments from the first multi year payment from Lund Trust towards chemical work and a one off payment from The Sigrid Rausing Trust. Two payments were received from The Lund Trust, towards chemicals, and from the Sigrid Rausing Trust in 2024 in advance for work due to be carried out in 2025. Adjustments were made in the 2024 and 2025 accounts to reflect this.

Link received payment from Green Alliance towards Impact 2025, a one-off additional payment from the Helvellyn Foundation and a one-off uplift payment from Samworth Foundation. This is in addition to the existing core grants funding.

Some of the restricted grants secured went to support particular salaries and projects, including part of the CEO's, Director of Policy and Advocacy, Director of Impact and Operations, Policy & Advocacy Lead (Chemicals), Admin and Finance Officer, Media & Campaigns Manager and the Media & Communications Manager salaries for their work on Nature 2030, Impact 2025 and Chemical policy work.

Acknowledgements

We would like to thank all of those individuals and organisations that made 2025 such a great year for Link, including our members, partners, funders and colleagues. With their generous support, we will continue to work hard in 2026 and beyond to conserve and protect wildlife and the countryside.

Preparation of the report

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006. It was approved, and authorised for issue, by the Trustees on 17 June 2026 and signed on its behalf by:

R Speight, Chair of Wildlife & Countryside Link

Wildlife and Countryside LINK

Members

ZSL yha WWF Woodland Trust Wildlife Gardening Forum WWT WildFish.

WILDjustice WDC Whale and Dolphin Conservation toe Trust for Oxfordshire's Environment Trees for Cities Woodland Trust The Wildlife Trusts

The Rivers Trust TCV The Conservation Volunteers Sustainable Soils Alliance Sustainability first Surfers Against Sewage Shark Trust

Cornwall Seal Group Research Trust RSPCA RSPB River Restoration Centre RiverAction rewilding britain RBST Rare Breeds Survival Trust

Ramblers Plantlife Planet Patrol Pesticide Action Network UK people's trust for endangered species Paddle UK Orca Looking out for Whales and Dolphins

Open Spaces Society Oceana naturewatch foundation Advancing Animal Welfare NRDC Natural Resources Defense Council National Trust National Parks England

National Landscapes Association Marine Life Marine Conservation Society The Mammal Society League Against Cruel Sports Keep Britain Tidy

John Muir Trust For wild land & wild places ifaw ifm Institute of Fisheries Management Humane World for Animals hare preservation trust Greenpeace

Global Youth Biodiversity Network UK FSC froglife leaping forward for reptiles & amphibians Friends of the Earth Freshwater Habitats Trust Four Paws Floodplain Meadows Partnership

Fidra Environmental Law Foundation era environmental investigation agency earthwatch Europe earth trust Countryside Management Association England Wales Northern Ireland Council for British Archaeology

Compassion in world farming ClientEarth Chester Zoo CHEMTrust Protecting humans and wildlife from harmful chemicals CIEEM CET Law

Wildlife and Countryside LINK

NATIONAL FORUM FOR BIOLOGICAL RECORDING

Independent Examiners Report
to the Members of Wildlife and Countryside Link

Independent examiner's report to the trustees of Wildlife and Countryside Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Richard Appleyard FCA
Gibbons Mannington & Phipps LLP Chartered Accountants
20 Eversley Road
Bexhill-on-Sea
East Sussex
TN40 1HE

24th June 2026

WILDLIFE AND COUNTRYSIDE LINK

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2025

	Notes	Unrestricted fund £	Restricted funds £	**2025 Total funds £**	*2024 Total funds £*
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**286,704**	**10,001**	**296,705**	*409,427*
Charitable activities	5				
Charitable Activities		**284,242**	**145,118**	**429,360**	*490,624*
Other trading activities	3	**-**	**97,133**	**97,133**	*-*
Investment income	4	**7,980**	**-**	**7,980**	*8,931*
Other income		**-**	**-**	**-**	*239*
Total		**578,926**	**252,252**	**831,178**	*909,221*
EXPENDITURE ON					
Charitable activities	6				
Charitable Activities		**640,069**	**271,414**	**911,483**	*843,406*
NET INCOME/(EXPENDITURE)		**(61,143)**	**(19,162)**	**(80,305)**	*65,815*
RECONCILIATION OF FUNDS					
Total funds brought forward		**787,325**	**42,867**	**830,192**	*764,377*
TOTAL FUNDS CARRIED FORWARD		**726,182**	**23,705**	**749,887**	*830,192*

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

BALANCE SHEET
31ST DECEMBER 2025

	Notes	Unrestricted fund £	Restricted funds £	**2025 Total funds £**	*2024 Total funds £*
FIXED ASSETS					
Tangible assets	13	**748**	**-**	**748**	*1,123*
CURRENT ASSETS					
Debtors	14	**54,566**	**-**	**54,566**	*27,569*
Cash at bank and in hand		**761,033**	**23,706**	**784,739**	*939,252*
		815,599	**23,706**	**839,305**	*966,821*
CREDITORS					
Amounts falling due within one year	15	**(90,166)**	**-**	**(90,166)**	*(137,752)*
NET CURRENT ASSETS		**725,433**	**23,706**	**749,139**	*829,069*
TOTAL ASSETS LESS CURRENT LIABILITIES		**726,181**	**23,706**	**749,887**	*830,192*
NET ASSETS		**726,181**	**23,706**	**749,887**	*830,192*
FUNDS	17				
Unrestricted funds				**726,181**	787,325
Restricted funds				**23,706**	42,867
TOTAL FUNDS				**749,887**	830,192

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2025.

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

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 17th June 2026 and were signed on its behalf by:

R Speight - Trustee

The notes form part of these financial statements

WILDLIFE AND COUNTRYSIDE LINK

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2025

	Notes	2025 £	*2024* *£*
Cash flows from operating activities			
Cash generated from operations	1	**(162,493)**	*153,115*
Net cash (used in)/provided by operating activities		**(162,493)**	*153,115*
Cash flows from investing activities			
Purchase of tangible fixed assets		**-**	*(1,497)*
Interest received		**7,980**	*8,931*
Net cash provided by investing activities		**7,980**	*7,434*
Change in cash and cash equivalents in the reporting period		**(154,513)**	*160,549*
Cash and cash equivalents at the beginning of the reporting period		**939,252**	*778,703*
Cash and cash equivalents at the end of the reporting period		**784,739**	*939,252*

The notes form part of these financial statements

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	*2024*
	£	*£*
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	**(80,305)**	*65,815*
Adjustments for:		
Depreciation charges	**374**	*855*
Interest received	**(7,980)**	*(8,931)*
Increase in debtors	**(26,997)**	*(8,282)*
(Decrease)/increase in creditors	**(47,585)**	*103,658*
Net cash (used in)/provided by operations	**(162,493)**	*153,115*

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/1/25	Cash flow	**At 31/12/25**
	£	£	**£**
Net cash			
Cash at bank and in hand	**939,252**	**(154,513)**	**784,739**
	939,252	**(154,513)**	**784,739**
Total	**939,252**	**(154,513)**	**784,739**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the Charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Subscription income from full and associate member organisations is invoiced on a calendar year basis and is recognised accordingly.

Grants are recognised as income in the Statement of financial activities in accordance with the terms attached by the grantor.

Income from recharged costs is accrued when the associated costs are incurred. Other donations and sundry income are recognised in the Statement of financial activities when received.

Expenditure
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

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

Plant and machinery	-	4 years
Fixtures and fittings	-	4 years
Computer equipment	-	4 years

All assets costing more than £1,000 are capitalised.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

1. ACCOUNTING POLICIES - continued

Operating leases
Rentals under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

Cash at bank and in hand
Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the opening of the deposit.

Debtors
Debtors are recognised at their recoverable amounts to which the charity is entitled.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement value.

2. DONATIONS AND LEGACIES

	2025	*2024*
	£	*£*
Donations	**14,124**	*157,022*
Grants for core funding	**282,581**	*252,405*
	296,705	*409,427*

3. OTHER TRADING ACTIVITIES

	2025	*2024*
	£	*£*
Events	**97,133**	*-*

4. INVESTMENT INCOME

	2025	*2024*
	£	*£*
Deposit account interest	**7,980**	*8,931*

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	**2025**	*2024*
		£	*£*
Subscriptions	Charitable Activities	**284,242**	*269,197*
Grants for project work	Charitable Activities	**145,118**	*221,427*
		429,360	*490,624*

continued...

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Charitable Activities	**902,461**	**9,022**	**911,483**

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	*2024*
	£	*£*
Staff costs	**582,528**	*528,167*
Payroll management	**921**	*1,134*
Insurance	**1,439**	*10,059*
Rent, rates & electricity	**34,720**	*37,815*
Sundries	**725**	*533*
Publications, research and reports	**57,438**	*15,196*
Consultant fees	**44,564**	*128,715*
Subscriptions expense	**18,170**	*14,071*
Events	**130,994**	*35,636*
Communications	**7,075**	*12,205*
IT Technical Support	**9,116**	*10,386*
IT software and consumables	**2,604**	*2,710*
Travel and subsistence	**10,038**	*6,075*
Office maintenance & repairs	**1,755**	*2,550*
Staff training	**-**	*6,990*
Depreciation	**374**	*855*
	902,461	*813,097*

8. SUPPORT COSTS

	Governance costs
	£
Charitable Activities	**9,022**

Support costs, included in the above, are as follows:

	2025 Charitable Activities	*2024* Total activities
	£	*£*
Preparation of statutory accounts	**949**	***1,328***
Independent examination	**873**	***1,240***
Legal and professional fees	**7,200**	***27,731***
Bank charges	**-**	***10***
	9,022	***30,309***

continued...

9. NET INCOME/(EXPENDITURE)

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

	2025	2024
	£	£
Depreciation - owned assets	**375**	*855*

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2025, in 2024, consultancy fees were paid to Nadia Shaikh of £2,780 in respect of helping to run the Raven's networking group.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2025, in 2024 expenses were reimbursed to one trustee during the year of £130.

11. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	**500,377**	*460,350*
Social security costs	**52,650**	*44,128*
Other pension costs	**29,501**	*23,689*
	582,528	*528,167*

The average monthly number of employees during the year was as follows:

	2025	2024
Staff members	**12**	*12*

One employee received remuneration of between £70,000 and £80,000 in the year (exclusive of employer pensions and employer National Insurance contributions). (2024: One employee was paid between £60,000 and £70,000). The employer pension contributions for that member of staff amounted to £4,421 in the year.

The key management personnel of the Charity comprise all staff members. The total employee benefits of the key management personnel of the Charity were as disclosed above.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	260,404	149,023	409,427
Charitable activities			
Charitable Activities	269,197	221,427	490,624
Investment income	8,931	-	8,931
Other income	239	-	239
Total	538,771	370,450	909,221

continued...

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
EXPENDITURE ON			
Charitable activities			
Charitable Activities	486,669	356,737	843,406
NET INCOME	52,102	13,713	65,815
RECONCILIATION OF FUNDS			
Total funds brought forward	735,225	29,152	764,377
TOTAL FUNDS CARRIED FORWARD	787,327	42,865	830,192

13. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1st January 2025 and 31st December 2025	**5,159**	**6,000**	**3,657**	**14,816**
DEPRECIATION				
At 1st January 2025	**5,159**	**6,000**	**2,534**	**13,693**
Charge for year	**-**	**-**	**375**	**375**
At 31st December 2025	**5,159**	**6,000**	**2,909**	**14,068**
NET BOOK VALUE				
At 31st December 2025	**-**	**-**	**748**	**748**
At 31st December 2024	-	-	*1,123*	*1,123*

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 **£**	*2024* *£*
Trade debtors	**34,828**	*14,867*
Other debtors	**7,445**	*7,445*
VAT	**6,323**	-
Prepayments	**5,970**	*5,257*
	54,566	*27,569*

continued...

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	*2024*
	£	*£*
Trade creditors	**5,094**	*25,157*
Social security and other taxes	**12,708**	*11,511*
Pensions	**3,125**	*2,441*
Grants in advance	**58,333**	*84,708*
Accrued expenses	**10,906**	*13,935*
	90,166	*137,752*

16. LEASING AGREEMENTS

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

	2025	*2024*
	£	*£*
Within one year	**15,435**	*6,734*

17. MOVEMENT IN FUNDS

	At 1/1/25 £	Net movement in funds £	At 31/12/25 £
Unrestricted funds			
General fund	**787,325**	**(61,144)**	**726,181**
Restricted funds			
Environment Links UK	**1,013**	**(86)**	**927**
Agriculture	**709**	**-**	**709**
Blueprint for Water	**846**	**-**	**846**
Planning Coalition	**289**	**-**	**289**
Wildlife Crime and Trade	**18**	**-**	**18**
Equality, Diversity and Inclusion	**1,689**	**-**	**1,689**
Local Nature Recovery Strategies	**125**	**-**	**125**
Chemical Campaign	**25,517**	**(11,260)**	**14,257**
Raven's Network (name changed from Peer Support Network for People of Colour)	**471**	**(420)**	**51**
Restore Nature Now Project	**4,370**	**-**	**4,370**
EDI Seed's Scheme	**7,820**	**(7,640)**	**180**
Wild Summit Conference	**-**	**245**	**245**
	42,867	**(19,161)**	**23,706**
TOTAL FUNDS	**830,192**	**(80,305)**	**749,887**

continued...

17. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**578,926**	**(640,070)**	**(61,144)**
Restricted funds			
Environment Links UK	**-**	**(86)**	**(86)**
Chemical Campaign	**80,709**	**(91,969)**	**(11,260)**
Nature 2030	**7,045**	**(7,045)**	**-**
Raven's Network (name changed from Peer Support Network for People of Colour)	**-**	**(420)**	**(420)**
EDI Seed's Scheme	**10,000**	**(17,640)**	**(7,640)**
Wild Summit Conference	**97,133**	**(96,888)**	**245**
Impact 2025	**57,365**	**(57,365)**	**-**
	252,252	**(271,413)**	**(19,161)**
TOTAL FUNDS	**831,178**	**(911,483)**	**(80,305)**

Comparatives for movement in funds

	At 1/1/24 £	Net movement in funds £	At 31/12/24 £
Unrestricted funds			
General fund	735,225	52,100	787,325
Restricted funds			
Environment Links UK	1,382	(369)	1,013
Agriculture	1,079	(370)	709
Blueprint for Water	846	-	846
Planning Coalition	289	-	289
Wildlife Crime and Trade	18	-	18
Equality, Diversity and Inclusion	2,850	(1,161)	1,689
Local Nature Recovery Strategies	125	-	125
Chemical Campaign	22,271	3,246	25,517
Raven's Network (name changed from Peer Support Network for People of Colour)	292	179	471
Restore Nature Now Project	-	4,370	4,370
EDI Seed's Scheme	-	7,820	7,820
	29,152	13,715	42,867
TOTAL FUNDS	764,377	65,815	830,192

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17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	538,771	(486,671)	52,100
Restricted funds			
Environment Links UK	-	(369)	(369)
Agriculture	-	(370)	(370)
Equality, Diversity and Inclusion	1,500	(2,661)	(1,161)
Chemical Campaign	26,375	(23,129)	3,246
New To Nature Scheme	8,477	(8,477)	-
Nature 2030	65,324	(65,324)	-
Raven's Network (name changed from Peer Support Network for People of Colour)	2,022	(1,843)	179
Restore Nature Now Project	123,902	(119,532)	4,370
EDI Seed's Scheme	29,100	(21,280)	7,820
Impact 2024	113,750	(113,750)	-
	370,450	(356,735)	13,715
TOTAL FUNDS	909,221	(843,406)	65,815

Purposes of material restricted funds:

Chemical Campaign
The Esmée Fairbairn Foundation and the Savitri Trust provided essential core support for a new chemicals campaign, intended to strengthen the regulation of toxic chemicals in the UK. The campaign particularly focuses on river pollution. Most of the funding has been spent commissioning the Rivers Trust to undertake mapping and analysis of contaminants including pesticides, pharmaceuticals and "forever chemicals", using Environment Agency data. Additional funds have spent to produce a produce shared parliamentary briefings and consultation responses, and to host an event on chemicals with UK Youth For Nature, advocating better monitoring and management of chemical pollution.

Nature 2030
This is Link's General Election campaign, consisting of public campaigning, policy and advocacy for the regulation and investment needed to halt nature's decline by 2030.

Restore Nature Now
Dedicated member contributions, individual donations, revenue from t-shirt sales and grant funding via the Environmental Funder's Network enabled the delivery of the Restore Nature Now March in June 2024. This was the largest ever nature and climate gathering in the UK with between 60,000-100,000 participants, and the most collaborative piece of work between traditional environmental NGOs and direct action groups to date.

SEEDS (Small eNGO Ethnic Diversity Support Scheme)
Natural England provided crucial funding for a trial cohort for the SEEDS scheme and funding to develop a proposal for an enhanced scheme. This has provided tailored support and bespoke 1-2-1 advice for 9 organisations on readying their organisation to improve ethnic diversity within their staffing and a proposal on upscaling the programme to support a further 50 organisations.

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17. MOVEMENT IN FUNDS - continued

Impact 2025
The joint project between Green Alliance, The Climate Coalition, and Link provided a senior sectoral space for strategic discussion and collaboration with intelligence sharing, political analysis and strategy, and influence collaboration.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2025 or 31st December 2024, other than disclosed in Note 10.

19. GUARANTEE BY MEMBERS OF THE COMPANY

Every member of the Company agrees to contribute to the Company £1 or any smaller amount if required if:-
(a) The Company is wound-up while he or she is a member or within a year afterwards; and
(b) The Company has debts and liabilities which it cannot meet out of its assets.