

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	International Transport Workers' Federation		
Year ended:	31 December 2021		
List no:	1225		
Head or Main Office address:	ITF House		
	49 - 60 Borough Road		
	London		
Postcode	SE1 1DR		
Website address (if available)	www.itfglobal.org		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Stephen Cotton		
Telephone Number:	0207 403 2733		
Contact name for queries regarding the completion of this return	Adam Leadbetter		
Telephone Number:	0207 940 9215		
E-mail:	leadbetter_adam@itf.org.uk		

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	9		2	688	699
Total	9		2	688	A 699

Number of members at end of year contributing to the General Fund

699

Number of members included in totals box 'A' above for whom no home or authorised address is held:

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
EB Member	Horacio Calculli	Alex Tokhi	April 2021
EB Member	Alex Tokhi	Horacio Calculli	October 2021
EB Member	Nikolay Nikiforov	Sergey Chernogaev	October 2021
EB Member	Marko Piirainen	Pekka Lehtonen	October 2021
EB Member	Miguel Ángel Sánchez	Antonio Oviedo García	October 2021
EB Member	Sito Pantoja, Joe Tiberi	N/A	October 2021

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

699

and names:

See attached list of affiliated unions and names

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held and date elected
See attached list of officers in post	

Officers in post

List of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held
Paddy Crumlin	Executive Board member - President
Najeem Usman Yasin Alhaji	Executive Board member - Vice President
John Baker	Executive Board member - Vice President
Seddik Berrama	Executive Board member - Vice President
Mary Liew	Executive Board member - Vice President
Frank Moreels	Executive Board member - Vice President
Pablo Moyano	Executive Board member - Vice President
Toshihiko Sumino	Executive Board member - Vice President
Stephen Cotton	Executive Board member - General Secretary
Stephen Abima	Executive Board member
Edwin Atema	Executive Board member
Christine Behle	Executive Board member
Martin Burkert	Executive Board member
Horacio Calulli	Executive Board member
Mick Cash	Executive Board member
Tae Kil Chung	Executive Board member
Janaina Fernandes	Executive Board member
Remo di Fiore	Executive Board member
David Gobé	Executive Board member
Meryem Halouani	Executive Board member
Johnny Hansen	Executive Board member
Roman Hebenstreit	Executive Board member
Dave Heindel	Executive Board member
James P Hoffa	Executive Board member
Diana Holland	Executive Board member
Kam Soon Huat	Executive Board member
Lars Johnsen	Executive Board member
Mykhailo Kiryeyev	Executive Board member
Valérie Latron	Executive Board member
David Massiah	Executive Board member
Terri Mast	Executive Board member
Jack Mazibuko	Executive Board member
Len McCluskey	Executive Board member
Neven Melvan	Executive Board member
Yasumi Morita	Executive Board member
Juliana Mpanduji	Executive Board member
Sergey Chernogaev	Executive Board member
Laurent Le Floch	Executive Board member
Conrad Oca	Executive Board member
Joe O'Flynn	Executive Board member
Lana Payne	Executive Board member
Henryk Piatkowski	Executive Board member
Pekka Lehtonen	Executive Board member
Ajay Kumar Rai	Executive Board member
C A Rajisridhar	Executive Board member
Antonio Oviedo García	Executive Board member
Epitacio Antonio dos Santos	Executive Board member
Abdulgani Serang	Executive Board member
Julio Sosa	Executive Board member
Yuri Sukhorukov	Executive Board member
Jan Villadsen	Executive Board member
Ekaterina Yordanova	Executive Board member
Marcel Zante	Executive Board member
Dorotea Zec	Executive Board member

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Union building projects donor funding	694
Total federation and other bodies	
694	
Any Other Sources	
Miscellaneous	10
Total other sources	
10	
Total of all other income	
704	

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		brought forward	
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward		Total (should agree with figure in General Fund)	

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Seafarers' International Assistance, Welfare & Protection (Welfare)	£000	£000
Income			
	From members		
	Investment income (as at page 12)		1,265
	Other income (specify)		
	Miscellaneous		34
	Welfare contributions		45,591
	Unrealised gain/(loss) on investments		10,937
	Total other income as specified		56,562
	Total Income		57,827
	Interfund Transfers IN		
Expenditure			
	Benefits to members		1,178
	Administrative expenses and other expenditure (as at page 10)		42,775
	Total Expenditure		43,953
	Interfund Transfers OUT		8,050
	Surplus (Deficit) for the year		13,874
	Amount of fund at beginning of year		92,417
	Amount of fund at the end of year (as Balance Sheet)		98,241
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:	Congress	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		8,500
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		224
	Total Expenditure		224
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-224
	Amount of fund at beginning of year		2,350
	Amount of fund at the end of year (as Balance Sheet)		10,626
	Number of members contributing at end of year		

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
		Total other income as specified	
		Total income	
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)		
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		
		Total expenditure	
		Surplus (deficit) for year	
		Amount of political fund at beginning of year	
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

	£000
Administrative Expenses	
Remuneration and expenses of staff	19,409
Salaries and Wages included in above	10,907
Auditors' fees	92
Legal and Professional fees	2,243
Occupancy costs	1,198
Stationery, printing, postage, telephone, etc.	298
Expenses of Executive Committee (Head Office)	136
Expenses of conferences	1,540
Other administrative expenses (specify)	
General expenses	90
Computer systems maintenance	1,375
Publications & public relations	2,634
Investment & bank charges	244
Inspectorate representation	13,302
Other grants & membership fees	1,175
Other Outgoings	
Depreciation	1,831
Taxation	3,277
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Pension scheme adjustments	-9,740
Foreign exchange (gain)/loss	583
Donation to ITF Seafarers' Trust	1,000
Contributions to International Bargaining Forum (IBF)	6,313
tretert	
Total	47,000
Charged to:	
General Fund (Page 3)	3,538
Seafarers' International Assistance, Welfare & Protection (Welfare)	42,775
Congress	224
Priority Projects	463
Sustainable Transport	
Total	47,000

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			1,260
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			5
Other investment income (specify)			
			1,265
		Total investment income	1,265
		Credited to:	
		General Fund (Page 3)	
		Seafarers' International Assistance, Welfare & Protection (Welfare)	1,265
		Congress	
		Priority Projects	
		Sustainable Transport	
		Political Fund	
		Total Investment Funds	1,265

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	24,947	12,484	6,295	102		43,828
Additions	1,944	24	958			2,926
Disposals			-192			-192
Revaluation/Transfers						
At end of year	26,891	12,508	7,061	102		46,562
Accumulated Depreciation						
At start of year	3,587	1,495	4,491	83		9,656
Charges for year	538	250	1,034	9		1,831
Disposals			-177			-177
Revaluation/Transfers						
At end of year	4,125	1,745	5,348	92		11,310
Net book value at end of year	22,766	10,763	1,713	10		35,252
Net book value at end of previous year	21,360	10,989	1,804	19		34,172

Analysis of investments

(see notes 58 and 59)

	All Funds Except Political Funds £000	Political Fund £000
Quoted		
Equities (e.g. Shares)		
Equities	76,417	
Government Securities (Gilts)		
Government Securities	45,999	
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	122,416	
Market Value of Quoted Investment	122,416	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)		
Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
-----------------------------------------	-----------------------------

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Int'l Transport Workers' Federation (Nominees) Ltd	01426561

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
------------------------------	----------------------------------------

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders
Int'l Transport Workers' Federation (Nominees) Ltd	Stephen Cotton, Paddy Crumlin

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	6,492		6,492
From Investments	1,265		1,265
Other Income (including increases by revaluation of assets)	57,266		57,266
Total Income	65,023		65,023
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	49,276		49,276
Funds at beginning of year (including reserves)	85,021		85,021
Funds at end of year (including reserves)	100,768		100,768
Assets			
Fixed Assets			35,252
Investment Assets			122,416
Other Assets			13,955
		Total Assets	171,623
Liabilities		Total Liabilities	70,855
Net Assets (Total Assets less Total Liabilities)			100,768

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves)			
Funds at end of year (including reserves)			
Assets			
Fixed Assets			
Investment Assets			
Other Assets			
Total Assets			
Liabilities			
Total Liabilities			
Net Assets (Total Assets less Total Liabilities)			

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="No"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

No

If **YES**, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

See attached notes to the accounts

Notes to the Financial Statements for the year ended 31 December 2021

6. Activities	2021	2020
	<u>£'000</u>	<u>£'000</u>
Meetings, conferences and activities:		
Fares	243	439
Hotel and subsistence	280	275
Translations	321	341
Invitations and hospitality	79	32
Interpretation	331	202
Other meeting costs	421	820
	<u>1,675</u>	<u>2,109</u>
Publications and public relations:		
Publication subscriptions	153	155
Printing and production	138	211
Library purchases	2	1
Graphic design and creative	168	9
Despatching costs	30	26
Other publications and research	2,024	1,714
Audio visual	108	15
Promotional material	11	12
	<u>2,634</u>	<u>2,143</u>
	<u>4,309</u>	<u>4,252</u>
7. Staff	2021	2020
	<u>£'000</u>	<u>£'000</u>
Salaries	10,907	10,148
Employers national insurance	1,234	1,179
Normal employer pension contributions	2,118	1,919
Other benefits	1,026	906
Training and recruitment	103	80
	<u>15,388</u>	<u>14,232</u>
Pension scheme current service cost, excluding employer pension contributions	3,245	949
Pension scheme net interest cost/(income)	776	730
	<u>19,409</u>	<u>15,911</u>
Remuneration in respect of the General Secretary:		
Salaries and employers national insurance	233	232
Normal employer pension contributions	26	26
	<u>259</u>	<u>258</u>
Remuneration in respect of other Officers:		
Salaries and employers national insurance	2,321	2,117
Normal employer pension contributions	279	274
	<u>2,600</u>	<u>2,391</u>

The General Secretary and other Officers are considered to be the key management personnel of ITF.

Notes to the Financial Statements for the year ended 31 December 2021

8. Professional fees	2021	2020
	<u>£'000</u>	<u>£'000</u>
Fees payable to the auditor for audit services: Current year audit	73	65
Fees payable to the auditor for audit services: Previous year audit	19	16
Fees payable to the professional advisors for other services	1	7
General legal fees	398	682
Other	1,844	1,282
	<u>2,335</u>	<u>2,052</u>

A significant part of the work of the Welfare Fund is concerned with taking legal action on behalf of seafarers in the pursuance of claims against employers and others including injury, unpaid wages, unfair dismissal and other cases. Where necessary the ITF will also advance monies to seafarers pending the outcome and resolution of any action to be taken on their behalf. The ITF will also defend itself against certain ship owners and others who would seek to prevent it pursuing its objectives of helping seafarers. At any time the ITF has many ongoing legal cases and often these will have been active for several years. Wherever possible the ITF will seek to recover legal and other costs from ship owners.

9. Office and administration expenditure	2021	2020
	<u>£'000</u>	<u>£'000</u>
Rent, rates, services and building maintenance	1,099	1,000
Computer systems maintenance	1,375	1,455
Stationery and office supplies	92	43
Data communications, telephone and postage	206	251
Insurance	99	125
Other	76	147
	<u>2,947</u>	<u>3,021</u>

10. Inspectorate	2021	2020
	<u>£'000</u>	<u>£'000</u>
Reimbursement of staff costs	10,268	10,922
Hotel and travel	929	1,156
Office and other costs	1,460	1,595
Inspectorate development	146	180
Other	499	487
	<u>13,302</u>	<u>14,340</u>

Notes to the Financial Statements for the year ended 31 December 2021

11. Other assistance & donations	2021	2020
	<u>£'000</u>	<u>£'000</u>
Support to ETF	1,116	1,204
Other	1,238	1,632
	<u>2,354</u>	<u>2,836</u>

ETF is the European Transport Workers' Federation.

12. Investment and bank charges	2021	2020
	<u>£'000</u>	<u>£'000</u>
Bank charges and interest	91	88
Investment management fees rebated	153	138
	<u>244</u>	<u>226</u>

During 2021 Investment management fees of £153,000 (2020 £138,000) were charged directly to the investment portfolios.

13. Net (income)/expenditure before taxation - Shown by regional office and other (including Head Office)

	2021	2020
	<u>£'000</u>	<u>£'000</u>
Regional offices:		
Africa - Abidjan	222	120
Africa - Nairobi	385	479
Arab World - Amman	381	391
Asia Pacific - Delhi	316	364
Asia Pacific - Hong Kong (FOC)	293	372
Asia Pacific - Singapore	291	243
Asia Pacific - Sydney	334	191
Asia Pacific - Tokyo	257	290
Latin America & Caribbean - Panama	251	134
Latin America & Caribbean - Rio	668	636
North America - Montreal	90	75
	<u>3,488</u>	<u>3,295</u>
Other	(5,141)	2,850
	<u>(1,653)</u>	<u>6,145</u>

There was no income or expenditure for regional offices in the Congress Fund, Sustainable Transport Fund and Solidarity Fund. FOC office is Flags Of Convenience office.

Notes to the Financial Statements for the year ended 31 December 2021

14. Tax on ordinary activities	2021	2020
	<u>£'000</u>	<u>£'000</u>
Current tax	-	169
Adjustments in respect of prior periods	(280)	-
Deferred tax	3,557	1,589
UK tax charge / (credit)	<u>3,277</u>	<u>1,758</u>
	2021	2020
	<u>£'000</u>	<u>£'000</u>
Profit/(loss) on ordinary activities multiplied by the standard rate of UK tax of 19.00% (2019: 19.00%)	(314)	1,168
Non-taxable income net of unrelieved operating losses	314	(999)
Prior year adjustment	(280)	-
	<u>(280)</u>	<u>169</u>
Deferred tax:		
Balance at cost at 1 January	3,311	1,722
Deferred tax charge/(credit)	3,557	1,589
Balance at 31 December	<u>6,868</u>	<u>3,311</u>

15. Tangible fixed assets

Group:	Land & buildings	Furniture & equipment	Computer systems	Motor vehicles	Total
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
Cost:					
At 1 January 2021	37,431	2,346	3,949	102	43,828
Additions	1,968	317	641	-	2,926
Disposals	-	(192)	-	-	(192)
At 31 December 2021	<u>39,399</u>	<u>2,471</u>	<u>4,590</u>	<u>102</u>	<u>46,562</u>
Accumulated depreciation:					
At 1 January 2021	(5,082)	(1,302)	(3,189)	(83)	(9,656)
Charge	(788)	(235)	(799)	(9)	(1,831)
Disposals	-	177	-	-	177
At 31 December 2021	<u>(5,870)</u>	<u>(1,360)</u>	<u>(3,988)</u>	<u>(92)</u>	<u>(11,310)</u>
Net book value:					
At 1 January 2021	<u>32,349</u>	<u>1,044</u>	<u>760</u>	<u>19</u>	<u>34,172</u>
At 31 December 2021	<u>33,529</u>	<u>1,111</u>	<u>602</u>	<u>10</u>	<u>35,252</u>

Notes to the Financial Statements for the year ended 31 December 2021**15. Tangible fixed assets (continued)**

Parent organisation:	Land & Furniture & buildings	Furniture & equipment	Computer systems	Motor vehicles	Total
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
Cost:					
At 1 January 2021	37,431	2,346	3,949	102	43,828
Additions	1,968	317	641	-	2,926
Disposals	-	(192)	-	-	(192)
At 31 December 2021	<u>39,399</u>	<u>2,471</u>	<u>4,590</u>	<u>102</u>	<u>46,562</u>
Accumulated depreciation:					
At 1 January 2021	(5,082)	(1,302)	(3,189)	(83)	(9,656)
Charge	(788)	(235)	(799)	(9)	(1,831)
Disposals	-	177	-	-	177
At 31 December 2021	<u>(5,870)</u>	<u>(1,360)</u>	<u>(3,988)</u>	<u>(92)</u>	<u>(11,310)</u>
Net book value:					
At 1 January 2021	32,349	1,044	760	19	34,172
At 31 December 2021	<u>33,529</u>	<u>1,111</u>	<u>602</u>	<u>10</u>	<u>35,252</u>

16. Investments - Group and parent organisation

	2021	2020
	<u>£'000</u>	<u>£'000</u>
Investments at cost at 1 January	90,838	89,001
Investment revaluation at 1 January	20,598	14,929
Investments at market value at 1 January	<u>111,436</u>	<u>103,930</u>
Changes to investments:		
Additions at cost	50,547	7,715
Disposals at cost	(47,793)	(5,878)
Unrealised gain/(loss)	8,226	5,669
Market value at 31 December	<u>122,416</u>	<u>111,436</u>
Market value at 31 December:		
Fixed interest securities & bond funds	45,999	37,057
Equities & property unit trusts	76,417	74,379
	<u>122,416</u>	<u>111,436</u>
Investment revaluation reserve:		
Investment revaluation at 1 January	20,598	14,929
Unrealised gain/(loss)	8,226	5,669
Investment revaluation at 31 December	<u>28,824</u>	<u>20,598</u>
Investments revaluation gain/(loss):		
Realised gain/(loss)	2,711	1,014
Unrealised gain/(loss)	8,226	5,669
	<u>10,937</u>	<u>6,683</u>

Notes to the Financial Statements for the year ended 31 December 2021**16. Investments - Group and parent organisation (continued)**

Details of the investments in which ITF holds share capital are as follows, as well as other regional office entities where ITF is a controlling member of the entity or where ITF has financial and operational control of the entity:

(a) Branches of the ITF. Consolidated in ITF group and the ITF parent organisation financial statements:

- Regional office in Africa - Abidjan
- Regional office in Arab World - Amman
- Regional office in Asia Pacific - Delhi
- Regional office in Asia Pacific - Tokyo
- Regional office in Latin America & Caribbean - Rio

(b) Subsidiaries of ITF, where ITF controls 100% of voting rights. Consolidated in ITF group and in ITF parent organisation financial statements:

- International Transport Workers Federation (Nominees) Limited (Company Number 01426561)

(c) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 100% of voting rights via ITFNL, ITFNL controls 100% of voting rights, and ITFNL owns 100% of the shares. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Asia Pacific - Sydney: International Transport Federation Pty Ltd (Australia Company Number 612056372)

(d) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 100% of voting rights via ITFNL, ITFNL controls 100% of voting rights, and ITFNL holds 100% membership. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Africa - Nairobi: International Transport Workers' Federation (African Regional Office) Limited (Certificate of Incorporation Number CPR/2014/160631)
- Regional office in Asia Pacific - Singapore: International Transport Workers Federation Ltd (Certificate of Incorporation Number 201704703H)
- Regional office in North America - Montreal: Foundation International Transport Workers' Federation North America (Montreal) (Corporation Number 1055146-5)

(e) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 99% of voting rights via ITFNL, ITFNL controls 99% of voting rights, and ITFNL owns 99% of the shares. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- In 2020, Regional office in Latin America & Caribbean - Panama: ITF Panama Holdings S.de R.L. (Company Number 155700042)

(f) ITF has financial and operational control of the entity. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Asia Pacific - Hong Kong: Hong Kong ITF (FOC) Campaign Office Limited (Certificate of Incorporation Number 1436069)

17. Debtors - Group and parent organisation

	At 31 Dec 2021 <u>£'000</u>	At 31 Dec 2020 <u>£'000</u>
Amounts owed by affiliated unions: Affiliation fees	32	2
Amounts owed by affiliated unions: Other	23	18
Amounts owed by ITF Seafarers' Trust	-	49
Debtors and advances	<u>2,807</u>	<u>3,005</u>
	<u>2,862</u>	<u>3,074</u>

Amounts owed by affiliated unions: Affiliation fees - These are stated net of a provision of £60,000 (2020 £37,000).

Notes to the Financial Statements for the year ended 31 December 2021

18. Creditors: due within one year - Group and parent organisation	At 31 Dec 2021 <u>£'000</u>	At 31 Dec 2020 <u>£'000</u>
Amount owed to ITF Seafarers' Trust	10	-
Accrued expenses	8,422	7,951
Creditors and advances	3,855	4,047
	<u>12,287</u>	<u>11,998</u>

19. Provision for liabilities and charges - Group and parent organisation	At 31 Dec 2021 <u>£'000</u>	At 31 Dec 2020 <u>£'000</u>
Deferred liabilities	354	309
Deferred taxation	6,868	3,311
	<u>7,222</u>	<u>3,620</u>

Deferred liabilities is made up of a provision for end of service gratuities for ITF employees and FOC Campaign Inspectors which have been accrued in accordance with local legal requirements in ITF regional offices & FOC Inspectorate unions. Deferred tax has been provided on the potential gain on the investment portfolio which has been estimated as the market value of the investments at 31 December 2021 less the cost of the investments and indexation allowance. The potential gain is decreased by management expenses.

20. Pension - Group and parent organisation

The ITF operates a defined benefits pension scheme, the ITF Retirement Benefits Scheme. The scheme funds are administered by trustees and are independent of ITF's financial statements. Benefits are based on employees' final remuneration and length of service. The pension cost is assessed in line with the advice of an independent qualified actuary on the basis of an annual valuation and charged to the Statement of Income and Retained Earnings. The FRS 102 figures are based on the results of the full actuarial Statutory Funding Valuation of the scheme as at 1 January 2020 and updated to 31 December 2021 using assumptions which are consistent with the requirements of FRS 102. In order to reflect the requirements of FRS 102 separately in the General Fund and Welfare Fund the defined benefit costs and the pension scheme asset or liability have been apportioned between the funds on the basis of the estimated proportion of pension costs applicable to each fund. The ITF expects to contribute approximately £4,200,000 to its defined benefit pension scheme in 2022.

Notes to the Financial Statements for the year ended 31 December 2021**20. Pension (continued)**

Defined benefits pension asset/(liability):	2021 £'000	2020 £'000
Fair value of scheme assets:		
At 1 January	46,321	42,490
Benefits paid	(1,378)	(1,398)
Normal employer contributions	2,057	1,840
Additional employer contributions to reduce the net pension liability	2,122	119
Member contributions	365	330
Interest income/(cost)	623	816
Remeasurement: Return on assets excluding interest income	2,928	2,124
At 31 December	<u>53,038</u>	<u>46,321</u>

	2021 £'000	2020 £'000
Present value of scheme liabilities:		
At 1 January	105,508	80,530
Benefits paid	(1,378)	(1,398)
Member contributions	365	330
Current service cost	5,302	2,789
Interest (income)/cost	1,399	1,546
Remeasurement: Actuarial (gains)/losses: Change of basis	(7,407)	22,979
Remeasurement: Actuarial (gains)/losses: Experience	595	(1,268)
At 31 December	<u>104,384</u>	<u>105,508</u>
Defined benefits pension asset/(liability)	<u>(51,346)</u>	<u>(59,187)</u>
Attributable to General Fund	20%	(10,269)
Attributable to Welfare Fund	80%	(41,077)
		<u>(51,346)</u>

Amounts recognised in the Statement of Income and Retained Earnings:

	2021 £'000	2020 £'000
Current service cost	5,302	2,789
Net interest cost/(income)	776	730
	<u>6,078</u>	<u>3,519</u>
Attributable to General Fund	20%	1,216
Attributable to Welfare Fund	80%	4,862
		<u>6,078</u>
		<u>3,519</u>

Notes to the Financial Statements for the year ended 31 December 2021**20. Pension (continued)**

Amounts recognised in Other Comprehensive Income:		2021	2020
		<u>£'000</u>	<u>£'000</u>
Defined benefit obligation actuarial gain/(loss)		6,812	(21,711)
Actual return on assets less interest		2,928	2,124
		<u>9,740</u>	<u>(19,587)</u>
Attributable to General Fund	20%	1,948	(3,917)
Attributable to Welfare Fund	80%	7,792	(15,670)
		<u>9,740</u>	<u>(19,587)</u>

Major categories of scheme assets as a percentage of total scheme assets:	At 31 Dec 2021	At 31 Dec 2020
	<u>£'000</u>	<u>£'000</u>
Growth assets	88%	84%
LDI	6%	6%
Cash	0%	2%
Annuities	6%	8%
	<u>100%</u>	<u>100%</u>

Actual return on scheme assets from 1 January to 31 December	3,551	2,940
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Principal assumptions used by the independent qualified actuary:	At 31 Dec 2021	At 31 Dec 2020
	<u>£'000</u>	<u>£'000</u>
Discount rate	1.80% pa	1.30% pa
RPI inflation	3.25% pa	2.90% pa
CPI inflation	2.85% pa	2.50% pa
Salary increase	5.10% pa	4.75% pa
Pension increases: RPI max 5% pa	3.20% pa	2.90% pa
Pension increases: RPI max 4% pa	3.00% pa	2.70% pa
Pension increases: CPI max 4% pa	2.70% pa	2.40% pa
Pension increases: CPI max 2.5% pa	2.10% pa	2.00% pa
Revaluation of deferred pensions in excess of GMP	2.85% pa	2.50% pa
Life expectancies: For a male aged 65	23.2 yrs	23.1 yrs
Life expectancies: For a female aged 65	24.7 yrs	24.7 yrs
Life expectancies: At age 65 for a male aged 45	24.4 yrs	24.4 yrs
Life expectancies: At age 65 for a female aged 45	26.1 yrs	26.0 yrs

Notes to the Financial Statements for the year ended 31 December 2021

21. Obligations under leases	At 31 Dec 2021 <u>£'000</u>	At 31 Dec 2020 <u>£'000</u>
Future minimum rentals payable under non-cancellable operating leases:		
Within 1 year	204	170
In 2 to 5 years	288	149
	<u>492</u>	<u>319</u>

At 31 December 2021 the ITF group had no future minimum rentals payable under non-cancellable operating leases of over 5 years, no finance leases and no hire purchase agreements (2020 none).

22. Capital commitment

At 31 December 2021 the ITF group and ITF parent had capital commitments of £19,000 all of which related to a planned refurbishment of the office space in ITF House, the London headquarters of the ITF (2020 £563,000).

23. Contingent liability

The 2011 ITF group and ITF parent Statement of Financial Position contained a liability of £4,094,000 for crew back pay and compensation awaiting distribution, plus an associated liability of £1,900,000 provision for interest on back pay. The source of the funds was unclaimed back pay recovered on behalf of seafarers and many of the balances dated back decades. Following a technical review of the balances, the ITF believed that it was holding the balances as an agent on behalf of the seafarers and that the liability for the back pay and corresponding cash balances should not appear in the ITF group or ITF parent Statement of Financial Position. In 2012, ITF donated the funds to The ITF Seafarers Trust, removed these liabilities from the Statement of Financial Position and included a contingent liability note. However, ITF acknowledges an ongoing contingent liability to pay out a back pay claim plus interest to any seafarer or their dependent who can establish a reasonable case to show that funds had been received on their behalf by ITF.

24. Related party transactions

ITF receives affiliation fee income from affiliated unions. The ITF Executive Board members are elected at Congress, are made up of representatives from affiliated unions, and are unpaid except for expenses. Some affiliated unions are reimbursed for expenditure, including inspectorate expenditure.

Notes to the Financial Statements for the year ended 31 December 2021

24. Related party transactions (continued)	2021	2021	At 31 Dec	At 31 Dec
<u>Related party (relationship)</u>	<u>Income</u>	<u>Expenditure</u>	<u>2021</u>	<u>2021</u>
	<u>£'000</u>	<u>£'000</u>	<u>Assets</u>	<u>Liabilities</u>
			<u>£'000</u>	<u>£'000</u>
ITF Seafarers' Trust (connected person):				
Administrative support	80			
Gift aid donation		1,000		
2021	80	1,000	-	10
2020	80	-	49	-
Seafarers Rights International (connected person):				
Consultancy services on projects including Fair Treatment of Seafarers		455		
2021	-	455	-	-
2020	-	575	-	-
European Transport Workers' Federation (connected person):				
ITF support to European Transport Workers' Federation		1,078		
2021	-	1,078	-	256
2020	-	1,168	-	439
United Seamen's Service (connected person):				
Awards ceremony attendance & advertising		11		
2021	-	11	-	-
2020	-	-	-	-
David Massiah (connected person):				
Consultancy				
2021	-	23	-	-
2020	-	-	-	-
SG Singapore Star Fund (connected person):				
Donation re efforts to ensure safe and responsible crew change for seafarers		-		
2021	-	-	-	-
2020	-	365	-	365
Robert Johnston (connected person):				
Repayable loan in lieu of a relocation package	11	25	40	
2021	11	25	40	-
2020	9	-	26	-

Accounting policies



(see notes 84 and 85)

See attached accounting policies

Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature: 	Chairman's Signature: 
Name: Stephen Cotton, General Secretary	Name: Adam Leadbetter, Finance Director
Date: 31st May 2022	Date: 31st May 2022

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	X	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	X	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	X	No	
A member statement is: (see Note 80)	Enclosed	X	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	X	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		No	X

Notes to the Financial Statements

1. Accounting policies

The financial statements have been prepared under the historical cost convention, and are in accordance with applicable accounting standards including FRS 102. The group financial statements consolidate the financial statements of the ITF and all its subsidiary undertakings drawn up to 31 December 2021. These financial statements are presented in pounds sterling (GBP) and are rounded to the nearest thousand pounds.

Trade unions are governed by the Trade Union and Labour Relations (Consolidation) Act 1992 Amended. Under that act the accounts of trade unions are required to give a true and fair view, and are therefore, prepared under FRS 102. However, because a trade union is not a company, the regulations that form the basis of disclosures under FRS 102 have been adapted as considered necessary to ensure the accounts give a true and fair view to the members of the trade union.

The ITF is a public benefit entity.

The following principal accounting policies have been applied:

(a) Basis of consolidation

The consolidated financial statements include the financial statements of the organisation, and the entities where ITF is a controlling member of the entity or where ITF has financial and operational control of the entity. Control is achieved where the group has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. The results of subsidiaries acquired or disposed of during the year are included in the consolidated statements of income and retained earnings from the effective date of acquisition and up to the effective date of disposal, as appropriate using accounting policies consistent with those of the parent. All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

(b) Going concern

The financial statements are drawn up on a going concern basis, which assumes ITF will continue in operational existence for the foreseeable future. Due consideration has been given to the working capital and cash flow requirements of ITF for at least 12 months from the date of signature of the accounts. The ITF's reserves policy is to maintain sufficient funds in the Welfare Fund that, should there be a significant downturn in the finances of the ITF, would cover 4 years operational expenditure for the Dockers, Fisheries, Inland Navigation, Inspectorate, Seafarers and Special Seafarers Department sections.

(c) Foreign currency

Foreign currency transactions are translated into Sterling at the rates ruling when they occur. Foreign currency assets and liabilities are translated into Sterling at the rates of exchange at the statement of financial position date, and any differences are shown in the statement of income and retained earnings.

(d) Key judgements, risks and uncertainties

In preparing these financial statements to conform to UK Generally Accepted Accounting Principles, and by applying the ITF's accounting policies, management are required to use judgements in applying estimates and assumptions which affect the reported amounts. The items in the financial statements where these judgements and estimates have been made include:

- Welfare contributions and crew membership fees income, where management accrues 85% of unallocated receipts because this is its best estimate based on knowledge and past behaviour.
- ITF rebate to the IBF Seafarers' Support Fund, where management makes a best estimate of the liability based on the information available at the end of the financial year. Records are constantly updated so that when claims are received these might result in an under or over-accrual.
- Bad debt, where management assesses what it considers is not recoverable and makes a provision for this.
- Defined benefits contributory pension scheme, where management engage with an actuary, and valuations of the pension scheme are based on estimates provided by the actuary. In applying this to the funds, then it is judgement of management that 20% of the defined benefits pension asset or liability is attributable to the General Fund and the remainder to the Welfare Fund. For more details see note 20 to the financial statements.
- A provision for refunds in relation to welfare contributions is included in these financial statements at the Statement of Financial Position date. Refund requests are normally received within 2 months of the termination date and ITF aims to process these within 14 days of receipt.

In preparing these financial statements, management have considered the uncertainty and economic environment as a result of the COVID-19 pandemic, and still consider it appropriate to draw up financial statements on a going concern basis, as noted in (b) above. Management considers that the ITF has sufficient reserves to mitigate any short-term loss of income or increase in expenditure.

(e) Affiliation fees income

Affiliation fees are accounted for on a receivable basis. The ITF's constitution allows affiliates in certain circumstances to request that their annual fee be calculated at concessionary rates, and this procedure has been applied during 2021. The total amount of affiliation fees receivable shown in the statement of income and retained earnings does not therefore represent the total amount due on declared membership calculated at the standard affiliation fee rate.

(f) Welfare contributions and crew membership fees income

On signing an ITF agreement with an ITF affiliate, a ship owner: undertakes to make a yearly welfare contribution per head in advance; if appropriate, arranges for the crew to become members of the Special Seafarers' Department; and remits the appropriate membership fees on their behalf. Such contributions and fees are voluntary and are paid directly by the ship owners or collected by affiliated unions. In view of the uncertainty associated with the receipt of the income, it is recognised when received, matched to an ITF special agreement and the ITF's obligations under the agreement have been fulfilled. If an agreement is terminated before its expiry date, entitlement to a partial refund exists providing certain criteria are met. A provision for refunds paid after the year-end for in-year agreements is therefore included at the Statement of Financial Position date.

(g) Interest and dividends income

Interest on fixed interest investments is accrued on a receivable basis. Dividends on equities are recognised when receivable.

(h) Other income

Other income is recognised on a receivable basis.

(i) Administration charge

A proportion of the General Fund's employment and other administration costs have been charged to the Seafarers' International Assistance, Welfare and Protection Fund and the ITF Seafarers' Trust, over and above directly incurred expenditure, to reflect the activity carried out on their behalf by employees paid from the General Fund.

(j) Donations to ITF Seafarers' Trust under Gift aid

When donated to a third party, gift aid is treated as a donation cost.

(k) Current and deferred taxation

For United Kingdom taxation purposes, the ITF is treated as an unincorporated association and assessed for corporation tax on both its investment income and any net gains on the disposal of investments. The ITF mitigates its taxable income by way of a donation under gift aid to the ITF Seafarers' Trust, a registered charity in England and Wales, number 281936. Deferred tax is recognised in respect of all material timing differences that have originated but not reversed at the Statement of Financial Position date. Timing differences are differences between the ITF's taxable profit and its results as stated in the financial statements, that arise from inclusion of gains and losses in tax assessments in periods different from those in which they are recognised in the financial statements.

(l) Pension scheme

The ITF operates a defined benefits contributory pension scheme that is open to all UK based employees of the ITF. The pension scheme is independent of the ITF and is administered by trustees. Pension scheme costs, assets and liabilities are reflected in these financial statements in accordance with FRS 102. As noted in (d) above, pension scheme assets and liabilities are apportioned 20% to the General Fund and the remainder to the Welfare Fund. For more details see note 20 to the financial statements.

(m) Tangible fixed assets and depreciation

Tangible fixed assets, including land and buildings, are included in the financial statements at cost. Additions over £10,000 are capitalised. Tangible fixed assets are fully depreciated on a straight-line basis, where land and buildings are depreciated over 50 years, furniture and equipment over 3 to 10 years, computer systems over 3 years and motor vehicles over 3 years.

(n) Investments

Investments are stated at fair value. Unrealised and realised investment gains and losses are shown in the statement of income and retained earnings. Investments in subsidiaries are accounted for at cost less impairment in the individual financial statements.

(o) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and balances with banks. Where applicable, cash and cash equivalents are revalued based on the relevant exchange rates at the reporting date.

(p) Operating leases

Annual rentals are charged to operating profit on a straight-line basis over the lease term.

(q) Provision for liabilities and charges

Provisions are recognised when the ITF has a present obligation (legal or constructive) as a result of a past event, it is probable that the ITF will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. The ITF recognises a provision for annual leave accrued by employees as a result of services rendered in the current period, and which employees are entitled to carry forward and use within the next 12 months, and the provision is measured at the salary cost payable for the period of absence.

(r) Financial Instruments

The ITF only has financial assets and financial liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, representing amortised cost as follows: cash is measured on initial recognition at value of cash held; debtors are measured on initial recognition at value of settlement amount after any trade discounts; creditors are measured on initial recognition at value of settlement amount after any trade discounts (assuming normal credit terms apply); and investments (non-puttable unit trusts, i.e. without an option to sell the shares at a later date at an agreed price) are measured on initial recognition at value of transaction price (cost).

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

See attached signed audit report

Signature(s) of auditor or auditors:

BDO LLP

Name(s):

BDO LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

55 Baker Street

London

Postcode

W1U 7EU

Date

31-May-22

Contact name for inquiries and telephone number:

Ben Courts
+44 (0)20 3219 4597

N.B. When notes to the account are referred to in the auditor's report a copy of those notes must accompany this return.

Independent Auditor's Report to the International Transport Workers' Federation

Opinion

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2021 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of the International Transport Workers' Federation (the 'Union') for the year ended 31 December 2021 which comprise the Group Statement of Income and Retained Earnings, the Group Statement of Financial Position, Group Statement of Cash Flows, Parent Organisation Statement of Financial Position and 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Union 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.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union'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 Executive Board with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Board is responsible for the other information. The other information comprises the information included in the Executive Board Report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements; or
- the Union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; 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 the Executive Board

As explained more fully in the Statement of Executive Board Members' Responsibilities, the Executive Board is 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 Executive Board determines 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 Executive Board is responsible for assessing the Union'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 Executive Board either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Extent to which the audit was capable of detecting irregularities, including fraud

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 is detailed below:

- As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are

inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

- We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud.
- We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union & Labour Relations Act 1992, UK tax legislation and equivalent local laws and regulations.
- We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of Executive Board meetings, confirmations received from solicitors and any other relevant correspondence.
- Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

We did not identify any key audit matters relating to irregularities, including fraud. As in all of our audits, we also addressed the risk of management override of internal controls including testing journals and evaluation whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils 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 International Transport Workers' Federation, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union 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 Union as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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BDO LLP, Statutory Auditor

London, UK

Date 31 May 2022

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

No

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

Membership audit certificate

Section one

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes / No

- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

Yes / No

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

Section two


For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature	
Name	Adam Leadbetter
Office held	Finance Director
Date	31st May 2022