Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended)
Year ended 31 December 2025

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL FINANCIAL STATEMENTS

SUMMARY INCOME AND EXPENDITURE ACCOUNTS (GENERAL AND CHARITABLE FUNDS) FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	*2024*
	£'000	*£'000*
Subscriptions	**1,456**	1,458
Other income	**21**	21
Draw income	**379**	377
Unrealised gain/(loss) on investments	**71**	43
Total income	**1,927**	*1,879*
Total expenditure	**(1,741)**	(1,709)
Surplus/(deficit) for the year	**186**	*190*
Accumulated surplus brought forward	**2,185**	*1,995*
Accumulated surplus carried forward	**2,371**	*2,185*

SUMMARY BALANCE SHEET AT 31 DECEMBER 2025

	2025	*2024*
	£'000	*£'000*
Fixed assets	**1,500**	1,432
Current asset investment	**121**	118
Debtors and prepayments	**66**	36
Cash at bank	**791**	741
Creditors and accruals	**(107)**	(142)
	2,371	*2,185*
Income and Expenditure account	**2,353**	2,164
Charitable Fund	**18**	21
	2,371	*2,185*

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A copy of the full financial statements is available on the Union's website in the members' only area. If you require a copy you can also write to Emma Clay.

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
E Clay	General Secretary	Salary	£95,004
		Pension Contributions (The Union makes contributions of 15% of salary on behalf of all staff)	£14,251
		Car and other allowances	£6,480

The members of the National Executive Committee do not receive any salary from the Union or any benefits. All members of the National Executive Committee are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union, as are the General Secretary and the President.

STATUTORY IRREGULARITY STATEMENT

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

The irregularity statement, the exact wording which is reproduced below:

"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

AUDITOR'S REPORT

Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended)
Year ended 31 December 2025

Set out below is the report of the independent auditor to the members as contained in the accounts of the Union for the year ended 31 December 2025.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF NATIONWIDE GROUP STAFF UNION

Opinion
We have audited the financial statements of the Nationwide Group Staff Union ("The Union") for the year ended 31 December 2025 which comprise the Income and Expenditure account – Combined Funds, the Income and Expenditure Account – General Fund, the Income and Expenditure account – Charitable Fund, the Balance Sheet, the Cash Flow Statement, the Accounting Policies and notes to the financial statements. 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).

In our opinion the financial statements:

- Give a true and fair view of the state of the Union's affairs as at 31 December 2025 and of its income and expenditure for the year then ended; and
- Have been properly prepared in accordance with 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 are independent of the Union in accordance with the ethical requirements that are relevant to the audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the National Executive Committee'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 National Executive Committee with respect to going concern are described in the relevant sections of this report.

Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended)
Year ended 31 December 2025

Other information
The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The National Executive Committee is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you if, in our opinion:

- A satisfactory system of control over transactions has not been maintained; or
- The Union has not kept proper accounting records; or
- The financial statements are not in agreement with the books of account; or
- We have not received all the information and explanations we need for our audit.

Responsibilities of the National Executive Committee
As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee 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 National Executive Committee either intends to liquidate the Union or to cease operations, or has 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 according with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are consider material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation to the valuation of unlisted investments.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Obtaining third-party confirmation of material bank balances and investments.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as minutes of meetings of the National Executive Committee and confirmation from solicitors for discussions of irregularities including fraud.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the National Executive Committee.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Statement to Members as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended)
Year ended 31 December 2025

Use of our report

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members 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 and the Union's members, as a body, for our audit work, for this report, or for the opinions we have formed.

HW Fisher

HW FISHER AUDIT
Chartered Accountants
Statutory Auditor

Acre House
11 - 15 William Road
London NW1 3ER
United Kingdom

Date: 28 Apr 2026