

Company Registration No. 08988812 (England and Wales)

**FASHION REVOLUTION CIC**  
**LIMITED BY GUARANTEE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 APRIL 2016**



**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
COMPANY INFORMATION**

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<b>Directors</b>	Mrs C J Somers Mrs O De Castro
<b>Company number</b>	08988812
<b>Registered office</b>	19 Dig Street Ashbourne Derbyshire DE6 1GF
<b>Auditor</b>	Munir Tatar & Associates 32 Willoughby Road Hornsey London N8 0JG

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**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
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**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
DIRECTORS' REPORT**  
**FOR THE YEAR ENDED 30 APRIL 2016**

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The directors present their annual report and financial statements for the Year ended 30 April 2016.

**Principal activities**

The principal activity of the company continued to be that of campaigning for systemic reform of the fashion industry with a focus on the need for greater transparency in the supply chain industry.

**Directors**

The directors who held office during the Year and up to the date of signature of the financial statements were as follows:

Mrs C J Somers  
Mrs O De Castro

**Results and dividends**

The results for the Year are set out on page 5.

**Auditor**

In accordance with the company's articles, a resolution proposing that Munir Tatar & Associates be reappointed as auditor of the company will be put at a General Meeting.

**Statement of disclosure to auditor**

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

On behalf of the board



Mrs O De Castro  
Director  
31 March 2017

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
DIRECTORS' RESPONSIBILITIES STATEMENT  
FOR THE YEAR ENDED 30 APRIL 2016**

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The directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the directors are required to:

- *select suitable accounting policies and then apply them consistently;*
- *make judgements and accounting estimates that are reasonable and prudent;*
- *prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.*

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF FASHION REVOLUTION CIC**

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We have audited the financial statements of Fashion Revolution Cic for the Year ended 30 April 2016 set out on pages 5 to 15. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company'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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of directors and auditor**

As explained more fully in the Directors' Responsibilities Statement set out on page 2, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 30 April 2016 and of its surplus 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 Companies Act 2006.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion the information given in the Strategic Report and the Directors' Report for the financial Year for which the financial statements are prepared is consistent with the financial statements.

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT (CONTINUED)  
TO THE MEMBERS OF FASHION REVOLUTION CIC**

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**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the directors were not entitled to take advantage of the small companies exemption in not preparing a strategic report.



**Mr Munir Tatar (Senior Statutory Auditor)  
for and on behalf of Munir Tatar & Associates**

31 March 2017

**Chartered Accountants  
Statutory Auditor**

32 Willoughby Road  
Hornsey  
London  
N8 0JG

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 30 APRIL 2016**

		Year ended 30 April 2016 £	Period ended 30 April 2015 £
Administrative expenses		(136,111)	(16,967)
Other operating income		145,456	10,244
<b>Operating surplus/(deficit)</b>	<b>4</b>	<b>9,345</b>	<b>(6,723)</b>
Interest receivable and similar income	<b>6</b>	30	1
<b>Surplus/(deficit) before taxation</b>		<b>9,375</b>	<b>(6,722)</b>
Taxation	<b>7</b>	-	-
<b>Surplus/(deficit) for the financial Year</b>		<b>9,375</b>	<b>(6,722)</b>

The Income and Expenditure Account has been prepared on the basis that all operations are continuing operations.



**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 APRIL 2016**

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	<b>Year ended 30 April 2016 £</b>	<b>Period 30 April 2015 £</b>
<b>Surplus/(deficit) for the Year</b>	9,375	(6,722)
<b>Other comprehensive income</b>	-	-
<b>Total comprehensive income for the Year</b>	<u>9,375</u>	<u>(6,722)</u>

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
BALANCE SHEET**

**AS AT 30 APRIL 2016**

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	Notes	2016 £	£	2015 £	£
<b>Current assets</b>					
Debtors	10	300		-	
Cash at bank and in hand		74,897		39,534	
		<u>75,197</u>		<u>39,534</u>	
<b>Creditors: amounts falling due within one year</b>	11	(72,544)		(46,256)	
<b>Net current assets/(liabilities)</b>			<u>2,653</u>		<u>(6,722)</u>
<b>Capital and reserves</b>					
Profit and loss reserves			<u>2,653</u>		<u>(6,722)</u>

The financial statements were approved by the board of directors and authorised for issue on 31 March 2017 and are signed on its behalf by:



Mrs O De Castro  
Director

Company Registration No. 08988812

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 APRIL 2016**

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	Income and expenditure account
Notes	£
<b>Balance at 9 April 2014</b>	-
<b>Period ended 30 April 2015:</b>	
Loss and total comprehensive income for the period	(6,722)
	<u>          </u>
<b>Balance at 30 April 2015</b>	(6,722)
<b>Period ended 30 April 2016:</b>	
Profit and total comprehensive income for the period	9,375
	<u>          </u>
<b>Balance at 30 April 2016</b>	<u><u>2,653</u></u>

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 APRIL 2016**

	Notes	2016 £	£	2015 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	14		35,333		39,533
<b>Investing activities</b>					
Interest received		30		1	
<b>Net cash generated from investing activities</b>			30		1
<b>Net cash used in financing activities</b>			-		-
<b>Net increase in cash and cash equivalents</b>			35,363		39,534
Cash and cash equivalents at beginning of Year			39,534		-
<b>Cash and cash equivalents at end of Year</b>			<u>74,897</u>		<u>39,534</u>

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2016**

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**1 Accounting policies**

**Company information**

Fashion Revolution Cic is a private company limited by guarantee incorporated in England and Wales. The registered office is 19 Dig Street, Ashbourne, Derbyshire, DE6 1GF.

**1.1 Accounting convention**

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

These financial statements for the Year ended 30 April 2016 are the first financial statements of Fashion Revolution Cic prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 9 April 2014. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

**1.2 Going concern**

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

**1.3 Income and expenditure**

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

**1.4 Cash and cash equivalents**

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**1.5 Financial instruments**

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2016**

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**1 Accounting policies**

**(Continued)**

***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

***Other financial assets***

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in surplus or deficit, except that investments in equity instruments that are not publically traded and whose fair values cannot be measured reliably are measured at cost less impairment.

***Impairment of financial assets***

Financial assets, other than those held at fair value through surplus and deficit, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in surplus or deficit.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in surplus or deficit.

***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

***Classification of financial liabilities***

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2016**

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**1 Accounting policies**

**(Continued)**

***Basic financial liabilities***

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Other financial liabilities***

Derivatives, including interest rate swaps and forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in surplus or deficit in finance costs or finance income as appropriate, unless hedge accounting is applied and the hedge is a cash flow hedge.

Debt instruments that do not meet the conditions in FRS 102 paragraph 11.9 are subsequently measured at fair value through profit or loss. Debt instruments may be designated as being measured at fair value through profit or loss to eliminate or reduce an accounting mismatch or if the instruments are measured and their performance evaluated on a fair value basis in accordance with a documented risk management or investment strategy.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

**1.6 Equity instruments**

Equity instruments issued by the company are recorded at the proceeds received, net of direct issue costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the company.

The company has obtained exemption from the Revenue Commissioners in respect of corporation tax, it being a company not carrying on a business for the purposes of making a profit. DIRT tax is payable on any interest income received in excess of £32.

**1.7 Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2016**

**1 Accounting policies (Continued)**

**1.8 Government grants**

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

**2 Judgements and key sources of estimation uncertainty**

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**3 Income/Service charges**

The total turnover of the company for the Year has been derived from its principal activity wholly undertaken in the England and Wales.

Other significant revenue comprised grants from non-governmental sources £136,620 (2015 - £6,927) and bank interest received £30 (2015 - £1) and royalties £0 (2015 - £21)

**4 Operating surplus/(deficit)**

	2016	2015
	£	£
Operating surplus/(deficit) for the period is stated after charging/(crediting):		
Government grants	(136,620)	(6,927)
Fees payable to the company's auditor for the audit of the company's financial statements	2,400	-
	<u>2,400</u>	<u>-</u>

**5 Employees**

The average monthly number of persons (including directors) employed by the company during the Year was:

	2016	2015
	Number	Number
	3	3
	<u>3</u>	<u>3</u>



**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2016**

**5 Employees (Continued)**

Their aggregate remuneration comprised:

	2016 £	2015 £
Wages and salaries	70,262	5,692
Social security costs	4,696	527
	<u>74,958</u>	<u>6,219</u>

**6 Interest receivable and similar income**

	2016 £	2015 £
<b>Interest income</b>		
Interest on bank deposits	30	1
	<u>30</u>	<u>1</u>

Investment income includes the following:

Interest on financial assets not measured at fair value through surplus or deficit	30	1
	<u>30</u>	<u>1</u>

**7 Taxation**

It is a not-for-profit global movement which has recently applied to H M Revenue & Customs for a dispensation to file accounts and corporation tax returns due to having no taxable supplies.

**8 Financial instruments**

	2016 £	2015 £
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	300	-
	<u>300</u>	<u>-</u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	8,888	7,985
	<u>8,888</u>	<u>7,985</u>

**9 Debtors**

	2016 £	2015 £
<b>Amounts falling due within one year:</b>		
Other debtors	300	-
	<u>300</u>	<u>-</u>

**FASHION REVOLUTION CIC  
LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2016**

**10 Creditors: amounts falling due within one year**

	Notes	2016 £	2015 £
Other taxation and social security		992	1,133
Government grants	11	59,500	36,749
Other creditors		8,888	7,985
Accruals and deferred income		3,164	389
		<u>72,544</u>	<u>46,256</u>

**11 Government grants**

No government grants have been received. Deferred income from non-governmental grants is included in the financial statements as follows:

C & A Foundation core grant received 22/02/2016 £87,698 against expenses incurred £28,198 leaving deferred income to carry forward of £59,500 (2015 £36,749)

**12 Members' liability**

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding £1.

**13 Related party transactions**

None

**14 Cash generated from operations**

	2016 £	2015 £
Surplus/(deficit) for the year after tax	9,375	(6,722)
<b>Adjustments for:</b>		
Investment income	(30)	(1)
<b>Movements in working capital:</b>		
(Increase) in debtors	(300)	-
Increase in creditors	3,537	9,507
Increase in deferred income	22,751	36,749
<b>Cash generated from operations</b>	<u>35,333</u>	<u>39,533</u>

200003/15

# CIC 34

## Community Interest Company Report

**For official use**  
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*Please  
complete in  
typescript, or  
in bold black  
capitals.*

**Company Name in  
full**

Fashion Revolution CIC
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**Company Number**

08988812
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**Year Ending**

30 April 2016
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This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

**(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)**

**PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT**

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

**Direct beneficiaries:**

- Citizens around the world who actively engage with Fashion Revolution in our call for more transparency **Achieved:** 3293220
- Awareness-raising amongst wider public (via press, social media) **Achieved:** 30.8 billion with 2300 press articles.
- Brands and retailers **Achieved:** 401 commercial/mainstream brands involved and 1252 brands overall showing photos of their producers during Fashion Revolution Week.
- Producers, mainstream brands sharing photos of their producers annually **Achieved:** 351 mainstream brands showing photos of their producers; 11600 #imademyclothes posts by producers; 60 Meet Your Maker blog posts.
- Education **Achieved:** 80 Fashion Revolution ambassadors signed up.

During Fashion Revolution Week (18-24th April), over 70,000 people around the world asked brands #whomademyclothes?, which reached 156 million organic impressions (the number of times our conversation appeared in people's social media feeds.) Over the week we were joined by celebrities and influencers like pro surfer Kelly Slater and his brand Outerknown, supermodel Amber Valletta, actress and activist Rosario Dawson, actress Bonnie Mbuli, style icon and fashion editor Caroline Issa, TV presenter and cook Melissa Hemsley, vloggers Greta Menchi, Marzia Cutie Pie and Maddu, and journalists Elisabeth Cline and Marion Hume. This year more than 1200 brands and retailers answered #whomademyclothes, 448% more than 2015. Over 300 mainstream brands responded to the question, including Fat Face, Boden, American Apparel, Marimekko, Massimo Dutti, Warehouse and Zara.

We heard from over 2,600 producers, garment workers and makers, who used Instagram and Twitter to tell the world #imademyclothes, and share their stories.

*(If applicable, please just state "A social audit report covering these points is attached").*

## PART 1 - ctd

Fashion Revolution and Ethical Consumer partnered up to publish our first Transparency Index which ranked 40 of the biggest global fashion companies according to the level of transparency in their supply chain. The Index showed that despite their healthy balance sheets, the biggest names in fashion have some work to do to really show their commitment to a transparent supply chain. However, we can see that some companies are starting to take steps in the right direction. By sharing this research and examples of genuinely good work, we hope to encourage other brands to follow suit.

We have been working hard to provide resources throughout our website and on social media, to support our consumer call to Be Curious. Find Out. Do Something. Packs are available for download for brands/retailers, producers/makers, everyone, educators/students.

Our film *The €2 T Shirt a Social Experiment* went viral, reaching nearly 7.2 million views by January 2016. The €2 video was screened at Glastonbury Festival before every film screening in the film tent reaching thousands of people over the duration of the festival. Our key target demographic was effectively reached via the 'Haulalternative' campaign, which was aimed at raising awareness amongst young millennial age YouTube followers by collaborating with celebrity vloggers: we achieved 2 million views. The impact of these #haulalternative videos went beyond just viewing the videos, as many people decided to make their own #haulalternative video, which demonstrates how viewers have moved from awareness to action.

A series of 12 mini films were launched at beginning of December 2015. They have shown been shared on Instagram, shown by educators in schools and at two key events. We presented the videos to 80 key decision makers at the UK House of Lords and 65 at the 1 December event in Brussels. These have achieved over 3,100 views in December and January.

The Fashion Revolution has been sparked offline too, with over 800 Fashion Revolution events taking place all over the world in April 2016 alone, including film screenings, craftivist workshops, clothes swaps, panel discussions, catwalk presentations and creative stunts. In the UK we organised the 2<sup>nd</sup> Fashion Question Time with Mary Creagh MP in the House of Commons. The event brought together leading figures across government and the fashion industry to discuss the steps needed to create revolutionary change. The overarching theme was the urgent need for transparency across the sector in order to drive improvements for garment workers. Attendees included high-level fashion industry representatives from across the sector, global brands, retailers, press, MPs, influencers and NGOs. Panellists includes Livia Firth, Eco Age Creative Director; Antti Karhunen, Head of Unit for the European Commission's Directorate-General for International Cooperation and Development; Jenny Holdcroft, Policy Director IndustriALL; Mike Kane, MP, Shadow Minister for International Development and Allanna McAspurn former CEO of MADE-BY.

Fashion Revolution hosted an event at the UK House of Lords called *Ethical Fashion 2020: a New Vision for Transparency*, which was attended by industry members as well as press and key opinion makers. We also co-hosted an event in Brussels with the Fair Trade Advocacy Office and MEP Arne Lietz, which was attended by 65 participants, including Dr. Roberto Ridolfi, the Director for Sustainable Growth and Development at DG DevCo and Green Party MEP Jean Lambert as panellists. At this event, we also launched our first position paper "It's Time for a Fashion Revolution."

In November 2015, Fashion Revolution curated a series of five uniquely themed public events in partnership with leading universities across the UK to highlight pressing social and environmental issues in the global fashion industry and encourage young people to become part of the solution. Fashion and supply chain expertise was brought together at each venue including Fashion Revolution representatives and staff, academic, activist and business panellists, student ambassadors, PR, regional and national press and social media supporters. 809 people attended 5 events. The *Fashion Revolution Arts and Speaker Tour* focused on 'Decent jobs and sustainable livelihoods' (Falmouth University, 9 November), 'Waste' (Dundee University, 12 November), 'The role of women and girls in the fashion supply chain' (Nottingham Trent University, 18 November), 'Inequality and human rights' (Colchester, Essex University, 24 November) and 'Climate change' (Manchester, 26 November). All event attendees were provided with a comprehensive and inspiring research booklet – 'How to Be a Fashion Revolutionary' - with an overview of all of the six of these development issues and ideas on how to get further involved in the issues. We focused on encouraging fashion and design students to these events to encourage an understanding of the impact of their work in the global south as they commence their careers. We also encouraged attendance by lecturers in key disciplines to inspire them to embed sustainability and ethics within the curriculum, using these events as the first step towards this.

**PART 3 – DIRECTORS’ REMUNERATION** – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, “There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed” (See example with full notes). If no remuneration was received you must state that “no remuneration was received” below.

There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed

**PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION** – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that “no transfer of assets other than for full consideration has been made” below.

No transfer of assets other than for full consideration has been made

*(Please continue on separate continuation sheet if necessary.)*

**PART 2 – CONSULTATION WITH STAKEHOLDERS** – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

Our stakeholders are: Everyone involved in the fashion supply chain, including but not limited to farmers, producers, buyers, designers, retailers and consumers.

#### **Fashion Transparency Index and White Paper Consultations**

Bryony Moore, researcher, Ethical Consumer — she led the first edition's research  
Tim Hunt, editor, Ethical Consumer — he did part of the copywriting for the final report  
Clare Lissaman, director, Ethical Fashion Forum — input on methodology, feedback on the white paper  
Ben Ramsden, co-founder of the Organic Cotton Accelerator — input on methodology  
Subindhu Garkhel, cotton leader, Fairtrade Foundation — input on methodology  
Alisha Miranda, founder, Not My Style - input on methodology  
Natalie Grillon, Project JUST — input on methodology  
Mo Tomaney, Fashion course leader UCA Epsom — input on methodology  
Kate Larsen, ethical trade consultant — will input on future editions of the methodology  
Anna McMullen, Labour Behind The Label — promoted the FTI through networks, feedback on white paper  
Sass Brown — feedback on the white paper

#### **Brand Engagement Consultations for the Fashion Transparency Index**

Catarina Midby, Sustainability Manager, H&M — trialled the first edition of the methodology  
Henrik Alpen, H&M — completed the first year's questionnaire  
Adam Elman, Head of Global Plan A Delivey, M&S —consulted and will be included in future editions  
Giles Bolton, Head of Ethical Trading Policy, Tesco — consulted and will be included in future editions  
**Other Brand Consultations:** Anna Orsini of the British Fashion Council on emerging brands.

#### **Consultations on Policy & Advocacy efforts at UK and EU level**

Sergi Corbalan, Executive Director, Fair Trade Advocacy Office — wrote joint policy briefs emailed to MEPs  
Peter Mohringer, Project Coordinator, Fair Trade Advocacy Office — joint policy briefs emailed to MEPs  
Poonam Datar, Assistant to MEP Jean Lambert — consulted on launch of the white paper and Trust Cost screening in parliament  
Arne Lietz, MEP — took part in the launch of the white paper  
Marta Polusik, Assistant to MEP Arne Lietz — took part in the launch of the white paper  
Milena Pirolli, Assistant to Dr Ridolfo Ridolfi, European Commission, DG International Cooperation and Development — took part in the launch of the white paper, lobbied as part of the Garment Initiative  
Ruth Hoekstra, Milena Pirolli, Assistant to Dr Ridolfo Ridolfi, European Commission, DG International Cooperation and Development — launch of the white paper, lobbied as part of the Garment Initiative

#### **Education**

In November 2015 we held a series of five events in universities across the UK. Consultations were carried out with a number of universities before narrowing it down to five, with whom ongoing consultation was carried out throughout autumn 2015 and feedback received after the events.

Matteo Ward – consultation on joining education team and working on new jeans workshop  
Emma Jones, MyKindaFuture, consultation on help for students into the workplace - included in newsletter to their database of teachers and students, plus social media reposts  
Rachel Musson, ThoughtBox – consultation on creating resources for teachers, particularly international schools - uses FR resources and will give feedback to us on future resources

Several London universities and key practitioners were consulted by Orsola de Castro and steps were taken to increase presence of Fashion Revolution in academia, resulting in proposed events in the U.K., further educators and students commitment, internal events and awareness raising.

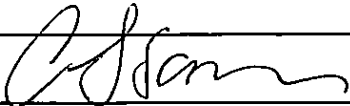
#### **Country Coordinators and Teams in 92 countries around the world**

3 Skype consultations with continent leaders, one between continent leaders and the Global Coordination Team in March 2016. 10 one-off direct Skype calls with key Country Coordinators consulting on specific issues in their country, leading to actions to strengthen country teams and increase impact.  
10 consultations with other stakeholders who were then introduced to Country Coordinators.  
39 impact questionnaires returned by Coordinators for Fashion Revolution Week in April 2016, including suggestions of improvements for future years. These were discussed by the Global Coordination Team and recommendations implemented.

**PART 5 – SIGNATORY**

**The original report must be signed by a director or secretary of the company**

Signed



Date

14/3/17

*Office held (delete as appropriate) Director/Secretary*

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Carry Somers	
Fashion Revolution CIC, 19 Dig Street, Ashbourne,	
Derbyshire, DE6 1GF	
Tel 07545135015	
DX Number	DX Exchange

**When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:**

*For companies registered in England and Wales:* Companies House, Crown Way, Cardiff, CF14 3UZ  
DX 33050 Cardiff

*For companies registered in Scotland:* Companies House, 4<sup>th</sup> Floor, Edinburgh Quay 2, 139  
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

*For companies registered in Northern Ireland:* Companies House, 2nd Floor, The Linenhall, 32-38  
Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 **cannot** be filed online

**(N.B. Please enclose a cheque for £15 payable to Companies House)**