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Annual Report

2025

CIWEM

CIWEM (The Chartered Institution of Water and Environmental Management) Registered Charity No. 1043409 (England & Wales) Registered Charity No. SCo38212 (Scotland). Registered office address: 106-109 Saffron Hill, London EC1N 8QS.

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Charity Information

Registered Charity Number:
1043409 (England and Wales)
SCO38212 (Scotland)

Registered Office:
106-109 Saffron Hill
London EC1N 8QS

Contact Details:
Telephone: 0207 831 3110
E-mail: hello@ciwem.org
Website: www.ciwem.org

Auditors:
Moore Kingston Smith LLP
9 Appold Street
London EC2A 2AP

Bankers:
Barclays Bank PLC
Level 27,
1 Churchill Place Canary Wharf
London E14 5HP

National Westminster Bank plc
PO Box No 159,
332 High Holborn
London, WC1V 7PS

Solicitors:
Broadfield
1 Bartholomew Close
London EC1A 7BL

Trustee Board:
Annie Shepperd OBE (Chair)
Karyn Georges (Vice Chair and Honorary Treasurer)
Peter Brooks (Vice Chair)
Tim Bianek (from 24 March 2025)
Hannah Burgess
Nicola Cunningham
John Curtin
Sun Yan Evans
Kathryn Giblin (from 24 Mar 2025)
Nicholas Howden
Shaun Nicholson
Wendy Story
Steve Thompsett
Rachel Yoxen (from 24 March 2025 to 5 May 2026)
Ben Pratt (from 1 June 2025)
Bushra Hussain (to 1 February 2025)
Caroline Gould (to 9 October 2025)
Tracey Woods (from 10 November 2025)
Kate Coghlan (from 1 June 2025)

Company Secretary:
Vacant

Non-executive Directors who served during the financial year 2025:
Kate Coghlan (to 01 June 2025)
Ben Pratt (to 01 June 2025)
Tracey Woods (to 10 November 2025)

Directors of CIWEM Services Limited in post at the time of signing this report:
Annie Shepperd OBE (from 18 August 2025)

Directors of CIWEM Services Limited who served during the financial year 2025:
Anna Daroy (to 08 August 2025)
Caroline Gould (to 09 October 2025)

Directors of 106-109 Saffron Hill Management Limited in post at the time of signing this report:
Ben Pratt
Annie Shepperd OBE

Directors of CIWEM Professional Services Limited in post at the time of signing this report:
Annie Shepperd OBE (from 21 August 2025)
Karyn Georges (from 5 March 2026)

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Charity Information

Presidential Team:

Hannah Burgess	President 2024/25
John Curtin	President 2025/26
Peter Rook	Early Careers President 2024/25
Emily Blaney	Early Careers President 2025/26
Ken Shapland	Chair of the Honorary Past Presidents Group

CIWEM Senior Management Team in post at the date of signing this report:

Emma Causer	Chief Executive (from 5 May 2026)
Tim Nicholls	Finance and Commercial Executive Director (from 10 August 2026)
Vacant	Director of Policy
Sophie Dunajko	Director of Membership and Professional Standards
Darren Eckford	Director of Learning and Organisational Development
Paul Shaffer	Director of Projects
Emma Simon	Director of Marketing and Communications

Senior Management Team Members Who Served During the Financial Year 2025:

Chief Executive

Anna Daroy (8 April 2024 to 26 August 2025)
Annie Shepperd OBE (Acting Chief Executive, unremunerated, from 26 August 2025 to 5 May 2026)
Emma Causer (from 5 May 2026)

Director of People and Culture

Rob McLoughlin

Finance and Commercial Executive Director

Sue Boswell (8 August 2024 to 20 October 2025)
Simon Leicester (Interim, from 30 October 2025)

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Forward by the Chair of the Trustee Board

As the chair of trustees, I am pleased to present this annual review of CIWEM's work. The year of 2025 has been a year of continued progress as we have advanced our charitable objectives and strengthened our role as a leading professional membership body for those working in water and environmental management.

This report is written at a time of growing global concern about climate change, particularly following significant events in 2025. Many regions have faced drought, placing pressure on water resources, while others have experienced damaging floods. These extremes highlight the urgent need for resilient, integrated water management, an area where CIWEM continues to contribute through professional leadership and policy influence.

Alongside climate pressures, conflict has further exposed the vulnerability of water infrastructure. In Ukraine, sustained attacks have damaged water and wastewater systems, disrupting access to safe water. Similar issues are evident in parts of the Middle East, including Gaza, Yemen and Syria, where infrastructure damage and scarcity severely limit access to clean drinking water. In regions such as the Horn of Africa, prolonged drought continues to compound these challenges. These situations emphasise the importance of protecting water systems as a humanitarian priority.

CIWEM has remained committed to supporting its members and promoting sustainable solutions. Membership has grown, and we have expanded professional development offerings. However, the UK water sector faces a significant skills gap, driven by an ageing workforce and increasing demand for technical expertise, which must be addressed to meet future challenges.

In the UK, flooding remains a major risk, with areas such as Yorkshire, the Somerset Levels and the Thames Valley experiencing repeated events driven by prolonged rainfall, river overtopping and surface water flooding in urban areas. These highlight pressures from climate change, land use and infrastructure limitations. Beyond flooding, water quality is affected by road runoff and agricultural pollution while public concern over sewage discharges has intensified scrutiny of the sector. Addressing these interconnected challenges will require sustained investment, stronger regulation and coordinated action.

CIWEM has continued to provide thought leadership and independent advice on climate resilience, water security and environmental management, while delivering a strong programme of member engagement and professional activity.

The Board has maintained its focus on good governance, financial stability and long-term sustainability. We also remain committed to promoting diversity and inclusion across the profession.

Two of our long-standing trustees and former presidents of CIWEM, Steve Thompsett and Professor Nicholas Howden, were both awarded MBEs in 2025. Steve Thompsett's award was an honour given for his work and dedication to services to water management, education and the environment, and Professor Nicholas Howden's honour was for his outstanding contribution to water management and professional education.

On behalf of the Board, I thank our members, staff and partners for their continued dedication.



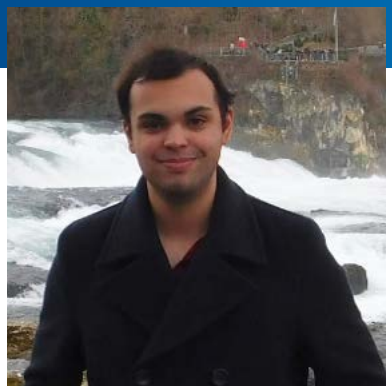
Annie Sheppard
Chair of Trustees

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Presidential Team: 2024-2025



Hannah Burgess
President of CIWEM 2024-25



Peter Rook
Early Careers President of CIWEM 2024-25

In October 2024, I stepped into the role of President, joined and supported by Peter Rook as Early Careers President and our brilliant volunteers from branches and national and regional groups across the UK and beyond.

Throughout our year Peter and I promoted the benefits of CIWEM membership by connecting directly with members. Under the theme of adaptation and resilience to our changing climate, our **Ripple Effect** theme – inviting and inspiring others to spark change – really resonated, and we benefited significantly from collaborating with other membership organisations through jointly hosted events.

Our UK engagement took us to Wales, Scotland, Ireland, Northern Ireland and across our branches in England, and I was thrilled to open the Flood & Coast Conference in Telford, having first attended as an early careers professional in 2003. During my opening speech I took our delegates into the future to 2050 to face the reality of the predicted increases in flood risk inland and on the coast, before bringing them back to 2025 to use this insight to inform brave and collaborative decisions on how we manage flood risk today.

Also of note was CIWEM's first of its kind Early Career Professionals Conference, an initiative we championed alongside the Early Careers Network. The conference created a dedicated space for skills development, knowledge sharing and professional networking for early career professionals, and was a sell-out success, paving the way for holding a second event in 2026.

The year's concluding highlight was our Presidential Awards in December 2025, held at the magnificent Drapers' Hall in London. The winners are listed here, acknowledged (together with the other finalists) for the amazing impact they have had on the water and environmental industry.

Global Ambassador Award and our overall Ripple Effect Award
Winner: Youvrani Thimmegowda, AECOM

Innovation Award
Winner: Paddy Brow, Northern Ireland Water

Long Service Award
Winner: Mark Bentley, JBA Consulting

Early Careers Award
Winner: Kieran Murnane, Mott MacDonald

Diversity Award
Winner: Liliana Rose FCIWEM, WSP

Peter and I wish to express our sincere thanks to all our members who worked alongside us throughout the year. We were continually inspired by the talent, enthusiasm and commitment they bring to their work in the water and environmental industry.

Hannah Burgess, President of CIWEM 2024-25.

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Presidential Team: 2025-2026



John Curtin
President of CIWEM 2025-26



Emily Blaney
Early Careers President of CIWEM 2025-26

In an era where economic growth is a national priority, a persistent and damaging narrative has taken root: that the environment and nature are a barrier to prosperity.

For our 2025-26 theme, **Green Roots, Growing Prosperity – why climate and environmental resilience supports the government's growth agenda**, Emily and I seek to show that, far from being a blocker to growth, strong environmental outcomes and climate resilient projects help our communities and economy thrive.

To achieve this, we are not looking to create generic policy arguments, but instead to showcase the brilliant projects that CIWEM members deliver week in, week out, demonstrating this in practice.

As a sector, we can sometimes be modest about what we do – quietly getting on with the job at hand. By telling more of our stories, we will better demonstrate the real value of our work.

We look forward to sharing more of your stories over the year ahead.

John Curtin (President) and Emily Blaney (Early Careers President).

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Presidential Team: 2026-2027



Pete Brooks
President of CIWEM 2026-27



Giovanna Tiboni
Early Careers President of CIWEM 2026-27

As the 2026-27 Presidential Team, we bring together complementary experience in technical leadership, digital innovation and early career perspectives. We are united by a shared commitment to people centred climate resilience. We believe technology should strengthen, not distance, our profession from the communities and environments we serve.

The Challenge and Opportunity
Climate change is intensifying across the globe, placing unprecedented pressure on water systems, infrastructure and public trust. Digital technologies such as AI enabled forecasting, smart infrastructure and nature based monitoring tools offer real opportunities to anticipate risk and respond more effectively to extreme events. However, technology alone is not enough.

Our presidency aims to embed digital innovation within human judgement, local knowledge and ethical practice. We aim to position CIWEM as a leader in a mature and balanced conversation about climate technology – one that embraces innovation while being honest about its limitations, environmental footprint and social impacts.

Key Priorities

- **Trustworthy and Ethical Systems**
  We aim to champion transparent and trustworthy digital systems, and to actively address bias and equity in data and decision making. We aim to support a just transition for the workforce as professional roles evolve.
- **Cross generational Learning**
  We aim to promote learning that values professional experience alongside digital confidence. We aim to support early and mid career professionals to develop the critical thinking needed to use advanced tools responsibly.
- **Community led Design**
  We aim to elevate community led design, behavioural insight and lived experience as essential parts of climate resilience. Digital innovation must be grounded in place and shaped by those most affected by climate change.

Our Commitment
We aim to make digital and climate innovation more accessible, more inclusive and more grounded in place. By aligning technology with nature based solutions, professional integrity and human values, we aim to ensure that CIWEM's impact is not only innovative, but enduring.

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Report of the Trustee Board

The Trustee Board presents this annual report with the audited financial statements for the year ended 31 December 2025. These consolidate the activities of the parent charity CIWEM and its wholly owned, actively trading subsidiaries; CIWEM Professional Services Ltd ('CPSL') and CIWEM Services Ltd ('CSL'). CIWEM controls a further trading subsidary undertaking, 106-109 Saffron Hill Management Limited ('SHML'), together referred to as "the group".

In presenting their report, the members of the Trustee Board confirm that they have governed this institution according to the UK Charity Commission's guidance on public benefit.

Organisation and Governance Arrangements

CIWEM is constituted and governed by its royal charter and bylaws. CIWEM is also a registered charity in England and Wales, and Scotland. The Trustee Board sets out the strategic direction of CIWEM and its business priorities.

CIWEM's charitable objectives, as set out on the Charity Commission website are as follows:

- To advance the science and practice of water and environmental management for the public benefit
- To promote education, training, study and research in the said science and practice for the public benefit and to publish the useful results of such research
- To establish and maintain for public benefit, appropriate standards of competence and conduct on the part of members of the institution.

The Trustee Board approves the terms of reference, and monitors the work, of committees, boards, task groups and panels. The Trustee Board formally met five times in 2025. The Trustee Board retains responsibility for all matters that the Charity Commission requires to be reserved to trustees.

The Trustee Board has a delegation scheme to delegate specific responsibilities to the Executive. The Chair of the Board meets with the Executive (senior leadership team) at regular intervals, but annually to check with the Executive if they are experiencing any difficulties with the delegation scheme. The Board continues to review its governance arrangements, with a view to improving the organisation's efficiency and effectiveness. The Board has an annual away day where it specifically reviews its work and looks to improve the governance of the charity. This year a subgroup of the Finance, Audit and Resources Committee, known as the Building Working Group was set up to oversee building projects, the building cladding project, building sale and a future move to new premises.

Sub Committees of the Board

The Membership Committee has a role to provide a focus on the needs of our membership, and how CIWEM should respond to those needs. It met six times in 2025.

The Professional Standards Committee (PSC) is a standing committee reporting to the Trustee Board. Its role is to ensure best practice is followed in CIWEM's membership policy as set out in its royal charter, and to uphold the terms of our external registration licences. It is assisted by an Engineering Standards Committee, a Business and Science Subcommittee, an Accreditation Board, and a Qualifications Panel, all of which report to the PSC. It met six times in 2025.

The Remuneration Committee has a role to assess the performance of the members of the Executive, for the purposes of awarding performance-related pay. The remuneration of key management staff is reviewed and approved annually by the Remuneration Committee. This includes any bonus or acting up allowances. The committee ensures arrangements are affordable and fair, and designed to motivate and reward performance in the interests of CIWEM. Remuneration is benchmarked periodically using external surveys and data which include both commercial and not-for-profit organisations. The committee met twice in 2025.

The Finance, Audit and Resources Committee ('FARC') meets prior to each Trustee Board meeting. As well as reviewing the financial detail and audit findings relating to the Annual Report, it reviewed the annual budget detail, the in-year management accounts, finance policies and corporate risk register. It met four times in 2025.

The Nominations and Appointments Committee is responsible for recommending to the Trustee Board the appointment of trustees, the president and appointments to the CIWEM Executive Team. All trustees and members of the Executive are appointed on merit, from an independently facilitated selection process. Details of trustees' appointment periods, terms of office and the

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appointment process can be found in the institution's bylaws. Trustees are recruited by advertisement. Staff are recruited by external and internal advertisements, and through the use of recruitment agencies, as required.

Subsidiaries

The group entity CIWEM is a not-for-profit, UK registered charity. By agreement, any annual operating surpluses generated by the commercial subsidiaries are gift-aided to the CIWEM parent charity to further its public benefit activities and support CIWEM members' professional development.

In 2025, CIWEM operated three active subsidiary companies, CIWEM Professional Services Limited ('CPSL'), which started actively trading in early 2025, CIWEM Services Limited ('CSL') and 106-109 Saffron Hill Management Limited ('SHML') which charges residents' service charges and ground rent. The commercial trading activities were progressively moved in year from CSL to CPSL, with residual training commitments being the final activity to transfer. Regarding the legacy agreement held by CSL, giving it the right to hold the Flood and Coast event (purchased from a third party), the intangible asset had a zero net book value in 2025, but the rights will be transferred internally to CPSL, in due course.

The Hong Kong subsidiary CIWEM HK Ltd was incorporated in 2022 and remained dormant in 2025. It will start actively trading in 2026, following a Hong Kong branch transfer of reserves to the company.
In CPSL, the principal revenue streams are events, publications, training accreditation, advertising and venue hire. In 2025, CIWEM events produced and delivered a wide range of in-person and online events. The two largest of these were (1) the Flood & Coast conference and exhibition, and (2) the Urban Drainage Group ('UDG') annual conference and exhibition.

SHML Activities

106-109 Saffron Hill Ltd ('SHML') is the management company responsible for operating our office building at 106-109 Saffron Hill. It includes CIWEM's responsibility as freeholder for supporting four privately-owned residential flats holding 999-year leases, on the top two floors of the Saffron Hill building.

Building Sale

During long-term planning in 2024, the Trustee Board agreed that the ownership and management of the building were not enhancing or supporting the core activities of the charity. A trustee decision was taken to sell the property. However, a fire risk assessment advised the Trustee Board that cladding on the residential part of the building was non-compliant under the latest fire safety standards.
During 2025, CIWEM applied to Homes England for the government funding available to landlords to remove and replace non-compliant cladding. The funding application was successful, and the cladding project works project commenced in 2026. The flat owners and leaseholders have been advised and new fire safety precautions have been put in place to protect staff and the residents.

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Trustee Board Main Objectives

The Charities Statement of Recommended Practice (SORP) requires the Trustee Board to agree its main objectives for the year, differentiating from business as usual.
The key objectives of the Trustee Board for 2025 were outlined below:

- To increase our membership base and improve our membership offer.
- To recruit new trustees and build a culture of growing interest in CIWEM as a charity of choice to volunteer for.
- To improve the finances of CIWEM.
- To promote our charity's objectives through research and project delivery.
- To continue to support and promote the work of the Presidential Team as the leadership team of the water profession.
- To continue to support and promote equality and inclusion as values that underpin all of our work.
- To build on the success of Flood & Coast as it moves to its new location in Liverpool in 2026.
- To successfully complete the sale of the office and relocation of staff.

Membership

In 2025, application rates for membership remained positive, with the total number of new members, excluding students, 24% higher than in 2024. Transfers to higher grades of membership and professional registration increased slightly across the same period. The involvement of our dedicated volunteers underpins our membership activities, and these volunteers are supporting our members by mentoring, engaging in peer reviews and undertaking assessments. The trustees wish to record their thanks to our volunteers for their major contribution to CIWEM and our membership. Improving the membership offer remains a key objective for 2026.

We relaunched our series of monthly digital newsletter for both members and non-members in 2025. These are designed to spark curiosity, strengthen engagement and showcase the breadth of activity across CIWEM. Each edition highlights the inspiring work of our branches and communities, CPD opportunities across the Institution and champions The Environment – our quarterly magazine – delivered exclusively to members.

The Environment informs, connects and empowers our professional community. Its articles deepen knowledge, share innovative thinking and spotlight the people driving progress across the sector. Together, the newsletters and magazine provide valuable insight, foster collaboration and inspire action on the challenges and opportunities shaping our water and environmental future.

Strengthening the Finances of CIWEM

CIWEM's financial position did not strengthen in 2025. However, it's worth noting that there is a £622k provision for unfunded cladding works in the 2025 accounts, carried over from 2024. This provision won't reverse out until after the funded cladding works complete in late 2026. The initial plans for financial improvement were based on selling the CIWEM building in 2025. The plans were delayed by the need to obtain fire safety compliance, scope the cladding works and apply for Homes England funding for that project.

In the meantime, we continue to implement the CIWEM vision and five-year strategy helping to create "a world in which professionalism and excellence build connections to inspire widespread, impactful water and environmental solutions", using our enabling principles and living our values to deliver CIWEM's overarching goals. See here for more detail.

Our Volunteers

Across professional standards, membership assessment, branch events, accreditation, and policy and advocacy, their expertise, energy and generosity enable us to deliver excellence and impact throughout the year. We are profoundly grateful for the time and commitment they give in championing our profession, strengthening our community and helping us advance water and environmental management for the public good.

This year, we were pleased to recruit a new branches manager to provide additional capacity for our events programme and to lead a comprehensive review of the processes and support we offer volunteers. This investment reflects our commitment to ensuring our volunteers are equipped, valued and empowered to thrive in their roles as ambassadors for CIWEM.

Recruitment of Trustees

CIWEM recruited three new trustees who were appointed to the Trustee Board in 2025. The Trustee Board agreed that we would seek to recruit trustees who brought a variety of business skills to the board, and we duly successfully recruited trustees with specialist skills in finance and risk. The aim is to keep a balance within

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the board of those who bring experience of the water sector and those who bring business skills required to manage a charitable organisation. The Trustee Board agreed to bring these new trustees, namely people with specialist skills who are interested in CIWEM as a charity and make the commitment to be a full trustee at this point in time. Where appropriate, such individuals could progress to being full trustees, so that when they take up that responsibility, they already have experience and knowledge of the organisation.

Influencing Political Leaders

A Fresh Water Future ('AFWF') was launched in early 2024 and proved to be a highly influential policy document which CIWEM took to the government, regulators, parliamentarians and a wide range of other stakeholders throughout the year. A Fresh Water Future presented a bold, forward-thinking national strategy and vision of what was possible. In the autumn of 2024, it was announced by the government that there was to be an Independent Water Commission to examine the regulation and governance of the water sector. This announcement was consistent with a key recommendation in A Fresh Water Future. Please see Appendix 1, Major Projects for an update on AFWF 2025.

Promote our Charity's Objectives Through Research and Project Delivery

CIWEM is obliged as a charity to show how we provide public benefit in the work that we do. In the Appendix on pages 34 and 35 there are details of four projects we wish to highlight that have brought public benefit. These are:

- The OFWAT Innovation Fund project Enabling Water Smart Communities;.
- BeFloodReady: Community of Practice for Property Flood Resilience;
- A Fresh Water Future.
- The Water Quality Register.

Also included in this section are details of other notable CIWEM projects including CIWEM's Your Future Report, which highlights the need to think differently about the urgent skills gap facing the water sector, and the UK Junior Water Prize ('UKJWP'), a national STEM competition.

Identify a New Location for the Flood & Coast Conference

The Trustee Board agreed in 2024 that the Flood & Coast Conference in 2026 and 2027 will be in Liverpool. Our thanks go to Liverpool City Council, Liverpool Tourism Bureau and the team at Liverpool Experience Campus ('LEX') for the support they have given our staff to make this possible.

Suppot the Work of the Presidential Team

The Trustee Board are clear that the presidential team lead our profession, and this year the trustees have agreed to provide dedicated administrative support to the presidential team, allocate a budget, and reinstate an annual event for past presidents.

Equality and Inclusion

This objective relates to both within the organisation and in external partnerships. The trustees had instructed that a staff group, with a cross-section of staff from all grades and teams, be set up to promote equality and inclusion within the organisation. Externally, attention has been paid to the venues we hire for conferences, so that all our conferences are accessible. Our publications make people our priority, and we have a set of enabling principles within our strategy which can be found on our website. The aim is to connect with our communities, demonstrating value in everything we do and be inclusive and accessible for all. That a staff group, with a cross-section of staff from all grades and teams, be set up to promote equality and inclusion within the organisation. Externally, attention has been paid to the venues we hire for conferences, so that all our conferences are accessible. Our publications make people our priority, and we have a set of enabling principles within our strategy which can be found on our website. The aim is to connect with our communities, demonstrating value in everything we do and be inclusive and accessible for all.

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Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and Scotland requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and the group and of the income and expenditure of the group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business;
- Receiving recommendations from the Finance, Audit and Resources Committee regarding setting renumeration for staff.

The Trustee Board is responsible for ensuring that proper accounting records are kept which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended by the Charities Act 2022, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the royal charter.

They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees delegate responsibilities to the Chief Executive Officer and the Senior Leadership Team as detailed in the Scheme of Delegation. These delegations relate to the management and operational duties necessary to perform the functions of the organisation in supporting its members.

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Risk Management

CIWEM maintains a group-level risk register. Regular updates of the risk register are presented to the Finance, Audit and Resources Committee ('FARC') and the Board, with particular emphasis on summarising the top 10 risks. There are designated risk owners for each of the risks, with gross risk scores and residual risk scores, after risk mitigations are applied. The various risk mitigations are made transparent in the risk register. The Senior Leadership Team regularly review the 'top 10 risks' and ensure the scores are normalised (consistency in scoring is achieved) before the group risk register is presented to the Board and its committees.

In anticipation of the building cladding project and building sale in 2026, various risk mitigations have been identified and actioned. Updates on the project risks will continue to be presented to the Building Working Group, FARC and the Board during 2026.

Policies and procedures have been put in place to manage and mitigate the identified risks, which is regularly assessed and updated to ensure their adequacy and effectiveness.

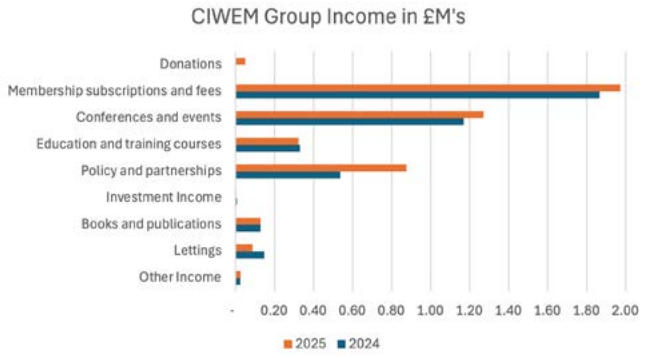
The principal risks, uncertainties and steps taken to mitigate the likelihood of their occurrence and impact are as follows:

Risk	Key controls and risk mitigations
Financial position – going concern and cashflow challenges	Detailed financial planning and in particular cashflow forecasting with monitoring budget and forecasts against actuals. Activities of the organisation are quantified in the budget and the budget is approved, before action is taken. There is budget holder accountability and effective internal controls. We ensure income levels keep pace with inflationary increases in cost, while providing value to the membership offer. Subject to the grant-funded cladding works and buyer interest, the sale of the building will generate cash in late 2026 to alleviate cash/ liquidity concerns and move closer to ensure Reserves Policy compliance. We will develop a three or five-year financial plan.
Major projects either running late or overbudget.	Appointment of experienced project managers and lead contractors. Use of experienced quantity surveyors and architects for the building cladding works project. Invasive works sampling upfront to confirm the current state of the building cladding. Regular project reporting and regular claim submissions for Homes England funding of the cladding works. Use of an experienced property advisor on the building sale. Regular project progress reviews.
Membership retention and growth	Building our offer for members, making ourselves the best in class; improving the systems that enable the membership journey; improving customer service; undertaking cost reviews of our subscriptions. Ensuring that everything we do funnels people into membership, meaning that the whole organisation is working towards driving up membership. Membership surveys.
Reliance on volunteers	Ensure timely recruitment of volunteers. Fortnightly meetings with groups and scheduling via CIWEM calendar sharing. Structured volunteer plans to clarify volunteer expectations.
Staff workload, turnover and wellbeing	Strategic prioritisation and redistribution of workforce resources (deprioritising non-business critical and moving staff to business-critical activities, as necessary). Where possible, we will seek to fill gaps in the management team (Senior Leadership Team and Middle Leadership Team). Reminding staff of the staff benefits available to them, including pensions. Staff multi-skilling to fill gaps. Increased people cover to reduce single points of process failure. Staff surveys. Wellbeing support resources. Performance management. Staff inductions. Regular one-to-one meetings between line managers and their staff.
Policy to Practice prioritisation	As we strengthen the policy to practice approach, the demand on a small team to develop proposals and deliver projects is likely to grow and become considerable (alongside regular CIWEM policy activities). We are increasingly invited to external meetings and invited to contribute to initiatives that improve CIWEM's profile and reach but consume significant staff time resources. More strategic prioritisation and understanding opportunity costs will help. As we focus on formalising financial and project management processes this should enable a better understanding of the time inputs required and the potential income created.

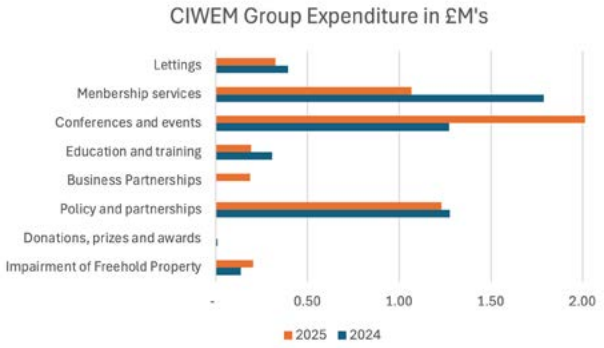
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Financial Overview

Group income for the year totalled £4.7m (£4.2m in 2024)



Membership fees, conference, events, policy and partnerships have increased in 2025, compared to 2024, with lettings, education, training courses, books and publications reducing in value compared to last year.

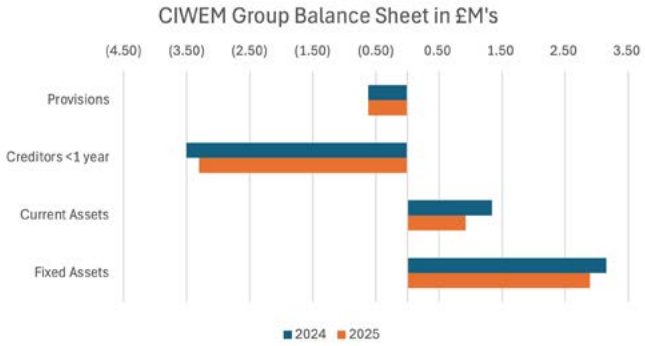


Group expenditure in the year totalled £5.22m (£5.18m in 2024), after incurring an impairment charge on the charity's freehold property at Saffron Hill of £204k. Excluding the effect of the impairment, group expenditure was £5.01m (£5.04m in 2024).

Balance Sheet

CIWEM's group balance sheet shows total net liabilities of £0.11m at the end of 2025 (net assets of £0.37m at the end of 2024). The net liabilities figure includes a provision of £0.62m representing the estimated costs of the cladding remediation works. See Note 14 for further information on this.

At the year end, the total funds held within the group were (£0.11m), compared to £0.37m at the end of 2024, with unrestricted funds at the year end of (£0.62m) compared to (£0.08m) at the end of 2024.



The trustees are required to consider if there is any indication that the Saffron Hill property has been impaired at each balance sheet date. The building was formally valued by external and professional valuers on 31 December 2025, with a valuation of £2.6m (assuming fire certificate compliance following the cladding works completion). The property is currently under offer of sale at £2.8m, subject to fire certificate compliance following the building cladding works completion. Following an impairment write-down of £204k during the year (2024: £137k), the carrying value of the property has been adjusted in the 2025 accounts to reflect the balance date valuation (see Note 9).

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Reserves Policy

The Trustee Board is satisfied that the bank credit facilities which are secured on the freehold of the building, originally negotiated in 2019 and renegotiated in 2025, pending the building sale, provide for appropriate working capital cash reserves until building sale.

The Reserves Policy uses a risk-based approach to determine a level of reserves required against the predictability of income and working capital requirements.

Free reserves are calculated as unrestricted funds less unrestricted fixed assets and any designated funds. The target value at the year end is £933K, against an actual balance of £(623k). The negative reserve position will start to be addressed through the sale of the Saffron Hill building.

Homes England funding of qualifying expenditure on the building cladding works was confirmed in late 2025. Even so, for reasons of prudence, the provision of £622K has been carried over from 2024 into the 2025 accounts. This is likely to be reversed out in 2026, once the cladding works complete. Note that this provision is an accounting entry, so its reversal won't affect the cash position.
A three or five-year financial plan will be developed in 2026 to build free cash reserves further, largely through operating annual surpluses. This is likely to involve income diversification, procurement cost savings, growing training academy net income, improving events and conferences net income and membership growth.

Going Concern

The Trustee Board, having undertaken a comprehensive review of the institution's current financial position, has carefully considered the detailed cashflow financial projections and Statement of Financial Activities for the remainder of the 2026 financial year and the one-year beyond the annual report signing date (i.e. 12 months). There are a number of material uncertainties contained in the financial projections. The most significant of these are as follows; the timing and final cost of the cladding works project, the timing of the building sale and the 2027 operating budget. The Board have identified three ways to mitigate such uncertainties are; to set overdraft buffers (ensure a buffer amount between forecast overdraft and actual overdraft facility), to seek out quick-win net income growth opportunities and to tactically manage cashflow on a weekly basis.

The 2027 budget will be prepared later in 2026, for approval by the Board in December 2026. Three ways to mitigate such uncertainties are; to set overdraft buffers, to seek out quick win net income growth opportunities and to tactically manage cashflow on a weekly basis. Based on the detailed financial review, the Board is confident that the institution possesses sufficient financial resources at the time of signing the financial statements to continue its operations and settle its debts as they fall due.

In addition to reviewing future financial forecasts, the Trustee Board has also evaluated the Institution's short-term liquidity and the level of cash reserves currently held. This assessment has reinforced the Board's view that the Institution is reasonably well-positioned to meet its ongoing operational and financial obligations, providing that bank overdraft facilities are continued at the current level, beyond August 2027.

Accounting for both the current financial health and the forward-looking financial planning, the Trustee Board has assessed that the institution will continue to operate as a going concern for the foreseeable future, albeit that there are some material uncertainties to manage. Accordingly, the Board has concluded that it is appropriate to prepare the financial statements on a going concern basis.

The report of the trustees, including the message from the Chair and the reference and administrative details set out on the pages above, was approved by the Trustees on 21 May and signed on 26 August on their behalf as below.

Report of the trustees signed by:



Annie Shepperd
(Chair)



Karyn Georges
(Honorary Treasurer)

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Independent auditor's report to the members and trustees of the Chartered Institution of Water and Environmental Management

Opinion

We have audited the financial statements of The Chartered Institution of Water and Environmental Management (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 December 2025 which comprise Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets and the Group Cash Flow Statement 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).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2025 and of the group's incoming resources and application of resources, including its income and expenditure, 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 Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty related to going concern

We draw attention to note 1 to the financial statements, which indicates that there are uncertainties regarding the timing of the sale of the building, the timing and final amount of the cladding works and the renewal of bank facilities. As stated in note 1 these events or conditions, indicate that a material uncertainty exists that may cast significant doubt on the company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is 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.

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Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements;

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and Section 151 of the Charities Act 2011 and report to you in accordance with regulations made under those Acts.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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Explanation as to what extent the audit was considered 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.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended),, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, 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 or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and in respect of the consolidated financial statements, in accordance with section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters which 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 any party other than the charity and the charity's trustees, as a body for our audit work, for this report, or for the opinion we have formed.

Signed by:
Moore Kingston Smith LLP
3890148ACDE440E...

Moore Kingston Smith LLP,
Statutory Auditor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

22/9/2026

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The Chartered Institution of Water and Environmental Management consolidated statement of financial activities for the year ended 31 December 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income					
DONATIONS AND LEGACIES	3	50,400	-	50,400	-
INCOME FROM CHARITABLE ACTIVITIES:					
Membership subscription and fees		1,974,645	-	1,974,645	1,866,700
Conferences and events		820,160	450,593	1,270,753	1,169,106
Education and training courses		322,280	-	322,280	330,246
Policy and partnerships		416,926	460,257	877,183	536,873
OTHER TRADING ACTIVITIES					
Investment income	4	3,298	-	3,298	6,532
Books and publications		127,043	-	127,043	126,662
Lettings		88,503	-	88,503	147,417
OTHER INCOME		25,280	-	25,280	23,495
Total income		**3,828,535**	**910,850**	**4,739,385**	**4,207,031**
Expenditure					
EXPENDITURE ON RAISING FUNDS:					
Lettings		325,700	-	325,700	393,617
EXPENDITURE ON CHARITABLE ACTIVITIES:					
Membership services		1,067,270	-	1,067,270	1,787,952
Conferences and events		1,576,452	435,532	2,011,984	1,272,962
Education and training		193,295	-	193,295	305,996
Business Partnerships		188,574	-	188,574	
Policy and partnerships		817,778	411,259	1,229,037	1,275,398
Donations, prizes and awards		-	-	-	8,345
IMPAIRMENT					
OF FREEHOLD PROPERTY	9	204,151	-	204,151	137,000
Total expenditure	**5**	**4,373,220**	**846,791**	**5,220,011**	**5,181,270**
Net (expenditure) / income & Movement in funds		**(544,685)**	**64,059**	**(480,626)**	**(974,239)**
Transfers		-	-	-	-
Total funds brought forward	**16**	**(78,843)**	**446,646**	**367,803**	**1,342,042**
Total funds carried forward	**16**	**(623,528)**	**510,705**	**(112,823)**	**367,803**

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The Chartered Institution of Water and Environmental Management consolidated and charity balance sheets as at 31 December 2025

	Note	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Fixed Assets					
Tangible assets	9	2,611,758	2,830,800	2,611,758	2,830,800
Intangible assets	10	280,367	324,431	280,367	324,331
Investments	11	-	-	200	200
Total fixed assets		**2,892,125**	**3,155,231**	**2,892,325**	**3,155,331**
Current Assets					
Debtors	12	548,544	763,172	854,203	568,780
Cash at bank and in hand		372,846	576,089	338,229	449,811
Total current assets		**921,390**	**1,339,261**	**1,192,432**	**1,018,591**
Creditors: Amounts failing due within one year	13	3,304,338	3,504,689	3,665,780	3,394,530
Net current (liabilities)		**(2,382,948)**	**(2,165,428)**	**(2,473,348)**	**(2,375,939)**
Provisions	14	622,000	622,000	622,000	622,000
Net assets		**(112,823)**	**367,803**	**(203,023)**	**157,392**
Funds	16				
Restricted funds		510,705	446,646	510,705	329,727
Unrestricted funds:					
General		(623,528)	(78,843)	(713,728)	(172,335)
Total funds		**(112,823)**	**367,803**	**(203,023)**	**157,392**

These Accounts were approved by Trustee Board on 21 May 2026, authorised for issue on 26 August and signed on its behalf by:

Annie Shepperd
(Chair)

Karyn Georges
(Honorary Treasurer)

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The Chartered Institution of Water and Environmental Management consolidated and charity statement of cash flows for the year ended 31 December 2025

	Group 2025 £	Group 2024 £
Cash flows from operating activities:		
Net income/ (expenditure) for the year	(480,626)	(974,239)
Adjustments for:		
Depreciation and amortisation charges	93,208	105,846
Impairment charge / (reversal)	204,151	137,000
Net interest	92,410	113,742
Loss on disposal of fixed assets		
(Increase) / decrease in debtors	214,628	(306,715)
Increase / (decrease) in creditors	(116,475)	245,329
Increase / (decrease) in provisions		622,000
Net cash provided by operating activities	**7,296**	**(57,037)**
Cash flows from investing activities:		
Interest received	3,298	6,532
Purchase of tangible fixed assets	(959)	(17,424)
Purchase of intangible fixed assets	(33,294)	(103,138)
Net cash (used in) investing activities	**(30,955)**	**(114,030)**
Cash flows from financing activities:		
Cash inflows from new borrowing	4,885	-
Interest paid on borrowing	(95,708)	(120,274)
Repayments of borrowing	-	(34,819)
Net cash (used in) financing activities	**(90,823)**	**(155,093)**
Change in cash and cash equivalents in the year	**(114,482)**	**(326,160)**
Cash and cash equivalents at the begining of the year	174,871	501,031
Cash and cash equivalents at the end of the year	**60,389**	**174,871**
Represented by:		
Cash at bank and in hand	372,846	576,089
Bank overdraft	(312,457)	(401,218)
Cash and cash equivalents at the end of the year	**60,389**	**174,871**

Analysis of changes in net debt

	Brought forward 1/1/2025 £	Cash flows £	Carried forward 31/12/2025 £
Cash at bank and in hand	576,089	(203,243)	372,846
Bank overdraft	(401,218)	88,761	(312,457)
Loans falling due within one year	(1,628,446)	(4,885)	(1,633,331)
Loans falling due after more than one year			
Total net debt	**(1,453,575)**	**(119,367)**	**(1,572,942)**

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Notes to the accounts

1. Accounting Policies

Basis of accounting

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charity and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore have also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following accounting and reporting by charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentational currency used is British pound sterling, and balances are rounded to the nearest £1.

Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity and group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

As at the balance sheet date the group had a deficit position on its unrestricted reserves of £623,528 including a provision for remedial cladding works of £622,000 and after reporting a deficit for the year on unrestricted reserves of £544,685. Homes England have confirmed the availability of grant funding to finance the cladding works, but the timing and amount of this grant is uncertain. There are a number of other material uncertainties that may cast significant doubt on the institution's ability to continue as a going concern. The most significant uncertainty is the timing of the building sale. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

Detailed forecasts and cash flow projections have been prepared, and these indicate that the institution continues to be able to operate within the arranged overdraft facility with its bankers. However, as with all overdraft facilities, it is subject to annual review and can be cancelled at any time. The next annual review is in August 2027.

The trustees have taken into account the information presented above and have reviewed the forecasts and cash flow projections and are of the opinion that the institution possesses sufficient financial resources at the time of signing the financial statements to continue its operations and settle its debts as they fall due for at least 12 months from the date of approval of the financial statements. On this basis, the trustees believe it is appropriate for the financial statements to be prepared on a going concern basis.

As noted in the trustees' report, the charity's premises are currently under offer at £2.8m, subject to the cladding works being completed and a fire safety compliance certificate issued. The carrying value of the property has been reduced to £2.6m based on a valuation and the anticipated costs for the cladding works. A sale value above £2m will enable the charity to repay its borrowings in full.

Consolidated financial statements

The group financial statements consolidate the financial statements of the charity and its wholly owned, actively trading subsidiary undertakings, CIWEM Services Limited, CIWEM Professional Services Ltd and 106-109 Saffron Hill Management Limited.

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Branches and groups
The financial transactions of all UK branches and groups and the two non-sterling branches of Hong Kong and the Republic of Ireland have been included within the main CIWEM accounts.

Income
Subscription income represents total subscriptions received from members for the year. Subscription receipts relating to the following year are treated as deferred income. No accrual is made for subscriptions in arrears.

Conference and event income is recognised within the year held. Any conference and event receipts relating to the following year are treated as deferred income. Attendance and sponsorship is the main source of income, which is either invoiced in advance, or payable as an entrance fee.

Income from the government or other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received, and the amount can be reliably measured.

All other income is included in the Statement of Financial Activities when the charity is entitled to the income; the amount is probable, and the amount can be measured reliably.

Expenditure
Expenditure is charged to the Statement of Financial Activities on an accruals basis, net of recoverable VAT. All costs have been charged where possible directly to the relevant activity. Where costs cannot be directly attributed to particular activities, property costs have been allocated between expense headings on the basis of floor area, and other costs have been allocated based on time spent.

Tangible fixed assets and depreciation
Tangible fixed assets are included in the balance sheet at original cost less accumulated depreciation. Cost includes capitalised interest and other finance costs where appropriate. Depreciation is provided on a straight-line basis, calculated to write down the cost of all tangible assets to their estimated residual values over the number of years of expected use. Leased assets are written off over the period of the lease. Assets are depreciated at the following rates:

Freehold land	Not depreciated
Freehold buildings	60 years
Fitting out costs	20 years
Furniture and fittings	5 years
Office equipment	5 years
Computer equipment	3 years

All single purchases of less than £1,000 (excl. VAT) are written off in the year of purchase unless forming part of a more comprehensive scheme or capital project.

Intangible fixed assets and amortisation
Intangible fixed assets are included in the balance sheet at original cost less accumulated amortisation. Amortisation is provided on a straight-line basis calculated to write down the cost of all intangible assets to their estimated residual values over the number of years of expected use. Assets are depreciated at the following rates:

Computer systems	3 years
Flood & Coast event	4 years

Impairment of fixed assets
Assets that are subject to depreciation or amortisation are assessed at each reporting date to determine whether there is any indication that the assets are impaired. Where there is an indication that an asset may be impaired, the carrying value of the asset is tested for impairment. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value, less costs to sell and value in use. Assets that have previously been impaired are reviewed at each reporting date. This is done to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist, or may have decreased.

Taxation
Under the provisions of Section 466-497 of the 2010 Corporation Taxes Act and section 256 (1) of the Taxation of Capital Gains Act 1992, the institution qualifies for exemption from liability to taxation on charitable income and gains.

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Pensions
Contributions are made to individual personal pension plans which are defined contribution schemes. The pension costs charged to the Statement of Financial Activities in the year are those actually paid or are due to be paid into the pension plans.

Translation of overseas currencies to sterling
The financial statements are presented in pounds sterling as this is the functional currency of the organisation. The accounts of non-sterling branches are translated into sterling. Income and expenditure items are translated at appropriate average rates and monetary assets and liabilities at the rates at the balance sheet date. The currency gains and losses are taken to the unrestricted funds.

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.

With the exceptions of balances to/from HMRC, prepayments and deferred income, all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 12 and 13 for the debtor and creditor notes.

The year end carrying value of financial assets and financial liabilities, measured at amortised cost, was as follows:

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Financial assets	305,016	495,673	724,981	353,206
Financial liabilities	924,099	1,095,088	871,650	1,011,728

The year-end carrying value of financial assets that are equity instruments, measured at cost less impairment and relating to the charity only were £200 (2024: £200). This balance relates to the £100 investment in the subsidiary company, CIWEM Services Limited, and £100 investment in CIWEM Professional Services Limited.

Operating leases
Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

Unrestricted and restricted funds
Unrestricted funds are expendable at the discretion of the Trustee Board and in furtherance of the institution's charitable objectives.

The restricted funds held by the group relate to the income and expenditure of FWR grant, Pollution from Highways Outfalls, Community of Practice for PFR, Toolkit and training on partnership working, SuDs IQ, National Highways, Bioresources action plan, Enabling Water Smart Communities and CIWEM branch funds. See Note 16 for more details.

Accounting judgements and estimates
The key judgements and estimates used in the preparation of these financial statements are as follows:
- The depreciation rate of tangible fixed assets and amortisation rate of intangible fixed assets (detailed above);
- The impairment of the freehold property detailed in Note 9;
- The provision for bad debts included at the year end;
- Provision for building cladding works included at year end;
- Support costs are apportioned to direct activities based on the direct staff costs allocated to those activities (see Note 5).

There are no other key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

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2. Subsidiary Undertakings

CIWEM has two wholly-owned trading subsidiaries undertaking, CIWEM Services Limited ('CSL'), a company incorporated and registered in England and Wales (registered no 03166701) and CIWEM Professional Services Limited ('CPSL'), a company incorporated and registered in England and Wales (registered no 02773409). The principal activities of both companies are conferences, events and publications. All trading profits are paid to the parent charity by gift aid. The parent charity owns the entire issued share capital of 100 ordinary shares of £1 each in CSL and CPSL.

CIWEM controls a further trading subsidiary undertaking, 106-109 Saffron Hill Management Limited ('SHML'), a company limited by guarantee and incorporated and registered in England and Wales (registered no 08822614). SHML owns the leasehold rights of the four, privately-owned, residential flats on the top two floors of 106-109 Saffron Hill. The charity has charged 106-109 Saffron Hill Management Limited for the running and maintenance costs of the flats, and these costs have been recharged to the flat owners.

CIWEM further controls a wholly-owned dormant subsidiary, CIWEM HK Limited ('CIWEM HK'), a company incorporated and registered in Hong Kong.

A summary of the results of the subsidiaries is shown below:

CIWEM Services Limited

	2025 £	2024 £
Profit and Loss Account:		
Turnover	1,247,368	1,812,476
Cost of sales	(1,205,925)	(1,227,279)
Gross profit	**41,443**	**585,197**
Administration expenses	(6,705)	(374,782)
Profit on ordinary activities	**34,738**	**210,415**

Change in equity:

	2025 £	2024 £
Total equity brought forward	210,515	268,094
Total comprehensive income for the year	34,738	210,415
Gift aid distribution to parent charity	(210,415)	(267,994)
Total equity carried forward	**34,838**	**210,515**

	2025 £	2024 £
Balance Sheet		
Intangible fixed assets	-	-
Current assets	502,930	362,016
Creditors: amounts falling due within one year	(468,092)	(151,501)
Total assets less current liabilities	**34,838**	**210,515**

Called up share capital	100	100
Retained profit and loss account	34,738	210,415
Shareholders' funds	**34,838**	**210,515**

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CIWEM Professional Services Limited

	2025 £	2024 £
Profit and Loss Account:		
Turnover	519,470	-
Cost of sales	(150,391)	-
Gross profit	**369,079**	**-**
Administration expenses	(355,128)	-
Other operating income	41,510	-
Profit on ordinary activities	**55,461**	**-**

Change in equity:

	2025 £	2024 £
Total equity brought forward	100	-
Total comprehensive income for the year	55,461	-
Gift aid distribution to parent charity	-	-
Total equity carried forward	**55,561**	**-**

	2025 £	2024 £
Balance Sheet		
Current assets	626,871	100
Creditors: amounts falling due within one year	(571,310)	-
Total assets less current liabilities	**55,561**	**100**

Called up share capital	100	100
Retained profit and loss account	55,461	-
Shareholders' funds	**55,561**	**100**

106-109 Saffron Hill Management

	2025 £	2024 £
Profit and Loss Account:		
Turnover	25,291	25,065
Cost of sales	(25,291)	(25,065)
Gross profit	**-**	**-**
Interest	-	-
Retained profit on ordinary activities	**-**	**-**

	2025 £	2024 £
Balance Sheet		
Current assets	12,450	13,805
Cash at bank and in hand	8,390	66,877
Creditors: amounts falling due within one year	-	(7,229)
Amounts owed to group undertakings	(20,840)	(73,454)
Other creditors	-	-
Total assets less current liabilities	**-**	**-**

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3. Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Grants	50,400	-	50,400	-
Total donations and legacies	**50,400**		**50,400**	

4. Investment Income

	2025 £	2024 £
Bank interest receivable	3,298	6,532
Total investment income	**3,298**	**6,532**

5. Expenditure

Current year

	Key management/ Staff costs £	Activities undertaken directly £	Support costs £	Impairment £	Total 2025 £
Lettings	59,051	177,765	88,884	-	325,700
Membership services	254,229	58,078	754,963	-	1,067,270
Conferences and events	274,133	1,325,221	412,630	-	2,011,984
Education and training	105,574	87,721	-	-	193,295
Business Partnerships	180,017	8,557	-	-	188,574
Policy and partnerships	277,580	127,151	824,306	-	1,229,037
Prizes, awards & scholarships	-	-	-	-	-
Support costs	653,023	1,427,760	(2,080,783)	-	-
Impairment of freehold property	-	-	-	204,151	204,151
Total expenditure	**1,803,607**	**3,212,253**	**-**	**204,151**	**5,220,011**

Prior year

	Key management/ Staff costs £	Activities undertaken directly £	Support costs £	Impairment £	Total 2024 £
Lettings	67,318	1,329	324,970	-	393,617
Membership services	572,622	158,852	1,056,478	-	1,787,952
Conferences and events	103,994	666,948	502,020	-	1,272,962
Education and training	214,088	91,908	-	-	305,996
Policy and partnerships	357,221	259,111	659,066	-	1,275,398
Prizes, awards & scholarships	-	8,345	-	-	8,345
Grants	-	-	-	-	-
Support costs	912,842	1,629,692	(2,542,534)	-	-
Impairment of freehold property	-		-	137,000	137,000
Total expenditure	**2,228,085**	**2,816,185**	**-**	**137,000**	**5,181,270**

Expenditure includes:

	2025 £	2024 £
Operating lease payments (excluding VAT)	4,086	3,889
Interest costs	95,708	120,274
Depreciation	15,850	58,849

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6. Direct Support Costs

	Total 2025 £	Total 2024 £
Government costs		
Auditos' remuneration:		
For Audit: Current yea	33,211	39,502
Non-audit fees	23,130	7,771
Trustee Board costs	16,010	15,622
AGM/EGM costs	-	647
Legal and professional fees	103,055	27,002
	175,406	90,544

Other support costs:		
Management costs (including outsourced accounting)	78,447	91,389
Human Resources	215,022	60,412
Legal, professional & bank / finance costs	271,704	228,222
Premises	308,948	970,643
Office services	77,863	7,875
ICT	243,716	180,607
	1,371,106	**1,629,692**

7. Employees and Key Management Personnel

The key management personnel of the charity comprise the trustees, the Chief Executive Officer and Senior Management team. The total amounts paid for salaries, fees and expenses in respect of the key management personnel of the charity, inclusive of employer pensions and employer National Insurance contributions, were £715,035 (2024 - £502,689).

The average monthly number of employees during the period was 31 (2024 - 32). Staff costs during the period consisted of:

	Total 2025 £	Total 2024 £
Salaries	1,502,669	1,568,616
Temporary agency staff	331,694	296,280
Social security costs	185,522	170,756
Pension and life assurance costs	115,417	104,578
Recruitment costs	51,882	87,855
	2,187,184	**2,228,085**

The number of employees earning £60,000 in the year or more (exclusive of employer pensions and employer National Insurance contributions was:

	Total 2025 Number	Total 2024 Number
£60,000 - £70,000	-	1
£70,000 - £80,000	1	1
£80,000 - £90,000	5	3
£90,000 - £100,000	1	-
£110,000 - £120,000	-	1

The pension payments for staff earning £60,000 or more in the year amounted to £44,467 (2024 - £46,039). These contributions were paid into defined contribution schemes.

8. Trustees

The members of the Trustee Board received no remuneration in relation to fulfilling their role as Trustees (2024: £NIL). Expenses for travel and subsistence reimbursed to 6 Trustees amounted to £5,613 (2024: £4,892 reimbursed to 8 Trustees).

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9. Tangible Fixed Assets - Group and Charity

	Furniture and Fittings £	Office Equipment £	Freehold Property £	Computer Equipment £	Total £
Cost					
At 1st January 2025	10,228	51,133	6,273,773	134,523	6,469,657
Additions	-	-	-	959	959
Disposals					
At 31st Decmeber 2025	**10,228**	**51,133**	**6,273,773**	**135,482**	**6,470,616**
Depreciation					
At 1st January 2025	10,228	51,133	3,469,622	107,874	3,638,857
Charge in year	-	-	-	15,850	15,850
Impairment of freehold property (see below)	-	-	204,151	-	204,151
At 31st Decmeber 2025	**10,228**	**51,133**	**3,673,773**	**123,724**	**3,858,858**
Net Book Value					
At 31st Decmeber 2025	**-**	**-**	**2,600,000**	**11,758**	**2,611,758**
At 31st Decmeber 2024	**-**	**-**	**2,804,151**	**26,649**	**2,830,800**

The impairment losses recognised during the financial year amounted to £204,151 (2024: £137,000), this reflects the value attributable to the property at Saffron Hill, which was revaluated at market value of £2.6million at the balance sheet date. This has resulted ina reduction in the carrying amounts of the affected assets on the balance sheet. The impairment losses have been charged to the Statement of Financial Activites, thereby reducing the net income for the financial year by the same amount.

10. Intangible Fixed Assets - Group

	Computer systems £	Flood & Coast Event £	Total £
Cost			
At 1st January 2025	679,281	100,000	779,281
Additions	33,294	-	33,294
Disposals			
At 31st Decmeber 2025	**712,575**	**100,000**	**812,575**
Amortisation			
At 1st January 2025	354,850	100,000	454,850
Charge in year	77,358	-	77,358
Disposals	-	-	-
At 31st Decmeber 2025	**432,208**	**100,000**	**532,208**
Net Book Value			
At 31st Decmeber 2025	**280,367**	**-**	**280,367**
At 31st Decmeber 2024	**324,431**	**-**	**324,431**

Computer systems cost carried forward included costs relating to the CRM development. This was not amortised in the prior year because the CRM was not brought into use until the current year.

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11. Fixed Assets Investments

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Investments held in subsidiaries				
CIWEM Services Limited (Note 2)	-	-	100	100
CIWEM Professional Services Ltd (Note 2)	-	-	100	100
Total investments	**-**	**-**	**200**	**200**

12. Debtors

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Trade debtors	300,569	399,529	215,858	279,391
Other debtors	4,447	96,144	1,359	361
Prepayments	222,335	240,421	129,222	188,496
Amounts owed from susidiary undertakings	-	-	507,764	73,454
VAT recoverable	21,193	27,078	-	27,078
	548,544	**763,172**	**854,203**	**568,780**

Trade debtors above are net of provisions made against specific bad debts within the subsidiaries totalling £6,772 (2024: £19,538).

13. Creditors: Amounts falling due within one year

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Trade creditors	178,880	186,511	169,400	169,795
Taxation and social security	52,899	72,182	52,899	54,476
Other creditors	19,647	12,475	13,747	2,475
Accruals	103,572	274,102	66,503	217,458
Deferred income	1,003,552	929,755	945,233	879,321
Amounts due to subsidiary undertakings	-	-	472,210	41,341
Bank overdraft	312,457	401,218	312,457	401,218
Bank loan (see Note 14)	1,633,331	1,628,446	1,633,331	1,628,446
	3,304,338	**3,504,689**	**3,665,780**	**3,394,530**

The bank overdraft facility and the bank loan are both secured on the Saffron Hill property. The interest rate charged on the bank loan is the Bank of England base rate plus 1.8% fixed for 12 months from 12 August 2025. This facility can be cancelled by the bank at any time. As the trustees have made the decision to sell the Saffron Hill property and as the facility secured on this property is due for repayment in August 2026, it was reclassified as Creditors: Amounts falling due within one year.

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Deferred income:				
Balance brought forward	929,755	871,430	879,321	830,661
Amount released to income	(929,755)	(871,430)	(879,321)	(830,661)
Amount deferred in the year:				
Membership receipts	945,233	649,721	945,233	649,721
Invoices relating to events	-	234,100	-	229,600
Business partnerships	58,319	36,967	-	-
Invocies relating to room rentals	-	8,967	-	-
Balance carried forward	**1,003,552**	**929,755**	**945,233**	**879,321**

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14. Provisions

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Provision for cladding	622,000	622,000	622,000	622,000
	622,000	**622,000**	**622,000**	**622,000**

A provision has been made in relation to the building cladding remediation. The provision is based on an estimated cost by Academy Consulting, the quantity surveyor, and is an initial budget estimate. At present, this represents the most accurate cost of the associated works available. The trustees recognise that more precise and detailed work is required to establish the full cost of the works required.

15. Operating Lease Commitments

At the reporting end date, the organisation had the following future minimum lease payments under non-cancellable operating leases (all for equipment) which fall due as follows:

	2025 £	2024 £
Less than one year	1,498	599
Two - five years	-	-

16. Movement of Funds

Group current year

	Balance 31/12/2024 £	Income £	Expenditure £	Transfers £	Balance 31/12/2025 £
Restricted funds					
FWR grant	147,500	-	-	(47,500)	100,000
Branch funds	145,023	450,593	(435,532)	-	160,084
Pollution from Highways Outfalls	10,240	-	-	-	10,240
Community of Practice for PFR	68,392	10,000	(61,137)	-	17,255
Toolkit and Training on partnership working	72,991	-	(99,115)	47,500	21,376
SuDS - IQ creating a National SuDS Platform	-	20,000	(20,000)	-	-
National Highways Analytical Assurance	-	9,900	(6,600)	-	3,300
Guidance/training on retrofitting SuDS		105,000			105,000
Bioresources action plan	1,250	51,928	(37,630)		15,548
Enabling Water Smart Communities	1,250	263,429	(186,777)	-	77,902
	446,646	910,850	(846,791)	-	510,705
Unrestricted funds					
General charitable funds	(78,843)	3,828,535	(4,373,220)	-	(623,528)
Total funds	**367,803**	**4,739,385**	**(5,220,011)**	**-**	**(112,823)**

In 2025, £47,500 was transferred from FWR grant to Toolkit and Training on partnership working. By agreement with the FWR Fund Committee, annual transfers are made to the Toolkit reserve to help fund its overall expenditure. See more details below on the Toolkit reserve.

Purposes of restricted funds:

In August 2023, **The Foundation for Water Research (FWR)** provided CIWEM a £500,000 grant to deliver better water management outcomes. In August 2023, the fund committee approved the allocation of funds and awarded £250,000 in the year to The Rivers Trust ('TRT'), with whom CIWEM are working collaboratively to deliver a number of projects funded by FWR. TRT is spending that grant on activities to monitor, report, promote and advocate for improvements to river health. The balance still remaining on the fund is being used by CIWEM to support projects that include the toolkit and training on partnership working, Living Water Wise and training on retrofitting SuDS.

The restricted **branch funds** relate to the income and expenditure of CIWEM branches.

The **Pollution from Highways Outfalls** fund relates to a grant received from Rees Jeffreys Road Fund towards research and a report, Highway Runoff and Water Quality which was published in Summer 2024.

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The **BeFloodReady Community of Practice for Property Flood Resilience (PFR)** is a funded project to develop a platform that supports professionals and the public with an interest in the delivery of PFR. A website is a go-to resource for sharing case studies, good practice, policy updates supporting improved flood resilience. This is complimented by events and newsletters.

The **Toolkit and training on partnership working** is a collaboratively funded project that will create an engaging toolkit of learning resources and training on approaches to delivering successful collaboration and partnerships. The FWR is one of the substantive collaborative funders, via annual transfers from FWR grant to the Toolkit reserve. The toolkit includes guidance on communication, engagement and collaborative leadership that can be applied to support improved water management.

SuDS – IQ is to provide support on sector engagement provided to the technical project leads for this Ofwat Innovation Fund project - Southern Water is the lead partner and main client for the work.

National Highways Analytical Assurance involves supporting the National Highways Agency with analytical assurance for elements of their water quality programme.

Guidance and training on retrofitting SuDS is a collaboratively funded project to develop guidance and integrated training on retrofitting sustainable drainage systems (SuDS).

The **Bioresources action plan** is a funded project that will develop an Action Plan for PR29 which builds upon the recommendations and next steps in the Water UK report. This will enable the water sector in England to make informed, confident interventions and investment programmes at PR29 around the trajectory of bioresources management.

Enabling Water Smart Communities is a project funded from the Ofwat Innovation Fund to build the skills and framework necessary to apply to integrated water management and work in the most efficient manner. This will result in greater awareness and collaboration on water infrastructure design. Anglian Water is the lead partner.

Group prior year

	Balance 31/12/2023 £	Income £	Expenditure £	Transfers £	Balance 31/12/2024 £
Restricted funds					
FWR grant	232,500			(85,000)	147,500
Branch funds	125,542	140,183	(120,702)		145,023
Pollution from Highways Outfalls	17,720		(7,480)		10,240
A Fresh Water Future	14,543		(14,543)		-
Community of Practice for PFR		117,410	(49,018)		68,392
Toolkit and Training on partnership working		75,000	(87,009)	85,000	72,991
Bioresources action plan		27,690	(26,440)		1,250
Enabling Water Smart Communities		183,214	(181,964)		1,250
	390,305	543,497	(487,156)	-	446,646
Unrestricted funds					
General charitable funds	951,737	3,663,535	(4,694,115)	-	(78,843)
Total funds	**1,342,042**	**4,207,032**	**(5,181,271)**	**-**	**367,803**

17. Analysis of Group Net Assets between Funds

Current year

	Fixed Assets £	Net Current Assets / (Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted funds	-	510,705	-	510,705
Unrestricted funds	2,892,125	(3,515,653)	-	(623,528)
Total funds	**2,892,125**	**(3,004,948)**	**-**	**(112,823)**

Prior year

	Fixed Assets £	Net Current Assets / (Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted funds	-	446,646	-	446,646
Unrestricted funds	3,155,231	(3,234,074)	-	(78,843)
Total funds	**3,155,231**	**(2,787,428)**	**-**	**367,803**

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18. Related Party Transactions

Most of the trustees are also members of or employed by other organisations which may undertake transactions with CIWEM, CSL and CPSL in the normal course of business and all such transactions are on an arm's length basis.

During the prior year, the charity provided a loan to a member of staff (1) who is considered a related party, due to their role as a member of key management personnel.

(1) Anna Daroy, CEO a loan balance of £4,375 was due as at 31 December 2024. This was repaid in full during 2025 between February and May. The balance outstanding at the 2025 year-end date was £0.

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Appendix

Major projects

This appendix outlines major projects that CIWEM has delivered with our partners for public benefit.

Enabling Water Smart Communities

Enabling Water Smart Communities is the Ofwat Innovation Fund project that aims to embed integrated water management into new developments, for which we provide policy and communications support.

During 2025 the project produced a raft of evidence on how managing water more effectively within developments can deliver widespread benefits to growth, the environment and the communities living in them. These findings were fed into the Independent Water Commission and gained increased traction at a policy level as the year progressed.

As with many other areas of our policy and communications work, this project speaks to everything that CIWEM is: solutions focused, aware of the big picture, evidence based and committed to linking the wide range of technical disciplines that need to be engaged.

BeFloodReady: Community of Practice for Property Flood Resilience

In 2024 CIWEM launched the BeFloodReady Community of Practice for Property Flood Resilience (PFR), a platform for sharing good practice and driving improvement in the sector. This initiative consolidates and signposts PFR information, delivers online events and provides a vital collaborative space for peer-to-peer learning for flood risk assessors, surveyors, building contractors, insurers, local authorities and property owners.

This is a collaborative project funded by 14 organisations: Flood Re, the Environment Agency, the devolved governments of Wales and Northern Ireland, insurers, consultants and contractors. By working together, we're embedding good practice, driving change, and ensuring PFR is robustly delivered to a high standard.

A Fresh Water Future

Influencing leadership

A Fresh Water Future ('AFWF') was launched in early 2024 and has continued to be an effective platform for engagement with the government, regulators, parliamentarians and a wide range of other stakeholders throughout 2025. A Fresh Water Future presented a bold, forward-thinking national strategy and vision of what was possible. CIWEM engaged actively with the Independent Water Commission, as well as the environment department (Defra) and its regulators as a new Water White Paper was prepared. In parliament, our President and the chair of our Water Resources Panel gave evidence to select committees on flood resilience and on drought management. CIWEM also helped inform a range of MPs on water issues through the All-Party Parliamentary Group on Sustainable Flood and Drought, which we help to run. Please see Appendix 1, Major Projects for an update on AFWF 2025.

The Water Quality Specialist Register

Launched in 2024, the CIWEM Specialist Register for Water Quality Practitioners and Regulators recognises the skills, knowledge and experience of regulators and industry wastewater managers certifying their attainment of competence as a Water Quality Practitioner (RWQP) or Water Quality Regulator (RWQR). The registration and related training provide a benchmark for competency across the two roles. Registrants are assessed against the Water Quality Competence Framework and have undertaken the appropriate water quality technical training under assessment, aligned with TechCIWEM membership providing a facilitated route into professional membership. This makes professional membership more accessible for a wider group of sector practitioners and regulators.

Additional Projects

CIWEM's Your Future Report

In 2025 CIWEM commissioned Eureka, our external communications agency, to create a new flagship report targeted at current and potential members, partners, policy makers and future funders that would highlight the skills challenges facing the water sector. The report aimed to position CIWEM as the 'voice of the profession' for a growing and passionate community of experts, and a critical commentator of the water sector.

Impact:

CIWEM's media presence surged in 2024/25, with an impressive coverage uplift of **420% year-on-year**, cementing

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CIWEM's position as a go-to resource on water reform and environmental issues.

National coverage rose from a single piece in 2023/4 to 28 pieces in 2024/5, reinforcing CIWEM's growing voice in high-profile public discourse. This included an interview with Rhiannon Hopley for ITV News to support her report on water scarcity and the human impact, and a letter published in the Financial Times responding to the Climate Change Committee's adaptation progress report. Alastair Chisholm was also named a thought leader on the ENDS Report Power List 2025 by which celebrates the most influential UK environmental professionals.

Your Future successes:

The Your Future Report led to 16 articles across key national and trade press, including a full page in ***The Times Appointments***. In addition to robust media coverage, the report has been widely used by CIWEM as part of a bigger marketing campaign, promoted via CIWEM's owned channels including our website, social media platforms, publications and e-newsletters, as well as being mentioned at key events including the Urban Drainage Group Annual Conference, A Fresh Water Future and our Presidential Debate.

The ambition moving forward is that the report should now become an annual bellwether for the profession, looking at how the sector is evolving (or needs to evolve) amidst the rapid pace of change.

UK Junior Water Prize:

After the UK team took home the grand prize at Stockholm World Water week in 2024, the UK Junior Water Prize national winner Divyasri Kothapalli took her Solar Distillation project to World Water Eeek in 2025 with high hopes. It was another very successful competition as Divya took home the People's Choice Award, doing the UK proud and once again representing innovative young UK minds, having a positive impact on people and planet on the world stage. Our national UK Junior Water Prize is bringing young people interested in science and the environment into the water sector and giving them a space to shine.

Organisations partnering in support of the sector

Once again in 2025 with our business partners we supported our members and their staff,and together championed positive change for the sector. Whether hosting, sponsoring or supporting events and training, inspiring professionalism, delivering projects or building connections to enable widespread, impactful water and environmental solutions, our impact was better, together.

Premium Partners

ARCADIS, JBA consulting, Mott MacDonald, wavin, WSP

Advanced Partners

ARUP, AtkinsRéalis, binnies an RSK company, Glanua For a cleaner planet, Jacobs, raa Consulting Engineers an RSK company, TETRA TECH

Foundation Partners

ANDEL, CityU 香港城市大學 City University of Hong Kong, FATHOM, RIDGEWAY FILTER UNIT. ROCKBAGS 100% RECYCLED, SCALGO, Stantec, waterman aspen, Tidal Vision, WJ UK Expert in Water Management

A big 'thank you' to all the organisations, partners and sponsors who supported our activities in 2025, including the Esmée Fairbairn Foundation who grant funded A Fresh Water Future. Whether through sponsorship, networking or championing professional standards, you have helped make a wide range of activities that advance the science and practice of water and environmental management a reality.