

Company Registration Number: 370816
Charity Number: CHY17071
Charities Regulatory Authority Number: 20062873

MIGRANT INFORMATION CENTRE COMPANY LIMITED BY GUARANTEE

Annual Report and Audited Financial Statements

for the financial year ended 31 December 2024

Whelan Dowling & Associates
Chartered Accountants and Statutory Audit Firm
Block 1, Unit 1 & 4,
Northwood Court
Santry
Dublin 9

Migrant Information Centre Company Limited by Guarantee

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Migrant Information Centre Company Limited by Guarantee DIRECTORS' AND OTHER INFORMATION

| | |
|--|---|
| Directors | Deirdre Lowry Ian McArdle Champika Wanniarachchi Michael O'Sullivan Anastasia Crickley John Gilmore Lucy Peprah Raluca Anucuta Francis Njũgũna Angelisa Maria Zerpa Andara |
| Company Secretary | Michael O'Sullivan |
| Charity Number | CHY17071 |
| Charities Regulatory Authority Number | 20062873 |
| Company Registration Number | 370816 |
| Registered Office and Principal Address | 13 Dorset Street Lower Dublin 1 |
| Auditors | Whelan Dowling & Associates Chartered Accountants and Statutory Audit Firm Block 1, Unit 1 & 4, Northwood Court Santry Dublin 9 |
| Principal Bankers | AIB 37 Upper O'Connell Street Dublin 1 |

Migrant Information Centre Company Limited by Guarantee

CHAIRPERSON'S REPORT

for the financial year ended 31 December 2024

Message from Our Chairperson

2024 was a year of substantial migration to Ireland. We continued to see a huge demand for workers from outside the EU to move here on employment permits. We now have in the region of 60,000 people on employment permits in Ireland. This includes over 30,000 on general employment permits working mainly as carers, meat factory workers, chefs, agriculture workers, welders and drivers.

Just over 14,000 new general employment permits were issued in 2024. As permit numbers grow, we continue to see a corresponding increase in cases of exploitation coming through our doors.

While the far right continued to be active in 2024 and gained some traction in the local elections, migration was not a key issue around the general election later in the year and there were no far right candidates elected. Polling by MRCI during the year showed that the majority of people in Ireland remain welcoming and supportive of people who move here to make a better life for themselves or their family.

While the far right continued to be active in 2024 and gained some traction in the local elections, migration was not a key issue around the general election later in the year and there were no far right candidates elected. Polling by MRCI during the year showed that the majority of people in Ireland remain welcoming and supportive of people who move here to make a better life for themselves or their family.

In 2024, our Information and Support Centre was busier than ever. We continued to provide high quality casework supports to migrant workers and their families. We supported over 3,400 cases in 2024 with some of the most common issues being registration of immigration permission, employment permit issues, change of status, family reunification, citizenship, regularisation and employment rights.

The number of people coming to us with signs of trafficking or severe labour exploitation increased substantially in 2024. We provided supports and representation in 40 cases and helped to secure 9 formal adjudication decisions and settlement awards for labour exploitation victims totalling €322,000.

2024 saw a huge victory for MRCI's employment permit campaign that took over 15 years to secure. As part of the Employment Permits Act 2024, we managed to secure for the first time ever the ability for employment permit holders to change employer while staying on their existing permit. This is a game changer as it will give workers options, empower them to stand up for themselves and better equip them to challenge exploitation and sub-standard conditions of employment. We also secured the right to work for partners of permit holders.

We also campaigned hard to reunite migrant workers with their families in 2024. The current family reunion rules are leaving thousands of lower paid migrant workers separated from their partners and children for many years. Our campaign group, led by people affected themselves, was very active getting this issue onto the agenda of the government. Their activities included a protest outside the Department of Justice on the International Day of Families, and several impactful online campaign actions. A review of this policy has been promised

As chair I would like to commend the incredible work of the staff, team, board, volunteers, community members, funders, donors, and supporters, without whom none of this would be possible.

We look forward to continuing to advance migrant worker rights in 2025. Protecting workers from exploitation and reuniting them with their families are our top priorities for the year ahead. We will continue to ensure that everything we do is led by those affected and we are confident that more big positive changes lie ahead.

Lucy Peprah
Chairperson

Bill Abom **Neil Bruton**
Co-Directors

Migrant Information Centre Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2024.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Migrant Information Centre Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2024.

The company is a charity and hence the report and results are presented in a form, which complies both with the requirements of the Companies Act 2014 and also 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 (FRS102) (effective 1 January 2015) (Charities SORP (FRS102)).

The charity is limited by guarantee not having a share capital.

Principal Activity

Migrant Rights Centre Ireland is a national organisation working to promote justice, empowerment and equality for migrants and their families. Since 2003, MRCI has taken a stand with migrants to tackle the root causes of inequality. They use a community work approach with a focus on participation, leadership and empowerment.

Mission, Objectives and Strategy

Mission Statement

Migrant Rights Centre Ireland is a national Non-Governmental Organisation addressing the needs of migrant workers and their families. MRCI works at the intersection of immigration and employment policy and law with migrants predominantly in non-unionized low paid sectors of employment. MRCI has a specific focus on those most at risk of poverty, social exclusion, discrimination, and exploitation. MRCI was granted charitable status by the Revenue Commissioners under CHY 17071 in 2007.

Our Vision

Our vision is for an open, equal, just, and diverse society where migrant workers and their families can move, work and live in dignity.

Our Mission

Grounded in social justice, antiracism and equality, our mission is to empower migrant workers in low paid and precarious work to secure and advance their rights through collective action.

Our Values

- People closest to the struggle are closest to the solution
- People acting collectively make change possible
- People lead when they have the tools to do so

How We Do our Work

From its inception, MRCI's emphasis on community work has been critical in bringing about the empowerment and participation of migrant workers on issues that concern them.

Community work is concerned with addressing the root causes of inequality through collective action for change. Core to our theory of change is supporting migrants in low wage work to organise, engage in and lead on issues that affect their lives. We operate a sophisticated structure that combines a front-line service, building the capacity of migrant workers by using a community work process, and engaging in strategic public awareness, policy, and advocacy.

Strategy

MRCI's Strategic Plan was finalised for 2021 to 2024 sets three Goals and eleven Strategic Objectives.

1. Empower migrant workers to organise and take collective action to improve working conditions.

-Strengthen migrant leadership and innovative in the development of new models of organising

-Improve conditions with workers in low-paid and exploitative work environments, with a focus on meat workers and home care workers and emerging sectors of need

-Secure changes for employment permit holders to bring about mobility, equality and parity in the work permit system

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to combat exploitation

-Build capacity of the Great Care Co-Op to be operational and independent of MRCI

2. Advance rights with and for migrants with precarious immigration status and those experiencing exploitation.

-Secure a broad and inclusive regularisation scheme, including families and children, and support the most vulnerable to apply

-Maximize the online capacity and power of the Drop-In Centre to increase accessibility, identify strategic cases, emerging areas of need and connect people into MRCI

-Increase identification of victims of trafficking and severe forms of labour exploitation to strengthen states response and prosecution in this area

-Address the vulnerability of migrant and their families as a result of Covid-19

3. Grow the organisations reach and impact through supporter engagement and building team resilience

-Invest in a diverse team and high trust organisational structure that delivers impact and increases team and organisational resilience

-Strengthen the resilience and reputation of the organisation, with a focus on sustainability and governance

-Grow our supporters' network with members taking action and contributing to sustaining MRCI's work via digital fundraising

Structure, Governance and Management

Structure

In 2024, The Board, Director, and Leadership Team in MRCI continued to ensure the processes and systems were in place to deliver the work while responding to team needs.

Governance

MRCI complies with the Charities Governance Code in Ireland and the Charities Regulator voluntary Guidelines for Charitable Organisations on Fundraising from the Public. MRCI has a dedicated section about its governance and other company information on its website to ensure the full transparency of its operations. MRCI is fully compliant with the annual requirements of the Charities Regulatory Authority and the Companies Registration Office. And is compliant with the Government Circulars including Circular 44/2006 and Circular 13/2015. MRCI adopted a Child Safeguarding Statement in line with obligations under the Children First Act 2015.

Appointment of Directors

The Board of Directors of Migrant Information Centre CLG elect a chairperson for their meetings following each annual general meeting. In accordance with the Articles of Association of the company, at every AGM, one third of the elected members of the Board shall retire from office but shall be eligible for re-elections. If the number on the board should be an uneven number, then the number of members which, with the addition of one would make one third of the Board shall retire. The board members to retire in every year shall be those who have been longest in office, but as persons who become members on the same day, those to retire (unless they otherwise agree amongst themselves) be determined by lot.

Members

Members of the charitable company guarantee to contribute an amount not exceeding €1 to the assets of the charitable company in the event of winding up.

Management

MRCI held a team day to agree organisational priorities for 2024 and held four quarterly planning sessions with the team to deliver on these. MRCI began work on planning the next strategic plan 2025-2027 with the team and board. We had a team building overnight in May in Monaghan with other team-building events during the year.

The team attended Cultural Awareness training, and two staff members completed high level training courses. Four new staff members were recruited, and we said goodbye to three staff members including our Director Edel McGinley. MRCI is very grateful to Edel for her exceptional leadership and unwavering dedication over the past ten years running MRCI. Her vision and commitment to the organisation was instrumental in guiding MRCI through significant growth. Under her leadership, MRCI has not only expanded its reach but also deepened its impact within the migrant community in Ireland. Two Bobby Gilmore Fellows completed their fellowships, and we hosted two student placements.

MRCI worked to ensure compliance under General Data Protection Regulation (GDPR) and that all systems, policies, and protocols were in place to deliver work from home.

MRCI engaged an external consultant Threadable to optimise the organisations data management by focusing on a detailed analysis of the existing systems and processes at MRCI.

Migrant Information Centre Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Review of Activities, Achievements and Performance

SERVICES

Information and Support Centre

- Provided free and confidential information and casework supports on 3,393 cases to migrant workers and their families.
- Our Caseworkers supported people from 111 nationalities.
- People supported were in essential job sectors, including mushroom workers, meat factory workers, dairy farm workers, restaurant workers, carpenters, welders, and healthcare assistances
- Top Presenting Issues: General Immigration 47%, Work Permits 17%, Family Reunification 10%, Employment 10%, and Housing and Social Welfare 4%.
- 71% of cases were successfully closed.
- Hardship Fund, supported 47 people.
- 100% increase in people with employment permits seeking our assistance with employment rights breaches.

Tackling Severe Exploitation and Trafficking for Labour Exploitation

- Assessed, screened, and supported 40 new people who presented with signs of trafficking for labour exploitation.
- 5 victims formally referred to the NRM (Another 4 chose not to come forward).
- 6 people identified as suspected TLE victims provided with emergency needs supports.
- 26 people (victims from previous years) provided with a range of ongoing supports.
- Delivered casework and representation support to 26 cases, including handling significant claims before the Workplace Rights Commission.
- MRCI has won nine formal adjudication decisions and settlement awards for labour exploitation victims totalling €322,000 in 2024.
- 25 new employment rights compensation assessments.
- The new National Referral Mechanism (NRM) was passed into law in June 2024; after lobbying by MRCI, the Bill now includes an appeal process and should include only a reasonable grounds standard for identification of victims.

COMMUNITY WORK

Justice for the Undocumented (JFU)

This is a community of people living in Ireland without an official status. JFU campaigns for a pathway to papers for all undocumented people in Ireland. We believe that if you live here, you belong here. In 2024 we focussed on staying connected to the undocumented community across Ireland, sharing updates and keeping people informed about their rights. We also continued to advocate for an ongoing regularisation for undocumented people.

- A community meeting was held with 50 undocumented people attending.
- A WhatsApp Community was established, with weekly posts to keep people engaged.
- Approximately 400 – 500 current undocumented people became members of the community in 2024.

Making Employment Permits Fairer

In 2024, MRCI continued its work to gain parity in terms of rights for all people who come to work in Ireland on an employment permit. In the first half of the year, we continued to focus these efforts on the upcoming legislation i.e. the Employment Permits (Consolidation and Amendment) Bill which was enacted into law in June. We have an Employment Permit Equality campaign group which is a group of hundreds of general employment permit holders. They are campaigning for equal rights for all people on employment permits. We believe that all workers should be able to stand up for their rights in work and be able to change job if they need to.

- As part of the Employment Permit Bill, MRCI secured the right for general employment permit holders to change employer without applying for a new permit, provided they have completed at least nine months with their current employer.
- We continued to engage with the DETE against the introduction of a Seasonal Employment Permit. Seasonal permits have led to huge rates of exploitation for workers in other jurisdictions. While DETE ultimately decided to introduce this permit as a pilot in 2025 we have been able to push for stronger protections for workers who arrive on these permits.
- We held a webinar in November 2024 on 'Protecting Yourself from Exploitation at Work' And the new change of employer process.
- We continued to work to bring employment permit holders into the campaign and find meaningful ways for them to participate and own the campaign.

Fair Fees

The Fair Fees campaign group is made up of migrant workers and international students, who are deeply concerned about the extortionate cost of the Irish Residence Permit card. The Irish Residence Permit (IRP) card costs €300 yet it

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only costs the state €20.44 to produce and deliver each card. Most people living in Ireland from outside the EU are forced to pay this fee every year, some even more often. The Fair Fees campaign group is calling for a reduction in IRP fee in line with similar services, such as a passport (€75) or driving licence (€55).

- The Fair Fees Group met 6 times in 2024, there was strong ownership and leadership of the campaign by those affected.
- A high-level meeting with Department of Justice took place in Quarter three, attended by two MRCI staff and a representative from the campaign.
- Good Media coverage in June highlighted the high level of income received by the Department of Justice from IRP card fees.

Family Reunion

The Family Reunion campaign group is made up of people who are living and working in Ireland but who are currently denied the basic right of having their immediate family with them. They want to see change happen, so that families can stay together. MRCI is calling on the Department of Justice to remove the barriers that are keeping families apart, and enable all workers to have their family with them from the start.

- We carried out two successful mass email actions. In Quarter one 1,300 people emailed Minister McEntee about this issue. In quarter two almost 500 people sent 2,300 emails to their local TDs about the unfair family reunion rules.
- A hugely successful protest took place outside the Department of Justice on May 15th, with over 100 people in attendance. Two representatives from the group presented a letter to the Minister's office, we secured great media coverage on the day which included spokespeople from the campaign talking to media.
- The planning group has grown to 30 members and there were 23 meetings held during the year. Overall, almost 1,500 people affected by the family reunion rules have joined the campaign.

Leadership in the Community

Community work is an ever-evolving process in MRCI. It is responsive to the needs of the community, to the issues of the day and to the organisations campaigning efforts. MRCI continues to invest in leadership and support people affected by the issues we work on to develop their analysis and avail of tailored mentorship supports, coaching and training.

- Two people completed the Bobby Gilmore Fellowship programme.
- An International Migrants Day celebration was held in the office on December 15th, with over 30 people in attendance from across the community and campaigns over the years in MRCI.
- In September, a campaigning and strategy workshop was held with leaders and activists from 3 campaigns: Fair Fees, Employment Permit and Family Reunion.
- We carried out numerous coaching and mentoring sessions with leaders to prepare for media, public speaking, and chairing meetings.
- Two students from Maynooth University completed community work placements with MRCI.

Communications

In 2024, MRCI delivered information to thousands of migrant workers across Ireland. MRCI communicated via our website, social media and email on news, updates and information relevant to migrant workers, with weekly posts across all platforms including the use of videos, images, graphs and social media advertising.

Supporter growth and engagement

- We grew our mailing list by almost 2,000 supporters, to a total of 18,480.
- We sent 65 emails to our supporter list.
- We grew the membership of the Fair fees campaign to 425.
- We grew the membership of the Family Reunion campaign to 1,579.
- We grew the membership of the Employment Permit campaign to 468.
- We grew the membership of the JFU campaign to 4,080.
- 1,319 people sent an email to Helen McEntee on Family Reunion.
- 473 people sent 2,311 emails to their local TDs on Family Reunion.

Website

- We developed and launched a new contact us page for Labour Exploitation.
- We posted 32 new updates and information on our website.
- We uploaded 4 webinars on to the website.

Social Media

- 79 social media posts in 2024.
- 26,320 Facebook followers.
- 4,025 Instagram followers.
- 14,500 Twitter followers.

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for the financial year ended 31 December 2024

Policy Submissions

- Presented opening remarks to the Joint Committee on Justice on the proposal for Regulations and a Directive of the European Parliament and of the Council on international protection, asylum and migration.
- Briefing Note on Family Reunion: Granting the immediate right to family reunion to all migrant workers in full time employment.
- MRCI analysis and recommendations on the Family Reunion Application Process.
- MRCI Briefing Note on Employment Permit Equality- Granting all employment permit holders the freedom to work in any job after a period of 2 years.
- MRCI Policy paper on "Increasing equality and reducing risk by promoting human rights compliant pathways for safe and regular migration".
- MRCI Briefing note on Low Wage Sectors.
- MRCI Briefing note on salary increases for GEP holders.
- MRCI Briefing note on Seasonal Permits.
- MRCI Family Reunion survey 2024.
- MRCI Pre-Budget Submission 2025.
- MRCI Spotlight Briefing TLE casework in 2024.
- Submission to Children's Rights Alliance Report Card.

Networks and Solidarity

MRCI supports and engages across a range of progressive civil society spaces. MRCI is a member of the Children's Rights Alliance, Community Work Ireland, Community Platform, European Anti-Poverty Network (Ireland), Irish Network Against Racism, Irish National Organisation for the Unemployed, National Youth Council of Ireland, National Women's Council, Ukraine Civil Society Forum and the Platform for the International Cooperation of Undocumented Migrants, Sex Workers Alliance Ireland allies network and the Trans Equality Together Coalition. A staff member of MRCI joined the Uplift Board in 2024.

MRCI sat on the Migrant Integration Strategy Monitoring and Coordination Committee and on the National Anti-Human Trafficking Stakeholder Group and Trafficking for Labour Exploitation subgroup. MRCI participated in Community Work Ireland Policy and Practice Working group, contributed to the AKIDWA's work on Migrant women in the workplace, supported National Women's Council campaign for publicly funded childcare, attended the NMI conference for health care assistants, and participated in the UN Day for the Eradication for Poverty.

MRCI continues to provide organisational supports to the Great Care Co-Op, The Hope and Courage Collective and Amal Women's Association

Financial Review

MRCI managed the organisation prudently and efficiently in 2024 ensuring a wide range of services and programme activity. Philanthropy and public funding were key sources of funding for MRCI.

Income

In line with best practice, the organisation has an apportionment policy which allows for clear allocation of income against activities, staffing and related expenditure.

Financial Results

At the end of the financial year the charity had gross assets of €1,445,385 (2023 - €1,444,799) and gross liabilities of €448,768 (2023 - €449,170). The net assets of the charity have increased by €988.

Reserves Position and Policy

The intent of sustaining operating reserves is to ensure that the strategic goals of the organisation continue to be met. MRCI sets the minimum operating reserve to be between 3 to 5 months of the annual expense budget. MRCI's operating reserves are contributed to on an annual basis from unrestricted net assets. This contribution is between 10% - 20% of unrestricted funds and it depends on the outcome of the Statement of Financial Activities for year. This is subject to annual review of the overall operating annual budget and projections for the year after.

MRCI's operational reserves are €320,126. A draw down from the Operating Reserve Fund must be approved by a majority of the Board, either by a majority of the votes of a quorum present at a regular Board meeting, or by two thirds majority of the Board if such vote is conducted by other means.

Principal Risks and Uncertainties

The board of MRCI carry out a risk assessment at the end of each year when budgeting for the next year is being agreed and maintains an annual risk register. The board reviewed the risk register at the beginning of 2024 and it is a standing item on the board meeting agenda. Risks include finance and sustainability, external factors, governance, data breaches, continuity of services and community work, staffing, and staff welfare.

MRCI in 2024, had a focus on financial continuity planning for the organisation for 2025 and 2026.

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for the financial year ended 31 December 2024

PLANS FOR THE FUTURE

In 2025, MRCI will commence its new 3-year strategic plan for the organisation 2025-2027.

Goal 1: Support migrants in low pay and precarious work to assert their immigration and employment rights

Strategic Objectives under Goal 1

- 1.1 Provide accessible information, support individual cases, identify emerging areas of need and pursue strategic cases
- 1.2 Identify and provide support to victims of trafficking for labour exploitation and other severe forms of labour exploitation

Goal 2: Empower migrant workers to organise to advance rights and campaign for change

Strategic Objectives under Goal 2

- 2.1 Campaign for immediate family reunion rights for all full-time migrant workers
- 2.2 Campaign for improved measures to combat the exploitation of migrant workers
- 2.3 Campaign for an ongoing regularisation process for undocumented migrants
- 2.4 Campaign for improvements to state processes including applications, waiting times and fees

Goal 3: Build organisational capacity to achieve impact

Strategic Objectives under Goal 3

- 3.1 Invest in a diverse and resilient team
- 3.2 Strengthen the reputation and sustainability of the organisation
- 3.3 Grow an active and engaged supporters' network

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Deirdre Lowry
Ian McArdle
Champika Wanniarachchi
Michael O'Sullivan
Anastasia Crickley
John Gilmore
Lucy Peprah
Raluca Anucuta
Francis Njũgũna
Angelisa Maria Zerpa Andara

The directors who served throughout the financial year, except as noted, were as follows:

Michael O'Sullivan
Anastasia Crickley (Stepped down at the AGM, March 2024)
John Gilmore
Lucy Peprah (Chair)
Raluca Anucuta (Stepped down at the AGM, March 2024)
Francis Njũgũna
Angelisa Zerpa Andara
Deirdre Lowry
Champa Wanniarachchi
Ian McArdle

MRCI had 10 board members in 2024. The board met five times including the AGM 28th March 2023. The board is supported by a committee structure, which deal with specific aspects of the company's business.

1. Finance and Audit Sub-Group (FSG) members, Michael O'Sullivan, Francis Njuguna (FSG Chair), Cathal McAllister, Bill Abom & Neil Bruton (Co-Directors) and Hilary Royston, Director of Finance and Operations, attended these meetings. Throughout 2024 MRCI's Finance and Audit Sub-Group met five times.

2. Employment Sub-Group (ESG) members are Lucy Peprah, Angelisa Zerpa Andara, Raluca Anucuta and Deirdre Lowry. The ESG met five times in 2024.

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for the financial year ended 31 December 2024

The secretary who served throughout the financial year was Michael O'Sullivan.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Migrant Information Centre Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

The Auditors

The auditors, Whelan Dowling & Associates, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Compliance Statement


The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:"


- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the financial year

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 13 Dorset Street Lower, Dublin 1.

Approved by the Board of Directors on 7 May 2025 and signed on its behalf by:


Francis Múgúna
Director


John Gilmore
Director

Migrant Information Centre Company Limited by Guarantee

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

As explained in note 3, state whether the applicable in the UK and Republic of Ireland FRS 102 has been followed;

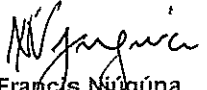
The directors are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.


In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 7 May 2025 and signed on its behalf by:


Francis Njuguna
Director


John Gilmore
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Migrant Information Centre Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Migrant Information Centre Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2024 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2024 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

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 or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT

to the Members of Migrant Information Centre Company Limited by Guarantee

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 12, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 directors are responsible for assessing the 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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), 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 purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' 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 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 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.

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.

INDEPENDENT AUDITOR'S REPORT

to the Members of Migrant Information Centre Company Limited by Guarantee

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Darren Carrick FCA

for and on behalf of

WHELAN DOWLING & ASSOCIATES

Chartered Accountants and Statutory Audit Firm

Block 1, Unit 1 & 4,

Northwood Court

Santry

Dublin 9

7 May 2025

Migrant Information Centre Company Limited by Guarantee

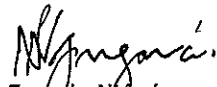
STATEMENT OF FINANCIAL ACTIVITIES


(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2024

| | Notes | Unrestricted Funds 2024 € | Restricted Funds 2024 € | Total Funds 2024 € | Unrestricted Funds 2023 € | Restricted Funds 2023 € | Total Funds 2023 € |
|--|-------|------------------------------------|----------------------------------|-----------------------------|------------------------------------|----------------------------------|-----------------------------|
| Income | | | | | | | |
| Donations and legacies | 4.1 | 102,972 | 795,047 | 898,019 | 194,391 | 712,697 | 907,088 |
| Expenditure | | | | | | | |
| Charitable activities | 5.1 | 101,984 | 795,047 | 897,031 | 184,521 | 712,697 | 897,218 |
| Net income/(expenditure) | | 988 | - | 988 | 9,870 | - | 9,870 |
| Transfers between funds | | - | - | - | - | - | - |
| Net movement in funds for the financial year | | 988 | - | 988 | 9,870 | - | 9,870 |
| Reconciliation of funds: | | | | | | | |
| Total funds beginning of the year | 15 | 290,756 | 704,873 | 995,629 | 280,886 | 704,873 | 985,759 |
| Total funds at the end of the year | | 291,744 | 704,873 | 996,617 | 290,756 | 704,873 | 995,629 |

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 7 May 2025 and signed on its behalf by:

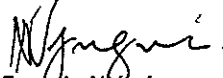

Francis Njuguna
Director


John Gilmore
Director

Migrant Information Centre Company Limited by Guarantee
BALANCE SHEET
as at 31 December 2024

| | Notes | 2024 € | 2023 € |
|--|-------|-----------|-----------|
| Fixed Assets | | | |
| Tangible assets | 10 | 494,131 | 505,358 |
| Current Assets | | | |
| Debtors | 11 | - | 50,279 |
| Cash at bank and in hand | 12 | 951,254 | 889,162 |
| | | 951,254 | 939,441 |
| Creditors: Amounts falling due within one year | 13 | (448,768) | (449,170) |
| Net Current Assets | | 502,486 | 490,271 |
| Total Assets less Current Liabilities | | 996,617 | 995,629 |
| Funds | | | |
| Restricted funds | | 704,873 | 704,873 |
| Designated funds (Unrestricted) | | 320,136 | 320,136 |
| General fund (unrestricted) | | (28,392) | (29,380) |
| Total funds | 15 | 996,617 | 995,629 |

Approved by the Board of Directors on 7 May 2025 and signed on its behalf by:


Francis Njuguna
Director


John Gilmore
Director

Migrant Information Centre Company Limited by Guarantee
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2024

| | Notes | 2024 € | 2023 € |
|---|-----------|-----------------------|-----------------------|
| Cash flows from operating activities | | | |
| Net movement in funds | | 988 | 9,870 |
| Adjustments for: | | | |
| Depreciation | | 16,695 | 16,695 |
| | | <u>17,683</u> | <u>26,565</u> |
| Movements in working capital: | | | |
| Movement in debtors | | 50,279 | (14,737) |
| Movement in creditors | | (402) | 274,820 |
| | | <u>67,560</u> | <u>286,648</u> |
| Cash generated from operations | | | |
| | | <u>67,560</u> | <u>286,648</u> |
| Cash flows from investing activities | | | |
| Payments to acquire tangible assets | | (5,468) | (3,343) |
| | | <u>(5,468)</u> | <u>(3,343)</u> |
| Net increase in cash and cash equivalents | | 62,092 | 283,305 |
| Cash and cash equivalents at the beginning of the year | | 889,162 | 605,857 |
| | | <u>889,162</u> | <u>605,857</u> |
| Cash and cash equivalents at the end of the year | 12 | <u>951,254</u> | <u>889,162</u> |

Migrant Information Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Migrant Information Centre Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the company is 13 Dorset Street Lower, Dublin 1 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "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".

the Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2022 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "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".

The Charity constitutes a public benefit entity as defined by FRS 102.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

Migrant Information Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

| | |
|----------------------------------|---------------------|
| Long leasehold property | - 2% Straight line |
| Fixtures, fittings and equipment | - 15% Straight line |

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

3. GOING CONCERN

The company made a surplus of €988 in the year ended 31 December 2024 and had net assets in the sum of €996,617

The directors are monitoring their bank position carefully. To date, there is no indication that there will be funding cuts imposed on the charity. The directors have continued to monitor projects closely to ensure there is no deficit in funding.

The directors have assessed a period of 12 months from the date of approving the financial statements with regard the appropriateness of the going concern assumption in preparing the financial statements. The directors are confident that they will have the necessary funds to meet its current and future obligations to third parties and consequently the financial statements are prepared on the going concern basis of accounting.

4. INCOME

| 4.1 | DONATIONS AND LEGACIES | Unrestricted Funds € | Restricted Funds € | 2024 € | 2023 € |
|-----|------------------------|----------------------------|--------------------------|-----------|-----------|
| | Donations and legacies | 23,772 | - | 23,772 | 41,412 |

Migrant Information Centre Company Limited by Guarantee NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

| | | | | | |
|-----|---|----------------|----------------|-----------------------|----------------|
| | | | | | |
| | Columban Missionary Society | - | 82,182 | 82,182 | 76,019 |
| | Scheme to Support National Organisations (SSNO) | - | 95,394 | 95,394 | 90,543 |
| | Department of Justice and Equality- Victims of Crime Unit | - | 176,964 | 176,964 | 130,000 |
| | Department of Children, Equality, Disability, Integration and Youth- ESF | - | (11,185) | (11,185) | - |
| | The Order of Discalced Carmelites | 25,000 | - | 25,000 | 50,000 |
| | Department Of Justice and Equality - AMIF | - | 87,513 | 87,513 | - |
| | Irish Human Rights Equality Commission | - | 17,800 | 17,800 | - |
| | EPIM - European Programme for Integration and Migration | - | - | - | 46,886 |
| | Fórsa | - | - | - | 10,500 |
| | Challenge for Change | - | - | - | 5,353 |
| | Department of Children, Equality, Disability, Integration and Youth - National Integration Fund | - | - | - | 58,949 |
| | Community Foundation for Ireland | 7,200 | - | 7,200 | - |
| | Lakeside Fund | - | 15,000 | 15,000 | 15,000 |
| | Rethink Ireland- Equality Fund | - | - | - | 55,000 |
| | Open Society Public Health Program (OSF) | 47,000 | - | 47,000 | 102,979 |
| | Rowan Trust | - | 198,835 | 198,835 | 176,665 |
| | Pobal EIF Grant | - | - | - | 727 |
| | Department of Children, Equality, Disability, Integration and Youth- Ireland Against Racism | - | 72,544 | 72,544 | 17,055 |
| | Robert Bosch Fund | - | 60,000 | 60,000 | 30,000 |
| | | | <u>102,972</u> | <u>795,047</u> | <u>898,019</u> |
| | | | | | <u>907,088</u> |
| 5. | EXPENDITURE | | | | |
| 5.1 | CHARITABLE ACTIVITIES | Direct Costs | Other Costs | Support Costs | 2024 |
| | | € | € | € | € |
| | Expenditure on charitable activities | 159,685 | - | 71,071 | 230,756 |
| | Community Work | 159,088 | - | 7,448 | 166,536 |
| | Services | 305,361 | - | 88,333 | 393,694 |
| | Programmes | 106,045 | - | - | 106,045 |
| | | <u>730,179</u> | <u>-</u> | <u>166,852</u> | <u>897,031</u> |
| | | | | | <u>897,218</u> |
| 5.2 | SUPPORT COSTS | | | Charitable Activities | 2024 |
| | | | | € | € |
| | Organisational Costs | | | 118,871 | 118,871 |
| | Payroll Costs | | | 47,981 | 47,981 |
| | | | | <u>166,852</u> | <u>166,852</u> |
| | | | | | <u>130,093</u> |
| 6. | ANALYSIS OF SUPPORT COSTS | | | | |
| | | | | 2024 | 2023 |
| | | | | € | € |
| | Organisational Costs | | | 118,871 | 70,400 |
| | Payroll Costs | | | 47,981 | 59,693 |
| | | | | <u>166,852</u> | <u>130,093</u> |

Migrant Information Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

| | | |
|--|-------------|-------------|
| 7. NET INCOME | 2024 | 2023 |
| | € | € |
| Net income is stated after charging/(crediting): | | |
| Depreciation of tangible assets | 16,695 | 16,695 |
| Auditor's remuneration: | | |
| - audit services | 4,920 | 4,305 |

8. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

| | 2024 | 2023 |
|------------|-------------|-------------|
| | Number | Number |
| Management | 2 | 2 |
| Staff | 13 | 13 |
| | <u>15</u> | <u>15</u> |

The staff costs comprise:

| | 2024 | 2023 |
|-----------------------|----------------|----------------|
| | € | € |
| Wages and salaries | 622,281 | 626,720 |
| Social security costs | 65,008 | 69,758 |
| Pension costs | 22,734 | 27,616 |
| | <u>710,023</u> | <u>724,094</u> |

9. EMPLOYEE BENEFITS

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

| | 2024 | 2023 |
|--------------------|---------------------|---------------------|
| | Number of Employees | Number of Employees |
| €10,001 to €60,000 | 12 | 13 |
| €60,001 to €70,000 | 3 | 2 |

Migrant Information Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

10. TANGIBLE FIXED ASSETS

| | Long leasehold property € | Fixtures, fittings and equipment € | Total € |
|-------------------------------|------------------------------------|---|------------|
| Cost | | | |
| At 1 January 2024 | 548,160 | 98,743 | 646,903 |
| Additions | - | 5,468 | 5,468 |
| At 31 December 2024 | 548,160 | 104,211 | 652,371 |
| Depreciation | | | |
| At 1 January 2024 | 54,707 | 86,838 | 141,545 |
| Charge for the financial year | 10,936 | 5,759 | 16,695 |
| At 31 December 2024 | 65,643 | 92,597 | 158,240 |
| Net book value | | | |
| At 31 December 2024 | 482,517 | 11,614 | 494,131 |
| At 31 December 2023 | 493,453 | 11,905 | 505,358 |

11. DEBTORS

| | | |
|--|-----------|-----------|
| | 2024 € | 2023 € |
|--|-----------|-----------|

| | | |
|----------------|---|--------|
| Accrued Income | - | 50,279 |
|----------------|---|--------|

12. CASH AND CASH EQUIVALENTS

| | | |
|--|-----------|-----------|
| | 2024 € | 2023 € |
|--|-----------|-----------|

| | | |
|------------------------|---------|---------|
| Cash and bank balances | 951,254 | 889,162 |
|------------------------|---------|---------|

13. CREDITORS

| | | |
|-------------------------------------|-----------|-----------|
| Amounts falling due within one year | 2024 € | 2023 € |
|-------------------------------------|-----------|-----------|

| | | |
|------------------------------------|---------|---------|
| Trade creditors | - | 728 |
| Taxation and social security costs | 13,773 | 239 |
| Pension accrual | 1,542 | 2,185 |
| Accruals | 4,454 | 4,454 |
| Deferred Income | 428,999 | 441,564 |
| | 448,768 | 449,170 |

Migrant Information Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

14. STATE FUNDING

| | |
|--|---|
| Government Department | Department of Children, Equality, Disability, Integration and Youth |
| Grant Programme | Ireland Against Racism |
| Purpose of the Grant | Addressing Ethnic Inequalities in the Employment Permit System and Labour Market |
| Term | Expires September 2025 |
| Received year end | December 2024 |
| Capital Grant | Nil |
| Restriction on use | Support for staff wages and program costs |
| Tax clearance | Yes |
| Total Grant | €85,510 |
| Total Received in 2024 | €85,510 |
| Total Project expenditure in 2024 | €21,378 |
| Amount deferred at year end | €64,132 |
| Restrictions | Yes, restricted only for expenditure agreed in the grant agreement |
| Government Department | Department of Justice & Equality |
| Grant Programme | Civil Justice & Equality Service Delivery |
| Purpose of the Grant | Casework and policy expenditure |
| Term | Expires December 2024 |
| Received year end | December 2024 |
| Capital Grant | €Nil |
| Restrictions on use | Casework and policy expenditure. |
| Tax Clearance | Yes |
| Total Grant | €176,964 |
| Total Received in 2024 | €176,964 |
| Total project expenditure in 2024 | €176,964 |
| Amount deferred at year end | €Nil |
| Restrictions | Yes, restricted only for expenditure agreed in the grant agreement. |
| Government Department | Department of Children, Equality, Disability, Integration and Youth |
| Grant Programme | Asylum Migration and Integration Fund |
| Purpose of the Grant | Casework and information provision expenditure |
| Term | Expires May 2028 |
| Received year end | December 2024 |
| Capital Grant | €Nil |
| Restrictions on use | Payroll and Information provision and Casework expenditure |
| Tax Clearance | Yes |
| Total Grant | €602,958 |
| Total Received in 2024 | €120,018 |
| Total project expenditure in 2024 | €87,513 |
| Amount deferred/(accrued) at year end | €32,505 |
| Restrictions | Yes, restricted only for expenditure agreed in the grant agreement. |

Migrant Information Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

| | |
|---|---|
| Grant Programme | POBAL |
| Government Department | Department of Rural and Community Development |
| Grant Programme | Scheme to Support National Organisations in the Community & Voluntary sector (SSNO) |
| Purpose of the Grant | Pay and general administration |
| Term | Expires 30 June 2025 |
| Received year end | 2024 |
| Capital Grant | €Nil |
| Restrictions on use | Support for staff wages and administrative costs |
| Tax Clearance | Yes |
| Total Grant | €273,000 |
| Total Received in 2024 | €95,394 |
| Total project expenditure in 2024 | €95,394 |
| Amount deferred at year end | €Nil |
| Restrictions | Yes, restricted only for expenditure agreed in the grant agreement |
| Sponsoring Government Department | Department of Children, Equality, Disability, Integration and Youth |
| Grant Programme | Ireland Against Racism |
| Purpose of the Grant | Addressing Ethnic Inequalities in the Employment Permit System and Labour Market |
| Term | Expires September 2025 |
| Received year end | December 2024 |
| Capital Grant | €Nil |
| Restrictions on use | Support for staff wages and program costs |
| Tax Clearance | Yes |
| Total Received in 2024 | €51,166 |
| Total project expenditure in 2024 | €51,166 |
| Amount deferred at year end | €Nil |
| Restrictions | Yes, restricted only for expenditure agreed in the grant agreement |

Note 1

The charity is compliant with Circular 44/2006 "Tax clearance procedures: grants, subsidies and similar type payments".

| | | | |
|---|---------------------------|-------------------------|--------------------|
| 15. FUNDS | | | |
| 15.1 RECONCILIATION OF MOVEMENT IN FUNDS | | | |
| | Unrestricted Funds | Restricted Funds | Total Funds |
| | € | € | € |
| At 1 January 2023 | 280,886 | 704,873 | 985,759 |
| Movement during the financial year | 9,870 | - | 9,870 |
| At 31 December 2023 | 290,756 | 704,873 | 995,629 |
| Movement during the financial year | 988 | - | 988 |
| At 31 December 2024 | 291,744 | 704,873 | 996,617 |

Migrant Information Centre Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
OPERATING STATEMENT
for the financial year ended 31 December 2024

| | Schedule | 2024 € | 2023 € |
|--|----------|-------------------|---------------------|
| Income | | 23,772 | 41,412 |
| - Donations | | 874,247 | 865,676 |
| - Income | | <u>898,019</u> | <u>907,088</u> |
| Charitable activities and other expenses | 1 | <u>(897,031)</u> | <u>(897,218)</u> |
| Net surplus | | <u><u>988</u></u> | <u><u>9,870</u></u> |

Migrant Information Centre Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES
for the financial year ended 31 December 2024

| | 2024 € | 2023 € |
|---|----------------|----------------|
| Expenses | | |
| Wages and salaries | 622,281 | 626,720 |
| Social security costs | 65,008 | 69,758 |
| Staff defined contribution pension costs | 22,734 | 27,616 |
| Staff training | 6,398 | 9,520 |
| Board of Directors expenses | 655 | 29 |
| Community Work Expenses | 1,422 | 1,724 |
| Information and Support Centre | 14,152 | 15,987 |
| Workplace Rights | 711 | 6,884 |
| IHREC Project Costs | 16,010 | - |
| General Campaign Costs | 7,039 | 6,899 |
| Trafficking for Labour Exploitation | 8,617 | 5,454 |
| Bobby Gilmore Fellowship | 4,000 | 2,000 |
| EPIM Project Costs | - | 22,533 |
| Other Project Costs | 14,135 | - |
| Rates | 284 | 256 |
| Insurance | 8,171 | 6,247 |
| Computer software & maintenance costs | 7,448 | 6,981 |
| Light and heat | 6,897 | 7,351 |
| Repairs, maintenance and cleaning | 8,635 | 10,959 |
| Fire alarm & safety costs | 2,879 | 2,082 |
| Printing, postage and stationery | 4,985 | 4,420 |
| Communications and IT | 29,504 | 21,320 |
| Fundraising costs | 358 | 3,404 |
| Professional services | 5,229 | 5,374 |
| Staff Recruitment | 989 | 502 |
| Auditor's/Independent Examiner's remuneration | 4,920 | 4,305 |
| Bank charges | 629 | 676 |
| Team organisational costs | 13,868 | 8,569 |
| Subscriptions | 2,378 | 2,953 |
| Depreciation | 16,695 | 16,695 |
| | <u>897,031</u> | <u>897,218</u> |