



ESSEX
Wildlife Trust

Essex Wildlife Trust

ANNUAL REVIEW 2014



Photo by Daniel Bridge

Annual Reviews are always a time to take stock, and with the approaching retirement of one of the signatories to this Review, this is a particularly momentous stocktaking. It is customary to thank those who support our work, and such thanks might seem a matter of course. For EWT nothing could be further from the truth. Most charities have experienced a challenging time negotiating the recession, with funding streams becoming more difficult to access, and many competing claims on people's charitable giving. Many have had to retrench as a result. The tremendous support that we have continued to receive from all our stakeholders has enabled your Trust not only to operate without missing a beat, but actually to expand our activities and influence in the interests of Essex wildlife and people. The most recent examples of this, following implementation of our new Strategic Plan, are detailed in this Review.

Even more impressive is the fact that this has all been achieved while strengthening the Trust's finances. You will read in the Financial Statement that our Balance Sheet assets - dry accounting speak for what are mainly our wonderful nature reserves and visitor centres - have reached a record level, and we achieved a surplus on our unrestricted funds which allowed us to maintain the Trust's financial reserves, our rainy day money, at the target level.

All this does not happen due to chance. It is testament to the combination of the hard work and commitment of all those who deliver results on the ground – our staff, volunteers and partners – and those who provide the funds to make that work possible – personal and corporate members, funding bodies and those who are kind enough to recognise us in their Will. Without you Essex Wildlife Trust would be a much less effective organisation and Essex wildlife all the poorer. Take a minute to recognise what **you** do for wildlife and congratulate yourselves on **your** contribution to the superb results.

Achievements & Performance

2014 has been an outstanding year under difficult financial conditions. Some areas of income were hard hit by the general financial climate but of course expenditure remains necessarily high to sustain the Trust's large estate of land and buildings and its ambitious programme of initiatives. We embarked on a new Strategic Plan at the beginning of 2014 and it is the great commitment of our many supporters, members, businesses, funders, donors and partners and the amazing determination of our staff, volunteers and contractors that has enabled us to achieve great progress against the key areas in that Strategic Plan.

Mike Sandison

Chairman of the Essex Wildlife Trust

A final sign-off from your CEO

This will be my last Review as I will retire later this year. I approach that event with a mixture of expectation, pride and regret - expectation, as the CEO's role is all consuming and does not allow much time for other interests, pride for the great things that together we have achieved and regret since I will no longer have the privilege of leading this great Trust. I have worked with a team of staff and volunteers who are incredibly motivated, passionate about the natural world, and knowledgeable and skilled in what they do. They have given me great support. I have also worked with some similarly motivated partners. We have achieved great things together since 1987. I personally feel proud of our achievements and I trust you do too. I hope, and feel sure you will, afford the same outstanding support to my successor, who will lead the Trust to even greater achievements for Essex wildlife and people in the next stage of our development.



Photo by Daniel Bridge

John Hall

Chief Executive Officer

2014 HIGHLIGHTS

Essex Wildlife Trust has a 3 year Strategic Plan 2014 - 16 which sets out to achieve the Objects of the charity. The High Level Objectives in that Strategic Plan are:



Safeguarding wildlife as part of a Living Landscape



Improving the understanding of and action for Living Seas



Inspiring people and communities to take action for wildlife



Enabling staff and volunteer development in an effective organisation



Sound financial management and well managed assets



Effective marketing and increased external influence

Safeguarding wildlife as part of a **LIVING LANDSCAPE**

Photo by 2ndlawphotography: Aubrey Buxton reserve

The Trust looked after **8,200 acres of land** on 87 great nature reserves and 2 Nature Parks.

This is an increase of about **700 acres of land**, mainly at Fingringhoe Wick, Valerie Wells Wood and Thameside Nature Park.

Undertook **Phase 1 Habitat Surveys** at several Living Landscapes including Belfairs/Daws Heath and Birch so that these could be compared with 1990 Habitat Surveys.

Worked with **many of our neighbours** in the Living Landscape areas to improve prospects for particular species such as Barn Owl, Otter, Water Vole, Song Thrush.

Ran **'Adopt a Species' appeals** for funds to help other threatened species such as Hares, Heath Fritillary Butterfly and Oxlips.

Made **preparations to vaccinate badgers** on Trust land against Bovine Tuberculosis, even though the Trust was later prevented from doing so.



Barn Owl Project

Improving the understanding of and action for **LIVING SEAS**

Photo by Daniel Bridge

The Trust supported the **Marine Conservation Zone in the Blackwater Estuary** by preparing the favourable condition statements for Features of Conservation Interest (FOCI).

Undertook **marine and shoreline surveys** to establish evidence of the value of shallow seas on the Essex Coast.

Worked **closely** with University of Essex, Blackwater Oystermen and other marine groups and coastal organisations to **establish good partnerships**.

Gained **funding for, and ran the first Undersea Explorers** events where children experience the value of marine life through snorkelling in the safety of a pool.



Undersea Explorers in action



INSPIRING PEOPLE and Communities to Take Action for Wildlife

The Trust's 9 Visitor Centres were open nearly every day throughout the year, receiving about 500,000 visitors, answering their questions and providing facilities and information.

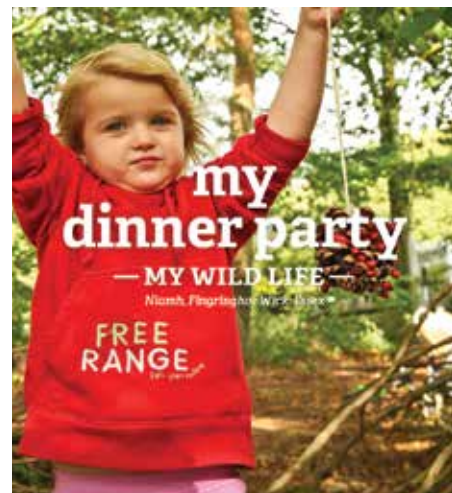
Began construction of the 10th trust centre at Ingrebourne Valley at Hornchurch which will be opening in 2015.

Undertook all the negotiation, background work and fundraising for The Naze Centre at Walton-on-the-Naze, which will open in 2016.

Ran over 800 events, courses and activities which were attended by over 56,000 people.

Over 4,000 children celebrated birthdays with a 'Really Wild Birthday Party'.

Formed part of the national Nature and Wellbeing Group which developed the ideas for **My Wild Life campaign** and for the proposed Nature and Wellbeing Act.



My Wild Life campaign

Photo by Douglas Blanks

Enabling STAFF & VOLUNTEER DEVELOPMENT in an effective organisation

Revised the governance structure of the Trust to better support the new Strategic Plan.

Worked out with the Local Trust Groups of volunteers from all Essex districts, how the staff can improve communication with them to support the Trust's work across the whole county.

Supported 124 members of staff, some of whom were part time, so 96 full time equivalents.

Encouraged and supported about 2000 volunteers, many of whom recorded their hours to assist grant and match-funded applications so we know this was over 30,590 hours of volunteer work in 2014.



Volunteer and staff at AGM 2014

Gratefully received the help of over 80 Volunteer Wardens who worked alongside the reserve staff to look after the nature reserves and nature parks.

Organised training courses for over 200 staff and volunteers covering everything from First Aid, to brushcutters, chainsaws, boats and tractors.

Developed our communications and computer systems to give better information access to staff and volunteers.

Photo by Daniel Bridge



Photo by Dave McCough



EFFECTIVE MARKETING and increased external influence

SOUND FINANCIAL MANAGEMENT AND WELL MANAGED ASSETS



Abberton Reservoir
Visitor Centre

Embedded the new accounts system called IRIS to provide improved security and management of all financial matters.

Improved the budgeting process.

Undertook a complete insurance review to ensure that the type and level of cover through Cheshams Insurance is appropriate for our charity.

Completed a review of all the Trust's investments to ensure, through Sarasin

& Partners LLP and Schroders Wealth Management, that all monies are invested well, in accordance with our Investment Policy and to provide good financial returns.

Improved our broadband connections between Trust main offices and all visitor centres to aid good communications.

Worked extremely well with a large number of funding and donor organisations to support many projects across Essex.

The new Essex website was launched on the Wildlife Trusts national platform which is supported by over 40 Wildlife Trusts.

Mobile Apps were launched at Belfairs and Thurrock Thameside which enable visitors to follow nature trails on their mobile phone.

There was an increase in Trust members by 160 to 33,351 and an increase in corporate members in 2014 to 432 businesses which support the Trust.

The new Nature Reserves Handbook was produced and offered to every member of the Trust.



Starting work on the Ingrebourne Visitor Centre

The Trust worked with partners on an amazing list of projects, two examples being with London Borough of Havering for the Ingrebourne Valley Visitor Centre and with Tendring District Council, leading to agreements for The Naze Centre.

Ran well supported events for people who have left, or are considering leaving, the Trust a legacy in their Will. The Trust gratefully received legacies and memorial donations which enabled several outstanding projects for wildlife.

OUR SUBSIDIARY COMPANIES

Essex Ecology Services Ltd (EECOS) had a good year undertaking a wide range of consultancy contracts to high standards, although their profits were reduced in the present economic climate. EECOS also ensured that the arable farming unit at Abbots Hall remained profitable, producing good crops and improved habitats for wildlife.

Essex Wildlife Sales Ltd handled all our retail sales which is now a substantial turnover of about £1m and turned a good profit for the Trust.



Chafford Gorges Ltd and Thameside Nature Park Ltd ran the two large Nature Parks in Thurrock, within their budgets, looking after the ring-fenced funds for these sites and making substantial improvements.

Thurrock Thameside Nature Park

Photo by Matthew Roberts

INVESTING IN WILDLIFE

The Consolidated Statement of Financial Activities (SOFA) on the following page shows Total Incoming Resources for the year were £6,478,806. The largest portion of this was Voluntary Income at £3,322,528, which incorporated Membership Subscriptions, Donations, Income Tax recovered and Legacies. Of this £2,004,814 were Unrestricted Funds and £1,317,714 were given for a specific purpose and therefore classified as Restricted Funds. Voluntary Income also includes legacies of £625,803, which were set aside in the year as Designated Funds for use on specific projects yet to be decided by the Trustees. The income from Activities for Raising Funds was 46% higher in 2014 compared to the previous year due to a combination of factors but mostly reflecting the increase in retail sales enjoyed by the visitors' centres.

The SOFA also shows Total Resources Expended amounted to £5,678,467 of which £3,952,294 was allocated to the Cost of Charitable Activities; or those activities that the charity exists to carry out. However, we were able to offset income of £729,259 against this expenditure heading giving a net cost of £3,223,035. Our efforts to raise funds accounted for £1,288,362 but as these efforts by the staff brought in income of £2,125,710 a net income of £837,348 was generated.

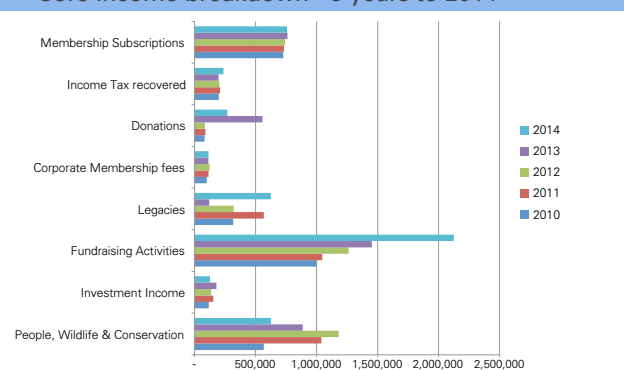
The increase in the Unrestricted Funds of the Group for the year at £296,606 before investment gains was better than the budget for the year, which had been projected to show a small deficit.

The Balance Sheet shows that the Net Assets of the Group increased to £22,658,778, which is yet another record. The majority of the assets are represented by land and buildings, which are of great importance to the work of conservation in accordance with the objects of the charity. The Balance Sheet value of all Tangible Fixed Assets at the end of the year was £11,792,555. The other major part of the Net Assets of the Group are the invested financial reserves, all of which are needed to safeguard the unspent restricted and endowment funds, and to maintain the Group's estate long into the future. At the end of the year the Group had Short Term investments of £3,381,925. These were mostly represented by the funds that were transferred to the safe keeping of Schroders Cazenove under a cash management contract during the year. The contract

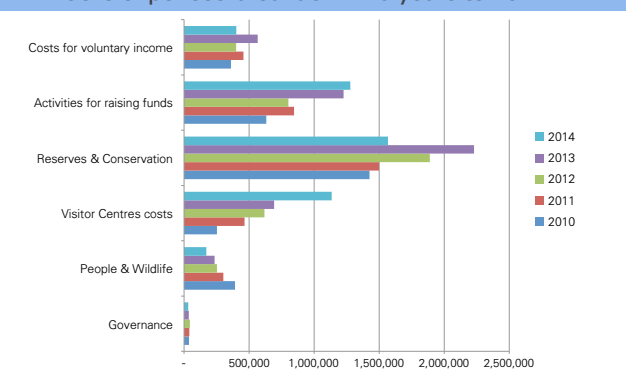
enables the charity to enjoy a higher rate of bank interest than could be realised if it were to leave the funds in a bank current account. This is especially the case with bank interest rates remaining at an historic low. The remainder of the Group's investments, which are Long Term Investments, had a market value of £7,093,385 at the end of the year. These investments are managed on behalf of the Group by investment managers Sarasin and Partners LLP. Both the Short and Long Term Investments owned by the Group are managed under the strict terms of the Group's investment policy; a document that was reviewed by the Trustees in depth early in 2015 when a decision was taken to reduce the cash investments by £1,500,000 and transfer the funds to the Group's long term investments.

The two charts below provide graphic images of, firstly, the different classes of incomes for the Group and, secondly, the various expenditures incurred by the Group.

Core income breakdown - 5 years to 2014



Core expenses breakdown - 5 years to 2014



Trustee Statement of Accounts

The Summary Financial Statement contains information from the Statement of Financial Activities and the Balance Sheet for the year ended 31st December 2014 but is not the full Statutory report and accounts. The full financial Statements were approved by the Trustees on 2nd June 2015 and subsequently submitted to the Charity Commission and Companies House.

The auditor has issued an unmodified report on the full financial Statements and on the consistency of the Trustees' Annual Report with those financial statements. Their report on the full annual financial statements contained no statement under sections 498 (2) (a), 498 (2) (b) or 498 (3) of the Companies Act 2006.

The Summary Financial Statement does not contain sufficient information to allow for a comprehensive understanding of the financial affairs of the charity. The extra details are to be found in the full report and financial statements referred to above.

G W Evans FCIS, Honorary Treasurer

Consolidated Statement of Financial Activities for the year ended 31 December 2014

Incoming resources	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2014 £	Total Funds 2013 £
From generated funds					
Voluntary income	2,004,814	1,317,714	-	3,322,528	3,226,312
Activities for raising funds	2,124,851	859	-	2,125,710	1,452,319
Investment income	126,458	79,760	75,187	281,405	306,068
From charitable activities	612,834	116,425	-	729,259	986,263
Other incoming resources	13,462	6,442	-	19,904	7,516
Total incoming resources	4,882,419	1,521,200	75,187	6,478,806	5,978,478
Resources expended					
Cost of generating funds					
Voluntary income	401,269			401,269	566,659
Activities for raising funds	1,278,330	10,032		1,288,362	1,236,163
Cost of charitable activities	2,874,422	1,005,289	72,583	3,952,294	3,880,679
Governance	31,792	4,750		36,542	40,918
Total resources expended	4,585,813	1,020,071	72,583	5,678,467	5,724,419
Net incoming resources	296,606	501,129	2,604	800,339	254,059
Other recognised gains and losses					
Realised gains/(losses) on investments	17,129	(24,763)		(7,634)	12,973
Unrealised gains on investments	116,702	105,985		222,687	880,404
Net movement of resources in the year	430,437	582,351	2,604	1,015,392	1,147,436
Balance brought forward at 1/01/2014	5,362,119	13,631,667	2,649,600	21,643,386	20,495,950
Balance carried forward at 31/12/2014	5,792,556	14,214,018	2,652,204	22,658,778	21,643,386

A copy of the full Trustees Annual Report, which includes the strategic report and the consolidated financial statements, are to be found on the Trust's website. Paper copies of the full document may be obtained from the Office Manager at the registered office: Abbots Hall Farm, Great Wigborough, Colchester, Essex CO5 7RZ.

Consolidated Balance Sheet for the year ended 31 December 2014

	2014		2013	
	Group £	Charity £	Group £	Charity £
Fixed assets				
Tangible fixed assets	11,792,555	11,746,951	10,788,854	10,752,541
Investments at market value	7,093,385	4,417,319	6,608,270	4,019,806
	18,885,940	16,164,270	17,397,124	14,772,347
Current assets				
Stocks	358,280	-	327,536	-
Debtors	1,086,736	1,356,648	688,987	929,803
Investments short term deposit	3,381,925	3,381,925	3,984,210	3,984,210
Cash at bank and in hand	91,199	18,684	327,450	78,089
Local Trust Group balances	3,381,925	3,381,925	3,984,210	3,984,210
	4,939,997	4,779,114	5,350,774	5,014,693
Creditors: amounts falling due within 1 year	(682,768)	(786,612)	(608,275)	(490,863)
Net Current Assets	4,257,229	3,992,502	4,742,499	4,523,830
Total assets less current liabilities	23,143,169	20,156,772	22,139,623	19,296,177
Creditors: falling due in more than 1 year	(484,391)	(484,391)	(496,237)	(496,237)
Net assets	22,658,778	19,672,381	21,643,386	18,799,940
Funds				
General funds	4,444,488	4,544,569	4,589,323	4,677,654
Designated funds	1,348,068	1,348,068	772,796	772,796
Total unrestricted funds	5,792,556	5,892,637	5,362,119	5,450,450
Endowment	2,652,204	2,652,204	2,649,600	2,649,600
Restricted funds	14,214,018	11,127,540	13,631,667	10,699,890
	22,658,778	19,672,381	21,643,386	18,799,940

Independent Auditor's Statement to the Members of Essex Wildlife Trust Limited: We have examined the Summary Financial Statement for the year ended 31 December 2014 set out above and on the previous page.

Respective Responsibilities of the Trustees and the Auditor

The Trustees are responsible for preparing the Summary Financial Statement in accordance with applicable United Kingdom law and the recommendation of the Charities SORP (2005). Our responsibility is to report to you our opinion on the consistency of the Summary Financial Statement with the full annual financial statements. We also read the other information contained in the Summary Financial Statement and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the Summary Financial Statement.

Basis of Opinion

We conducted our work in accordance with Practice Note 11 issued by the Auditing Practices Board. Our report on the charitable company's full annual financial statements describes the basis of our opinion on those financial statements.

Opinion

In our opinion the Summary Financial Statement is consistent with the full annual financial statements of Essex Wildlife Trust Limited for the year ended 31 December 2014.

Kingston Smith LLP, Chartered Accountants & Statutory Auditor, Orbital House, 20 Eastern Road, Romford, Essex, RM1 3PJ

FUTURE PLANS



Photo by John Turner

2014 was a challenging year for the Trust financially, so in early 2015 we sat down with all the staff to explore how we could improve the core income of the Trust and thereby give better security to be able to continue the outstanding conservation work the Trust is doing. We explored nearly 300 different ideas that came through from the staff.

We decided to focus on 5 which will make a significant improvement to our core income and help us achieve major gains for the reserves, conservation and educational objects of the Trust.

Enter the Basic Payment Scheme – this is the new Common Agricultural Policy (CAP) scheme which supports all land managers and makes a big difference to looking after our nature reserves. There was a great deal of work to do by 15 June to achieve this.

Grow the Trust Membership – membership income remains the most important income source for the Trust. And Members give us our voice, so we are making a concerted effort across the Trust to explain why membership is so important and ask Essex people to join.

Improvements at Centres – in 2014 the income from the suit of 9 Visitor Centres through retail, donations and events was greater than the expense of running those

9 Centres. We provided all those facilities at no net cost. We aim to improve on this so the Centres will put funds back into conservation.

Increase our Events, courses and activities – we have a tremendous programme across the Trust. When we look at the detail we see that we can improve attendance by planning events better, promoting them better and improving some aspects of how we deliver and this will improve educational income.

Bookings, payments, gift aid and Electronic Point of Sale (EPOS) – we are losing bookings and payments because we do not have efficient online systems. So we are setting out to improve these so people can book and pay online, yet retain

the facility to book over the phone.

Our overall strategic objectives remain the same: Create Living Landscapes to protect wildlife, Secure Living Seas to safeguard marine wildlife, Inspire people and communities to take action for wildlife.

The above 5 initiatives engage better financial management so that we have improved resources to achieve the strategic objectives and look after the staff and volunteers who do conservation, reserves and educational work.

With our new CEO we will be reviewing more of those original 300 ideas to see which of those are the next priorities to take forward.

2plan Wealth Management
A & P Designs Ltd
A.R. Adams (Funeral Directors) Ltd
Abbott Fasteners Ltd
Abby Logistics Ltd
Actual Health & Safety
Adam & Greenwood Funeral Home LLP
Adhesive Technical Services
AdValue Marketing Ltd
Affinity Water Ltd
AG Fabrications Ltd
Alexandra Anthony Ltd
Alm Training Services
Alphaprint Ltd
Alton Garden Centre
Andraste Ltd (Tax Consultancy)
Andrew Klecha Tree-surgeon
Andy Rose Photography
Anglia Ruskin University
Anglian Water Services Ltd
Animal Health Co Ltd
Ansell & Sons
Ash Associates
Ashby & Croft Ltd
Ashwyk Ltd
Assisi veterinary Group
Audley Mills Surgery
Ayers & Cruiks
B.E.E. Pest Control
Bairds Malt Ltd
Bakers of Danbury Ltd
Barclays Bank Plc
Basildon Borough Council
Basildon Timber Merchants Ltd
Battlesbridge Antiques Centre
Beardwell Construction Ltd
Bellway Homes Ltd Essex Division
Benchmark Landscape Ltd
Bennetts Funeral Directors
Best Mailing Services Ltd
BFS Ltd
BGA Architects
Billericay Dental Supply Company
Bird Luckin
Birkett's LLP
Bizphit
Blad Landscapes Ltd

Blitz Builders Ltd
BlitzFitMe
Blue 47
Bolton Farms
Braintree District Council
Breary & Berryman
Brents of Brentwood Ltd
Brewster Motors Essex Ltd
Bright & Sons
Brightest Fuels Ltd
Brown & Brand
Burnt Mills Tyres
C A Blackwell Contracts Ltd
C H Lindsey & Son Ltd
C. J. Bardwell Ltd
c2c rail limited
Calfordseaden LLP
Calor Gas
Capel Court PLC
Carmelle Blinds
Castle Point Borough Council
CCBC Services Ltd
CC Leisure Parks Ltd
Channels Golf Club Ltd
Chelmer Marquess Ltd
Chelmsford City Council
Chelmsford Meadows Unit Trust
Dunton Park
Dutch Nursery at Coggeshall
E T Brown & Son
e2v technologies
Earthworks
Eastern Counties Pest Control
Eastwood Tile Warehouse
Eco Clean
Edmund Carr
Effective Business Network
Effjey Ltd
eGenie
Elite Virtual Racing
Elitenn Ltd
Ellisons
Elm Horticulture Limited
Elm House Veterinary Centre
Endeavour Drilling Ltd
Energy Mizer
Envirocheck (UK) Ltd
EOL IT Services Ltd
EPC-Group UK

Countryside Properties
County Hotel
Courts of Rayleigh
Cravitz Printing Co Ltd
CRD Tool & Engineering Ltd
CRL Contracts Ltd
Curo Support Services
Curtis Assemble & Test Limited
CWC Solutions Group
D & A Media Ltd
D F Clark Contracts Ltd
D H Industries Ltd
D J & Mrs M Hull
D J Fisher (Farms) Ltd
D K Moriarty Ltd
Danbury Fencing Ltd
Dancing Giraffe
Daniel Robinson & Sons
Dartview Consulting Ltd
Dataware Consultancy Centre Ltd
Daws Heath Timber Ltd
Dengie Crops Ltd
DeVines Accountants Limited
Diamond Press Ltd
Direct Solutions
Down Hall Country House Hotel
Dugard Properties Ltd
Dunton Park
Dutch Nursery at Coggeshall
E T Brown & Son
e2v technologies
Earthworks
Eastern Counties Pest Control
Eastwood Tile Warehouse
Eco Clean
Edmund Carr
Effective Business Network
Effjey Ltd
eGenie
Elite Virtual Racing
Elitenn Ltd
Ellisons
Elm Horticulture Limited
Elm House Veterinary Centre
Endeavour Drilling Ltd
Energy Mizer
Envirocheck (UK) Ltd
EOL IT Services Ltd
EPC-Group UK

Epiphany Training Ltd
Essex & Suffolk Water PLC
Essex Auto Group
Essex Chambers of Commerce
Essex Digital Copiers
Essex Kilns Ltd
Essex Mechanical Services
Essex Reclamation Ltd
Essex Security Services Ltd
Estuary Housing Association Ltd
Euro-Fire Ltd
Euthenia Touch
Express Environmental Solutions Ltd
F H Ives Ltd
F P Guiver & Sons Ltd
Fanpac Ltd
Fast Key Services Ltd
FASTSIGNS
Fearnwood Products
Fen Farm Caravan Park Site
Fenn Wright
First Class Sailing East Coast
First Commercial Insurance
Brokers
First Essex Buses
First Floor Design
Firststead Properties Ltd
Fisco Tools Ltd
Fishwell Ltd
Flowline Ltd
Focus for Change
Formara Ltd
Fox International Group Ltd
Frank Howard Tools & Fixings
Franklin Hire Ltd
Frontier Voice & Data Ltd
Full Spectrum Print Media
Fuller Davies Ltd
fuud Ltd
G.B. Office Installations
Garden Designs & Landscapes
Gardens of Peace Muslim
Cemetery Trust
Gee Group Ltd
George Yard Shopping Centre
GlaxoSmithKline
Jovic Plant Ltd
Kelly Turkeys
Kemsley LLP
Ken Rush Associates Ltd

Goodmove Removals & Storage
Goody Burrett LLP
Gower Bros Ltd
Grape Passions Ltd
Grass Roof Company
Grays Office Supplies
GreenAcres Groups Ltd
Greetings of Highlands
Ground Control
Guardian Display Ltd
Guardian Industrial Doors
H Tisbury & Son
H W Wilson Ltd
Hairways (Hair & Beauty) Ltd
Harwich Haven Authority
Healthy Life Essex CIC
Henderson & Redfern Ltd
Henderson & Taylor (PW) Ltd
High Chelmer Shopping Centre
Hill & Abbott Solicitors
Hoppings Softwood Products PLC
HSBC South & East Region
Hugh Pearl Land Drainage Ltd
I D Corcoran Building Contractors Ltd
Ian Brown General Insurance
Brokers Ltd
IDC Greenscapes Ltd
Image ON
immervox Ltd
Infotec Consulting
Ingrebourne Valley Ltd
Design Ltd
International Financial Data
Services
Intu Lakeside Ltd
ITEC Learning Technologies Ltd
J B Russell Engineers Ltd
J H Palmer
J W Steele & Sons Ltd
Jackie Spurr Consulting Ltd
Javalin Network Services Ltd
JKS Group Ltd
John O'Donnell Ltd
John S Dunne Ltd
Jovic Plant Ltd
Kelly Turkeys
Kemsley LLP
Ken Rush Associates Ltd

Kennett & Lindsell Ltd
Kieran Lucas Contractors Ltd
King Edward VI Grammar School
Kirby's Coaches (Rayleigh) Ltd
KS Timber Ltd
L Holmes Dental Laboratory
Lafarge Tarmac
Langdon Hills Golf Club Ltd
Lathoats Farm Shop
Laurie Wood Associates Ltd
Leggatt Ball
Leisure Hire
LG Networks
Lincon Batteries Ltd
Liz Lake Associates
London Borough of Havering
Loughton Town Council
Lucy & Co
M & G Group PLC
M D M Timber Ltd
M Lucking & Sons (Funeral
Directors)
Maldon Marine Ltd
Market Makers
Marks Hall Estate
Marmi Ltd
Martyn Lewis Chartered
Accountants
Martyn Pattie Architects &
Designers
Meakins Ltd
Messrs. Tilbrook's Solicitor
Metro Ltd
Metro Foods Ltd
MHA MacIntyre Hudson
MHS Radiators
Michael Clark Designs
Mirror Door Systems Ltd
Monthand Clean Ltd
Morley Riches & Ablewhite
Mower & Saw Services Ltd
MWS
NBC Bird & Pest Solutions Ltd
Neil Smith FCCA
New Holland Agriculture
Newport Training Ltd
Nexus HR Consultancy Ltd
Nicholas James Fire Protection &
Security Engineers Ltd

INVESTORS IN WILDLIFE

North Benfleet Hall Fishery
 North Essex Signs Ltd
 Oak View Landscapes Ltd
 Office Needs (Essex) Ltd
 Olympos KeyMed
 One to One Personnel Ltd
 Orchards Haven Holiday Park
 Organisation for Responsible
 Businesses (ORB) Ltd
 Osea Leisure Park
 P & P Maintenance Services
 Pace Telecom
 Page Creative
 Palmers Solicitors
 Paul J King Funeral Directors
 Payeasy Ltd
 Payeday Payroll Solutions
 Peak Security Systems Ltd
 Peldon Hall Farms
 PEMXQ, The Energy Architects
 Perrywood Garden Centre
 Pest Defence Ltd
 PGM Carpentry Contractors
 Phoenix Washroom Services Ltd
 Platt Rushton
 Plummer Electrical Engineering
 PMB Electrical Supplies Ltd
 PMR Solutions
 PMV ESSEX Ltd
 Port Flair Ltd
 Port of Tilbury London Ltd
 Power Hygiene & Safety
 Products Ltd
 Premier Print & Promotions Ltd
 Prettys
 Procam Agriculture Ltd
 Q.A.W. Associates
 Qinetiq
 Quadrant Security Services
 Land & Marine Ltd
 R Gwinnell & Sons
 R T Rate Ltd
 Rawley Plant Ltd
 Raleigh Town Council
 Raytel Group Ltd
 Rayvac Airtemp Ltd
 Recycling Your IT
 Red Office
 Rekola Recycling
 Revive Digital Solutions
 RHS Garden Hyde Hall
 Richard Palmer Toastmaster
 Rickard Keen
 Riverside Nursery
 & Garden Centre
 Riverside Veterinary Group
 Roalco Ltd
 Robert Dewar Associates
 Robin Greateorex Wines
 Robyn Graham

Rochford District Council
 Rochford Hundred Golf Club
 Rochford Veterinary Surgery
 Rohan Chelmsford
 Romstor Ltd
 Rose of Colchester Ltd
 Rossi Ice Cream
 (Southend-on-Sea) Ltd
 Roy Clarke (Potatoes) Ltd
 Ruark Audio Ltd
 RW & JR Burroughs
 S Carter & Son
 S G Shields (Benfleet) Ltd
 S P Bardwell Ltd
 S Stibbards & Sons Ltd
 S T Manufacturing Ltd
 S Walsh & Sons Ltd
 Sales Scene Ltd
 Sarah Green's Organics
 SAS Special Projects Ltd
 Scooter Store
 Scott Wallis Seeds Ltd
 Sealife Adventure
 Shadforth Pharmaceutical Co Ltd
 Shadowfax Technology
 Shields Environmental Plc
 Sibbons Plant Hire
 Silver City Estates Ltd
 Simmons Printers
 Simply Plants & Acorn
 Arboriculture
 Simply Stride Ltd
 Solar Green Ltd
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 Southend Adult Community
 College
 Southend Timber
 Southend-on-Sea
 Borough Council
 Spains Hall Estate
 Spring Lodge Veterinary Hospital
 Square Halo
 Squibb Group Ltd
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Photo by Elliott Neep; a blue tit