

Company no. 3079904
Charity no. 1049160

Anti-Slavery International
Report and Financial Statements

31 March 2009

Anti-Slavery International

Reference and administrative details

For the year ended 31 March 2009

Company number	3079904
Charity number	1049160
Registered office and operational address	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL
Honorary officers	Andrew Clark Chair Lucy Chandler Vice Chair Graham Duncan Treasurer
Principal staff	Aidan McQuade Director / Company Secretary
Bankers	Barclays Bank PLC P.O. Box 270 London SE15 4RD
Auditors	Sayer Vincent Chartered accountants and registered auditors 8 Angel Gate City Road London EC1V 2SJ
Investment managers	Rensburg Sheppards 2 Gresham Street London EC2V 7QN

Anti-Slavery International

Report of the trustees

For the year ended 31 March 2009

The trustees present their report and the audited financial statements for the year ended 31 March 2009.

The trustees would firstly like to express their thanks to staff and volunteers for all their hard work during the financial year.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (issued in March 2005).

Structure, governance & management

Anti-Slavery International, founded in 1839, is the world's oldest international human rights organisation and the only charity in the United Kingdom to work exclusively against slavery and related abuses.

Anti-Slavery International is a charitable company limited by guarantee, incorporated on 14 July 1995 and registered as a charity on 13 September 1995.

The organisation was established as a charitable company under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Anti-Slavery International's main business is carried out from its offices in London. Day to day management is the duty of the Director appointed by the charity trustees acting as both the Council and board of directors.

DIRECTORS

The directors who served during the period are the charity trustees listed on page 10. In accordance with the Articles of Association the trustees retire by rotation at the end of their respective three year terms of office and being eligible, offer themselves for re-election at the Annual General Meeting of the company. Trustees can only serve three consecutive terms of three years.

GOVERNANCE

The charity is a membership organisation and paid up members are eligible to vote at meetings and to elect the officers of the company and the charity's trustees/company directors. The rules of the organisation are set by its Articles and Memorandum of Association.

New trustees with specific expertise are recruited by the Council as required. All new trustees/directors must be approved by a vote at the Annual General Meeting. New trustees are provided with information on the duties and responsibilities of charity trustees and given the opportunity to meet with staff at the charity to learn about current activities.

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OBJECTIVES

The Charity Commission sets out “two key principles and seven important factors which must be met in order to show that an organisations’s aims are for the public benefit.” These are:

- There must be an identifiable benefit or benefits
 - It must be clear what the benefits are
 - The benefits must be related to the aims
 - Benefits must be balanced against any detriment or harm
- Benefit must be to the public or a sector of the public
 - The beneficiaries must be appropriate to the aims
 - The opportunity to benefit must not be unreasonably restricted
 - People in poverty must not be excluded from the opportunity to benefit
 - Any private benefits must be incidental

The Trustees are aware that the Charities Act 2006 requires charities to demonstrate that their work is of direct benefit to the public.

The principal objectives of the organisation as set out in the Memorandum of Association are the elimination of slavery, the slave trade and all forms of unlawful forced labour and unlawful deprivation of freedom; the advancement of public education concerning the rights of indigenous peoples and of human rights as set out in the United Nations Universal Declaration of Human Rights.

Its mission statement sets out that the organisation is committed to eliminating all forms of slavery throughout the world. Slavery, servitude and forced labour are violations of individual freedoms, which deny millions of people their basic dignity and fundamental human rights. Anti-Slavery International works to end these abuses by exposing current cases of slavery, campaigning for its eradication, supporting the initiatives of local organisations to release people and address the causes of slavery, and pressing for more effective implementation of international laws against slavery.

Anti-Slavery International’s board of trustees have considered the Charity Commission Guidelines on Public Benefit and believe that these objectives satisfy both principles. The eradication of slavery from the world is a clear public benefit particularly to those actually enslaved or vulnerable to slavery, who are the portion of the public that the organisation seeks to serve. The International Labour Organization (ILO) estimates that there are a minimum of 12.3 million people in forced labour across the world in every region of the globe. Anti-Slavery International’s programmes, described below, are available free of charge, constrained only by the capacity and geographic location of those programmes themselves.

When planning Anti-Slavery International’s activities each year, the trustees take account of the Charity Commission’s general guidance on public benefit. In order to achieve these objects the organisation is committed to:

- Accurate research and reporting on slavery today;
- Campaigning and raising public awareness about the continued existence of slavery;
- Working closely with those whose rights it seeks to defend, by building working alliances, based on mutual respect and transparency;
- Identifying and challenging oppressive regimes and systems, which hold people in slavery;
- Using methods that bring about sustainable change;
- Considering the consequences of its actions and seeking to prevent adverse repercussions for the beneficiaries of its work;

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Anti-Slavery International develops annual and multi-year programmes of work to meet this mission statement. Specific outcomes are agreed for all projects and campaigns during the design phase and these are confirmed with partners, as appropriate. In addition the organisation has developed a series of impacts and objectives covering both the main themes and issues on which Anti-Slavery International and its partners are working, and country and regional impacts. These are used to agree programme and campaigns priorities and provide some longer term measures against which the organisation can judge its work and achievements. It works to:

- Ensure greater international support, in principle and in practice, for human rights standards that assist in protecting people from slavery. These standards include particularly ILO Conventions 29 on Forced Labour (1930) and 182 on the Elimination of the Worst Forms of Child Labour (1999); the 1956 UN Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices Similar to Slavery; the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children supplementing the Convention on Transnational Organized Crime, the UN Convention on the Protection of the Rights of all Migrant Workers and their Families (1990) and the International Labour Organisation Convention 169 on indigenous people.
- Hold governments accountable for failures to ratify anti-slavery treaties and conventions, implement the above international standards through the development of specific action plans for the eradication of slavery and these standards to national law to increase their capacity to hold employers to account for abuses.
- Ensure that actions and policies in relation to the eradication of slavery pay particular attention to the position of those discriminated against, in particular the position of the most vulnerable such as women, and those discriminated against on the basis of descent or caste.
- Help improve partners' effectiveness in promoting policies and practice to prevent or reduce slavery, through appropriate training and capacity building as well as enhanced networking and information sharing between partners.
- Increase public understanding of the incidence of contemporary slavery, and support for actions to combat slavery.
- Make the eradication of slavery a key concern in development policy, both for national governments and for international institutions so that: European Union (EU) governments will take up the issues of those affected by slavery when discussing and deciding development programmes and policies and the implementation of human rights standards and countries will address the issues of slavery and trafficking in their poverty reduction strategy programmes and related development programmes.
- Increase the use of regional mechanisms, in particular the EU Group of Experts on Trafficking, of which Anti-Slavery's Trafficking Programme Co-ordinator is a member, and the African Commission of Human and Peoples' Rights, to provide recommendations and monitor implementation of actions required to tackle different forms of contemporary slavery and to extend the recognition by national governments of issues of contemporary slavery.

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Report of the trustees

For the year ended 31 March 2009

REVIEW OF ACTIVITIES IN THE CONTEXT OF THE CHARITIES AIMS AND HOW THEY HAVE BEEN CARRIED OUT TO THE PUBLIC BENEFIT

The campaigning work that we undertook through 2007 bore some late fruit in this past financial year with the announcement of the inclusion of the Transatlantic Slave Trade as part of the national curriculum in the UK hence contributing to the raising of awareness of the British public to the issue of slavery and its consequences

Details of the work carried out in other parts of our programme are shown below.

Worst Forms of Child Labour

The generous support of Ms Rikki Bewley allowed Anti-Slavery to undertake a new and significant piece of research on the ILO Convention on the Worst Forms of Child Labour: 10 years on, which was presented to a conference in the Wilberforce Institute for the Study of Slavery and Emancipation (Wise) in Hull. The overall success of ten years of Convention 182 is illustrated by the reduction of many worst forms of child labour reported by the ILO in its latest global report on child labour in 2006 (*The End of Child Labour: Within reach (ILO, 2006)*).

However, it was not clear whether this was also true of what the ILO terms the “unconditional” worst forms of child labour, which include all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage, forced or compulsory labour, including the use of children in armed conflict, prostitution, pornography and illicit activities, such as drug trafficking (*Article 3 (a-c), ILO Convention 182 on the Worst Forms of Child Labour*), as the 2006 report did not provide an update of its 2002 figures for these forms. Moreover, there were indications that the same progress had not been achieved in these areas. For example, the ILO notes that that, aside from sexual exploitation and trafficking, States had paid much less attention to children in areas, such as slavery, illicit activities, forced labour, child bonded labour and child soldiers.

The impact of forced labour of children for illicit activities is also highlighted in a report of a study into forced child begging undertaken with partners in Senegal, India, Greece and Albania which sought to give insight into this issue in both its local specifics and in its global commonalities. The report is being published in 2009, alongside a comprehensive toolkit of research techniques, which was developed by Anti-Slavery International to enable organisations to conduct further research into this often overlooked area. These pieces of research, funding permitting, will also provide a basis for future planned Anti-Slavery work in 2010/11.

This work on child labour represents a contribution to accurate research and reporting on slavery today, hence elucidating the necessary response from state and other actors to tackle this aspect of contemporary slavery.

Child Domestic Labour - The recruitment of a new domestic labour programme co-ordinator allowed Anti-Slavery to launch a new six country programme on child domestic labour. The programme, with partners from Philippines, India, Tanzania, Togo, Costa Rica and Peru will research the psychosocial impact of domestic work on children, empower local organisations to provide support to child and adult domestic workers through a small grants scheme and aim to ensure that the voices of domestic labourers themselves are heard in the discussions on the development of a new International Labour Organization (ILO) convention on domestic labour.

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This work on domestic labour adopts the approach of working closely with those whose rights we seek to defend and using methods to bring about sustainable change, specifically the reduction of the vulnerability to slavery of child domestic labourers.

Slavery Based on Descent

In October 2008 following an 18 month battle for justice the Community Court of Justice of the Economic Community for West African States (ECOWAS) handed down an historic judgement and found Niger responsible for failing to protect Hadijatou Mani from slavery.

In its decision binding for all ECOWAS member the Court made it clear that Niger must now protect its citizens and that Hadijatou must now be compensated.

In addition to this regionally significant legal achievement in Niger Anti-Slavery has continued our work on exploring new approaches to eradication of slavery, most significantly our ongoing work funded by Comic Relief with our colleagues in Timidria on setting up eight schools in remote settlements near the desert town of Tchintabaraden in northern Niger. The project also includes literacy classes and micro-credit programmes for women. The funding of the programme was supplemented this year with funds from the Cooperative Banks *Customers Who Care* campaign. As a result of a poll of Coop customers, which Anti-Slavery topped, we received £45,000 towards this project.

Our work in West Africa adopts the approaches of working closely with those whose rights we seek to defend, challenging oppressive regimes and systems, which hold people in slavery and using methods that bring about sustainable change, specifically by bringing pressure to bear on the states of West Africa to protect their citizens from enslavement and reducing the vulnerability of children to enslavement.

Debt Bondage / Bonded Labour

2009 saw the publication of a major report by Anti-Slavery on bonded labour in South Asia which identified the conjunction of poverty, prejudice against certain castes and ethnic minorities and, in spite of the promises of the laws and constitutions of the countries of the region, a failure of sustained and systematic government leadership, as the principle contributory factors to the endemic problem of bonded labour in the region.

This accurate research and reporting on slavery today has formed the basis of a set of plans to renew our engagement across the region in programmes that aim to promote education and unionisation as key responses to achieve the reduction of slavery in South Asia.

Trafficking

The end of 2008 saw the UK government ratifying the Council of Europe Convention on Action Against Trafficking in Human Beings, a convention which Anti-Slavery work contributed to significantly in the first place. In welcoming this Anti-Slavery took a leadership role in drawing up a new multi-agency programme to monitor the effectiveness of the implementation of the Convention in the UK. In the coming financial year Anti-Slavery will host two new researchers to implement this on behalf of the wider partnership. This work is aimed at achieving the public benefit of reducing the form of slavery known as trafficking in the UK by undertaking accurate research and reporting on trafficking and identifying policy and practice responses from the government and other actors necessary to sustainably reduce the numbers of people trafficked and re-trafficked to the UK.

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In addition work on trafficking has included ongoing work with the Law and Policy Forum. This is an initiative that Anti-Slavery established with friends in the legal community and funding from the City Parochial Foundation to provide a forum to raise awareness of slavery issues and for legal professionals to share learning on the issues associated with trafficking.

2008/09 also saw the completion of a research project on access to compensation in the UK for people who have been trafficked into forced labour or sexual exploitation. This research will provide the basis for ongoing campaigning for justice for trafficked people and the achievement of a more compassionate legal and policy system in the UK.

Forced Labour

Working in an extremely hazardous environment with colleagues from across east Africa Anti-Slavery at the end of 2008 managed to complete and publish a new research report on slavery as a weapon of war in Darfur. The report, funded by the Ford Foundation, has been used by the US government in its discussions with the Sudanese government and forced a grudging admission from the Sudanese embassy in London that Sudanese government forces were indeed using slavery in Darfur.

Unfortunately lack of funding has meant that follow up work on the war in Darfur is not possible and the East Africa Programme Co-ordinator accepted voluntary redundancy at the end of March 2009.

Business Engagement - The appointment of a new Supply Chain Project Co-ordinator, funded by the UK Department for International Development, in early 2008 has meant that Anti-Slavery has been able to increase its activity on engaging with business on the question of how to achieve the eradication of forced labour from business operations including their supply chains. An initial conference, with the ILO and Clifford Chance, our lawyers, and a range of business and trades union participants proved useful in opening dialogue on the complexities of the challenges and identification of potential new approaches for responding to the problems. Further conferences and seminars have been undertaken to address in more detail specific constraints on the eradication of forced labour identified by businesses.

As part of this overall strand Anti-Slavery has also joined the board of Cadbury's Cocoa Partnership (CCP) a 10 year initiative funded by Cadbury's which aims to build thriving cocoa communities free of forced or child labour in Ghana, India and the Dominican Republic. In 2009, as part of this initiative, Cadbury's announced that its Dairy Milk chocolate bar would become Fairtrade.

Campaigning, Advocacy and Public Education

Anti-Slavery, working with the British Government, contributed to the establishment of a new post of Special Rapporteur on Slavery and over the course of the past 12 months made substantial submissions to the Special Rapporteur on bonded labour, which is to be the subject of a major thematic report from her and provided briefings for her planned country visits to Brazil and Haiti. Anti-Slavery also made 15 submissions to the International Trade Union Confederation (ITUC) - 10 for the Committee of Experts report and 5 for the Conference Committee on the Application of Standards on the situations of forced labour in a range of countries including India, Pakistan and Nepal.

Anti-Slavery International responded to a request for a submission from the new Special Rapporteur on Trafficking as part of her consultation with states and NGOs on priority areas for the mandate.

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In November 2008 SOS Esclaves, a Mauritanian NGO, was announced as the winner of the Anti-Slavery Award for their courageous work fighting for the liberation of the thousands of people still enslaved in their country.

Public awareness raising – the Communications officer attended or organised 41 events, carrying out awareness raising, fundraising and recruiting supporters. This included giving talks to universities, local councils, libraries, local campaign groups, faith groups and at various events. The officer held stalls at various large festivals, conferences and concerts, and reached out to students unions, organising local and students union groups. She engaged with Trade Unions and succeeded in building support from GMB, BWTUC, PCS and RMT in particular.

She facilitated the establishment of the Exeter Anti-Slavery group, the first such group in many years. The launch received much local publicity and the group is receiving much support, including patronage from Gerard Wilberforce, the Bishop of Crediton and the Lord Mayor of Exeter, whilst Anthony Steen who is the local MP and chair of the All Party Parliamentary Group on trafficking is speaking at their next event.

Anti-Slavery International's campaign exhibitions were lent out for 32 events, campaigns materials sent to 97 organisations, and 2,319 signatures added to our latest campaign and details to the Campaigns Network. A resource pack was developed to help establish and sustain supporter groups. The communications officer is hoping to extend this work to create a national network of student and local groups.

Education – the education officer attended or organised 54 events including visits to schools, prisons, universities, community groups, religious groups, institutions and societies of professionals. Raising awareness and funds, and creating grassroots support for our work, reaching a minimum of 5,000 people. Carried out training for teachers and education experts, including five INSET training days and organising a national conference. Produced various educational materials including the Recovered Histories education pack. With Africa programme officer worked on a Niger school project to bring education to former enslaved children through five schools. The education officer is hoping to embed the issue of slavery into teacher training through a network of schools.

Recovered Histories archive digitisation and outreach project – To raise awareness of slavery and deepen understanding of it and its consequences Anti-Slavery created a website containing 40,000 pages of campaigning literature from the 18th and 19th centuries on the Transatlantic Slave Trade <http://www.recoveredhistories.org>. The aim was to facilitate the study of this history with an emphasis on the lives of the enslaved, the enslavers and the freedom fighters and abolitionists by highlighting their narratives. An outreach officer was appointed who worked with the education officer and project manager to pursue an outreach programme. The outreach programme used web-based resources, 12 copies of an exhibition and an education pack to raise awareness and carried out five national seminars and 56 outreach events.

Such campaigning, outreach and awareness raising is essential in establishing a supporter base for our work.

FINANCIAL REVIEW

The consequences of the budget deficit identified in 2006/07 have continued to reverberate through the past financial year leading to the reduction of general reserves to only £8,357.

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For the year ended 31 March 2009

This was despite attracting income totalling £2,175,751, a record level for Anti-Slavery International and an increase of 59% from 2007/08 (£1,370,856). The majority of this increased income related to restricted grants and therefore had the effect of increasing expenditure on restricted charitable objectives in 2008/09 to £777,949 (55% increase from 2007/08 £502,002) and increasing the restricted fund balance held at 31 March 2009 for work to be carried out in 2009/10.

There was also an increase of 16% in Unrestricted Income (£887,141 in 2007/08 to £1,031,178 in 2008/09) although this was not as much as was planned as a result of a failure of a series of events and a lower than expected performance of the year's appeals. The costs of generating voluntary income fell from £482,434 in 2007/08 to £183,828. The level of expenditure in 2007/08 reflected the costs associated with running a street fundraising campaign.

As part of the 2009/10 budget process, and in view of the current global financial climate, a review of the organisations likely future income levels was undertaken late in 2008. The review highlighted the uncertainty of future levels of unrestricted income and as a result a decision was made to reduce the ongoing costs of the organisation through a reduction of staffing levels. The retiring accountant was not replaced; the East Africa Programme Co-ordinator and the Publications Officer accepted voluntary redundancy; and the Child Labour Programme Co-ordinator applied for a sabbatical.

While this worsened the 2008/9 budget deficit these choices make possible the balancing of the budget for 2009/10.

Risk statement

The trustees regularly consider the major risks to which the charity is exposed in particular to those related to the finances and ongoing activities of the charity and are satisfied that systems are in place to mitigate its exposure.

Reserves policy

The charity's reserves are broken down between Restricted Funds and Unrestricted Funds. Within Restricted Funds the Programme Funds represent the funds earmarked by donors or funders for specific projects or work areas. The Building and Library Fund represents funds received in the past for the purchase of, or improvement to, the organisations buildings. This fund is used to offset depreciation charges.

The previous designated fund represented the net book value of Tangible Fixed Assets less any outstanding loans acquired to purchase those assets. This fund has been replaced by a Revaluation Reserve, being the increase in the net book value of the organisation's headquarters and the value of the revaluation.

The charity's unrestricted funds can be used on charitable objectives as seen fit by the Trustees. The current policy of Anti-Slavery International is to maintain its liquid reserves at a level sufficient to fund working capital; to fund unexpected expenditure; or to fund shortfalls in income. The optimum reserve level is based on an average five months of salaries and associated overheads, equivalent to £456,000 on the basis of planned expenditure in 2009/10. The trustees will continue corrective measures in order to increase the value of liquid reserves to a more reasonable level.

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For the year ended 31 March 2009

Investment policy

Under the terms of Anti-Slavery International's Memorandum of Association the Council has the power to invest surplus funds. It is the policy of Anti-Slavery International to maximise the values of its financial reserves, with a balance between the short term cash requirements and the long term value of these reserves. Reserves above the level likely to be required as cash may be invested in a mixture of stocks and shares. Due to the relatively low level of liquid reserves and the policy to reduce exposure to stock market fluctuations Anti-Slavery currently has no investment portfolio.

PLANS FOR FUTURE PERIODS

Recovering from the recent financial travails and weathering the coming recession will be significant priorities for Anti-Slavery in the coming year.

In our programme we will continue our work on eradication of descent based slavery in west Africa, continue to build a coalition of the business community and general public to eradicate forced labour as it relates to the domestic and international supply chain and combating bonded labour and other slavery issues throughout South Asia. Reports to be published will cover forced child begging, forced labour amongst the Batwa people of Central Africa, and a report on compensation for trafficked people in the UK.

We will also be undertaking new research on trafficking and migration in the cocoa sector of Ivory Coast and exploration of the markets for slave produced goods in India. We will also carry out advocacy work to support the conclusions of these reports. Further significant foci of advocacy in the coming year will relate to the drafting of the proposed ILO Convention on Domestic Work to sand to ensure that it gives maximum protection to victims, especially children, ongoing support to the work of the UN Special Rapporteur on Slavery, and the hosting of the project to monitor the UK's implementation of the Council of Europe Convention on Action Against Trafficking in Human Beings.

Anti-Slavery International will also undertake a review of its longer term strategy. This will be developed further in 2009 with a view to consolidating the organisations financial position and build for the future to make us the leading agenda setting organisation on slavery.

TRUSTEES OF THE CHARITY

(Trustees, who served during the financial year 2008/09 and currently serving)

Maureen Alexander-Sinclair MBE
Lady Lucy Chandler (Vice Chair)
Andrew Clark (Chair)
John Cropper
Graham Duncan (Treasurer)
Shahid Dastgir Khan (Resigned 11 December 2008)
Vanita Patel
Mr Anis Rahman OBE
Emma Snow
Esther Stanford-Xosei
James Walvin OBE
Rob Grimshaw (Appointed 11 December 2008)
Tracy Ullveit-Moe (Appointed 11 December 2008)

Anti-Slavery International

Report of the trustees

For the year ended 31 March 2009

Statement of responsibilities of the trustees

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 1985. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that to the best of his/her knowledge there is no information relevant to the audit of which the auditors are unaware. Each of the trustees also confirms that they have taken all necessary steps to ensure that they themselves are aware of all relevant audit information and that this information has been communicated to the auditors.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2009 was 2082 (2008 - 2226). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 25 June 2009 and signed on their behalf by

Andrew Clark - Chair

Independent auditors' report

To the members of

Anti-Slavery International

We have audited the financial statements of Anti-Slavery International for the year ended 31 March 2009 which comprise the statement of financial activities, balance sheet and related notes. These financial statements have been prepared in accordance with the accounting policies set out therein and the requirements of Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005).

This report is made solely to the charitable company's members, as a body, in accordance with section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the trustees and auditors

The trustees (who are also directors of Anti-Slavery International for the purposes of company law) are responsible for preparing the annual report and the financial statements in accordance with applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005). The responsibilities of the trustees are set out in the statement of responsibilities of the trustees.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We report to you whether, in our opinion, the information given in the the annual report of the trustees is consistent with the financial statements. We also report to you if the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding the trustees' remuneration and other transactions is not disclosed.

We read other information contained in the annual report, and consider whether it is consistent with the audited financial statements. This other information comprises only the report of the trustees. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Independent auditors' report

To the members of

Anti-Slavery International

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice as modified by the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005), of the charitable company's state of affairs as at 31 March 2009 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended; and
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the trustees' report is consistent with the financial statements.

SAYER VINCENT

Chartered accountants & registered auditors
London

Anti-Slavery International

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2009

	Note	Unrestricted £	Restricted £	2009 Total £	2008 Total £
Incoming resources					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	997,134	-	997,134	773,196
Activities for generating funds		5,647	-	5,647	61,660
Investment income		4,587	-	4,587	13,698
<i>Incoming resources from charitable activities</i>	3	23,393	1,144,573	1,167,966	522,302
<i>Other incoming resources</i>		417	-	417	-
Total incoming resources		1,031,178	1,144,573	2,175,751	1,370,856
Resources expended					
<i>Costs of generating funds:</i>					
Costs of generating voluntary income		183,828	-	183,828	482,434
Other fundraising costs		61,806	-	61,806	45,455
Investment management cost		-	-	-	1,726
<i>Charitable activities</i>					
Direct charitable objectives	5	823,641	777,949	1,601,590	1,213,002
<i>Governance costs</i>		54,136	-	54,136	48,622
Total resources expended	4	1,123,411	777,949	1,901,360	1,791,239
Net incoming/(outgoing) resources before transfers		(92,233)	366,624	274,391	(420,383)
Gross transfers between funds		(35,059)	35,059	-	-
Net incoming/(outgoing) resources before other recognised gains and losses		(127,292)	401,683	274,391	(420,383)
Loss on sale of investments		-	-	-	(10,675)
Net income/(expenditure) for the year	6	(127,292)	401,683	274,391	(431,058)
Revaluation of buildings		-	-	-	633,546
Net movement in funds		(127,292)	401,683	274,391	202,488
Reconciliation of funds					
Total funds brought forward		752,030	256,968	1,008,998	806,510
Total funds carried forward		624,738	658,651	1,283,389	1,008,998

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements.

Anti-Slavery International (a company limited by guarantee)

Balance sheet

As at 31 March 2009

	Note	£	2009 £	2008 £
Fixed assets				
Tangible fixed assets	9		<u>1,055,244</u>	<u>1,090,210</u>
			1,055,244	1,090,210
Current assets				
Stock		8,221		8,272
Debtors	11	316,754		366,594
Cash at bank and in hand		<u>460,929</u>		<u>167,029</u>
		785,904		541,895
Creditors: amounts due within one year	12	<u>101,793</u>		<u>153,541</u>
Net current assets			684,111	388,354
Total assets less current liabilities			1,739,355	1,478,564
Creditors: amounts due after more than one year	13		<u>455,966</u>	<u>469,566</u>
Net assets	14		<u>1,283,389</u>	<u>1,008,998</u>
Funds	16,17			
Restricted funds				
Programme funds			523,859	114,176
Building and library fund			134,792	142,792
Unrestricted funds				
General funds			8,357	118,484
Revaluation Reserve			<u>616,381</u>	<u>633,546</u>
Total funds			<u>1,283,389</u>	<u>1,008,998</u>

Approved by the trustees on 25 June 2009 and signed on their behalf by

Andrew Clark - Chair

Graham Duncan - Treasurer

Notes to the financial statements

For the year ended 31 March 2009

1. Accounting policies

- a) Anti-Slavery International is a registered charity. It is also incorporated under the Companies Act 1985 as a limited company. The company does not have share capital and is limited by the guarantee of the members to a maximum of £1 each.

The accounts have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Statement of Recommended Practice 'Accounting and Reporting by Charities' SORP 2005 (revised in March 2005).

The company, being able to satisfy the requirements of Section 30(3) of the Companies Act 1985 and having made a statutory declaration to this effect, is exempt from having to use LIMITED as part of its name.

- b) When held, Fixed Asset investments are valued on the basis of mid market-value at the balance sheet date. The policy of the directors is for these to be held in a mix of fixed interest stock and equities in ethical funds, in line with the charity's purpose. Any gain or loss arising on revaluation is taken to the Statement of Financial Activities.
- c) Depreciation is provided on all tangible fixed assets at rates calculated to write off their cost or valuation over their expected useful lives as follows:

Freehold buildings	2% straight line
Furniture & Fixtures	10% straight line
Computer Equipment	20% straight line

Individual assets costing £500 or more are capitalised at cost.

- d) Items of anti-slavery memorabilia are held by the charity, these are historical in nature. These items have been capitalised at estimated market value, based on best available information. The assets have not been depreciated. The trustees are of the opinion that any potential depreciation charge would be immaterial to the accounts. The trustees believe the estimated life of the assets to be very long and the estimated residual values of the assets are close to the carrying amounts.
- e) Stocks are stated at the lower of cost and net realisable value except where donated, when they are valued at estimated net realisable value.
- f) All incoming resources are recognised in the year in which they are receivable. Where donor imposed restrictions apply to the timing of the related expenditure as a pre-condition for its use, the grant is treated as deferred income until those restrictions are met. Legacies are included when the charity is legally entitled to the income, entitlement being the earlier of the charity being notified or the legacy being received.

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

1. Accounting policies (continued)

- g) Direct Staff Costs are apportioned to the various activities based on the amount of time spent on each by employees. Indirect staff costs and office overheads (support costs) are apportioned to the various activities pro rata to the direct expenditure attributable to that activity. The percentage allocations are as follows:

Voluntary income	10%
Other fundraising	4%
Charitable activities	83%
Governance	3%

Governance costs include the costs that relate to the overall administration of the charity.

The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

Resources expended include attributable VAT which cannot be recovered.

- h) Grants Payable are charged to the Statement of Financial Activities in the year in which the offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching to are fulfilled.
- i) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- j) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- k) General unrestricted funds comprise accumulated surpluses and deficits on general funds. They comprise funds used to meet the charity's working capital requirements and funds available for use at the discretion of the directors in furtherance of the general charitable objectives.

Transfers between funds are made from general reserves to cover deficits on restricted funds.

- l) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on a straight line basis over the minimum lease term.
- m) Monetary assets and liabilities in foreign currencies are translated in sterling at the rates of exchange at the balance sheet date. Transactions in foreign currencies are recorded at the rate at the date in which the transaction occurred. Gains or losses resulting from conversion of foreign currencies have been dealt with in the Statement of Financial Activities.
- n) The charity makes payments to personal pension plans of all employees. The costs (6%) are charged to the Statement of Financial Activities for the period in which they relate. The company has no liability under the scheme other than payments of these contributions.

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

2. Voluntary income

	2009	2008
	Total	Total
	£	£
Individuals	533,790	453,104
Trusts / Foundations / Corporate	340,933	287,836
Legacies	122,411	32,256
	<u>997,134</u>	<u>773,196</u>

All voluntary income is treated as unrestricted.

3. Incoming resources from charitable activities

	Restricted	Unrestricted	2009	2008
	£	£	Total	Total
	£	£	£	£
Worst forms of child labour	142,225	-	142,225	44,364
Trafficking	153,107	-	153,107	30,787
Debt bondage/bonded labour	136,645	-	136,645	54,891
Forced labour	295,906	-	295,906	60,364
Slavery based on descent	357,762	-	357,762	186,772
Campaigning and advocacy	58,928	-	58,928	107,106
Publications & other sales	-	23,393	23,393	38,018
	<u>1,144,573</u>	<u>23,393</u>	<u>1,167,966</u>	<u>522,302</u>
Total	<u>1,144,573</u>	<u>23,393</u>	<u>1,167,966</u>	<u>522,302</u>

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

4. Total resources expended

	Voluntary income	Other fundraising costs	Charitable objectives (note 5)	Governance	2009 Total	2008 Total
	£	£	£	£	£	£
Direct salaries (note 7)	102,005	46,841	675,067	30,547	854,460	711,240
Support salaries (note 7)	14,451	4,859	128,640	4,263	152,213	145,073
Payments to Partners	-	-	394,708	-	394,708	192,936
Other Programme Costs	-	-	177,253	-	177,253	167,873
Subscriptions & Memberships	1,148	-	8,241	15	9,404	6,514
Annual report/reporter	-	-	16,792	1,599	18,391	17,467
Communications Costs	6,504	-	9,030	-	15,534	3,692
Audit fees	-	-	-	10,062	10,062	11,727
Fundraising costs	34,256	1,545	-	-	35,801	310,043
Investment fees	-	-	-	-	-	1,376
Trustee Expenses	-	-	-	229	229	279
Office overheads	25,464	8,561	191,859	7,421	233,305	223,019
Total resources expended	183,828	61,806	1,601,590	54,136	1,901,360	1,791,239

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

5. Resources expended on charitable objectives

	Worst forms of child labour	Trafficking	Debt bondage / bonded labour	Forced labour	Slavery based on descent	Campaigning and advocacy	2009 Total	2008 Total
	£	£	£	£	£	£	£	£
Direct salaries	73,729	55,277	60,970	108,409	48,806	327,876	675,067	575,734
Support salaries	17,798	9,703	13,428	14,869	27,943	44,899	128,640	98,076
Payments to Partners	66,989	18,805	71,437	10,340	201,913	25,224	394,708	192,936
Other Programme costs	36,025	22,546	1,321	29,330	27,554	60,477	177,253	167,873
Subscriptions & Memberships	501	-	-	-	-	7,740	8,241	6,409
Annual report/reporter	-	-	-	-	-	16,792	16,792	15,467
Communications Costs	-	-	-	-	-	9,030	9,030	3,692
Office overheads	26,252	14,312	19,807	21,933	41,216	68,339	191,859	152,815
	<u>221,294</u>	<u>120,643</u>	<u>166,963</u>	<u>184,881</u>	<u>347,432</u>	<u>560,377</u>	<u>1,601,590</u>	<u>1,213,002</u>

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Notes to the financial statements

For the year ended 31 March 2009

6. Net incoming resources for the year

This is stated after charging / crediting:

	2009	2008
	£	£
Depreciation	52,930	47,605
Loss on disposal of fixed assets	3,057	-
Trustees' reimbursed expenses	229	279
Trustees' remuneration	-	-
Auditors' remuneration	10,062	11,727
Hire of equipment	4,198	4,318
Interest payable on loans repayable in more than five years	39,358	28,586

Trustees' reimbursed expenses represents the reimbursement of travel and subsistence costs to one member (2008: £279) attending meetings of the trustees.

7. Staff costs and numbers

Staff costs were as follows:

	2009	2008
	£	£
Salaries and wages	871,620	732,401
Social security costs	87,246	78,728
Pension contributions	47,807	45,184
	<u>1,006,673</u>	<u>856,313</u>
Total emoluments paid to staff were:	<u>919,427</u>	<u>777,585</u>

No employee earned more than £60,000 during the year.

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2009	2008
	No.	No.
Director	1.0	1.0
Programmes & Advocacy	13.9	12.9
Fundraising	5.8	5.3
Finance & Administration	3.6	3.7
	<u>24.3</u>	<u>22.9</u>

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Notes to the financial statements

For the year ended 31 March 2009

8. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9. Tangible fixed assets

	Anti-slavery related memorabilia £	Freehold property £	Furniture, fixtures and equipment £	Total £
Cost				
At the start of the year	50,950	915,000	243,000	1,208,950
Additions in year	-	-	21,021	21,021
Disposals in year	-	-	(14,459)	(14,459)
At the end of the year	50,950	915,000	249,562	1,215,512
Depreciation				
At the start of the year	-	14,540	104,200	118,740
Charge for the year	-	14,540	38,390	52,930
Disposals in year	-	-	(11,402)	(11,402)
At the end of the year	-	29,080	131,188	160,268
Net book value				
At the end of the year	50,950	885,920	118,374	1,055,244
At the start of the year	50,950	900,460	138,800	1,090,210

During 2007, all freehold property was assessed and revalued as at 10 July 2007 at open market value by Alex Bunny (Dip Surv M.R.I.C.S.), a commercial surveyor of Sorrell Estates, at a value of £915,000.

Anti-slavery related memorabilia including paintings, ceramics and other such items. These items vary in age but tend to be around 150 years old. These items are loaned to various institutions and museums, in addition to being held at the charity's office.

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

10. Investments

	2009	2008
	£	£
Market value at the start of the year	-	99,751
Additions at historic cost	-	-
Sales	-	(89,076)
Loss on Sale of Investments	-	(10,675)
Unrealised gain	-	-
	<u>-</u>	<u>-</u>
Market value at the end of the year	<u>-</u>	<u>-</u>
Historic cost at the end of the year	<u>-</u>	<u>-</u>

11. Debtors

	2009	2008
	£	£
Income tax recoverable (gift aid)	48,605	12,373
Grants receivable	153,932	285,348
Other debtors (Includes Legacies and Prepayments)	114,217	68,873
	<u>316,754</u>	<u>366,594</u>

12. Creditors: amounts due within 1 year

	2009	2008
	£	£
Mortgage (note 13)	20,644	18,752
Taxation and Social Security	24,667	24,709
Other Creditors (Includes Suppliers and Pension Contributions)	56,482	110,080
	<u>101,793</u>	<u>153,541</u>

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

13. Creditors: amounts due after more than 1 year

	2009	2008
	£	£
Amounts due in 2 - 5 years	101,585	92,276
Amounts due in more than 5 years	354,381	377,290
	<u>455,966</u>	<u>469,566</u>

The amounts due after more than one year represent a mortgage secured on the freehold property. The mortgage is repayable in instalments by July 2022. Interest is currently charged at a fixed rate of 8.15%.

14. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Revaluation reserve	Total funds
	£	£	£	£
Fixed assets	304,071	134,792	616,381	1,055,244
Current assets	242,027	543,877	-	785,904
Current liabilities	(81,775)	(20,018)	-	(101,793)
Long term liabilities	(455,966)	-	-	(455,966)
Net assets at the end of the year	<u>8,357</u>	<u>658,651</u>	<u>616,381</u>	<u>1,283,389</u>

15. Related party transactions

Anti-Slavery International provides office space to the Dalit Solidarity Network. The charity works closely with this group on specific issues within its mandate. In addition to office space the company also provides services such as salary administration and photocopying; these are reimbursed at cost.

Transactions with this organisation during the year were as follows:

	Rent	Payroll	Services
	£	£	£
Dalit	600	32,017	331

Anti-Slavery International Inc.

During the year the charity received income of £352,874 via Anti-Slavery International Inc. of the USA, a sister organisation with similar aims. The money was transferred at the request of several donors within the USA.

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

16. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
Restricted funds:					
Programme funds (see note 17)					
Worst forms of child labour	16,447	142,225	128,389	7,087	37,370
Trafficking	6,474	153,107	67,057	3,220	95,744
Debt bondage/bonded labour	5,887	136,645	90,958	1,015	52,589
Forced labour	40,937	295,906	114,333	9,797	232,307
Slavery based on descent	13,041	357,762	271,584	5,000	104,219
Campaigning and advocacy	31,390	58,928	97,628	8,940	1,630
Total programme funds	114,176	1,144,573	769,949	35,059	523,859
Building and library fund	142,792	-	8,000	-	134,792
Total restricted funds	256,968	1,144,573	777,949	35,059	658,651
Unrestricted funds:					
Revaluation Reserve	633,546	-	-	(17,165)	616,381
General funds	118,484	1,031,178	1,123,411	(17,894)	8,357
Total unrestricted funds	752,030	1,031,178	1,123,411	(35,059)	624,738
Total funds	1,008,998	2,175,751	1,901,360	-	1,283,389

16. Movements in funds (continued)

Purposes of restricted funds

Worst forms of child labour

Children around the world in work that is harmful to their health and welfare.

Trafficking

Women, children and men taken from one area into another and forced into slavery.

Debt bondage/bonded labour

People who are forced by poverty or are tricked into taking small loans for survival which can lead to a family being enslaved for generations.

Forced labour

People who are forced to do work through the threat or use of violence or other punishment.

Slavery based on descent

People who are born into a slave class or are from a group that society views as suited to be used as slave labour.

Campaigning and advocacy

As a campaigning organisation, we depend on the public's involvement in helping us lobby governments to develop and enforce laws against slavery.

Building and library fund

Funds previously received to fund the purchase and development of the building and library. The fund is used to offset the depreciation associated with the assets.

Purpose of designated funds

Revaluation Reserve

This represents the increase in the net book value of the organisation's headquarters after the revaluation undertaken in 2007 less the additional depreciation arising since that date.

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

17. Restricted Funds Detail

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
Worst forms of Child Labour					
Child Domestic Worker Interventions	-	-	5,473	5,473	-
Rugmark Nepal (Child labour)	1,347	1,240	2,522	-	65
Rugmark UK (Child labour)	-	550	550	-	-
Child Domestic Worker Interventions Small Grants Scheme					
- DFID	-	108,130	108,130	-	-
- Oak Foundation	-	32,305	-	-	32,305
- Other	5,000	-	-	-	5,000
Child Domestic Worker Project Evaluation/WISE Conference	10,100	-	11,714	1,614	-
	16,447	142,225	128,389	7,087	37,370
Trafficking					
UK Advocacy - City Parochial	6,474	30,000	27,171	-	9,303
Compensation for Trafficked Persons	-	5,839	5,930	91	-
Lend a Hand Project	-	7,301	10,430	3,129	-
Creating a NGO & Trade Union Coalition - EC	-	109,967	21,846	-	88,121
Anti-Trafficking Audit - Comic Relief	-	-	1,680	-	(1,680)
	6,474	153,107	67,057	3,220	95,744
Debt Bondage/Bonded Labour					
Bonded Labour Extension	4,887	-	4,887	-	-
Bonded Labour Movement Fund	1,000	3,000	4,015	15	-
VSJ Exhibition India	-	1,390	2,390	1,000	-
Bonded Labour Unionisation					
- Irish Aid	-	129,755	79,666	-	50,089
- Other	-	2,500	-	-	2,500
	5,887	136,645	90,958	1,015	52,589
Forced labour					
Abduction and Forced Labour in Darfur - Ford Foundation	30,737	-	36,242	5,505	-
Forced Labour and BATWA	-	-	4,203	4,203	-
FL and Development - DFID	-	61,012	61,101	89	-
Advocacy Training - Rufford	10,200	-	10,200	-	-
Trafficking & Migration in the Ivorian Cocoa Industry - Humanity United	-	101,192	1,561	-	99,631
Slavery and the Production Markets of India - Humanity United	-	133,702	1,026	-	132,676
	40,937	295,906	114,333	9,797	232,307

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2009

17. Restricted Funds Detail (continued)

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
Slavery based on Descent					
Legal Project in Niger	-	6,870	5,000	5,000	6,870
Descent based Slavery in W Africa					
- DFID	-	137,483	137,483	-	-
- Irish Aid	-	35,881	15,000	-	20,881
- Co-Operative Bank	-	35,000	9,442	-	25,558
Community Schools in Niger					
- Comic Relief	4,604	55,197	52,649	-	7,152
- Co-Operative Bank	-	10,000	9,369	-	631
- Other Funders	8,437	38,094	32,340	-	14,191
Mauritania Advocacy	-	39,237	10,301	-	28,936
	13,041	357,762	271,584	5,000	104,219
Campaigning and Advocacy					
Archive Digitisation - Heritage Lottery Fund	-	57,928	57,928	-	-
Voice of Slavery	17,893	-	25,224	7,331	-
UK Education	-	1,000	1,000	-	-
Arabic Website	1,630	-	-	-	1,630
Regranting Scheme - Sigrid Rausing	11,867	-	13,476	1,609	-
	31,390	58,928	97,628	8,940	1,630
Total revenue restricted funds	114,176	1,144,573	769,949	35,059	523,859
Building & Library					
Library Project (Heritage Fund)	10,187	-	2,111	-	8,076
Building Grant	132,605	-	5,889	-	126,716
	142,792	-	8,000	-	134,792
Total Restricted Funds	256,968	1,144,573	777,949	35,059	658,651