

Company number: 3079904

Charity number: 1049160

Anti-Slavery International

Report and financial statements

31 March 2015

sayer vincent

auditors and advisors

Anti-Slavery International

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For the year ended 31 March 2015

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Anti-Slavery International

Reference and administrative details

For the year ended 31 March 2015

Company number 3079904

Charity number 1049160

**Registered office
and operational
address** Thomas Clarkson House
The Stableyard
Broomgrove Road
London
SW9 9TL

Honorary officers	Tanya English	Chair from 28 th October 2014
	Andrew Clark	Chair until 28 th October 2014
	Malcolm John	Vice Chair
	Emma Snow	Treasurer until 28 th October 2014
	Richard Ratcliffe	Treasurer from 28 th October 2014

Principal staff Aidan McQuade Director/Company Secretary

Bankers Barclays Bank PLC
P.O. Box 270
London
SE15 4RD

Auditors Sayer Vincent LLP
Chartered Accountants and Statutory Auditors
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Anti-Slavery International

Report of the trustees

For the year ended 31 March 2015

The trustees present their report and the audited financial statements for the year ended 31 March 2015.

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

Reference and administrative information set out on page 2 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).

REPORT OF THE TRUSTEES

Key achievements in pursuance of organisational objectives

- Anti-Slavery's intervention in the *Hounga v Allen* case in the UK Supreme Court led to a change in British common law, strengthening protections for victims of trafficking.
- Our work independently and in coalition with other civil society organisations and parliamentarians led to the inclusion of key measures in the UK's Modern Slavery Act, including strengthening of victim protection, establishment of an Anti-Slavery Commissioner, and provision on transparency in supply chains.
- Anti-Slavery was instrumental in the development of a law in Senegal which will provide the basis for state regulation of *daaras*, Qur'anic schools, which will introduce measures to eliminate child slavery practices in the unregulated sector.
- 377 children of families emerging from slavery are now obtaining primary education in schools established in Niger by Anti-Slavery's work.
- Obtaining the first ever slavery prosecution in Niger of a man of had bought a "fifth wife".
- Obtaining the release of 23 people from slavery in Mauritania and filed 15 slavery cases with the police.
- Anti-Slavery's Indian Brick Kiln programme engaged with approximately 67,500 workers to raise awareness of their rights under India law and assisted over 5,000 to register for various benefits including 145 women who were helped to access maternity services.
- Obtaining a *de facto* recognition by the Punjab government of the continued reality of bonded labour in that state.
- Expansion of Anti-Slavery's work on slavery in Indian brick kilns into the source states of the trafficked kiln workers.
- Assisted over 500 children from slavery vulnerable communities to obtain access to education.
- Provided information on safe migration to the Middle East to over 3,000 Nepalese migrant domestic workers.
- Provided training to over 4,700 Indian migrant domestic workers on their rights and options for safe migration.
- Anti-Slavery's work on Women and Girls has been expanded into Bangladesh.
- In our work in Thailand we successfully formed a coalition with a number of international businesses to map seafood supply chains and work to reform labour practices in those supply chains.
- As a result of Anti-Slavery's work with the chocolate company Mondelez the company launched a new approach to child labour, deploying a team of independent consultants to assess the robustness of child protection measures and child labour reduction approaches and to make recommendations for strengthening.

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.

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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 the board of directors.

Directors

The directors who served during the period are the charity trustees listed on page 24. 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.

Objectives

The Charity Commission sets out "two key principles and seven important factors which must be met in order to show that an organisation'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.

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.

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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 21 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.

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. Slavery, servitude and forced labour are violations of individual freedoms, which deny millions of people their basic dignity and fundamental human rights.

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;

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 children, and those discriminated against on the basis of descent or caste.

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For the year ended 31 March 2015

- 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 prevalence 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.

Glossary

AGTR	Asociacion Group de Trabajo Redes (Peru)
CDW	Child domestic worker
CHV	Community Health Volunteer
COMP.ACT	Act for Compensation for Trafficked Persons in Europe
CRAG	Child Rights Awareness Group (Nepal)
DFID	Department for International Development (UK)
DW	Domestic worker
EC	European Commission
EU	European Union
GEFONT	Nepalese trade union congress
IHRB	Institute of Human Rights and Business
ILC	International Labour Conference
ILO	International Labour Organization
INSEC	Informal Sector Service Centre - Nepalese NGO
ITUC	International Trade Union Confederation
JRF	Joseph Rowntree Foundation
Kafa	Enough (violence against women) Lebanese NGO
NDWM	National Domestic Workers Movement (India)
OSCE	Organisation for Security and Cooperation in Europe
OSI	Open Society Institute
OSF	Open Society Foundation
TW	Transport worker
UN	United Nations
UPR	Universal Periodic Review

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For the year ended 31 March 2015

Review of activities in the context of the charities aims and how they have been carried out to the public benefit

AFRICA PROGRAMME

Senegal

The main issue anti-slavery groups are contending with in Senegal is the practice of forced begging in residential religious schools, known as daaras. During the past year Anti-Slavery has continued to work together with its partner organisations RADDHO and Tostan to promote understanding of and support for modernising daaras and to lobby the state to oversee and support the process.

This five-year DFID-funded project ended in March 2015. Among other achievements, the project was instrumental in the development of a law which will provide the basis for state regulation of daaras, the establishment of an inspectorate, the introduction of a curriculum harmonised with the state curriculum, sanctions against unsafe, unsanitary or abusive environments and the prohibition of begging. The draft Bill is currently with the Council of Ministers and, following their approval, it will be formally presented before Parliament. This work has involved substantial engagement with senior stakeholders, including the Ministry of Education, all other Ministries with responsibilities for children, Parliamentarians, Senegal's influential religious families, the National Federation of Qur'anic Schools, associations of marabouts, national human rights organisations and other civil society actors, who are now all broadly supportive of the proposed legislation (a historic first in Senegal). While this is in itself a great success, our work is not over since it is now essential to ensure that the law is passed and the scheme is effectively implemented and hence we are currently seeking funding for a new project to consolidate and build on the achievements to date.

Reforming daaras has historically been difficult because of the enormous political influence that religious leaders (marabouts) have in Senegal. Previous attempts to impose change have been met with considerable resistance. Our work has therefore focused on facilitating understanding and acceptance of the need for daara modernisation by Qur'anic masters and religious leaders and to ensure public endorsement. Project initiatives include long-term community awareness-raising, advocacy workshops and the design and distribution of information materials.

Local level activities have focused on raising awareness and mobilising the support of communities behind daara modernisation and the protection of talibés. An external evaluation conducted in November 2014 reported that begging has been significantly reduced in the communities where our project was implemented as a result of 309 Qur'anic teachers being actively engaged in project activities and 2,637 talibé children being "adopted" by local families involved in the project. Conditions in daaras have been improved by project support to purchase items such as soap, sleeping mats and mosquito nets and community advocacy is influencing local government to allocate funds to support daara modernisation.

In addition to the work in Senegal, we continue to seek opportunities at the international level to advocate for change. In March 2015 we submitted, together with RADDHO, an alternative report for the UN Committee on the Rights of the Child's review of Senegal, focusing on the issue of child begging by talibé. Following on from this we have been invited to attend the Committee on the Rights of the Child's pre-session on Senegal in June. During the pre-session the Committee will conduct a preliminary review of the report submitted by Senegal as well as reports from NGOs and UN agencies, from which the Committee will obtain an overview of the situation in the country and identify the key issues to be discussed with the State during the plenary session – attending will give us the opportunity to influence these key issues.

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Niger

Our work in Niger, funded by Comic Relief, aims to support people emerging from slavery through six primary level community schools in villages created by semi-nomadic families trying to gain independence from their traditional "masters". The schools, which were established as part of a previous Anti-Slavery project, function as a hub around which the communities flourish. The project, implemented with our local partner Timidria, not only provides quality primary education for the children but also micro-credit for mothers' cooperatives and awareness-raising on rights and advocacy for both children and their parents, ultimately resulting in increased government responsiveness to their needs.

The project continues to be transformative in the six communities:

- There are now 377 children at the primary schools and 52 have progressed to secondary school. Women have become increasingly involved in the running of the schools, after extensive community trainings and consultations to promote women's participation.
- The children's councils are also becoming increasingly effective and for example intervened and prevented four attempts to get young girls married this year.
- The women's cooperatives have been running successfully since June, generating profits of about £150 a quarter across the six schools. Revenues from this and other small enterprises have allowed women in the villages to buy more animals that help them to run their businesses and feed their families.
- Community members have become increasingly involved in forming strategies and action for the development of their villages. After intense lobbying over the course of the year, a well was built in Chinghorane, one of the villages that had been most severely affected by the lack of water. A block of three new concrete classrooms was built in Intatolene. These actions demonstrate increasing government recognition of and engagement with the target communities.

Additional funding was secured from the European Commission this year to strengthen the project's advocacy which promotes investment in education for communities of slave descent. The project aims to increase the Niger government's responsibility over the existing community schools and to encourage them to invest more in primary and secondary education for populations of slave descent more generally. The advocacy culminated in a round table event in Niger in March 2015 which brought together key stakeholders (National and regional Government and other officials, International and local NGOs and foundations) to develop the necessary national strategies and action plans to support the above strategy. The round table event was a great success and saw strong commitments made by the State to take over the schools fully from October 2015 and to facilitate secondary school access for children from the region (renovation of dormitories and the building of new schools). We are now working with Timidria to push the state forward on the steps necessary to facilitate the transition including organising training in the management of school canteens for all project staff (which the State has told us is a pre-requisite for them taking on the funding of the canteens).

In terms of international advocacy, we briefed the new UN Special Rapporteur ahead of her visit to Niger in November 2014 and on her return helped shape her analysis and recommendations to the State of Niger, including around the enforcement of anti-slavery legislation.

A parallel project in Niger, funded by Herbert Smith Freehills, provides legal support to people emerging from descent based slavery, helping them access justice and seek redress. While the judicial process in Niger is extremely slow, we did have some successes this year including the rare case of a court upholding a ruling of slavery which had been appealed and in May 2014 the first ever prosecution of a man who had bought a 'fifth wife' (a slave wife).

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Mauritania

Women's experience of descent-based slavery in Mauritania is quantifiably different to men's, as they are typically subjected to sexual abuse and rape and often to forced and early unions. Greater controls are exercised over women as they are needed to produce new slaves (any children women bear are also considered to be the master's property). Women who manage to escape slavery are more vulnerable than men, since under Mauritanian law women have few rights and face systematic discrimination. Over 80% of victims supported by SOS-Esclaves are women.

We work together with SOS-Esclaves to provide networks of social support for women leaving descent based slavery, by facilitating their access to legal redress and by helping them advocate for access to State services. At the same time we advocate for changes to the legal and policy framework affecting women in slavery and for the enforcement of anti-slavery legislation.

The project, which is funded by the United Nations Trust Fund on Violence against Women, began in 2014 by undertaking a baseline study on the level of support available to people in slavery, the results of which we have since used for advocacy purposes. We have also organised 3 training workshops for 60 SOS-Esclaves members, who have set up support networks for survivors of slavery, organising pastoral care visits and neighbourhood awareness-raising meetings. Their community work has so far helped 23 victims of slavery to leave their masters and we have filed 15 of these cases with the police.

Following the arrest and detention of anti-slavery activists in Mauritania in November 2014, we have joined with other international and national organisations to campaign against their conviction, including campaign statements presented to the Mauritanian Minister of Justice and Head of Mission in the UK, press releases and conferences and media interviews. We also drew the case to the attention of the UN Special Rapporteur and the FCO.

Given that the governing elites in Mauritania have strong slave-owning connections, ensuring that laws against slavery are enforced is a major challenge. Only one slave owner has been prosecuted since the 2007 Slavery Act and even then the sentence given was well below the recommended minimum. Anti-Slavery International and SOS-Esclaves continue to undertake initiatives to ensure that there is national and international scrutiny and pressure on the Mauritanian Government to enforce anti-slavery legislation. Advocacy initiatives in 2014/15 include the submission of a shadow report on slavery in Mauritania in advance of its upcoming examination under the Universal Periodic Review Process, a submission to the Human Rights Council and a statement to the US State Department in advance of the TIP report. At the same time we support SOS-Esclaves to press the same messages on a national level. The year ended in great hope, with reforms to the anti-slavery law announced that would make penalties for slavery crimes much more severe, increase legal assistance (and compensation amounts) to victims, and allow anti-slavery NGOs to act as plaintiffs (making it much easier to prosecute masters). Although they are yet to be passed, the impact of our advocacy has clearly been a key influence on the development of these reforms.

Anti-Slavery International continues to regularly provide advice and guidance to a range of external organisations on Descent-Based Slavery in West Africa and on Mauritania in particular. For example over the last year we have provided regular briefings for the Abolition Institute and helped guide their plans to take action. This networking has helped secure a \$3m allocation in the US budget for anti-slavery work in West Africa and we are continuing to shape the agenda for this allocation.

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SOUTH ASIA PROGRAMME

India Brick Kilns

Despite its illegality, bonded labour is endemic within the brick industry in India. The project aims to eradicate bonded labour within brick kilns in the Punjab by facilitating workers' access to governmental entitlements and benefits, by improving working conditions through engagement with kiln owners and government, by empowering workers to self-organise and by lobbying for the implementation of employment and other legislation which should protect migrants from bonded labour. While the project has been operational since July 2012, funded by Irish Aid, additional funding was secured in 2014 from the Big Lottery Fund and the US Department of State Trafficking in Persons Grant Programme to expand the project. Anti-Slavery International works with three partner organisations in India on this project: Volunteers for Social Justice (VSJ) in the Punjab, Centre for Education and Communication (CEC) in Delhi and Jan Jagriti Kendra (JJK) in Chhattisgarh.

- Over the past year alone more than 45,000 workers have attended more than 900 VSJ run awareness sessions on the process of applying for various entitlements and benefits, on labour rights and on minimum wages, with VSJ assisting more than 5,000 workers to register for various benefits, including 145 women who were helped to access maternity services.

From September 2014 the brick kilns programme was extended to work in the source states, starting with Chhattisgarh. One hundred migrant communities/villages in Chhattisgarh have been selected for community awareness raising activities and the training of selected individuals who will provide peer support for other migrants once at the kilns. Since September:

- More than 22,500 workers in Chhattisgarh have already been given information about safe migration, labour rights, bonded labour and different government schemes as part of community meetings.
- Awareness raising is also taking place at migration hubs such as bus stations and railway stations with more than 8,000 pamphlets and 3,500 emergency number cards being distributed at transport hubs since September.

JJK has formed a positive relationship with local government officials (district administration, police, railways) who have offered support and assistance, noting that such a project has never been run (by government or NGOs) and is needed due to the high level of trafficking and harassment of migrant workers.

Meanwhile, awareness raising and support still continues at the kilns. In 2014 the State of Punjab issued a notification bringing brick kiln workers under the Building and Construction Workers Welfare Act (BOCWVA). This brings with it access to a plethora of social welfare benefits. The BOCWVA is an enormous opportunity for the project in terms of brick workers accessing benefits. However, the process is not quick or straight forward. Preconditions of membership include the workers having bank accounts, ID cards, photographs and the signature of the employer or village head – most workers do not have these so there is a vital role for the project in facilitating access.

Already since the process was made public in the summer of 2014, VSJ has

- Helped 619 workers open bank accounts
- Assisted 1,512 to complete registration for BOCWVA

The project also aims to release workers experiencing extreme vulnerability and abuse.

- Over 1,200 workers called VSJ's emergency hotline during the past year.
- 1,714 workers have been released with assistance from VSJ and 473 of these were provided short-term support at VSJ's rehabilitation centre.

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Until recently obtaining release certificates for bonded labourers had proved very difficult in the Punjab. Punjab continues to deny that bonded labour exists and hence the state authorities refuse to grant bonded workers with official release certificates since to do so would be a de facto acknowledgement of the existence of bondage. Although VSJ can still lodge cases and assist workers to access legal support in order to release them from the kilns, the added advantage of securing a release certificate is that his/her debt is declared illegal and he/she is entitled to a range of government rehabilitation benefits such as ration cards and land allocation. This year however, helped by the good relationship VSJ has developed with the National Human Rights Commission, VSJ has been able to facilitate the issuance of more than 30 release certificates.

In November 2014, CEC organised a two day advocacy meeting. The meeting brought together civil society, academic bodies, trade unions and government along with representatives of brick kiln workers to consider the issues facing brick kilns and resulted in a 'charter of demands' related to wages, health and social security, child labour and enforcement of the Bonded Labour Abolition Act and other legislation.

Nepal Education Project

Funded by Comic Relief, this project seeks to break the cycle of discrimination and bondage in Nepal by improving access to education (and consequently livelihood opportunities outside exploitation) for children of bonded labourers. Our local partners the Informal Sector Service Centre (INSEC) and the Backward Society Education (BASE) work with two communities of former and current bonded labourers, the Kamaiya and Haliya in Western Nepal. Out of school children receive remedial education to enable them to catch up with their schooling and are then enrolled in State schools. Those already over 15 years also receive vocational training. Achievements during the past year include:

- 252 Kamaiya and 132 Haliya children were registered for preparatory classes this year
- 180 older children took vocational classes in the second half of 2014. 50 Haliya children started re-fresher training in February 2015, while 52 more Kamaiya children were selected to start vocational training in April. Vocational classes include sewing, carpentry, masonry and motor cycle repair. As of March 2015, 147 Haliya and 208 Kamaiya children who have received vocational training through the project since 2012 have either secured employment or started a business.
- Child Rights Advisory Groups (CRAGs) have been established in 66 of the 78 schools. The children receive training in child rights. The CRAGs play a vital role in promoting quality and inclusive education through raising child rights issues, organising sanitation activities, publishing newsletters and running school enrolment campaigns. Some of the CRAGs established through the project are now registering at the District level which makes them eligible for government support and funding and hence an important milestone towards the projects sustainability.
- As a result of the projects awareness raising there has been a growing involvement of parents from the target communities in the School Management Committees. As of March 2015, 235 parents from Haliya and Kamaiya communities were participating in the School Management Committees.
- One Watchdog Committee has been established in each of the 10 districts which the project works in. Watchdog Committees are made up of a mixture of stakeholders including representatives from NGOs, community, media and government. They identify out of school children and monitor the implementation of Government support, such as the disbursement of government scholarships.

Anti-Slavery International also works with its project partners to advocate for free and accessible education for all children of former bonded labourers. In February we submitted a report to the House of Commons International Development Committee for their review of the Department for International Development's work in Nepal. Anti-Slavery was quoted in the report released by the Committee in March. Then in March we made a submission together with our partners to the United Nations Universal Periodic Review of Nepal. The submission outlined our concerns

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regarding forced and bonded labour in Nepal, and makes recommendations for future action. The UPR sessions will take place in autumn 2015.

WOMEN AND GIRLS PROGRAMME

Lebanon/Nepal Migrant Domestic Workers

This year we succeeded in securing funding for a continuation of our work in Lebanon from the Open Society Foundation. The project aims at ensuring Nepalese domestic workers migrating to Lebanon are able to protect themselves from exploitation and abuse, assert their rights and ensure that governments in both countries are responsive to their needs. Working with our partners the General Federation of Nepalese Trade Unions (GEFONT) in Nepal and KAFA (Enough Violence and Exploitation) in the Lebanon, the project provides pre-departure orientation, promotes domestic workers' organisations in Lebanon, helps Migrant Domestic Workers (MDWs) advocate for their rights and provides legal support for workers seeking redress.

Since the current phase of the project started in August 2014 approximately 3,000 potential and actual MDWs in Nepal have received information on safe migration in a variety of forms, including one-to-one meetings at their homes, collective meetings in the form of mothers' meetings or community meetings, the distribution of awareness-raising materials, rallies, video broadcasting on long distant bus routes and radio broadcasting. Community Health Volunteers, returnee migrants and transport workers are trained to help with outreach to potential migrant domestic workers and with raising awareness at the community level of the risks of migration and the rights of the workers.

Simultaneously in Lebanon the project continues to work closely with and support NARI, which is a group of Nepalese women working as domestic workers in Lebanon. NARI aims to empower its members through peer support and training to enable them to better self-organise to claim their rights and to raise awareness amongst Lebanese society. An outreach worker from GEFONT in Nepal has been seconded to KAFA in Lebanon to provide guidance and support to NARI's members

In February 2015 NARI organized an event to mark the group's 2nd anniversary. Attendees included the National Federation of Workers and Employees Trade Unions in Lebanon (FENASOL), the International Labour Organisation (ILO) and migrant communities from India, Sri Lanka, Madagascar, Ethiopia, the Philippines. The event generated good media coverage and sent a strong message to the Lebanese Minister of Labour on the right to unionize.

The project also provides support to exploited and undocumented Nepalese domestic workers. Since August more than 60 cases were received at KAFA's Listening and Counselling Center (LCC) or through the hotline. KAFA assists by negotiating with employers, referring them to shelters, assisting with repatriation or referring them to the relevant authorities or other competent organizations.

Our work in Lebanon will be helped by some ongoing research, led by the American University of Beirut, KAFA and ourselves, for which we secured funding from ILO this year. The study is considering Lebanese employers' attitudes and practices, and social norms, pertaining to migrant domestic workers. The data gathered will provide solid evidence to inform advocacy efforts.

Anti-Slavery International also works alongside its partners to advocate for the rights of MDWs both nationally and internationally:

- GEFONT continues to lobby for stronger consular presence for Nepal in the Lebanon.

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- The project is also lobbying for the lifting or at very least revision of the ban that prevents women and girls under the age of 30 year old to migrate for the purposes of domestic work, as this makes them increasingly vulnerable to abuse and illegal practices such as smuggling and human trafficking.
- In March 2015 GEFONT and KAFA collaborated with Anti-Slavery International on two joint submissions to the UN's Universal Periodic Review (UPR) on the Migrant Domestic Work issue, one making recommendations to the Government of Nepal and the other to the Government of Lebanon
- GEFONT promoted the adoption of the ILO Convention 189 on the Rights of Domestic Workers during the Joint Trade Union forums (JTUCC) held in January 2015.
- GEFONT attended the Eighteenth South Asian Association for Regional Cooperation (SAARC) Summit in Kathmandu in November 2014 to advocate for the rights of MDWs. In the Kathmandu Declaration, Head of South Asian States agreed to collaborate and cooperate on the management of labour migration from South Asia to ensure the safety, security and wellbeing of their migrant workers in destination countries outside the region.
- In Lebanon, KAFA met with the General Prosecutor of Appeals (GPA) in February 2015 to discuss concrete measures to ensure transparent and in-depth investigations in the cases of death of MDWs, for example in suicide cases. The GPA refused to accept the statistics on suicide (for example as presented in a 2008 report by Human Rights Watch) but did agree to collaborate with civil society organizations on a case by case basis in regard to the investigation of suicide cases of MDWs.
- In Lebanon, KAFA and the Legal Agenda launched a research report "Dreams for Sale" in September 2014, examining the processes and practices pertaining to the recruitment of migrant domestic workers (MDWs) from Nepal and Bangladesh and their work and living conditions in Lebanon.
- KAFA has been supporting FENASOL (the National Federation of workers and employees trade unions in Lebanon) in their efforts to establish a domestic workers' Union in Lebanon. The Ministry of Labour in the Lebanon continues to be hostile towards the issue of MDWs and the inaction of the authorities to improve the situation of MDWs is an obstacle to open dialogue. In February 2015, the Minister of Justice rejected the Domestic Workers Union which had been established in January saying it was an illegal action to form such a union. KAFA has been vocal on several media outlets on the necessity of the Ministry of Labour to recognize the union and is currently engaged with other NGOs and FENASOL in organizing a Labour Day event (a parade and a festival on May 3rd in Beirut) which will call for the right to unionize.

Lebanon, Work In Freedom (WiF) Project (Migrant Domestic Workers)

This year saw the start of a new project, funded by the ILO, which aims at building strategic alliances with trade unions, civil society and employers in Lebanon, in order to improve working conditions for women MDWs. The project expands on our ongoing Lebanon-Nepal project and extends it to address the issue of MDW's coming from Bangladesh.

Since the start of the project in early 2015, KAFA, our project partner in the Lebanon, conducted a mapping assignment within the Bangladeshi community in Lebanon to get an overview of the MDW community in terms of numbers, internal dynamics, events and places of gathering, existing associations/groups/support networks and services available within the Bangladeshi migrant community. The research confirmed that female Bangladeshi domestic workers in Lebanon are not well organized and that it will be a slow process to identify and empower workers to become leaders.

Meanwhile, our partner in Bangladesh, the International Domestic Workers Federation (IDWF) has been preparing for a MDW workshop which will take place in the summer of 2015. The aim of the workshop is to sensitize Trade Unions and Civil Society Organisations in Bangladesh to the issue of migration for domestic work and to identify potential partners for the project going forward. The project will also identify a Bangladeshi outreach worker to be based in Beirut.

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India (Domestic Work Programme)

This new programme, funded by the US Department of State Trafficking in Persons grant programme, started in October 2014. The project aims to eradicate bonded labour and trafficking into forced labour/servitude in India, in particular by reducing the vulnerability of inter-state migrant workers in bonded labour, both in brick kilns and in domestic servitude.

Our partner for the Domestic work component of the programme is the National Domestic Workers Movement (NDWM). NDWM are active in 17 states of India and are currently in the process of transitioning from being a 'movement' to becoming a trade union. The project is working in 5 states (Bihar, Tamilnadu, Jharkand, Nagaland and Maharashtra) and Delhi.

Currently legal mechanisms and policies to reduce vulnerability to labour exploitation are not implemented and workers in these groups are excluded from current labour and social laws and policies and hence have limited access to social benefits and entitlements. The project aims to facilitate workers' access to social security entitlements and economic benefits, including the setting of a minimum wage for domestic workers, as this is the most effective way of reducing vulnerability to debt bondage and servitude. Since the start of the project in October 2014, more than 30 trainings have been delivered on a variety of topics, including labour rights, safe migration, women's rights, welfare schemes and minimum wage benefiting more than 4,700 MDWs.

The project also encourages the domestic workers to self-organise in order to claim their rights more effectively. By the end of March 2015, 111 groups had been established, which come together for monthly meetings and trainings. By coming together, MDWs are becoming increasingly aware of their rights and are able to provide peer support and to represent the interests of their domestic worker fellows at community, state and national level.

Peru Child Domestic Work Project

Our project in Peru aims at reducing the vulnerability of Child Domestic Workers (CDWs) to abuse and exploitation and to remove the negative impacts that domestic work has on their physical and psychological well-being.

Child domestic work is culturally accepted in Peru. CDWs are highly vulnerable to physical, psychological, or sexual abuse, work very long hours, for little or no pay with their education adversely affected as a result. Our local partner the Asociacion Grupo De Trabajo Redes (AGTR) has been active for the past 15 years supporting CDWs in Lima, providing a range of services and support through their centre, La Casa de Panchita.

The project, which is funded by Comic Relief, supports children in domestic work to feel confident to claim their rights, to increase their access to schooling appropriate to their needs and facilitate their access to adequate support and services, including psychological assistance and health care. Through the project AGTR have broadened its target group to include live-in CDWs, whose vulnerability is greater than that of live-out CDWs, and who are more likely to experience exploitation and abuse, including negative psychosocial impact and to suffer disruption to their education and other aspects of childhood development. Achievements of the project the last year include:

- As of March 2015, over 700 CDWs are now able to articulate the risks associated with domestic work. As a result of the support provided by AGTR at their centre La Casa de La Panchita, children understand and recognise the risks of domestic work and know where to go in case of need, the precautions to be taken at work and their right to a salary.
- As a result of the support received by teachers, who are sensitized by AGTR staff to better understand the negative consequences of child domestic labour, over 150 live-in and part-time CDWs aged over 14 have been identified and supported and over 60 CDWs are reported to have benefited from schools activities and improved their working conditions.

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- AGTR continues to remind the children and their families of the importance of accessing health benefits and more than 35 CDWs have been registered for universal health insurance during the last year.

The project also seeks to achieve a fundamental shift in the perception of child domestic work within society at all levels: from policy-makers to duty bearers, employers, families of CDWs and the public at large, ensuring that all stakeholders recognise their responsibilities to the children for whom they hold a duty of care and the effective implementation of laws protecting CDWs from abuse and exploitation.

Given that this was the third year of the five year project we commissioned an external review at the end of 2014. The review report indicated that the activities making the CDWs aware of the risks associated with the work and to gain the confidence to claim their rights had been particularly successful, as are the community-run CDW support groups which have been set up through the project. The review made a number of recommendations including the strengthening of the advocacy work, reinforcing the involvement and autonomy of the CDWs, including self-protection lessons for the CDW's so that they can know what they can do to prevent any sort of violence against them. The aim is to put these recommendations into practice in 2015.

EUROPE PROGRAMME

Modern Slavery Act

The Modern Slavery Bill was introduced in the UK Parliament in June 2014. While we welcomed the Bill as an opportunity to introduce legislation that could help address slavery, the Bill lacked the necessary provisions to successfully prevent and prosecute modern slavery offences, protect the rights of victims of these crimes and ensure transparency in supply chains of businesses. Throughout 2014/15 we continued to advocate with parliamentarians and the Government to improve the Bill. Our advocacy comprised of face to face meetings with parliamentarians, written briefings, writing speeches for parliamentarians and meeting with civil servants and government ministers. This engagement was conducted both bi-laterally as Anti-Slavery and through the leadership of the Anti-Trafficking Monitoring Group and through involvement with other organisations in coalitions. The Modern Slavery Bill received Royal Assent on 27th March to become the Modern Slavery Act. Anti-Slavery was mentioned several times during the debates in the Lords and lots of the speaking notes and briefings that ASI and ATMG had prepared were utilised. The outcome of key campaign areas are as follows:

- **Victim Protection:** From the outset, one of our key criticisms was the lack of focus on the rights of those affected by slavery, to which end we launched our Victim Protection campaign. Whilst the campaign was successful in securing the inclusion of a victim protection section in the Bill, with clauses covering victim identification and witness protection measures, gaps remain as there are no minimum standards of protection.
- **Anti-Slavery Commissioner:** For the first time the UK now has an Independent Anti-Slavery Commissioner, which Anti-Slavery has advocated for over many years. We initiated changes to the Bill that grant the Commissioner a wider remit. However, questions remain over the Commissioner's true independence.
- **Protection of Children:** Anti-Slavery and its partners also achieved a major breakthrough in relation to protection of children within the Act including legal advocates for trafficked children to provide them with greater specialised protection and prevent their re-trafficking – a problem that has been all too widespread for a long time.
- **Overseas Domestic Workers:** Following sustained pressure and hands-on advocacy in which Anti-Slavery supported Kalayaan and others, a historic vote was taken in the House of Lords which brought back domestic workers' right to leave an abusive employer. However, unfortunately, the government remained deaf to our arguments and passed its own amendment requiring domestic workers to receive a positive decision from the National Referral Mechanism confirming they have been trafficked before allowing them to change employers. It is a bad decision that will deter domestic workers who face abuse and exploitation from coming forward to the authorities. On the

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other hand, it is a major achievement in itself that the Act now contains a specific provision on overseas domestic workers which is a gateway to getting better protection for this vulnerable group of workers in future.

- **Transparency in Supply Chains:** Another momentous shift in the Government's position was the introduction of the requirement for companies to annually report on efforts to identify and address modern slavery in their supply chains. We worked with a coalition of NGOs, business and investors to persuade the Government that mandatory, rather than voluntary, disclosure in relation to company supply chains is the way forward. Unfortunately a loophole remains which allows companies hide their supply chains overseas as long as the goods they produce don't end up in the UK.
- Finally, a major shortcoming in the Act is the lack of an extraterritoriality of slavery offence. This means that a British citizen could abuse someone overseas and not be held to account back in UK.

Even though the Bill has been passed there is still space for further advocacy. For example, we continue to push for changes to legislation to create civil remedies for victims of modern slavery and to make it an offence to benefit from slavery.

In March, Anti-Slavery held an event in the House of Commons about the Modern Slavery Bill and the role of Business, and investors in particular. We did this in partnership with three investors – Alliance Trust, Rathbones Greenbank and Hermes. Continued engagement from the business community will be vital to provide a level playing field and accountability for all businesses, providing comparability of reporting standards and setting out clear criteria for information to be provided. There will be a continued need for engagement and advice from business to deliver a smooth transition to implementation, and to identify and champion best practice on transparency in supply chains. Over 100 people attended, the majority of whom were businesses and investors, achieving our objective of getting the messages about the need for transparency and accountability across to the right audience. Several Peers and MPs also attended. Feedback was very positive.

Anti-Trafficking Monitoring Group (ATMG)

The Anti-Trafficking Monitoring Group is a coalition of 9 organisations based in England, Northern Ireland, Wales and Scotland. Anti-Slavery continues to both host the project and to take a lead role. The coalition came together in May 2009 to monitor the UK's implementation of the Council of Europe Convention on Action against Trafficking in Human Beings in the UK and is funded by Comic Relief and The Esmee Fairbairn Foundation.

Much of the focus of ATMG's work in the past year has been on the Modern Slavery Bill (detailed above). Due, in significant part, to the lobbying efforts of members of the ATMG, including Anti-slavery International, the Act passed was significantly stronger than the Bill first introduced.

The ATMG has also had continued involvement in the Home Office review of the National Referral Mechanism (NRM) over the past year and has a key role in influencing the development of the NRM pilots, to be rolled out summer 2015.

The ATMG facilitated a roundtable in February 2015 in Scotland to discuss the Human Trafficking & Exploitation (Scotland) Bill, introduced in the Scottish Parliament in December 2014. The meeting was attended by 20 representatives from statutory agencies and NGOs, and legal professionals. The Bill's provisions were discussed in detail. These discussions were recorded and used as the basis for participants' evidence submissions to the Scottish Government.

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Domestic workers campaign

We continue to campaign for the rights of this vulnerable group of workers

- In October, we delivered a petition to no 10, calling on the UK government to ratify ILO convention 189, on decent work for domestic workers.
- As mentioned above, the new Modern Slavery Act requires overseas domestic workers to receive a positive decision from the National Referral Mechanism confirming they have been trafficked before allowing them to change employers. We will continue to campaign for better protection for overseas domestic workers

Staff Wanted

We continue to implement the Staff Wanted Initiative, funded by Trust for London, which aims to ensure hotels are aware of and address exploitation in the hospitality industry. During the last year we have focused on developing and strengthening links with key stakeholders, in particular hotel chains, embassies, NGOs and government departments. We have succeeded in getting the attention of major hotel chains to the issue of labour exploitation of agency workers (many of them migrants) sub-contracted to work in various roles in hotels (cleaning, security etc.) In February 2015 we held a successful stakeholder roundtable event targeted at the hospitality industry. The event, which was hosted by the Carlson Rezidor Hotel Group, was attended by six of the largest hotel chains, along with the British Hospitality Association and other industry bodies. Cross-sectoral input at the event was provided by a speaker from Marks and Spencers.

Fine Tune

Anti-Slavery, in partnership with the International Trade Union Confederation (ITUC) and the Churches Commission for Migrants in Europe, coordinates a project exploring new trends in trafficking. Funded by the European Union, the focus of this project in the past year has been on the links between internet and recruitment for the purposes of labour exploitation and on the gender dimension of trafficking for labour exploitation, with reports due to be published in the summer of 2015.

RACE in Europe Project

The first stage of the RACE project came to a successful close in October 2014. This was a two year initiative by Anti-Slavery International and its partners in the UK, Czech Republic, Ireland and the Netherlands to improve knowledge about the nature and scale of trafficking of children and adults for forced criminal exploitation and forced begging. The project succeeded in:

- Enhancing knowledge and awareness amongst law enforcement, policy makers, service providers, legislators, the media and civil society of human trafficking for forced criminal activities and forced begging in Europe;
- Training practitioners in three European sub-regions on intervention in cases of forced criminal activities and begging.
- Fostering transnational operational cooperation by building cross-EU links and strengthening partnerships amongst relevant stakeholders;

We are currently seeking funds for a follow on project which will both expand the project and increase its impact by improving capacity to combat this form of trafficking, working directly with countries of origin of victims

European Advocacy:

We continued to participate in key stakeholder meetings and platforms throughout 2014/15 including the OSCE Alliance Conference on Human Trafficking, the OSCE Alliance Expert Coordination Team, the EU NGOs anti-trafficking platform, Fair Recruitment initiative and often speak at key European events. We also continued to assist the Council of Europe in follow-up visits with member states to assess further need in the implementation of the Council of Europe Trafficking

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Convention and are working with the Council of Europe to assist Romania in developing a system of compensation for victims of trafficking.

Case work:

Throughout the year we have also continued to provide advice and assist in complex cases of trafficking in human beings. One landmark victory this year was the Supreme Court judgement given in July 2014 on the *Hounga v Allen* case from 2013. After intervention from Anti-Slavery International the Supreme Court ruled that trafficked people have the right to recover damages from their traffickers irrespective of their immigration status. This case is very significant for a number of reasons. Not only was it the first time that a trafficking case was heard before in the Supreme Court and Anti-Slavery was given a permission to intervene, but it is also a case that affirms that UK policy cannot go against international obligations and deny a victim the rights to compensation.

Cotton Crimes

Anti-Slavery continues our work on Cotton Crimes in partnership with an international coalition of organisations under the banner Cotton Campaign. In 2014 we successfully secured funds from the Open Society Foundation not only to continue the project but to extend it to Turkmenistan.

The campaign seeks to end the use of state-sponsored forced labour in Uzbekistan's cotton industry by mobilising industry to ensure that no tainted cotton is in the goods we buy and lobbying national governments, the European Commission and the UN to put pressure on the Government of Uzbekistan to end this practice.

Anti-Slavery International has an important role in the international campaign with leading on providing information to MEPs, European Commission and the European Parliament and other key stakeholders such as OSCE on the findings of forced labour in the 2014 harvest. We continue to lobby that the signature of the Textile Protocol should be deferred until the conditions of the 2011 European Parliament resolution on Uzbekistan have been met.

Project Issara (Thailand)

With support from Humanity United, Project Issara was launched in Bangkok, Thailand in January 2014. Project Issara is a public-private sector platform to tackle human trafficking in Southeast Asia, with an initial focus on forced labour in Thailand's export oriented industries affecting global supply chains.

Anti-Slavery International is both a partner and the 'host' for the project. Other partners include private sector development experts from Emerging Markets Consulting; supply chain and industry experts from Faro Global; legal advisors from DLA Piper who are contributing assistance with legal analysis and capacity building; IDH Sustainable Trade; and a number of local community-based organizations and victim service providers spanning the region which form the referral network for Project Issara's helplines.

Of the four million foreign migrant workers in Thailand who come from Myanmar, Cambodia and Lao PDR hundreds of thousands end up in forced labour situations. Widespread labour abuses, including human trafficking, have brought a focus on the Thai seafood industry although there are also cases of human trafficking in other export oriented industries such as garments, pineapple canning and electronics.

The Project Issara initiative operates a multilingual helpline in Thailand to support migrant workers and receive intelligence on conditions in different factories and workplaces across the country. The team carries out community-based outreach, case documentation, and victim assistance and referrals as a part of their core anti-trafficking work. As a part of their work to help global brands and retailers identify and address trafficking risk in their supply chains, Project

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Issara conducts factory assessments and works with local businesses to design and implement worker-informed labour improvement plans to address the labour risks in their workplace. Achievements in the past year include:

- 1,578 calls to the multilingual helpline in 2014, in Burmese, Cambodian, Lao, and Thai languages;
- Awareness raising regarding the rights of migrant workers and on how to seek help or additional information, reached an estimated 3.8 million migrant workers in Thailand and prospective migrant workers in Myanmar and Laos
- Investigation and documentation of 54 cases. Of these cases 18 were referred to the Anti-Human Trafficking police or Department of Special Investigations, and many of the remainder were referred to non-government partners. The majority of cases are not referred for official assistance because victims find the official processes too arduous to bear, including forcible “protection” in Thai government shelters, prohibition of contact with family members, and inability to work and earn money.
- By the August 2014, Project Issara had succeeded in signing up 10 global retailers and seafood importers to examine trafficking risk in their Thai seafood supply chains to the UK (and to the US, through Walmart) involving retailers ASDA, the Co-Operative, Marks and Spencer Sainsbury’s, Tesco, Waitrose, and Walmart, as well as seafood importers CP Foods UK, Lyon’s Seafood, Sea-farms, and Young’s Seafood. Since its launch in September 2014 the team has conducted assessments in 18 workplaces in the Thai-UK seafood supply chain, including processing plants, farms, feed mills, fishmeal plants, and fishing companies. The team is currently focusing on working with the local businesses where labour risks have been identified to address the risks found through changes in their human resource practices and policies. For example, if a factory is withholding the documents of migrant workers, the team is ensuring that documents are photocopied and originals are returned to the migrant workers, with photocopies for the human resource files.
- Project Issara partner DLA Piper provided two key legal analyses for Project Issara in August and September 2014, focusing on the rights of foreign children of migrant workers to education in Thailand; the rights of human trafficking victims, including services, compensation, and rights to alternatives to that which is offered by the government; victim screening processes and the prosecution process for human trafficking offenses, including criminal and labour cases, and compensation for trafficked persons. The Project Issara team is now working with DLA Piper to design short trainings and easily digestible materials clarifying the rights of migrant workers (including undocumented migrant workers) under Thai law for local victim service provider partners, in all relevant languages.
- A need to have a mechanism to more swiftly check which supply chains fishing vessels with reported trafficking abuses are in was identified in the early stages of the project. Project Issara therefore hired a fisheries specialist at the end of 2014 to conduct a closer examination of the fishmeal supply chain, linkages with ports, and create a risk assessment for ports examining boat types, length of fishing boat trips, evidence of proactive labour inspection practices, information held on fishing vessel crews, . This innovative methodology has been integrated into Project Issara’s field methods and has been instrumental in gaining visibility in the complex Thai seafood supply chain.
- Many of the rights and services that should be available to migrant workers under Thai law are not in fact options in practice. Not only does the government not provide services and freedoms allowed by the law, but also the capacity of local NGOs to provide victim services to non-Thais remains quite limited. This has been a significant challenge for Project Issara through 2014, since the effectiveness of a helpline is limited by the effectiveness of its referral partners. Project Issara thus began seeking ways to expand rights and services for trafficking victims, and in January 2015, Project Issara succeeded in securing funding from Anesvad and Equitas to begin offering unconditional cash transfers to victims of trafficking, as well as run a series of capacity building seminars for government and non-government partners involved in cross-border trafficking cases. The goal is to expand and improve the quality and accessibility of services for migrant workers originating from Myanmar, Cambodia, and Laos in Thailand.

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INTERNATIONAL ADVOCACY

We maintain a good relationship with various mandate holders, particularly the UN Special Rapporteur on Slavery, and regularly supply information and advice. This year's advocacy initiatives include:

- We completed a joint alternative report for the UN Committee on the Rights of the Child's review of Senegal. Submitted on 1st March. The report was submitted jointly with our in-country partner, La Rencontre Africaine pour la Défense des Droits de l'Homme (RADDHO), and focused on the issue of child begging by talibé.
- Submitted four alternative reports for the UN's Universal Periodic Review of Mauritania (descent-based slavery), Lebanon (migrant domestic workers) and Nepal (one on migrant domestic workers and one on bonded labour) on 22nd March. All of the reports were submitted in conjunction with our respective in-country partners. In addition, Minority Rights Group International joined our Mauritanian submission and the Global Alliance Against Trafficking in Women joined our Nepalese submission on migrant domestic workers.
- Completed a submission in January to the International Development Committee regarding DFID's work in Nepal. Anti-Slavery was quoted in the report released by the Committee in March.
- Finished researching and drafting a position paper on how child/early marriage can amount to slavery/ slavery-like practices. Undertook an internal review process of the paper, including a presentation to the board. Sent the paper to Human Rights Watch, Forward UK and Girls not Brides requesting external review prior to publication - currently awaiting their feedback.
- Attended Foreign & Commonwealth Office pre-Human Rights Council session and raised freedom of expression issues in Mauritania, particularly the case of Mohamed Ould Mkhaitir, a young Mauritanian blogger who was sentenced to death for the crime of apostasy after he posted an article on social media in January 2014. Sent a follow-up briefing on the human rights situation relating to freedom of expression in Mauritania.
- Provided information to ITUC on Mauritania relevant to observations made by the ILO Committee on the Application of Conventions and Recommendations Report.
- Liaised with the UN Special Rapporteur on Slavery regarding her trip to Niger in November 2014, her country visit to Belgium in February 2015 and liaised regarding slavery issues in Mauritania and Uzbekistan.

MEDIA

We are recognised by the media as an authoritative and responsive voice on slavery issues, and we continue to work to bring these issues to the attention of the media. This year's key stories included:

- We supported the Guardian in one of the biggest slavery stories this year: their investigation into slavery in the Thai fishing industry, which also resulted in a global debate and started campaigns for the biggest retailers to take responsibility for their supply chains.
- Media interest in Qatar continues after last year's Guardian story on the forced labour of migrant workers in Qatar in the run up to FIFA World Cup, which we worked closely with them on, and Anti-Slavery continues to be regarded as an expert on the issue.
- We secured an interview on the BBC Radio 4 Today Programme for the launch of government's report on slavery (estimating the number of people in slavery in the UK as 13,000) which in turn generated another nine interviews on key news networks, including the main BBC outlets, CNN, Channel 4 News, ITV, Al Jazeera;
- The Modern Slavery Bill which generated a series on modern slavery in Britain in The Sunday Times as well as coverage across a very wide range of media.
- Articles by the Director in the Guardian, the Independent and Equal Times stimulated considerable debate internationally on the refugee crisis in the Mediterranean and the continued use of slavery in the preparations for the Qatar World Cup.

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LEARNING & ACCOUNTABILITY

- Anti-Slavery International undertook a strategic planning process this year, starting with strategy planning meetings with the various Programme Coordinators in December and January, the External Relations Team in January and then staff workshops in March and April. The strategy builds upon the organisational Theory of Change process that we underwent in 2013 through which we have developed organisational outcomes. The strategy is scheduled to be finalised in June 2015.
- Linked with the strategy process, we are currently reviewing the targets in our organisational log frame before starting to monitor against this on an ongoing basis.
- In the first part of 2015 we also developed Partnership Guidelines including Partnership Capacity Assessment and Partnership Review tools.
- We are currently in the process of improving our level of transparency, by developing an Open Information Policy and increasing access to information on our website and by starting the process of International Aid Transparency Initiative (IATI) compliance.

FUNDRAISING

Our supporters and members remain vital to everything we do since they provide most of our unrestricted income that supplements the restricted funding that underpins most of our work described above.

Fundraising and outreach highlights of this year included:

- We held a major fundraising Ball at Grosvenor House, which raised over £100,000 net for Anti-Slavery's work
- We introduced an online direct debit facility which has proven extremely popular with new supporters and members. Currently, more than 16% of our active direct debits are online sign-ups. We aim to specifically promote this donation method in 2015 – 2016
- We did an appeal on Radio 4, voiced by our patron Hugh Quarshie, based on the case study of a Vietnamese boy trafficked into the UK to work on a cannabis farm
- 118 supporters took part in sponsored and individually organised challenges for us, including the Silverstone half-marathon, the London marathon, the British 10k and the London triathlon, raising £48,271 against a budget of £33,500
- 71 community fundraisers such as schools, churches, Quaker's meetings and local groups raised funds for us within the year
- We received donations from a several trusts and foundations who had not donated to us before
- The film "12 Years a Slave", directed by our patron Steve McQueen, was release on DVD and Bluray; we received permission to have inserts about Anti-Slavery put into all the boxes being shipped to the UK

2014/15 at a glance

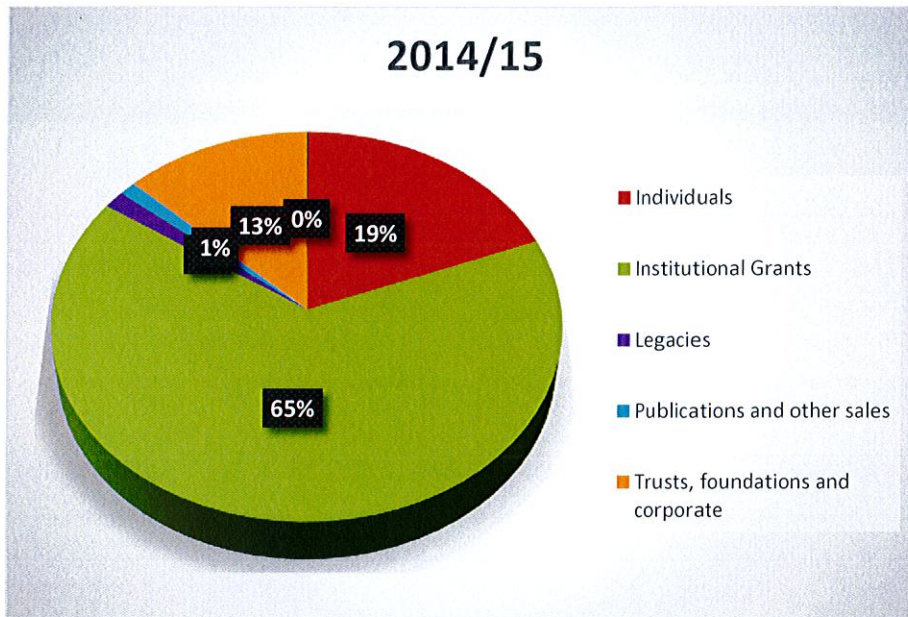
Income sources:

Anti-Slavery International derives its income from a variety of sources. These range from voluntary income from members and supporters through individual or regular giving, sponsored events, community fundraising, major donors as well as grants and donations from Trusts, Foundations and Corporate partners. In 2014/15, Anti-Slavery International celebrated its 175th anniversary by having an anniversary ball. This event raised in excess of £100k net. Voluntary income so received was used in furtherance of the aims of the charity as stated in the strategy document.

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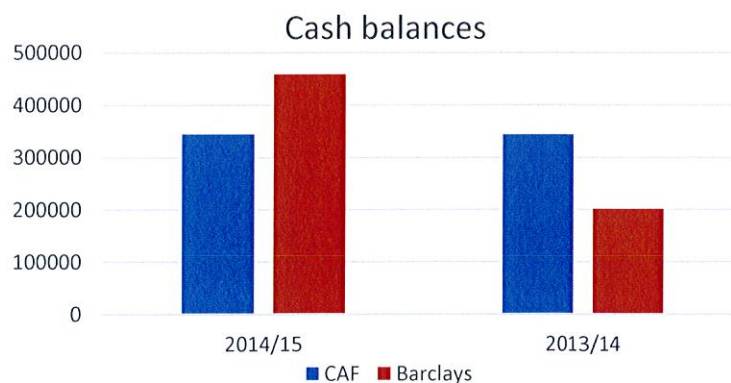


The majority of the projects that we operated during the year were made possible by the contributions of institutional donors. This area of income remains the largest source of funds for Anti-Slavery International in its fight against slavery in all its facets. We are thankful to our donors/ funders for their continued financial support and for supporting our cause.

Liquidity:

Our cash balances reflect the balance of funds held over for various projects as well as reserves generated as a result of surpluses generated from operations. Funds are sometimes received from funders at the commencement of the projects and these funds are then remitted to partners as and when required as well as used to meet other project based expenses.

These funds are placed in bank deposit accounts for which interests accrue at the best rate available. Trustees are currently reviewing what we do with these funds. The chart below shows the level of cash held at the year-end over the last two years. There was significant increase in 2014/15 because a number of new projects started and the funds for these projects are being disbursed as required by partners.



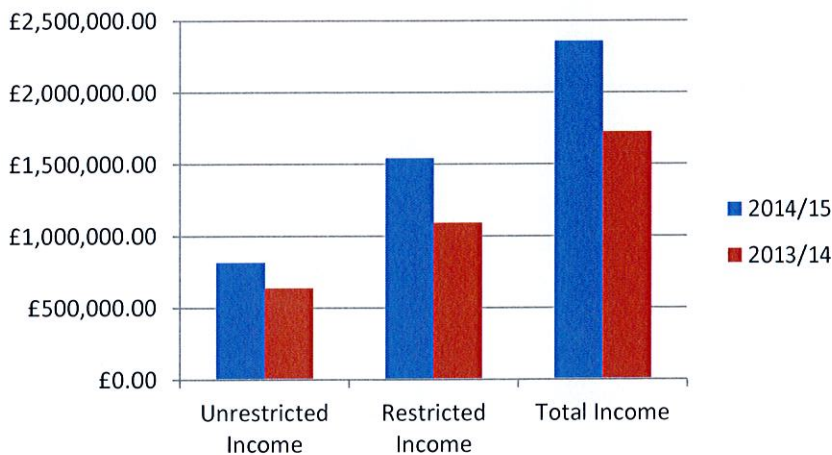
Review of Financial Position

The year in review has been a good and positive one for Anti-Slavery International. We have achieved strong financial outcomes due largely to the hard work of everyone within the organisation as well as our partners/ funders. A renewed interest in slavery issues also contributed to our year-end position. This has allowed us to achieve a surplus and will allow us to consider priorities for investing and updating systems and areas within the organisation that we were previously unable to consider.

We are hopeful of building on this year’s performance in the coming financial year as part of our strategy of strengthening and renewal as attested to in our strategic plan with the effects of any investment likely to be realised in subsequent years. Both management and the board will continue to take a prudent approach to new investment and cost control.

Overall, we achieved a surplus from operations for the year of £242,998. This is made up of restricted surplus of £185,125 and unrestricted surplus of £57,873 before transfers. Trustees will like to place on record, their thanks to the management and staff for achieving this fantastic turnaround for the organisation. We have been able to turn a deficit of £85,859k on our unrestricted reserves in 2013/14 into a surplus of £57,873. Trustees will review our financial position in the autumn with a view to looking at opportunities for investment in the organisation. Our Information Computer Technology (ICT) as well as facilities will be reviewed with a view to investing in them to make them fit for purpose. We are also reviewing staff conditions of service and the outcomes of these reviews might impact on the use of reserves in the next year.

The Year in Figures



Total income increased by 36.7% from £1.723million in 2013/14 to £2.357million in 2014/15 largely due to a substantial increase in restricted income received for a number of new and existing projects. There was also a 28.5% increase in unrestricted income and a major source of this increase was the income generated from the 175th Anniversary ball and associated activities. We are grateful to all supporters who contributed to the success of the Ball.

Restricted funding still remains our greatest source of income. Our income from restricted funding increased in 2014/15 from £1.089million the previous year to £1.541million.

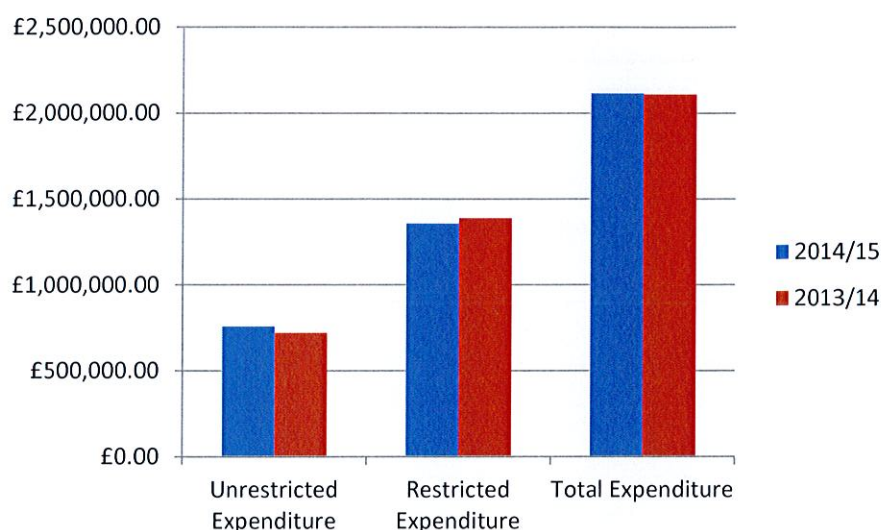
The vast majority of restricted funding came from institutional donors.

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For the year ended 31 March 2015

Whilst recognising the impact of the growth in restricted funding, we are also keen to grow income from voluntary sources. In the coming year, there will be a number of new initiatives that will be trialled with a view to determining whether or not it will be beneficial to invest in these initiatives in the medium to long term.



Total expenditure increased by 0.3% from 2013/14 to 2014/15. In monetary terms, our total expenditure increased from £2.108million in 2013/14 to £2.114million in 2014/15. There was a 5.1% increase in unrestricted expenditure from £721K in 2013/14 to £758K in 2014/15. Some of this increase was as a result of expenditure incurred in organising and hosting the Ball. Restricted expenditure on projects decreased by 2.3% from 2013/14 to 2014/15. This was due to a number of projects coming to the end of the funding cycle- there tends to be less expenditure in the final year of projects. It should be noted that whilst restricted expenditure was less in 2014/15 than the previous year, payments made to partners actually increased.

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. Following a review of its governance structure, the board now has a number of committees that help it in its governance role. One of these is the Finance committee which has the Treasurer as its chair. The role of this committee is to maintain an overview of, and to provide advice to the board, regarding the financial and administrative affairs of the charity. The Committee provides regular reports to the board on these matters and makes recommendations on financial matters, including financial controls, and financial risks. The Committee is an advisory sub-committee of the board, making recommendations for decisions to the full board. The Committee has no decision making powers and the full board of trustees remains responsible for key financial decisions.

Finances: Anti-Slavery's current operation costs around £2million. If income drops below this the organisation veers towards deficit, if above, there is some surplus. While the level of reserves are sufficient to offset these variations, any investment in either programme expansion or rapid investment to increase income would require ideally some surplus over the level set by our reserves policy. Some opportunity is therefore provided for reinvestment this year as we have produced an operating surplus. Nevertheless there is some risk that Anti-Slavery may be displaced as a leader on the issue of slavery by those with greater financial resources.

Anti-Slavery International

Report of the trustees

For the year ended 31 March 2015

Staffing: As with all human rights struggles Anti-Slavery's work is heavily dependent on the expertise and professionalism of staff and partners. The limitations on finances have meant that some aspects of "organisational hygiene" in particular in relation to staff salaries has been impossible to address satisfactorily. The frustrations that this may lead to threatens overall organisational productivity.

Security: A significant portion of Anti-Slavery's work is focussed on some increasingly insecure parts of the world, notably West Africa and parts of South Asia. Developing a strong security management culture will be paramount, but it must be recognised that it is conceivable at some point that it could become impossible to operate in key programme areas.

Losing the public debate: Many of the new entrants to the field of anti-slavery are both better financed and advocate simpler, often law enforcement focused solutions to slavery. In contrast Anti-Slavery offers a more nuanced view advocating a much more nuanced approach to slavery over a range of political-economic areas. Should the primacy of law enforcement view come to dominate it could hamper Anti-Slavery's work as well as set back the struggle against slavery for many years.

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 Revaluation Reserve represents the increase in the net book value of the organisation's headquarters and the value of its revaluation less the increases in depreciation charges since the revaluation in 2012.

The charity's unrestricted funds can be used on charitable objectives as seen fit by the Trustees. The reserves 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. In 2012, the Board of Trustees agreed to change the reserves target from an average five months of salaries and associated overheads to three months.

Based on the approved budget for 2015/16, the level of reserves should be £250,000. The current reserves at the end of the 2014/15 financial year of £375,472 therefore exceed this target.

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. This position is constantly reviewed by the Finance Committee.

Anti-Slavery International

Report of the trustees

For the year ended 31 March 2015

TRUSTEES AND GOVERNANCE

In the course of 2014/15 Anti-Slavery moved to strengthen its governance:

- New trustees were recruited through a process of open recruitment which sought trustees with specific experience of governance. The recruiting was successful and included one former charity CEO, and an employee of the Audit Commission.
- A new Chair was recruited with extensive charity sector management experience was recruited in autumn 2014
- A governance sub-committee was established that audited our governance, and then instigated an improvement action plan - including creation of a refreshed Code of Conduct and written guidance on responsibilities, and refreshed expectations of SMT reporting
- New sub committees of the board are being established - including an human resources committee which will oversee progress against a new change management plan to improve internal communications and embed new organisational values
- A new strategy has been developed - with considerable input from staff, as well as senior management team and Board.
- New Key Performance Indicators are being established
- We are introducing individual and collective Board appraisal arrangements
- We are strengthening our Risk Register review process, and developing new Board-reporting practice.

FUTURE PLANS

In addition to ongoing work, in 2015/16 Anti-Slavery will be undertaking the following activities

- We will be engaging a range of international mechanisms to put pressure on governments to take robust action against slavery. This will include: engaging with the International Trades Union Confederation to scrutinise the record of Mauritania at the ILO Committee on the Application of Standards, and holding a side-event on Mauritania at the Human Rights Council in September; raise concerns regarding Senegal at the Committee on the Rights of the Child in June; and raise concerns about slavery issues in the Universal Periodic Reviews of Mauritania, Lebanon, Nepal and Niger.
- We will follow up the passage of the UK Modern Slavery Act with work with UK government and other stakeholders on strengthening victim protection and establishing effective regulation around transparency in supply chains.
- We will be seeing funding for a new programme on slavery eradication in Mali
- We will be seeking funding for a new programme on child domestic workers in Tanzania
- In Nepal we will be conducting an end of programme evaluation and developing new plans for our future engagement in that country.
- We will be reviewing our working on brick kilns in India and exploring how the impact of that work can be increased.
- We will explore the possibility of new projects on ending the enslavement of women and girls in Indonesia.
- We will launch a new project dealing with pre-departure training of Indian workers preparing to travel to Qatar for work.
- We are seeking funding for a new project on trafficking for sexual exploitation in witchcraft and ritual abuse in Europe.
- We are seeking funding to build on our previous work on trafficking Europe for criminal enterprises and compensation for victims of trafficking in Europe.
- We will be developing our work on transparency and accountability of our own work developing and implementing an information sharing policy, increasing monitoring of our impact and sharing our learning.
- We will roll out the implementation of partnership guidelines for our existing and future programme partners and seeking to increase our impact on capacity building of southern hemisphere anti-slavery organisations.

Anti-Slavery International

Report of the trustees

For the year ended 31 March 2015

- We will increase our international advocacy on obtaining recognition of early and child marriage as forms of slavery.
- The relatively healthy state of Anti-Slavery reserves at the end of 2014/15 allows us the opportunity to explore options for reinvestment of a portion of reserves to increase our ongoing sustainability.

Trustees of the Charity

The Trustees who served during the financial year 2014/15 and/or are currently serving are:

Andrew Clark	Chair – term ended 28 th October 2014
Tanya English	Chair from 28 th October 2014
Malcolm John	Vice Chair

Emma Snow	Treasurer until 28 th October 2014
Richard Ratcliffe	Treasurer from 28 th October 2014

Kevin Bales
Julia Brandreth
Roy Cheng
Lucy Claridge
Katy Dent
Tom Fyans
Nicholas Griffin
Gillian Morris
Frances Morris-Jones
Karen O'Connor
Vanita Patel
Emma Snow

Tracy Ulltveit-Moe	Term ended 28 th October 2014
David Knight	Term ended 28 th October 2014
Shahid Malik	Term ended 28 th October 2014

Anti-Slavery International

Report of the trustees

For the year ended 31 March 2015

Statement of trustees' responsibilities

The trustees (who are also directors of Anti-Slavery International for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

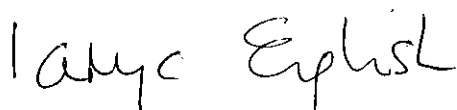
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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 2015 was 1865 (2014 - 2135). 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 LLP 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 14 July 2015 and signed on their behalf by

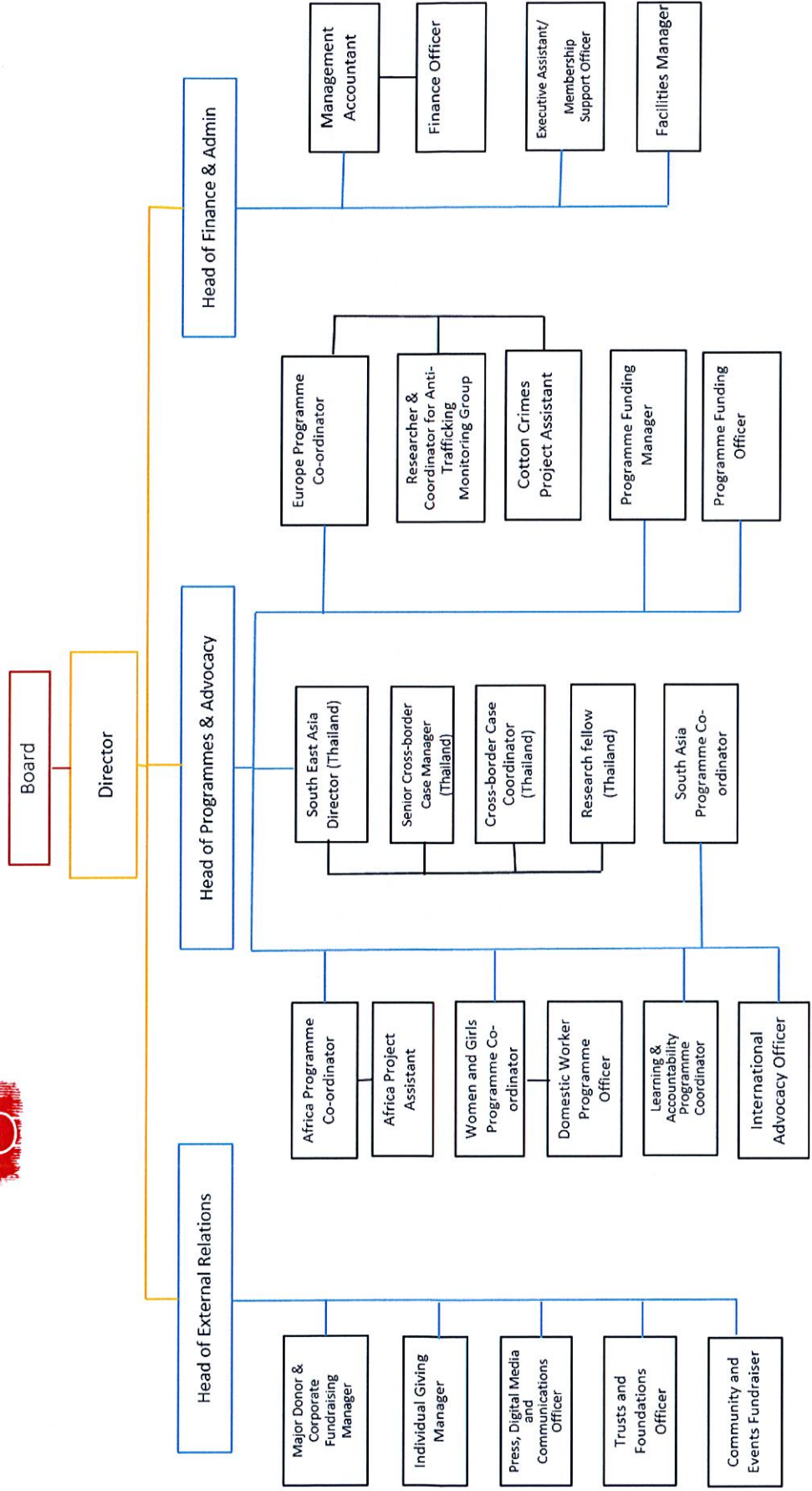


Tanya English - Chair



ANTI-SLAVERY INTERNATIONAL ORGANIGRAM

July 2015



Independent auditors' report

To the members of

Anti-Slavery International

The trustees present their report and the audited financial statements for the year ended 31 March 2015.

We have audited the financial statements of Anti-Slavery International for the year ended 2013 which comprise Statement of Financial Activities, Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 trustees and auditors

As explained more fully in the Statement of trustees' responsibilities set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 2013 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Independent auditors' report

To the members of

Anti-Slavery International

Matters on which we are required to report by exception

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

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



Noelia Serrano, Senior Statutory Auditor

11 August 2015

for and on behalf of Sayer Vincent, Statutory Auditors

Sayer Vincent, 108-114 Golden Lane, London, EC1Y 0TL

Anti-Slavery International

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

For the year ended 31 March 2015

	Note	Unrestricted £	Restricted £	2015 Total £	2014 Total £
Incoming resources					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	738,394	-	738,394	597,054
Activities for generating funds		50,730	-	50,730	10,389
Investment income		1,099	-	1,099	3,223
<i>Incoming resources from charitable activities</i>	3	<u>25,474</u>	<u>1,540,905</u>	<u>1,566,379</u>	<u>1,113,163</u>
Total incoming resources		<u>815,697</u>	<u>1,540,905</u>	<u>2,356,602</u>	<u>1,723,829</u>
Resources expended					
<i>Costs of generating funds:</i>					
Costs of generating voluntary income		335,563	-	335,563	215,460
Other fundraising costs		6,352	-	6,352	14,851
<i>Charitable activities</i>					
Direct charitable objectives	5	358,887	1,355,780	1,714,667	1,834,758
<i>Governance costs</i>		<u>57,022</u>	<u>-</u>	<u>57,022</u>	<u>42,921</u>
Total resources expended	4	<u>757,824</u>	<u>1,355,780</u>	<u>2,113,604</u>	<u>2,107,990</u>
Net incoming resources before transfers		57,873	185,125	242,998	(384,161)
Gross transfers between funds		<u>(2,252)</u>	<u>2,252</u>	<u>-</u>	<u>-</u>
Decrease in property revaluation		-	-	-	-
Net movement in funds	6	55,621	187,377	242,998	(384,161)
Reconciliation of funds					
Total funds brought forward		<u>776,495</u>	<u>837,772</u>	<u>1,614,267</u>	<u>1,998,428</u>
Total funds carried forward		<u><u>832,116</u></u>	<u><u>1,025,149</u></u>	<u><u>1,857,265</u></u>	<u><u>1,614,267</u></u>

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 15 to the financial statements.

Anti-Slavery International (a company limited by guarantee)

Balance sheet

Company no. 3079904

As at 31 March 2015

	Note	£	2015 £	2014 £
Fixed assets				
Tangible fixed assets	9		<u>761,129</u>	<u>778,735</u>
Current assets				
Debtors	10	674,515		679,913
Cash at bank and in hand		<u>801,103</u>		<u>543,493</u>
		1,475,618		1,223,406
Creditors: amounts due within one year	11	<u>162,413</u>		<u>124,692</u>
Net current assets			<u>1,313,205</u>	<u>1,098,714</u>
Total assets less current liabilities			<u>2,074,334</u>	<u>1,877,449</u>
Creditors: amounts due after more than one year	12		<u>217,069</u>	<u>263,182</u>
Net assets	13		<u>1,857,265</u>	<u>1,614,267</u>
Funds				
15,16				
Restricted funds				
Programme funds - in surplus			930,097	752,324
- in deficit			-	(14,270)
Building and library fund			95,052	99,718
Unrestricted funds				
General funds			375,472	314,288
Revaluation reserve			<u>456,644</u>	<u>462,207</u>
Total funds			<u>1,857,265</u>	<u>1,614,267</u>

Approved by the trustees on 14 July 2015 and signed on their behalf by


Tanya English Chair

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2015

1. Accounting policies

- a) Anti-Slavery International is a registered charity. It is also incorporated under the Companies Act 2006 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 as modified by the revaluation of freehold property 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 62 (2 and 3) of the Companies Act 2006 and having made a statutory declaration to this effect, is exempt from having to use LIMITED as part of its name.

- b) 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. Freehold land is not depreciated.

The Board of Trustees has adopted a policy of reporting freehold land and buildings at existing use value and will carry out a full property valuation at least every 5 years. The last full valuation was carried out on 13 July 2012. Interim valuations will be carried out at other times if it is likely there has been a material change in value. Other assets will be reviewed for impairment if circumstances indicate their recoverable value to be materially lower than their value disclosed in the accounts.

- c) 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.
- d) Stocks are stated at the lower of cost and net realisable value except where donated, when they are valued at estimated net realisable value.
- e) 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 2015

1. Accounting policies (continued)

- f) 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	9.96%
Other fundraising	0.69%
Charitable activities	86.99%
Governance	2.36%

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.

- g) 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 are fulfilled.
- h) 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.
- i) 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 trustees in furtherance of the general charitable objectives.

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

- j) 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.
- k) 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.
- l) 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 to 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 2015

2. Voluntary income

	2015 Total £	2014 Total £
Individuals	400,254	264,592
Trusts / Foundations / Corporate	303,150	286,692
Legacies	34,990	45,770
	<u>738,394</u>	<u>597,054</u>

All voluntary income is unrestricted.

3. Incoming resources from charitable activities

	Unrestricted £	Restricted £	2015 Total £	2014 Total £
Worst forms of child labour	-	296,673	296,673	409,083
Trafficking	-	83,834	83,834	88,177
Debt bondage/bonded labour	-	482,267	482,267	138,922
Forced labour	-	412,189	412,189	222,246
Slavery based on descent	-	220,648	220,648	194,189
Campaigning and advocacy	-	45,294	45,294	36,331
Publications & other sales	25,474	-	25,474	24,215
Total	<u>25,474</u>	<u>1,540,905</u>	<u>1,566,379</u>	<u>1,113,163</u>

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2015

	Voluntary income	Other fundraising costs	Charitable objectives (note 5)	Governance	2015 Total	2014 Total
	£	£	£	£	£	£
Direct salaries (note 7)	154,325	4,144	534,027	19,687	712,183	811,228
Support salaries (note 7)	11,130	422	65,979	1,585	79,116	56,461
Payments to partners	-	-	869,026	-	869,026	827,924
Other programme costs	-	-	94,176	-	94,176	159,719
Subscriptions & memberships	354	-	755	65	1,174	5,928
Annual report/reporter	3,072	-	3,072	1,199	7,343	13,878
Communications costs	3,264	-	4,055	-	7,319	5,946
Audit fees	-	-	-	14,580	14,580	15,720
Fundraising costs	91,986	176	-	-	92,162	42,209
Trustee expenses	-	-	-	489	489	1,319
Office overheads	71,432	1,610	143,577	19,417	236,036	167,658
Total resources expended	335,563	6,352	1,714,667	57,022	2,113,604	2,107,990

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2015

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	2015 Total	2014 Total
	£	£	£	£	£	£	£	£
Direct salaries	85,579	151,105	58,743	112,286	85,415	40,899	534,027	638,429
Support salaries	14,699	8,143	15,411	14,649	10,942	2,135	65,979	49,147
Payments to partners	230,624	15,438	284,362	189,074	149,263	265	869,026	827,924
Other programme costs	17,688	18,567	7,199	31,642	14,064	5,015	94,175	159,717
Subscriptions & memberships	255	-	-	-	-	500	755	4,346
Annual report/reporter	-	-	-	-	-	3,072	3,072	6,350
Communications costs	-	-	-	-	-	4,055	4,055	3,024
Office overheads	29,802	16,510	31,243	29,700	22,185	14,138	143,578	145,821
	<u>378,647</u>	<u>209,763</u>	<u>396,958</u>	<u>377,351</u>	<u>281,869</u>	<u>70,079</u>	<u>1,714,667</u>	<u>1,834,758</u>

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2015

6. Net incoming resources for the year

This is stated after charging / crediting:

	2015	2014
	£	£
Depreciation	22,597	22,794
Trustees' expenses	11,989	1,319
Trustees' remuneration	NIL	NIL
Auditors' remuneration - for audit	9,850	9,600
- for other services	4,740	3,500
Hire of equipment	4,780	26,089
Interest payable on loans repayable in more than five years	<u>-</u>	<u>16,891</u>

Trustees' expenses include the reimbursement of travel costs to 2 (2014: 2) board members attending meetings of the trustees. Please see note 14 for information in respect of other costs.

7. Staff costs and numbers

Staff costs were as follows:

	2015	2014
	£	£
Salaries and wages	690,995	755,326
Social security costs	60,398	70,634
Pension contributions	<u>39,906</u>	<u>41,729</u>
	<u>791,299</u>	<u>867,689</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:

	2015	2014
	No.	No.
Director & Senior Management Team	3.6	3.6
Programmes, Campaigns & Advocacy	8.9	10.2
Fundraising	4.9	4.8
Finance & Administration	<u>3.0</u>	<u>2.4</u>
	<u>20.4</u>	<u>21.0</u>

8. Taxation

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

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2015

9. Tangible fixed assets	Anti-slavery related memorabilia £	Freehold property £	Furniture, fixtures and equipment £	Total £
Cost or valuation				
At the start of the year	50,950	725,000	216,715	992,665
Additions in year	-	-	4,991	4,991
At the end of the year	<u>50,950</u>	<u>725,000</u>	<u>221,706</u>	<u>997,656</u>
Depreciation				
At the start of the year	-	23,042	190,888	213,930
Charge for the year	-	11,521	11,076	22,597
At the end of the year	<u>-</u>	<u>34,563</u>	<u>201,964</u>	<u>236,527</u>
Net book value				
At the end of the year	<u>50,950</u>	<u>690,437</u>	<u>19,742</u>	<u>761,129</u>
At the start of the year	<u>50,950</u>	<u>701,958</u>	<u>25,827</u>	<u>778,735</u>

During 2012, the freehold property was assessed and revalued as at 13 July 2012 at existing use value by Alex Bunny (Dip Surv M.R.I.C.S.), a commercial surveyor of Sorrell Estates, at a value of £725,000 (Historical cost £355,866). The trustees have reviewed this valuation as at 31 March 2015 and considered it remains appropriate.

Anti-slavery related memorabilia includes 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.

10. Debtors

	2015 £	2014 £
Income tax recoverable (gift aid)	113,580	81,212
Grants receivable	259,595	256,345
Other debtors (Includes legacies and prepayments)	<u>301,340</u>	<u>342,356</u>
	<u>674,515</u>	<u>679,913</u>

11. Creditors: amounts due within one year

	2015 £	2014 £
Mortgage (note 12)	46,133	43,863
Pension contributions	1,603	481
Taxation and Social Security	19,507	15,680
Other Creditors (Includes Suppliers)	<u>95,170</u>	<u>64,667</u>
	<u>162,413</u>	<u>124,691</u>

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For the year ended 31 March 2015

12. Creditors: amounts due after more than one year

	2015	2014
	£	£
Amounts due in 2 - 5 years	210,159	194,770
Amounts due in more than 5 years	<u>6,910</u>	<u>68,412</u>
	<u><u>217,069</u></u>	<u><u>263,182</u></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. The mortgage was renegotiated with a fixed rate of 5.14%, previously charged at a fixed rate of 8.15%.

13. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Revaluation reserve	Total funds
	£	£	£	£
Fixed assets	209,433	95,052	456,644	761,129
Current assets	545,520	930,098	-	1,475,618
Current liabilities	(162,413)	-	-	(162,413)
Long term liabilities	<u>(217,069)</u>	<u>-</u>	<u>-</u>	<u>(217,069)</u>
Net assets at the end of the year	<u><u>375,471</u></u>	<u><u>1,025,150</u></u>	<u><u>456,644</u></u>	<u><u>1,857,265</u></u>

14. 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	-	41,584	-

At the end of the year, an amount of £14,500 was due to Minority Rights Group for work done on behalf of Anti-Slavery International. This work was done before Lucy Claridge who is employed by Minority Rights Group joined the board in April 2015.

An accrual for £11,500 has been provided for in the accounts being reimbursement of trustee expenses pending Charity Commission approval.

15. 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 16)					
Worst forms of child labour	140,940	296,673	292,299	2,252	147,566
Trafficking	117,509	83,834	148,003	-	53,340
Debt bondage/bonded labour	134,910	482,267	357,877	-	259,300
Forced labour	98,206	412,189	287,726	-	222,669
Slavery based on descent	229,079	220,648	222,426	-	227,301
Campaigning and advocacy	17,410	45,294	42,783	-	19,921
Total programme funds	738,054	1,540,905	1,351,114	2,252	930,097
Building and library fund	99,718	-	4,666	-	95,052
Total restricted funds	837,772	1,540,905	1,355,780	2,252	1,025,149
Unrestricted funds:					
Revaluation reserve	462,207	-	-	(5,563)	456,644
General funds	314,288	815,697	757,824	3,311	375,472
Total unrestricted funds	776,495	815,697	757,824	(2,252)	832,116
Total funds	1,614,267	2,356,602	2,113,604	-	1,857,265

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.

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Notes to the financial statements

For the year ended 31 March 2015

15. Movements in funds (continued)

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.

Revaluation reserve

This represents the increase in the net book value of the organisation's headquarters after the revaluation undertaken in 2012 less the additional depreciation arising since that date.

16. 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					
Forced Child Begging in Senegal					
- DFID	-	100,746	102,997	2,252	1
- Other	-	1,000	1,000	-	-
Empowering Child Domestic Workers in Peru					
- Comic Relief	140,940	194,927	188,302	-	147,565
	140,940	296,673	292,299	2,252	147,566

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2015

16. Restricted funds detail (continued)

	At the start of the year	Incoming resources	Outgoing resources	Transfers between funds	At the end of the year
Trafficking					
UK Advocacy - Trust for London	3,508	-	-	-	3,508
RACE in Europe					
- EC	61,914	-	49,919	-	11,995
Labour Trafficking: Fine Tune Responses					
	16,157	-	12,391	-	3,766
Anti-Trafficking Monitoring Group 2013-2016					
- Comic Relief	12,865	50,106	49,702	-	13,269
- Esmée Fairbairn	26,533	33,728	35,991	-	24,270
- Other	(3,468)	-	-	-	(3,468)
	117,509	83,834	148,003	-	53,340
Debt Bondage/Bonded Labour					
Bonded Labourers in South Asia					
- Trocaire	5,970	-	328	-	5,642
- Other	100	-	-	-	100
Education in Nepal					
- Comic Relief	134,141	79,109	130,285	-	82,965
- Other	5,500	-	5,500	-	-
Indian Brick Kilns					
- Irish Aid	(10,801)	291,346	164,730	-	115,815
-UN Slavery Fund	-	7,925	1,981	-	5,944
- Other	-	7,500	7,500	-	-
Bonded Labour - Indian Brick Kilns					
-Big Lottery Fund	-	96,387	47,553	-	48,834
	134,910	482,267	357,877	-	259,300

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Notes to the financial statements

For the year ended 31 March 2015

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
Forced labour					
Uzbek Cotton Campaign					
- OSI	4,430	-	4,259	-	171
Migrant Domestic Workers in Lebanon - OSI	3,815	-	1,399	-	2,416
Staff Wanted Initiative - Trust for London	1,025	18,750	19,447	-	328
Forced Labour in Thailand - Humanity	88,936	46,695	99,559	-	36,072
Project Issara Pilot- UK Retailers	-	87,000	33,917	-	53,083
Migrant Domestic Workers in Lebanon - OSI	-	88,452	50,414	-	38,038
Bonded Labourers & Domestic Workers in India					
- US Tip	-	35,323	47,015	-	(11,692)
-Network for Social Change	-	15,100	-	-	15,100
- Others	-	7,297	-	-	7,297
Uzbek Cotton Campaign Ext					
- OSI	-	27,882	26,358	-	1,524
Migrant Domestic Workers in India - Work in Freedom					
- International	-	18,794	5,357	-	13,437
Labour Organisation Partnership to address human trafficking					
- Anesvad	-	66,896	-	-	66,896
	98,206	412,189	287,726	-	222,669
Slavery based on Descent					
Community Schools in Niger					
- Comic Relief	155,869	136,596	109,570	-	182,895
- Other	44,355	-	20,091	-	24,264
Legal Work - Herbert Smith LLP	9,474	8,893	18,367	-	-
Justice for Slaves in Mauritania					
- Other	19,240	21,741	31,093	-	9,888
Organisational Support for TEMEDT	141	-	-	-	141
Advocacy for Community Schools in - EC EIDHR Niger	-	53,418	43,305	-	10,113
	229,079	220,648	222,426	-	227,301

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For the year ended 31 March 2015

	At the start of the year	Incoming resources	Outgoing resources	Transfers between funds	At the end of the year
Campaigning and Advocacy					
Finding He Wen Appeal	360	-	-	-	360
UK Education & Outreach					
- The Patsy Wood Trust	8,525	-	-	-	8,525
- The Equator Fund	8,525	-	-	-	8,525
Programmes and Learning Support					
- Samworth Foundation	-	40,000	40,000	-	-
- Big Lottery Fund	-	5,000	4,163	-	837
- Others	-	294	(1,380)	-	1,674
	17,410	45,294	42,783	-	19,921
Total revenue restricted funds	738,054	1,540,905	1,351,114	2,252	930,097
Building & Library					
Building Grant	99,718	-	4,666	-	95,052
	99,718	-	4,666	-	95,052
Total restricted funds	837,772	1,540,905	1,355,780	2,252	1,025,149

17. Operating lease commitments

The charity had annual commitments at the year end under operating leases expiring as

	Equipment	
	2015	2014
	£	£
Less than 1 year	-	10,948
1 - 2 Years	-	-
2 - 5 Years	-	-
Over 5 years	-	-
	-	10,948