

Company number: 3079904

Charity Number: 1049160

Anti-Slavery International

Report and financial statements

For the year ended 31 March 2017



Contents

For the year ended 31 March 2017

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company number	3079904
Charity number	1049160
Country of registration	England and Wales
Country of incorporation	England and Wales
Registered office and operational address	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tanya English	Chair
Malcolm John	Vice Chair
Emma Snow	Treasurer (appointed 12 November 2016, resigned 13 June 2017)
Jennifer Marie Harding	Treasurer (appointed 13 June 2017) (resigned 6 June 2017)
Julia Brandreth	
Lucy Claridge	
Katy Dent	
Tom Fyans	
Nicholas Griffin	
Gillian Morris	(resigned 27 March 2017)
Frances Morris-Jones	
Karen O'Connor	
Catherine Mahony	(resigned 19 April 2017)
Sarah Harrington	
Jennifer Marie Harding	(appointed 21 February 2017)
Richard Ratcliffe	(resigned 12 November 2016)
Kevin Brian Bales	(resigned 4 October 2016)

Principal staff	Aidan McQuade	Director/Company Secretary
	Val Floy	Chief Operating Officer (interim)
Key management personnel	Nat Ehigie-Obano	Head of Finance and Administration
	Debbie McGrath	Head of Programmes and Advocacy
	Elisabeth Michau	Head of Fundraising and Communications

Anti-Slavery International

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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
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Solicitors

CHAIR'S REPORT ON YEAR

The trustees present their report and the audited financial statements for the year ended 31 March 2017.

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. Particular achievements in this financial year include:

- Our intervention at the European Court of Human Rights in the case of Chowdury and Others v Greece helped define new understanding of the realities of forced labour in present day Europe and clarify the responsibilities of states in protecting people from this abuse.
- Our international advocacy on forced child marriage has led to greater recognition of this as an issue of slavery.
- Our success in obtaining the inclusion of slavery in the Sustainable Development Goals has increased the attention of humanitarian and development policy makers and practitioners to the issue and engage them more effectively in how they can contribute to the end of slavery.
- We have made significant progress in the issue of supply chain transparency and encouraging business to adopt new models to help eradicate slavery and slavery-like practices from their supply chains.
- In our African programmes we have helped advance the rule of international law and human rights standards against slavery by bringing a case against Mauritania at the African Committee on the Rights and Welfare of the Child, and helping the International Labour Committee on the Application of Standards scrutinise Mauritania's record on decent work and slavery.
- In Asia we helped obtain the release of debt-bonded workers and hold national duty bearers to account through the filing of cases in the national courts to protect the rights of workers.
- In Europe the work of the Anti-Trafficking Monitoring Group, which Anti-Slavery leads, continues to be amongst the most influential projects anywhere in the UK on changing national policy and practice on slavery.
- Anti-Slavery's work with the Cotton Crimes Campaign highlighting the nature of state sponsored forced labour in Uzbekistan and Turkmenistan helped lead the United States to downgrade both countries to Tier 3, the lowest possible rating, in their Trafficking in Persons report

Reference and administrative information set out on page 1 forms part of this report. This report and financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

PURPOSE AND OBJECTIVES

Public benefit

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

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

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.

The Charity's objects are:-

- 1 The elimination of slavery, the slave trade and all forms of unlawful forced labour and unlawful deprivation of freedom as from time to time mentioned in the Slavery Convention of 1926, the Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices Similar to Slavery of 1956 and any other international treaties conventions or covenants prepared and executed or signed under the auspices of the United Nations; and
- 2 The advancement of public, education concerning the rights of indigenous peoples; and
- 3 The advancement of public education concerning human rights as set forth in the United Nations Universal Declaration of Human Rights of 1948 and concerning human rights abuse.

Anti-Slavery's 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.

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 in every region of the globe. Anti-Slavery International's programmes, described below, are available free of charge, constrained only by the capacity and geographic location of those programmes themselves.

When planning Anti-Slavery International's strategy, the trustees take account of the Charity Commission's general guidance on public benefit. Anti-Slavery International works to deliver this benefit by exposing current cases of slavery, campaigning for its eradication, supporting the initiatives of local organisations to release people and address the causes of slavery, and pressing for more effective implementation of international laws against slavery.

Anti-Slavery works to increase the impact and sustainability of the organisation by maximising fundraising and using all available organisational resources to optimise learning, communications, finance, management and administration.

Delivering Anti-Slavery's Objects

Anti-Slavery International develops annual and multi-year programmes of work to deliver its Objects and 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.

These programmes of work:

- 1 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.
- 2 Hold governments accountable for failures to ratify anti-slavery treaties and conventions, to implement the above international standards through the development of specific action plans for the eradication of slavery and to translate these standards into national law to increase their capacity to hold employers to account for abuses.
- 3 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.
- 4 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.
- 5 Increase public understanding of the prevalence of contemporary slavery, and support for actions to combat slavery.
- 6 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.
- 7 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.

Theory of change

Anti-Slavery International's Theory of Change argues that our vision for a world free from slavery will come about when

- Duty bearers are responsive and accountable to the rights and needs of people affected by and vulnerable to slavery
- People affected by slavery are empowered to understand, assert and claim their rights
- Social norms and attitudes that underpin and perpetuate slavery are rejected

Anti-Slavery International believes in a world free from slavery will occur when 'top-down' and 'bottom-up' activity coincides. That is: when people in slavery and their communities become empowered to assert and claim their right to freedom, justice and resources; when, local institutions, communities and those who benefit from slavery adopt new social norms to repudiate slavery; and when governments and businesses provide a strong legal and policy framework in order to protect people from slavery and implement those laws and policies through robust practice.

Community level engagement

Our programmes involve working with partner organisations around the world on joint projects to tackle all forms of modern slavery by achieving these ends. These projects include:

- Africa: descent based slavery (Mali, Mauritania, Niger); forced child begging (Senegal).
- Asia: bonded labour (India, Nepal); forced Labour in corporate supply chains (Uzbekistan and Turkmenistan) and work to protect workers migrating to the Middle East.
- Europe: human trafficking and forced labour & exploitation in the hospitality sector (UK).

We also have projects which focus specifically on forms of slavery affecting Women & Girls including child domestic work (Peru, Tanzania); migrant domestic workers (India, Lebanon, Nepal and Bangladesh); and forced & early marriage (international).

We believe our community level engagement gives Anti-Slavery credibility when advocating on the issues of slavery. Our international and national level advocacy holds the potential of more widespread and systemic change towards eradicating the causes and consequences of slavery.

Current approaches used by Anti-Slavery include:

- Enabling people to leave slavery – through exemplar frontline projects with partner agencies.
- Supporting the empowerment of people to be better protected from slavery - again working at grass roots level, to help people and communities demand respect for their human rights.
- Helping people to recover from slavery – with frontline work ensuring people make lasting successful lives now free from slavery.
- Demonstrating how our frontline work empowers individuals and communities to sustainably leave, or obtain protection from, slavery – and use this knowledge base to inform, influence and inspire change through:
 - advocacy and lobbying within countries for legislation, policy and practise that prevent and eradicates slavery;
 - international policy work and campaigning – holding government institutions, aid organisations and business - to account ourselves and through our coalitions and partnerships
- Raising the profile and understanding of modern slavery – its risks and realities and solutions – through media work, our membership and supporter campaigns.

In other words we aim to ensure that grassroots experience informs and shapes international government policy, as we work to eradicate slavery for good. For this reason, we are committed to embedding our Theory of Change in the operational practice of the organisation, ensuring that all programmes have a multi-level approach, and that any programme expansion enhances this.

Determining programme priorities

Anti-Slavery's approach towards determining programme priorities are based on a number of factors:

- 1 Where and how we can make most impact. This might be because we already have a foothold in a country or on an issue and so can expand. Alternatively it may be where we want to expand into new countries and focus on issues which are not being addressed by others and where we have some relevant contacts.
- 2 Our work is deliberately international in scope in order to allow Anti-Slavery to speak with authority on the diverse and immense challenges of global slavery.
- 3 In keeping with our Theory of Change more capacity building of our partners in the local the anti-slavery movements is a priority.
- 4 We aim to work on projects and campaigns for as long as we feel we can make a difference.

Our charity income is hard earned and gratefully received, but a modest £2m against the size of the problem. So, while, continuing to seek to grow income, we need to consider the external and internal environment, and select our priorities and programmes wisely within those constraints.

Related parties and relationships with other organisations

Anti-Slavery International is part of a global movement working to eradicate all forms of slavery and is actively seeking to grow and strengthen that movement. This involves working on all aspects of slavery as well as conducting local, national, regional and global advocacy.

Anti-Slavery International believes that local organisations are best placed to address slavery in their own country. They have a deep knowledge of the legal, cultural, historical and economic causes of slavery in that context. They are also closer to those who are affected by slavery. This facilitates a better understanding of the relevant needs and means that they can carry out direct interventions in target communities/countries. Similarly, they are best positioned to develop and deliver advocacy for changes to legal and customary practices and beliefs. As local organisations are closely involved in project implementation, they are in a position to make adjustments identified through learning or contextual changes. Furthermore, they can develop and maintain effective relationships through direct interactions with a comprehensive range of influential stakeholders including individuals affected by slavery, those responsible for exploitation, local and regional government, law enforcement and other relevant organisations and alliances.

Working in partnership with Anti-Slavery International facilitates local organisations to have a stronger voice in national, regional and global advocacy. Anti-Slavery International also functions as a conduit through which our comprehensive, global understanding and expertise, gained over almost two centuries, adds value to its partnerships with local organisations, enabling us to inform the development of project strategy and design, project cycle management and good practice, based on proven good practice. As part of our aim to build the capacity of local anti-slavery movements we also provide guidance on good governance and organisational development. At the same time, working in partnership enables Anti-Slavery International's advocacy in the UK and at the global level to be informed by evidence from working directly with those affected by slavery.

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Anti-Slavery International also works with like-minded organisations on advocacy campaigns or to address regional and global issues such as human trafficking. Organisations are more powerful when they speak together and they can bring different expertise and knowledge to address the issue.

Anti-Slavery International has consultative status with the UN Economic and Social Council, participatory status with the Council of Europe and we are a member of the International Labour Organisation Special List of Non-Governmental Organisations.

ACTIVITIES

During 2016/17 Anti-Slavery International undertook a range of projects designed to achieve our Objectives.

Africa

1) Community Education for Former Slaves in Niger

Country: Niger

Duration: 2013-16 and 2017-19

Funder: Comic Relief

Summary: Descent based slavery is still practiced in West Africa. This project aims support people emerging from slavery through six primary community schools in villages created by families trying to gain independence from their traditional “masters”. The schools function as a hub around which the communities flourish, providing quality primary education for children from slave descent for the first time, micro-credit for mothers’ cooperatives, awareness-raising on rights for both the children and their parents and advocacy for increased government responsiveness to their needs.

Anti-Slavery also engages with the government of Niger so that they take increasing responsibility for the running of these schools, and for the development of national strategies and policies to improve access to primary and secondary education for marginalised children, especially children descendants of slaves.

2) Legal Assistance for Slavery Survivors in Niger

Country: Niger

Duration: 2013-2016

Funder: Herbert Smith Freehills

Summary: The project provides legal support to people emerging from descent based slavery in Niger to access justice and seek redress. We are also working to tackle the issue of access to land by former slaves.

3) Justice for Survivors of Slavery in Mauritania

Country: Mauritania

Duration: 2014-2017 NB This funding goes direct to Anti-Slavery's partner SOS Esclaves

Funder: United Nations Trust Fund on Violence against Women

Summary: 80% of people affected by descent based slavery in Mauritania are women, who are routinely subjected to sexual and forced and early marriage. The project engages with women emerging from slavery to facilitate their access to legal redress for slavery and all associated forms of violence committed against them. It also seeks changes to the legal and policy framework affecting women in slavery.

4) The emancipation and integration of people emerging from slavery in Mauritania

Country: Mauritania

Duration: August 2016 – August 2018 (extension to May 2019 pending)

Funder: US DoS – Department of Human Rights and Labour

Summary: 80% of people affected by descent based slavery in Mauritania are women, who are routinely subjected to sexual and forced and early marriage. The project engages with women emerging from slavery to provide support, skills and opportunities for people emerging from slavery to achieve socio-economic independence and rights, including citizenship; strengthen the legal system and framework to identify and prosecute slavery crimes; and develop the media's ability to promote anti-slavery/discrimination messaging.

5) Eradicating Forced Child Begging in Senegal

Country: Senegal

Duration: June 2016- May 2021

Funders: Comic Relief

Summary: Talibé, boys in residential Islamic schools (daaras), are made to support their Quranic studies by going out to beg for the religious leaders who run the schools. Our aim is to bring about effective State-led regulation of the daaras, so that the schools are safe, educational spaces that provide for the children's needs without resorting to begging. This project works with government departments and international stakeholders to guide and inform the daara regulation process. It also aims to create momentum among the general population (and pressure on the government to accelerate the process) through TV and radio broadcasts, as well as creative action from artists and musicians. At the same time, we are working at the community level to encourage local support for improved daaras, even helping communities and religious leaders to take action to improve their own (or their local) daaras.

6) Child Domestic Work in Tanzania

Country: Tanzania

Duration: November 2016 – October 2019

Funders: Irish Aid

Summary: The project aims to improve livelihoods and working conditions child domestic workers, as well as to protect them from abuse and exploitation. It promotes the formalisation of child domestic work through the introduction of by-laws that codify the rights of CDWs and the responsibilities of employers. Child domestic workers are also supported to be aware of and to advocate for their rights.

ASIA

7) Researching India's brick kilns

Country: India

Duration: December 2015 – November 2016

Funder: Irish Aid

Utilising funds which had been left from the implementation of the Irish Aid project, Anti-Slavery and Volunteers for Social Justice conducted research into the payment system in North Indian brick kilns. The draft report has now been prepared will be edited for release in 2017/18. A first version of a short advocacy film on the brick kiln sector has also been prepared.

8) Ending brick kiln bonded labour in India

Country: India

Big Lottery Fund: September 2014- August 2017

TIP: February 2017-January 2019 (follow-on from previous TiP grant which covered bonded labour and migrant domestic work. New grant focusses on brick kilns and agriculture)

Summary: Despite its illegality, bonded labour is endemic within the brick industry in India. By combining a number of grants the project aims to eradicate bonded labour within 500 brick kilns in the Punjab by facilitating workers' access to governmental entitlements and benefits, improving working conditions through engagement with kiln owners and government officers, and seeking implementation of employment and other legislation. It also supports workers experiencing extreme vulnerability and abuse to pursue legal action through the courts and emergency care when needed and empowers workers to organise themselves. As most kiln workers are internal migrants recruited from poorer states and are predominantly members of scheduled castes such as Dalits and indigenous groups, the project also works in states of origin, currently focusing on Chhattisgarh and Uttar Pradesh. Pre-migration awareness-raising rights and self-organisation enables workers migrating to work in kilns to be better protected against bondage.

9) Reducing the vulnerability of inter-state migrant workers in India to domestic servitude

Country: India

US TIP: February 2017 – January 2019

Summary: It is estimated that there are over four million domestic workers in India. They remain part of an informal and unregulated sector. Obscured in private homes, they receive low wages, have limited social protections, and commonly suffer poor working conditions, exploitation, abuse and slavery. Together with our partner the National Domestic Workers Movement our project focuses on workers who migrate from the poorer states, who are among the most marginalised and socially discriminated populations in India. Our project supports the workers to organize themselves into informal groups to support each other to stand up for their rights. We deliver training sessions on issues such as labour rights, safe migration and women's rights and facilitate workers' access to welfare entitlements. We also work with employers and government to improve their working conditions and ensure no exploitation takes place.

10) Safe Migration in India

Country: India

UNISON July 2015- July 2016

Summary: This project aims to provide safe migration awareness training and information to 10,000 Indian men in north-eastern Uttar Pradesh that may migrate to the Gulf (Qatar, United Arab Emirates, Saudi Arabia) to work in the construction sector.

11) Decent Work and Clean Bricks Project

Country: India

European Commission 2016-2019 NB The funding for this project goes direct to Anti-Slavery's partner CEC (Centre for Education and Communication) who fund us for specific activities.

Summary: This project covers 7 states in India and aims to improve working conditions in the brick kilns and make them more environmentally friendly. The project is managed by one of our implementing partners in India, CEC. Anti-Slavery may have a small role in relation to advocacy.

12) Migrant Domestic Workers in Lebanon

Countries: Nepal and Lebanon

Duration: August 2014- April 2017

Funder: Open Society Initiative (OSI)

Summary: The project aims to reduce Nepalese migrant domestic workers' vulnerability to abuse and domestic servitude in Lebanon, as well as to push for reforms to the current sponsorship (*kafala*) system. The project aims at ensuring Nepalese domestic workers migrating to Lebanon are able to protect themselves from exploitation and abuse, assert their rights and aims to ensure that governments in both countries are

responsive to their needs. It also provides pre-departure orientation, promotes workers' organisation in Lebanon, advocates for their rights and provides legal support for workers seeking redress.

13) Building alliances to support migrant domestic workers in Lebanon

Countries: Lebanon and Bangladesh

Duration: 2014- December 2016

Funder: International Labour Organisation (ILO) – Work in Freedom

Summary: The project aims at building strategic alliances with trade unions, civil society and employers in order to improve working conditions for women migrant domestic workers in Lebanon. Such alliances will empower migrant domestic workers to better advocate for their rights. Public awareness raising enables the public, employers and domestic workers to identify the disadvantages of the sponsorship system (*kafala*) and begin to speak out against it.

Europe

14) Anti-Trafficking Monitoring Group

Country: UK

Duration: 2013-2016 and 2017-20

Funders: Comic Relief and the Esmée Fairbairn Foundation

Summary: The Anti-Trafficking Monitoring Group is a coalition of 11 organisations based in England, Northern Ireland, Wales and Scotland. 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 (the Trafficking Convention). Together the Group monitors the British Government's implementation of the Trafficking Convention and the 2011 EU Trafficking Directive, and examines all types of trafficking, including internal trafficking and the trafficking of British nationals. The Group is dedicated to research, data analysis, reporting and advocacy activities, and it operates according to a human rights based approach to protect the well-being and best interests of trafficked persons.

15) Staff Wanted Initiative

Country: UK

Duration: 2014-March 2017

Funder: Trust for London

Summary: The project aimed to protect workers in the hospitality industry in the UK, particularly in London, against trafficking, forced labour and exploitation. It provided awareness-raising and empowered workers (especially migrant workers). The project facilitated partnerships with trade unions, business, agencies and local authorities to strengthen protection. Main activities included roundtables bringing different stakeholders together, advocacy for improving and strengthening regulations, the distribution of awareness raising materials and legal work to identify opportunities for exploited hotel workers to pursue redress.

16) Cotton Crimes

Countries: Uzbekistan and Turkmenistan (with advocacy at the EU level)

Duration: Sept 2014- August 2017

Funder: Open Society Initiative

Summary: Uzbekistan and Turkmenistan are among the largest producers of cotton in the world and this industry heavily relies on forced labour. Adults and even children are forced to pick cotton under harsh conditions. The project aims to call upon international institutions and the private sector (including retailers and cotton traders) to put pressure on the governments of Uzbekistan and Turkmenistan to end the use of forced labour in the cotton industry. This is done through advocacy with the EU, UN bodies (in particular the ILO) and EU member state governments, as well as public campaigning to generate public demand for action

and to put pressure on business to take responsibility within their supply chains to end forced labour in cotton fields.

17) Addressing modern slavery in supply chains

Countries: UK, international

Duration: 2016

Funder: Ethical Trading Initiative (ETI)

Summary: ETI is a tri-partite organisation aimed at promoting the rights of workers globally. Anti-Slavery International is one of its NGO members. Throughout 2016, Anti-Slavery was engaged with ETI in a special advisor capacity, providing strategic advice and technical expertise to ETI members on modern slavery issues and building up the knowledge and capacity of ETI on the issue.

South America

18) Empowering Child Domestic Workers (CDWs) in Peru

Country: Peru

Duration: May 2012 – April 2017

Funder: Comic Relief

Summary: The project aims at reducing the vulnerability of CDWs to abuse and exploitation and remove the negative impacts that domestic work has on their physical and psychological well-being. It supports CDWs to feel confident to claim their rights and promotes a fundamental shift in the perception of CDW within society at all levels: from policy-makers to duty bearers, employers, families of CDWs and the public at large.

International

Drawing from the learning of the programmes (above) Anti-Slavery engages with international institutions to increase pressure for changes to the policies and practices that facilitate slavery.

19) Universal Periodic Reviews

In the course of 2016/17 Anti-Slavery made submissions for the UPRs of India and the UK, highlighting the deficiencies in public policy and practice that facilitate slavery. These messages were carried through into the Stakeholders report, one of the three core documents for the UPR, which took place in May 2017.

20) International Labour Organization

Anti-Slavery engaged with the examination of Mauritania on its compliance with Convention 29 in June 2016. The engagement resulted in strong conclusions by the Committee, sending a clear signal to Mauritania that the ILO expects concrete change on slavery and does not consider a long list of new law and policy measures as progress unless implemented. Anti-Slavery also engaged with the examination of Turkmenistan's compliance with Convention 105 at the same Committee, which resulted in strong recommendations to the Government on forced labour in the cotton sector, and began a process of technical cooperation between the ILO and the Government.

21) Special Procedures

The UN Special Rapporteur on Slavery presented a thematic study on bonded labour on to the UN Human Rights Council. Anti-Slavery's submissions to this study were frequently referenced in the report and acknowledged publicly by the Special Rapporteur. Anti-Slavery also made a public statement at the Human Rights Council on bonded labour, and also advocating for the continuation of the mandate, which was renewed for a further three year term.

In December, Anti-Slavery International organised a very successful and lively roundtable discussion between UK civil society and the Special Rapporteur on Slavery.

22) Treaty Bodies

In the course of the year, Anti-Slavery engaged with the UN's Treaty monitoring bodies, including the Committee on the Rights of the Child's examination of the United Kingdom, and the Human Rights Committee's examination of Turkmenistan. Concerns including child trafficking in the UK, and forced labour in the cotton harvest in Turkmenistan, were brought to the attention of the respective Committees and were reflected in their concluding observations.

23) Model Slavery Law

Anti-Slavery has been working with international human rights law academics on the drafting of a model anti-slavery law that could provide a template for those states which have so far failed in their obligations under the 1926 Slavery Convention to legislate against slavery.

Learning and Accountability

The Learning and Accountability function is largely a supportive one within Anti-Slavery International, where the manager support and advises Programme Managers on a range of tasks. This role also involves a range of organisational responsibilities related to learning and accountability.

24) Programme support

Support was provided to programme staff in a range of ways including accompanying two monitoring and evaluation visits, contributing to ten funding applications, and the selection of two new staff. The consequent familiarity with the full range of projects meant that additional support was easily provided when necessary.

25) Organisational improvement

To drive organisational learning, five learning meetings were delivered on a range of relevant topics. An organisational Gender Policy was developed and the Child Safeguarding and Protection Policy was completely re-written. This process lead to the appointment of a Designated Safeguarding Officer with specific responsibility to understand and oversee the organisation's responsibilities in this area.

26) Attendance at sectoral learning events

Knowledge and skills were developed through attendance at learning events on a range of topics including participant feedback mechanisms, the use of technology in projects, and transparency. The necessity of keeping up to date with these developments and trends is clear in both the improvements that they bring to our work and our continued ability to access project funding. As co-chair of the Transparency learning group, we have been involved in providing feedback to DFID and helped them to more fully appreciate the consequences of their new demands, which has led to some welcome adjustments.

27) Contributions to sectoral input mechanisms

Contributions to sectoral input mechanisms included Big Lottery Fund's strategic priorities review, the International Rescue Committee review of the Department for International Development's (DFID) allocation of resources and DFID's civil-society strategic review. These contributions provided a mechanism to increase donors' awareness of the pressures and priorities we are subject to as a direct consequence of their approaches. Acknowledging that there were many factors behind the decision, the British government has named Modern Slavery as a priority focus of recent funding instruments from the Home Office and DFID for the first time

Fundraising and Communications

28) New website development

In addition to ongoing fundraising and communications work, the development of a new website was a key activity of 2016-17, providing the organisation an increased capacity to maximise its opportunities from giving online, as well as heightened profile via blogs and shares on social media.

ACHIEVEMENTS AND PERFORMANCE

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Below we detail achievements against our strategic aims.

Duty bearers are responsive and accountable to the rights and needs of people affected by and vulnerable to slavery

International

1) Chowdury and Others v Greece

On 30 March 2017 the European Court of Human Rights handed down a landmark decision in Chowdhury & Others v Greece, Appl. No. 21884/15.

The court held that Greece violated Article 4 of the European Convention of Human Rights prohibiting forced labour in that it failed to protect a group of Bangladeshi migrant workers from trafficking, and ordered compensation of over €500,000 to be paid. The judgment underlined signatory States' obligations to prevent and investigate trafficking, protect victims and punish traffickers.

The case of the shootings at migrant workers who went on strike demanding their wages at the strawberry farms in Manolada, a small agricultural town in the Peloponese, has become notorious and demonstrated the stark lack of protection migrant workers in the agricultural industry in Southern Europe receive.

The incident which took place in April 2013 caused shock and outrage both in Greece and throughout Europe. This was compounded by the Greek court's decision of 30 July 2014 to acquit those involved in the incident of the charges of trafficking in human beings.

The Greek court declined to properly examine the charge of human trafficking, which formed the basis of an application to appeal to the public prosecutor on 21 October 2014. The request was dismissed, thereby ending the domestic legal proceedings and leaving the victims without any recognition of their status as victims of trafficking.

One of the reasons why the Greek court rejected the charge of trafficking was because it found that the migrant workers were physically free to leave their exploitative situation.

Anti-Slavery International was granted permission to intervene in the case in 2016 and our legal submission made reference to the research we had conducted over the years about the problem of forced labour and trafficking of migrant workers in the agricultural sector throughout Europe. Common themes of poverty in the country of origin, little or no pay at work, undocumented status, threats of reporting to law enforcement and/or immigration authorities, threats of or actual violence, and lack of investigation and protection from the police, all feature as control mechanisms over migrant workers. A further focus of the legal submissions was the control mechanisms exercised by traffickers and how apparent “freedom of movement” does not undermine a finding of forced labour or trafficking. In other words, it was to show that the *abuse of a position of vulnerability* can be used to enslave people in the same way that chains used to do in the past.

The Chowdhury v Greece case was the first occasion on which the European Court of Human Rights had to examine the situation of forced labour and trafficking in the agricultural sector.

The court’s decision emphasised that under Article 4 of ECHR governments are responsible for implementing preventative and protective measures to protect victims of trafficking, including facilitating the identification of victims by trained officers and assisting victims in their physical, psychological and social recovery.

This decision shines a light on what has been reported for many years; that the cheap and standardised produce in our supermarkets comes at a human cost. The ease with which unscrupulous farm owners can exploit migrant workers is enabled by the force of the workers’ vulnerable circumstances. This situation can only be broken by a genuine will by the authorities to honour their preventative, identification and protective obligations under Article 4 ECHR.

2) Forced child marriage

In 2015 Anti-Slavery International published a report identifying forced child marriage as an issue of slavery. Subsequently, as a result of Anti-Slavery’s interventions during 2015-16 at the experts’ consultations on the 2017 forced labour estimates the International Labour Organization has agreed to publish, in parallel with those estimates an estimate of forced child marriage. This is not yet an explicit recognition by the ILO of forced child marriage as a child slavery issue, but it is a major step forward in obtaining a public condemnation by a major institution of the international community of this slavery practice.

3) Mainstreaming anti-slavery practice in development and humanitarian response

Anti-Slavery has long argued that slavery is a poverty issue and hence that it should be a central concern of humanitarian and development agencies as well as human rights ones. The achievement of slavery’s inclusion in the Sustainable Development Goals in 2015 was a direct result of years of patient campaigning by Anti-Slavery. As a consequence of this Alliance 8.7 has been formed, named after the target to eradicate slavery in the SDGs. During 2016/17 Anti-Slavery has been active in working with the coalition of international and non-governmental organisations in this alliance to develop policy and practice for development and humanitarian actors that will help mainstream the issue of slavery.

In addition, consequent to the UK’s Modern Slavery Act, non-governmental organisations, such as Oxfam also have to produce Modern Slavery Statements. Oxfam produced its first towards the end of 2016 with significant input from Anti-Slavery. This led to a commitment in the 2016 Statement that in 2017 it begin to review its programmatic response to slavery.

4) Supply chain transparency

As a result of Anti-Slavery's long-term engagement with the international confectionary company Mondelez, in which we have promoted the importance of transparency in supply chains as a necessary, but insufficient, step towards achieving human rights standards in international supply chains, Mondelez published child labour assessments for Ghana, Cote d'Ivoire and Indonesia.

These are significant in a number of ways, not least in the publication itself, but also because these are examples of the sort of independent third party human rights assessments that we are advocating business to undertake. That is they focus on identifying the problems, their causes and potential solutions rather than "audit" approaches which purport to certify supply chains as free of any abuses. Further these represent a level of transparency which is rare in business. They also bring a strong focus on education and contributes to the increasing recognition in Mondelez that if it wants to have a clean supply chain it has to engage with governments to advocate that they protect the human rights of citizens in business supply chains.

There is still much work to be done but what has already been achieved is paradigm shifting. This would not have happened without Anti-Slavery's patient engagement over years. In June 2016, in an event of the Organisation for Economic Cooperation and Development, a Mondelez representative stated publicly that it was Anti-Slavery that helped them design their approach to child labour and realise that this is something that they cannot outsource. Their intention now, he said, was to be activist "like Anti-Slavery" and shine a spotlight on the issue.

Africa

5) Judgments in two slavery cases in Mauritania

In May 2016, two slave-owners from a very influential and powerful tribe were convicted to 5 years' imprisonment in Nema – the first ever conviction by the Special Courts for slavery. The case, brought to the court by Anti-Slavery International and its partners SOS-Esclaves, is extremely significant. While we and SoS-Esclaves have criticised the sentence as 'too lenient', it is important to note that it is a more significant sentence than has ever been handed down before (the only ever conviction for the crime of slavery in Mauritania was in 2011, and the slave-owner received a two-year sentence, which he never served).

6) International Labour Committee on the Application of Standards

Anti-Slavery engaged with the examination of Mauritania's compliance with Convention 29 during the ILC in June. The examination of Mauritania was extremely successful. All our key messages were made during statements by delegates, and the Committee's Conclusions and recommendations reflected exactly those outlined in our briefing materials. This was very welcome, and sent a strong message to the Government representatives from Mauritania that the ILO expects concrete change on slavery, and does not consider a long list of new law and policy measures as progress unless implemented. We continue to benefit from our close working relationship with the ITUC, which allows us to access and influence these tri-partite ILO mechanisms.

7) Case against Mauritania at the African Committee on the Rights and Welfare of the Child

In November 2011 the master of two young brothers, Said and Yarg, was the first ever to be prosecuted for the crime of slavery in Mauritania. However he was then released on bail, pending his appeal of the sentence, which was never scheduled. We have repeatedly raised this in national and international advocacy. Last year, our partner Minority Rights Group (MRG) filed the case with the African Committee of Experts on the Rights and Welfare of the Child, a court of the African Union. Anti-Slavery International submitted a supporting statement to the court, highlighting the devastating impact of slavery on children in

Mauritania and the case was a major focus of our advocacy. The Minister of Justice and State Prosecutor shortly after announced that the appeal of the boys' master had been scheduled at last. The hearing in Banjul went well with both our partners SoS-Escalves and MRG in attendance. Meanwhile the appeal hearing took place in Mauritania, the original sentence was upheld and the master was sent back to prison. The African Committee is now planning an official visit to Mauritania. We should have a ruling in the next few months, which – if favourable – would be another important strike against the Mauritanian government's failures to take action against slavery.

Asia

8) Release workers from bondage; obtain payment of wages

Our brick kiln project in India secured the release from debt-bondage of at least 1,940 workers; with legal cases filed in many of these cases. Through filing of legal cases, duty bearers are held accountable, and in a successful case, the formed bonded labourers obtain official recognition and compensation. A high number of cases were filed to enable those subject to debt bondage to also recover their wages.

9) New policies and draft bills developed

In relation to domestic workers, a private members' bill to regulate domestic work within India was developed by the National Domestic Workers' Movement (NDWM) and Anti-Slavery, and tabled by influential Member of Parliament, Mr Shashi Tharoor. Even if not passed, the bill is significant in starting a conversation among legislators regarding recognition and regulation of domestic work.

In relation to national policy, the government also released a new Bonded Labour Rehabilitation Scheme, which Anti-Slavery and partners analysed. Partners also participated in a select meeting with the national ministry and ILO regarding the rehabilitation scheme, voicing concerns with the policy. The policy was subsequently amended in areas (addressing some concerns).

A formal submission was made and advocacy undertaken into a comprehensive new anti-trafficking bill. The bill was amended, reflecting some concerns raised.

Europe

10) Anti-Trafficking Monitoring Group (ATMG)

An independent evaluation of the ATMG's work since 2009 highlighted the significant impact the ATMG has had in shaping anti-trafficking policy and legislation in the UK. This was further demonstrated in 2016/17 when a meeting with UK Home Office staff regarding the ATMG's report 'Class Acts?' led to consideration of the need for revisions of the 'Duty to Notify' form (to provide information about potential victims). Furthermore, in October, the Scottish Government drafted a briefing on the 'Duty to Notify' provision in the Scotland Human Trafficking Act and in it referenced the 'Class Acts?' report.

The ATMG has also worked closely with the Office of the Anti-Slavery Commissioner, particularly on the issue of NRM reform. For example ATMG organised a meeting, hosted by the Independent Anti-Slavery Commissioner, to discuss the failings of the NRM for children. As a result of the meeting and subsequent follow-up the Commissioner has publicly stated his support for a revised model of the children's NRM, in line with the ATMG's recommendations. In addition excerpts and recommendations from an ATMG briefing paper on victim support were quoted in a letter from the Independent Anti-Slavery Commissioner to Sarah Newton MP, Minister for Vulnerability, Safeguarding and Counter Terrorism, which set out his concerns regarding the National Referral Mechanism.

ATMG has continued to meet with the Anti-Slavery Commissioner on a quarterly basis. The ATMG has also been given a seat on a Home Office peer group to draft statutory guidance on victim identification and assistance, as well as on an NGO steering group for the Modern Slavery helpline.

As a result of this, and other work engaging UK policy makers and practitioners on effective strategy Anti-Slavery International was one of the eight NGOs to have secured membership in the Modern Slavery Strategy Implementation Group, a ministerial engagement group.

11) Cotton Crimes

The **2016 Trafficking in Persons Report** of the US State Department downgraded both Turkmenistan and Uzbekistan into Tier 3, which is the lowest ranking reserved for governments that are making no progress in eradicating human trafficking (including forced labour). The Cotton Coalition, of which Anti-Slavery is a part, has lobbied intensively for this to pressure the governments of these two states to end their practice of state-sponsored forced labour.

People affected by slavery are empowered to understand, assert and claim their rights

Asia

12) Brick kiln workers in India assisted to access benefits, better working conditions and release from bondage

Our projects in India assisted over 18,000 brick kiln workers, enslaved through debt bondage, to register for state benefits. Over 13,000 more workers were made aware of their rights through village meetings and over 100 kilns, following pressure from project partners allowed access to Integrated Child Development Services to begin to attend to the welfare of children enslaved with their parents in the kilns.

South America

13) Reducing the vulnerability of Child Domestic Workers to abuse and exploitation in Peru

In Peru, the third objective of our CDW project is that local organisations formed of CDWs and former-CDWs become more organised and actively engaged in identifying, planning and delivering services to children who are in - or at risk of entering - child domestic work; through receiving capacity-building support. As the project draws to its close (end date April 2017) all the Community-run groups supported by AGTR have managed to reach their goal in relation to the number of CDWs assisted. CDWs have regularly attended the activities organised by the groups and are motivated to participate. With respect to fundraising strategies, two of the groups have now secured onward funding equivalent to 70% of their current budget.

Social norms and attitudes that underpin and perpetuate slavery are rejected

International

14) Advancing understanding of slavery and its causes

Anti-Slavery International has raised the awareness of the public, NGOs and international organisations by presenting at key events. For example, in March 2017 Anti-Slavery presented at a heavily attended side event to the UN Commission on the Status of Women on forced child marriage as a form of slavery, and a negation of the rights of women and girls that provides a basis for other abuses and misogynistic violence.

Learning and accountability

15) Improved project planning, design and implementation

The active participation of both partners and participants ensures that project activities are directly responsive to their particular context and aligned with the priorities of those whose lives our work is intended to impact. Examples include workers' associations in brick kilns in India, migrant domestic worker organisations in Nepal and Lebanon, advisory committees of child domestic workers in Tanzania, and community management committees in Senegal. Target beneficiaries are not only included in the planning of projects but also in the identification, monitoring and analysis of impact throughout the project, with their feedback informing any necessary revision of activities.

16) Partnership guidelines, Partner Capacity Assessment and Review Framework

The Partnership Review has been carried out with partners in Senegal, Niger and India (bonded labour project) to very positive feedback. Partners really appreciate the approach of the tool, in which assessment is both reflective and bi-directional with Anti-Slavery International. In a number of cases it has highlighted that capacities are perceived as stronger than expected and this has fostered confidence and supported easier and more open conversations elsewhere. Relationships, as well as processes, are much improved. Further rollout with the remaining partners in Mauritania and Tanzania will take place this year and has been built into the design of all funding applications.

Communications

17) Media and social media engagement

In 2016/17 we have continued to be a major contributor to national and international media, on slavery and related issues with 110 mentions in the press and media over the course of the year. For example Theresa May's announcement on setting up an anti-slavery ministerial taskforce led to Anti-Slavery's participation as commentators on BBC News, BBC World Service and ITV news; Mauritania's conviction of anti-slavery activists led to our commenting on Reuters, Al Jazeera and BBC World Service; and our own slavery case submitted by Minority Rights Group to an African Union court led to coverage in the Guardian, Thomson Reuters, and Daily Mail online.

We were also successful in placing a number of opinion pieces in the Guardian, Thomson Reuters, Democracy Now and Left Foot Forward commenting on the Modern Slavery Act, Uzbek forced labour, slavery in India and North Korea, and promoting an Anti-Trafficking Monitoring Group report.

Our website had over 350,000 unique visitors over the course of the year. 113,143 of these visitors were from the UK. We currently have a "bounce" rate of 64%. This is the number of people who leave the website after visiting just one page, that is, they don't engage with the site. This is a number which we are seeking to improve with our new website.

On social media, we are averaging 300 new Twitter followers per month, and 1580 engagement actions per month, that is the number of people who responded to our posts, for example liked, retweeted, shared, or click on the links. We are averaging 230 new Facebook followers per month with 3,745 engagements per month. With LinkedIn we are averaging 31 new followers per month with 52 engagements monthly on average.

Anti-Slavery will increase impact and sustainability of the organisation by maximising fundraising and using all available organisational resources to optimise learning, communications, finance, management and administration

18) Fundraising

Anti-Slavery International's work reinvigorating its fundraising in 2016-17 has seen the organisation investing in systems and outreach activities that engage supporters and members, and better inform them of the work that the organisation undertakes. We are very grateful to the loyal members and donors who responded to Anti-Slavery's Christmas postal appeal and who have responded positively to our new Annual Impact Report in January 2017.

In 2016/17 member numbers reached 4,567, and individual giving overall saw an increase of 66% on the previous year. Legacy income saw a slight dip from the previous year at £68,179 for 2016/17.

We have been delighted by the supporters generating income through participation events of £260,549, a 66% increase on 2015-16, as well as income received from Universities, Quakers and other faith groups, continued to provide a major input with just over £30,000 received in 2016/17. While income from major donors and corporations has generated £66,123, fundraising from institutions such as bilaterals and large foundations has generated £1,294,614 and other grant-making trusts and foundations raised £111,608 much of which is unrestricted. We are very grateful to all the trusts and foundation who have continued to support us and we would like to extend a special thank you to the Samworth Foundation who has provided us with a core grant of £120,000 over 3 years in 2014.

The implementation of the Raiser's Edge database has allowed the organisation to deliver its fundraising appeals more efficiently and received increased financial support including more members, more donations from individuals and an ability to engage them better in what their donations support on the ground. 2016/17 saw the first submissions of gift aid claims on a quarterly basis, and periodic online and offline fundraising appeals. Work on the database has also prepared the organisation to become complaint with the new Data Protection regulation coming into force in 2018. That work will progress throughout 2017.

BENEFICIARIES OF OUR SERVICES

As this reports explains, Anti-Slavery International works alongside our local partners, to support individuals and communities affected by slavery and to facilitate access to education, justice and compensation for people freed from slavery.

In the course of 2016/17 our work has brought direct benefits to over 33,000 people who have demonstrated some measure of empowerment as a direct result of engagements by Anti-Slavery programmes and projects. This does not mean that all have been totally emancipated from slavery, but rather that they have taken significant steps along the path to sustainable freedom.

PLANS FOR THE FUTURE

In addition to ongoing work, in 2017/18 Anti-Slavery will be undertaking the following activities:

- We will conduct a review of our **strategy** to ensure that it remains fit for purpose in the evolving external political environment.
- Continue our international advocacy and lobby the ILO on obtaining recognition of **forced and early child marriage as forms of slavery**.
- Work closely with the UN and contribute to a **strategy to eradicate slavery by 2030**, following our success in obtaining its inclusion in the Sustainable Development Goals.
- Continue to invest, grow and develop our income to support our programme overseas and our global advocacy work. This will be achieved through engaging with a wide range of corporate organisations and advertising our supply chain consultancy services and building our portfolio of major donors, trust and foundations. We will aim to grow our portfolio of grant-making trusts and major. We will continue to look for ways to sustain our unrestricted voluntary income and test new individual giving mechanisms.

We will also be seeking funding for the following projects:

Africa

- Empowering people of descent-based slavery

Country: Mali

Summary: The project aims to empower people emerging from slavery and people of slave descent in Northern Mali. It will provide them with knowledge about their rights and necessary advocacy skills and facilitate their engagement with government representatives and other relevant stakeholders. Micro-credit for women will support their economic independence and social status. The resulting women's associations will act as platforms to foster female participation within communities and in advocacy actions. Increased political participation will ensure that the needs of people affected by slavery are included in plans to build peace, democracy and development.

- Reducing vulnerability to modern slavery and improving access to education and rights for children

Countries: Niger, Senegal and Tanzania

Summary: In each project context, the aim is to improve the children's situations, reduce their vulnerability and secure statutory and civil action in response to their rights and needs: in Niger, the project will enable Timidria to sustain and extend the capacity of nine community schools, serving over 700 children of slave descent in northern Niger; In Senegal, Community organised Child Protection Committees will undertake monitoring and support initiatives which directly improve talibés' well-being, protect the children's interests, and remove talibés from exploitation; In Tanzania, the project will introduce local by-laws within several Districts of Mwanza, in the Lake Victoria area, through a process of extensive community dialogue, involving CDWs themselves as critical catalysts, leading to the development, adoption and implementation of local ordinances that codify the rights of CDWs and the responsibilities of employers under the 2009 Law of the Child Act.

Asia

- Safe Migration from South Asia to GCC countries

Countries: Nepal, Bangladesh, India, GCC

Duration: 2017 - 2020

Summary: Seeking funding for an innovative project to develop a smartphone app to provide information and advice to migrant workers from a range of sectors, in their own language, relevant to the location and sector they work in.

- Haliya rehabilitation support project

Countries: Nepal

Duration: 2017 - 2020

Summary: The overall aim of this work will be to reduce the Haliya communities' vulnerability to slavery and labour exploitation through increased social and economic empowerment, and participation in the effective implementation of the government's rehabilitation process.

- Inter-state Migrant Domestic Workers in India

Countries: Nepal

Duration: 2017 – 2020

Summary: We will work with the National Domestic Workers Movement (NDWM), who partnered with Anti-Slavery on a five-year project promoting the rights of child domestic workers (ending August 2013) and a follow on TiP funded project in conjunction with bonded labour 2013-2016. NDWM has a membership of around 3 million domestic workers in 17 different states in India, encompassing migrant families and low caste groups in high risk source areas. The project will build on NDWM's national advocacy successes, including its role in gaining inclusion of domestic workers within the Sexual Harassment Act which entered into force in 2013.

Europe

- Strengthening due diligence in business supply chains

Countries: Europe and beyond

Summary: In recent years, the UK Modern Slavery Act, the UN Guiding Principles on Business and Human Rights, and investigations such as Anti-Slavery's into the forced labour of girls and young women in the garment supply chains of international businesses, has led to an increasing awareness amongst business of the risks of slavery in their supply chains and operations. Anti-Slavery will build on prior work with business to strengthen their managerial practices and public policy engagement to reduce such forced labour risks.

- European Supply Chain advocacy

Countries: European Union

Summary: There is increased discussion in policy making forums in Europe regarding human rights risks, including slavery, in the international supply chains of European businesses. Anti-Slavery will seek to engage with businesses and policy makers to establish robust law and policy in this area.

- Trafficking prevention project

Countries: Europe and Vietnam

Summary: in 2014, Anti-Slavery concluded a project on trafficking for forced criminality in Europe, identifying trafficking of young Vietnamese boys and men into the UK for the purposes of forced labour in illicit cannabis factories. Anti-Slavery will build on this work to map the situation along the route from

Vietnam via Europe to the UK in order to identify particular vulnerabilities faced by those trafficked and those at risk.

- Anti-Trafficking Monitoring Group (ATMG)

Countries: UK

Anti-Slavery International will continue to lead the ATMG in monitoring the British Government's implementation of national and international anti-trafficking laws and examines all types of trafficking, including internal trafficking and the trafficking of British nationals. The Group will focus in particular on the potential implications of Brexit on the rights of trafficked persons and those at risk.

PRINCIPLE RISKS AND UNCERTAINTIES

Board and management of Anti-Slavery International identify the following as key risks:

1. Brexit

At time of writing it is looking increasingly likely that the UK will opt for a "hard" Brexit, seeking to remove itself from both the single market and the customs union. This is likely to provoke a major downturn in the UK economy and hence worsen the fundraising environment, in addition to the loss of access to EC funding lines. To maintain our influence on EU law and policy Anti-Slavery is in the process of recruiting a Brussels based consultant.

2. Potential of being squeezed out by new entrants in the anti-slavery field

This could lead to a loss of influence with governments and businesses, and see the increased implementation of ineffective and counter-productive strategies by some of the new entrants. To mitigate this Anti-Slavery is seeking to clearly articulate its expertise, the effectiveness of its model, its analysis and the value it adds to the broader efforts against slavery. It is seeking new collaborations with traditional and non-traditional partners such as businesses.

3. Major business continuity issue

Anti-Slavery's information technology is aging and failure in systems, either from an external cyber attack or internal issue could lead to loss of data, resulting in an inability to communicate with supporters and programme partners/donors. To mitigate this Anti-Slavery has in place automatic remote back-up of IT data, anti-virus software, insurance cover, regular fire and electrical inspections. A full data reload has been tested, and a new database installed.

4. Data protection breach

There are new data protection regulations coming into force from early 2018, which will have ramifications for the way we handle personal data and our data protection systems. Within this climate there is heightened awareness of the responsibility of charities to protect sensitive data and any mismanagement or breach of regulations could result in reputational damage or in the case of a data breach an investigation by the Information Commissioners Office. Anti-Slavery have commissioned an external data protection review to ensure we are fully compliant and have robust internal systems to manage data protection well.

5. Loss of key staff

The loss of key staff would bring with it a loss of experience and skills, which would likely have an impact on key projects and priorities, as well as a diminution of networks and a loss of organisational knowledge. To mitigate against this we have in place longer notice periods for more senior staff, we

have established a new board sub-committee on human resources and are seeking to put in place key support staff to prevent burn out.

6. Mismanagement of project

Given Anti-Slavery's modus operandi of working through local partners there is often a risk that the complexities of this sort of management relationship will give rise to failure in the project resulting in damage to people affected by slavery and damage to Anti-Slavery's reputation. To mitigate this Anti-Slavery has put in place increased monitoring of partners by Programme Managers, increased clarity of reporting requirements, established annual programme visits by Anti-Slavery finance team members, anti-fraud policies and worked to build the project management capacity of partners.

7. Injury or kidnapping of staff or consultant on overseas assignment

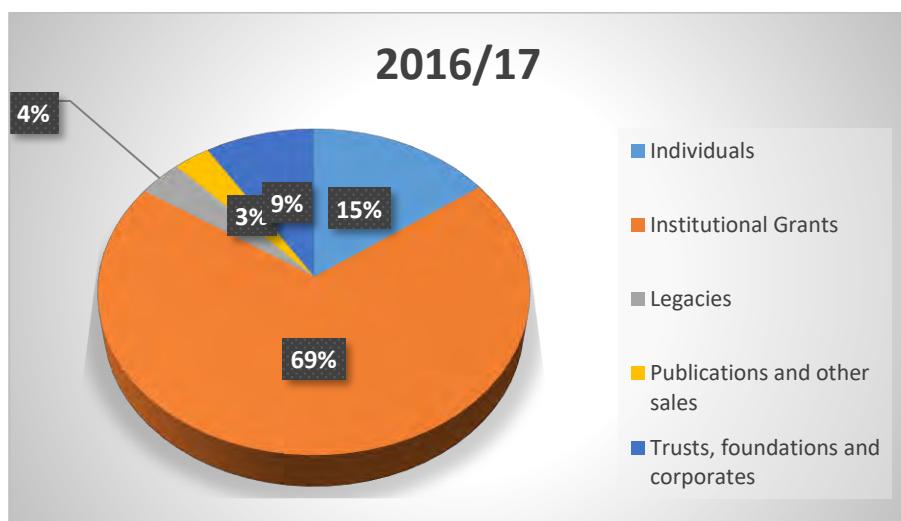
Because Anti-Slavery works in some relatively insecure locations this is an ongoing risk to our personnel. The consequences could include injury or death, and would lead to substantial distress for colleagues, family and friends of the affected person, and lead to considerable constraints on our ability to operate. Anti-Slavery takes the safety of all its staff very seriously. To mitigate this staff are trained in personal security management and the use of the organisation's mission security protocols, including review of guidance from FCO and others relating to country to be visited, agreement on evacuation procedure in the event of accident or emergency, proactive checking with others beyond Anti-Slavery's immediate partners on security situation, and SMT actively monitoring the security situations in countries to which staff and consultants are undertaking missions. Visits to potential risky areas are undertaken with local partners with good knowledge of situation and risks in country being visited. Consultants employed by the organisation are experienced.

FINANCIAL REPORT

2016/17 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 Corporates.

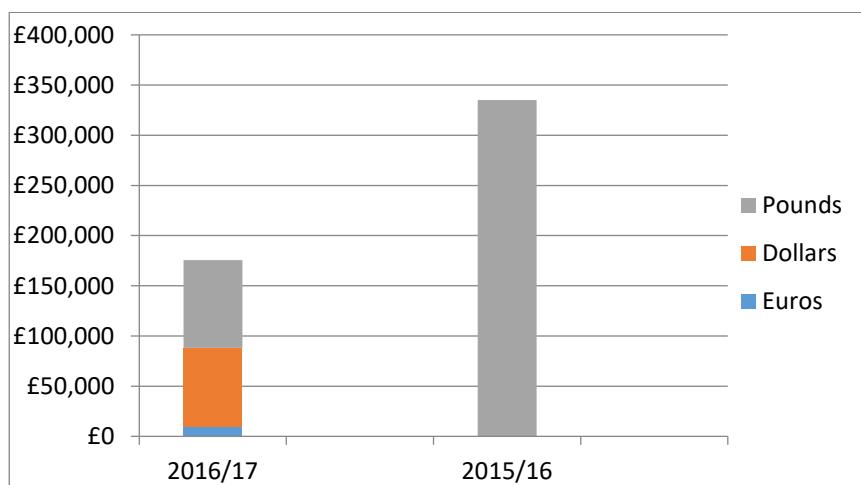


Funding from institutional donors remains the main source of funding for our projects in our fight against all forms of slavery. In 2014/15, funding from institutional donors accounted for 65% of our income whilst in 2015/16, this area of funding accounted for 62% of our total income. For the year under review, this accounted for 69% of total income. Our thanks to our donors/ funders for their continued financial support.

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 constantly reviewing what we do with these funds. Funds held at year-end included balances held in US dollars as well as Euro. These accounts were opened during the year. The chart below represents the value of all accounts held in pound sterling at year end. There were no foreign currency accounts held in 2015/16.



Review of Financial Position

Over the last two years, we have made conscious strides in investing in long overdue systems' upgrade within the organisation. This has included additional resource for fundraising in the form of staffing and database upgrade. This year, we were able to continue the gradual systems upgrade by investing in a new website. The result is that we are now in a better position to fully harness the benefit that comes along with such investment in terms of using it to inform as well as being able to use it for our fundraising endeavours.

As part of our effort to have a well remunerated workforce, we negotiated a new salary structure during the year with staff. Whilst this has resulted in slightly increased salary costs, it enabled the organisation to be able to offer a reward system that was in the median group with similar organisations in the sector.

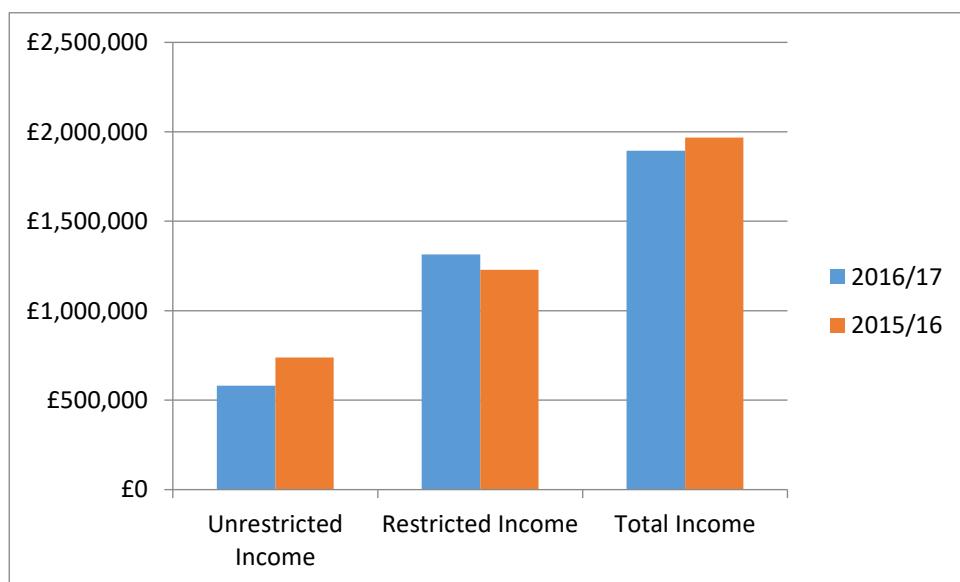
We are currently reviewing our organisational strategy and as part of this process, there will be a new fundraising and communications strategy that will hopefully lead the organisation to diversify its funding streams as well as being able to communicate better with members and supporters.

The year has been a challenging one for our Fundraising Team, as we have struggled with recruitment and consistency of staff, which in turn has meant we have not met our income targets for Trusts and Foundations. We were expecting this to provide more of the match funding required by our Programmes Team, but the lead-in time for decisions has meant this has not been fully realised this year. Our new revised Fundraising and Communications strategy has taken this into account and we expect this income stream to achieve a better outcome in 2017/18.

Building on this year's performance in the coming financial year is part of our strategy of strengthening and renewal and remains an integral part of our strategic plan. There might be the need following on from the Fundraising and Communication strategy for further investment later in the year, but this will be on the basis of targeted activities based on strong data analysis. The effects of any investment are 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.

Primarily as a result of the impact of fundraising for Programmes in the year, there was a reduction in our reserves of £242k (excluding revaluation reserves) resulting in unrestricted reserves at year end of £103k. This reduction on reserves meant that free reserves at year end fell to negative £27k. It is a priority of both Trustees and Senior Management to ensure that free reserves return to and remain a positive figure throughout the next financial period. Our restricted funds show a net movement of £81k. This is due to funds that were received towards the end of the financial year for projects that started in the last quarter of the financial year. Trustees will like to place on record, their thanks to the management and staff for their efforts during the year under review.

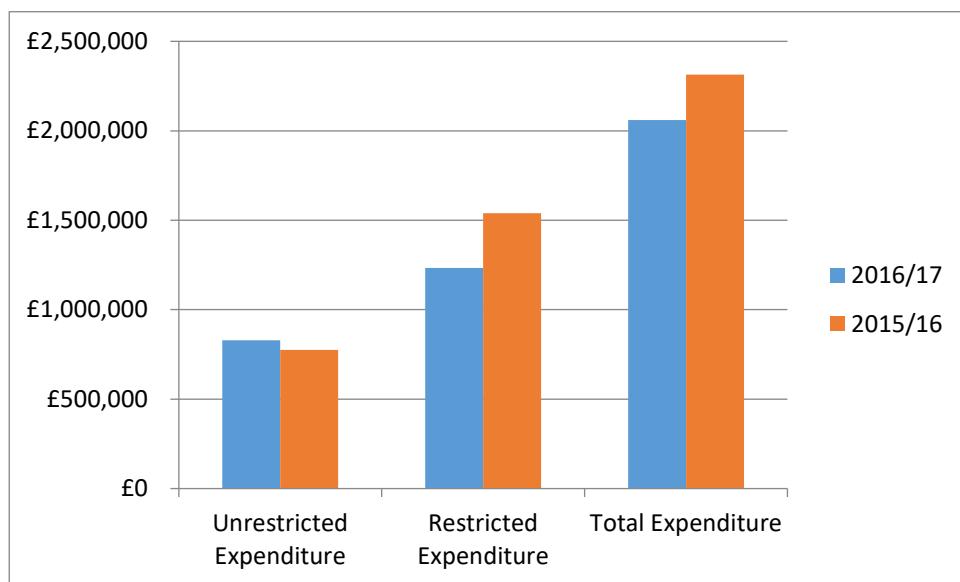
The Year in Figures



Total income decreased by 3.72% from £1.968million in 2015/16 to £1.895million in 2016/17. This was due largely to the fundraising change that did not yield the desired outcomes. Although there was an overall decrease in unrestricted income, it is worth noting that there was a 50% increase in donations received from individuals; that is encouraging signs that our investment in a new CRM and website is bearing fruit.

Restricted funding still remains our greatest source of income. Our income from restricted funding increased in 2016/17 to £1,313million from £1.230 million in 2015/16 accounting for 69% of total income for the year. This was due to success in securing funding for new projects in Africa and Asia.

Whilst recognising the impact of the growth in restricted funding, we are also keen to grow income from voluntary sources.



Total expenditure decreased by 11% from 2015/16 to 2016/17. In monetary terms, our total expenditure decreased from £2.314million in 2015/16 to £2.060million in 2016/17. There was a 7% increase in unrestricted expenditure from £774K in 2015/16 to £828K in 2016/17. Restricted expenditure on projects decreased by 20% from 2015/16 to 2016/17.

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 2015, the reserves target was revised to £250,000. The current reserves at the end of the 2016/17 financial year do not meet this target. Trustees are aware this has been primarily driven by the timings on large unrestricted donations. An improvement on the reserves position is forecast for 17/18 financial year, and management accounts to date support this assumption. The Board and senior management are focused on diversifying and increasing sources of unrestricted fundraising in the both the current and future financial periods.

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.

Going concern

The trustees have considered the financial position of the organisation at the year end, in particular the reduction in general funds, including the balance on free reserves. The year end position reflected a worse than anticipated position, primarily due to an over-reliance on a major donor donation, that did not materialize as expected by the end of the year.

The trustees recognise the significant asset owned by Anti-Slavery International of the building (Thomas Clarkson House) that means the Organisation is not at risk of being a going concern. However, as this asset is of a capital nature, the Trustees have taken a number of steps to ensure it can continue to operate effectively. This means a prudent budget for 2017-18 has been approved, that mitigates the risk of reliance on a single donor and there is a robust contingency plan, including securing an overdraft to ensure that cashflow can be maintained to meet commitments. The recently approved Fundraising and Communications Strategy also reflects the need to spread the income generation activities, so there is less risk in the income projections, should a single income source fail to deliver.

The Trustees therefore consider that actions have been taken, that will be closely monitored by the Finance Committee during the year. During 2017-18, there has already been good progress in meeting the income plans and ensuring expenditure is closely controlled.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

The organisation was established as a charitable company under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The charity is a membership organisation and paid up members are eligible to vote at meetings

Anti-Slavery International

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and to elect the officers of the company and the charity's trustees/company directors.

Anti-Slavery International is led and controlled by the Board of Trustees that collectively ensures delivery of its objects, sets its strategic direction and upholds its values. Trustees have and accept ultimate responsibility for directing the affairs of the charity, ensuring it is solvent, well-run and delivering the outcomes for which it has been set up.

The board has been undertaking a programme of governance review and improvement. This has led to clarity of roles and accountabilities and greater use of individual trustees' expertise, The Trustees, with the Director, take a lead in setting the future direction of Anti-Slavery International. This means:

- Enabling the development of an appropriate and distinctive character and ethos for Anti-Slavery International
- Agreeing a vision for the charity that reinforces that distinctive character and ethos
- Agreeing the steps should be taken to ensure that we achieve our vision

Key Board functions which cannot be delegated are:

- Ensuring compliance with the objects, purposes and values of the organisation, and with its governing document
- Setting or approving policies, plans and budgets to achieve those objectives, and monitoring performance against them
- Ensuring the solvency, financial strength and good performance of the organisation
- Ensuring that the organisation complies with all relevant laws, regulations and requirements of its regulators
- Dealing with the appointment (and if necessary the dismissal) of the organisation's director
- Setting and maintaining a framework of delegation and internal control
- Agreeing or ratifying all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise

The leadership role is embodied in the Chair of Trustees in a constructive relationship with the Director. The Chair is responsible to the Board of Trustees and cannot take individual decisions except in the following circumstances:

- a) Routine matters:
 - Line management of the Director
 - Routine personnel matters
 - Monitoring of charity performance
 - Cheque signatory
- b) Urgent matters:
 - In emergency – legal, Health and Safety, financial situation
 - Acting in disciplinary, grievance, appeal and other staffing matters
 - Genuine need for action and no time for a meeting

Where these circumstances apply, the Chair will be expected to consult with other officers (and Trustees generally) where appropriate and as time permits.

Anti-Slavery International

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The charity has a professional management team and the Trustees have a role in supporting that team. Trustees support the Director and SMT by making sure the vision is communicated consistently and effectively to staff. Such support is particularly important when the charity is faced with difficult decisions or when new initiatives are being considered.

The Director has responsibility for maintaining a clear division of responsibilities between the Board and the staff team. He provides an effective link between Board, SMT and staff, informing and implementing the strategic decisions of the Board.

Trustees do not seek to become directly involved in decisions, which have been properly delegated to staff. Instead, accountability is via the Chair and then the Director.

Appointment of trustees

New trustees with specific expertise are recruited by the Board as required with support from the Director, through a process of open recruitment. 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.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

The trustees who served during the period are the charity trustees listed on page 1. 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.

The charity has benefited from a strong programme of recruitment over three years that has strengthened the expertise amongst the board.

Trustee induction and training

Following selection by an open recruitment process prospective trustees are invited to attend a board meeting of Anti-Slavery International. At the end of the meeting the board will confirm or refuse the prospective trustee.

On confirmation the new trustee receive a briefing from the Director and senior management of the organisation relating the strategy, finance, fundraising, communications, programmes and advocacy of the organisation.

New trustees are also provided with a soft and hard copy of an annually updated set of documents relating to key policies and procedures of the organisation. They are also required to sign a code of conduct and complete register of interests.

Trustees are able to access both internal and external training and have benefited in the last year from governance training for external sources.

Remuneration policy for key management personnel

The trustees consider the trustee board and the senior management team to comprise the key management personnel of the charity in charge of directing and controlling the affairs of the charity. The trustees give their time freely and no trustee received remuneration in the year. Details of trustee expenses are disclosed in the notes to the account.

The Director is on a spot salary determined by the Human Resources sub-committee of Anti-Slavery's board and approved by the board. This committee also oversees the terms and conditions of all other Anti-Slavery staff. All other staff including senior management staff are on an appropriate grade on the salary grading system. A new remuneration policy came into being in 2016/17 following a period of review with staff and the recognised union.

Statement of responsibilities of the trustees

The trustees (who are also directors of Anti-Slavery International for the purposes of company law) are responsible for preparing the trustees' annual 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate 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
- 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

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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 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.

The trustees' annual report has been approved by the trustees on 12 September 2017 and signed on their behalf by

Tanya English
Chair

Independent auditor's report

To the member of

Anti-Slavery International

Opinion

We have audited the financial statements of Anti-Slavery International (the 'charitable company') for the year ended 31 March 2017 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2017 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
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

Independent auditor's report

To the member of

Anti-Slavery International

information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which 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; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Independent auditor's report

To the member of

Anti-Slavery International

Auditor's responsibilities for the audit of the financial statements

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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

Noelia Serrano (Senior statutory auditor)

6 October 2017

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

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

For the year ended 31 March 2017

	Note	Unrestricted £	Restricted £	2017 Total £	Unrestricted £	Restricted £	2016 Total £
Income from:							
Donations and legacies	2	529,829	–	529,829	697,309	–	697,309
Charitable activities							
Worst forms of child labour	3	–	419,719	419,719	–	194,376	194,376
Trafficking	3	–	96,364	96,364	–	100,273	100,273
Debt bondage/bonded labour	3	–	235,458	235,458	–	173,705	173,705
Forced labour	3	–	232,163	232,163	–	543,536	543,536
Slavery based on descent	3	–	285,159	285,159	–	177,314	177,314
Campaigning, advocacy & Programme support	3	–	45,000	45,000	–	40,354	40,354
Publications and other sales		50,050	–	50,050	39,697	–	39,697
Investment income		890	–	890	1,196	–	1,196
Total income		580,769	1,313,863	1,894,632	738,202	1,229,558	1,967,760
Expenditure on:							
Raising funds	4	280,564	–	280,564	228,685	–	228,685
Charitable activities							
Worst forms of child labour		80,071	215,513	295,584	105,792	267,344	373,136
Trafficking		130,477	72,088	202,565	95,481	98,390	193,871
Debt bondage/bonded labour		118,617	307,141	425,758	98,067	316,764	414,831
Forced labour		104,129	324,407	428,536	121,696	614,161	735,857
Slavery based on descent		98,406	249,088	347,494	94,281	203,039	297,320
Campaigning, advocacy & Programme support		15,836	64,383	80,219	30,349	40,144	70,493
Total expenditure		828,100	1,232,620	2,060,720	774,351	1,539,842	2,314,193
Net (expenditure) / income for the year	5	(247,331)	81,243	(166,088)	(36,149)	(310,284)	(346,433)
Net (expenditure)/income and net movement in funds		(247,331)	81,243	(166,088)	(36,149)	(310,284)	(346,433)
Reconciliation of funds:							
Total funds brought forward		795,967	714,865	1,510,832	832,116	1,025,149	1,857,265
Total funds carried forward	16	548,636	796,108	1,344,744	795,967	714,865	1,510,832

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

Balance sheet

Company no. 3079904

As at 31 March 2017

	Note		2017 £	2016 £
Fixed assets:				
Tangible assets	10		771,569	763,333
Current assets:				
Debtors	11	693,088	719,789	
Cash at bank and in hand		175,717	335,112	
		868,805	1,054,901	
Liabilities:				
Creditors: amounts falling due within one year	12	(185,435)	(138,934)	
Net current assets			683,370	915,967
Total assets less current liabilities			1,454,939	1,679,300
Creditors: amounts falling due after one year	14		(110,195)	(168,468)
Total net assets			1,344,744	1,510,832
The funds of the charity:	16			
Restricted income funds			796,108	714,865
Unrestricted income funds:				
Revaluation reserve		445,518	451,081	
General funds		103,118	344,886	
Total unrestricted funds		548,636		795,967
Total charity funds			1,344,744	1,510,832

Approved by the trustees on 12th September 2017 and signed on their behalf by

Tanya English
Chair

Statement of cash flows

For the year ended 31 March 2017

	Note	2017 £	2016 £
Cash flows from operating activities			
Net cash used in operating activities	17	(66,027)	(392,013)
Cash flows from investing activities:			
Dividends, interest and rents from investments		890	1,196
Purchase of fixed assets		(38,704)	(29,021)
Net cash used in investing activities		(37,814)	(27,825)
Cash flows from financing activities:			
Repayments of borrowing		(55,554)	(46,153)
Net cash used in financing activities		(55,554)	(46,153)
Change in cash and cash equivalents in the year		(159,395)	(465,991)
Cash and cash equivalents at the beginning of the year		335,112	801,103
Cash and cash equivalents at the end of the year	18	175,717	335,112

Notes to the financial statements

For the year ended 31 March 2017

1 Accounting policies

a) Statutory information

Anti-Slavery International is a charitable company limited by guarantee and is incorporated in England & Wales. The registered office address (and principal place of business, if different from the registered office) is Thomas Clarkson House, The Stableyard, Broomgrove Road, London, SW9 9TL.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (September 2015) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

In determining the going concern status, the Trustees considered the financial position of the organisation at year end, in particular, the reduction in general funds and the negative balance on free reserves. It was felt on the whole that the organisation had sufficient assets to trade through any foreseeable periods of difficulty.

Although the charity has negative free reserves, its cash position remains positive in the period under review. We have contingency plans which take into account the charity's existing resources to ensure that the charity can settle its liabilities as and when they fall due. For this reason, we consider the going concern assumption to be appropriate.

e) Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

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.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 March 2017

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff salaries, of the amount attributable to each activity.

● Worst forms of child labour	11%
● Trafficking	14%
● Debt bondage/bonded labour	10%
● Forced labour	14%
● Slavery based on descent	12%
● Campaigning and advocacy	6%
● Publications and other sales	0%
● Support costs	31%
● Governance costs	2%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

● Worst forms of child labour	20%
● Trafficking	20%
● Debt bondage/bonded labour	20%
● Forced labour	20%
● Slavery based on descent	20%
● Campaigning, advocacy & programme support	0%
● Publications and other sales	0%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Grants payable

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.

l) Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the balance sheet date.

m) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 31 March 2017

1 Accounting policies (continued)

n) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Freehold buildings	2% straight line
● Furniture & fixtures	10% straight line
● Computer equipment	20% straight line
● Intangible- Database	20% straight line

Individual assets costing £500 or more are capitalised at cost. Freehold land is not depreciated.

The last full valuation was carried out on 13 July 2012 on the freehold property. The charity took advantage of the FRS 102 transition relief to treat this valuation as deemed cost. Other assets will be reviewed for impairment if circumstances indicate their recoverable value to be materially lower than their value disclosed in the accounts.

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.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

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.

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.

Notes to the financial statements

For the year ended 31 March 2017

2 Income from donations and legacies

	Unrestricted £	Restricted £	2017 Total £	2016 Total £
Individuals	291,919	–	291,919	195,047
Trust/Corporate	169,731	–	169,731	253,900
Legacies	68,179	–	68,179	248,362
	529,829	–	529,829	697,309

Legacies include £11,924 for which notifications and value have been received but not paid at year end.

3 Income from charitable activities

	Unrestricted £	Restricted £	2017 Total £	2016 Total £
Comic Relief	–	374,431	374,431	194,376
Irish Aid	–	45,288	45,288	–
Sub-total for worst forms of child labour	–	419,719	419,719	194,376
Comic Relief	–	28,264	28,264	54,083
Esmée Fairbairn	–	60,000	60,000	40,320
European Commission	–	–	–	5,451
Other	–	8,100	8,100	419
Sub-total for trafficking	–	96,364	96,364	100,273
Big Lottery Fund	–	180,700	180,700	163,555
UN Slavery Fund	–	–	–	10,150
US TiP (US Government grant)	–	54,758	54,758	–
Sub-total for debt bondage/bonded labour	–	235,458	235,458	173,705
Humanity United	–	–	–	48,195
Trust for London	–	12,500	12,500	12,500
IDH Sustainable Dev	–	–	–	27,808
Open Society Institute- MDW	–	–	–	100,489
US TiP (US Government grant)	–	99,328	99,328	164,966
Open Society Institute- Uzbek	–	103,432	103,432	58,231
International Labour Organisation	–	3,089	3,089	97,778
Equitas Group	–	–	–	19,029
Uniso	–	13,814	13,814	12,814
Other	–	–	–	1,726
Sub-total for forced labour	–	232,163	232,163	543,536
Comic Relief	–	90,784	90,784	113,910
Herbert Smith	–	10,813	10,813	15,853
European Commission	–	–	–	10,390
Freedom Fund	–	1,983	1,983	39,962
Other	–	26,824	26,824	(2,801)
US Dept of Labor	–	154,755	154,755	–
Sub-total for slavery based on descent	–	285,159	285,159	177,314
Samworth Foundation	–	40,000	40,000	40,000
Other	–	5,000	5,000	354
Sub-total for campaigning, advocacy & prog support	–	45,000	45,000	40,354
Total income from charitable activities	–	1,313,863	1,313,863	1,229,558

There were no UK government grants received during the year. There were two US government grants worth £209,513 received for the Brick Kilns programme in India and descent based slavery in Mauritania.

4 Analysis of expenditure

	Charitable activities									2016 Total £	
	Cost of raising funds £	Worst forms of child labour £	Trafficking £	Debt bondage/bonded labour £	Forced labour £	Slavery based on descent £	Campaigning, advocacy & Prog support £	Governance costs £	Support costs £	2017 Total £	2016 Total £
Direct salaries (note 6)	189,101	98,456	141,239	98,800	118,873	105,250	53,043	25,016	5,508	835,286	761,883
Support salaries (note 6)	8,968	10,029	6,760	14,603	14,701	11,853	2,505	1,620	218	71,257	72,807
Payments to partners	-	138,816	14,497	255,065	194,680	185,946	-	-	-	789,004	1,140,576
Other programme costs	-	13,690	15,087	15,143	57,922	8,317	2,901	-	-	113,060	75,114
Subscriptions & memberships	-	2,457	-	-	-	-	-	2,603	-	5,060	5,394
Annual report/reporter	2,577	-	-	-	-	-	2,577	-	-	5,154	11,099
Communications costs	4,698	-	-	-	-	-	4,817	-	-	9,515	3,753
Audit fees	-	-	-	-	-	-	-	12,840	-	12,840	12,600
Fundraising costs	30,227	-	-	-	-	-	-	-	-	30,227	26,793
Trustee expenses	-	-	-	-	-	-	-	485	-	485	1,330
Office overheads	44,993	21,947	14,793	31,958	32,171	25,939	14,376	1,561	1,094	188,832	202,844
	280,564	285,395	192,376	415,569	418,347	337,305	80,219	44,125	6,820	2,060,720	2,314,193
Support costs	-	1,364	1,364	1,364	1,364	1,364	-	-	(6,820)	-	-
Governance costs	-	8,825	8,825	8,825	8,825	8,825	-	(44,125)	-	-	-
Total expenditure 2017	280,564	295,584	202,565	425,758	428,536	347,494	80,219	-	-	2,060,720	2,314,193
Total expenditure 2016	228,685	373,136	193,871	414,831	735,857	297,320	70,493	-	-	-	-

Of the total expenditure, £828,100 was unrestricted (2016: £774,351) and £1,232,621 was restricted (2016: £1,539,842).

Notes to the financial statements

For the year ended 31 March 2017**5 Net expenditure for the year**

This is stated after charging

	2017 £	2016 £
Depreciation	30,468	26,817
Loss or profit on disposal of fixed assets	3,013	12,428
Interest payable	—	—
Auditors' remuneration (excluding VAT):		
Audit	10,200	10,000
Other services	—	500

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2017 £	2016 £
Salaries and wages	793,070	730,525
Social security costs	71,489	65,355
Employer's contribution to defined contribution pension schemes	41,986	38,810
Other forms of employee benefits	—	19,348
	<hr/>	<hr/>
	906,545	854,038
	<hr/>	<hr/>

No employee earned more than £60,000 during the year (2015: nil).

The total employee benefits including pension contributions of the key management personnel were £229,264 (2016: £192,997).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2015: £nil). No charity trustee received payment for professional or other services supplied to the charity (2015: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £485 (2016: £1,330) incurred by 1 (2016: 7) member relating to attendance at meetings of the trustees.

7 Staff numbers

The average monthly number of employees (head count based on number of staff employed) during the year was as follows:

	2017 No.	2016 No.
Raising funds	5.0	4.9
Worst forms of child labour	2.7	2.7
Trafficking	3.3	3.3
Debt bondage/bonded labour	2.3	2.3
Forced labour	3.3	3.3
Slavery based on descent	2.9	2.9
Campaigning, advocacy & Programme support	1.4	1.4
Support	2.6	2.6
Governance	0.5	0.5
	<hr/>	<hr/>
	24.0	23.9
	<hr/>	<hr/>

Notes to the financial statements

For the year ended 31 March 2017

8 Related party transactions

There are no related party transactions to disclose for 2017 (2016: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Unrestricted donations received from trustees in the year was £2,593.

9 Taxation

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

10 Tangible fixed assets

	Freehold property £	ASI Memorabilia £	Fixtures and fittings £	Computer equipment £	Database & Website £	Total £
Cost or valuation						
At the start of the year	725,000	50,950	54,365	173,600	22,761	1,026,676
Additions in year	-	-	-	4,636	34,068	38,704
Disposals in year	-	-	-	(154,559)	-	(154,559)
At the end of the year	725,000	50,950	54,365	23,677	56,829	910,821
Depreciation						
At the start of the year	46,084	-	46,173	166,534	4,552	263,343
Charge for the year	11,521	-	2,846	4,735	11,366	30,468
Disposals in year	-	-	-	(154,559)	-	(154,559)
At the end of the year	57,605	-	49,019	16,710	15,918	139,252
Net book value						
At the end of the year	667,395	50,950	5,346	6,967	40,911	771,569
At the start of the year	678,916	50,950	8,192	7,066	18,209	763,333

All of the above assets are used for charitable purposes.

11 Debtors

	2017 £	2016 £
Other debtors	193,971	457,555
Prepayments	408,333	148,424
Accrued income	90,784	113,810
	693,088	719,789

12 Creditors: amounts falling due within one year

	2017 £	2016 £
Mortgage	51,300	48,581
Pension contributions	860	694
Taxation and social security	21,528	21,137
Other creditors	7,737	27,174
Accruals	45,165	31,348
Deferred income	58,845	10,000
	185,435	138,934

13 Deferred income

Deferred income comprises income received in 2016 to be utilised over two years (2016–18) to support Africa Programme costs as well as grant/income received in Feb 2017 for one year

	2017 £	2016 £
Amount deferred in the year	58,845	10,000
Balance at the end of the year	58,845	10,000

14 Creditors: amounts falling due after one year

	2017 £	2016 £
Amounts due in 2–5 years	110,195	168,468
Amounts due in more than 5 years	–	–
	110,195	168,468

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%.

15a Analysis of net assets between funds (current year)

	General unrestricted £	Revaluation reserve £	Restricted £	Total funds £
Tangible fixed assets	240,331	445,518	85,720	771,569
Net current assets	(27,019)	–	710,388	683,369
Long term liabilities	(110,195)	–	–	(110,195)
Net assets at the end of the year	103,117	445,518	796,108	1,344,743

15b Analysis of net assets between funds (prior year)

	General unrestricted £	Revaluation reserve £	Restricted £	Total funds £
Tangible fixed assets	221,866	451,081	90,386	763,333
Net current assets	291,488	–	624,479	915,967
Long term liabilities	(168,468)	–	–	(168,468)
Net assets at the end of the year	344,886	451,081	714,865	1,510,832

16a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	At the end of the year £
Restricted funds:				
Programme funds:				
Worst forms of child labour	75,434	419,719	(263,729)	231,424
Trafficking	55,645	96,364	(78,186)	73,823
Debt bondage/bonded labour	117,173	235,458	(257,113)	95,518
Forced labour	149,219	232,163	(317,408)	63,974
Slavery based on descent	206,903	285,159	(247,329)	244,733
Campaigning, advocacy & Prog support	20,105	45,000	(64,189)	916
Total Programme funds	624,479	1,313,863	(1,227,954)	710,388
Building & Library fund	90,386	–	(4,666)	85,720
Total restricted funds	714,865	1,313,863	(1,232,620)	796,108
Revaluation reserve	451,081	–	(5,563)	445,518
General funds	344,886	580,769	(822,537)	103,118
Total unrestricted funds	795,967	580,769	(828,100)	548,636
Total funds	1,510,832	1,894,632	(2,060,720)	1,344,744

16b Movements in funds (prior year)

	At the start of the year £	Income and gains £	Expenditure and losses £	At the end of the year £
Restricted funds:				
Programme funds:				
Worst forms of child labour	147,566	194,376	(266,508)	75,434
Trafficking	53,340	100,273	(97,968)	55,645
Debt bondage/bonded labour	259,300	173,705	(315,832)	117,173
Forced labour	222,669	543,536	(616,986)	149,219
Slavery based on descent	227,301	177,314	(197,712)	206,903
Campaigning, advocacy & Prog support	19,921	40,354	(40,170)	916
Total Programme funds	930,097	1,229,558	(1,535,176)	624,479
Building & Library fund	95,052	–	(4,666)	90,386
Total restricted funds	1,025,149	1,229,558	(1,539,842)	714,865
Revaluation reserve	456,644	–	(5,563)	451,081
General funds	375,472	738,202	(768,788)	344,886
Total unrestricted funds	832,116	738,202	(774,351)	795,967
Total funds	1,857,265	1,967,760	(2,314,193)	1,510,832

16b Movements in funds (prior year) (cont'd)**Purposes of restricted funds****Worst forms of child labour**

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

Trafficking

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

Debt bondage/bonded labour

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

Forced labour

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

Slavery based on descent

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

Campaigning and advocacy

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

Building and library fund

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

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.

17 Reconciliation of expenditure to net cash flow from operating activities

	2017 £	2016 £
Net (expenditure) for the reporting period (as per the statement of financial activities)	(166,088)	(346,433)
Depreciation charges	30,468	26,817
Dividends, interest and rent from investments	(890)	(1,196)
Decrease/(Increase) in debtors	26,701	(45,274)
Increase/(Decrease) in creditors	43,782	(25,927)
Net cash provided by / (used in) operating activities	(66,027)	(392,013)

18 Analysis of cash and cash equivalents

	At 1 April 2016 £	Cash flows £	At 31 March 2017 £
Cash at bank and in hand	335,112	(159,395)	175,717
Total cash and cash equivalents	335,112	(159,395)	175,717

19 Capital commitments

At the balance sheet date, the charity had no capital commitments.

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.