

Company number: 3079904

Charity Number: 1049160

# Anti-Slavery International

Report and financial statements  
For the year ended 31 March 2016

# Anti-Slavery International

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### For the year ended 31 March 2016

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# Anti-Slavery International

## Reference and administrative information

For the year ended 31 March 2016

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**Company number** 3079904

**Charity number** 1049160

**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
Richard Ratcliffe	Treasurer
Kevin Bales	
Julia Brandreth	
Lucy Claridge	
Katy Dent	
Tom Fyans	
Nicholas Griffin	
Gillian Morris	
Frances Morris-Jones	
Karen O'Connor	
Catherine Mahony	
Sarah Harrington	

<b>Honorary Officers</b>	Tanya English	Chair
	Malcolm John	Vice Chair
	Richard Ratcliffe	Treasurer

<b>Principal staff</b>	Aidan McQuade	Director/Company Secretary
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<b>Key management personnel</b>	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

### Reference and administrative information

For the year ended 31 March 2016

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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  
EC1Y 0TL

## Chair's Report on Year

The trustees present their report and the audited financial statements for the year ended 31 March 2016.

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:

- In the course of 2015/16 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.
- In September 2015 the UN included slavery eradication in the Global Development Goals. This was a significant success for Anti-Slavery International as we had been the first organisation to identify slavery as a crucial development issue and had been campaigning for this since 2007.
- The Mauritanian government adopted key reforms to the anti-slavery law in September, in line with the recommendations that we had long been advocating: making penalties for slavery crimes more severe, increasing legal assistance (and compensation) to victims, and allowing anti-slavery NGOs to bring legal cases as plaintiffs
- In March 2106, Mauritania also ratified the Forced Labour Protocol which we have been lobbying for since December 2014.
- Following engagement by Anti-Slavery International and the Anti-Trafficking Monitoring Group with the reform of the UK Government's National Referral Mechanism for victims of trafficking, the process was reformed to include NGOs.
- A major success in our brick kiln project in India this year was that following campaigning against the piece-rate wage system in the brick kilns in Punjab the Labour Commissioner of Punjab agreed in principle that the piece rate wage system is without legal justification and to the detriment of the brick kiln workers. A tripartite consultation was proposed by the labour commissioners so that the employers and workers may also be consulted in this regard.
- The government of Punjab, India has also formulated a comprehensive policy aimed at ensuring out of school children in the brick kilns attendance at school.

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 (Jan 2015).

## **Purpose, Objectives and Activities**

### **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

#### **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.

#### **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.

### Trustees' annual report

#### For the year ended 31 March 2016

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- 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.

#### 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.

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 2015/16 Anti-Slavery International undertook a range of projects designed to achieve our Objects.

### **Africa**

#### **1) Community Education for Former Slaves in Niger**

Duration: 2013–2017

Funder: Comic Relief

Summary: Descent based slavery is still practiced in West Africa. This project aims to 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.

**2) Advocacy for Access to Education in Niger**

Duration: 2014–2015 (NB – Ended 30 June 2015 so was active grant for first quarter of reporting year)

Funder: European Commission (co-funding Comic Relief funded project above)

Summary: The project aimed to increase the government of Niger's responsibility over the existing community schools for children of slave descent and replicate the model and other regions. It also advocated for the development of national strategies and policies to improve access to primary and secondary education for marginalised children, especially children descendants of slaves.

**3) Legal Assistance for Slavery Survivors in Niger**

Duration: 2013–2016

Funder: Herbert Smith Freehills (law firm)

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.

**4) Justice for Survivors of Slavery in Mauritania**

Duration: 2014–2017

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 abuse 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.

**Asia**

**5) Ending brick kiln bonded labour in India**

Funders: Irish Aid 2012–2015; Big Lottery Fund September 2014– August 2017; US Trafficking In Persons October 2014 – September 2016; United Nations Voluntary Fund on Contemporary Forms of Slavery Jan 2015 – December 2016 (2 consecutive grants)

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. Pre-migration awareness-raising rights and self-organisation enables workers migrating to work in kilns to be better protected against bondage.

**6) Safe Migration in India**

Duration: July 2015– July 2016

Funder: 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.

**7) Decent Work and Clean Bricks Project**

Funder: European Commission 2016–2019 (NB The funding for this project goes directly to the Centre for Education and Communication (CEC) and we are responsible for specific activities.)

Summary: This project covers seven 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.

**8) Education in Nepal**

Duration: 2010–2015 (Finished October 2015)

Funder: Comic Relief

Summary: This project sought to break the cycle of discrimination and bondage in Nepal by improving access to education (and consequently livelihood opportunities outside exploitation) to children of bonded labourers. Out of school children received remedial education to enable them to catch up with their schooling and then to be enrolled in State schools, while those over 15 years old received vocational training.

**9) Forced labour and trafficking in Thailand – Project Issara**

Duration: 2014– March 2016

Funders: Humanity United and Anesvad and Equitas (Anesvad and Humanity United funding ended in December 2015, Equitas funding ended in March 2016)

Summary: The project aims to address widespread forced labour in Thailand's export oriented industries affecting global supply chains. Anti-Slavery International was both a partner and the 'host' for the project. The initiative operates a multilingual helpline to support migrant workers and carries out community-based outreach, investigations, case documentation, victim assistance and referrals. The project also seeks to foster public-private partnerships, working with Thai supplier factories providing training on labour rights and methods to identify potential trafficking risks. In August 2015 Project Issara's registration was approved by the Thai government ending the necessity for Anti-Slavery International to act as institutional host although parties hope to continue the collaboration on an informal partnership basis.

**Women and Girls**

**10) Empowering Child Domestic Workers (CDWs) in Peru**

Duration: 2012–2017

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.

**11) Migrant Domestic Workers in Lebanon**

Countries: Nepal and Lebanon

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 system (*kafala*) which ties workers to their employers. The project aims at ensuring that 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.

**12) Building alliances to support migrant domestic workers in Lebanon**

Duration: 2014– February 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 Bangladeshi 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**

**13) Anti-Trafficking Monitoring Group**

Duration: 2013–2016

Funders: Comic Relief and the Esmee 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. Anti-Slavery International hosts the project, chairing the coalition and managing its day to day activities to monitor British Government's implementation of the Convention, and examining 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.

**14) Staff Wanted Initiative**

Duration: 2014–2016

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.

**15) Uzbek Cotton Crimes**

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

Duration: 2014– 2017 (2 consecutive grants)

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, the World Bank, 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.

**16) FINE TUNES**

Countries: EU

Duration: 2012–2015 (Ended August 2015)

Funder: European Commission (EC)

Summary: This projects aimed at addressing trafficking for labour exploitation in Europe. The project developed ground breaking research into the role of the internet in deceptive recruitment for trafficking into forced labour.

## **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.

Glossary

AGTR	Asociacion Group de Trabajo Redes (Peru)
APIL	Advocates for Public Interest Law
ATMG	Anti-trafficking Monitoring Group
CDW	Child domestic worker
CEC	Centre for Education and Communication
CHV	Community Health Volunteer
COMP.ACT	Act for Compensation for Trafficked Persons in Europe
CORE	The Corporate Responsibility Coalition
CRAG	Child Rights Awareness Group (Nepal)
DFID	Department for International Development (UK)
DG Trade	Directorate General for Trade of the European Commission
DW	Domestic worker
EC	European Commission
EU	European Union
GEFONT	Nepalese trade union congress
HRC	Human Rights Commission
IATI	International Aid Transparency Initiative
ICDS	<u>Integrated Child Development Services</u> (India)
IHRB	Institute of Human Rights and Business
ILC	International Labour Conference
ILO	International Labour Organization
INSEC	Informal Sector Service Centre – Nepalese NGO
ITUC	International Trade Union Confederation
JRF	Joseph Rowntree Foundation
Kafa	Enough (violence against women) Lebanese NGO
MRG	Minority Rights Group
NARI	Group of Nepalese Feminists in Lebanon
NDWM	National Domestic Workers Movement (India)
OHCHR	The Office of the United Nations High Commissioner for Human Rights
OSCE	Organisation for Security and Cooperation in Europe
OSI	Open Society Institute
OSF	Open Society Foundation
RADDHO	Rencontre Africaine Pour la Defense des Droits de l'Homme
TW	Transport worker
UN	United Nations
UNPO	Unrepresented Nations and Peoples Organisation
UPR	Universal Periodic Review
VSJ	VSJ Volunteers for Social Justice

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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. In August 2015, Anti-Slavery International participated in an expert consultation on human trafficking and corruption by the Organisation for Economic Co-operation and Development (OECD) in Cebu, Philippines. The consultation fed into the developments of the OECD guidelines on human trafficking in corruption.
2. In September 2015 the UN included slavery eradication in the Global Development Goals. This was a significant success for Anti-Slavery International as we had been the first organisation to identify slavery as a crucial development issue and had been campaigning for this since 2007.
3. In September 2015, we co-organised a side event with the OHCHR during the HRC Session entitled 'Ending Contemporary Forms of Slavery in Supply Chains: Challenges, Strategies, Opportunities and the 2030 Agenda for Sustainable Development'. The event had extensive sponsorship by Permanent Missions to the UN, UN agencies and NGOs. The event gave profile to the topic and facilitated discussion of the challenges, opportunities and actions needed to address the problem. It benefitted from very good attendance, particularly from Permanent Missions.

**Africa**

**Mauritania:**

4. Following our advocacy at the International Labour Conference, the conclusions of the ILO's Committee on the Application of Standards (CAS) closely reflected the key recommendations in our briefing on Mauritania. Of particular importance, Mauritania was made the subject of a 'special paragraph', which is an expression of severity, CAS's highest rebuke, and means that slavery in Mauritania will be listed in the General Report of the 2015 ILC as a situation of specific concern.
5. We continued to advocate for the release from prison of anti-slavery activists in Mauritania this year, including taking the lead in sending a joint letter to UN Special Rapporteurs on the situation of the convicted anti-slavery activists, which was signed by eight international NGOs working on slavery in Mauritania.
6. In July 2015, we submitted a briefing to the ILO Committee of Experts (via the ITUC) on Mauritania's compliance with ILO Convention No. 29 (descent-based slavery). In the ILO Committee of Experts report, which was published in February 2016, the Committee of Expert's Observation on Mauritania contained our core concerns and made strong recommendations.
7. The Mauritanian government adopted key reforms to the anti-slavery law in September, in line with the recommendations that we had long been advocating: making penalties for slavery crimes more severe, increasing legal assistance (and compensation) to victims, and allowing anti-slavery NGOs to bring legal cases as plaintiffs (making it much easier to prosecute masters).



8. In October 2015, Anti-Slavery International participated in the pre-session of Mauritania's Universal Periodic Review (UPR) along with the Director of our local partner SOS Esclaves. Our message was that, despite all the new measures undertaken, no laws and policies are actually being implemented. We achieved an exceptionally high number of references to and recommendations on slavery in the report.
9. In March 2106, Mauritania ratified the Forced Labour Protocol (we had been involved in lobbying efforts for this since December 2014). The Protocol carries significant obligations to take effective measures to prevent forced labour and provide victims with protection and access to remedies, including compensation. While we are not hopeful that Mauritania will proactively implement this, it will offer another channel for advocacy for the kinds of measures we want to see.
10. At a recent meeting with the new Minister of Justice in Mauritania, Anti-Slavery International was invited to offer training to judges in Mauritania's new Special Courts for slavery crimes. As the Minister is a Haratine, and openly acknowledges the existence of slavery, this potential alliance is promising.

#### **Niger:**

11. On 30<sup>th</sup> July 2015, the UN Special Rapporteur's country report on slavery in Niger was published. Its recommendations were strong and the information and analysis reflected ours. Our influence on the report was visible, with both Anti-Slavery International and our local implementing partner Timidria referenced several times in the report, and the slavery situations we had brought to the UNSR's attention were covered extensively.
12. In our project in Niger, the pledge by the Government this year, to take over the supply of the Community School canteens achieves a key target for Anti-Slavery's work in Niger, namely that the state officially take on responsibility for the community schools. The commitment to do this has been longstanding but the schools were finally put on the Ministry of Education's list of canteens that will be supplied. This comes after intensive lobbying of the authorities, especially from the local level, but also through our advocacy at national levels, for the past few years. We expect them to take over the canteens by the beginning of the new school year.
13. The Universal Periodic Review of Niger took place in January 2016 and Anti-Slavery International submitted information to the Stakeholders report and provided advocacy briefings for Permanent Missions. Our advocacy for this UPR was very successful. The stakeholders report carried our headline messaging on descent-based slavery, the wahaya practice, and the issue of access to education for children of slave descent. Questions put to Niger in advance of the review reflected the priorities contained in our advocacy briefings. There were at least 12 recommendations on slavery, focusing on the need to implement anti-slavery laws, identify and rehabilitate those affected, and prosecute perpetrators. The Government accepted all these recommendations, and these commitments will prove very useful for our ongoing national-level advocacy.

**Senegal:**

14. In April 2015, the African Committee of Experts on the Rights and Welfare of the Child ruled against the Government of Senegal in the complaint brought by our partner RADDHO (2012), for failing to uphold the rights of talibé children. In previous years RADDHO had travelled to Addis under our project to participate in hearings and ensure the case moved forward.
15. In June, our presentation of key messages and recommendations in relation to forced begging and abuse of talibé children at the review of Senegal by the Committee on the Rights of the Child (CRC) achieved the inclusion of forced child begging of talibés on the CRC's 'List of Issues' and therefore on the Committee's examination.

**South Asia**

**India:**

16. A major success in our brick kiln project in India this year was that one of our local partners VSJ organised 13,705 workers to participate in a petition to abolish the piece-rate wage system in the brick kilns in Punjab and presented it to the Labour Commissioner of Punjab. Positive outcomes included the labour commissioner agreeing in principle that the piece rate wage system is without legal justification and to the detriment of the brick kiln workers. A tripartite consultation was proposed by the labour commissioners so that the employers and workers may also be consulted in this regard. Following on from this we worked with our local partner in Delhi, CEC, to develop an advocacy toolkit to be used by partners in state-level advocacy. One focus of our brick kiln project in India this year was to ensure government Integrated Child Development Service (ICDS) officials visit and provide services at the brick kilns. Due to partner advocacy, state government officials have required all ICDS staff to visit kilns regularly, or face disciplinary measures.
17. The government of Punjab, India has formulated a comprehensive policy aimed at ensuring out of school children (brick kiln children) are attending school and that children below 6 access Integrated Child Development Services, including crèche. This policy includes the provision of tutorial/bridging services for children. This is a huge step forward in Punjab, and has the potential to improve access to education for all brick kiln children across the state. This policy was formulated after a successful High Court case brought by VSJ. VSJ have begun gathering data on the number of children in kilns currently not attending school in order to file petitions lobbying for the implementation of this policy so that kilns are inspected, records maintained and that all children receive education and crèche services as mandated by the policy.

In February 2016, we submitted detailed information on bonded labour to the Special Rapporteur for her thematic report on this topic. These included a response to the overview/global questions, country responses on India and Nepal, and a response highlighting where bonded labour is a cross-cutting slavery issue which predominantly focused on migrant domestic workers. The report will be published in September. This process reinforced our relationship with the Special Rapporteur and our credibility as the main NGO providing expertise on slavery at the UN level.

**Nepal:**

18. The Universal Periodic Review of Nepal also took place in November 2015 and Anti-Slavery submitted information to the Stakeholders report and provided advocacy briefings for Permanent Missions. The Government of Nepal accepted a recommendation on rehabilitation of freed bonded labourers. A question and a recommendation on measures to protect those migrating abroad for work were accepted, and ratification of ILO Convention No. 189 on domestic workers was also made.

**Uzbekistan and Turkmenistan:**

19. In July 2015, we submitted a briefing to the ILO Committee of Experts (via the ITUC) on Turkmenistan's compliance with ILO Convention No. 29 (state-sponsored forced labour in the cotton harvest). In the ILO Committee of Experts report, which was published in February 2016, the Committee of Expert's Observation on Turkmenistan was extremely strong, containing core text from our submission on state-sponsored forced labour in the cotton sector. The Committee referred the case for automatic examination at the upcoming International Labour Conference (ILC) Committee on the Application of Standards. We continue to enjoy a good working relationship with the ITUC that allows us to access and influence ILO mechanisms despite there being no formal role for NGOs.
20. In February 2016, a week-long advocacy visit was conducted to brief the European Union as well as the Belgian and the Dutch governments about the outcome of 2015 harvest in Uzbekistan and the fact that there has been no change on the ground. Information about Turkmenistan was also included. Crucially, we maintain good relationships with the DG Trade, including the head of cabinet of the Trade Commissioner, who will advise the European Parliament on the EU-Uzbekistan Textile treaty.
21. In March 2016, we delivered a petition to the World Bank requesting to suspend loans to projects in Uzbekistan where forced labour was found.

**Europe**

22. In December 2015, on a contract from the Council of Europe, the Europe Programme Coordinator delivered training on non-punishment and compensation of victims of trafficking for judges, prosecutors and NGOs from the Balkans.

**United Kingdom:**

23. Anti-Slavery International as part of the Anti-Trafficking Monitoring Group (ATMG), submitted evidence to the UK's Independent Review of the Overseas Domestic Worker (ODW) visa review, highlighting the proliferation of the number of domestic workers trafficked and abuse suffered by them due to the restrictive terms of the visa.
24. ATMG also submitted a report to the European Commission on the UK's implementation of the EU Trafficking Directive (2011/EU/36). The submission highlighted the ATMG's concerns with data collection on victims and traffickers, the UK's ability to prosecute and convict traffickers, to protect trafficked persons from criminalisation, and establish a fit-for-purpose National Referral Mechanism.

25. ATMG held civil society round-tables in Leeds and Liverpool in June and July 2015 to bring regional NGOs to discuss the UK's implementation of the Council of Europe Trafficking Convention (2005). The input from attendees was then fed into the evaluation being undertaken by the Group of Experts on Action against Trafficking in Human Beings (GRETA) who are responsible for monitoring member states' implementation of the Conventions.
26. Following engagement by Anti-Slavery International and ATMG with the development of the UK Government's National Referral Mechanism multi-agency decision making process, panels were changed to include NGOs and Anti-Slavery International has continued to serve as a member throughout the testing phase.
27. Anti-Slavery International continues to engage with the UK Government's Modern Slavery Unit and the Anti-Slavery Commissioner. In March 2016, Anti-Slavery International was accepted to be a core member of the newly formed ministerial stakeholder engagement group and the Anti-Slavery Commissioner agreed to meet with the ATMG on a quarterly basis going forward, to consult about the situation of slavery in the UK.

#### Women and Girls

28. In April 2015, the Government of **Nepal** lifted the age ban for women below 30 migrating to the Middle East as domestic workers. Thanks to the continued advocacy of our partner GEFONT the ban is now limited to women below 25. GEFONT continues to lobby for the adoption of an MOU with destination countries.
29. In our Migrant Domestic Work project in **India**, advocacy initiatives this year included the printing of postcards and collection of signatures supporting the national campaign and advocating for the ratification of ILO Convention 189 on decent work for Domestic Workers. Thousands of people signed the postcards which our partner NDWM sent to the government to put pressure on them to take action.
30. In July 2015, Domestic Work leaders from all six states in our Migrant Domestic Work project in India went with staff from our local partner NDWM to meet with 33 Members of Parliament in Delhi to push for the national legislation and ratification of ILO Convention 189. The Government promised to take action in favour of Domestic Workers and created a working group to work on the adoption on a policy for Domestic Workers.
31. In the UN's Universal Periodic Review of **Lebanon** in November 2015, our three top priority recommendations were made: to abolish the kafala system, to include domestic workers under the Labour Law, and to ratify ILO Convention No. 189 on domestic workers. There were also a number of less specific recommendations on the rights of migrant domestic workers, and references to the abuse and exploitation they face.
32. The opening of a Nepalese Embassy in **Lebanon** is a priority in the new government agenda thanks to the continued pressure of GEFONT, our implementing partner in Nepal. This will improve access to support for thousands of Nepalese Domestic Workers in Lebanon. GEFONT has also proposed amendments to the draft Country Code (Civil Code) & labour act in the form of a separate provision for domestic workers and is pushing for the Government to have MOUs with destination countries.

33. In response to a letter sent to the Peruvian Government by AGTR, our implementing partner in **Peru**, three new Government subcommittees were formed this year within the Committee for Prevention and Eradication of Child Labour, with AGTR taking part in two of them, enabling them to raise the profile of the issue of Child Domestic Work.

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

**International**

1. In early 2016, Anti-Slavery International managed to secure the release of the young Ivorian woman trafficked to **Iraq**, with the help of a local NGO and the International Organization for Migration. After a short stay hosted by the local NGO, the young woman received papers that enabled her travel back to Côte d'Ivoire. She is now safely settled with family in Côte d'Ivoire.

**Africa**

2. In **Mauritania** 37 people were brought out of slavery this year. Members of SOS-Esclaves in Nema, Atar and Bassiknou continue to provide them regular pastoral support, including home visits, engaging in advocacy on behalf of victims, and assisting with social and economic integration.
3. In **Niger**, Anti-Slavery continues to assist 452 children of slave descent to access education, and supports their families (3,287 people in total) to understand, assert and claim their rights through awareness-raising workshops, training on advocacy, socioeconomic activities and the facilitation of meetings with State representatives.

**South Asia**

**India:**

4. In our brick kiln project in India, our partners VSJ and JJK have continued their strong legal work and have assisted 1,484 workers to be released from bondage this year, managing to obtain official release certificates and the related compensation for 99 of them.
5. JJK works in Chhattisgarh, which is one of the States that brick kiln workers often migrate from, and so their work is heavily focused on reaching out and raising awareness of workers before they migrate. At the same time VSJ work in the Punjab, which is a 'destination state' and continue the work of raising the awareness of the workers on labour rights and decent work once they arrive. Between them they have raised the awareness of over 50,000 brick kiln workers in the last year alone.
6. JJK continued to form village level worker collectives this year, with 157 being formed to date. The success of existing worker collectives in lobbying village and district officials has helped in raising the confidence of groups and has spread to other areas and villages. At the same time VSJ is also supporting the development of workers groups and associations at kiln level and supports workers to undertake collective action. Over 30,000 workers were involved in these activities this year.

7. One element of our bonded labour project in India is to assist brick kilns workers to access existing social security schemes and benefits, thus making them less vulnerable to having to take loans and becoming bonded. Over 21,000 workers have been provided with information on entitlements this year.
8. Anti-Slavery International also started a new project in India this year to provide safe migration awareness training and information to men in north-eastern Uttar Pradesh that may migrate to the Gulf (Qatar, United Arab Emirates, Saudi Arabia) to work in the construction sector. To date we have finalised and printed a comprehensive worker 'passbook' for each worker to carry with them, which contains all the necessary information and key contacts and conducted six worker trainings, providing awareness to over 200 migrants.

**Nepal:**

9. Our Nepal Education programme came to the end of its 5 year term on in September 2015. The aim of this project had been to break the cycle of discrimination and bondage in Nepal by improving access to education (and consequently livelihood opportunities outside exploitation) for children of bonded labourers. The key activities were the provision of remedial educations for out of school children to enable them to catch up with their schooling and enable them to enrol in State schools. This was complemented by the provision of vocational training for those children who were already over 15 years. By the end of the project in October 2015, achievements included supporting 1,551 children with preparatory classes and assisting them to pursue formal education; 655 children had received vocational training and 66 Child Rights Awareness Groups had been formed. The CRAGs are not just limited to school activities but have helped to raise issues in the wider community and at the School Management Committee. Based on our experience in this project, Anti-Slavery International is in the process of developing a more holistic project going forward that will address the marginalisation of these communities by improving their participation in governance and their socioeconomic vulnerability.

**Europe**

10. Anti-Slavery International continues to be approached by individuals for assistance as well as legal representatives to provide expert witness reports. For example, we continue to support the several individuals who approached Anti-Slavery International and who have now been identified conclusively as victims of trafficking for forced labour by the UK Government. We also prepared an expert's report for an individual trafficked to the UK for sexual exploitation.
11. A landmark judgment was done by the Irish High Court in P v Ireland in April 2015, on a case for which Anti-Slavery had provided the 'expert report'. The judge ruled that the administrative procedure to identify trafficked victims in Ireland was inadequate and that Ireland failed to transpose the EU Trafficking Directive. The claimant was subsequently also granted general damages of €30,000.

## Women and Girls

12. In **Lebanon**, our partner KAFA continues to provide legal assistance to Migrant Domestic Workers with 37 victims of violence and exploitation being supported this year, including 5 Nepalese Domestic Workers. In addition KAFA has referred multiple cases of repatriation and non-payment of salaries to the relevant stakeholders. Meanwhile, the Nepalese Migrant Domestic Work group NARI, which was set up in previous years of our project in Lebanon, continued to grow and now has 81 members. GEFONT, our partner from Nepal visits Lebanon on a regular basis to provide support.
13. Our Migrant Domestic Work project in **India** has been particularly successful in terms of activities related to safe migration awareness with more than 37,000 domestic workers provided with information on labour rights and women's rights. Domestic workers are sensitized to the issues and provided with information on the risks associated with the migration process and with emergency contact details in case of abuse.
14. NDWM our partner in the Migrant Domestic Work project in India continues to support the organisation and empowerment of domestic workers across the six project states. 255 Domestic Worker groups have been set up this year involving 3,767 domestic workers.
15. The impact of NDWM in informing and empowering Domestic Workers during the past year is increasingly evident. Domestic workers are becoming more aware of their rights and have gained confidence in bargaining with employers for better working conditions. For example, this year has seen wage increases secured for 1,102 workers and 308 workers have signed formal employment contracts.
16. A domestic worker in India who was victim of rape finally received compensation by the Government of Bihar and was honoured with an award by an academic institution called Cimage for her courage to fight for her rights. NDWM had supported the victim through the whole process.
17. In **Nepal**, our partner GEFONT focuses on raising the awareness of workers before they migrate to Lebanon. 1,405 people were involved in community meetings and events this year where potential women migrant workers are made aware of the risks involved in working in the Middle East, and of their rights and where they can go for assistance on arrival in Lebanon, with GEFONT distributing safe migration information brochures, contact cards and other documents.
18. In addition to trying to directly raise the awareness of the workers themselves, GEFONT also works to raise the awareness of other stakeholders. For example, two five-day residential trainings were conducted this year in November 2015 and January 2016 providing training for 60 community health volunteers who are working in the areas where workers frequently migrate from. The training strengthened their knowledge on labour rights, migration, leadership and organising workers. Representatives of the Labour Department and of the Foreign Employment Office presented on the government's policies, plans and interventions related to migration and overseas employment and participants also benefited from being able to hear first-hand the experiences of two returnee migrant domestic workers who shared their stories about the many challenges they had faced, but also about the positive things they had experienced and how they had benefited from their time working abroad.

## Anti-Slavery International

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#### For the year ended 31 March 2016

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19. One achievement of our Child Domestic Work project in **Peru** this year is that 1,047 more children are now able to recognise and understand the risks and consequences of Child Domestic Work (especially child care, use of chemicals, fatigue and poor school performance). They know where to go to solve a problem, the precautions to take at work, their rights as children and about labour rights.
20. Through Sunday workshops, outings and informal education sessions, 612 Child Domestic Workers in our project in Peru have demonstrated increased self-esteem and have identified their skills through drawings, games and crafts. The project has established 46 libraries in primary schools in Lima, helping 753 child domestic workers access recreational reading and hence supporting their emotional, psychological and academic development.
21. Given its expertise on the Domestic Work issue, Anti-Slavery International was contracted by the ILO to conduct training on advocacy for Domestic Workers in **Indonesia** in May 2015.

#### *Social norms and attitudes that underpin and perpetuate slavery are rejected*

##### International

1. Anti-Slavery International has raised the awareness of the public, NGOs and international organisations by presenting at key events. For example, in June 2015 we were one of the only three NGO to speak at a high level conference in Strasbourg to mark the 10<sup>th</sup> anniversary of the Council of Europe Convention; in July 2015, Anti-Slavery was the only NGO to speak at a Europol seminar on labour trafficking. Through the participation we managed to strengthen our relationship with the UK Human Trafficking Centre and input into the development of a manual on good practice for labour inspections produced by the Dutch government; in October we presented at the Feminism in London Conference on Migrant Domestic Workers; in November we presented at the Science for Peace Conference in Milan on the subject of slavery and Domestic Work and in January 2016 we presented at a public talk on Bonded Labour in India at the Liverpool International Slavery Museum in in January. These are just a selection of the events we have spoken at this year.

##### Africa

###### **Mauritania:**

2. In October, our joint report on obstacles to prosecutions for slavery cases in Mauritania was published by Minority Rights Group (written by Anti-Slavery International, UNPO and MRG, with input from SOS-Esclaves and IRA-Mauritania).
3. In January 2016, the Africa Programme hosted a successful visit from Mauritanian anti-slavery activist Abidine Merzough. We organized a number of advocacy meetings with UK stakeholders, including MPs and party politicians, Foreign and Commonwealth officials and key media, raising the profile of slavery in Mauritania and the plight of imprisoned anti-slavery activists.



**South Asia**

**India:**

4. Following on from the brick kiln campaign for the abolishment of the piece-rate wage system reported above, in October 2015, CEC, another of our partners in the brick kiln project, convened a national seminar to discuss the piece-rate wage system within the brick-kiln industry. Speakers were from the National Human Rights Commissions, NGOs, Universities and Unions, as well as brick kiln workers and former bonded labourers, from all across India. All speakers supported the position that the piece-rate wage system should be abolished. This was a large success, as prior to this event, there had not been agreement between civil society organisations that this was a key advocacy issue. Two articles were published in key national media regarding the issue of piece-rate wages and the link to bonded and child labour.
5. In addition to their ongoing awareness raising activities reported above, JJK (our partner in the source states in the Brick Kiln project) started holding meetings with contractors this year (the agents who 'recruit' the workers in Chhattisgarh to work in kilns in other states). These contractors had previously been very reluctant to attend any meetings and had sometimes actually threatened and intimidated workers. This has helped raise their awareness on the rights of workers and legal requirements of contractors.
6. In India, the VSJ campaign in 2015 to extend the Government of India's "Clean India" campaign to the brick kilns, resulted in January 2016 in directives from the Director of Factories, Punjab to implement the provisions of the Law related to building and maintaining toilets in brick kilns.

**Uzbekistan and Turkmenistan**

7. In July 2015, we organised the first meeting of the EU Cotton Campaign network in Berlin with NGOs and other stakeholders from 10 EU countries, who are now linked to the Cotton Crimes work.
8. Anti-Slavery produced a two minute awareness raising video about the conditions in the Uzbek cotton industry which was launched at the beginning of September 2015. The video had a significant take up, it was featured on the Thompson Reuters and CNN websites, adopted and translated into Korean by Cotton Campaign partner APIL and translated into Russian and Uzbek and featured on the Radio Liberty site.
9. Under our Cotton Crimes project, Anti-Slavery commissioned a photo-journalist to travel to Uzbekistan in October 2015. He successfully obtained rare photographs of the harvest and testimonies of victims which have been used to strengthen our Cotton Crimes advocacy and publications.

**UK**

10. There has been an increase in requests to Anti-Slavery this year by businesses and others to provide guidance and support on producing modern slavery statements (in relation to the reporting requirements of the Modern Slavery Act). This has resulted in us presenting on the subject at a number of events, for example a Freshfields Bruckhaus Deringer event for their

clients, an ETI conference and a roundtable organised by Responsible 100. Since February, Anti-Slavery International has been acting as specialist consultant for ETI assisting with ETI's training and enhancing their capacity and resource on modern slavery. Anti-Slavery International also participated in the drafting of an NGO guide for businesses for reporting under the Modern Slavery Act, published by the CORE coalition. Anti-Slavery International has also launched its own consultancy service, offering businesses the opportunity to contract our expertise, to advise them on modern slavery and provide feedback on their modern slavery statements.

11. In February 2016, ATMG's research report from research into the situation of trafficked persons who are pregnant or have children was published, with the launch held in Cardiff. The Welsh Assembly lead on human trafficking Joyce Watson spoke at the launch, as well as the Welsh Anti-Trafficking Co-ordinator. Recommendations from the report have already been taken up. For example the Wales Anti-Slavery Leadership Group 2016/17 Delivery Plan includes an objective to implement into all anti-slavery courses the recommendations from the ATMG report and following meetings with Home Office staff in the Modern Slavery Unit, verbal assurances have been given that the issue of pregnancy/parenthood will be included within the statutory guidance on victim identification and assistance currently being drafted. In addition, the Independent Anti-Slavery Commissioner has offered support to the ATMG to ensure the implementation of the report recommendations.
12. Under our 'Staff Wanted' project which aims to combat forced labour, trafficking, and exploitation in the UK hospitality industry, awareness raising posters in 10 languages aimed at hotel staff were produced and distributed in March 2016 to all hotels in the M25 areas that have 25 or more staff.

## Women and Girls

13. In **Lebanon** the survey report on 'Employers attitudes towards Domestic Workers' was finalised and a media campaign launched in January 2016 firstly focused on the legal knowledge of employers, and then in February on employers' perceptions.
14. The Nepalese Migrant Domestic Work group in Lebanon which has been established and supported as part of our project there has continued to participate in public events which serve to raise the profile of the Migrant Domestic Work issue, for example, the celebrations for International Domestic Workers Day, International Woman's Day, Nepali New Year Celebration, the Nari anniversary and Labour Day.
15. In **Nepal**, our partner GEFONT has also been highlighting the Migrant Domestic Work issue, for example through radio broadcasts on International Migration Day in December, with thousands of people taking part in a rally organized for the Day with banners and information cards carrying messages on safe migration.
16. In our Migrant Domestic Work project in **India**, our partner the National Domestic Workers Movement (NDWM) has been actively participating in public events and organising press conferences to raise the profile of the Migrant Domestic Work issue in India. For example, on 'World Day for Decent Work' in September, NDWM organised a press conference on decent wage for domestic workers. The event received really good media coverage. More recently on the occasion of International Women's Day in March 2016, NDWM in collaboration with the Domestic

Workers local union organised a public meeting to highlight the issues faced by the workers. A short documentary was produced and screened and a stage play on the life of Domestic Workers performed.

17. A recent achievement this year in the Child Domestic Work (CDW) project in **Peru** is the establishment of a group of 'promoters' (young people, mainly former Child Domestic Workers) who are known to employers in the same area and have therefore been able to engage with them through home visits etc. To date they have engaged with 46 employers, improving the relationship between employers and the children.
18. Another key achievement of the Peru CDW project this year is the agreement which was secured with UGEL (the local office under the Ministry of Education). To have the support of the UGEL means that head teachers and teachers will have to facilitate the work of AGTR in providing support to Child Domestic Workers.
19. A radio programme on Child Domestic Work "*No somos invisibles*" (We are not invisible) run by AGTR as part of our Child Domestic Work project in Peru continues to raise awareness among listeners. The last audience measurement indicates a total of 13,000 listeners. The programme is now positioned 11<sup>th</sup> in the ranking of topical news programmes on Sundays and 2<sup>nd</sup> in its time slot in Lima. This, considering the program is broadcast from a music radio station, is a great achievement.

***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***

### **Learning and Accountability**

There was significant change and progress related to the organisation's Learning and Accountability in 2015/2016 including:

1. Six organisational values – that we are transformative, authoritative, ethical, equitable, accountable and , collaborative – were agreed and published, along with an organisational strategy for 2015 – 2020 which incorporates these values and will underpin the work that will be undertaken over the subsequent five years. The agreed strategy also provides the framework for organisational Key Performance Indicators which are generated quarterly to demonstrate achievements periodically, as well as track and understand the impact of our work. This year has seen the development of project indicators which are more measurable, relevant and actively seek input from the people our work is intended to benefit.
2. Work to improve our organisational accountability online was facilitated through participation in Bond's Transparency Review in April 2016 which provided a framework for our ongoing online accountability work. A Governance and Accountability section has been set up on our website, which includes our Commitment to Accountability, the Open Information Policy, and details of some of our project evaluations.
3. Anti-Slavery International has published two projects to the IATI Register. This is an international initiative to make information on projects available in a standard format that allows for collation

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#### For the year ended 31 March 2016

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and comparison. The aim is to improve understanding of development spending and so the focus is primarily around financial information, with some contextual information also provided.

4. Work to develop and agree a new policy on gender and diversity is underway.
5. Independent evaluations have been conducted this year of our projects in Nepal, India, and Niger. A mid-term evaluation of the ATMG project was also undertaken and subsequent report produced to contribute to its ongoing strategy and operations.
6. New Partnership guidelines and associated tools were finalised in June 2016. The tools have been used in a number of contexts, such as Niger and India, to very positive feedback.

### Fundraising and Communications

In 2015/16 our campaigns have featured high on the UK public agenda and we have regularly appeared in both international and national media, including UK radio and television. The emergence of slavery as a mainstream issue and the passing of the Modern Slavery Act, especially its supply chain measures, brought a stream of high profile coverage, including two appearances on the BBC Radio 4 Today Programme. Our Director was also sole commentator on BBC Newsnight on the severe abuse of a migrant domestic worker in Saudi Arabia. Additional significant coverage was secured in connection with our beneficiary Angel Benedicto's visit to the UK to collect the Queen's Young Leaders' Foundation award. Mauritania was also high on the agenda throughout the year with new anti-slavery law and continuous imprisonment of anti-slavery activists resulting in coverage in Reuters, AFP, Daily Mail and The Guardian. We launched a short doodle animation explaining the system of forced labour in the Uzbekistan's cotton industry, reaching over 13,000 views. We also produced a series of videos with testimonies of Uzbek citizens which was watched by nearly 5,000 people. And more recently the Anti-Trafficking Monitoring Group's report brought significant coverage from BBC Radio 4's Woman's Hour, BBC Radio Wales, as well coverage in BBC Online, Thomson Reuters and Daily Mail online.

The debate on modern slavery shifting steadily online has also contributed to increased levels of traffic to our website with nearly half a million unique visitors (442,827) in 2015/16, as well as our social media followers growing to just over 26,000 on both Facebook and Twitter. We published 43 blog posts, with a guest blog from our Indian partners on women in brick kilns being one of the most read (870 visits), followed by the Director's blog on slavery inclusion in the Sustainable Development Goals (526). There has also been a strong focus this year on integrating fundraising and communications channels. Messages and calls for action have been released at the beginning of each month by email and across the website, Twitter, Facebook and LinkedIn and generated a greater level of digital interaction from followers.

We are also very grateful to the loyal members and donors who responded to our October and Christmas postal appeals and who have responded positively to our new look Reporter magazine in February. In 2015/16 we also received regular donations worth £86,000 from the direct debit campaigns we embarked on in 2006 and 2007 and which are still generating valuable predictable income to date. Other forms of regular giving include payroll giving, standing orders and CAF standing orders worth just over £29,000. Our places in the London Marathon and other running

events, as well as income received from Universities, Quakers and other faith groups, continued to provide a major input with just over £36,000 received in 2015/16. While income from major donors has remained stable, fundraising from grant-making trusts and foundations dropped reflecting a time when trusts continued to face falling revenue and increasing demand. 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.

We have also successfully completed in March 2016 a five month project leading to the migration of our supporters' data to our new Raiser's Edge fundraising database, which will allow us to increase income from our membership fee renewals by running reactivation campaigns, submit gift aid claims on a quarterly basis and online and offline appeals. The new database also ensures we remain compliant when communicating with all supporters and prepares the organisation for the new fundraising and data protection regulations coming into force.

## 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 2015/16 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 2016/17 Anti-Slavery will be undertaking the following activities:

- 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.
- Engage with the International Trade Union Confederation to scrutinise the record of Turkmenistan, Mauritania, and Qatar at the ILO Committee on the Application of Standards.
- Advocate for the inclusion of key priorities in the Universal Periodic Reviews of India and the UK, which will take place in Spring 2017, including through involvement in joint civil society actions and outputs at the UK-level.
- Host a visit to London by the Special Rapporteur on Slavery and work with her office to inform her visits to Mauritania and Niger this year
- Work with the Queen's University Belfast on a project focused on promoting improved implementation of the 1926 and 1956 Slavery Conventions.

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- Engage with the Human Rights Council session in September which will include the presentation of the thematic report on bonded labour which we contributed to in 2015/16, and the resolution renewing the mandate of the Special Rapporteur on Slavery.
- Follow up the passage of the UK Modern Slavery Act with work with UK businesses to strengthen their reporting on slavery and anti-slavery practice.
- Seek additional funding for a new programme on child domestic workers in Tanzania, a new bonded labour project in Nepal, a new research and awareness project on Eritrea and a new descent based slavery project in Mali.
- Research and assess new projects in South Asia (Pakistan), Latin America and Africa (Nigeria)
- Continue to develop the transparency and accountability of our own work developing and implementing an information sharing policy, increasing monitoring of our impact and sharing our learning.
- Continue the implementation of partnership guidelines for our existing and future programme partners and seeking to increase our impact on capacity building of southern hemisphere anti-slavery organisations.
- Continue our international advocacy on obtaining recognition of early and child marriage as forms of slavery.
- 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 donors by developing strategic funding proposals that reflect some of our key areas of work including: global advocacy, child labour and the empowerment of women and girls. We will continue to look for ways to sustain our unrestricted voluntary income and test new individual giving mechanisms with a particular focus on digital marketing and communications.
- Continue to invest in our digital presence which has grown significantly as we have seen more unique visitors to the website than ever before in 2015/16. However very few donations were made online and very few people signed the petitions hosted on our website. So over the 2016/17 financial year we intend to invest in modernising our website, improve Search Engine Optimisation to target specific audiences and to increase UK traffic to our website, generate more donations online and campaign online more effectively to fulfil our charitable objectives.

### Principal risks and uncertainties

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

#### **1. High attrition of individual members and donors due to lack of investment in donor acquisition**

This can lead to a decline in valuable unrestricted income and with that limitations in our value added, which includes learning, advocacy and new programme development. To mitigate against this Anti-Slavery has made efforts towards income diversification, and initiated a new

communications programme for members and supporters, supported by a newly installed database, and exploring new options for donor acquisition and digital marketing.

**2. Brexit**

The full consequences of the results of the referendum on the UK's membership of the EU are not yet apparent, not least because it is completely unclear what the UK's future relationship with the rest of the EU will be. However the result brings with it risks associated with the loss of access to EC funding lines, reduced influence on EU law and policy by being based in the UK, and potential risks to the employment status of key Anti-Slavery staff who are EU rather than UK nationals. To mitigate at least some of this Anti-Slavery will be exploring options regarding legal registration in other EU member states.

**3. 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.

**4. Major business continuity issue**

Anti-Slavery's information technology is aging and failure in systems 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, insurance cover, regular fire and electrical inspections. A new server has been purchased and installed, a full data reload tested, and a new database installed.

**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 Coordinators, increased clarity of reporting requirements, established annual programme visits by Anti-Slavery finance team members, and worked to build the project management capacity of partners.

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

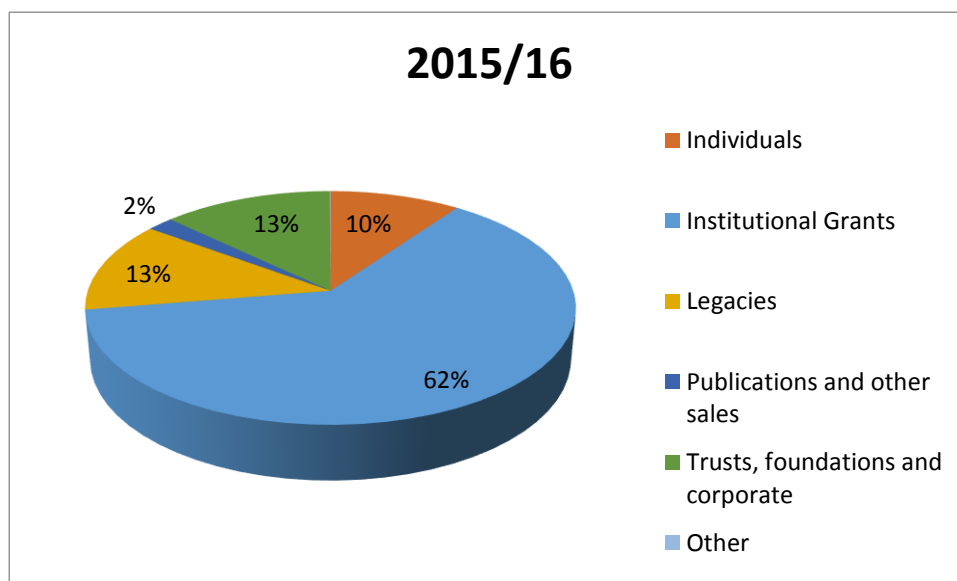
Because Anti-Slavery works in some relatively insecure locations this is an ongoing risk to our personnel. The consequences could include injury or death, and would lead to substantial distress for colleagues, family and friends of the affected person, and lead to considerable constraints on our ability 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

### 2015/16 at a glance

#### Income sources:

Anti-Slavery International derives its income from a variety of sources. These range from voluntary income from members and supporters through individual or regular giving, sponsored events, community fundraising, major donors as well as grants and donations from Trusts, Foundations and Corporate partners.



The majority of the projects that we operated during the year were made possible by the contributions of institutional donors. 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. This area of income remains the largest source of funds for Anti-Slavery International in its fight



Trustees' annual report

For the year ended 31 March 2016

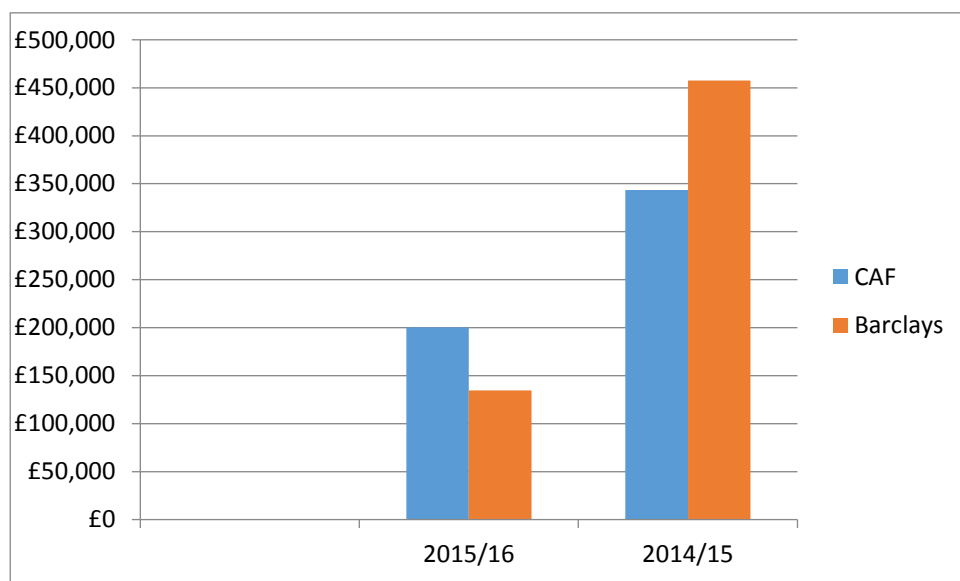
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against slavery in all its facets. We are thankful to our donors/ funders for their continued financial support and for supporting our cause.

Liquidity:

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

These funds are placed in bank deposit accounts for which interests accrue at the best rate available. Trustees are constantly reviewing what we do with these funds. The chart below shows the level of cash held at the year-end over the last two years. There was significant decrease in funds held at the end of the 2015/16 financial year. This in turn was due to the fact that there were a number of projects that we received donor funds for in 2014/15 for which the work was done in 2015/16 which meant that there was a greater draw down of funds in the year.



**Review of Financial Position**

Following on from the positive result in 2014/15 and the capacity that we were offered, Anti-Slavery International was able to invest in long overdue systems' upgrade in 2015/16. This resulted in additional resource for fundraising in the form of staffing and database upgrade. This is the first step in trying to ensure that we have systems that are fit for purpose. There is an acknowledgement that more investment is required in order for the organisation to be able to fully diversify our funding sources. The year in review has been a positive one for Anti-Slavery International.

Because of changes in staffing and other resources during the year, we revised our estimates for the year from a break even position to a budgeted deficit at year end. We have achieved strong

Trustees' annual report

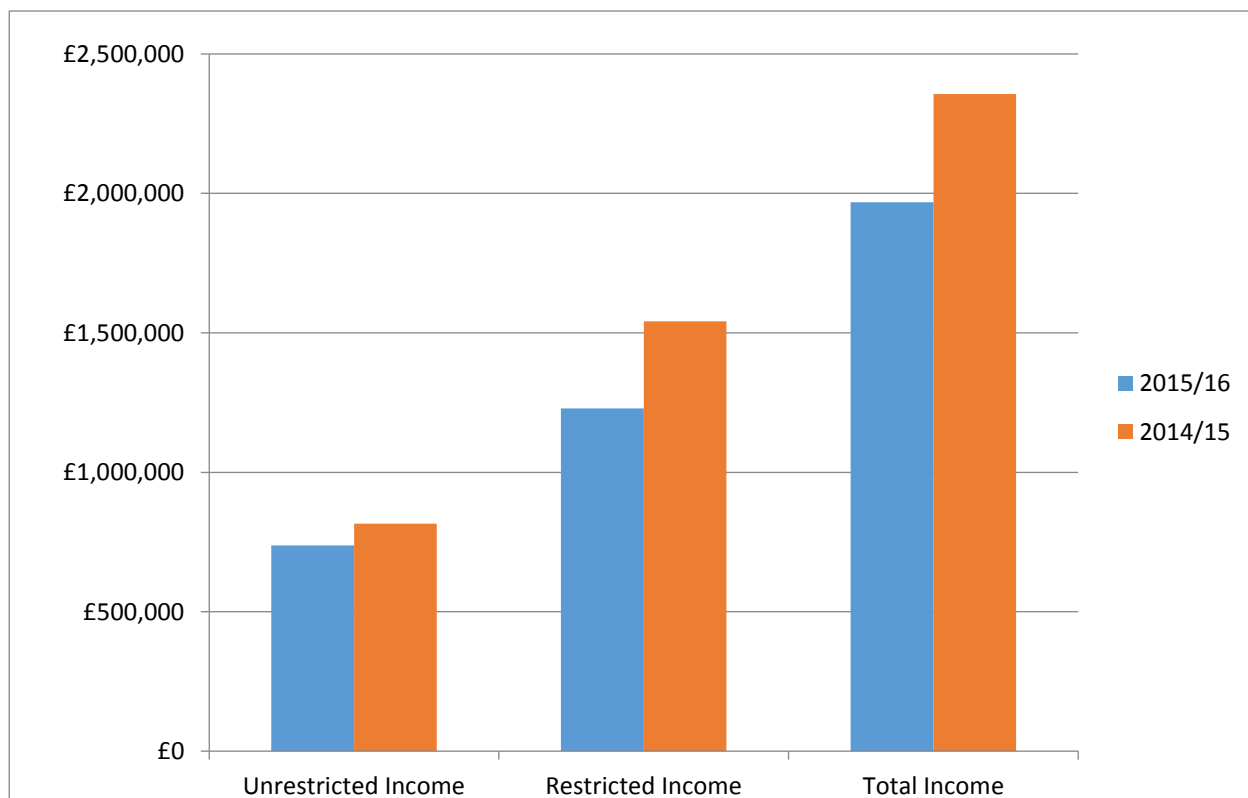
For the year ended 31 March 2016

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financial outcomes due largely to the hard work of everyone within the organisation as well as our partners/ funders. A renewed interest in slavery issues also contributed to our year-end position. We are hopeful of building on this year's performance in the coming financial year as part of our strategy of strengthening and renewal as attested to in our strategic plan with the effects of any investment likely to be realised in subsequent years. Both management and the board will continue to take a prudent approach to new investment and cost control.

We ended the year with a deficit from unrestricted operations of £36,150. This was against a budgeted deficit of £47,000 for the year. Our restricted funds show a net movement of £310,285. This is due to funds that were received in previous years being spent in the year in order to meet the donor's requirements. For some of these projects, the funds were received towards the end of the last financial year and recognised in that year as income. Trustees will like to place on record, their thanks to the management and staff for their efforts during the year under review. Trustees will review our financial position in the autumn with a view to looking at opportunities for investment in the organisation. Our Information Computer Technology (ICT) as well as facilities will be reviewed with a view to investing in them to make them fit for purpose. We have reviewed staff conditions of service and are currently in discussions with the union with regards to next steps. We will also look to make investments on our website. The outcomes of these reviews might impact on the use of reserves in the next year.

The Year in Figures



Total income decreased by 16.5% from £2.357million in 2014/15 to £1.968million largely due to a number of projects that came to an end in the last financial year but for which funding had

Trustees' annual report

For the year ended 31 March 2016

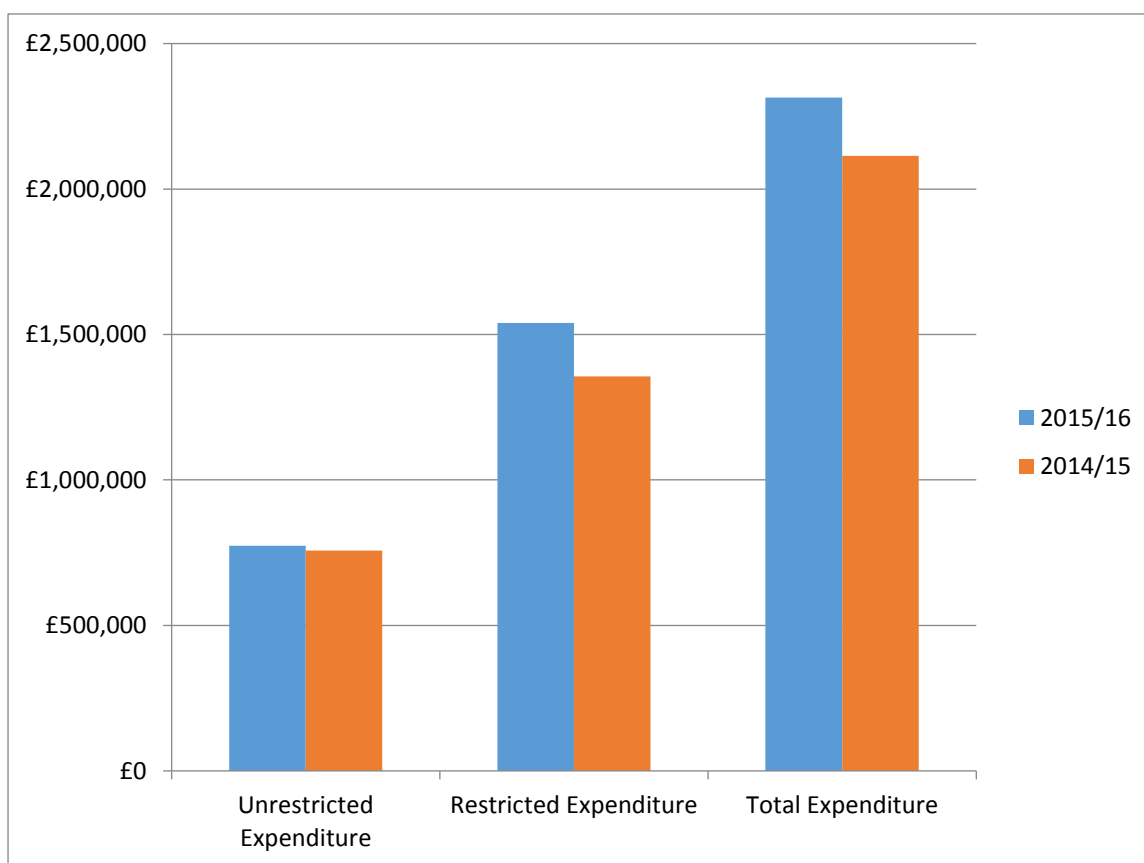
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previously been received. Although there was an overall decrease in unrestricted income, it is worth noting that there was a seven fold increase in legacy income. This was due in part to an exercise that started in 2014 but for which we are only beginning to see the benefit. It should be remembered that the anniversary ball in 2014 brought in about £160k of unrestricted income which was not replicated in 2015/16.

Restricted funding still remains our greatest source of income. Although our income from restricted funding decreased in 2015/16 from £1.541million to £1.230 million, it still accounted for 62% of our total income for the year.

The vast majority of restricted funding came from institutional donors.

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



Total expenditure increased by 9.5% from 2014/15 to 2015/16. In monetary terms, our total expenditure increased from £2.114million in 2014/15 to £2.314million in 2015/16. There was a 2.1% increase in unrestricted expenditure from £758K in 2014/15 to £774K in 2015/16. Restricted expenditure on projects increased by 13.6% from 2014/15 to 2015/16.

### **Reserves policy**

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

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

The charity's unrestricted funds can be used on charitable objectives as seen fit by the Trustees. The reserves policy of Anti-Slavery International is to maintain its liquid reserves at a level sufficient to fund working capital; to fund unexpected expenditure; or to fund shortfalls in income. In 2012, the Board of Trustees agreed to change the reserves target from an average five months of salaries and associated overheads to three months.

In 2015, the reserves target was revised to £250,000. The current free reserves at the end of the 2015/16 financial year of £291,448 therefore exceed this target.

### **Investment policy**

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

## **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 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.

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.

## **Anti-Slavery International**

### **Trustees' annual report**

#### **For the year ended 31 March 2016**

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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.

The Board has a strong structure of sub-committees and working parties, with terms of reference and membership agreed by the full board. These provide the opportunity for trustees to consider matters in more depth than time at board meetings allows and all report to full board meetings.

The Board ensures that SMT, staff, volunteers and agents have sufficient delegated authority to discharge their duties. All delegated authorities have clear limits relating to budgetary and other matters.

The Board often needs to delegate parts of its work to others in a clear, practical and legal manner. Delegations may be made to individual trustees, sub-committees, the Director, SMT, staff, volunteers or agents and consultants.

Delegations must comply with the terms of the organisation's governing documents and any relevant legislation, and delegations to other staff and volunteers should normally be through the Director.

Delegations should always be in writing, and should set clear limits on matters such as expenditure, authority and decisions that can be made. Delegated authorities are set out in:

- Job descriptions
- Minutes of Board meetings
- Financial Regulations
- Anti-Slavery International agreed policies and procedures
- Terms of reference of Board Sub-committees and Working Parties
- Strategic plans
- Budgets

The board conducts both group and individual appraisals, using year on year comparisons to measure progress.

### **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.

## **Anti-Slavery International**

### **Trustees' annual report**

#### **For the year ended 31 March 2016**

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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 is scheduled for development in 2016/17.

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

In so far as the trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The 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<sup>th</sup> July 2016 and signed on their behalf by

Malcolm John  
Vice-Chair

## **Independent auditors' report**

**To the members of**

### **Anti-Slavery International**

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We have audited the financial statements of Anti-Slavery International for the year ended 31 March 2016 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of trustees and auditors**

As explained more fully in the statement of trustees' responsibilities set out in the trustees' 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.

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

### **Scope of the audit of the financial statements**

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

## Independent auditors' report

To the members of

Anti-Slavery International

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### Opinion on financial statements

In our opinion the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2016 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

### Opinion on other matter prescribed by the Companies Act 2006

In our opinion 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.

### Matters on which we are required to report by exception

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

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

Noelia Serrano (Senior statutory auditor)

10 August 2016

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

Anti-Slavery International

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

For the year ended 31 March 2016

	Note	Unrestricted £	Restricted £	2016 Total £	Unrestricted £	Restricted £	2015 Total £
<b>Income from:</b>							
Donations and legacies	2	697,309	-	<b>697,309</b>	738,394	-	738,394
Charitable activities							
Worst forms of child labour	3	-	194,376	<b>194,376</b>	-	296,673	296,673
Trafficking	3	-	100,273	<b>100,273</b>	-	83,834	83,834
Debt bondage/bonded labour	3	-	173,705	<b>173,705</b>	-	482,267	482,267
Forced labour	3	-	543,536	<b>543,536</b>	-	412,189	412,189
Slavery based on descent	3	-	177,314	<b>177,314</b>	-	220,648	220,648
Campaigning, advocacy & Programme support	3	-	40,354	<b>40,354</b>	-	45,294	45,294
Publications and other sales		39,697	-	<b>39,697</b>	25,474	-	25,474
Other trading activities		-	-	-	50,730	-	50,730
Investment income		1,196	-	<b>1,196</b>	1,099	-	1,099
<b>Total income</b>		<b>738,202</b>	<b>1,229,558</b>	<b>1,967,760</b>	<b>815,697</b>	<b>1,540,905</b>	<b>2,356,602</b>
<b>Expenditure on:</b>							
Raising funds	4	228,685	-	<b>228,685</b>	341,915	-	<b>341,915</b>
Charitable activities							
Worst forms of child labour	4	105,792	267,344	<b>373,136</b>	96,716	293,336	<b>390,052</b>
Trafficking		95,481	98,390	<b>193,871</b>	72,536	148,631	<b>221,167</b>
Debt bondage/bonded labour		98,067	316,764	<b>414,831</b>	49,399	358,963	<b>408,362</b>
Forced labour		121,696	614,161	<b>735,857</b>	102,451	286,305	<b>388,756</b>
Slavery based on descent		94,281	203,039	<b>297,320</b>	67,618	225,655	<b>293,273</b>
Campaigning, advocacy & Programme support		30,349	40,144	<b>70,493</b>	27,189	42,890	<b>70,079</b>
<b>Total expenditure</b>		<b>774,351</b>	<b>1,539,842</b>	<b>2,314,193</b>	<b>757,824</b>	<b>1,355,780</b>	<b>2,113,604</b>
<b>Net (expenditure) / income for the year</b>	9	<b>(36,149)</b>	<b>(310,284)</b>	<b>(346,433)</b>	57,873	185,125	242,998
Transfers between funds		-	-	-	(2,252)	2,252	-
<b>Net (expenditure)/income and net movement in funds</b>		<b>(36,149)</b>	<b>(310,284)</b>	<b>(346,433)</b>	55,621	187,377	242,998
<b>Reconciliation of funds:</b>							
Total funds brought forward		832,116	1,025,149	<b>1,857,265</b>	776,495	837,772	1,614,267
<b>Total funds carried forward</b>	16	<b>795,967</b>	<b>714,865</b>	<b>1,510,832</b>	<b>832,116</b>	<b>1,025,149</b>	<b>1,857,265</b>

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

# Anti-Slavery International

## Balance sheet

Company no. 3079904

As at 31 March 2016

	Note	£	2016 £	£	2015 £
<b>Fixed assets:</b>					
Tangible assets	10		763,333		761,129
<b>Current assets:</b>					
Debtors	11	719,789		674,515	
Cash at bank and in hand		335,112		801,103	
			<u>1,054,901</u>	<u>1,475,618</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	12	(138,934)		(162,413)	
<b>Net current assets</b>			<u>915,967</u>		<u>1,313,205</u>
<b>Total assets less current liabilities</b>			<u>1,679,300</u>		<u>2,074,334</u>
Creditors: amounts falling due after one year	14		(168,468)		(217,069)
<b>Total net assets</b>			<u><u>1,510,832</u></u>		<u><u>1,857,265</u></u>
<b>The funds of the charity:</b>	15				
Restricted income funds			714,865		1,025,149
Unrestricted income funds:					
Revaluation reserve		451,081		456,644	
General funds		344,886		375,472	
Total unrestricted funds			<u>795,967</u>		<u>832,116</u>
<b>Total charity funds</b>			<u><u>1,510,832</u></u>		<u><u>1,857,265</u></u>

Approved by the trustees on 12th July 2016 and signed on their behalf by

Malcolm John  
Vice-Chair

**Anti-Slavery International****Statement of cash flows****For the year ended 31 March 2016**

	Note	2016 £	£	2015 £	£
<b>Cash flows from operating activities</b>					
<b>Net cash (used in) / provided by operating activities</b>	17	(392,013)		305,345	
<b>Cash flows from investing activities:</b>					
Dividends, interest and rents from investments		1,196		1,099	
Purchase of fixed assets		(29,021)		(4,991)	
		<u>          </u>		<u>          </u>	
<b>Net cash (used in) / provided by investing activities</b>		(27,825)		(3,892)	
<b>Cash flows from financing activities:</b>					
Repayments of borrowing		(46,153)		(43,843)	
		<u>          </u>		<u>          </u>	
<b>Net cash provided by / (used in) financing activities</b>		(46,153)		(43,843)	
<b>Change in cash and cash equivalents in the year</b>		(465,991)		257,610	
Cash and cash equivalents at the beginning of the year		801,103		543,493	
		<u>          </u>		<u>          </u>	
<b>Cash and cash equivalents at the end of the year</b>	18	<u>335,112</u>		<u>801,103</u>	

**1 Accounting policies**

**a) 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) (August 2014) 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.

**b) Reconciliation with previously Generally Accepted Accounting Practice (GAAP)**

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was required. The transition date was 1 April 2014. The trustees confirm that there are no material transitional adjustments.

**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.

**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.

**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, exhibitions and other educational activities] 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.



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

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.

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2016

#### 2 Income from donations and legacies

	Unrestricted £	Restricted £	2016 Total £	2015 Total £
Individuals	195,047	-	195,047	400,254
Trust/Corporate	253,900	-	253,900	303,150
Legacies	248,362	-	248,362	34,990
	<b>697,309</b>	<b>-</b>	<b>697,309</b>	<b>738,394</b>

Legacies include £180,625 for which notifications and value have been received but not paid at year end.

#### 3 Income from charitable activities

	Unrestricted £	Restricted £	2016 Total £	2015 Total £
Comic Relief	-	194,376	194,376	194,927
DFID	-	-	-	100,746
Other	-	-	-	1,000
Sub-total for worst forms of child labour	-	194,376	194,376	296,673
Comic Relief	-	54,083	54,083	50,106
Esmee Fairbairn	-	40,320	40,320	33,728
European Commission	-	5,451	5,451	-
Other	-	419	419	-
Sub-total for trafficking	-	100,273	100,273	83,834
Big Lottery Fund	-	163,555	163,555	96,387
UN Slavery Fund	-	10,150	10,150	7,925
Comic	-	-	-	79,109
Irish	-	-	-	291,346
Other	-	-	-	7,500
Sub-total for debt bondage/bonded labour	-	173,705	173,705	482,267
Humanity United	-	48,195	48,195	46,695
Trust for London	-	12,500	12,500	18,750
IDH Sustainable Dev	-	27,808	27,808	-
Open Society Institute- MDW	-	100,489	100,489	88,452
US TiP (US Government grant)	-	164,966	164,966	35,323
Open Society Institute- Uzbek	-	58,231	58,231	27,882
International Labour Organisation	-	97,778	97,778	18,794
Equitas Group	-	19,029	19,029	-
Uniso	-	12,814	12,814	-
Other	-	1,726	1,726	7,297
Project Issara Pilot - UK Retailers	-	-	-	87,000
Network for Social Change	-	-	-	15,100
Anesvad	-	-	-	66,896
Sub-total for forced labour	-	543,536	543,536	412,189
Comic Relief	-	113,910	113,910	136,596
Herbert Smith	-	15,853	15,853	8,893
European Commission	-	10,390	10,390	53,418
Freedom Fund	-	39,962	39,962	-
Other	-	(2,801)	(2,801)	21,741
Sub-total for slavery based on descent	-	177,314	177,314	220,648
Samworth Foundation	-	40,000	40,000	40,000
Other	-	354	354	5,294
Sub-total for campaigning, advocacy & prog support	-	40,354	40,354	45,294
Total income from charitable activities	-	1,229,558	1,229,558	1,540,905

There were no UK government grants received during the year. There was a US government grant worth £164,996 received for the Brick Kilns and Domestic Work programme in India.

Anti-Slavery International

Notes to the financial statements

For the year ended 31 March 2016

4 Analysis of expenditure

	Cost of raising funds £	Worst forms of child labour £	Charitable activities				Slavery based on descent £	Campaigning, advocacy & Prog support £	Governance costs £	Support costs £	2016 Total £	2015 Total £
			Trafficking £	Debt bondage/ bonded £	Forced labour £							
Direct salaries (note 6)	149,634	87,324	137,859	94,112	120,422	93,731	49,445	25,141	4,215	761,883	712,183	
Support salaries (note 6)	6,592	11,546	5,829	12,876	23,114	9,128	1,987	1,735	-	72,807	79,116	
Payments to partners	-	232,496	18,925	240,754	493,200	155,201	-	-	-	1,140,576	869,026	
Other programme costs	-	2,752	6,418	25,649	33,564	6,647	84	-	-	75,114	94,176	
Subscriptions & memberships	2,069	710	-	-	-	-	-	2,615	-	5,394	1,174	
Annual report/reporter	4,223	-	-	-	-	-	4,223	2,653	-	11,099	7,343	
Communications costs	1,866	-	-	-	-	-	1,887	-	-	3,753	7,319	
Audit fees	-	-	-	-	-	-	-	12,600	-	12,600	14,580	
Fundraising costs	26,793	-	-	-	-	-	-	-	-	26,793	92,162	
Trustee expenses	-	-	-	-	-	-	-	1,330	-	1,330	489	
Office overheads	37,508	27,198	13,730	30,330	54,447	21,503	12,867	5,261	-	202,844	236,036	
	228,685	362,026	182,761	403,721	724,747	286,210	70,493	51,335	4,215	2,314,193	2,113,604	
Support costs	-	843	843	843	843	843	-	-	(4,215)	-	-	
Governance costs	-	10,267	10,267	10,267	10,267	10,267	-	(51,335)	-	-	-	
<b>Total expenditure 2016</b>	<b>228,685</b>	<b>373,136</b>	<b>193,871</b>	<b>414,831</b>	<b>735,857</b>	<b>297,320</b>	<b>70,493</b>	<b>-</b>	<b>-</b>	<b>2,314,193</b>	<b>2,113,604</b>	
Total expenditure 2015	341,915	390,052	221,167	408,362	388,756	293,273	70,079	-	-	2,113,604		

Of the total expenditure, £774,351 was unrestricted (2015: £757,824) and £1,539,842 was restricted (2015: £1,355,780).

**5 Net expenditure / (income) for the year**

This is stated after charging

	2016 £	2015 £
Depreciation	26,817	22,597
Loss or profit on disposal of fixed assets		
Interest payable	12,428	14,698
Operating lease rentals:		
Other	-	4,780
Auditors' remuneration (excluding VAT):		
Audit	10,000	9,850
Other services	500	4,740
	<u>89,743</u>	<u>56,665</u>

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

Staff costs were as follows:

	2016 £	2015 £
Salaries and wages	730,525	690,995
Social security costs	65,355	60,398
Employer's contribution to defined contribution pension schemes	38,810	39,906
Other forms of employee benefits	19,348	-
	<u>854,038</u>	<u>791,299</u>

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 £192,997 (2015: £191,177).

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 £1,330 (2015: £11,989) incurred by 7 (2015: 2) members 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:

	2016 No.	2015 No.
Raising funds	4.9	4.2
Worst forms of child labour	2.7	3.3
Trafficking	3.3	4.4
Debt bondage/bonded labour	2.3	2.3
Forced labour	3.3	3.8
Slavery based on descent	2.9	2.9
Campaigning, advocacy & Programme support	1.4	1.4
Support	2.6	3.1
Governance	0.5	0.4
	<b>23.9</b>	<b>25.8</b>
	<b>23.9</b>	<b>25.8</b>

**8 Related party transactions**

There are no related party transactions to disclose for 2016 (2015: 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 £1,396.

**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 £	Total £
<b>Cost or valuation</b>						
At the start of the year	725,000	50,950	52,397	169,308	–	<b>997,655</b>
Additions in year	–	–	1,968	4,292	22,761	<b>29,021</b>
At the end of the year	725,000	50,950	54,365	173,600	22,761	<b>1,026,676</b>
<b>Depreciation</b>						
At the start of the year	34,563	–	42,272	159,691	–	<b>236,526</b>
Charge for the year	11,521	–	3,901	6,843	4,552	<b>26,817</b>
At the end of the year	46,084	–	46,173	166,534	4,552	<b>263,343</b>
<b>Net book value</b>						
At the end of the year	678,916	50,950	8,192	7,066	18,209	<b>763,333</b>
At the start of the year	690,437	50,950	10,125	9,617	–	761,129

All of the above assets are used for charitable purposes.

**11 Debtors**

	2016 £	2015 £
Other debtors	457,555	85,504
Prepayments	148,424	215,836
Accrued income	113,810	373,175
	<u>719,789</u>	<u>674,515</u>

**12 Creditors: amounts falling due within one year**

	2016 £	2015 £
Mortgage	48,581	46,133
Pension contributions	694	1,603
Taxation and social security	21,137	19,507
Other creditors	27,174	95,170
Accruals	31,348	-
Deferred income	10,000	-
	<u>138,934</u>	<u>162,413</u>

**13 Deferred income**

Deferred income comprises income received in 2016 to be utilised over two years (2016-18) to support Africa Programme costs

	2016 £	2015 £
Amount deferred in the year	<u>10,000</u>	-
Balance at the end of the year	<u>10,000</u>	-

**14 Creditors: amounts falling due after one year**

	2016 £	2015 £
Amounts due in 2-5 years	168,468	210,159
Amounts due in more than 5 years	-	6,910
	<u>168,468</u>	<u>217,069</u>

The amounts due after more than one year represent a mortgage secured on the freehold property. The mortgage is repayable in instalments by July 2022. The mortgage was renegotiated with a fixed rate of 5.14%, previously charged at a fixed rate of 8.15%.

## 15 Analysis of net assets between funds

	General unrestricted £	Designated £	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)
<b>Net assets at the end of the year</b>	<b>344,886</b>	<b>451,081</b>	<b>714,865</b>	<b>1,510,832</b>

## 16 Movements in funds

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
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	19,921	40,354	(40,170)	–	20,105
<b>Total Programme funds</b>	<b>930,097</b>	<b>1,229,558</b>	<b>(1,535,176)</b>	<b>–</b>	<b>624,479</b>
Building & Library fund	95,052	–	(4,666)	–	90,386
<b>Total restricted funds</b>	<b>1,025,149</b>	<b>1,229,558</b>	<b>(1,539,842)</b>	<b>–</b>	<b>714,865</b>
Revaluation reserve	456,644	–	(5,563)	–	451,081
<b>General funds</b>	<b>375,472</b>	<b>738,202</b>	<b>(768,788)</b>	<b>–</b>	<b>344,886</b>
<b>Total unrestricted funds</b>	<b>832,116</b>	<b>738,202</b>	<b>(774,351)</b>	<b>–</b>	<b>795,967</b>
<b>Total funds</b>	<b>1,857,265</b>	<b>1,967,760</b>	<b>(2,314,193)</b>	<b>–</b>	<b>1,510,832</b>

## 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.

**Purposes of restricted funds (continued)****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 net income / (expenditure) to net cash flow from operating activities**

	2016	2015
	£	£
<b>Net (expenditure) / income for the reporting period (as per the statement of financial activities)</b>	<b>(346,433)</b>	<b>242,998</b>
Depreciation charges	26,817	22,597
Dividends, interest and rent from investments	(1,196)	(1,099)
(Increase)/decrease in debtors	(45,274)	5,398
(Decrease)/increase in creditors	(25,927)	35,451
<b>Net cash provided by / (used in) operating activities</b>	<b>(392,013)</b>	<b>305,345</b>

**18 Analysis of cash and cash equivalents**

	At 1 April 2015	Cash flows	At 31 March 2016
	£	£	£
Cash at bank and in hand	801,103	(465,991)	335,112
<b>Total cash and cash equivalents</b>	<b>801,103</b>	<b>(465,991)</b>	<b>335,112</b>



**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.