

Company number: 3079904

Charity Number: 1049160

# Anti-Slavery International

Report and financial statements (amended)

For the year ending 31 March 2021

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## REFERENCE AND ADMINISTRATIVE INFORMATION

<b>Company number</b>	3079904																																		
<b>Charity number</b>	1049160																																		
<b>Country of registration</b>	England and Wales																																		
<b>Country of incorporation</b>	United Kingdom																																		
<b>Registered office and operational address</b>	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL																																		
<b>Trustees</b>	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: <table> <tr> <td>Sunil Sheth</td><td>Chair (appointed 18 August 2020)</td></tr> <tr> <td>Roxanne Abdulali</td><td>Vice Chair</td></tr> <tr> <td>Sarah Harrington</td><td>Vice Chair (resigned 21 November 2021)</td></tr> <tr> <td>Peter Freedman</td><td>Treasurer (appointed 15 June 2021)</td></tr> <tr> <td>Jennifer Harding</td><td>Treasurer (resigned 26 July 2021)</td></tr> <tr> <td>Lucy Claridge</td><td>resigned 14 April 2021</td></tr> <tr> <td>Katy Dent</td><td>resigned 1 November 2021</td></tr> <tr> <td>Frances Morris-Jones</td><td></td></tr> <tr> <td>Karen O'Connor</td><td>resigned 1 November 2021</td></tr> <tr> <td>Tom Palakudiyil</td><td></td></tr> <tr> <td>Red Godfrey-Sagoo</td><td>resigned 20 January 2021</td></tr> <tr> <td>Anood Al-Samerai</td><td>appointed 15 June 2021</td></tr> <tr> <td>Fiona Hill</td><td>appointed 15 June 2021</td></tr> <tr> <td>Ben Rawlings</td><td>appointed 15 June 2021</td></tr> <tr> <td>Adil Shah</td><td>appointed 15 June 2021</td></tr> <tr> <td>Soumya Singh</td><td>appointed 26 July 2021</td></tr> <tr> <td>Judy Lister</td><td>appointed 26 July 2021</td></tr> </table>	Sunil Sheth	Chair (appointed 18 August 2020)	Roxanne Abdulali	Vice Chair	Sarah Harrington	Vice Chair (resigned 21 November 2021)	Peter Freedman	Treasurer (appointed 15 June 2021)	Jennifer Harding	Treasurer (resigned 26 July 2021)	Lucy Claridge	resigned 14 April 2021	Katy Dent	resigned 1 November 2021	Frances Morris-Jones		Karen O'Connor	resigned 1 November 2021	Tom Palakudiyil		Red Godfrey-Sagoo	resigned 20 January 2021	Anood Al-Samerai	appointed 15 June 2021	Fiona Hill	appointed 15 June 2021	Ben Rawlings	appointed 15 June 2021	Adil Shah	appointed 15 June 2021	Soumya Singh	appointed 26 July 2021	Judy Lister	appointed 26 July 2021
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Soumya Singh	appointed 26 July 2021																																		
Judy Lister	appointed 26 July 2021																																		
<b>Principal staff</b>	Jasmine O'Connor      Chief Executive Officer																																		
<b>Bankers</b>	Barclays Bank PLC P.O. Box 270 London SE15 4RD																																		

<b>Auditor</b>	Sayer Vincent LLP Chartered Accountants and Statutory Auditors Invicta House 108-114 Golden Lane LONDON EC1Y 0TL
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<b>Solicitors</b>	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR
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## TRUSTEES' ANNUAL REPORT

### INTRODUCTION

The trustees present their report and the audited financial statements for the year ended 31 March 2021.

Covid-19 shaped much of our work in 2020-21. As the global pandemic took hold, we worked together with survivors and people vulnerable to slavery, partners, supporters, and allies to respond. As the pandemic began to spread, Anti-Slavery International (ASI) carried out rapid research and a global survey on the impact of the pandemic on people in slavery, and on the grassroots anti-slavery movement. We published *Leaving No-one Behind*, detailing how Covid-19 has increased vulnerability to slavery and providing guidance for policy makers, donors, and business leaders on how to ensure their Covid-19 responses reach those affected by slavery. Our work - with survivors, partners, and allies - put the impact of the pandemic on slavery, and the lived experiences and recommendations of slavery-affected communities, onto the international agenda. And our programmes with partners on the ground pivoted to offer immediate support to deal with the impact of Covid-19 on people vulnerable to slavery.

Throughout the year we continued our work to challenge and change law, policy, and practice remotely. Thanks in no small part to our and our partners' efforts, the EU confirmed its plan to introduce mandatory human rights due diligence. We supported partners from producer countries heavily impacted by corporate abuse to share their experiences and priorities with EU Policy makers to influence the new law's shape and scope. We played a leading role in creating the End Uyghur Forced Labour campaign, which calls on brands and retailers to exit the Uighur Region at every level of their supply chain. Launched in July 2020, the campaign is now endorsed by over 380 organisations worldwide. More than 50 companies committed to the campaign, the US Government introduced import bans on cotton and tomatoes from the region and the UK and the EU are considering introducing bans.

During the year, the Black Lives Matter movement highlighted again the racism and systemic injustice that so many people across the world face and that so often fuels slavery and slavery-like practices. We stood in solidarity and affirmed our on-going commitment to listen, learn and do better ourselves. We continued work to ensure diversity, equality and inclusion at our organisation, a commitment that is championed by our trustees and new chair Sunil Sheth. We launched our new 2020-25 Strategy, through which we will work collectively, flexibly, and strategically to promote freedom from slavery for everyone, everywhere and which includes a clear commitment to challenging existing power norms and representation and influencing where power lies within the global anti-slavery movement.

The commitment of members, supporters, donors, business, and many other partners this past year has been incredible, a huge thanks. In 2021-22 our work is needed more than ever before. We hope you will stand in solidarity with us and help make slavery everybody's concern. The trustees want

to thank all staff at ASI for the incredible work done throughout this year, in the most extraordinary circumstances.

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.

The report and financial statements also comply with the Companies Act 2006 as the company was incorporated by guarantee on 14 July 1995 as Anti-Slavery International Ltd. It has no share capital and is a registered charity.

Reference and administrative information set out on pages 1 & 2 forms part of this report.

## OBJECTIVES

The trustees confirm that they have complied with the duty in Part 1, Section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit.'

Anti-Slavery International, founded in 1839, is the world's oldest international human rights organisation.

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.

## VISION, MISSION AND VALUES

**Vision:** Freedom from slavery for everyone, everywhere, always

**Mission:** We exist to make ending slavery everyone's concern. We are an ally to survivors and people at risk of slavery. Together, we challenge and change law, policy, and practice so everyone, everywhere can be free from slavery.

**Values:**

**Dynamic**

We commit to learning and continuous improvement and do not assume yesterday's ideas will work today. We are flexible, open-minded, take calculated risks and respond to opportunities.

**Inclusive**

We believe that everyone has a role in ending slavery, we make sure every voice is respected and nurture diverse perspectives and partnerships to create better solutions. We make sure that those with direct experience of slavery and survivors inform our work.

**Transformative**

We are determined, taking considered and courageous action that has lasting, systemic impact with humans at its heart.

## **OUR 2020-25 STRATEGY AND APPROACH**

In 2020-21 we launched a new five-year organisational strategy. We have identified five strategic priorities ourselves and the wider anti-slavery movement need to address to help power international efforts to end slavery:

**i. System Change**

We want to see sustainable, long-term change to the root causes and systems which under-pin and drive slavery. Systemic change must involve all actors, including governments, business and civil society, and changes must have effect in law, policy, and practice.

**ii. Survivors' voice**

Survivors' voices are crucial to understanding and addressing slavery. Effective and ethical survivor engagement must be the norm, throughout our movement.

**iii. Movement Building**

To be most effective in a changing world, the global anti-slavery movement would benefit from more effective coordination and more coherent planning. Power needs to be distributed more fairly across the movement with more representation of survivor-led and southern-led organisations in global policymaking.

**iv. Framing the issue**

The current and emerging movement has placed slavery on political agendas, but more work is required to create effective ways of presenting issues, so they remain a priority, responses are galvanised, and change is secured.

## **v. Legal Frameworks**

International human rights instruments are under threat globally and are not being used to their full extent to end slavery. While most countries have ratified instruments to end slavery, only 55% have enacted legislation to put those rights into practice. Where domestic legislation does exist, it is underutilised to prevent slavery and protect victims.

Anti-Slavery will draw on our long history of solidarity and activism, experience of working with anti-slavery movements, survivors and survivor-led organisations and expertise and understanding of slavery in multiple contexts over the next five years. We will work to address these strategic priorities both at a global level and in the context of our focus themes:

- Ending child slavery
- Responsible business
- Migration and trafficking
- Slavery and climate change

## **OUR WORK IN 2020-21**

In 2020-21 we worked towards system change, with the long-term goal of dismantling the systems which underpin and drive slavery. We worked closely with survivors and survivor-led organisations to design and share solutions and work towards building a stronger and fairer global anti-slavery movement. Survivors and survivor-led organisations were meaningfully involved in our research and advocacy (including around Covid-19 and EU-wide mandatory human rights due diligence for business) and we brought partners together to learn, co-create and share effective solutions. We maintained a clear focus on using and strengthening legal frameworks, working with partners to hold governments to account and create positive change. Through our programmes, we directly impacted on the lives of 17,880 people affected by slavery, supporting survivor-led and locally appropriate advocacy and awareness-raising efforts, and directly providing support to 2,280 survivors and people affected by, or vulnerable to, slavery.

We ran the following projects and programmes, listed by focus theme, in 2020-21:

### *Ending Child Slavery*

During 2020-21 Anti-Slavery developed a Child Slavery Strategy, building on our existing work and identifying our strategic priorities for the next 5 years. This will help us to strengthen a child focus across all of our work, while also developing new child-specific programmes which will address resilient systems; child labour; education; child slavery linked to migration, and which will produce evidence and learning to improve practice on child slavery, and to influence policy at national and international level. This is in line with our organisational pledge for the International Year for the Elimination of Child Labour (2021) to develop and start to implement our new Child Slavery Strategy.



## **ENDING FORCED CHILD BEGGING**

### **Senegal, Niger, Mali and Nigeria**

Partners : Tostan International (Senegal), La Rencontre Africaine pour la Défense des Droits de l'Homme (RADDHO, Senegal), Association Nigérienne pour le Traitement de la Délinquance et la Prévention du Crime (ANTD, Niger), Environnement et Développement du Tiers-Monde (ENDA, Mali), and the Resource Centre for Human Rights & Civic Education (CHRICED, Nigeria)

One of the most prevalent forms of slavery in West Africa is forced child begging in Qur'anic schools. Far from their families and living in squalid conditions, students are often malnourished, vulnerable to disease and road accidents, and are physically or psychologically abused if they do not meet their begging quota. This system, which pays for children's education, is widely accepted in society. During curfews and lockdowns due to the pandemic students were confined to school premises, vulnerable to increased abuse and punishment.

We worked with our partners Tostan and RADDHO in Senegal to rapidly adapt their services, including delivering essential food and hygiene products to schools, producing radio broadcasts with content developed by children forced to beg themselves and developing and distributing Covid-19 information leaflets in 10 languages. With partner RADDHO, we continued to support the collaboration between organisations tackling forced child begging in the region. In November with partner CHRICED we launched our research report *Shackled to the past: an exploration of best prospects for combatting forced child begging in Nigeria*. Based on in-depth research including interviews with over 100 students across three states, the report provides a comprehensive overview, highlights instances of best practice and offers comprehensive recommendations on how to tackle this entrenched and complex issue.

Our international advocacy efforts with our partners and trade union allies resulted in extremely strong language on forced child begging in the ILO Committee of Expert's Observations on Senegal, which contained all of our priority policy recommendations for actions needed by the Government to achieve systemic change.

## **COMBATting TRADITIONAL DESCENT BASED SLAVERY**

### **Mauritania, Niger, Mali**

Partners: SOS-Esclaves (Mauritania), Minority Rights Group International (Mauritania), Timidria (Niger), Association Nigérienne pour le traitement de la délinquance et la prévention du crime (ANTD, Niger), Temedt (Mali)

Mauritania is one of the last countries in the world where people are still born into slavery and literally owned by other people, facing a lifetime of abuse, and forced labour despite legislation criminalising the practice. In Niger, despite slavery having been outlawed, communities of slave descent continue to experience high levels of discrimination and exploitation; these populations are usually destitute and illiterate with very limited access to basic services and no voice. In Mali, an estimated 200,000 people of slave descent live under the total control of their 'masters' and many more communities of slave descent are subject to widespread discrimination and abuse.

Throughout the year, we worked with partners and communities of slave descent in all three countries to tackle the poverty, discrimination, and prejudice that fuel descent-based slavery practices and work towards a slavery-free future for children. In Mauritania, our continued work with SOS-Esclaves provided educational, economic and vocational training support to individuals who break free from servile relationships with 'masters' to build new lives. This resilience-building included distributing vital emergency Covid-19 support (handwashing facilities, soap, water-boiling devices, bleach and hand gel) in response to the pandemic. In March, we supported SOS-Esclaves to launch an advocacy campaign to enable former slaves to gain identity documents by removing the, often extremely prohibitive, requirement for both parents' birth certificates, with survivors playing a lead role. In Niger with our partner Timidria we supported survivors of descent-based slavery who have established themselves in independent communities through provision of high-quality education to children, socio-economic support for adults, and outreach and legal advice for survivors and people still living in slavery. As part of our pandemic response we provided food and hygiene supplies and trained community-based educators on Covid-19 prevention, debunking harmful myths that had been propagated in communities and raising awareness about how to prevent/minimise a spread of the virus. The communities supported by this important project over time have inspired others still trapped in slavery, directly leading to emancipation of more than 6,000 people who have set up five new freed communities and, with training, advocated for the provision of drilling equipment for wells, healthcare and other basic services. In October 2020, with partners Tostan and the ILO, Anti-Slavery International launched a new project in Mali with communities of slave descent to understand and respond to their needs and priorities and advocate for their rights to be protected.

We worked closely with our partners to advocate ahead of the Universal Periodic Reviews of Mauritania and Niger. This included developing an advocacy briefing in English and French, supporting SOS Esclaves to present at a (virtual) pre-session, and engaging with a range of governments, including the UK, to secure attention to slavery issues and the actions needed by the respective governments under review throughout the examinations.

### *Responsible Business*

#### **TACKLING FORCED AND CHILD LABOUR IN SUPPLY CHAINS**

##### **Worldwide**

Partners: Challenging Heights (Ghana), Cividep (India), Fundación Liberia (Chile), Human Rights and Development Foundation (Thailand), OKUP (Bangladesh), Reporter Brasil (Brazil), Social Awareness and Voluntary Education (India), Tamkeen (Jordan), Turkmen. News (Turkmenistan)

Modern supply chains are complex and create conditions where slavery can thrive – aided by the continual urge to drive down costs and deliver shareholder profits. At least 16 million women, men and children are in forced labour in the private sector worldwide. Addressing slavery practices in global supply chains is one of the central pillars of Anti-Slavery's work. In 2020-21 we maintained a clear focus on this objective, keeping up momentum for change and facilitating the meaningful involvement of partners in producer countries in advocating for change while responding to the Covid-19 pandemic.

Current laws and voluntary “corporate social responsibility” are not enough to end slavery abuses in global supply chains; national and international laws that make businesses legally responsible for preventing human rights abuses in their supply chains and provide access to justice for victims are needed. Anti-Slavery has been at the forefront of pushing for mandatory human rights and environmental due diligence legislation at the EU (mHREDD) in recent years and continued these efforts in 2020-21. In a major milestone in this work, in April 2020 the European Commission announced its intention to introduce mHREDD. The European Council in December 2020 and the European Parliament in March 2021 too called for due diligence legislation. We worked with partners from producing countries heavily affected by corporate abuses to ensure their voices are considered in the debate and the new legislation is fit for purpose. We supported them to learn more about the developments in the EU and to meet directly with EU policy makers to influence the new law’s shape and scope. We also collaborated with Global Witness and Clean Clothes Campaign, in partnership with Avaaz, to support organisations to submit into the European Commission’s Consultation on mHREDD. Through this campaign and others’ work, over half a million people called upon the EU to introduce a strong EU law to hold companies accountable, including 700 civil society groups, trade unions and academic institutions from around the world. We also continued our work to call upon the UK government to strengthen supply chain legislation. In September 2020, we welcomed the UK Government’s announcement to strengthen the UK Modern Slavery Act. However, we do not consider these improvements enough to prevent forced labour in UK supply chains and continue to work in coalition with civil society across the UK to call for stronger laws.

The Chinese government has rounded up an estimated 1 to 1.8 million Uyghurs and other Turkic and Muslim-majority peoples in detention and forced-labour camps. The atrocities in the Uyghur Region – including forced labour, torture, forced separation of families, and the compulsory sterilisation of Uyghur women – are widely recognised to be crimes against humanity. Many industries are at risk of profiteering from Uyghur forced labour, particularly the fashion industry; 1 in 5 cotton garments sold globally contain cotton and/or yarn from the Region. In 2020-21 Anti-Slavery played a leading role convening an emerging coalition of human and labour rights organisations and trade unions to put pressure on the Chinese government to end the forced labour of Uyghurs. In July, with 72 Uyghur rights groups and over 100 civil society organisations, we launched the End Uyghur Forced Labour Coalition seeking brand commitments to cut all ties with suppliers implicated in forced labour and end all sourcing from the Uyghur Region, and to engage governments and multilateral organisations to introduce relevant laws and policy. In December, the US Government introduced an import ban on cottons and tomatoes from the region. In the UK, two parliamentary enquiries were launched calling on businesses as witnesses and the EU is examining the option of introducing import bans. By May 2021, the Coalition was endorsed by over 350 organisations from around the world, and seven fashion brands had publicly committed to the Call to Action, as well as private commitments from large global brands. We will continue to put pressure on companies to end their complicity in the appalling abuses taking place in the Uyghur Region in 2021-22, working in close partnership with coalition members.

After over a decade of campaigning, we saw some progress towards reform of the state-imposed forced labour system in Uzbekistan with the formation of the first independent union in the country.

There was limited progress in Turkmenistan but continued to work with our partners in the Cotton Campaign to raise awareness and push for reform.

Despite the challenges of Covid-19 we continued to deliver our supply chains consultancy work supporting UK-based companies on how to undertake due diligence on forced labour in their supply chains and using this learning to support our own advocacy objectives. This included joining the Better Cotton Initiative (BCI)'s Task Force on Forced Labour and Decent Work, which aims to tackle forced labour in cotton production globally, in 2020-21.

### *Migration and Trafficking*

#### **REDUCING MODERN SLAVERY IN SUPPLY CHAINS**

##### **Bangladesh, India, Madagascar, Mauritius**

Partners: Ovivashi Karmi Unnayam Program (OKUP, Bangladesh), ECFORME (Madagascar), Confederation of Workers of Public and Private Sectors (CTSP, Mauritius), Kaarak (India)

At least 45,000 migrant workers are employed in export-oriented factories in Mauritius, the majority from Bangladesh, Madagascar, and India. Many find themselves trapped in situations of debt bondage and forced labour, having paid extortionate recruitment fees whilst being deceived about the terms and conditions of employment in Mauritius. Our project aimed to provide vulnerable migrant workers with support both pre- and post-departure, however the Covid-19 pandemic had a huge impact on the project with closed borders and restricted travel, halting migration and therefore the recruitment of new migrant workers.

In 2020-21 we supported partners to develop innovative online ways of providing support to migrant workers already in Mauritius, including supporting CTSP to launch a remote advice line and distribute essential emergency items to migrant workers (including soap/hand sanitizer). In June CTSP was able to reopen its Migrant Resource Centre, providing awareness raising sessions for migrant workers alongside continuing to respond to requests for support on its hotline. As Covid-19 continued to disrupt planned activities, we worked closely with partners to pivot their work aiming to ensure that migrant workers have better protection and are less exposed to exploitation through conducting research into pre-departure best practice in Bangladesh, India and Madagascar focussing both on ethical recruitment and decent work practices.

#### **THE ANTI-TRAFFICKING MONITORING GROUP (ATMG)**

##### **UK**

Partners: Ashiana Sheffield, Bawso, the Children's Law Centre, ECPAT UK, the East European Resource Centre, Flourish Northern Ireland, Focus on Labour Exploitation (FLEX), Helen Bamber Foundation, Hope for Justice, JustRight Scotland, Kalayaan, Law Centre (NI), the Snowdrop Project, the TARA service and UNICEF UK

We continued to chair and host the ATMG to monitor the UK's implementation of the Council of Europe Convention on Action against Trafficking in Human Beings (the Trafficking Convention) and the EU Directive on Trafficking in Human Beings (2011/36/EU). In 2020-21 the ATMG continued to play a crucial role in our advocacy to improve the response of the UK Government to modern

slavery in the UK. We coordinated the sector's Covid-19 response around victim support, ensuring an amendment to the Coronavirus Bill was tabled. We worked with partners to understand the implications of Covid-19 during the first lock down and communicate our concerns (e.g., lack of space to self-isolate, lack of practical and emotional support as services shut down and increased risk of destitution) to the Home Office. Together with partners we supported legal challenges to the stopping of subsistence payments to victims of trafficking in emergency asylum accommodation which left victims with no way to buy essentials like hygiene products. In August payments of £24.40 were introduced; we are supporting efforts to increase this. In December, we issued a letter to ministers urging them to revoke a new policy that will make rough sleeping a basis for removal from the UK and put survivors of modern slavery and the wider homeless population in a more vulnerable position and thus increased their risk of exploitation. During the year the ATMG was asked by the Group of Experts on Action Against Trafficking in Human Beings (GRETA) to coordinate the Civil Society response for their UK evaluation. We ensured that survivors were placed at the centre of GRETA's (virtual) visit and engaged with policy makers and holders of power. We supported survivors to submit evidence to GRETA (the process was prohibitively complicated; we shared this feedback with GRETA). We published a joint response on the UK's New Immigration Plan with Survivor Alliance, who reached out to ATMG directly for help with responding to the Government's consultation.

Despite the challenges of Covid-19, during the year we also launched two new projects working with survivors and frontline partners to collect evidence to challenge Government policy and practice. One project works with people with lived experience to monitor Government's new Recovery Needs Assessment (RNA) process for recognised victims of trafficking who leave the National Referral Mechanism (NRM) following the landmark case (NN & LP). This was a legal case which we supported last year which theoretically ended the cliff edge in government support for survivors. The second, launched in partnership with the legal charity ATLEU (the Anti-Trafficking and Labour Exploitation Unit) and working with four frontline organisations based in London, supports partners to improve outcomes for trafficked service users through training, legal advice and casework support and policy updates. It also facilitates the sharing of best practice and collects data on challenges experienced by survivors accessing rights. This data is used to improve policy, or if necessary, support strategic legal challenges.

### *Slavery and Climate Change*

The climate crisis is already having a devastating impact on many of the most vulnerable people in the world, its effects are often exacerbated by economic activities that cause environmental degradation such as natural resource depletion in industries such as mining and fishing. Together these factors increase inequality, compound pre-existing vulnerabilities, drive displacement and migration and heighten the risk of modern slavery for children and adults. In recognition of this, the driver of modern slavery and climate change is a key focus of Anti-Slavery International's 2020-25 strategy.

During the year Anti-Slavery International developed a strategy on slavery and climate change, working with partners to explore and determine how best to harness our networks and expertise to tackle this driver. We developed a report with Dr Chris O'Connell who has worked closely with Anti-Slavery International (seconded under the CAROLINE Fellowship) on the impact of climate

change on vulnerability to modern slavery. *From a Vicious to a Virtuous Circle*, published in April 2021, looks closely at the link between climate change and modern slavery and the challenges presented by environmental harms. Without concerted efforts at the global level millions more people look set to fall into modern slavery as a result of climate change. Going forward, we are committed to doing all we can to prevent this.

#### *Other work towards our strategic priorities*

Throughout 2020-21 we maintained a clear focus on the strategic priorities we believe we as an organisation and the wider anti-slavery movement need to address to help power international efforts to end slavery: System Change, Survivors' voice, Movement Building, Effective Framing of the Issue and Legal Frameworks.

### **COVID-19 INTERNATIONAL RESPONSE**

We recognised early that the global pandemic would compound poverty, make more people vulnerable to slavery and that a context where change is rapid and governments may be struggling to respond would create more opportunities for exploitation. Our survey to civil society organisations on the impact of Covid-19 on people in slavery was one of the first issued specifically on slavery and its focus on the impact upon the movement, and the inclusion of partners and survivors voices in designing responses was unique. Our work ensured that the needs, experiences, and recommendations of people affected by slavery, were heard at the highest levels. The UN Special Rapporteur on Slavery's report to the UN Human Rights Council on the impact of Covid-19 on slavery drew strongly on our evidence, which was routinely referenced. The report's conclusions and recommendations echoed our own – for example explicitly stating the need for survivor voice in policy responses. The Special Rapporteur committed to continuing to monitor the impact of Covid-19 and holding governments to account on this. We participated in the Human Rights Council Interactive Dialogue, presenting our findings and policy recommendations on the impact of Covid-19 on slavery directly to member states, which were very well received.

### **ENDING BONDED LABOUR**

#### **Nepal**

Partners: Nepal National Dalit Social Welfare Organisation (NNDSWO, Nepal) Haliya communities in Nepal's remote far west region have been severely socially and economically marginalised for generations. Despite the Government abolishing the Haliya bonded labour system and cancelling the debts of Haliya bonded labourers in 2008, the rehabilitation process has been slow, uneven, and ultimately ineffective. Thousands of Haliya families are still trapped in bonded labour. They suffer from entrenched discrimination and social exclusion as bonded labourers and members of the Dalit caste. With partner NNDSWO, we are working to break intergenerational cycles of slavery, supporting highly marginalised Dalit women, men, and children to escape bonded labour, learn about and claim their rights and access education and increase economic sustainability. This year thanks to our project, 36 Haliya families (approximately 215 individuals) formally registered for the state rehabilitation package, which includes home and land of their own; a total of 1,483 families over the lifetime of the project.

In addition, 498 Haliya children and young people received tuition and/ or schooling support over the 4-year project with 100% passing the exams and 495 of these staying in school. 172 young people have completed business start-up entrepreneur training and short skills courses, and 118



youths started specialised 18-month technical training courses. Between October 2020 and the end of March 2021, Covid-19 response activities included providing food packages and nutritional support to 4,345 households, including 1,681 households headed by women. Extra and specialised provision was made to 186 households with pregnant women and 162 households with a disabled person. Community engagement and awareness raising included work on current restrictions and locally available services in isolated communities in the Far West, and empowering women to develop key leadership and business skills. Income support to safeguard the economic empowerment of Haliya communities provided entrepreneur training, business support tools, training via short courses for vocational skills and initiatives funded by collective seed funds to 287 individuals. School support adapted from existing activity ensured that 402 pupils in Grades 1-10 and 198 pupils in Grades 11-12 were able to return to school post-lockdown.

This project has now closed but NNDSWO will continue to use the data gleaned from this project for further advocacy with federal, provincial and local government, and will develop and submit proposals to funding agencies to address ongoing Haliya issues.

## FUNDRAISING AND COMMUNICATIONS

Anti-Slavery International continued work to grow income across a diverse range of sources. Guided by our Fundraising and Communications strategy our small team raised income and developed and improved fundraising and communications systems and processes. In 2020-21 our fundraising activities included:

- Grant fundraising from institutional bodies such as governments and multi-lateral inter-governmental agencies.
- Grant fundraising from trusts and foundations.
- Fundraising from individual donors through both digital and postal appeals. Across the year we sent six postal appeals for support from warm supporters and members, and eighteen email appeals. No fundraising agencies generating direct income worked on Anti-Slavery International's behalf in 2020-21.
- The philanthropy team had a strong year, with a focus on looking after long-standing supporters. One major donor renewed his commitment and increased it to fund a new staff role. We also welcomed new supporters, providing core support to the UK team and investment to help grow our Policy and Advocacy team and their activities.
- Our community and event fundraising was heavily impacted by Covid-19, as challenge events were cancelled and social distancing prevented even smaller fundraising events from going ahead.
- Our corporate fundraising and trading activities (in the form of paid consultancy offered to companies and organisations seeking expertise on addressing slavery in their operations) had been building momentum however the impacts of the UK's first lockdown and the global effects of Covid-19 stalled all Anti-Slavery International's corporate activities. Long-term support from Ashurst LLP and our ongoing partnership with ASOS.com underpinned our corporate engagement during the year. Towards the end of the financial year, we began to identify new opportunities and remain optimistic for corporate income moving into 2021-22.

In keeping with the recommendations of the Fundraising Regulator, Anti-Slavery International's operations adhere to the Codes of Fundraising Practice. The organisation ensures that all voluntary income-generating staff are members of the Institute of Fundraising. Adherence to the code is

monitored in regular supervision with staff. In the few instances where volunteers fundraise for Anti-Slavery International's work, staff ensure their fundraising efforts adhere to the law and regulation while encouraging a positive fundraising experience and outcome. Our DIY fundraising resource also includes guidance for members of the public who wish to fundraise either in their community, or with their company for Anti-Slavery International.

#### [Participation in fundraising regulation and compliance with the codes](#)

Anti-Slavery International adheres to its ethical policy on the receipt of individual donations and interacting with potentially vulnerable people. The policy follows the guidelines of the Institute of Fundraising's 'Treating Donors Fairly' guidance.

We received five complaints during the year following our anti-racism statement. Each complaint was responded to with a polite and detailed explanation around our statement. Anti-Slavery International responds to all complaints, ensuring appropriate action is taken when required.

Over the past 12 months the organisation has continued its work to improve the quality of accurate and reliable data it holds about individuals and organisations, and to improve content and contact preferences that we hold on to our members and supporters in order to provide supporters with an increasingly meaningful and personalised interaction with us.

On occasions, Anti-Slavery International received emails from school children keen to support the organisation's work. In these situations, care is taken to ensure that a parent or schoolteacher is a key contact along with any older children where possible, and on behalf of younger children. This is typically assessed by school age – primary school age, and secondary school age. Anti-Slavery International does not knowingly send any marketing material or conduct any unsolicited communications to any young people.

## **RISK AND FINANCE**

### [RISK MANAGEMENT](#)

Trustees undertake a thorough risk review annually. This involves identifying the types of risk the charity faces, prioritising them in terms of potential impact and likelihood of occurrence and identifying ways of mitigating them. As part of this process trustees keep the adequacy of the charity's internal controls under review and, wherever possible, comply with best practice.

Additionally, the Finance Committee and Board assesses and reviews key risks on a quarterly basis. These include risks relating to the safety and security of staff which are mitigated by stringent assessment, procedures, and insurance.

**The three leading risks identified by this ongoing process are as follows:**

#### **1. Inability to raise sufficient funds to deliver ASI's strategic aims.**

In 2020/21 we continued with our investment plan to grow our income with a focus on major gifts and individual giving to ensure net growth from 2020 onwards. We monitored and reviewed



progress throughout the year, incorporating learning to strengthen our fundraising approaches. In 2020/21 we continued to strengthen the process for developing restricted donor applications to ensure maximum recovery of organisational costs. The balance between restricted and unrestricted income during the year was 75%:25% compared to last year at 70%:30%, reflecting the growth in restricted donor income.

## **2. Negative political and economic changes.**

The senior management team continues to consider the implications of the UK leaving the EU for the potential implications on both our operations and staff. This has involved consideration of the economic impact and ensuring the charity has robust financial systems in place to manage the risk. We have monitored the situation regarding the impact on our EU national staff and cultivated a wide range of new donors and global allies.

## **3. COVID-19**

We have continued to carefully monitor the on-going challenges associated with Covid-19 both in terms of the impact on staff wellbeing and on our financial position. From a going concern perspective, the senior management team and Trustees have been regularly reviewing the charities financial position over a 3-year period. In March 2021, the Board approved a 3-year plan which showed a small deficit on unrestricted reserves in 21-22 followed by surpluses in the following two years.

### **FINANCE REVIEW**

Total income was £3.2m (2020 £2.7m) during the year. Whilst unrestricted income fell by £292k during the year, which was due to the charity receiving a large one-off legacy in 2020, income from individuals, trusts and corporates increased by £82k.

Income from charitable activities grew by £802k with healthy growth across our Africa and Asia projects, and our UK and Europe projects where income grew by £524k due to generous donations from corporations and trusts.

Unrestricted expenditure was broadly in line with last year at £0.94m (2020: £0.90m) which allowed us to continue to invest in our fundraising and programmes despite the challenges of Covid-19.

### **RESERVES POLICY**

The organisation aims to maintain unrestricted reserves at £250,000 representing roughly three months of expenditure. At the end of the financial year unrestricted reserves fell from £263,977 to £132,463, although reserves were higher than planned due to senior management delaying some investment as part of our Covid-19 response. Free reserves (unrestricted net current assets excluding restricted funds, designated funds, fixed assets, and long-term liabilities) are now £291,571.

Trustees and senior management monitor the financial position regularly to keep abreast of any upcoming risks that may impact on the reserves position. We continue to invest in our unrestricted fundraising capability and ensure that a greater proportion of fixed costs are funded by institutional donors, allowing us to rebuild and then maintain our reserves. By monitoring financial risks, the Finance Sub-Committee can determine if the current reserves target is set at an appropriate level.

## GOING CONCERN

Trustees have considered all material uncertainties and risks, including Covid-19, which may impact upon the organisations ability to continue as a going concern. Trustees believe that despite these challenges the charity is a going concern. The Trustees formed this conclusion by reviewing the financial performance of the organisation with reference to forecast levels of free reserves and cash flow projections.

As a result of Covid-19 Trustees and Senior Management increased the regularity of its financial forecasting during the year. We continue to strengthen our financial processes and systems so we can monitor financial risk, and where required, take appropriate management action. Towards the end of the year we strengthened our finance team by recruiting an experience and qualified Finance Manager who will focus on developing our financial reporting and internal controls.

In considering the risk of Covid-19, Senior Management revisited the approved budget for 2020/21, which included investment in our fundraising team to support delivery on the investment model and increase funding from both our unrestricted and institutional donors. Provision was also included in the budget to support the new strategy and strengthen our programme and advocacy work. Whilst Covid-19 has had an impact on some of the organisations income streams we have been able to mitigate this by pausing some of the planned investment which has helped to maintain our financial position over the three-year period. Trustees will continue to monitor the financial risk on a monthly basis whilst we have the uncertainty of Covid-19.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is governed by a Board of Trustees who meet regularly during the year. Trustees serve for a three-year period and may be re-elected for a maximum of two further consecutive terms of three years each. The Board delegates some functions to the Finance Sub-Committee and the People and Organisational Development Sub-Committee, all of which include trustees. The committees operate under terms of reference and each committee has its work reviewed by the Board as appropriate. A process of skills-based open recruitment to source new trustees is employed. New trustees are briefed on the Memorandum and Articles of Association, risk register, policies, and procedures. This includes briefing on issues such as delegation of authority, recruitment, reserves, conflicts of interest and current and previous year's financial performance.

Trustees are responsible for the strategic direction of Anti-Slavery and delegate management to the Chief Executive Officer who reports on performance against operational plans approved by the Board. The Chief Executive Officer and Head of Finance and Resources report regularly to the Treasurer of the Finance Sub-Committee on the financial position and financial risk. Management information and financial analysis reports are received quarterly by the Board.

## 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 Chief Executive Officer is on a spot salary determined by the People and Organisational Development 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.

## KEY PERSONNEL CHANGES IN 2020/21

There were no changes to key personnel during the year.

## 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 gives a true and fair view of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors is 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 auditor is 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.

## PLANS FOR 2021/22

In 2021/22 we will continue to implement our new organisational strategy focussing on challenging and changing law, policy, and practice so everyone, everywhere can be free from slavery. We will strengthen our work across our four focus areas, including launching a new project with partners in Ghana, Niger and Tanzania to reform and regulate the child domestic work sector to eliminate abuse and exploitation, and ensure that children's rights are respected. We will build on our successes in 2020/21 and continue to respond flexibly, collaboratively, and effectively to the challenges we face.

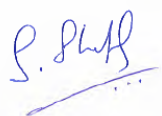
We will:

- Strengthen our programme, policy, and advocacy work, with a renewed focus on promoting system change, survivor voice and movement building.
- Learn from our Covid-19 response as an organisation and as part of the global anti-slavery movement reviewing and changing our working practices (e.g., increasing remote partnership working/reducing travel) and developing long-term, survivor-centred interventions which tackle the structural issues which facilitate slavery.
- Ensure there is a healthy balance between restricted and unrestricted income sources.
- Strengthen our finance and IT systems and processes to better serve the organisation.
- Continue to strengthen our safeguarding as new sector standards emerge.

## AUDITOR

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on the 26 July 2021 and signed on their behalf by



Sunil Sheth  
Chair

## Opinion

We have audited the financial statements of Anti-Slavery International (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

## Basis for opinion

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

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Anti-Slavery International's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

## Other Information

The other information comprises the information included in the directors' annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

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

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

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

## Responsibilities of directors

As explained more fully in the statement of directors responsibilities set out in the directors annual report, the directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

## Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of our report

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

Noelia Serrano (Senior statutory auditor)

19 November 2021

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



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

For the year ended 31 March 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
<b>Income from:</b>							
Donations and legacies	2	739,768	-	739,768	984,960	-	984,960
Charitable activities	3	53,306	2,368,429	2,421,735	48,923	1,570,675	1,619,598
Investment income		4,774	-	4,774	55,505	-	55,505
<b>Total income</b>		<b>797,848</b>	<b>2,368,429</b>	<b>3,166,276</b>	<b>1,089,388</b>	<b>1,570,675</b>	<b>2,660,063</b>
<b>Expenditure on:</b>							
Raising funds	4	439,683	-	439,683	396,046	-	396,046
Charitable activities	4	500,803	1,996,609	2,497,413	507,307	1,972,987	2,480,294
<b>Total expenditure</b>		<b>940,486</b>	<b>1,996,609</b>	<b>2,937,097</b>	<b>903,353</b>	<b>1,972,987</b>	<b>2,876,340</b>
<b>Net income/(expenditure) for the year and net movement in funds</b>	6	<b>(142,638)</b>	<b>371,820</b>	<b>229,182</b>	<b>186,035</b>	<b>(402,312)</b>	<b>(216,277)</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		698,369	86,355	784,724	512,334	488,667	1,001,001
<b>Total funds carried forward</b>	16	<b>555,731</b>	<b>458,175</b>	<b>1,013,906</b>	<b>698,369</b>	<b>86,355</b>	<b>784,725</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 17.

## Balance sheet

Company no. 3079904

**As at 31 March 2021**

	Note	£	2021 £	£	2020 £
<b>Fixed assets:</b>					
Tangible assets	11		640,549		654,024
<b>Current assets:</b>					
Debtors	12	267,004		153,534	
Cash at bank and in hand		613,740		599,779	
		<u>880,744</u>		<u>753,313</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	(169,303)		(284,529)	
				<u></u>	
<b>Net current assets</b>			<u>711,441</u>		<u>468,784</u>
<b>Total assets less current liabilities</b>			<u>1,351,989</u>		<u>1,122,808</u>
Creditors: amounts falling due after one year	15		(338,083)		(338,083)
			<u></u>		<u></u>
<b>Total net assets</b>			<u><u>1,013,906</u></u>		<u><u>784,725</u></u>
<b>The funds of the charity:</b>	16				
Restricted income funds			458,175		86,356
Unrestricted income funds:					
Revaluation reserve		423,266		434,392	
General funds		132,465		263,977	
		<u></u>		<u></u>	
Total unrestricted funds			<u>555,731</u>		<u>698,369</u>
<b>Total charity funds</b>			<u><u>1,013,906</u></u>		<u><u>784,725</u></u>

Approved by the trustees on 26 July 2021 and signed on their behalf by

Sunil Sheth  
Chair

Statement of cash flows

For the year ended 31 March 2021

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2021 £	2020 £
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>	<b>229,182</b>	<b>(216,277)</b>
Depreciation charges	23,267	29,554
Dividends, interest and rent from investments	(4,774)	(55,505)
(Increase) / decrease in debtors	(113,470)	34,646
(Decrease) / increase in creditors	(115,226)	121,140
<b>Net cash provided by / (used in) operating activities</b>	<b>18,979</b>	<b>(86,442)</b>

	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>				
<b>Net cash provided by / used in operating activities</b>		18,979		(86,442)
<b>Cash flows from investing activities:</b>				
Dividends, interest and rents from investments	4,774		55,505	
Purchase of fixed assets	9,792		3,438	
<b>Net cash provided by investing activities</b>		14,566		58,943
<b>Cash flows from financing activities:</b>				
Repayments of borrowing	(19,585)		(41,784)	
<b>Net cash used in financing activities</b>		(19,585)		(41,784)
<b>Change in cash and cash equivalents in the year</b>		13,960		(69,283)
Cash and cash equivalents at the beginning of the year		599,780		669,063
<b>Cash and cash equivalents at the end of the year</b>		<b>613,740</b>		<b>599,780</b>

**1 Accounting policies**

**a) Statutory information**

Anti-Slavery International is a charitable company limited by guarantee and is incorporated in England & Wales.

The registered office address is Thomas Clarkson House, The Stableyard, Broomgrove Road, London, SW9 9TL.

**b) Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011.

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

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

**c) Public benefit entity**

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

**d) Going concern**

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

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

In determining the going concern status, trustees have considered all material uncertainties and risks, including Covid-19, and have reviewed the financial performance of the organisation with reference to forecast levels of free reserves and cash flow projections.

The Charities cash position remains positive throughout the period under review and the Trustees believe it can settle its liabilities as and when they fall due. For this reason, the going concern assumption is considered to be appropriate.

**e) Income**

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

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

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

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

**f) 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.

**1 Accounting policies (continued)**

**g) 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.

**h) Overseas partner expenditure**

Payments to overseas partners are based on forecast expenditure for the coming period and recognised when the payment is sent to the partner. Where partners do not spend funds received in full this is adjusted in the following period so that partner reports reflect what has actually been spent on the project.

**i) Expenditure and irrecoverable VAT**

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

- ▮ Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- ▮ Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs

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. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned in relation to the time spent on that activity.

Support and governance costs are divided equally between the cost of raising funds and the three (2020: 3) programme regions.

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) 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.

**l) 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

Freehold land is not depreciated.

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

## 1 Accounting policies (continued)

### m) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

### n) 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.

### o) 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.

### p) Financial instruments

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.

### q) Pensions

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.

## 2 Income from donations and legacies

	2021			2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Individuals	468,827	-	<b>468,827</b>	405,020	-	405,020
Trust/Corporate	168,681	-	<b>168,681</b>	150,953	-	150,953
Legacies	102,260	-	<b>102,260</b>	428,988	-	428,988
	<u>739,768</u>	<u>-</u>	<u><b>739,768</b></u>	<u>984,960</u>	<u>-</u>	<u>984,960</u>

Legacies include £30,000 for which notifications and value have been received but not paid at year end. We are currently awaiting the estate accounts to be finalised

## Notes to the financial statements

For the year ended 31 March 2021

## 3 Income from charitable activities

	2021			2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Irish Aid	-	-	-	-	45,442	45,442
US Embassy	-	18,132	18,132	-	-	-
US Government - DRL	-	440,284	440,284	-	432,869	432,869
ILO	-	148,186	148,186	-	-	-
FCDO	-	132,643	132,643	-	137,284	137,284
BFSS	-	7,824	7,824	-	16,077	16,077
Voice	-	15,676	15,676	-	-	-
MRG	-	41,865	41,865	-	-	-
Other	-	-	-	-	31,961	31,961
Sub-total for Africa	-	804,610	804,610	-	663,633	663,633
Home Office	-	422,460	422,460	-	326,090	326,090
Comic Relief	-	-	-	-	54,979	54,979
Pacific Links	-	-	-	-	16,582	16,582
FCDO	-	426,552	426,552	-	249,221	249,221
Sub-total for Asia	-	849,012	849,012	-	646,872	646,872
Esmée Fairbairn	-	80,000	80,000	-	-	-
Baring Foundation	-	34,453	34,453	-	-	-
C&A	-	35,675	35,675	-	53,300	53,300
MHRDD Laudes	-	185,323	185,323	-	-	-
Laudes - BHR	-	14,111	14,111	-	-	-
Open Society Institute- Uzbek	-	-	-	-	-	-
Henry Scutt	-	57,408	57,408	-	60,489	60,489
Trust for London	-	54,656	54,656	-	-	-
Nelumbo Stiftung Foundation Grant	-	103,458	103,458	-	-	-
CAF America	-	56,385	56,385	-	-	-
Other	-	19,067	19,067	-	2,500	2,500
Sub-total for Europe	-	640,537	640,537	-	116,289	116,289
Samworth Foundation	-	-	-	-	80,000	80,000
Ashurst	-	35,000	35,000	-	35,000	35,000
Dunn/Dressember	-	39,270	39,270	-	28,881	28,881
Other	53,306	-	53,306	48,923	-	48,923
	53,306	74,270	127,577	48,923	143,881	192,804
Total income from charitable activities	53,306	2,368,429	2,421,736	48,923	1,570,675	1,619,597

## 4a Analysis of expenditure (current year)

	Charitable activities						2021
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	Total £
Direct salaries (note 7)	248,406	277,188	236,181	304,939	-	-	<b>1,066,715</b>
Support salaries (note 7)	3,838	18,578	13,166	14,789	550	135,963	<b>186,884</b>
Payments to partners (note 5)	-	523,633	434,685	-	-	-	<b>958,318</b>
Other programme costs	-	4,343	184,814	167,295	-	-	<b>356,452</b>
Other operating costs	142,417	62,492	52,684	67,555	14,852	28,727	<b>368,727</b>
	<b>394,660</b>	<b>886,234</b>	<b>921,530</b>	<b>554,579</b>	<b>15,402</b>	<b>164,690</b>	<b>2,937,096</b>
Governance costs	3,850	3,850	3,850	3,851	(15,402)	-	-
Support costs	41,173	41,173	41,173	41,174	-	(164,690)	-
<b>Total expenditure 2021</b>	<b>439,683</b>	<b>931,256</b>	<b>966,553</b>	<b>599,603</b>	<b>-</b>	<b>-</b>	<b>2,937,096</b>



4b Analysis of expenditure (prior year)

	Charitable activities						2020
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	Total £
Direct salaries (note 7)	235,220	224,921	190,651	231,577	-	-	882,369
Support salaries (note 7)	3,413	7,497	7,497	6,426	-	80,700	105,534
Payments to partners (note 5)	-	644,242	394,478	20,000	-	-	1,058,720
Other programme costs	-	95,495	178,360	174,801	-	-	448,656
Other operating costs	126,696	73,768	62,891	75,540	16,553	25,614	381,061
	365,329	1,045,923	833,876	508,344	16,553	106,314	2,876,340
Governance costs	4,138	4,138	4,138	4,138	(16,553)	-	-
Support costs	26,579	26,579	26,579	26,579	-	(106,314)	-
<b>Total expenditure 2020</b>	<b>396,046</b>	<b>1,076,640</b>	<b>864,593</b>	<b>539,061</b>	<b>-</b>	<b>-</b>	<b>2,876,340</b>

Notes to the financial statements

For the year ended 31 March 2021

5 Grant making

	2021 £	2020 £
Association Timidria	214,076	195,425
Children and Women in Social Service	8,124	54,159
Minority Rights Group International	35,925	50,959
Nepal National Dalit Social Welfare Org	273,402	228,742
Ovibashi Karmi Unnayan Program	60,118	54,670
RADDHO	61,845	97,130
SOS Esclaves	121,154	166,549
Tanzania Domestic workers coalition	-	21,950
TOSTAN	72,101	76,011
ECFORME	52,731	15,448
CTSP	49,218	21,031
Other payments to partners	9,624	76,646
	<b>958,318</b>	<b>1,058,720</b>

The above grants represent payments to institutions in furtherance of the charities strategic aims

6 Net income /expenditure for the year

This is stated after charging / (crediting)

	2021 £	2020 £
Depreciation	23,267	29,554
Interest payable	13,580	18,943
Auditor's remuneration (excluding VAT):		
Audit	11,200	11,000
Other services	-	25,320

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

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	1,084,354	856,753
Social security costs	111,953	85,646
Employer's contribution to defined contribution pension schemes	57,292	45,504
	<b>1,253,599</b>	<b>987,903</b>

### Remuneration of employees

The number of employees whose remuneration fell within the following bands were:

	2021 No.	2020 No.
£70,000 - £80,000	1	-
£60,000 - £70,000	-	1
	<b>1</b>	<b>1</b>

The total employee benefits including pension contributions of the key management personnel were £276,874 (2020: £246,254).

Payments related to staff redundancy during the year were £15,805 (2020: £nil).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £0 (2020: £76) incurred by 0 (2020: 1) members relating to attendance at meetings of the trustees.

## 8 Staff numbers

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

	2021 No.	2020 No.
Programmes	19	18
Fundraising	8	6
Support and Governance	5	4
	<b>32</b>	<b>28</b>

## 9 Related party transactions

There are no related party transactions to disclose for 2021 (2020: 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 were £nil (2020: £nil).

## 10 Taxation

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

**11 Tangible fixed assets**

	Freehold property £	Fixtures and fittings £	Computer equipment £	Database & Website £	Total £
<b>Cost or valuation</b>					
At the start of the year	725,000	34,109	32,836	56,829	<b>848,774</b>
Additions in year	-	-	9,792	-	<b>9,792</b>
At the end of the year	<u>725,000</u>	<u>34,109</u>	<u>42,628</u>	<u>56,829</u>	<u><b>858,566</b></u>
<b>Depreciation</b>					
At the start of the year	92,166	25,630	26,938	50,016	<b>194,750</b>
Charge for the year	11,520	1,444	3,490	6,813	<b>23,267</b>
At the end of the year	<u>103,686</u>	<u>27,074</u>	<u>30,428</u>	<u>56,829</u>	<u><b>218,017</b></u>
<b>Net book value</b>					
<b>At the end of the year</b>	<u>621,314</u>	<u>7,035</u>	<u>12,200</u>		<u><b>640,549</b></u>
At the start of the year	<u>632,834</u>	<u>8,479</u>	<u>5,898</u>	<u>6,813</u>	<u>654,024</u>

All of the above assets are used for charitable purposes.

The buildings were professionally valued on 9 July 2018 at £1,700,000 by Copping Joyce. However this value has not been used in the accounts since it is the charity's policy to use deemed cost as explained in note 1(l).

**12 Debtors**

	2021 £	2020 £
Other debtors	<b>19,849</b>	39,360
Prepayments	<b>30,734</b>	24,709
Accrued income	<b>216,421</b>	89,465
	<u><b>267,004</b></u>	<u>153,534</u>

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

	2021 £	2020 £
Mortgage	-	37,860
Pension contributions	<b>8,397</b>	6,435
Taxation and social security	<b>29,923</b>	26,399
Other creditors	<b>104,450</b>	88,051
Deferred income	-	76,291
Accruals	<b>26,533</b>	49,493
	<u><b>169,303</b></u>	<u>284,529</u>

**14 Deferred income**

	2021 £	2020 £
Amount deferred in the year	-	76,291
Balance at the end of the year	-	76,291

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

	2021 £	2020 £
Other	338,083	338,083
	338,083	338,083

The amounts due after more than one year represent a mortgage secured on the freehold property. The mortgage is repayable in instalments by September 2023. The mortgage carries a variable rate of 3.95% over the Bank of England's Base Rate.

Long term creditors are payable as follows:

	2021 £	2020 £
One to two years	38,455	103,003
Two to five years	299,628	235,081
Over five years	-	-
	338,083	338,083

**16a Analysis of net assets between funds (current year)**

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	178,977	423,266	38,306	640,549
Net current assets	291,571	-	419,869	711,440
Long term liabilities	(338,083)	-	-	(338,083)
<b>Net assets at the end of the year</b>	<b>132,464</b>	<b>423,266</b>	<b>458,175</b>	<b>1,013,906</b>

**16b Analysis of net assets between funds (prior year)**

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	177,433	428,830	47,760	654,023
Net current assets	430,188	-	38,597	468,785
Long term liabilities	(338,083)	-	-	(338,083)
<b>Net assets at the end of the year</b>	<b>269,538</b>	<b>428,830</b>	<b>86,357</b>	<b>784,725</b>

## 17a Movements in funds (current year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	At 31 March 2021 £
<b>Restricted funds:</b>				
Programme funds:				
Africa	24,199	804,609	(717,790)	<b>111,018</b>
Asia	(45,063)	849,012	(773,005)	<b>30,944</b>
Europe	59,459	714,808	(496,360)	<b>277,907</b>
<b>Total Programme funds</b>	<b>38,595</b>	<b>2,368,429</b>	<b>(1,987,155)</b>	<b>419,869</b>
Building & Library fund	47,760	-	(9,454)	<b>38,306</b>
<b>Total restricted funds</b>	<b>86,355</b>	<b>2,368,429</b>	<b>(1,996,609)</b>	<b>458,175</b>
Revaluation reserve	434,392	-	(11,126)	<b>423,266</b>
General funds	263,977	797,848	(929,360)	<b>132,465</b>
<b>Total unrestricted funds</b>	<b>698,369</b>	<b>797,848</b>	<b>(940,486)</b>	<b>555,731</b>
<b>Total funds</b>	<b>784,724</b>	<b>3,166,277</b>	<b>(2,937,095)</b>	<b>1,013,906</b>

## 17b Movements in funds (prior year)

	At 2 April 2019 £	Income & gains £	Expenditure & losses £	At 31 March 2020 £
<b>Restricted funds:</b>				
Programme funds:				
Africa	285,087	663,633	(924,520)	<b>24,200</b>
Asia	13,344	646,872	(705,279)	<b>(45,063)</b>
Europe	121,765	260,170	(322,476)	<b>59,459</b>
<b>Total Programme funds</b>	<b>420,196</b>	<b>1,570,675</b>	<b>(1,952,275)</b>	<b>38,596</b>
Building & Library fund	68,471	-	(20,711)	<b>47,760</b>
<b>Total restricted funds</b>	<b>488,667</b>	<b>1,570,675</b>	<b>(1,972,986)</b>	<b>86,356</b>
Revaluation reserve	434,392	-	-	<b>434,392</b>
General funds	77,942	1,089,388	(903,353)	<b>263,977</b>
<b>Total unrestricted funds</b>	<b>512,334</b>	<b>1,089,388</b>	<b>(903,353)</b>	<b>698,369</b>
<b>Total funds</b>	<b>1,001,001</b>	<b>2,660,063</b>	<b>(2,876,339)</b>	<b>784,725</b>

**Purposes of restricted funds**

**Programme Funds**

Our programmes are restricted to the following geographical areas:

**Worldwide**

**Worst forms of child labour**

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

**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.

**Asia and Europe**

**Trafficking**

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

**Asia**

**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.

**Asia and Africa**

**Forced labour**

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

**Africa**

**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.

**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 and for maintenance and development of the building.

**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.

**18 Capital commitments**

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

**19 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.