

Company no 3079904  
Charity no 1049160

**Anti-Slavery International**  
**Report and Financial Statements**  
**31 March 2012**



**sayer vincent**

*auditors and advisors*

## **Anti-Slavery International**

### **Reference and administrative details**

**For the year ended 31 March 2012**

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<b>Company number</b>	3079904	
<b>Charity number</b>	1049160	
<b>Registered office and operational address</b>	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL	
<b>Honorary officers</b>	Paul Whitehouse Andrew Clark John Cropper Graham Duncan	Chair from 15th December 2011 Chair to 15th December 2011 Vice Chair Treasurer
<b>Principal staff</b>	Aidan McQuade	Director / Company Secretary
<b>Bankers</b>	Barclays Bank PLC P O Box 270 London SE15 4RD	
<b>Auditors</b>	Sayer Vincent Chartered accountants and statutory auditors 8 Angel Gate City Road London EC1V 2SJ	

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2012**

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The trustees present their report and the audited financial statements for the year ended 31 March 2012

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

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

### **Structure, governance & management**

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

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

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

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

### **DIRECTORS**

The directors who served during the period are the charity trustees listed on page 16. In accordance with the Articles of Association the trustees retire by rotation at the end of their respective three year terms of office and being eligible, offer themselves for re-election at the Annual General Meeting of the company. Trustees can only serve three consecutive terms of three years

### **GOVERNANCE**

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

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

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#### **OBJECTIVES**

The Charity Commission sets out "two key principles and seven important factors which must be met in order to show that an organisation's aims are for the public benefit " These are

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

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

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

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

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

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

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

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

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

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

The work undertaken by Anti-Slavery International in 2011/12 under each programme area is described below

## Anti-Slavery International

### Report of the trustees

#### For the year ended 31 March 2012

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#### Worst Forms of Child Labour

##### Forced child begging

A project to end the forced child begging of *talibés* in Senegal started in September 2010. *Talibés* are children aged five-fifteen years, almost exclusively boys, who study in Qur'anic schools (*daaras* under teachers (*marabouts*). Most *daaras* do not charge the students for their studies, food or accommodation. Instead, the *marabouts* force the children to beg for their keep. Most *talibés* are from remote rural areas, even trafficked from neighbouring countries. Far from their parents and villages and living in squalid conditions, they are impoverished, vulnerable to disease and poor nutrition, and subject to physical and emotional abuse if they fail to meet their financial 'quota' from begging.

The five-year project is funded mainly by the Department for International Development's Civil Society Challenge Fund. The project objectives are to encourage the State to introduce and roll-out a national modern-daara programme, where children can learn the Qur'an within a wider curriculum in safe conditions regulated by the State, and where they are not forced to beg, and to enforce anti-forced begging laws.

Local partners Tostan completed their initial training of eight communities in the northern region of Fouta where many *talibés* originate. They mobilised communities and local *marabouts* to lobby local authorities for a state modern-daara in their locality, securing the local mayor's support. Subsequently two further communities were added to the programme (in Thiès and Mbour). National partner, CAINT, conducted an array of campaign, media and advocacy activities, particularly through a coalition of NGOs. Anti-Slavery produced a report, entitled "Time for Change" in both French and English to support national and international advocacy efforts. We gave a successful advocacy training (lobbying, media and campaigning) among 40 Senegalese NGOs, providing important impetus to a joint NGO advocacy strategy to raise the profile of the *talibé* issue directly with key candidates and in the media in the run-up to Presidential elections in March 2012. Anti-Slavery also lobbied for the *talibé* issue at the international level, notably at the ILO, which as a result has called Senegal to appear before the Conference Standards Committee in June.

Internally, there have been some challenges, however. CAINT's Director resigned suddenly in December 2011, destabilising CAINT both financially and in terms of overall direction. All attempts to try to resolve these problems sadly could not turn the situation around, leading to the ending of the partnership in March 2012. Anti-Slavery has identified another national partner, RADDHO, Senegal's leading human rights organisation, and is currently developing a new strategy together with them and existing partners Tostan, to build on the successes already achieved at national and local levels as well as maximise the opportunities afforded by the election in March of a new President in Senegal, Macky Sall.

Information on forced child begging in Senegal submitted to the ITUC, which they used in their submission to the ILO Committee of Experts on the Application of Conventions and Recommendations (ILO CEACR, hereto referred to as the Committee), formed the basis of the Committee of Experts 2012 Observation on Senegal under ILO Convention No 182 on the Worst Forms of Child Labour. The Committee of Experts referred the case for examination by the tripartite Committee on the Application of Standards at the upcoming International Labour Conference.

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##### Child Domestic Work (funded by Oak and DFID)

This is a 6 country project aimed at improving the lives of child domestic workers through obtaining changes in policy and practice as well as provide direct support to the child workers

To advance child participation in this project we conducted training for the children's advisory committees previously established and others on child participation in advocacy

In May 2011 the International Labour Conference adopted ILO Convention 189 on Decent Work for Domestic Workers. This is a Convention that Anti-Slavery has been working towards with our partners for some years to promote legal protections for workers vulnerable because of their work in private households. Anti-Slavery's role was instrumental in obtaining recognition and inclusion of the plight of child domestic workers, and provision to protect their rights, within the Convention and accompanying Recommendation. We organised for a group of child domestic workers from different parts of the world to attend the Conference in Geneva to ensure that the voices of child domestic workers were heard in the deliberations.

The Special Rapporteur on Slavery conducted a country mission to Peru, which focused heavily on domestic work, particularly child domestic work, and resulted in a mission report which contained strong recommendations to the Government.

##### **Slavery Based on Descent**

###### Ending the "wahaya" practice

A report was launched by Anti-Slavery International and its partners on the 'wahaya' practice in Niger, whereby girls and women of slave descent are bought and sold as 'fifth wives' or 'wahaya'. This mainly takes place within Touareg communities in the Tahoua region of Niger, but many girls are also sold by their Touareg masters or families to wealthy Hausa men in northern Nigeria. The girls' consent is never obtained, and no marriage ceremony takes place to confer a religious or legal status on the union. They are referred to as 'fifth wives', as they are additional to the four wives permitted to Niger. However, they are not officially married to their master and thus benefit from none of the legal rights and protection to which legal wives have recourse. The wahaya are essentially slaves used for domestic and agricultural or pastoral labour and sexual gratification. However, they do have a different status to other female slaves in Niger, as their children are recognised as legitimate and entitled to an inheritance from their fathers. This report drew on testimonies from individual wahaya to expose the realities of this practice and presented recommendations that if adopted, would help to end the practice.

The report launch was attended by a diverse range of stakeholders, including former wahaya, who spoke passionately about their experiences, as well as traditional chiefs, religious leaders, NGO workers and leaders of women's groups. The report and its recommendations were also presented to government stakeholders. In his address to the nation in December 2011, the President of the Republic referred to Anti-Slavery's report and affirmed his commitment to ending slavery, in particular the wahaya practice.

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##### Slavery and land conflict in Mauritania

A report commissioned by Anti-Slavery and its partner organization on conflict over land in the south of Mauritania, which affects many people of slave descent, was published in both Arabic and French in July 2011. A launch in Nouakchott was attended mainly by NGO and UN actors, who engaged in discussions on the recommendations of the report and how to implement them. The launch was followed by a series of meetings with government stakeholders, including several Ministers, in which the recommendations of the report were advocated. The report was also presented to representatives of the diverse communities involved in conflict over land in the south of Mauritania in December 2011. In March 2012 a workshop on conflict resolution was delivered to the partner organization's 'focal points' working with communities affected by conflict in the South.

##### Legal assistance to victims of slavery

November 2011 saw a major victory against slavery in Mauritania, as Ahmed Ould Hassine, became the first person ever to be sentenced to a term of imprisonment for the crime of slavery under Mauritania's 2007 law. This was a significant event, given that the President of Mauritania continues to deny the existence of slavery, it would not have happened without the persistent efforts of our partner organization and their lawyer, who is part-funded by Anti-Slavery. However, Hassine only received a two-year prison term for enslaving Said (aged 13) and his brother Yarg (aged 8), which is below the recommended sentence of 5-10 years, and he was released on bail pending his appeal of the sentence on April 2, 2012.

In Niger, Anti-Slavery's partner organization helped two villages inhabited by former slaves to obtain administrative recognition, which will ensure their needs and interests are taken into account by the State. The partner organization also helped ensure the prosecution of a man who had insulted a man on account of his 'slave' descent. Timidria also secured the release of an enslaved family of eight and their masters were arrested. In Mali, the Touareg rebellion in the north of the country caused those associated with the state to leave the area, including judicial officials. This means that legal cases pending before the courts in northern Mali have essentially been suspended for the past six months.

##### International advocacy

Anti-Slavery International has continued to provide information on specific cases of slavery and related situations to the UN Special Rapporteur on Contemporary Forms of Slavery. We have also co-written reports on slavery in Mauritania for submission to both the African Commission on Human and Peoples' Rights and the UN Committee on Economic, Social and Cultural Rights. These contributions ensure that the issue remains high on the international agenda and brings our policy recommendations to influential stakeholders at the international level.

Collaboration with CNN journalists on a multi-media feature and documentary on slavery in Mauritania raised the profile of the issue and our advocacy messages significantly. A funding appeal associated with the CNN piece raised over \$20,000 for a training centre for women who have escaped slavery in Nouakchott.

##### Community schools in Niger

Anti-Slavery International and its Niger partner organization continued to provide quality primary education for over 300 children (57% boys, 43% girls) in newly settled communities of former slaves in six remote villages in northern Niger. The school year has proved challenging once again, largely due to the poor harvest and drought – and the consequent need for families to travel in search of food and water. Anti-Slavery has attempted to provide school meals in order to ensure that children can remain in school, but food costs continue to rise sharply, which has made this difficult.



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However, the Niger schools enjoy support from a range of sources, and when solar panels and school buildings in the village of Inazgar were damaged by severe storms, children from the Gillespie Primary School in North London raised over £3,000 to send to the school. Other large donations from individuals have also helped to meet the funding deficits.

Local staff identified the need for an intervention to ensure that young girls in the villages where the schools are located would not be given in marriage to the Nigerien men returning from Libya and Cote d'Ivoire after the conflicts there. An awareness-raising campaign on the rights of girls and the dangers of early marriage was therefore led by project staff and supported by the local authorities at the beginning of the academic year. Training on gender equality for school staff and community members involved with the project was also delivered in March 2012.

#### **Project Evaluation**

Anti-Slavery organized an evaluation of a DFID-funded project that has covered the majority of the work of the Africa Programme in West Africa for the past five years, including research on slavery issues, national-level advocacy, awareness-raising, legal assistance, micro-credit projects, capacity-building for partner organizations and human rights training for the judiciary. The project came to an end in March 2012. The evaluator visited partner organizations and stakeholders in Mali, Mauritania and Niger and had in-depth discussions with Anti-Slavery staff. The evaluation report was overwhelmingly positive, but also highlighted many challenges and drew out lessons that could be learned from the experience of the project.

Anti-Slavery had also brought partner organizations from Mali, Mauritania and Niger together in Nouakchott in February 2012 to evaluate the results of the DFID project and to determine future plans. Partners engaged in a 'theory of change' process in which they reflected on the achievements, challenges and impact of their work in the past five years, which helped them identify how best to pursue their objectives in future.

As funding was coming to an end for many aspects of their work, Anti-Slavery also led training sessions for partners on fundraising. In the following week, field staff from the same organizations also gathered in Nouakchott to participate in a week-long training workshop on gender equality. This was challenging, due to the prevalence of views and constructs that are inconsistent with gender equality in West African society. However, the workshop invited participants to question and challenge these views, and many participants reported that they had come to new understandings of gender relations.

### **Debt Bondage / Bonded Labour**

#### **Education for Children of Former Bonded Labourers and Bonded Children Nepal**

This is the second year of Comic Relief supported project that seeks to provide remedial education for out of school children of bonded labourers, or children who have themselves been bonded, prepare them for entry into formal schools system, and to provide them vocational training. The project is being implemented in 10 districts of Nepal, 5 in plains and 5 in western hills of Nepal.

This year, 205 children from former bonded labour communities both in the hills and plains received the preparatory classes so as to enable to join the mainstream schools. Altogether 202 children were admitted for vocational trainings. In the hills, the project collaborated with Department of Small Industries, Government of Nepal, to impart the vocational training to children. The skills children learnt this year included carpentry, radio, TV, motor cycle, mobile phone repairing, knitting and tailoring. Nearly equal number of children and girls participated in these training. Training for some skills are still continuing but some of the elder children who completed education have started are in employment and earning money for their livelihood and are also able to support their families.

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The project also organised the regional stakeholders meeting bringing mostly the headmasters, district education officers, school inspectors and the parents of children and the community leaders from Dalits and former bonded labour communities. The stakeholder meeting agreed, discussed the ways to help access children the government support for children, which did not reach to target children, mainly the 'disadvantaged' groups of dalists, indigenous and girls.

#### Bonded Labour Project India

A three year project for the empowerment of bonded labourers in brick-kiln have been developed and application for funding has been submitted to Irish Aid.

### **Trafficking**

Anti-Slavery's trafficking work focuses principally on obtaining in Europe policy and practice changes that will increase the protection for people who have been trafficked into forced labour or sexual exploitation.

#### Anti-Trafficking Monitoring Group

Anti-Slavery secured further three-years of funding (Comic Relief, Esmée Fairburn Foundation, The Bromley Trust) and will continue to take a lead role in the project to monitor the effectiveness of the implementation of the Council of Europe Convention on Action Against Trafficking in Human Beings in the UK. A new researcher/coordinator was appointed in October 2011 and completed research into prevention of trafficking to be published in May. The project has established itself as a vehicle for awareness raising on trafficking and interacts with a number of stakeholders including All Party Parliamentary Group on Trafficking, Human Trafficking Inquiry in Scotland by Baroness Kennedy. The findings of both researches have been submitted to the GRETA (monitoring body of the Council of Europe Convention on Action against Trafficking in Human Beings) and the US State Department Trafficking in Persons Office. The monitoring model is used as guidance by NGOs in several European Countries.

#### Dialogue with ministers, government officials, law enforcement agencies and the UK Human Trafficking Centre (UKHTC)

This continues to ensure that trafficking stays on the political agenda of the new government. Anti-Slavery has made input to the process of development of the new UK anti-trafficking strategy.

Anti-Slavery also participates in the London 2012 Human Trafficking Network, a network of over 50 agencies concerned about potential risk posed by the Olympics. The Network is coordinated by the Metropolitan Police, Metropolitan Police Authority, Greater London Assembly, Eaves Housing-Poppy Project, Anti-Slavery International and the London Safeguarding Children's Board.

Recently, Anti-Slavery joined the independent advisory group of the UKHTC and sits on two stakeholder subgroups convened by the Home Office.

On the basis of our submission, the Office of the High Commissioner for Human Rights summary report of stakeholders information – one of the three core documents used to conduct the Universal Periodic Review – reflected our concerns related to trafficking and migrant domestic workers in the UK. The core documents for the first UPR of the UK (in 2008) had not included a reference to either trafficking or migrant domestic work.

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Act for Compensation for Trafficked Persons in Europe (COMP ACT) Co-ordinated with La Strada International and funded by the EC, the King Bedouin Foundation and the ICCO.

A new three year project started in 2010 that will create a pan European campaign on compensation. The project is being delivered through a coalition of organisations in 14 different countries. The campaign enjoys the institutional support of the Council of Europe and the Organisation for Security and Cooperation in Europe. Anti-Slavery secured cooperation of Hogan-Lovells law firm that now provides pro-bono support in several of the European partners and assisted in training delivery at the COMP ACT meeting in June 2011. Project has seen nearly ten successful compensation claims, with a number pending across the 14 countries. The project has received significant recognition Europe-wide and has been presented as a model of good practice by the European Commission, OSCE and the Council of Europe.

#### Casework

Anti-Slavery International has also been able to provide an advisory service, producing approximately 10 expert witness reports and occasional case assessments based on case files and interviews with people presumed to have been trafficked.

#### Press

The major press highlight was the extensive coverage the organisation surrounding a major police operation to rescue homeless people from slavery at a traveller site in Bedfordshire. Spokespeople were interviewed on BBC London as part of 10 Television pieces, and on Radio 4's Today Programme and BBC Radio 5 Live as part of 20 radio interviews. The organisation was also mentioned on the front page of the Times as well as in 35 other national and international newspaper and online pieces.

### **Forced Labour**

#### Debt bondage in international supply chains

Forced labour and child labour in India's garment industry – A draft report was completed setting out our research findings on the use of child labour and forced labour in India's garment industry. The report details the response from industry, which following Anti-Slavery's intervention, has been facilitated and coordinated by the Ethical Trading Initiative. Anti-Slavery was involved in a multi-stakeholder meeting, one of a series, held in Tamil Nadu in February 2011, hosted by the Tirupur People's Forum, Hind Mazdoor Sabha & Centre for Education and Communication during which dialogue was opened with spinner associations. The report's publication has been delayed due to ongoing discussions aimed at maximising its impact.

#### Forced labour in the cotton industry

Since launching Cotton Crimes, the European Campaign Against Child Slavery, Anti-Slavery has succeeded in mobilising the European Parliament to take action calling for an end to state-sponsored forced child labour in Uzbekistan's cotton fields. Following our testimony at the Parliament's Trade Committee in June 2011 and ongoing engagement with MEPs, in December the Parliament rejected legislation to extend the terms of a trade agreement with Uzbekistan to the trade in textiles, citing concerns about the ongoing use of forced child labour. This action has been described as 'unprecedented' and sends a very strong message from the Parliament.

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In December, Catherine Bearder MEP invited Anti-Slavery and a group of school children from Eastbourne to hand in the petition calling for an end to trade preferences for Uzbekistan, which we launched early in 2011. We invited MEPs to add their names to the petition, which at the time of submission had almost 14,000 signatures. In April 2011 Anti-Slavery submitted evidence setting out the basis for an investigation into Uzbekistan's trade preferences, which was supported by a number of other organisations, including business, NGOs and trade unions. We will continue to work at the EU level as well as at the UN and particularly the ILO, to ensure that efforts continue to call for an end to the use of forced labour in Uzbekistan.

We submitted a supplementary report to the Committee on the Rights of the Child on the practice of state-sponsored forced child labour in Uzbekistan – in advance of the Committee's combined 3rd and 4th periodic review of Uzbekistan's compliance with the Convention on the Rights of the Child. Following this submission, we are one of the NGOs invited to brief the Committee in June, prior to a pre-session at which the Committee will draw up a list of questions that it will submit to the Government of Uzbekistan and which will form the basis of the review.

#### Better regulation of recruitment agencies

Anti-Slavery together with the Institute for Human Rights and Business organised a meeting in Parliament in July 2011 to present a proposal to strengthen the regulation of recruitment agencies based upon the experience and successful operating procedures of the Gangmasters Licensing Authority, which we believe provides better protection for vulnerable workers. The proposal, also endorsed by the Association of Labour Providers, the Ecumenical Council for Corporate Responsibility, the Ethical Trading Initiative and Oxfam, was submitted to Ed Davey MP, the Minister for Employment, to be considered during the review of enforcement of workplace rights. Whilst the proposal was not adopted per se, our actions helped build support and keep a spotlight on the positive role of the GLA in identifying and preventing forced labour in the sectors in which it operates, during a period in which the GLA appeared to be under threat from government cuts.

#### Staff Wanted Initiative

Anti-Slavery launched the Staff Wanted Initiative together with the Institute for Human Rights and Business to seek to engage the hotel industry and raise awareness of the hidden crime of forced labour, trafficking and exploitation amongst workers in the hospitality industry primarily in London in the run up to the Olympic Games. A key component of the Initiative has been the development of a set of simple guidelines called the SEE Formula. The Formula offers a quick checklist for businesses to assess their own arrangements, particularly with regard to agency supplied labour. Although presented as a checklist, the purpose of the formula is to raise awareness of likely issues and the risks of exploitation amongst workers, particularly those supplied by recruitment agencies. This business facing project has been endorsed and is being promoted by the Metropolitan Police, who are concerned about labour exploitation across all sectors, but have been undertaking their own work with the hospitality industry with particular reference to the Olympic Games 2012. A website has also been set up with further information: <http://www.staff-wanted.org/>

#### Nepali Migrant Domestic Worker Project

A new two year pilot project aimed at promoting and protecting migrant domestic workers' rights started in January 2012. The project is funded by the Open Society Foundations- International Migration Initiative (OSF-IMI) and focuses particularly on migrant domestic workers travelling from Nepal to Lebanon for work.

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Anti Slavery International is working with local partners KAFA in Lebanon and GEFONT in Nepal to address the migration continuum through a focus on both pre-departure and post-arrival activities. By designing a pre departure training approach, which draws learning from and improves on existing pre-departure interventions, the project will ensure Nepali migrant domestic workers travelling to Lebanon are aware of the risks and how to mitigate them and their rights and how to claim them. In Lebanon, the project aims to empower Nepali migrant domestic workers to self organise and create a new, active and partly autonomous community able to assert their rights and provide peer support. Alongside working directly with migrant communities, the project also has the overarching objective of providing a platform for effective advocacy work with policy makers in both Nepal and Lebanon. In Nepal, the main aim is to encourage the Government of Nepal to lift the deployment ban currently in place on migration for domestic work in Lebanon. This ban has done little to deter migrants from travelling to Lebanon, instead contributing to their vulnerability once they are in the country.

In Lebanon advocacy work will focus on securing the right to days off work outside of the home for migrant domestic workers in the short term, with the longer term objectives of including domestic workers under the current Lebanese labour laws, identifying and building support for alternatives to the sponsorship system and encouraging the Lebanese government ratification of ILO Domestic Work Convention 189.

In January 2012 we also launched a new DFID funded research project, which supports the aims and objectives of the OSF-IMI project detailed above. This 6 month project is part of the DFID Asia Regional Anti-Trafficking Programme Tender and will result in a comprehensive report looking at trafficking risks resulting from existing migration policy and practice in Nepal and Lebanon.

From January – April this year, Anti Slavery International and our partners have focussed predominantly on setting up the two concurrent projects. Start up activities have included finalising partner contracts, holding a set up meeting in London, developing a comprehensive contacts card for domestic workers which details information on embassies and relevant NGOs in the Middle East and Gulf countries, holding a partner meeting in Beirut to discuss the pre departure training materials and attending the DFID Asia Regional Trafficking Programme Pilot Review Meeting in Delhi. The Nepali research consultant chosen for the Dfid funded project has also produced a literature review of Nepali legislation on migration and travelled to Lebanon and India to conduct focus group discussions and interviews for the interim and final reports.

### **Campaigning, Advocacy and Public Education**

#### Olympics campaign

(Funded by the Trust for London)

This project builds on the trafficking advocacy project and aims to ensure that risks related to potential increase in trafficking and forced labour around the Olympics are mitigated and that adequate anti-trafficking measures are in place. The project has components of trafficking advocacy, supply-chain advocacy and campaigning. Work on this campaign includes:

Participation (as a member of the coordination group) in London 2012 & Human Trafficking network, lead by GLA (unit that recently became the Mayors Office for Policing and Crime -MOPC)

– Close relationships built/ strengthened with key stakeholders on this issue including GLA (staff of Deputy London Mayor) & MET (SDC9 who are undertaking further analysis of FL risks)

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Anti-Slavery chairs a forced labour subgroup and is a member of the Coordination group (Anti-Slavery and EAVES are the only NGO members of this group) ensuring forced labour is integrated into all activities of network. Staff Wanted Project was presented in the group.

Following workplan activities have been delivered. Trafficking included in the training for Olympic volunteers and into athletes packs, Olympics included in the Government anti-trafficking strategy, awareness raising in source countries - information on websites of embassies in top countries of origin, awareness raising of new Forced Labour offence among migrant orgs.

The Government recognised the work and value of the 2012 Network in a Parliamentary question - As part of the legacy work, ASI has been invited to pass on experience at a seminar on labour trafficking in Serbia – country of origin for men trafficked for construction work in Sochi, the venue of 2014 Olympics.

Anti-Slavery has continued to play an active role in Playfair 2012, participating in actions to put pressure on sponsors and the London Organising Committee to raise standards for workers in the Olympic supply chain. Anti-Slavery coordinated with the TUC to research and develop an education pack 'Fair's Fair: Life and rights in the global sports industry', which included a DVD put together with students. The pack, a cross-curriculum resource for 9 – 14 year olds, was sent out to schools across the UK and has been taken up widely.

#### Outreach

We reached over 1400 students from primary to university levels engaging students on our all our campaigns. In partnership with the International Slavery Museum, we delivered a series of workshops with students from Enterprise South Liverpool Academy on our Cotton Crimes campaign with the students going on to raise awareness and collect signatures for the campaign amongst their peers and community group. The workshops culminated with students presenting their work at the annual Federation of International Human Rights Museums Conference in October 2012 will focus on the creation of more Anti-Slavery groups in schools and encouraging students to take continuous tangible campaigning and fundraising action to support our work.

Anti-Slavery continued growing its online presence nearly doubling the following base on our social media channels. At the moment nearly seven thousand people follow on our Facebook page and another seven thousand Twitter. Our YouTube channel is also growing 8,5 thousand people watched 'The cost of living' documentary on slavery in Middle East through our YouTube channel and over 800k through the Guardian website, over 9k the short Cotton Crimes video and nearly 20k the Facebook Friend film. Nearly 6 thousand people signed our online petition.

Anti-Slavery continued to engage supporters in fundraising and awareness raising activities, especially through sponsored events in support of Anti-Slavery. They included a wide range of events from shaving a head, staying off chocolate for a month, climbing Kilimanjaro, cycling the historical Underground Railroad, dance events and sponsored running from short and fun Santa Run to marathons in Tokyo, Barcelona, Berlin, Liverpool, Dublin and London.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2012**

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##### Inaugural Young People's Anti-Slavery Day Conference

Continuing our partnership with the Museum of London and in support of our Slavery Free London campaign we held our inaugural Young people's Anti-Slavery Day Conference at the Museum of Docklands on 18th October. The conference was attended by approximately 100 students and educators from secondary schools, sixth forms and universities across London and Oxford. The day was attended by Baroness Lola Young of Hornsey and Rushanara Ali, MP for Bethnal Green and Bow, both of whom delivered keynote addresses to the students encouraging them to become modern day abolitionists. We worked in partnership with ECPAT and Marginal Voices to deliver workshops on child trafficking and the voices of survivors of trafficking. The students also took part in workshops focusing on our Uzbekistan Cotton Crimes campaign and learned new campaigning skills to be applied in their schools and communities and the conference closed with a mass signing of the Slavery Free London campaign pledge.

##### Education Packs

New educational resources have been created including primary and secondary lesson plans on forced child begging of talibes in Senegal and a dedicated education pack to support our fundraising activities to maintain the running of the Niger communities school project. Anti-Slavery worked in partnership to produce with the TUC and Oaks Park High and The Cherwell School to produce a DVD and accompanying education pack highlighting the need to raise standards for workers in the Olympic supply chain. We also collaborated with Children Unite to produce an education pack for primary and secondary school children focusing on child domestic workers and calling on students to lobby the UK government to ratify ILO Convention 189 – Domestic Workers Convention.

##### Museum of London exhibition

The complementary exhibition to support the Slavery Free London campaign launched last year, and the public response was overwhelmingly positive which resulted in the extension of the closing date.

#### **FINANCIAL REVIEW**

This year saw a rise in total income of nearly 10% from 2010/11. In the main, this was due to two large one-off donations and an increase in legacy income, £2,924 to £90,663. Attracting additional levels of voluntary income continues to be a challenge if we want to grow as an organisation.

March 2012 saw the launch of Anti-Slavery International's first Legacy fortnight and in 2012 we will be recruiting a new major donor and corporate fundraiser in order to meet this challenge.

Offsetting the overall rise in income levels was the fall of income from charitable activities as a result of projects coming towards the end of their funded lives. This was matched by a fall in the level of spending on our charitable objectives. The level of both should increase during 2012/13 as new projects and new funding is obtained to replace the old projects.

The impressive results obtained in 2011/12 has meant that we have been able to substantially rebuild general reserves to a more sustainable footing, up from £129,684 to £328,825, although the Board when approving the 2012/13 budget has agreed that some of this surplus will be used in 2012/13 to ensure that capacity within the organisation remains and in some cases increases so that we can continue to deliver the quality projects outlined elsewhere.

The building was revalued in July 2012 as it was 5 years since the original revaluation. The building was valued at £725,000, £117,300 less than the net book value held in the accounts. This has been deducted from the revaluation reserve set up when the original revaluation was carried out in 2007.

## **Anti-Slavery International**

### **Report of the trustees**

**For the year ended 31 March 2012**

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#### **Risk statement**

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

#### **Reserves policy**

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

The 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 2007.

The charity's unrestricted funds can be used on charitable objectives as seen fit by the Trustees. The current policy of Anti-Slavery International is to maintain its liquid reserves at a level sufficient to fund working capital, to fund unexpected expenditure, or to fund shortfalls in income. The optimum reserve level is based on an average five months of salaries and associated overheads, equivalent to £460,000 on the basis of planned expenditure in 2012/13, £410,000 in 2011/12. The Board will continue corrective measures in order to increase the value of liquid reserves to the ideal level over the next few years.

#### **Investment policy**

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

#### **PLANS FOR FUTURE PERIODS**

As well as continuing our existing work as described above, Anti-Slavery will be expanding its work into the following areas:

- In South Asia we are currently seeking funding for a programme to reduce bonded labour in the brick kiln industry.
- In Peru we are beginning a new project funded by Comic Relief on empowering child domestic workers. We will undertake this work with the Peruvian organisation AGTR.
- In West Africa, in the state of Niger, we will work to expand our schools programmes which provides education to the children of former slave communities.
- We will begin a new EC funded project on trafficking for criminal activities, focussing particularly on trafficking from Vietnam to the UK.
- The Anti-Trafficking Monitoring Group, for which we manage the project work, will conduct research and publish a report on trafficking prosecutions in the UK.



## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2012**

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- We are developing a policy paper on child slavery in forced marriage
- We have applied for funding from the EC for work on gender and slavery

#### **TRUSTEES OF THE CHARITY**

The Trustees who served during the financial year 2011/12 and/or are currently serving are

Paul Whitehouse (Chair from 15th December 2011)  
Andrew Clark (Acting Chair to 15th December 2011)  
John Cropper (Vice Chair)  
Graham Duncan (Treasurer)  
Lady Lucy Chandler  
Vanita Patel  
Emma Snow  
Esther Stanford-Xosei  
Ruth Powys  
Rob Grimshaw (Stood Down on 20th October 2011)  
Tracy Ulltveit-Moe  
David Knight (Appointed 20th October 2011)  
Malcolm John (Appointed 20th October 2011)  
Shahid Malik (Appointed 20th October 2011)

#### **Statement of trustees' responsibilities**

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to

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

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

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2012**

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In so far as the trustees are aware

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2012 was 2135 (2011 - 2135). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

#### **Auditors**

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

Approved by the trustees on 9 July 2012 and signed on their behalf by



Paul Whitehouse - 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 2012 which comprise the statement of financial activities, balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

As explained more fully in the Statement of Trustees' responsibilities set out in the report of the trustees, 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 report of the trustees to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

#### **Opinion on financial statements**

In our opinion the financial statements

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

## **Independent auditors' report**

**To the members of**

**Anti-Slavery International**

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of trustees' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit

*Pamela Craig (Senior statutory auditor)*

*6 November 2012*

*for and on behalf of Sayer Vincent, Statutory Auditors*

*Sayer Vincent, 8 Angel Gate, City Road, LONDON EC1V 2SJ*

# Anti-Slavery International

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

For the year ended 31 March 2012

	Note	Unrestricted £	Restricted £	2012 Total £	2011 Total £
<b>Incoming resources</b>					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	918,379	-	<b>918,379</b>	653,781
Activities for generating funds		27,470	5,000	<b>32,470</b>	2,187
Investment income		1,021	-	<b>1,021</b>	500
<i>Incoming resources from charitable activities</i>	3	<u>9,525</u>	<u>1,122,410</u>	<b><u>1,131,935</u></b>	<u>1,239,721</u>
<b>Total incoming resources</b>		<u>956,395</u>	<u>1,127,410</u>	<b><u>2,083,805</u></b>	<u>1,896,189</u>
<b>Resources expended</b>					
<i>Costs of generating funds</i>					
Costs of generating voluntary income		184,855	-	<b>184,855</b>	183,050
Other fundraising costs		1,639	5,000	<b>6,639</b>	1,679
<i>Charitable activities</i>					
Direct charitable objectives	5	434,745	1,123,390	<b>1,558,135</b>	1,822,417
<i>Governance costs</i>		<u>53,940</u>	<u>-</u>	<b><u>53,940</u></b>	<u>50,414</u>
<b>Total resources expended</b>	4	<u>675,179</u>	<u>1,128,390</u>	<b><u>1,803,569</u></b>	<u>2,057,560</u>
<b>Net incoming/(outgoing) resources before transfers</b>		281,216	(980)	<b>280,236</b>	(161,371)
Gross transfers between funds		<u>(90,658)</u>	<u>90,658</u>	<b><u>-</u></b>	<u>-</u>
Decrease in property revaluation		(117,300)	-	<b>(117,300)</b>	
<b>Net movement in funds</b>	6	73,258	89,678	<b>162,936</b>	(161,371)
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>728,900</u>	<u>452,388</u>	<b><u>1,181,288</u></b>	<u>1,342,659</u>
<b>Total funds carried forward</b>		<u><u>802,158</u></u>	<u><u>542,066</u></u>	<b><u><u>1,344,224</u></u></b>	<u><u>1,181,288</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

**Anti-Slavery International (a company limited by guarantee)**

**Company no. 3079904**

**Balance sheet**

**As at 31 March 2012**

	Note	£	2012 £	2011 £
<b>Fixed assets</b>				
Tangible fixed assets	9		<u>815,078</u>	<u>973,992</u>
<b>Current assets</b>				
Stock		5,236		5,236
Debtors	10	136,974		345,456
Cash at bank and in hand		<u>892,756</u>		<u>372,236</u>
		1,034,966		722,928
Creditors amounts due within one year	11	<u>152,207</u>		<u>115,622</u>
<b>Net current assets</b>			<u>882,759</u>	<u>607,306</u>
<b>Total assets less current liabilities</b>			<b>1,697,837</b>	<b>1,581,298</b>
Creditors amounts due after more than one year	12		<u>353,613</u>	<u>400,010</u>
<b>Net assets</b>	13		<u><b>1,344,224</b></u>	<u><b>1,181,288</b></u>
<b>Funds</b>	15,16			
Restricted funds				
Programme funds			<b>431,274</b>	333,596
Building and library fund			<b>110,792</b>	118,792
Unrestricted funds				
General funds			<b>328,825</b>	129,684
Revaluation reserve			<u><b>473,333</b></u>	<u>599,216</u>
<b>Total funds</b>			<u><b>1,344,224</b></u>	<u><b>1,181,288</b></u>

Approved by the trustees on 9 July 2012 and signed on their behalf by



Paul Whitehouse - Chair



Graham Duncan - Treasurer

## Anti-Slavery International

### Notes to the financial statements

#### For the year ended 31 March 2012

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##### 1. Accounting policies

- a) Anti-Slavery International is a registered charity. It is also incorporated under the Companies Act 2006 as a limited company. The company does not have share capital and is limited by the guarantee of the members to a maximum of £1 each.

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

The company, being able to satisfy the requirements of Section 62 (2 and 3) of the Companies Act 2006 and having made a statutory declaration to this effect, is exempt from having to use LIMITED as part of its name.

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

Freehold buildings	2% straight line
Furniture & fixtures	10% straight line
Computer equipment	20% straight line

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

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.

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

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2012

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#### 1 Accounting policies (continued)

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

Voluntary income	10 18%
Other fundraising	0 37%
Charitable activities	86 10%
Governance	3 35%

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

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

Resources expended include attributable VAT which cannot be recovered

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

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

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



# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2012

### 2. Voluntary income

	2012 Total £	2011 Total £
Individuals	450,255	370,407
Trusts / Foundations / Corporate	377,461	280,450
Legacies	90,663	2,924
	<u>918,379</u>	<u>653,781</u>

All voluntary income is treated as unrestricted

### 3. Incoming resources from charitable activities

	Restricted £	Unrestricted £	2012 Total £	2011 Total £
Worst forms of child labour	463,209	-	463,209	574,528
Trafficking	81,300	-	81,300	150,702
Debt bondage/bonded labour	122,630	-	122,630	110,665
Forced labour	185,906	-	185,906	56,788
Slavery based on descent	221,053	-	221,053	226,941
Campaigning and advocacy	48,312	-	48,312	28,750
Publications & other sales	-	9,525	9,525	91,347
	<u>1,122,410</u>	<u>9,525</u>	<u>1,131,935</u>	<u>1,239,721</u>

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2012

### 4. Total resources expended

	Voluntary income	Other fundraising costs	Charitable objectives (note 5)	Governance	2012 Total	2011 Total
	£	£	£	£	£	£
Direct salaries (note 7)	91,479	723	616,824	30,690	739,716	645,346
Support salaries (note 7)	6,520	234	54,929	1,863	63,546	78,510
Payments to partners	-	-	581,419	-	581,419	783,356
Other programme costs	-	5,000	126,449	-	131,449	303,255
Subscriptions & memberships	-	-	5,259	1,177	6,436	5,280
Annual report/reporter	8,250	-	8,250	1,166	17,666	12,590
Communications costs	4,290	-	4,290	-	8,580	3,206
Audit fees	-	-	-	11,160	11,160	10,800
Fundraising costs	55,339	-	-	-	55,339	31,356
Trustee expenses	-	-	-	1,342	1,342	198
Office overheads	18,977	682	160,715	6,542	186,916	183,663
<b>Total resources expended</b>	<b>184,855</b>	<b>6,639</b>	<b>1,558,135</b>	<b>53,940</b>	<b>1,803,569</b>	<b>2,057,560</b>

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2012

### 5 Resources expended on charitable objectives

	Worst forms of child labour	Trafficking	Debt bondage / bonded labour	Forced labour	Slavery based on descent	Campaigning and advocacy	2012 Total	2011 Total
	£	£	£	£	£	£	£	£
Direct salaries	128,727	110,829	77,860	114,867	65,625	118,916	616,824	530,988
Support salaries	21,401	5,623	5,384	6,097	10,305	6,119	54,929	69,879
Payments to partners	336,409	15,199	49,923	17,548	157,918	4,422	581,419	783,356
Other programme costs	57,725	11,395	3,793	16,590	28,316	8,630	126,449	271,608
Subscriptions & memberships	188	-	-	-	-	5,071	5,259	4,808
Annual report/reporter	-	-	-	-	-	8,250	8,250	5,642
Communications costs	-	-	-	-	-	4,290	4,290	1,603
Office overheads	60,965	16,018	15,336	17,368	29,356	21,672	160,715	154,533
	<u>605,415</u>	<u>159,064</u>	<u>152,296</u>	<u>172,470</u>	<u>291,520</u>	<u>177,370</u>	<u>1,558,135</u>	<u>1,822,417</u>

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2012

#### 6. Net incoming resources for the year

This is stated after charging / crediting

	2012 £	2011 £
Depreciation	49,129	51,162
Trustees' expenses	1,342	198
Trustees' remuneration	NIL	NIL
Auditors' remuneration	11,160	10,800
Hire of equipment	16,262	4,203
Interest payable on loans repayable in more than five years	<u>20,238</u>	<u>29,451</u>

Trustees' expenses represent the reimbursement of travel costs to 3 (2011 2) board members attending meetings of the trustees

#### 7 Staff costs and numbers

Staff costs were as follows

	2012 £	2011 £
Salaries and wages	688,714	620,452
Social security costs	73,418	65,810
Pension contributions	<u>41,130</u>	<u>37,594</u>
	<u>803,262</u>	<u>723,856</u>
Total emoluments paid to staff were	<u>729,844</u>	<u>658,046</u>

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

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

	2012 No.	2011 No
Director	1.0	1.0
Programmes & advocacy	11.7	11.2
Fundraising	4.0	3.5
Finance & administration	<u>3.1</u>	<u>2.8</u>
	<u>19.8</u>	<u>18.5</u>

#### 8. Taxation

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

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2012

### 9. Tangible fixed assets

	Anti-slavery related memorabilia £	Freehold property £	Furniture, fixtures and equipment £	Total £
<b>Cost</b>				
At the start of the year	50,950	915,000	248,428	<b>1,214,378</b>
Revaluation	-	(190,000)	-	<b>(190,000)</b>
Additions in year	-	-	7,516	<b>7,516</b>
Disposals in year	-	-	(16,120)	<b>(16,120)</b>
At the end of the year	<u>50,950</u>	<u>725,000</u>	<u>239,824</u>	<u><b>1,015,774</b></u>
<b>Depreciation</b>				
At the start of the year	-	58,160	182,227	<b>240,387</b>
Revaluation	-	(72,700)	-	<b>(72,700)</b>
Charge for the year	-	14,540	34,589	<b>49,129</b>
Disposals in year	-	-	(16,120)	<b>(16,120)</b>
At the end of the year	<u>-</u>	<u>-</u>	<u>200,696</u>	<u><b>200,696</b></u>
<b>Net book value</b>				
At the end of the year	<u><b>50,950</b></u>	<u><b>725,000</b></u>	<u><b>39,128</b></u>	<u><b>815,078</b></u>
At the start of the year	<u>50,950</u>	<u>856,840</u>	<u>66,202</u>	<u>973,992</u>

During 2012, the freehold property was assessed and revalued as at 13 July 2012 at existing use value by Alex Bunny (Dip Surv M R I C S ), a commercial surveyor of Sorrell Estates, at a value of £725,000

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

### 10 Debtors

	2012 £	2011 £
Income tax recoverable (gift aid)	<b>28,588</b>	54,626
Grants receivable	<b>50,703</b>	191,383
Other debtors (Includes legacies and prepayments)	<b>57,683</b>	99,447
	<u><b>136,974</b></u>	<u>345,456</u>

### 11 Creditors' amounts due within 1 year

	2012 £	2011 £
Mortgage (note 12)	<b>34,712</b>	26,644
Taxation and Social Security	<b>21,923</b>	19,867
Other Creditors (Includes Suppliers and Pension Contributions)	<b>95,572</b>	69,111
	<u><b>152,207</b></u>	<u>115,622</u>

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2012

#### 12. Creditors: amounts due after more than 1 year

	2012 £	2011 £
Amounts due in 2 - 5 years	185,051	139,035
Amounts due in more than 5 years	168,562	260,975
	<u>353,613</u>	<u>400,010</u>

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

#### 13. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Revaluation reserve £	Total funds £
Fixed assets	230,953	110,792	473,333	815,078
Current assets	554,125	480,841	-	1,034,966
Current liabilities	(102,640)	(49,567)	-	(152,207)
Long term liabilities	(353,613)	-	-	(353,613)
<b>Net assets at the end of the year</b>	<u><b>328,825</b></u>	<u><b>542,066</b></u>	<u><b>473,333</b></u>	<u><b>1,344,224</b></u>

#### 14. Related party transactions

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

Transactions with this organisation during the year were as follows:

	Rent £	Payroll £	Services £
Dalit	-	39,651	42

#### Anti-Slavery International Inc.

During the year the charity received income of £62,374 via Anti-Slavery International Inc (Free the Slaves) of the USA, a sister organisation with similar aims. The money was transferred at the request of an anonymous donor within the USA.

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2012

### 15. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
<b>Restricted funds.</b>					
<b>Programme funds (see note 16)</b>					
Worst forms of child labour	52,466	463,209	530,782	39,494	<b>24,387</b>
Trafficking	43,007	81,300	102,548	2,236	<b>23,995</b>
Debt bondage/bonded labour	61,566	122,630	82,272	1,989	<b>103,913</b>
Forced labour	26,592	185,906	117,767	1,067	<b>95,798</b>
Slavery based on descent	133,523	221,053	236,788	18,388	<b>136,176</b>
Campaigning and advocacy	16,442	53,312	50,233	27,484	<b>47,005</b>
<b>Total programme funds</b>	<b>333,596</b>	<b>1,127,410</b>	<b>1,120,390</b>	<b>90,658</b>	<b>431,274</b>
Building and library fund	118,792	-	8,000	-	<b>110,792</b>
<b>Total restricted funds</b>	<b>452,388</b>	<b>1,127,410</b>	<b>1,128,390</b>	<b>90,658</b>	<b>542,066</b>
<b>Unrestricted funds:</b>					
Revaluation reserve	599,216	-	117,300	(8,583)	<b>473,333</b>
<b>General funds</b>	<b>129,684</b>	<b>956,395</b>	<b>675,179</b>	<b>(82,075)</b>	<b>328,825</b>
<b>Total unrestricted funds</b>	<b>728,900</b>	<b>956,395</b>	<b>792,479</b>	<b>(90,658)</b>	<b>802,158</b>
<b>Total funds</b>	<b>1,181,288</b>	<b>2,083,805</b>	<b>1,920,869</b>	<b>-</b>	<b>1,344,224</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

#### 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

**Anti-Slavery International**

**Notes to the financial statements**

**For the year ended 31 March 2012**

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**15. Movements in funds (continued)**

**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 2007 less the additional depreciation arising since that date.



# **Anti-Slavery International**

## **Notes to the financial statements**

**For the year ended 31 March 2012**

### **16. Restricted funds detail**

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
<b>Worst forms of Child Labour</b>					
Rugmark Nepal (Child labour)	65	-	-	-	65
Child Domestic Worker Interventions					
Small Grants Scheme					
- DFID	-	298,183	281,307	-	16,876
- Oak Foundation	-	56,616	49,244	-	7,372
- Other	4,621	300	17,752	12,831	-
Giving Voices to Child Domestic					
Workers II - Oak Foundation	38,873	-	38,873	-	-
Child Camel Jockeys	74	-	-	-	74
Forced Child Begging in Senegal					
- DFID	-	98,610	-	-	98,610
- Other	8,833	9,500	143,606	26,663	(98,610)
	<b>52,466</b>	<b>463,209</b>	<b>530,782</b>	<b>39,494</b>	<b>24,387</b>
<b>Trafficking</b>					
UK Advocacy - Trust for London	3,936	-	428	-	3,508
Creating a NGO & Trade Union					
Coalition - EC	-	(1,202)	(1,045)	157	-
Anti-Trafficking Audit - Trust for					
London	3,131	-	2,406	-	725
Anti-Trafficking Audit Extension					
- Comic Relief	10,316	47,135	41,098	-	16,353
- Esmée Fairbairn	9,765	24,697	21,039	-	13,423
- Bromley Trust	4,322	10,000	12,102	-	2,220
Act for Compensation for Trafficked					
Persons in Europe	5,301	-	16,127	-	(10,826)
ENPATES	6,236	-	10,393	2,079	(2,078)
UNODC Law & Policy Forum	-	670	-	-	670
	<b>43,007</b>	<b>81,300</b>	<b>102,548</b>	<b>2,236</b>	<b>23,995</b>
<b>Debt Bondage/Bonded Labour</b>					
Bonded Labour Unionisation					
- Trocaire	5,545	-	426	-	5,119
- Other	100	-	-	-	100
Education in Nepal					
- Comic Relief	48,421	122,130	74,346	1,989	98,194
- Other	7,500	500	7,500	-	500
	<b>61,566</b>	<b>122,630</b>	<b>82,272</b>	<b>1,989</b>	<b>103,913</b>

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2012

### 16 Restricted funds detail (continued)

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
<b>Forced labour</b>					
Trafficking & Migration in the Ivorian Cocoa Industry - Humanity United	9,606	4	10,166	556	-
Slavery and the Production Markets of India - Humanity United	24,297	-	24,735	438	-
Uzbek Cotton Campaign - OSI	(7,311)	49,565	42,327	73	-
Uzbek Cotton Campaign 2 - OSI	-	22,635	5,412	-	17,223
Migrant Domestic Workers in Lebanon - OSI	-	95,236	25,063	-	70,173
Migrant Domestic Workers in Lebanon - DFID	-	18,466	10,064	-	8,402
	<b>26,592</b>	<b>185,906</b>	<b>117,767</b>	<b>1,067</b>	<b>95,798</b>
<b>Slavery based on Descent</b>					
Descent based Slavery in W Africa - DFID	-	63,725	63,725	-	-
- Irish Aid	18,930	-	13,495	-	5,435
- Co-Operative Bank	16,475	-	19,399	5,223	2,299
Community Schools in Niger - Comic Relief	21,425	56,492	76,093	-	1,824
- Other Funders	6,196	35,298	21,245	-	20,249
Force Migration in Mauritania - Barings	70,497	53,064	42,831	13,165	93,895
CNN SOS Esclaves Appeal	-	12,474	-	-	12,474
	<b>133,523</b>	<b>221,053</b>	<b>236,788</b>	<b>18,388</b>	<b>136,176</b>
<b>Campaigning and Advocacy</b>					
Arabic Website	1,630	-	-	-	1,630
Campaigning for a Slave Free Olympics - Trust for London	13,004	20,925	43,409	27,479	17,999
Vodafone World of Difference Scheme	1,808	-	1,813	5	-
Gond Art Event	-	5,000	5,000	-	-
Finding He Wen Appeal	-	265	11	-	254
CNN Support for S Mullah Appeal	-	27,122	-	-	27,122
	<b>16,442</b>	<b>53,312</b>	<b>50,233</b>	<b>27,484</b>	<b>47,005</b>
Total revenue restricted funds	<b>333,596</b>	<b>1,127,410</b>	<b>1,120,390</b>	<b>90,658</b>	<b>431,274</b>
<b>Building &amp; Library</b>					
Library Project (Heritage Fund)	3,854	-	2,111	-	1,743
Building Grant	114,938	-	5,889	-	109,049
	<b>118,792</b>	<b>-</b>	<b>8,000</b>	<b>-</b>	<b>110,792</b>
<b>Total restricted funds</b>	<b>452,388</b>	<b>1,127,410</b>	<b>1,128,390</b>	<b>90,658</b>	<b>542,066</b>