Company number: 3079904

Charity Number: 1049160

Anti-Slavery International

Report and financial statements

For the year ending 31 March 2020

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company number	3079904
Charity number	1049160
Country of registration	England and Wales
Country of incorporation	United Kingdom
Registered office and operational address	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tanya English	Chair (resigned 17 July 2020)
Sunil Sheth	Chair (appointed 18 August 2020)
Sarah Harrington	Vice Chair
Jennifer Harding	Treasurer
Lucy Claridge	
Katy Dent	
Nicholas Griffin	resigned 22 September 2020
Frances Morris-Jones	
Karen O'Connor	
Tom Palakudiyil	
Roxanne Abdulali	
Red Godfrey-Sagoo	

Principal staff	Jasmine O'Connor	Chief Executive Officer
Bankers	Barclays Bank PLC P.O. Box 270 London SE15 4RD	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditors Invicta House 108-114 Golden Lane LONDON EC1Y 0TL	

Solicitors	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR

TRUSTEES' ANNUAL REPORT

INTRODUCTION

The trustees present their report and the audited financial statements for the year ended 31 March 2020.

In 2019-20 Anti-Slavery marked 180 years of work to end slavery worldwide. Throughout the year, we worked together with survivors and oppressed people, with partners, supporters, and allies to challenge and change law, policy, and practice to help end systemic inequality and bring freedom to everyone, everywhere, always. Our members, supporters, staff, volunteers, and partners make our work possible, and we are immensely grateful for their hard work and dedication over the year.

Together we tackled the root causes of slavery and improved survivors' lives, in the present and future. We made good progress towards our long-term aim for the EU to implement mandatory human rights due diligence, with the Finnish Government recommending this during their EU Presidency and the EU Parliament committed to developing a clear way forward for legislation. In the UK, we provided crucial court evidence forcing the Government to abandon its arbitrary 45-day time limit for providing support to survivors. Worldwide, we directly supported nearly 20,000 women, men, and children to build lives free from slavery and advocated strongly for structural change. In early 2020 as the Covid-19 pandemic hit, we responded rapidly to provide emergency outreach and support to at-risk communities and document the virus' negative impacts on those most vulnerable to slavery. We also developed guidance for governments, donors, businesses, and international agencies to ensure their responses to Covid-19 reach the 40 million people in modern slavery today.

Our work is needed more than ever. In 2020-21 we will launch our new five-year organisational strategy, working collectively, flexibly, and strategically to promote freedom from slavery for everyone with a clear focus on system change, survivor voice and movement building. We hope you will be there with us, to make slavery everyone's concern.

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 objectives 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 outlined in the United Nations Universal Declaration of Human Rights of 1948 and concerning human rights abuse.

Anti-Slavery's vision is for: 'a world free from slavery'

Anti-Slavery's mission is 'to work directly and indirectly with beneficiaries and stakeholders from a grassroots to an international level to eradicate slavery and its causes from the world.'

OUR STRATEGY AND APPROACH

The organisation's strategic objectives reflecting the public benefit in 2019/20 were to develop and deliver work to ensure:

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

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

3. The social norms and attitudes that underpin and perpetuate slavery are rejected.

4. The financial sustainability of the organisation by generating increased voluntary income from a diverse range of sources.

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

Anti-Slavery International believes that national and local organisations are best placed to address slavery in their own country. They have a deep knowledge of the legal, cultural, historical and economic causes of slavery in their context; they are also closer to those who are affected by slavery. This means they are best positioned to develop and deliver direct interventions and advocate for changes to legal and customary practices and beliefs.

In partnership with national and local anti-slavery organisations, we develop programmes that are rooted in proven successes on the ground and which draw from our global experience and best practice. As a part of our partnership approach, we provide guidance and training on good governance and organisational development for anti-slavery organisations.

Anti-Slavery International has consultative status with the UN Economic and Social Council, participatory status with the Council of Europe and is a member of the International Labour Organisation Special List of Non-Governmental Organisations. We use this status to support national partners to conduct global and

regional advocacy and partner with other global human rights charities, and to help ensure that these international bodies are used effectively to tackle slavery. Organisations are more powerful when they speak together, and they can bring different expertise and knowledge to address the issue.

OUR WORK IN 2019/20

In 2019/20 we achieved the following results against our strategic objectives:

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

Through our partnerships we challenged and equipped duty bearers in 10 countries to deliver on their responsibilities to end slavery. In partnership with national Anti-Slavery movements we worked with a wide range of duty bearers including police, teachers, the judiciary, local and national governments, and local, national, and global employers.

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

We worked to strengthen and support 14 overseas Anti-Slavery partners in 10 countries, directly supporting 19,546 people from marginalised and disadvantaged groups. In the UK we empowered 13 partner organisations to advocate for the rights of people affected by slavery.

Social norms and attitudes that underpin and perpetuate slavery are rejected:

Messages to positively influence the social norms and attitudes that underpin slavery reached the public through community engagement sessions; targeted radio, TV, print and social media, local drama groups and key opinion formers such as religious leaders and musicians.

Ensuring the financial sustainability of the organisation by generating increased voluntary income from a diverse range of sources.

We continued our focus on diversifying income through building our supply chain consultancy programme, developing our major gifts and individual giving programmes, and strengthening our finance and fundraising systems.

In accordance with the plans outlined in the 2018-19 Annual Report Anti-Slavery also conducted the following activities:

- We began the development of our 2020-25 strategy to ensure the organisation responds to the changing global context and continues to have an impact.
- Achieved a healthy balance of 59%:41% between restricted and unrestricted income sources, thanks to a generous legacy payment we received in the year. Excluding this we achieved a lower but still healthy balance of 70%:30%.
- Strengthened our finance, HR, and IT processes to better serve the organisation, including appointing a new Head of Finance & Resources.
- Continued to strengthen our Adult and Child safeguarding, supported by a dedicated Safeguarding Officer.
- Continued to develop our programmes across Africa, Asia and Europe with new work tackling slavery in supply chains in Mauritius, Bangladesh, Madagascar starting in the year.

PROJECTS AND PROGRAMMES

We ran the following projects and programmes in 2019/20:

Worldwide

TACKLING FORCED AND CHILD LABOUR IN SUPPLY CHAINS

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, with many slavery-produced goods consumed in the Global North. Addressing slavery practices in global supply chains is one of the central pillars of Anti-Slavery's work and continued to be a key focus of our work in 2019-20.

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 corporate due diligence legislation at the EU (mHRDD) in recent years. In 2019-20 we continued to promote a systematic EU-wide approach to the eradication of forced and child labour in global supply chains.

We developed an active coalition of 100+ NGO partners working to secure mHRDD and secured the first business champions to publicly advocate for mHRDD. Thanks to strong, strategic alliances we have built within EU institutions, in 2019-20 the Finnish Government recommended the introduction of mHRDD during their EU Presidency and the EU Parliament committed to producing a report outlining its vision for mHRDD. Anti-Slavery continued to raise-awareness and push for both Governments and companies to take proactive steps to end human rights abuses in their supply chains more broadly, too.

After over a decade of campaigning alongside our partners in the Cotton Campaign, we saw some progress towards reform of the state-imposed forced labour system in Uzbekistan in 2019-20. As part of the coalition, we actively engaged with the Uzbek government to push for full reform and started to develop a framework to prevent forced labour, empower workers and farmers and to encourage sourcing from Uzbekistan once again. We also played a key role convening an emerging coalition of human and labour rights organisations and trade unions to develop strategies to pressure major brands and retailers to end the use of state-imposed forced labour of people from the Xinjiang Uyghur Autonomous Region, known to local people as East Turkistan, and to engage governments and multilateral organisations to pressure the Chinese government to end the persecution of Uyghurs and other Turkic and Muslim-majority peoples. We will continue to pursue this vital advocacy work, which has potential for a huge impact on the lives of millions of vulnerable workers worldwide, in 2020-21 working closely with grass-roots partners in the Global South and other allies.

We continued to deliver our supply chains consultancy work supporting UK-based companies to fulfil their requirements under the Modern Slavery Act in 2019-20. We encouraged businesses to go beyond mere 'compliance', aiming to engage with businesses longer term as a 'critical friend', advising them on how to undertake due diligence in their supply chains and develop appropriate business strategies. Through this work we supported companies to review and improve their on-the ground practices, identifying risk areas and taking steps to prevent exploitation, generating vital unrestricted income towards our wider work to eliminate slavery. We expect to see a decline in this work initially in 2020-21, as companies' priorities change in response to the Covid-19 pandemic.

INTERNATIONAL ADVOCACY

Our international advocacy programme continued to build global and country level commitments to recognise and end slavery in all its forms in 2019-20, including the UN Human Rights Committee's call for urgent measures to end forced child begging in Senegal featuring three of our main policy recommendations, and strong pressure leveraged by the ILO Committee of Experts on Senegal and Mauritania. In September

2019 Urmila Bhoola, the Special Rapporteur on Slavery, presented her thematic report 'current and emerging forms of slavery' to the UN Human Rights Council and thanked Anti-Slavery for supporting her with our expertise and evidence throughout her six-year term. Thanks to our and others' advocacy the mandate of the Special Rapporteur on contemporary forms of slavery was extended for a further three years and Professor Tomoya Obokata was appointed to the post in March 2020. We continued to work with the UK Government to ensure that tackling slavery remains a foreign policy priority in 2019-20. The UK Government raised slavery issues in all its Universal Periodic Review interventions, including on Madagascar.

Africa

EMANCIPATION OF COMMUNITIES OF SLAVE-DESCENT

Niger and Mauritania

Partners – Timidria (Niger), SOS-Esclaves and Minority Rights Group International (Mauritania)

In 2019/20 to mark 10 years of working in West Africa to end descent-based slavery, we published *Difficult Path to Freedom*, a report charting our and our partners' achievements over 10 years including: supporting nine communities of slave descent to establish local schools and community services, taken over by the Nigerien Government who has used the model in eleven other more communities; helping shape Mauritania's new Anti-Slavery law and supporting its use in the first successful prosecutions for slavery in Mauritania's history. Alongside our partners in 2019/20, we continued to advocate for change locally, nationally, and internationally using the report's recommendations as a key tool.

Mauritania is one of the last countries in the world where people are still born into slavery and owned by other people, facing a lifetime of abuse, and forced labour despite legislation criminalising the practice. Anti-Slavery International continued to work with SOS-Esclaves to provide educational, economic and vocational training support to individuals from communities of slave descent who break free from servile relationships with 'masters' to build new lives. In partnership with SOS-Esclaves, 140 (75 girls and 65 boys) children and 460 adults (439 women and 21 men) of slave decent received literacy training, and/or small grants to support income generating activities.

In September 2019 we published an evaluation report *Lessons learned from socio-economic interventions in Mauritania*, featuring detailed analysis and recommendations for ensuring successful microfinance projects with survivor populations.

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. With our partner Timidria we supported 800 children (421 girls and 379 boys) and 1,317 adults (741 women and 576) with education, training and income-generation support and supported many to gain access to their basic entitlements, such as ID and birth certificates. We also successfully advocated for the local authorities to take responsibility for installing and maintaining some of the basic infrastructure within the new settlements.

In March 2020, Anti-Slavery worked closely with partners to support their rapid responses to the global Covid-19 pandemic. Timidria (Niger) supported thirteen communities of slave descent (including four new communities) providing emergency food, health, and hygiene assistance, running awareness-raising radio programmes and caravans, and supplying pharmacy kits. SOS-Esclaves (Mauritania) provided food and hygiene related supplies to over 720 vulnerable slavery survivors.

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), Environment 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. In Senegal, up to 100,000 children in residential Qur'anic schools (daaras) are forced to beg on the streets. 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 (many are unaware of the extent of children's maltreatment and see the practice as a rite of passage in children's Islamic education, while giving alms serves as a religious deed for the wider population).

We worked with local communities, daaras and the government to develop constructive dialogue and action plans to address forced child begging and to work towards the implementation of an effective reform of the daara system. Since 2016 we have stopped or significantly reduced begging among 4,608 students (exceeding our original target of 2,206) and significantly improved conditions in 129 daaras (better food, living conditions, the inclusion of regular curriculum subjects like French and Maths alongside Qur'anic studies). In March we supported Tostan to adapt activities to address the risks posed by COVID-19 and related restrictions, including providing training courses for all staff and all daaras, distribution of emergency food assistance and provision of health/ hygiene kits.

With partner RADDHO, we continued to support the development of collaboration between organisations tackling forced child begging in Senegal, Niger, and Mali. In Nigeria in September 300 children – some as young as 5 years old – were rescued by police in Kaduna, Northern Nigeria having been chained, starved, tortured, and sexually abused by their Qur'anic Masters, raising awareness of the issue nationally and internationally. We supported partner CHRICED to develop two policy papers on how to tackle forced child begging among Qur'anic schools, which were used as advocacy tools with MPs and Government Officials as well as other community-based organisations.

In March 2020 with ANTD we published *Under the Radar*, on forced child begging in Niger (French), based on extensive field research and providing vital information on this widespread and under-documented problem. Our response to Covid-19 included supporting RADDHO to create radio broadcasts with content developed by children forced to beg themselves, on the specific vulnerabilities they face, and the need to protect them in these turbulent times.

At an international level we successfully advocated for the Human Rights Committee's call for urgent measures to end forced child begging, including specific reference to three of our main policy recommendations: accelerating the adoption of the draft *daara* reform law; ensuring a system of inspections with adequate resourcing of this; and granting civil status to civil society organisations to allow them to bring cases before the courts, alongside strong pressure for action leveraged by the ILO Committee of Experts.

ENDING EXPLOITATION AND ABUSE OF CHILD DOMESTIC WORKERS

Tanzania

Partner: Tanzania Domestic Workers Coalition

An estimated one million children work in formal or informal domestic work in Tanzania. While some receive shelter, food, education, and protection from early marriage, all are vulnerable to abuse and many are exploited. In 2012, we supported nine local NGOs to join and form the Child Domestic Workers Coalition (CDWC). Led by a former child domestic worker, the coalition now boasts 27 member organisations and, with support from Anti-Slavery, has had a real impact in tackling child domestic work locally. Our 2019 external evaluation found clear evidence that new community norms had been created, and children reporting abuse to the police was significantly higher in the two project districts than in the comparison district. By-laws setting out clearly defined ongoing processes for identifying and protecting child domestic workers and preventing children under 14 from working altogether have been passed in 15 ward districts across the two project districts.

Asia

TACKLING TRAFFICKING AND COMMERCIAL SEXUAL EXPLOITATION OF CHILDREN

Nepal

Partners – Children and Women in Social Service and Human Right (CWISH) and Samrakshak Samuha Nepal (SASANE)

Children and young people in Nepal are highly vulnerable to sexual and labour exploitation. With partners CWISH and SASANE from 2018 to 2020 we worked to raise awareness of the risks of trafficking and improve the quality and availability of support for survivors of child sex trafficking in Kathmandu and Pokhara. 300 children and young people reported an increased ability to make or influence decisions affecting their lives, with a further 975 demonstrating an increased understanding of children's rights, child trafficking and associated risks.

Almost 2,000 community members and 205 teachers reported increased awareness of child trafficking. 45 vulnerable young women (including survivors) were trained as paralegals, and 328 police and district attorneys demonstrated an understanding of best practices with regards to handling trafficking cases. 360 survivors expressed satisfaction with the police management of their case. Our external evaluation highlighted the project's value in reaching *"the most trafficking prone-areas, relatively inaccessible geographical areas, among marginalized communities, earthquake affected areas and areas in which other NGOs have not reached out to the community."* Our Report, Reaching Out for Justice, is the first in-depth research into access to justice for survivors of child sexual exploitation in Nepal. Published in Nepalese and English, its findings and recommendations will be a key advocacy tool going forwards.

ENDING BONDED LABOUR

Nepal and India

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, 1,071 Haliya families (approximately 6,400 individuals) formally registered for the state rehabilitation package, which includes home and land of their own. In addition, 498 Haliya children and young people received tuition/schooling support. Over the project so far 121 young people have completed business start-up entrepreneur training and short skills courses, with 85% securing an income as a result. At the end of the year we worked with NNDSWO to conduct a rapid assessment and respond to the Covid-19 pandemic, providing food and soap to 3,000 households and public service broadcasting, with further responses planned for 2020-21 including education support to children returning to school and additional skills training as well as on-going monitoring of the rapidly evolving situation.

REDUCING MODERN SLAVERY IN SUPPLY CHAINS

Bangladesh, Madagascar, Mauritius

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

At least 45,000 migrant workers are employed in export-oriented factories in Mauritius, the majority from Bangladesh and Madagascar. 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. This innovative project aims to reduce migrant workers' vulnerability to exploitation throughout the employment cycle, working with grass-roots workers organisations, UK and global business buyers and Mauritian suppliers to provide vulnerable migrant workers with support pre and post-departure, focussing both on ethical recruitment and decent work practices and including the development of a workers' rights app to provide migrant workers with information about their rights and access to a complaints mechanism.

With partner CTSP we set up a Migrant Resource Centre, which had provided support to 370 workers and delivered awareness-raising activities to 98 workers by the end of the year. We also developed awareness-raising and training materials for pre-departure training in Bangladesh and Madagascar – and UK Brand Princes Tuna agreed to pilot this training in their supply chain. The Covid-19 pandemic has had a huge impact on the project, with closed borders and restricted travel halting recruitment of new migrant workers in Bangladesh, Madagascar and elsewhere and the need to pivot to remote support. We have supported partners to develop innovative online ways of providing support, including supporting CTSP to launch a remote advice line and distribute essential emergency items to migrant workers (including soap/hand sanitizer). We will continue to seek new and innovative ways to ensure this project can respond effectively to the changing landscape in light of the pandemic, providing effective rights advice, guidance and support to vulnerable workers throughout the work cycle and continuing to work with companies and Governments to significantly reduce the incidence of modern slavery in Mauritian factories supplying our goods.

Europe

THE ANTI-TRAFFICKING MONITORING GROUP (ATMG)

UK

Partners: AFRUCA, Ashiana Sheffield, Bawso, ECPAT UK, Focus on Labour Exploitation (FLEX), Helen Bamber Foundation, 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 July, the ATMG provided crucial evidence in a successful legal challenge stating that support to victims should be needs-based and not subject to an arbitrary 45-day cut-off. The Government conceded and developed new guidance (introduced late 2019); we are closely monitoring its implementation and will continue to advocate to ensure survivors' needs are met. In September we published *Real People, Real Lives* outlining our impact in our first 10 years.

Throughout the year, we continued to advocate for reforms to the National Referral Mechanism (framework for identifying trafficking victims and providing support), with many changes reflecting ATMG research and recommendations (e.g. negative second stage decisions reviewed by an independent panel). We coordinated the sector's Covid-19 response around victim support (e.g. ensuring an amendment to the Coronavirus Bill was tabled). The ATMG was the first coalition established world-wide to hold a Government to account on its Anti-Slavery commitments.

During the year, we shared learning globally with partners in Australia, Brazil, Europe, and Hong Kong. We initiated a new, survivor-led research project to explore survivors' expectations and experiences of the UK's Anti-Slavery response and identify key challenges. This had to be halted in March 2020, due to Covid-19, but we are committed to working directly with survivors and ensuring their needs and priorities continue to guide the ATMG's work and priorities in 2020/21.

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 systems and processes. In 2019/20 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. In early 2020, we developed our second digital donor recruitment campaign to grow supporters through social media and email campaigns with very encouraging results. Postal appeals for support from warm supporters and members in 2019/20 took place in April, September, October, November, December, and February. These included the 180th anniversary edition of our Reporter magazine (October) and our 2019 Impact Report (February).

No fundraising agencies generating direct income worked on Anti-Slavery's behalf in 2019/20.

- We generated additional income from major gifts from high-net worth individuals through improved communication and cultivation. The organisation received income from pledges received in the previous year as well as a renewed 3-year pledge from one committed supporter.
- Community and event fundraising highlights included a ball, a collection at Westminster Abbey, RAG events at Edinburgh and Newcastle Universities and contributions from Quaker Meetings. We published a DIY fundraising resource for supporters, too. Towards the end of the year, we encouraged supporters to participate in virtual challenges as many events were cancelled due to Covid-19.
- Corporate income benefitted from a new corporate partner and a one-off gift from a known company. Income from trading activity in the form of paid consultancy offered to companies and organisations seeking expertise on addressing slavery in their operations was lower than budgeted as it took longer than expected to recruit a post to fulfil this function and, in the final month of the year, due to the impact of Covid-19.

In keeping with the recommendations of the Fundraising Regulator, Anti-Slavery'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's work, staff advise their fundraising efforts to ensure adherence to the law and regulation while encouraging a positive fundraising experience and outcome. Our new 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 IOF guidance on interacting with potentially vulnerable people.

The fundraising team received one fundraising complaint in the year, regarding a mailing which was felt to be inappropriate by one supporter. We directly addressed the supporter's concerns and took the remedial actions the supporter requested including updating contact preferences.

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 our members and supporters.

On occasions, Anti-Slavery receives emails and calls 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 does not knowingly send any marketing material or conduct any unsolicited communications to any young people.

RISK AND FINANCE

RISK MANAGEMENT

Trustees monitor risks regularly and undertake a thorough risk review annually. This involves identifying the types of risk the charity faces, prioritising them in terms of potential impact and the 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. During the year, a completely revised financial manual was developed, further strengthening internal controls.

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 four leading risks identified by this ongoing process are as follows:

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

In 2019/20 we continued with our investment plan to grow our unrestricted 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 2019/20 we continued to strengthen the process for developing restricted donor applications to ensure maximum recovery of organisational costs. The balance of 59%:41% between restricted and unrestricted income sources benefited because of a large legacy gift received during the year. Excluding this the balance remained healthy at 30%:70%.

2. Negative political and economic changes.

The senior management team is preparing for the possibility of a no-deal BREXIT by understanding and planning 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. Safeguarding.

During the year we appointed a Safeguarding Officer to strengthen our Adult and Child Safeguarding policies and to provide training and specialist support to staff. Through our BOND and other networks, we ensure we keep abreast of sector best practice developments in these areas. During the year, the Safeguarding Officer also increased their work to support overseas partners.

4. COVID-19

Whilst the full extent of COVID-19 started to happen towards the end of the financial year, from a going concern perspective the senior management team and Trustees have been regularly reviewing the charities financial position over a 3-year period. To better support monitoring of this specific risk we have introduced a COVID-19 risk assessment so we can identify risks and implement appropriate management action.

FINANCE REVIEW

Total income was £2.7m (2019 £2.9m). Whilst the charity benefited from a large legacy donation during the year, restricted income fell by £577k primarily due to a number of our Africa programmes closing during the year.

Unrestricted funding was higher than last year at £1.09m (2019: £0.80m) due to exceptional performance on legacy income. Whilst funding from individuals fell by £136k compared to the previous year, funding from our corporate work increased by £53k. The main reason for the fall in income from individuals was the timing of a major donation which was received at the start of the new financial year.

Unrestricted expenditure was slightly higher than last year at £0.90m (2019: £0.80m). This reflects the continued investment in our fundraising whilst improving the charities financial management and cost recovery against fixed costs.

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 improved from £77,942 to £263,977. Free reserves (unrestricted net current assets excluding restricted funds, designated funds, fixed assets, and long-term liabilities) are now £430,188 strengthened during the year by the surplus on unrestricted activities.

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 have increased the regularity of its financial forecasts in both the short and medium term. 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 financial reporting and internal controls.

In considering the risk of COVID-19, Senior Management have 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 2019/20

A permanent Head of Finance and Resources, Shane Carter, a qualified accountant with eighteen years' experience in the not for profit sector, was appointed from June 2019 replacing two interim Heads of Finance who served throughout 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 2019/20

In 2020/21 we will begin 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 build on our successes in 2019/20 and continue to respond flexibly, collaboratively, and effectively to the challenges we face.

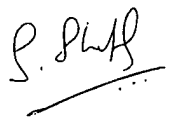
We will:

- Strengthen our programme, policy, and advocacy work, with a renewed focus on promoting system change, survivor voice and movement building.
- Continue to learn from our short-term rapid Covid-19 response as we develop our longer-term interventions, reviewing and changing our working practices (e.g. increasing remote partnership working/reducing travel).
- Invest in growing our unrestricted income with a focus on major gifts and individual giving to ensure net growth from 2020 onwards.
- 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 in response to the pandemic and 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 22 September 2020 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 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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)
3 December 2020
for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Anti-Slavery International

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

For the year ended 31 March 2020

	Note	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations and legacies	2	**984,960**	-	**984,960**	672,274	-	672,274
Charitable activities	3	**48,923**	**1,570,675**	**1,619,597**	85,498	2,148,006	2,233,504
Investment income		**55,505**	-	**55,505**	32,563	-	32,563
Total income		**1,089,388**	**1,570,675**	**2,660,063**	790,335	2,148,006	2,938,341
Expenditure on:							
Raising funds	4	**396,046**	-	**396,046**	386,075	-	386,075
Charitable activities	4	**507,307**	**1,972,987**	**2,480,294**	435,269	2,140,403	2,575,672
Total expenditure		**903,353**	**1,972,987**	**2,876,340**	821,344	2,140,403	2,961,747
Net income/(expenditure) for the year and net movement in funds	6	**186,035**	**(402,312)**	**(216,277)**	(31,009)	7,603	(23,406)
Reconciliation of funds:							
Total funds brought forward		**512,334**	**488,667**	**1,001,001**	543,343	481,064	1,024,407
Total funds carried forward	16	**698,369**	**86,355**	**784,724**	512,334	488,667	1,001,001

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.

Anti-Slavery International

Balance sheet

Company no. 3079904

As at 31 March 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	10		**654,023**		680,140
Current assets:					
Debtors	11	**153,534**		188,180	
Cash at bank and in hand		**599,779**		669,063	
		753,312		857,243	
Liabilities:					
Creditors: amounts falling due within one year	12	**(284,529)**		(163,388)	
Net current assets			**468,783**		693,855
Total assets less current liabilities			**1,122,806**		1,373,995
Creditors: amounts falling due after one year	14		**(338,083)**		(372,994)
Total net assets			**784,724**		1,001,001
The funds of the charity:	16				
Restricted income funds			**86,355**		488,667
Unrestricted income funds:					
Revaluation reserve		**434,392**		434,392	
General funds		**263,977**		77,942	
Total unrestricted funds			**698,369**		512,334
Total charity funds			**784,724**		1,001,001

Approved by the trustees on 22 September 2020 and signed on their behalf by

Sunil Sheth
Chair

Anti-Slavery International

Statement of cash flows

For the year ended 31 March 2020

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

	2020	2019
	£	£
Net expenditure for the reporting period (as per the statement of financial activities)	**(216,277)**	(23,406)
Depreciation charges	**29,554**	29,586
Dividends, interest and rent from investments	**(55,505)**	(32,563)
Decrease in debtors	**34,646**	17,590
Increase in creditors	**121,140**	10,203
Net cash provided by / (used in) operating activities	**(86,442)**	1,410

	2020		2019	
	£	£	£	£
Cash flows from operating activities				
Net cash (used in) / provided by operating activities		(86,442)		1,410
Cash flows from investing activities:				
Dividends, interest and rents from investments	55,505		32,563	
Purchase of fixed assets	3,438		-	
Disposal of fixed assets	-		(4,401)	
Net cash provided by investing activities		58,943		28,162
Cash flows from financing activities:				
New borrowing	-		407,450	
Repayments of borrowing	(41,784)		(115,075)	
Net cash (used in) / provided by financing activities		(41,784)		292,375
Change in cash and cash equivalents in the year		(69,284)		321,947
Cash and cash equivalents at the beginning of the year		669,063		347,116
Cash and cash equivalents at the end of the year		599,779		669,063

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, 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 a 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 overeas 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 was 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 (2019: 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

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Individuals	405,020	-	**405,020**	541,089	-	541,089
Trust/Corporate	150,953	-	**150,953**	97,752	-	97,752
Legacies	428,988	-	**428,988**	33,433	-	33,433
	984,960	-	**984,960**	672,274	-	672,274

Legacies include £30,000 for which notifications and value have been received but not paid at year end.

3 Income from charitable activities

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Comic Relief	-	-	-	-	446,524	446,524
Irish Aid	-	45,442	45,442	-	(985)	(985)
UN Slavery Fund	-	-	-	-	18,708	18,708
US Government - DRL	-	432,869	432,869	-	507,178	507,178
Herbert Smith	-	-	-	-	10,813	10,813
European Commission	-	-	-	-	28,453	28,453
DFID	-	137,284	137,284	-	191,459	191,459
BFSS	-	16,077	16,077	-	17,564	17,564
FCO Sudan	-	-	-	-	25,577	25,577
Other	-	31,961	31,961	-	4,000	4,000
Sub-total for Africa	-	663,633	663,633	-	1,249,291	1,249,291
US TiP (US Government grant)	-	-	-	-	231,602	231,602
Home Office	-	326,090	326,090	-	-	-
ASOS	-	-	-	-	5,000	5,000
ILO	-	-	-	-	3,674	3,674
Comic Relief	-	54,979	54,979	-	71,720	71,720
Pacific Links	-	16,582	16,582	-	37,744	37,744
DFID	-	249,221	249,221	-	161,505	161,505
Other	-	-	-	-	33,988	33,988
Sub-total for Asia	-	646,872	646,872	-	545,233	545,233
Esmée Fairbairn	-	-	-	-	40,000	40,000
C&A	-	53,300	53,300	-	87,567	87,567
Open Society Institute- Uzbek	-	-	-	-	38,090	38,090
Henry Scutt	-	60,489	60,489	-	90,415	90,415
Other	-	2,500	2,500	-	17,410	17,410
Sub-total for Europe	-	116,289	116,289	-	273,482	273,482
Samworth Foundation	-	80,000	80,000	-	80,000	80,000
Ashurst	-	35,000	35,000	-	-	-
Dunn/Dressember	-	28,881	28,881	-	-	-
Other	48,923	-	48,923	85,498	-	85,498
	48,923	143,881	192,804	85,498	80,000	165,498
Total income from charitable	48,923	1,570,675	1,619,597	85,498	2,148,006	2,233,504

4a Analysis of expenditure (current year)

		Charitable activities					
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**2020 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)	-
Total expenditure 2020	**396,046**	**1,076,640**	**864,593**	**539,061**	**-**	**-**	**2,876,340**

4b Analysis of expenditure (prior year)

		Charitable activities					
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**2019 Total £**
Direct salaries (note 7)	206,230	205,086	156,053	223,403	-	-	**790,772**
Support salaries (note 7)	3,475	9,479	9,479	7,581	-	74,249	**104,263**
Payments to partners	-	853,156	381,312	-	-	-	**1,234,468**
Other programme costs	-	116,910	141,024	246,616	-	-	**504,550**
Other operating costs	134,116	34,694	26,766	37,349	16,941	77,828	**327,694**
	343,821	1,219,325	714,634	514,949	16,941	152,077	**2,961,747**
Governance costs	4,235	4,235	4,236	4,235	(16,941)	-	-
Support costs	38,019	38,019	38,019	38,020	-	(152,077)	-
Total expenditure 2019	**386,075**	**1,261,579**	**756,889**	**557,204**	**-**	**-**	**2,961,747**

5 Grant making

	2020 £	2019 £
Association Timidria	195,425	320,559
Children and Women in Social Service	54,159	56,991
Minority Rights Group International	50,959	19,345
Nepal National Dalit Social Welfare Org	228,742	114,884
Ovibashi Karmi Unnayan Program	54,670	-
RADDHO	97,130	32,421
SOS Esclaves	166,549	147,776
Tanzania Domestic workers coalition	21,950	58,237
TOSTAN	76,011	69,432
Other payments to partners	113,125	414,823
	1,058,720	1,234,469

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)

	2020 £	2019 £
Depreciation	29,554	29,586
Loss/(Gain) on disposal of fixed assets	-	(4,401)
Interest payable	18,943	10,591
Auditor's remuneration (excluding VAT):		
Audit	11,000	13,800
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:

	2020 £	2019 £
Salaries and wages	856,753	773,897
Social security costs	85,646	76,445
Employer's contribution to defined contribution pension schemes	45,504	44,693
	987,903	895,035

One employee earned between £60,000 and £70,000 during the year (2019:one).

The total employee benefits including pension contributions of the key management personnel were £246,254 (2019: £200,067).

Payments related to staff redundancy during the year were £nil (2019: £11,718). The redundancy and termination costs were settled and paid at the balance sheet date.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £76 (2019: £958) incurred by 1 (2019: 2) 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:

	2020 No.	2019 No.
Programmes	15	14
Fundraising	6	5
Support and Governance	4	4
	25	23

9 Related party transactions

There are no related party transactions to disclose for 2020 (2019: 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 (2019: 875).

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 £
Cost or valuation					
At the start of the year	725,000	34,109	29,398	56,829	**845,336**
Additions in year	-	-	3,438	-	**3,438**
At the end of the year	725,000	34,109	32,836	56,829	**848,774**
Depreciation					
At the start of the year	80,646	23,405	22,495	38,650	**165,196**
Charge for the year	11,520	2,225	4,443	11,366	**29,554**
At the end of the year	92,166	25,630	26,938	50,016	**194,750**
Net book value					
At the end of the year	632,834	8,479	5,898	6,813	**654,023**
At the start of the year	644,354	10,704	6,903	18,179	680,140

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 used deemed cost as explained in note 1(k).

12 Debtors

	2020	2019
	£	£
Other debtors	39,360	14,945
Prepayments	24,709	15,569
Accrued income	89,465	157,666
	153,534	188,180

13 Creditors: amounts falling due within one year

	2020	2019
	£	£
Mortgage	37,860	34,457
Pension contributions	6,435	4,360
Taxation and social security	26,399	-
Other creditors	88,051	106,633
Deferred income	76,291	-
Accruals	49,493	17,938
	284,529	163,388

14 Deferred income

	2020	2019
	£	£
Amount deferred in the year	76,291	-
Balance at the end of the year	76,291	-

15 Creditors: amounts falling due after one year

	2020	2019
	£	£
Other	338,083	372,994
	338,083	372,994

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:

	2020	2018
	£	£
One to two years	103,003	105,332
Two to five years	235,081	210,663
Over five years	-	56,999
	338,083	372,994

16a Analysis of net assets between funds (current 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)
Net assets at the end of the year	269,537	428,830	86,357	784,724

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	177,277	434,392	68,471	680,140
Net current assets	273,659	-	420,196	693,855
Long term liabilities	(372,994)	-	-	(372,994)
Net assets at the end of the year	77,942	434,392	488,667	1,001,001

17a Movements in funds (current year)

	At 1 April 2019 £	Income & gains £	Expenditure & losses £	At 31 March 2020 £
Restricted funds:				
Programme funds:				
Africa	285,087	663,633	(924,520)	24,200
Asia	13,344	646,872	(705,279)	(45,064)
Europe	121,765	260,170	(322,476)	59,458
Total Programme funds	420,196	1,570,675	(1,952,276)	38,595
Building & Library fund	68,471	-	(20,711)	47,760
Total restricted funds	488,667	1,570,675	(1,972,987)	86,355
Revaluation reserve	434,392	-	-	434,392
General funds	77,942	1,089,388	(903,353)	263,977
Total unrestricted funds	512,334	1,089,388	(903,353)	698,369
Total funds	1,001,001	2,660,063	(2,876,340)	784,724

The deficit on the Asia restricted fund relates to payments made to partners for £34,187 not yet spent and adjusted for in the following quarter. The balance is represented by the matched funding shortfall which is subject to further funds raised by the end of the project.

17b Movements in funds (prior year)

	At 1 April 2018 £	Income & gains £	Expenditure & losses £	At 1 April 2019 £
Restricted funds:				
Programme funds:				
Africa	210,203	1,267,347	(1,149,689)	**327,861**
Asia	37,581	509,226	(583,098)	**(36,291)**
Europe	152,226	371,433	(395,033)	**128,626**
Total Programme funds	400,010	2,148,006	(2,127,820)	**420,196**
Building & Library fund	81,054	-	(12,583)	**68,471**
Total restricted funds	481,064	2,148,006	(2,140,403)	**488,667**
Revaluation reserve	439,955	-	(5,563)	**434,392**
General funds	103,388	790,335	(815,781)	**77,942**
Total unrestricted funds	543,343	790,335	(821,344)	**512,334**
Total funds	1,024,407	2,938,340	(2,961,747)	**1,001,001**

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.

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.