

Company number: 03079904

Charity Number: 1049160

# Anti-Slavery International

Report and financial statements  
For the year ending 31 March 2022

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## REFERENCE AND ADMINISTRATIVE INFORMATION

**Company number** 3079904  
**Country of incorporation** United Kingdom

**Charity number** 1049160  
**Country of registration** England and Wales

**Registered office and operational address**  
Thomas Clarkson House  
The Stableyard  
Broomgrove Road  
London  
SW9 9TL

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

Sunil Sheth	Chair (appointed 18 August 2020)
Roxanne Abdulali	Vice Chair (appointed as trustee 21 May 2019 and Vice Chair 21 November 2021)
Sarah Harrington	Vice Chair (resigned 21 November 2021)
Peter Freedman	Treasurer (appointed as Trustee 15 June 2021 and as Treasurer 26 July 2021)
Jennifer Harding	Treasurer (resigned 26 July 2021)
Lucy Claridge	resigned 14 April 2021
Katy Dent	resigned 1 November 2021
Frances Morris-Jones	appointed (third term) 12 April 2021
Karen O'Connor	resigned 1 November 2021
Tom Palakudiyil	appointed (first term) 21 May 2021
Anood Al-Samerai	appointed 15 June 2021
Fiona Hill	appointed 15 June 2021
Ben Rawlings	appointed 15 June 2021
Adil Shah	appointed 15 June 2021
Soumya Singh	appointed 26 July 2021
Judy Lister	appointed 26 July 2021

**Principal staff** Jasmine O'Connor Chief Executive Officer and Company Secretary

## **Anti-Slavery International**

### **Reference and administrative information**

**For the year ended 31 March 2022**

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<b>Bankers</b>	Barclays Bank PLC P.O. Box 270 London SE15 4RD
<b>Auditor</b>	Sayer Vincent LLP Chartered Accountants and Statutory Auditors Invicta House 108-114 Golden Lane LONDON EC1Y 0TL
<b>Solicitors</b>	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 2022.

Anti-Slavery International is a global movement working towards freedom from slavery for everyone, everywhere, always.

Our members, supporters, staff, volunteers and partners make our work possible, and we thank them all for their incredible support throughout the year.

In 2021-22 we worked consistently and consciously to strengthen the role of slavery survivors in our work and in the global anti-slavery movement. We published *Agents for Change*, co-produced by survivors of modern slavery and setting out best practice for including survivors in research and advocacy and we worked on *One day at a time*, a ground-breaking report on UK trafficking policy and practice, shaped and created by survivors.

We also explored and highlighted the links between modern slavery and climate change, strengthening the evidence base and advocating for these links to be recognised and addressed. Our partnership work included publishing *Climate-Induced Migration and Modern Slavery: A Toolkit for Policy-Makers* and supporting the international conference *Towards a Holistic Approach to Contemporary Slavery and Climate Change*.

Our work to end child slavery included work to eradicate slavery and exploitation in child domestic work, a largely hidden and unregulated practice where slavery can thrive. We supported partners in Tanzania and Ghana to develop effective strategies empowering children in domestic work to understand and assert their rights and advocating for local law change to regulate the practice.

Our consistent, long-term work with partners to challenge and change law, policy, and practice yielded positive results in 2021-22. After over a decade of campaigning with the Cotton Campaign, for the first time there was no systematic state-imposed forced labour in the 2021 Harvest in Uzbekistan. Our partnership work tackled modern slavery in the Mauritius-based garment supply chains and supported migrant workers' rights pre- and post-departure, as they migrated from Bangladesh and Madagascar for work into Mauritian garment factories. This programme helped vulnerable workers understand and assert their rights and access effective remedy to their workplace grievances. The pre-departure training toolkit and establishment of the in-country Migrants' Resource Centre (MRC) is an effective blueprint, and our Mauritian partner shared lessons and learning with their Madagascan counterparts who aim to establish their own MRC in the future.

During the year we and our partners also provided vital support to a Nigerien slavery survivor and her children, who was the complainant in the second slavery trial won against the State of Niger at the Economic Community of West Africa States (ECOWAS) Court of Justice since 2008. We hope this win will allow others who had lost hope in the justice system to consider filing a complaint.

We faced many challenges during the year, including the ongoing impact of the Covid-19 crisis on the most vulnerable the UK Government's hostile stance towards migrants and asylum seekers, and by extension trafficking survivors, pushback from corporate interests on EU mandatory Human Rights and Environmental Due Diligence and the devastating impact of Russia's invasion of Ukraine.

We worked to respond to these issues and promote freedom from slavery for everyone, everywhere. Our work is not done, so we hope you will stand in solidarity with us and help make slavery everybody's concern in 2022-23.

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 3 and 4 form part of this report.

## **OBJECTIVES**

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

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

The Charity's objects are:

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

## **VISION, MISSION AND VALUES**

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

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

**Values:**

**Dynamic**

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

**Inclusive**

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

**Transformative**

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

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

We launched a new five-year organisational strategy in 2020-21, which we continued to work towards in 2021-22. The strategy identifies five strategic priorities we and the wider anti-slavery movement need to address to help power international efforts to end slavery:

**i. System Change**

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

**ii. Survivors' voice and participation**

Survivors' voices are crucial to understanding and addressing slavery, as well as the participation of survivors in informing and influencing the decisions that directly affect them. Effective and ethical survivor engagement must be the norm, throughout our movement.

**iii. Movement Building**

To be most effective in a changing world, the global anti-slavery movement would benefit from more effective coordination and more coherent planning. Power needs to be distributed more fairly

across the movement with more representation of survivor-led and southern-led organisations in global policymaking.

#### **iv. Framing the issue**

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

#### **v. Legal Frameworks**

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

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

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

## **OUR WORK IN 2021-22**

In 2021-22 we continued to work towards system change, with the long-term goal of dismantling the systems which underpin and drive slavery. We worked closely with survivors and survivor-led organisations to design and share solutions and work towards building a stronger and fairer global anti-slavery movement. We supported survivors to lead the first ever review of the UK's Recovery Needs Assessment, published in April 2022. Globally, we brought partners together to learn, co-create and share effective solutions. We maintained a clear focus on using and strengthening legal frameworks, working with partners to hold governments to account and create positive change.

We ran the following projects and programmes, listed by focus theme, in 2021-22:

### **Ending Child Slavery**

New Global Estimates on Child Labour gathered before the Covid pandemic and released by the ILO and UNICEF in 2021 indicate that child labour had increased for the first time in two decades. Millions more children will be at risk of being pushed into child labour by the end of 2022 due to the economic and social shocks of the pandemic. So, we also expect that numbers of children in forced labour and forced marriage are now likely to be more than 10 million. Our organisational



pledge for the International Year for the Elimination of Child Labour (2021) to develop and implement our new Child Slavery Strategy was timely, and we made strong progress on this during the period.

## **ELIMINATING SLAVERY IN CHILD DOMESTIC WORK**

### **Tanzania and Ghana**

Partners: Tanzania Child Domestic Workers Coalition (Tanzania), Challenging Heights (Ghana), Leadership & Advocacy for Women in Africa - Ghana (Ghana)

Child domestic work is a global phenomenon, and tens of millions of children – mostly girls – are in paid or unpaid domestic work in the home of an employer or someone other than their immediate family. Some are young people in permissible work and may be providing vital income for families struggling in poverty (and affected by lay-offs, ill health or terminal disease), but many are trapped working below the relevant minimum working age (14 or 15), and/or working in hazardous or slavery-like conditions, exploited and lacking access to education.

For the last eight years, we have worked closely with the Tanzania Child Domestic Workers Coalition (TCDWC) to empower children in domestic work to understand and assert their rights and learn new skills; engage employers to improve the working conditions of child domestic workers; and work with local, influential community members to raise awareness and bring about local law change to regulate the practice. In April 2021, we launched a new project aiming to build on this work in Tanzania and share our successful strategies with partners in Ghana, supporting them to adapt these to their local contexts.

In 2021-22 in both countries, Child Domestic Worker groups were formed in communities, bringing children together on a bi-monthly basis to overcome physical and social isolation and to learn about their rights and where and how to seek assistance if these are breached. Over 300 child domestic workers joined and participated in these groups, with more than 150 receiving legal, psychosocial and/or economic support. Employers, community members and local government officials participated in project awareness-raising and training activities. In Ghana 95% of employers reported significantly reducing their child domestic worker's working hours or workload.

In 2022-23 we will support our partners to continue these important activities and work closely with community stakeholders and policy makers in both countries to increase identification and protection of children in exploitative domestic work and drive lasting changes which address the root causes of exploitation.

## **ENDING FORCED CHILD BEGGING**

### **Senegal, Nigeria**

Partners: Tostan International (Senegal), La Rencontre Africaine pour la Défense des Droits de l'Homme (RADDHO, Senegal), The Resource Centre for Human Rights and Civic Education CHRICED (Nigeria).

One of the most prevalent forms of slavery in West Africa is forced child begging in Qur'anic schools. Far from their families and living in squalid conditions, students are often malnourished, vulnerable to disease and road accidents, and are physically or psychologically abused if they do not meet their begging quota. This system, which claims to support children's Qur'anic education, is widely accepted in society. Our project working with Tostan and RADDHO to support the eradication of forced child begging in these so-called Qur'anic schools in Senegal ended in May 2021.

During its lifetime the project directly supported 10,065 talibés (Qur'anic students). Three in four stopped or significantly reduced begging. The quality standard tool for Daaras (Qur'anic schools) that we supported Tostan to develop was adopted by the Daara Inspectorate, providing an effective monitoring mechanism. However, no broader law regulating Daaras or prohibiting begging was passed, hindering the wider, systemic change which is still desperately needed to prevent forced child begging and punish those who continue to promote and benefit from this practice.

Thanks to our collective advocacy, the US State Department's Annual Trafficking in Persons (TiP) Report on Senegal highlighted these issues and included several of our recommendations including those on ensuring meaningful inspection of Daaras, introducing the draft Daara Law without further delay and increasing training on the 2005 anti-trafficking law for enforcement officials. Our work in Senegal also gave rise to the project with our partner CHRICED in Nigeria, which came to an end at the same time. For this, we conducted research into the Almajiri (Qur'anic school) system in three states (Bornu, Kano and Nasarawa) to explore strategies to reform the system, based on existing initiatives and our learning from Senegal.

We will continue to support our partners to advocate for an essential regulatory framework enshrined in law whenever the opportunity arises.

## **COMBATTING TRADITIONAL DESCENT-BASED SLAVERY**

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

Partners: SOS-Esclaves (Mauritania), Minority Rights Group International (Mauritania), Timidria (Niger), Temedt (Mali)

Mauritania is one of the last countries in the world where people are still born into slavery and literally owned by masters, facing a lifetime of abuse and forced labour, despite legislation criminalising the practice. In Niger, despite slavery having been outlawed, communities of slave descent continue to experience high levels of discrimination and exploitation; these populations are

usually destitute and illiterate with very limited access to basic services and no voice. In Mali, an estimated 200,000 people of slave descent live under the total control of their 'masters' and many more communities of slave descent are subject to widespread discrimination and abuse. Throughout the year, we worked with partners and communities of slave descent in all three countries to tackle the poverty, discrimination, and prejudice that fuel descent-based slavery practices and work towards a slavery-free future for children.

In Mauritania, our continued work with SOS-Esclaves included awareness-raising outreach to communities affected by slavery. Their vital educational, economic, and vocational training supported individuals to break free from servile relationships with 'masters' and build new lives. We supported SOS-Esclaves' advocacy campaign to enable former slaves to gain identity documents by removing the often extremely prohibitive requirement for both parents' birth certificates, with survivors playing a lead role. We supported a high-profile delegation of American activists from Chicago's Abolition Institute to shine a spotlight on the situation in Mauritania, resulting in increased national awareness of the issues.

In Niger, with our partner Timidria, we supported survivors of descent-based slavery who had established themselves in independent communities, through provision of high-quality education to children, socio-economic support for adults, and outreach and legal advice for survivors and people still living in slavery.

We also provided training for legal professionals. This work included supporting slavery survivor Mrs F in her struggle for justice. Her legal case was trivialised and treated as a misdemeanour in Niger, so we supported her to take her case to the Economic Community of West African States (ECOWAS) Court of Justice. In June 2021 the ECOWAS Court of Justice ruled against the State of Niger, finding Niger in violation of many international and regional human rights treaties, including the UN Slavery Convention and ordered the payment of significant compensation.

This decision is a major landmark as it is the second slavery trial won against the State of Niger since 2008. It will also allow other victims who had lost hope in the justice system to consider filing a complaint. Despite significant security challenges due to a widely condemned coup d'état in May 2021, we conducted research in Mali with partners Temedt and the ILO aiming to better understand the specific challenges faced by people affected by descent-based slavery there, including the scale of the issue, and obstacles and potential solutions.

We shared lessons from the research with the Special Rapporteur on Slavery and the Independent Expert on Mali, who released a public statement calling for an end to impunity for barbaric attacks on "slaves". This research will be a vital tool in national and international advocacy efforts to prevent and combat descent-based slavery practices in Mali from 2022-23 onwards.

In February 2022 we brought together partners from Mauritania, Niger and Mali in Nouakchott, Mauritania, for a learning workshop – this was the first time that partners had the opportunity to

come together and share their experiences in the ten years we have been working together and resulted in a stronger sense of solidarity and motivation.

We hosted a meeting bringing together the UN Special Rapporteur on Slavery, SOS-Esclaves, Minority Rights Group International and the UN Office of the High Commissioner for Human Rights in Mauritania in advance of the Special Rapporteur's visit to Mauritania in May 2022. We also developed a joint submission from Anti-Slavery International, SOS Esclaves, Timidria and Temedt

(Mali) to the Special Rapporteur on Contemporary Forms of Slavery's call for input on contemporary forms of slavery as affecting persons belonging to ethnic, religious, and linguistic minorities.

## **Responsible Business**

Modern supply chains are complex and create conditions where slavery can thrive – aided by the continual urge to drive down costs and deliver shareholder profits. At least 16 million women, men and children are in forced labour in the private sector worldwide. Addressing slavery practices in global supply chains is one of the central pillars of Anti-Slavery International's work. In 2021-22 we maintained a clear focus on this objective, keeping up momentum for change and facilitating the meaningful involvement of partners in producer countries in joint advocacy efforts.

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

### **Worldwide**

Partners: Coalition to End Forced Labour in the Uyghur Region (Global), Corporate Justice Coalition (UK), Cotton Campaign (Global), European Center for Constitutional and Human Rights (Germany), European Coalition for Corporate Justice (Brussels), Fundación Liberia (Chile), OKUP (Bangladesh), Reporter Brasil (Brazil), Turkmen Initiative for Human Rights (Turkmenistan), Turkmen.News (Turkmenistan), Uganda Consortium for Corporate Accountability (UCCA), Uzbek Forum for Human Rights (Uzbekistan), Workers' Rights Watch (Kenya).

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 International has been at the forefront of pushing for mandatory human rights and environmental due diligence legislation at the EU (mHREDD) in recent years and continued these efforts in 2021-22. In June 2021 we published *EU Law Global Impact*, a research report featuring two case studies of high-risk forced labour in EU private sector supply chains and making recommendations for what is needed at local, national and international levels to ensure EU mHREDD legislation is effective.

We built upon our established partnerships with civil society organisations to agree a strong, unified message to press for legal change. Eventually, in February 2022, the European Commission published its proposal for this law, which contained many elements we had been advocating for. We now need to press for various gaps and loopholes to be addressed to make sure the law is a success.

We also worked closely with partners to call for a new EU instrument for import controls on products linked to forced labour. Our position paper – published jointly with the European Center for Constitution and Human Rights – preceded and influenced the European Commission President's announcement of the EU's intent to introduce a ban in September 2021, followed by

the European Commission's commitment in February 2022 to introduce a proposal for an EU forced labour instrument by Autumn 2022.

In 2021-22 we also played an important role in the emerging campaign for UK mHREDD legislation, aiming to build multi-stakeholder support for a new Business, Human Rights and Environment Act which would go beyond the UK's Modern Slavery Act and create a legal requirement for businesses and public sector bodies to prevent and remove the use of forced labour, and other harm, across their supply chains.

Many industries are at risk of profiteering from forms of state-imposed forced labour, particularly – although by no means exclusively – the fashion industry. The Chinese Government has rounded up an estimated 1 to 1.8 million Uyghurs and other Turkic and Muslim-majority peoples in detention and forced-labour camps. Every year, the Turkmen Government forces tens of thousands of citizens to carry out back-breaking work harvesting cotton under threat of dismissal if they refuse doing so. Until recently this was also the case in Uzbekistan.

In 2021-22 Anti-Slavery International continued to play a key role in coalitions working to end these forms of state-imposed forced labour. After over a decade of campaigning with partners in the Cotton Campaign, critical and brave frontline work by Uzbek human rights activists, and with over 300 brands pledging not to knowingly use Uzbek cotton in their products, for the first time there was no systematic state-imposed forced labour in the 2021 harvest.

We will continue to work with our partners in the Cotton Campaign including frontline partner the Uzbek Forum for Human Rights to ensure Uzbekistan's human rights reform process continues, and to raise awareness of state-imposed forced labour in Turkmenistan and create pressure for reform.

There was also progress with our Uyghur work in December 2021 with the passage of the Uyghur Forced Labor Prevention Act in the USA. From June 2022 this will ban all imports of Uyghur forced labour goods into the USA.

Throughout the period we continued to deliver our supply chains consultancy work supporting companies on how to undertake due diligence on forced labour in their supply chains and using this learning to support our own advocacy objectives.

## Migration and Trafficking

### REDUCING MODERN SLAVERY IN SUPPLY CHAINS

#### Bangladesh, Madagascar, Mauritius

Partners: Oribashi Karim Unnayan Program (OKUP, Bangladesh), Etudes Conseils FORMation Entrepreneurial (ECFORME, Madagascar), Confederation of Workers of Public and Private Sectors (CTSP, Mauritius), ASOS

An estimated 45,000 migrant workers are employed in export-oriented factories in Mauritius, many from Bangladesh and Madagascar. Migrant workers may 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. We worked to develop effective partnerships and solutions to eliminate modern slavery in Mauritius' garment industry supply chains, targeting brands, suppliers, and key actors, including the Mauritius Export Association.

During 2021-22, we launched a pre-departure orientation (PDOT) toolkit for migrant workers in Madagascar. We also launched the Just Good Work (JGW) app to provide easily accessible information and help to migrant workers in English, French, Malagasy and Bangla.

In December 2021 we co-hosted a workshop with ASOS to promote collaboration between brands and the Migrant Resource Centre (MRC) in Mauritius. The MRC, which we helped to establish in 2020, has supported migrant workers to address 113 workplace grievances affecting over 2,000 workers; 64% have been resolved to date. Partners now have ambitions to create a similar centre in Madagascar.

#### UK Programme

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

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

We continued to chair and host the ATMG to monitor the UK's implementation of the Council of Europe Convention on Action against Trafficking in Human Beings (the Trafficking Convention) and the EU Directive on Trafficking in Human Beings (2011/36/EU), and the UK's 2015 Modern Slavery Act. In 2021-22 we maintained a consistent focus on increasing the involvement of survivors of trafficking in the ATMG's and the entire sector's work, supporting people with lived experience of slavery to play a leading role – not just in sharing their experiences but in leading the development of policy recommendations and advocacy. We held briefing sessions for UK Peers in the House of Lords, the All-Party Parliamentary Group on Modern Slavery and the Labour Party's shadow Home Affairs team with survivors presenting evidence, experience and arguments demonstrating the damage of the Government's policies.

The ATMG successfully coordinated a cross-sector response to the UK Government's draconian Nationality and Borders Act. This involved leading on the drafting of amendments, which were successfully laid out at every stage of the Bill cycle and voted in favour of in the House of Lords, despite later rejection in the House of Commons.

We submitted evidence to the UN's Universal Periodic Review of the UK and drafted a cross sector response to the Home Office's Modern Slavery Strategy consultation. We continue to lead the response to the Modern Slavery Unit's development of the modern slavery strategy and the Nationality and Borders Bill statutory guidance as co-chairs of the Modern Slavery Strategy Implementation Group for Victim Support.

We supported several legal challenges, one of which resulted in a judgement that could enable slavery survivors to regularise their immigration status in the UK, after the court concluded that the Home Office was applying too harsh a test.

In July 2021 we published *Agents for Change*, a participatory research report (accompanied by a podcast) coproduced by survivors and non-survivors of slavery or exploitation which lays out a framework for best practice when including survivors in policy work. Following on from this we supported survivors to lead the first ever review of the Recovery Needs Assessment. Based on extensive interviews with survivors and support workers, *One day at a time* was published in late April 2022. This highlighted substantial failings in the Recovery Needs Assessment process and is being used to inform advocacy for change.

The ATMG also responded to the Government's plan to send asylum seekers to Rwanda and to the conflict in Ukraine. It supported the creation of a resource directory for Ukrainian people forced to flee. We also responded to the introduction of the Immigration Enforcement Competent Authority, leading on the sector's briefing against its creation. We successfully pressured the government to disaggregate data from the National Referral Mechanism (NRM) to allow for its proper scrutiny.

### THE LONDON LEGAL PROJECT

During 2021-22 in partnership with the legal charity ATLEU (the Anti-Trafficking and Labour Exploitation Unit), Anti-Slavery International supported frontline organisations based in London to improve outcomes for trafficked service users through training, legal advice and casework support and policy updates. In-depth, accessible training and support and technical assistance on individual cases was provided to caseworkers. We used data on challenges reported to publish policy papers on issues raised by partners, including the difficulties in finding First Responders to refer potential victims to the NRM.

### Slavery and Climate Change

The climate crisis is already having a catastrophic impact on the planet and, in turn, disproportionately affecting the most marginalised people, including women, children and minorities. Climate change and climate-induced migration compound existing vulnerabilities, drive

displacement and migration and increase the risk of, and exposure to, modern slavery for children and adults. Without concerted efforts at the global level millions more people will fall into modern slavery because of climate change. We are committed to doing all we can to prevent this.

We launched *From a Vicious to a Virtuous Circle*, a report with Dr Chris O'Connell (who worked closely with us while seconded under the CAROLINE Fellowship). This report explains how climate change vulnerability links to contemporary forms of slavery. In partnership with the Institute for Environment and Development (IIED), we also launched a new report *Climate-Induced Migration and Modern Slavery: A Toolkit for Policy-Makers*. The report outlined how climate change can multiply existing vulnerabilities and increase the likelihood of slavery. The report gave examples from Ghana, India and Bangladesh.

When the UK hosted the G7, we led efforts with the Climate Action Network UK to push priorities on action to tackle climate change. We also led advocacy to press COP26 to address slavery, and we continued to work to highlight the links between climate change and modern slavery and advocate for urgent change throughout the period.

We also joined partners in calling for a UN Special Rapporteur on Climate Change and Human Rights – this mandate was agreed by the UN Human Rights Council in October 2021. The first mandate-holder was appointed in March 2022.

## Other work towards our strategic priorities

### COVID-19 INTERNATIONAL RESPONSE

We continued to respond to, and highlight the ongoing impact of, the global Covid-19 pandemic had on exacerbating vulnerability to slavery in 2021-22. Our *EU law. Global impact* report, published in June 2021 in partnership with the University of Nottingham Rights Lab - to cite one example - highlighted how the pandemic exacerbated exposure to modern slavery in two sectors where exploitation is rife (Brazil's coffee industry and India's leather industry).

## FUNDRAISING AND COMMUNICATIONS

Anti-Slavery International saw another year of growth in its fundraised income. The portfolio of funding sources remained purposefully diverse in order to spread the charity's funding risks. This was especially important as our donors adapted to Covid-19 and its longer-term effects. 2021/22 saw the development of a new fundraising and communications strategy which aligned with the organisational 2020-2025 strategy. Fundraising activities included:

- Grant fundraising from institutional bodies such as governments and multi-lateral inter-governmental agencies. Income secured in prior years was granted through this financial year. A new grant for \$1,975,308 was secured from the US Government Department of Democracy, Rights and Labor.
- Grant fundraising from trusts and foundations saw a number of renewed partnerships to fund Anti-Slavery International's business and human rights programme



and UK programme, as well as the charity's work on exploitative child domestic work in Africa.

- Fundraising from individual donors through both digital and postal appeals. Across the year we sent six postal appeals for support to supporters and members, and twelve email appeals to supporters and members. No fundraising agencies generating direct income worked on Anti-Slavery International's behalf in 2021-22.
- Major gifts from philanthropic individuals led to better than projected income for 2021-22. One individual major donor renewed their commitment and increased it to fund a three-year strategic programme.
- Our community and event fundraising was still seeing some negative impact as a consequence of Covid-19 and staff changes. Due to a single fundraiser cycling Land's End to John O'Groats, the income surpassed target.
- Our corporate fundraising and trading activities (in the form of paid consultancy offered to companies and organisations seeking expertise on addressing slavery in their operations) saw some increase with one major partner increasing their commitment from one to three years and additionally funding activity in Africa. Long-term support from Ashurst LLP continued and further partnership activities are in design for 2022-23.

In keeping with the recommendations of the Fundraising Regulator, Anti-Slavery International's operations adhere to the Codes of Fundraising Practice. The organisation ensures that all voluntary income-generating staff are members of the Institute of Fundraising. Adherence to the code is monitored in regular supervision with staff. In the few instances where volunteers fundraise for Anti-Slavery International's work, staff ensure their fundraising efforts adhere to the law and regulation while encouraging a positive fundraising experience and outcome. Our DIY fundraising resource also includes guidance for members of the public who wish to fundraise either in their community, or with their company for Anti-Slavery International.

## **Participation in fundraising regulation and compliance with the codes**

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

We received six complaints during the year (2020/21: 5). These complaints related to receiving funding requests, incorrect addressee details and one supporter was unable to reach a charity employee over the phone. Each complaint was responded to with a polite and detailed explanation of the error and apology and addressed to the satisfaction of the complainant. The error was used as an opportunity for the fundraising team to improve its response handling, data and preference systems. Anti-Slavery International responds to all complaints promptly, ensuring appropriate action is taken when required and complaints are logged for tracking and continual improvement.

On occasions, Anti-Slavery International receives emails from school children keen to support the organisation's work or undertake work experience. In these situations, care is taken to ensure that a parent or schoolteacher is a key contact alongside those supporting children. This is typically assessed by school age – primary school age, and secondary school age. Anti-Slavery International does not knowingly send any marketing material or conduct any unsolicited communications to any young people, and due diligence is undertaken to ensure this does not happen.

## RISK AND FINANCE

### RISK MANAGEMENT

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

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

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

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

In 2021/22 we continued with our investment plan to grow our income with a focus on major gifts and individual giving to ensure net growth from 2020 onwards. We monitored and reviewed progress throughout the year, incorporating learning to strengthen our fundraising approaches. In 2021/22 we continued to strengthen the process for developing restricted donor applications to ensure optimal cost recovery of organisational costs alongside partner and delivery costs. The balance between restricted and unrestricted income during the year was 75%:25% compared to last year at 70%:30%, reflecting the growth in restricted donor income.

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

The UK's exit from the EU coupled with the 'the great resignation' has meant it has been hard to fill some key roles, especially French speakers. We have mitigated this by working closely with agencies and the use of consultants to fill gaps. This is something we will continue to monitor. We have built realistic budgets which account for inflation in 22/23 and are scenario planning for 23/24 and monitoring income and expenditure closely.

The 22/23 Budget expenditure will be regularly re-forecasted during the year to take account of ongoing inflationary pressures to enable timely adjustments to planned income and expenditure for the year.

### 3. Safeguarding

Evaluation, capacity building and risk-mitigation work is underway with all implementing partners and areas of vulnerability are being addressed through upskilling workshops, and enhanced monitoring and support by the Safeguarding manager. Partners are now assessed against their compliance to international safeguarding standards as well as our internal safeguarding framework informed by best practice in the sector. New partnership agreements are subject to safeguarding due diligence comprising self-assessments followed by panel scrutiny which has enabled greater accuracy of capacity building and budget planning.

## FINANCE REVIEW

Total income was £3.5m (2021: £3.2m) during the year. Unrestricted income fell by £82k during the year, due mainly to lower receipts from donations and legacies. Income from charitable activities grew by £391k due mainly to continuing growth in our Africa projects. Unrestricted expenditure was lower this year at £693k (2021: £940k). This was due to better cost recovery on restricted grants. We made a small in year unrestricted surplus.

## RESERVES POLICY

The organisation aims to maintain unrestricted reserves at £250,000 which represented three months of expenditure based on the 2020/21 results but is now over four months based on the 2021/22 results. At the end of the financial year unrestricted general reserves increased from £132,465 to £160,397. Free reserves (unrestricted net assets excluding restricted funds, designated funds and fixed assets) remain slightly negative. However, the trustees are confident that the charity remains a going concern given that there is significant unrecognised value in the property.

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 which may impact upon the organisation's ability to continue as a going concern. Trustees believe that despite these uncertainties and risks, the charity remains 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.

We continue to strengthen our financial processes and systems so we can monitor financial risk, and where required, take appropriate management action. Trustees will continue to monitor the financial risk on a regular basis.

## 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, Governance & Nominations 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.

Advisory Groups support the Advocacy & Programmes and Fundraising & Communications teams and meet as required.

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. All other staff are on an agreed scale. This committee also oversees the terms and conditions of all other Anti-Slavery staff.

## KEY PERSONNEL CHANGES IN 2021/22

On 26 July 2021, the Treasurer Jennifer Harding formally stepped down from the role and Peter Freedman was appointed Treasurer.

The following Trustees also stepped down during the year:

- Lucy Claridge stepped down at the end of her second term, on 14<sup>th</sup> April 2021.
- Katy Dent stepped down during her third term on 1<sup>st</sup> November 2021
- Karen O'Connor stepped down during her third term on 1<sup>st</sup> November 2021
- Sarah Harrington stepped down at the end of her second term, on 21<sup>st</sup> November 2021

The Board to appointed the following new trustees:

- Peter Freedman appointed on 15<sup>th</sup> June 2021
- Anood Al-Samerai appointed on 15<sup>th</sup> June 2021
- Fiona Hill appointed on 15<sup>th</sup> June 2021
- Ben Rawlings appointed on 15<sup>th</sup> June 2021
- Adil Shah appointed on 15<sup>th</sup> June 2021
- Judy Lister appointed on 26<sup>th</sup> July 2021
- Soumya Singh appointed on 26<sup>th</sup> July 2021

Shane Carter resigned as Head of Finance & Resources on 31 January 2022. Geoff Woodward acted as interim Director of Finance and Jasmine O'Connor took on the interim responsibility for human resources and administration. She also replaced Shane Carter as Company Secretary.

Andrew Gray was appointed Director of Finance & Resources on 2<sup>nd</sup> August 2022 and both Jasmine O'Connor and Geoff Woodward ceased the interim responsibilities. The Company Secretary role will be put to the Board in November 2022 and is likely to pass to Andrew at that time.

## 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. Where trustees are members of the charity, this entitles them to voting rights. The trustees have no beneficial interest in the charity.

## PLANS FOR 2022/23

In 2022/23 we will continue to implement our new organisational strategies for challenging and changing law, policy, and practice so everyone, everywhere can be free from slavery. We will strengthen our work across our four focus areas (climate change, migration/trafficking, child slavery and responsible business). We will build on our successes in 2021/22 and continue to respond flexibly, collaboratively, and effectively to the challenges we face.


We will:

- Strengthen our programme, policy, and advocacy work, and develop sub strategies and operational plans for all themes (migration/trafficking, climate change, responsible business and child slavery)
  - Develop long-term, survivor-centred interventions which tackle the structural issues which facilitate slavery across our 2020-25 strategic themes.
  - Review our international advocacy and how to best leverage new mechanisms and actors to address slavery
  - Ensure there is a healthy balance between restricted and unrestricted income sources.
- 
- Further strengthen our finance and IT systems, automating processes to better serve the organisation.
  - Continue to strengthen our safeguarding as new sector standards emerge.
  - We will also hold a review of our governance to make sure it is remains effective.

## AUDITOR

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

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

  
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sunil sheth (Sep 29, 2022 18:15 GMT+1)

Sunil Sheth  
Chair

8 September 2022

## Opinion

We have audited the financial statements of Anti-Slavery International (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as of 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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



## Other Information

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

We have nothing to report in this regard.

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

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

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

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

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

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

## **Responsibilities of directors**

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

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

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

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

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

## **Capability of the audit in detecting irregularities**

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the

## **Independent auditor's report**

**To the members of**

**Anti-Slavery International**

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financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

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

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

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

### **Use of our report**

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

Noelia Serrano (Senior statutory auditor)

30 September 2021

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

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

For the year ended 31 March 2022

		Unrestricted	Restricted	2022 Total	Unrestricted	Restricted	2021 Total
	Note	£	£	£	£	£	£
<b>Income from:</b>							
Donations and legacies	2	592,033	-	592,033	739,768	-	739,768
Charitable activities	3	76,306	2,759,300	2,835,606	53,306	2,368,429	2,421,735
Investment income		46,975	-	46,975	4,774	-	4,774
<b>Total income</b>		<b>715,314</b>	<b>2,759,300</b>	<b>3,474,614</b>	<b>797,848</b>	<b>2,368,429</b>	<b>3,166,277</b>
<b>Expenditure on:</b>							
Raising funds	4	511,686	-	511,686	439,683	-	439,683
Charitable activities	4	181,259	2,594,682	2,775,941	500,803	1,996,609	2,497,413
<b>Total expenditure</b>		<b>692,945</b>	<b>2,594,682</b>	<b>3,287,627</b>	<b>940,486</b>	<b>1,996,609</b>	<b>2,937,097</b>
<b>Net income/(expenditure) for the year and net movement in funds</b>	6	22,369	164,618	186,987	(142,638)	371,820	229,182
<b>Reconciliation of funds:</b>							
Total funds brought forward		555,731	458,175	1,013,906	698,369	86,355	784,724
<b>Total funds carried forward</b>	16	<b>578,100</b>	<b>622,793</b>	<b>1,200,893</b>	<b>555,731</b>	<b>458,175</b>	<b>1,013,906</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17.

# Anti-Slavery International


## Balance sheet

Company no. 3079904

As at 31 March 2022

	Note	£	2022 £	£	2021 £
<b>Fixed assets:</b>					
Tangible assets	11		628,589		640,549
Intangible assets	11a		18,318		-
<b>Current assets:</b>					
Debtors	12	374,056		267,004	
Cash at bank and in hand		598,222		613,740	
			<u>972,278</u>	<u>880,744</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	(156,156)		(169,303)	
<b>Net current assets</b>			<u>816,122</u>		<u>711,441</u>
<b>Total assets less current liabilities</b>			<u>1,463,029</u>		<u>1,351,989</u>
Creditors: amounts falling due after one year	15		(262,136)		(338,083)
<b>Total net assets</b>			<u>1,200,893</u>		<u>1,013,906</u>
<b>The funds of the charity:</b>	16				
Restricted income funds			622,793		458,175
Unrestricted income funds:					
Revaluation reserve		417,703		423,266	
General funds		160,397		132,465	
			<u>578,100</u>	<u>555,731</u>	
<b>Total unrestricted funds</b>			<u>578,100</u>		<u>555,731</u>
<b>Total charity funds</b>			<u>1,200,893</u>		<u>1,013,906</u>

Approved by the trustees on 8 September 2022 and signed on their behalf by

  
sunil sheth (Sep 29, 2022 18:15 GMT+1)

Sunil Sheth  
Chair

Anti-Slavery International

Statement of cash flows

For the year ended 31 March 2022

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

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	186,987	229,182
Depreciation charges	17,287	23,267
Dividends, interest and rent from investments	(46,975)	(4,774)
Increase in debtors	(107,052)	(113,470)
Decrease in creditors	(89,094)	(115,226)
Net cash (used in) / provided by operating activities	<u>(38,847)</u>	<u>18,979</u>

	2022 £	2021 £
Cash flows from operating activities		
Net cash (used in) / provided by operating activities	(38,847)	18,979
Cash flows from investing activities:		
Dividends, interest and rents from investments	46,975	4,774
Purchase of fixed assets	5,328	9,792
Purchase of intangible assets	18,318	-
Net cash provided by investing activities	70,621	14,566
Cash flows from financing activities:		
New borrowing	-	-
Repayments of borrowing	(47,292)	(19,585)
Net cash used in financing activities	(47,292)	(19,585)
Change in cash and cash equivalents in the year	(15,518)	13,960
Cash and cash equivalents at the beginning of the year	613,740	599,780
Cash and cash equivalents at the end of the year	<u>598,222</u>	<u>613,740</u>

**1 Accounting policies**

**a) Statutory information**

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

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

**b) Basis of preparation**

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

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

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

**c) Public benefit entity**

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

**d) Going concern**

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

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

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

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

**e) Income**

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

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

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is 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 overseas partners are based on forecast expenditure for the coming period and recognised when the payment is sent to the partner. Where partners do not spend funds received in full this is adjusted in the following period so that partner reports reflect what has actually been spent on the project.

**i) Expenditure and irrecoverable VAT**

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

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

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

**j) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned in relation to the time spent on that activity.

Support and governance costs are divided equally between the cost of raising funds and the three 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.



**1 Accounting policies (continued)**

**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.

**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.

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## Notes to the financial statements

For the year ended 31 March 2022

### 2 Income from donations and legacies

	2022			2021		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Individuals	431,374	-	431,374	468,827	-	468,827
Trust/Corporate	126,692	-	126,692	168,681	-	168,681
Legacies	33,967	-	33,967	102,260	-	102,260
	<u>592,033</u>	<u>-</u>	<u>592,033</u>	<u>739,768</u>	<u>-</u>	<u>739,768</u>

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

### 3 Income from charitable activities

	2022			2021		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
US Embassy	-	-	-	-	18,132	18,132
US Government - DRL	-	598,144	598,144	-	440,284	440,284
ILO	-	126,310	126,310	-	148,186	148,186
FCDO	-	-	-	-	132,643	132,643
BFSS	-	-	-	-	7,824	7,824
Voice	-	3,329	3,329	-	15,676	15,676
MRG	-	16,346	16,346	-	41,865	41,865
NORAD	-	703,447	703,447	-	-	-
Sub-total for Africa	-	1,447,576	1,447,576	-	804,610	804,610
Home Office	-	259,719	259,719	-	422,460	422,460
ASOS	-	76,000	76,000	-	-	-
FCDO	-	4,966	4,966	-	426,552	426,552
Sub-total for Asia	-	340,685	340,685	-	849,012	849,012
Esmée Fairbairn	-	-	-	-	80,000	80,000
Baring Foundation	-	-	-	-	34,453	34,453
C&A	-	120,000	120,000	-	35,675	35,675
MHRDD Laudes	-	230,244	230,244	-	185,323	185,323
Laudes - BHR	-	-	-	-	14,111	14,111
Henry Scutt	-	41,256	41,256	-	57,408	57,408
Trust for London	-	54,156	54,156	-	54,656	54,656
Nelumbo Stiftung Foundation Grant	-	-	-	-	103,458	103,458
CAF America	-	55,552	55,552	-	56,385	56,385
Other	-	8,723	8,723	-	19,067	19,067
Sub-total for Europe	-	509,931	509,931	-	640,537	640,537
Samworth Foundation	-	148,000	148,000	-	-	-
Ashurst	-	35,000	35,000	-	35,000	35,000
Dunn/Dressember	-	58,632	58,632	-	39,270	39,270
Nelumbo Stiftung Foundation Grant	-	219,476	219,476	-	-	-
Other	76,306	-	76,306	53,306	-	53,306
	<u>76,306</u>	<u>461,108</u>	<u>537,414</u>	<u>53,306</u>	<u>74,270</u>	<u>127,577</u>
Total income from charitable activities	<u>76,306</u>	<u>2,759,300</u>	<u>2,835,606</u>	<u>53,306</u>	<u>2,368,429</u>	<u>2,421,736</u>

## 4a Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities			Governance costs £	Support costs £	2022 Total £
		Africa £	Asia £	Europe £			
Direct salaries (note 7)	308,665	262,895	262,131	350,681	-	-	1,184,373
Support salaries (note 7)	4,003	18,774	13,141	14,831	12,471	138,979	202,200
Payments to partners (note 5)	-	772,884	194,886	29,155	-	-	996,925
Other programme costs	-	297,990	33,190	276,403	-	-	607,583
Other operating costs	152,672	33,570	32,808	43,563	15,883	18,050	296,546
	465,340	1,386,113	536,157	714,633	28,354	157,030	3,287,627
Governance costs	7,089	7,089	7,089	7,089	(28,354)	-	-
Support costs	39,257	39,257	39,257	39,257	-	(157,030)	-
<b>Total expenditure 2022</b>	<b>511,686</b>	<b>1,432,459</b>	<b>582,502</b>	<b>760,979</b>	<b>-</b>	<b>-</b>	<b>3,287,627</b>

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Notes to the financial statements

For the year ended 31 March 2022

4b Analysis of expenditure (prior year)

	Charitable activities				Governance costs £	Support costs £	2021 Total £
	Cost of raising funds £	Africa £	Asia £	Europe £			
Direct salaries (note 7)	248,406	277,188	236,181	304,939	-	-	1,066,715
Support salaries (note 7)	3,838	18,578	13,166	14,789	550	135,963	186,884
Payments to partners (note 5)	-	523,633	434,685	-	-	-	958,318
Other programme costs	-	4,343	184,814	167,295	-	-	356,452
Other operating costs	142,417	62,492	52,684	67,555	14,852	28,727	368,727
	394,660	886,234	921,530	554,579	15,402	164,690	2,937,096
Governance costs	3,850	3,850	3,850	3,851	(15,402)	-	-
Support costs	41,173	41,173	41,173	41,174	-	(164,690)	-
<b>Total expenditure 2021</b>	<b>439,683</b>	<b>931,257</b>	<b>966,553</b>	<b>599,603</b>	<b>-</b>	<b>-</b>	<b>2,937,096</b>

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Notes to the financial statements

For the year ended 31 March 2022

5 Grant making	2022	2021
	£	£
Association Timidria	124,377	214,076
Children and Women in Social Service	-	8,124
Minority Rights Group International	6,362	35,925
Nepal National Dalit Social Welfare Org	-	273,402
Ovibashi Karmi Unnayan Program	45,128	60,118
RADDHO	8,500	61,845
SOS Esclaves	126,997	121,154
Tanzania Domestic workers coalition	291,014	-
TOSTAN	-	72,101
ECFORME	48,387	52,731
CTSP	63,290	49,218
Anti Trafficking and Labour Exploitation Unit	29,155	-
Challenging Heights	95,504	-
LAWA (Ghana) Alumnae Incorporated	135,639	-
Association Temedit	22,572	-
Other payments to partners	-	9,624
	<b>996,925</b>	<b>958,318</b>

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

6 Net income for the year

This is stated after charging / (crediting)

	2022	2021
	£	£
Depreciation	17,287	23,267
Interest payable	13,690	13,580
Auditor's remuneration (excluding VAT):		
Audit	11,750	11,200
Other services	-	-

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

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	1,196,745	1,084,354
Social security costs	123,275	111,953
Employer's contribution to defined contribution pension schemes	66,554	57,292
	<b>1,386,573</b>	<b>1,253,599</b>

**Remuneration of employees**

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

	2022 No.	2021 No.
£70,000 - £80,000	1	1
£60,000 - £70,000	-	-
	<b>1</b>	<b>1</b>

The total employee benefits including pension contributions of the key management personnel were £279,593 (2021: £276,874).

Payments related to staff redundancy during the year were £nil (2021: £15,805).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £0 (2021: £0) incurred by 0 (2021: 0) 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:

	2022 No.	2021 No.
Programmes	23	19
Fundraising	10	8
Support and Governance	6	5
	<b>38</b>	<b>32</b>

**9 Related party transactions**

There are no related party transactions to disclose for 2022 (2021: 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 (2021: £nil).

**10 Taxation**

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

**11 Tangible fixed assets**

	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At the start of the year	725,000	34,109	42,628	801,737
Additions in year	-	-	5,328	5,328
At the end of the year	725,000	34,109	47,956	807,065
<b>Depreciation</b>				
At the start of the year	103,686	27,074	30,428	161,188
Charge for the year	11,520	1,444	4,323	17,287
At the end of the year	115,207	28,518	34,751	178,475
<b>Net book value</b>				
At the end of the year	609,793	5,591	13,205	628,589
At the start of the year	621,314	7,035	12,200	640,549

All of the above assets are used for charitable purposes.

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

## 11a Intangible fixed assets

	Database & Website £	Software £	Total £
<b>Cost or valuation</b>			
At the start of the year	56,829	-	56,829
Additions in year	-	18,318	18,318
At the end of the year	56,829	18,318	75,147
<b>Depreciation</b>			
At the start of the year	56,829	-	56,829
Charge for the year	-	-	-
At the end of the year	56,829	-	56,829
<b>Net book value</b>			
At the end of the year		18,318	18,318
At the start of the year	-	-	-

## 12 Debtors

	2022 £	2021 £
Other debtors	31,338	19,849
Prepayments	36,902	30,734
Accrued income	305,816	216,421
	374,056	267,005

## 13 Creditors: amounts falling due within one year

	2022 £	2021 £
Mortgage	37,860	-
Pension contributions	8,868	8,397
Taxation and social security	31,116	29,923
Other creditors	49,212	104,450
Deferred income	15,000	-
Accruals	14,100	26,533
	156,156	169,303

## 14 Deferred income

	2022 £	2021 £
Amount deferred in the year	15,000	-
Balance at the end of the year	15,000	-



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Notes to the financial statements

For the year ended 31 March 2022

15 Creditors: amounts falling due after one year

	2022 £	2021 £
Other	262,136	338,083
	<b>262,136</b>	<b>338,083</b>

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:

	2022 £	2021 £
One to two years	262,136	38,455
Two to five years	-	299,628
Over five years	-	-
	<b>262,136</b>	<b>338,082</b>

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible and Intangible fixed assets	210,056	417,703	19,148	646,907
Net current assets	212,477	-	603,645	816,122
Long term liabilities	(262,136)	-	-	(262,136)
Net assets at the end of the year	<b>160,397</b>	<b>417,703</b>	<b>622,793</b>	<b>1,200,893</b>

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	178,977	423,266	38,306	640,549
Net current assets	291,571	-	419,869	711,440
Long term liabilities	(338,083)	-	-	(338,083)
Net assets at the end of the year	<b>132,464</b>	<b>423,266</b>	<b>458,175</b>	<b>1,013,905</b>

## For the year ended 31 March 2022

## 17a Movements in funds (current year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	At 31 March 2022 £
<b>Restricted funds:</b>				
Programme funds:				
Africa	111,018	1,447,576	(1,364,539)	194,055
Asia	30,944	340,685	(351,237)	20,392
Europe	277,907	971,039	(859,748)	389,198
<b>Total Programme funds</b>	<b>419,869</b>	<b>2,759,300</b>	<b>(2,575,524)</b>	<b>603,645</b>
Building & Library fund	38,306	-	(19,158)	19,148
<b>Total restricted funds</b>	<b>458,175</b>	<b>2,759,300</b>	<b>(2,594,682)</b>	<b>622,793</b>
Revaluation reserve	423,266	-	(5,563)	417,703
General funds	132,465	715,314	(687,382)	160,397
<b>Total unrestricted funds</b>	<b>555,731</b>	<b>715,314</b>	<b>(692,945)</b>	<b>578,100</b>
<b>Total funds</b>	<b>1,013,906</b>	<b>3,474,614</b>	<b>(3,287,627)</b>	<b>1,200,893</b>

## 17b Movements in funds (prior year)

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

**Purposes of restricted funds**

**Programme Funds**

Our programmes are restricted to the following geographical areas:

**Worldwide**

**Worst forms of child labour**

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

**Campaigning and advocacy**

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

**Asia and Europe**

**Trafficking**

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

**Asia**

**Debt bondage/bonded labour**

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

**Asia and Africa**

**Forced labour**

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

**Africa**

**Slavery based on descent**

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

**Building and library fund**

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

**Revaluation reserve**

This represents the increase in the net book value of the organisation's headquarters after the revaluation undertaken in 2012 less the additional depreciation arising since that date.

**18 Capital commitments**

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

**19 Legal status of the charity**

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