

Company number: 3079904

Charity Number: 1049160

# Anti-Slavery International

Report and financial statements

For the year ended 31 March 2018

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## REFERENCE AND ADMINISTRATIVE INFORMATION

<b>Company number</b>	3079904																										
<b>Charity number</b>	1049160																										
<b>Country of registration</b>	England and Wales																										
<b>Country of incorporation</b>	England and Wales																										
<b>Registered office and operational address</b>	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL																										
<b>Trustees</b>	<p>Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:</p> <table><tr><td>Tanya English</td><td>Chair</td></tr><tr><td>Malcolm John</td><td>Vice Chair</td></tr><tr><td>Jennifer Harding</td><td>Treasurer (appointed to Board 21 February 2017 and as Treasurer 13 June 2017)</td></tr><tr><td>Emma Snow</td><td>Treasurer (Resigned 13 June 2017)</td></tr><tr><td>Julia Brandreth</td><td>(Resigned 6 June 2017)</td></tr><tr><td>Catherine Mahoney</td><td>(Resigned 19 April 2017)</td></tr><tr><td>Lucy Claridge</td><td></td></tr><tr><td>Katy Dent</td><td></td></tr><tr><td>Tom Fyans</td><td></td></tr><tr><td>Nicholas Griffin</td><td></td></tr><tr><td>Frances Morris-Jones</td><td></td></tr><tr><td>Karen O'Connor</td><td></td></tr><tr><td>Sarah Harrington Hemens</td><td></td></tr></table>	Tanya English	Chair	Malcolm John	Vice Chair	Jennifer Harding	Treasurer (appointed to Board 21 February 2017 and as Treasurer 13 June 2017)	Emma Snow	Treasurer (Resigned 13 June 2017)	Julia Brandreth	(Resigned 6 June 2017)	Catherine Mahoney	(Resigned 19 April 2017)	Lucy Claridge		Katy Dent		Tom Fyans		Nicholas Griffin		Frances Morris-Jones		Karen O'Connor		Sarah Harrington Hemens	
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Nicholas Griffin																											
Frances Morris-Jones																											
Karen O'Connor																											
Sarah Harrington Hemens																											
<b>Principal staff</b>	<table><tr><td>Jasmine O'Connor</td><td>Chief Executive Officer/Company Secretary (appointed 12 March 2018)</td></tr><tr><td>Caroline White</td><td>Chief Executive Officer (Interim)</td></tr><tr><td>Aidan McQuade</td><td>Director/Company Secretary (resigned 22 September 2017)</td></tr><tr><td>Nat Ehigie-Obano</td><td>Head of Finance and Administration/Company Secretary (resigned 3 November 2017)</td></tr></table>	Jasmine O'Connor	Chief Executive Officer/Company Secretary (appointed 12 March 2018)	Caroline White	Chief Executive Officer (Interim)	Aidan McQuade	Director/Company Secretary (resigned 22 September 2017)	Nat Ehigie-Obano	Head of Finance and Administration/Company Secretary (resigned 3 November 2017)																		
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Nat Ehigie-Obano	Head of Finance and Administration/Company Secretary (resigned 3 November 2017)																										
<b>Bankers</b>	Barclays Bank PLC P.O. Box 270 London SE15 4RD																										

**Anti-Slavery International**

**Annual Report and Accounts**

**For the year ended 31 March 2018**

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**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 2018.

The trustees would firstly like to thank all members, supporters, staff and volunteers for their hard work and commitment to the mission of Anti-Slavery throughout 2017/18. It has been a year of significant change for Anti-Slavery International as we welcomed a new CEO, Jasmine O'Connor. We reviewed and refreshed our 2015-2020 organisational strategy and have focussed on ensuring the foundations are in place to increase our impact and remain a critical voice in the anti-slavery movement.

We increased our unrestricted fundraising from £0.6m in 16/17 to £1.2m in 17/18 and built new major donor partnerships with individuals and institutions. We successfully opened programmes in Nepal, Niger, Lebanon, Vietnam, as well as a European wide advocacy programme. We continued to punch above our weight in global influencing, securing new commitments from the International Labour Organization (ILO) to include forced marriage as a form of slavery.

We will build upon these and other key achievements in 2018/19 to ensure the organisation remains strong and able to deliver on its mission in a complex and changeable external environment. We plan to invest in developing our unrestricted fundraising through a loan secured on the freehold property we own. The results from this investment will yield a sustained net unrestricted income growth from 2020.

In the second half of 2018/19 we will develop a new organisational strategy to replace the current strategy which ends in 2020.

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.

## Anti-Slavery International

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The Charity's objects are:

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

Anti-Slavery's 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 this public benefit in 2017/18 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 through 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 what works 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 we are 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 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 2017/18**

In 2017/18 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 12 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, school-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 17 overseas anti-slavery partners to directly engage and support 77,388 people from marginalised and disadvantaged groups across 19 projects in 14 countries to understand, assert and claim their rights.

**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.

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

Unrestricted income increased from £0.6m in 16/17 to £1.2m in 17/18. In addition, the organisation developed a new fundraising and communications strategy to build a sustained and growing source of income from a diverse range of donors

In accordance with the plans outlined in the 2016/17 Annual Report Anti-slavery also conducted the following activities:

- We reviewed our 2015-2020 strategy to ensure it is fit for purpose in the evolving political context. We concluded that it was fit and that we would begin to develop the next strategy in the third quarter of 17/18.
- We successfully lobbied the International Labour Organisation to secure recognition of forced early child marriage as a form of slavery.
- We successfully raised restricted income for new projects in Niger, Nepal, Vietnam, Lebanon, India, Senegal, Mali and Europe-wide and additional funding for existing projects in Tanzania, Mauritania, Uzbekistan and Turkmenistan. Unfortunately, we were not able to raise funds to further work on descent-based slavery in Mali and work on domestic migrant workers in India.

## Anti-Slavery International

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For the year ended 31 March 2018

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#### PROJECTS AND PROGRAMMES

Most of the projects and programmes we run are designed to be implemented over several years and achieve multiple strategic objectives. The projects outlined below represent a cross section of our work in 2017-18:

##### *Africa*

##### **Niger and Mauritania** - Emancipation of Communities of slave-descent

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

In Mauritania many people are born into slavery because their ancestors were captured into slavery and their families have 'belonged' to the slave-owning families ever since. Anti-Slavery International worked to support individuals from communities of slave descent to break free from servile relationships with 'masters' and build new lives. In partnership with SOS-Esclaves, 307 children and adults of slave descent received literacy training and we began income-generating activities for 170 survivors of slavery.

In Niger, we work with the descendants of people who were enslaved who are subject to high levels of discrimination and exploitation. With our partner Timidria we facilitated the government takeover of the six community schools established by the project to educate 703 children of slave descent, 340 girls and 363 boys. In February 2018 we began a new three-year, DFID-funded project to build upon this work and further support the socio-economic development of the community to help ensure results are sustained when the project ends in 2021.

##### **Senegal** – Ending forced Child Begging

Partner- Tostan International and La Rencontre africaine pour la défense des Droits de l'Homme (RADDHO)

Up to 100,000 children in residential Quranic schools are forced to beg on the streets for their Quranic Masters. Far from their families, and living in squalid conditions, the students are often malnourished, vulnerable to disease 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, however the extent of the maltreatment of children is not fully known. Anti-slavery International works with the local communities, Quranic schools and the government to develop constructive dialogue and action plans to address the issues and to work towards the implementation of an effective reform of the system. Over two years, the project has reduced or stopped 3,052 students from begging.

##### **Tanzania** – Child Domestic Work

Partner – Tanzania Domestic Workers Coalition

An estimated one million children work in formal or informal domestic work in Tanzania. While some children receive shelter, food, education, and protection from early marriage, many are exploited. There is a lack of oversight and, due to the hidden nature of the work, children are very vulnerable to maltreatment. In partnership with Anti-Slavery International, the Tanzania Domestic Workers Coalition is working with communities to develop district level local legislation. These community by-laws codify the key provisions of the 2009 Law of the Child Act, the rights of child domestic workers and the responsibilities of employers, and they empower local officials to represent the interests of exploited children. They provide an effective framework for oversight and intervention by the local governance structures, bring child domestic work into the formal sector, and enable the workers to assert and claim their rights, with the support of the local authorities. The by-laws require all employers to guarantee full educational access to child domestic workers in their care.



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The project registered 2,471 child domestic workers with the local authorities so that they are known and can receive information about their rights. The project directly complements the National Employment Policy, Child Development Policy, National Social Protection Framework, and the National Plan of Action to Respond to Violence against Children.

#### *Asia*

##### **Nepal** – Tackling trafficking and commercial sexual exploitation

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

##### Rehabilitation from Slavery for the Haliya Community

Partners – National Nepalese Dalit Social Welfare Organisation (NNDSWO)

In February 2018 we began two new, multi-year projects in Nepal. The first works to reduce the risk of trafficking among the children of communities affected by the 2016 earthquake. The project raises awareness of the risks of trafficking with both duty bearers and communities and improves the quality and availability of support to survivors of sex trafficking in Kathmandu and Pokhara. Over the 2-year project lifetime it will support over 2,500 girls and young women who are vulnerable to, or have been subject to, human trafficking. It will improve the prevention, protection and prosecution capabilities of relevant stakeholders, resulting in safer and more effective response.

The second project works with Haliya communities in the remote far West of the country to break the cycle of slavery and labour exploitation of bonded labourers. The Haliya have been severely socially and economically marginalised for generations. In September 2008, the Government announced that it had abolished the Haliya system and cancelled the debts of Haliya bonded labourers, however, the rehabilitation process has been slow, uneven and ultimately ineffective. Many of the 17 to 19 thousand families still work as bonded labourers in situations of effective slavery. Over the 3-year project lifetime the vulnerability to slavery and labour exploitation of 35,000 men, women and children in Haliya communities will be reduced through increased social, political and economic empowerment, and participation in the effective implementation of the government's rehabilitation process.

##### **India** – Ending bonded labour in the brick kilns and agricultural sector Partners – Volunteers for Social Justice (VSJ)

While laws to protect the rights of minority groups and workers exist in India, they are often not implemented due to the powerful pressure of business owners and landlords on those responsible for enforcement. This lack of legal protection, combined with poverty, and poor access to education and employment makes marginalised groups, such as the lowest caste Dalits and religious minorities, vulnerable to debt bondage in brick kilns and the agricultural sector.

Our work tackles these intersecting problems through a combination of awareness raising, developing peer support, assistance to take legal cases forward, and ensuring the Department of Labour grants release certificates. Since the current funded project began in February 2017 it has succeeded in securing 238 such certificates so workers can be released from their debt, as well as helping them access compensation and rehabilitation. This is a significant achievement as it is notoriously difficult to make meaningful progress in opposition to powerful and wealthy vested interests. Between February 2017 and March 2018 the project supported the formation of 180 worker peer groups and raised awareness of their rights of over 31,000 workers.

## **Anti-Slavery International**

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##### **Lebanon** – Migrant Bangladeshi domestic workers in Lebanon

Partner: KAFA (Lebanon) and Ovibashi Karmi Unnayan Program (OKUP) (Bangladesh)

In June 2017 we secured funding for a new phase of our Migrant Domestic Work programme in Lebanon. Despite the relatively short timeframe of this project which was only 9 months the project equipped 369 Bangladeshi Migrant Domestic Workers in Lebanon with the knowledge and skills to better protect themselves from exploitation and abuse. The project also produced 10 campaign billboards which were displayed on major highways across Lebanon and 3 short campaign videos which were shown on TV and disseminated online, encouraging people to question the sponsorship (Kafala) system. The online campaign alone was viewed by more than 700,000 people already by the end of the project in March 2018.

##### *Europe*

##### **UK** – The Anti-trafficking Monitoring Group (ATMG)

Partners – Anti-Slavery International plus 12 partner organisations based in England, Northern Ireland, Wales and Scotland.

In 2017/18 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). This year, the Government announced that the support to victims of trafficking would be raised from 45 to 90 days, in line with the group's recommendations. 2017 also saw the launch of ATMG's latest ground-breaking research report on the impact of the UK's withdrawal from the European Union on effective anti-trafficking interventions. The research has been widely praised and cited by parliamentarians and lobby groups in relevant debates across the UK.

##### **Vietnam** - Reducing the vulnerability of Vietnamese people to trafficking

Partners: Pacific Links Foundation and ECPAT UK (Every Child Protected Against Trafficking UK)

The trafficking of vulnerable young people from Vietnam to the UK is on the rise, with the majority trafficked into cannabis production, nail bars and forced prostitution. Building on our 2014 research report on this issue, this new project from April 2017 aims to raise awareness of potential victims of the risks and trains Vietnamese police officers to recognise the signs of trafficking. Anti-Slavery has made significant progress this year with research to identify transit routes, trafficking methods and vulnerabilities that put people at risk of being targeted. By identifying the methods by which victims are trafficked we are better equipped to identify policy changes in Vietnam, the UK and transit countries, that would better protect young victims and ultimately end the practice. Our project partners also provide vocational training for young people in Vietnam, offering an alternative to looking for jobs abroad and support for children and young adults who are already in the UK after having been exploited, helping them to overcome their traumas and rebuild their lives.

##### **UK and International** – Supply Chain Consulting

Throughout 2017/18 Anti-Slavery International continued to develop its supply chain consulting work to support international organisations based in the UK to fulfil their requirements under the Modern Slavery Act, working with more than 20 clients across the private and third sector between April 2017 and March 2018. Anti-Slavery encourages 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.

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Anti-Slavery has developed a closer working relationship with the Foreign and Commonwealth Office over the year, both with the FCO's Modern Slavery Unit in London and with individual posts, particularly in relation to Supply Chains. For example, in March 2018 Anti-Slavery delivered two British Embassy training workshops in Sudan, one for officials from relevant Government ministries (Trade, Investment, Labour) and another workshop for business representatives, on the issue of risks of modern slavery in supply chains and on the UK's modern slavery legislation.

In addition to our Supply Chains consultancy, Anti-Slavery continues to implement research and advocacy projects related to Global Supply Chains:

#### **Europe** - Action to reduce Forced and Child Labour in Global Supply Chains

In June 2017 we started a new project to promote a systematic approach by the EU for the eradication of forced and child labour in global supply chains. Successes to date include the EU Parliament passing a key resolution on global value chains in September 2017 which includes recommendations for mandatory due diligence in supply chains and, more recently, the EU passing a resolution to support binding provisions in EU trade agreements to promote and protect women's rights.

#### **Uzbekistan and Turkmenistan** – Tackling Slavery in the Cotton Industry Partners – Cotton Crimes Coalition

Uzbekistan and Turkmenistan are the seventh and ninth largest producers of cotton in the world, respectively. In these countries, the entire industry is state owned and controlled. Forced labour, which is endemic throughout the management and production systems, greatly intensifies at harvest time. Adults and even children, though to a lesser extent, are forced to pick cotton under harsh conditions. This long-term programme calls upon international institutions, such as the EU, and the private sector, including retailers and cotton traders, to put pressure on the governments of Uzbekistan and Turkmenistan to end the use of forced labour in their cotton production. Successes in 2017/18 include Ikea agreeing to cease sourcing cotton from Turkmenistan.

#### *International*

Our international advocacy programme continued to build global and country level commitments to recognise and end slavery in all its forms. In September 2017, new global estimates for modern slavery were launched by the International Labour Organisation together with the Walk Free Foundation and the International Organization for Migration (IOM). It is estimated that there are 40.3 million people in modern slavery worldwide. Forced marriage was included in the estimates, marking the first time it has been recognised as a form of slavery. This was a huge campaign win for Anti-Slavery, and the result of years of advocacy.

In September 2017 we launched an Anti-Slavery Charter to ensure that global momentum towards ending slavery continues to grow. The Charter was endorsed by the UN Special Rapporteur on Contemporary Forms of Slavery, Ms Urmila Bhoola, who called on all UN member states and other stakeholders to sign-up to the Charter.

We influenced a range of UN mechanisms, from Universal Periodic Reviews, to Treaty Monitoring Bodies, to Special Procedures, to the Supervisory mechanisms of the International Labour Organisation. Examples include:

- At the Universal Periodic Review of the UK we secured 10 recommendations on trafficking/modern slavery, and four on overseas domestic workers. Our advocacy on overseas domestic workers was

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particularly successful, securing a very targeted and precise recommendation on the need to revise the Overseas Domestic Work visa, and three recommendations to ratify C189 on domestic workers. The Government supported all 10 recommendations. The acceptance of the recommendation on overseas domestic workers in particularly good news, since the text of the recommendation poses a challenge to the current visa regulations for overseas domestic workers. We will now be able to use these commitments in our national advocacy to ensure they are acted upon by the UK Government.

- At the Universal Periodic Review of India, we achieved four recommendations on the ratification of international instruments on forced labour, child labour and domestic work; nine recommendations on trafficking/slavery/forced labour; a recommendation calling on India to respond positively to outstanding Special Procedure country visit requests; and six recommendations on child labour. In addition, there were recommendations on issues relating to the root causes of slavery such as access to education for marginalised groups and caste discrimination.
- Our engagement with the Committee on the Rights of the Child, examinations of Mauritania and Niger, achieved inclusion of our priority thematic areas in the respective List of Issues for the September 2018 examinations of both countries' compliance with the Convention on the Rights of the Child, and for Niger, its Optional Protocol on sale of children.
- At the June 2017 session of the Human Rights Council, the Special Rapporteur on Extreme Poverty and Human Rights presented his report of his country visit to Mauritania. The report, which was very strong, was in line with information we had fed into the mission. In addition, we attended the session with our partners SOS-Esclaves and Minority Rights Group, held a high-profile side event and delivered a statement before the Human Rights Council.
- In September, the Special Rapporteur on contemporary forms of slavery presented a thematic study on access to justice and remedy for victims of contemporary forms of slavery. The messaging and recommendations were in line with the submission we made in response to the call for evidence for this report. In her presentation to the UN Human Rights Council, the Special Rapporteur thanked us for all our work and support for her mandate.
- In partnership with SOS Esclaves and Minority Rights Group we advocated at the June 2017 International Labour Conference on the Committee on the Application of Standard's examination of Mauritania's compliance with Convention No. 29 on Forced Labour: the conclusions of the Committee were very strong and drew strongly from our briefings. We will be able to use the conclusions to hold the government to account in our national, regional and international advocacy going forward.

#### FUNDRAISING AND COMMUNICATIONS

Anti-Slavery International utilises a diverse range of growing and maturing membership development and income generation activities.

A new Fundraising and Communications strategy was developed in mid-2017 to develop growth and ensure diversity in fundraising and quality in membership and supporter care.

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Income generation for 2017-18 was made up of the following:

- Grant fundraising from institutional bodies such as multi-lateral and bi-lateral agencies
- Grant fundraising from trusts and foundations
- Fundraising from individual donors through regular cash and direct debit-generating appeals digitally and through the post

In 2017-18 Anti-Slavery increased its reach for fundraising from individual users of social media and continued to successfully promote additional cash-giving to warm audiences such as members. Anti-Slavery memberships (at £60 per year) are promoted online and in specific appeals for funds.

Anti-Slavery held four appeals throughout the year, as well as a BBC Radio 4 appeal in November. Anti-Slavery's regular newsletter *The Reporter* also generates income from members and existing supporters. Anti-Slavery did not engage third party professional fundraisers or fundraising agencies to work on its behalf in 2017-18.

Major gifts from high-net worth individuals saw £9,000 additional income generated in 2017-18 from an event that took place in October 2017 and ongoing cultivation. Two new donations resulted from existing supporters who have been supporters of Anti-Slavery for some time and wished to considerably increase their gift to Anti-Slavery's work.

Corporate income remained low, however income was generated from trading activity in the form of paid-consultancy offered to companies and organisations seeking expertise on addressing slavery in their operations. This work generated over £70,000 of income, surpassing the budget for this activity. Community groups and events participants saw a healthy income from localised events and particularly participation in events such as the London Marathon.

#### *Compliance with Regulations and code*

In 2017-18 Anti-Slavery International was registered with the Fundraising Regulator and adhered to the Codes of Fundraising Practice. All staff are expected to be members of the Institute of Fundraising, and adherence to the Codes is monitored in regular supervision with staff. In the few instances where volunteers fundraise for Anti-Slavery's work, staff advise their fundraising efforts through regular correspondence over the phone and email to ensure adherence to regulation while encouraging a positive fundraising experience and outcome.

Anti-Slavery International has, and 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 Donor' Fairly* guidance.

Three complaints were received by the fundraising team. These referred to non-receipt of acknowledgement of gift (1) and marketing to supporter who wished to opt-out (1) and overall poor supporter care (1). Over the past 12 months considerable work has been undertaken within the team to upgrade the quality of contact preferences that we hold about our members and supporters and supporter care has substantially improved following the development of a new fundraising and communications strategy that incorporates positive supporter relations.

Anti-Slavery sometimes receives emails and calls from school children keen to support the organisation's work. Care is taken to ensure that a parent or school teacher 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 people under 18 years.

Communications work remained strong with considerable press coverage of Anti-Slavery's work and expertise on the growing problem of slavery in the UK and overseas. Additionally, Anti-Slavery's social media and digital profile grew considerably – the results of a newly installed website in early 2017, and more focussed and well monitored social media posting and conversations.

## **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 the trustees keep the adequacy of the charity's internal controls under review and, wherever possible, comply with best practice.

Additionally, the finance committee and Board continually 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

A new fundraising strategy is in place enhancing our understanding of donors and monitoring and developing our fund-raising techniques.

2. Loss of key staff

The loss of key staff would bring with it a loss of experience and skills, which would likely have an impact on key projects and priorities, as well as a diminution of networks and a loss of organisational knowledge. To mitigate against this, we have in place longer notice periods for more senior staff, we have established a new board sub-committee on human resources and are seeking to put in place key support staff to prevent burn out.

3. Safeguarding

Child Safeguarding and Vulnerable Adults Safeguarding Policies and Code of Conduct have all been developed or revised in 2018 involving new standards, guidelines for partners, training and ongoing monitoring.

In September 2017 Anti-Slavery International reported a potential data breach to the ICO after a ransomware attack on its server. The ICO investigation concluded that there was no evidence that any data has been exfiltrated from the system, and so it is not considered that there is a high risk to data subjects. In the latter half of 2017/18 Anti-Slavery International worked to ensure the organisation was GDPR compliant and developed a draft GDPR policy covering all its data processing work, which was adopted in April 2018.

In 2017/18 Anti-Slavery International reviewed and improved its approach to child safeguarding to ensure alignment with current best practice.

## FINANCE REVIEW

Income increased to £3.0m from £1.9m in 2016-17. Restricted income rose by £478,000 because of a full year's funding for the two large US government funded projects and a new DFID funded project. Of more significance was the outstanding increase in unrestricted funding from £581,000 to £1,165,000, with both donations and legacies increasing substantially.

There was a small surplus of £28,000 on restricted funds which represents an increase in the carry-over of funds from donors to be spent in the next financial year. Unrestricted expenditure in the year was higher than last year affected by non-recurring costs of approximately £400,000. Included in this figure is a £51,000 loss on disposal incurred through the donation of our library to the International Slavery Museum. £140,000 related to writing down the book values of some assets with the remainder resulting from the costs of interim management.

The overall outcome was a small deficit of £5,000 on unrestricted funds.

## RESERVES POLICY

The organisation aims to maintain unrestricted reserves at £250,000 representing roughly three months expenditure. The current position is that free reserves are negative £17,000. In 2018/19 we plan to rectify this by releasing capital from our freehold property to immediately increase our reserve position. In addition, we will invest in our unrestricted fundraising and ensure that a greater portion of fixed costs are funded by institutional donors, allowing us to rebuild and then maintain our reserves.

## GOING CONCERN

The trustees believe that there are no material uncertainties or conditions which impact upon the organisations ability to continue as a going concern. In drawing this conclusion the Trustees reviewed extensively the financial performance of the organisation, with reference to current levels of free reserves, cash flow projections, financial budgets for 2018/19, assets held and the adoption of a new fundraising and communication strategy. 2017-18 has been a year of considerable change and improvement for the organisation; investment in this process has resulted in additional expenditure for the year paid for through unrestricted funds, which has prevented any improvement to the level of free reserves held. During 2017-18 the organisation achieved high successes in relation to unrestricted income secured through donations and legacies, outstanding performance here has funded additional expenditure incurred in relation to reorganisation, resulting in a very small deficit on unrestricted income of £5,000 for the year.

During the year Trustees instructed the release of some of its capital held in fixed assets by way of a £400,000 loan secured against the freehold property. This release of funds will be utilised primarily to bring free reserves back in line with policy, provide additional working capital, and as investment to expand the organisation's fundraising capacity. The loan is held with Barclays, and, at the time of writing has been approved. The freehold building owned by the organisation has been revalued at £1,700,000, and remains a considerable asset to the organisation and continues to provide its financial security.

The budget set for 2018-19 is based on conservative targets for donations and shows a small surplus on unrestricted funds for the year. Included in the budget is a renewed focus for management in ensuring that greater elements of fixed costs and overheads are funded by institutional grants. At the time of writing performance for the year 18-19 is in line with budget. The organisation intends to review its financial strategy during 2018-19 with a view to ensuring and maintaining long term financial sustainability.

## 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 also reports regularly via the Treasurer and Finance Committee, on the financial position, including the outturn against the budget. Management accounts and variance 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 2017/18

In 2017/18 longstanding Director, Aidan McQuade resigned in September 2017 and was replaced with an interim Chief Executive Officer, Caroline White. Jasmine O'Connor was recruited as the substantive Chief Executive Officer and assumed post in March 2018.

Nat Ehigie-Obano, the Head of Finance and Administration resigned in November 2017 and was replaced by an Interim Head for the remainder of the financial 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 give a true and fair view of the 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



## Anti-Slavery International

### Annual Report and Accounts

#### For the year ended 31 March 2018

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- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors 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 2018/19

In 2018-19 Anti-Slavery will build upon the successes in 2017/18 and continue to strengthen the foundations of the organisation to deliver its mission. We will:

- Invest in growing our unrestricted income with a focus on major gifts, individual giving, and events 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 as new sector standards emerge
- Continue to build our supply chain consultancy programme
- Continue to build our programme across Africa, Asia and Europe in line with the Programme Strategy

In the second half of 2018/19 we will develop a new organisational strategy to replace the current strategy which ends in 2020. This will ensure that the organisation remains relevant and able to deliver on its mission for the subsequent five years.

**Anti-Slavery International**

**Annual Report and Accounts**

**For the year ended 31 March 2018**

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## AUDITORS

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 11 September 2018 and signed on their behalf by

Tanya English  
Chair

## Independent auditor's report

To the members of

Anti-Slavery International

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### Opinion

We have audited the financial statements of Anti-Slavery International (the 'charitable company') for the year ended 31 March 2018 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 2018 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 and, 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

## Independent auditor's report

### To the members of

#### Anti-Slavery International

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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)

4 October 2018

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 2018

		Unrestricted	Restricted	2018 Total	2017 Total
	Note	£	£	£	£
<b>Income from:</b>					
Donations and legacies	3	1,043,701	–	1,043,701	529,829
Charitable activities	4	95,887	1,791,932	1,887,819	1,363,913
Investment income		24,997	–	24,997	890
<b>Total income</b>		<b>1,164,585</b>	<b>1,791,932</b>	<b>2,956,517</b>	<b>1,894,632</b>
<b>Expenditure on:</b>					
Raising funds	5	363,700	–	363,700	280,564
Charitable activities	5	806,178	1,764,104	2,570,282	1,780,156
<b>Total expenditure</b>		<b>1,169,878</b>	<b>1,764,104</b>	<b>2,933,982</b>	<b>2,060,720</b>
<b>Net income/(expenditure) for the year and net movement in funds</b>	6	<b>(5,293)</b>	<b>27,828</b>	<b>22,535</b>	<b>(166,088)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		548,636	796,108	1,344,744	1,510,832
<b>Total funds carried forward</b>	17	<b>543,343</b>	<b>823,936</b>	<b>1,367,279</b>	<b>1,344,744</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. The full comparative SOFA is shown in note 2.

Anti-Slavery International

Balance sheet

Company no. 3079904

As at 31 March 2018

			2018		2017
	Note	£	£	£	£
<b>Fixed assets:</b>					
Tangible assets	11		705,325		771,569
<b>Current assets:</b>					
Debtors	12	548,642		693,088	
Cash at bank and in hand		347,116		175,717	
		<u>895,758</u>		<u>868,805</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	(170,028)		(185,435)	
<b>Net current assets</b>			<u>725,730</u>		<u>683,370</u>
<b>Total assets less current liabilities</b>			<u>1,431,055</u>		<u>1,454,939</u>
Creditors: amounts falling due after one year	15		(63,776)		(110,195)
<b>Total net assets</b>			<u><u>1,367,279</u></u>		<u><u>1,344,744</u></u>
<b>The funds of the charity:</b>	17				
Restricted income funds			823,936		796,108
Unrestricted income funds:					
Revaluation reserve		439,955		445,518	
General funds		103,388		103,118	
Total unrestricted funds		<u>543,343</u>		<u>548,636</u>	
<b>Total charity funds</b>			<u><u>1,367,279</u></u>		<u><u>1,344,744</u></u>

Approved by the trustees on 11 September 2018 and signed on their behalf by

Tanya English  
Chair



**Anti-Slavery International****Statement of cash flows**

For the year ended 31 March 2018

	Note	2018	2017
		£	£
<b>Cash flows from operating activities</b>			
<b>Net cash provided/(used in) by operating activities</b>	18	157,592	(66,027)
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		24,997	890
Purchase of fixed assets		(15,721)	(38,704)
Disposal of fixed assets		50,950	-
<b>Net cash provided/(used in) by investing activities</b>		60,226	(37,814)
<b>Cash flows from financing activities:</b>			
Repayments of borrowing		(46,419)	(55,554)
<b>Net cash (used in) financing activities</b>		(46,419)	(55,554)
<b>Change in cash and cash equivalents in the year</b>		171,399	(159,395)
Cash and cash equivalents at the beginning of the year		175,717	335,112
<b>Cash and cash equivalents at the end of the year</b>	19	347,116	175,717

**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) (effective 1 January 2015) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (September 2015) and the Companies Act 2006.

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

**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, the Trustees reviewed extensively the financial performance of the organisation, with reference to current levels of free reserves, cash flow projections, financial budgets for 2018/19, assets held and the adoption of a new fundraising and communication strategy.

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

**e) Income**

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

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

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

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

**f) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**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.

**1 Accounting policies (continued)**

**h) 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.

**i) 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 four 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.

**j) 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.

**k) 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.

Items of anti-slavery memorabilia formerly held by the charity were donated to the International Slavery Museum in Liverpool during the year. These items had been capitalised at estimated market value, based on best available

## Notes to the financial statements

For the year ended 31 March 2018

## 1 Accounting policies (continued)

## l) Debtors

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

## m) 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.

## n) 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.

## o) 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 Detailed comparatives for the statement of financial activities

	Note	Unrestricted £	Restricted £	2017 Total £
<b>Income from:</b>				
Donations and legacies		529,829	–	529,829
Charitable activities		50,050	1,313,863	1,363,913
Investment income		890	–	890
<b>Total income</b>		<b>580,769</b>	<b>1,313,863</b>	<b>1,894,632</b>
<b>Expenditure on:</b>				
Raising funds		280,564	–	280,564
Charitable activities		547,536	1,232,620	1,780,156
<b>Total expenditure</b>		<b>828,100</b>	<b>1,232,620</b>	<b>2,060,720</b>
<b>Net (expenditure)/income and net movement in funds</b>		<b>(247,331)</b>	<b>81,243</b>	<b>(166,088)</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward		795,967	714,865	1,510,832
<b>Total funds carried forward</b>		<b>548,636</b>	<b>796,108</b>	<b>1,344,744</b>

## 3 Income from donations and legacies

	Unrestricted £	Restricted £	2018 Total £	2017 Total £
Individuals	441,776	–	<b>441,776</b>	291,919
Trust/Corporate	296,240	–	<b>296,240</b>	169,731
Legacies	305,685	–	<b>305,685</b>	68,179
	<b>1,043,701</b>	<b>–</b>	<b>1,043,701</b>	529,829

Legacies include £34,500 for which notifications and value have been received but not paid at year end.

## 4 Income from charitable activities

	Unrestricted £	Restricted £	Total £	Total £
Comic Relief	-	148,998	<b>148,998</b>	374,431
Irish Aid	-	50,709	<b>50,709</b>	45,288
UN Slavery Fund	-	14,161	<b>14,161</b>	-
US Government – DRL	-	563,495	<b>563,495</b>	154,755
Herbert Smith	-	10,813	<b>10,813</b>	10,813
European Commission	-	30,947	<b>30,947</b>	-
DFID	-	132,003	<b>132,003</b>	-
BFSS	-	9,313	<b>9,313</b>	-
Freedom Fund	-	5,000	<b>5,000</b>	1,983
Other	-	5,000	<b>5,000</b>	-
Sub-total for Africa	-	970,439	<b>970,439</b>	587,270
US TiP (US Government grant)	-	244,895	<b>244,895</b>	154,086
Big Lottery Fund	-	45,655	<b>45,655</b>	180,700
ASOS	-	30,000	<b>30,000</b>	-
ILO	-	70,977	<b>70,977</b>	3,089
Comic Relief	-	71,720	<b>71,720</b>	28,264
DFID	-	17,942	<b>17,942</b>	13,814
Sub-total for Asia	-	481,189	<b>481,189</b>	379,953
Comic Relief	-	10,101	<b>10,101</b>	90,784
Sub-total for Latin America	-	10,101	<b>10,101</b>	90,784
Esmée Fairbairn	-	40,000	<b>40,000</b>	60,000
Home Office	-	44,330	<b>44,330</b>	-
C&A	-	88,193	<b>88,193</b>	-
Open Society Institute– Uzbek	-	37,680	<b>37,680</b>	103,432
Trust for London	-	-	-	12,500
Other	-	-	-	34,924
Sub-total for Europe	-	210,203	<b>210,203</b>	210,856
Samworth Foundation	-	80,000	<b>80,000</b>	40,000
Other	95,887	40,000	<b>135,887</b>	55,050
	<b>95,887</b>	<b>120,000</b>	<b>215,887</b>	<b>95,050</b>
Total income from charitable activities	<b>95,887</b>	<b>1,791,932</b>	<b>1,887,819</b>	<b>1,363,913</b>

## 5 Analysis of expenditure

	Charitable activities							2018 Total £	2017 Total £
	Cost of raising funds £	Africa £	Asia £	Latin America £	Europe £	Governance costs £	Support costs £		
Direct salaries (note 7)	197,248	175,205	142,375	32,356	199,832	18,432	–	<b>765,448</b>	835,286
Support salaries (note 7)	8,325	16,542	16,542	5,514	13,784	8,594	86,376	<b>155,677</b>	71,257
Programme costs	–	797,852	403,477	95,824	169,104	–	–	<b>1,466,257</b>	902,064
Other operating costs	121,988	113,784	94,302	22,472	126,761	16,037	51,256	<b>546,600</b>	252,113
	<b>327,561</b>	<b>1,103,383</b>	<b>656,696</b>	<b>156,166</b>	<b>509,481</b>	<b>43,063</b>	<b>137,632</b>	<b>2,933,982</b>	<b>2,060,720</b>
Support costs	8,613	8,613	8,612	8,613	8,612	(43,063)	–	–	–
Governance costs	27,526	27,527	27,527	27,526	27,526	–	(137,632)	–	–
<b>Total expenditure 2018</b>	<b>363,700</b>	<b>1,139,523</b>	<b>692,835</b>	<b>192,305</b>	<b>545,619</b>	<b>–</b>	<b>–</b>	<b>2,933,982</b>	<b>2,060,720</b>
Total expenditure 2017	280,564	529,011	614,974	135,494	500,678	–	–	2,060,720	

Of the total expenditure, £1,169,878 was unrestricted (2017: £828,100) and £1,764,104 was restricted (2017: £1,232,621).

Payments to partners included in programme costs were £1,087,035 (2017: £789,004)

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

This is stated after charging

	2018	2017
	£	£
Depreciation	31,015	30,468
Loss on disposal of fixed assets	50,950	–
Interest payable	3,902	3,013
Auditor's remuneration (excluding VAT): Audit	19,830	10,200
	<u>          </u>	<u>          </u>

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

**personnel** Staff costs were as follows:

	2018	2017
	£	£
Salaries and wages	798,602	793,068
Social security costs	79,597	71,489
Employer's contribution to defined contribution pension schemes	42,925	41,986
	<u>          </u>	<u>          </u>
	<u>921,124</u>	<u>906,543</u>

No employee earned more than £60,000 during the year (2017: nil).

The total employee benefits including pension contributions of the key management personnel were £245,320 (2017: £229,264).

Payments related to staff redundancy during the year were £37,500.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2017: £nil). No charity trustee received payment for professional or other services supplied to the charity (2017: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £942 (2017: £485) incurred by 3 (2017: 1) members relating to attendance at meetings of the trustees.

**8 Staff numbers**

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

	2018	2017
	No.	No.
Programmes	12	16
Fundraising	5	5
Support and Governance	4	3
	<u>          </u>	<u>          </u>
	<u>21</u>	<u>24</u>

**9 Related party transactions**

There are no related party transactions to disclose for 2018 (2017: 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 £760.

**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 £	ASI Memorabilia £	Fixtures and fittings £	Computer equipment £	Database & Website £	Total £
<b>Cost or valuation</b>						
At the start of the year	725,000	50,950	54,365	23,677	56,829	<b>910,821</b>
Additions in year	-		10,000	5,721	-	<b>15,721</b>
Disposals in year	-	(50,950)	(21,112)	-	-	<b>(72,062)</b>
At the end of the year	<u>725,000</u>	<u>-</u>	<u>43,253</u>	<u>29,398</u>	<u>56,829</u>	<b>854,480</b>
<b>Depreciation</b>						
At the start of the year	57,605	-	49,019	16,710	15,918	<b>139,252</b>
Charge for the year	11,521	-	2,249	5,879	11,366	<b>31,015</b>
Disposals	-	-	(21,112)	-	-	<b>(21,112)</b>
At the end of the year	<u>69,126</u>	<u>-</u>	<u>30,156</u>	<u>22,589</u>	<u>27,284</u>	<b>149,155</b>
<b>Net book value</b>						
<b>At the end of the year</b>	<u>655,874</u>	<u>-</u>	<u>13,097</u>	<u>6,809</u>	<u>29,545</u>	<b>705,325</b>
At the start of the year	<u>667,395</u>	<u>50,950</u>	<u>5,346</u>	<u>6,967</u>	<u>40,911</u>	<b>771,569</b>

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(k).

**12 Debtors**

	2018 £	2017 £
Other debtors	<b>36,178</b>	193,971
Prepayments	<b>354,744</b>	408,333
Accrued income	<b>157,720</b>	90,784
	<u><b>548,642</b></u>	<u>693,088</u>

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

	2018 £	2017 £
Mortgage	<b>51,300</b>	51,300
Pension contributions	<b>6,452</b>	860
Taxation and social security	<b>28,708</b>	21,528
Other creditors	<b>24,685</b>	7,737
Accruals	<b>58,883</b>	45,165
Deferred income	-	58,845
	<u><b>170,028</b></u>	<u>185,435</u>



## 14 Deferred income

	2018 £	2017 £
Amount deferred in the year	–	58,845
Balance at the end of the year	–	58,845

## 15 Creditors: amounts falling due after one year

	2018 £	2017 £
Other	63,776	110,195
	<b>63,776</b>	<b>110,195</b>

The amounts due after more than one year represent a mortgage secured on the freehold property. The mortgage is repayable in instalments by July 2022. The mortgage carries a fixed rate of 5.14%. A new mortgage of £400,000 has been arranged with Barclays Bank following the year end which will be partly used on drawdown to repay the current mortgage.

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	184,316	439,955	81,054	705,325
Net current assets	(17,152)	–	742,882	725,730
Long term liabilities	(63,776)	–	–	(63,776)
<b>Net assets at the end of the year</b>	<b>103,388</b>	<b>439,955</b>	<b>823,936</b>	<b>1,367,279</b>

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	240,331	445,518	85,720	771,569
Net current assets	(27,018)	–	710,388	683,370
Long term liabilities	(110,195)	–	–	(110,195)
<b>Net assets at the end of the year</b>	<b>103,118</b>	<b>445,518</b>	<b>796,108</b>	<b>1,344,744</b>

## 17a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	At the end of the year £
<b>Restricted funds:</b>				
Programme funds:				
Africa	388,857	970,439	(845,781)	513,515
Asia	103,524	481,189	(507,572)	77,141
Latin America	87,156	10,101	(97,257)	–
Europe and other	130,851	330,203	(308,828)	152,226
<b>Total Programme funds</b>	<b>710,388</b>	<b>1,791,932</b>	<b>(1,759,438)</b>	<b>742,882</b>
Building & Library fund	85,720	–	(4,666)	81,054
Total restricted funds	796,108	1,791,932	(1,764,104)	823,936
Revaluation reserve	445,518	–	(5,563)	439,955
General funds	103,118	1,164,585	(1,164,315)	103,388
Total unrestricted funds	548,636	1,164,585	(1,169,878)	543,343
<b>Total funds</b>	<b>1,344,744</b>	<b>2,956,517</b>	<b>(2,933,982)</b>	<b>1,367,279</b>

## 17b Movements in funds (prior year)

	At the start of the year £	Income and gains £	Expenditure and losses £	At the end of the year £
<b>Restricted funds:</b>				
Programme funds:				
Africa	356,515	413,711	(381,369)	388,857
Asia	68,475	492,630	(457,581)	103,524
Latin America	48,611	141,412	(102,867)	87,156
Europe and other	150,878	266,109	(286,136)	130,851
<b>Total Programme funds</b>	<b>624,479</b>	<b>1,313,863</b>	<b>(1,227,953)</b>	<b>710,388</b>
Building & Library fund	90,386	–	(4,666)	85,720
Total restricted funds	714,865	1,313,863	(1,232,619)	796,108
Revaluation reserve	451,081	–	(5,563)	445,518
General funds	344,886	580,769	(822,537)	103,118
Total unrestricted funds	795,967	580,769	(828,100)	548,636
<b>Total funds</b>	<b>1,510,832</b>	<b>1,894,632</b>	<b>(2,060,719)</b>	<b>1,344,744</b>

**17 Movement in funds (continued)****Purposes of restricted funds****Programme Funds****Worst forms of child labour**

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

**Trafficking**

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

**Debt bondage/bonded labour**

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

**Forced labour**

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

**Slavery based on descent**

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

**Campaigning and advocacy**

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

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

	2018	2017
	£	£
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>22,535</b>	<b>(166,088)</b>
Depreciation charges	31,015	30,468
Dividends, interest and rent from investments	(24,997)	(890)
Decrease in debtors	144,446	26,701
(Decrease)/increase in creditors	(15,407)	43,782
<b>Net cash provided by / (used in) operating activities</b>	<b>157,592</b>	<b>(66,027)</b>

**19 Capital commitments**

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

**20 Legal status of the charity**

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