ANTI-SLAVERY INTERNATIONAL

England & Wales · Charity number 1049160

Details

Status	Registered
Legal form	Charitable company
Company number	03079904
Registered	1995-09-13
Register	View on the Charity Commission register

Contact

Address	The Foundry 17 Oval Way London SE11 5RR
Phone	02075018920
Email	info@antislavery.org
Website	www.antislavery.org

Activities

Objects: 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 CONVENANTS PREPARED AND EXECUTED OR SIGNED UNDER THE AUSPICES OF THE UNITED NATIONS;AND THE ADVANCEMENT OF PUBLIC EDUCATION CONCERNING THE RIGHTS OF INDIGENOUS PEOPLES;AND 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.

Activities: Anti-Slavery International works to eliminate all forms of slavery throughout the world by investigating and exposing current cases of slavery, campaigning for its eradication, supporting the initiatives of local organisations to secure the freedom of those in slavery or vulnerable to it, and pressing for more effective implementation of national and international laws against slavery.

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Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Overseas Aid/famine Relief, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Bangladesh
- Ghana
- Mauritania
- Niger
- Tanzania
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,689,491	£4,214,262	£1,370,540	40
2024-03-31	£5,010,744	£4,421,037	£1,895,308	38
2023-03-31	£3,898,158	£3,793,450	£1,305,601	33
2022-03-31	£3,474,614	£3,287,627	£1,200,893	38
2021-03-31	£3,166,276	£2,937,097	£1,013,906	32

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Trustees

Name	Role	Appointed
Sunil Pranlal Sheth	Chair	2020-08-18
Benjamin Rawlings		2021-06-15
Christopher J Lane		2026-05-07
David Geer		2026-05-07
Judith Anne Lister		2021-07-26
Peter Malcolm Lowthian Freedman		2021-06-15
Sarah Dalton		2024-07-22
Soumya Singh		2021-07-26
Thomas Scaria Palakudiyil		2019-05-21

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ANTI-SLAVERY INTERNATIONAL

England & Wales - Charity number 1049160

Accounts

Company number: 3079904
Charity Number: 1049160

Anti-Slavery International

Report and financial statements
For the year ending 31 March 2025

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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	The Foundry 17 Oval Way London SE11 5RR
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
Peter Freedman	Treasurer
Sarah Dalton	appointed 31 August 2024
Tom Palakudiyil	
Ben Rawlings	
Adil Shah	resigned 31 August 2024
Soumya Singh	
Judy Lister	

Principal Officers

Helen Moulinos	Chief Executive Officer – Helen Moulinos (appointed 17 March 2025)
	Interim Chief Executive Officer - Donna Covey - (9 September 2024-28 March 2025).
	Chief Executive Officer- Jasmine O'Connor - (resigned 13 September 2024)
Bankers	Barclays Bank PLC, P.O. Box 270, London, SE15 4RD
Auditor	Sayer Vincent LLP, Chartered Accountants and Statutory Auditors, 110 Golden Lane, London EC1Y 0TG
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 2025.

Over the course of the year, we saw continued progress in our campaigns with new laws and legislative instruments in the UK and European Union to protect workers in global supply chains. We will continue to work for these laws to be strong.

This year, we deepened existing and launched new programmes of African advocacy and capacity building in the areas of descent-based slavery and forced child begging. Our thematic work on state-imposed forced labour, migration, climate change and platform economy continued to deliver impact with our global coalition partners.

In the UK, we worked closely with partners across the sector to call for an end to policies and laws which penalise people who have experienced modern slavery.

Our income was reduced to £3,689,491, due to volatility and uncertainty with major institutional funders and changing priorities from trusts and foundations. We are grateful to all our donors, supporters, members and partners for their steadfast commitment and continued support of the anti-slavery movement during what has been a difficult period at Anti-Slavery International that meant we needed to restructure our work within a reduced operating cost profile.

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 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 nurture diverse perspectives and partnerships to create better solutions. We make sure that those with direct experience of slavery and survivors inform our work.

Transformative

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

OUR 2020-25 STRATEGY AND APPROACH

This was the last year of our 5-year strategy where we have worked towards five strategic priorities and four themes since its inception in 2020. The strategic framework under-pinning our work this year during 2024-2025 included:

i. System Change

Sustainable, long-term change to the root causes and systems which underpin and drive slavery. Systemic change involving all actors, including governments, businesses and civil society, and changes that have effect in law, policy, and practice.

ii. Survivors' voice

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

iii. Movement Building

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

iv. Framing the issue

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

v. Legal Frameworks

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

Anti-Slavery International has drawn 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 contents over the last five years. We have worked to address these strategic priorities both at a global level and in the context of our focus delivered thematic programmes between 2020-2025:

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

We plan to co-create a new strategy during 2025-2026 which we expect to launch in early 2026.

OUR WORK IN 2024-25

We worked on our 2020-2025 strategic priorities across our priority thematic areas to deliver in partnership with global and UK coalition partners within the anti-slavery movement.

Regional Advocacy & Programmes

The regional advocacy programme's work is currently entirely funded by US. Government Institutional Grants. Stop-work orders were received for all three of our grants in January 2025, which required us to suspend all activities and financial transactions related to our projects. During this time, we collaborated with the fundraising team on an emergency appeal and re-negotiated terms with the US Government, which enabled us to ensure the stability of our partner organisations in Africa. This was essential for the long-term health and stability of our partners and their experienced staff members. We have since resumed activities with US grants being reinstated, and are working to make up for some of the delays and disruptions in the coming year.

Despite the disruption of the Stop-work orders, our work within Western Africa continued in 2024-2025 with notable achievements during the year.

Descent based slavery in Mauritania and Niger

We published our report "Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights" in December 2024 to raise awareness of Descent-based slavery DBS and to share the lessons learned from the capacity building project.

Descent-based slavery (DBS) is a neglected phenomenon in Mauritania, Niger and the Sahel more widely. The practice of DBS has been ignored by both the public and duty-bearers, resulting in a lack of recognition of the rights and needs of slavery affected people. Victims face obstacles to citizenship, lack support to transition to independent lives or to integrate into all spheres of society – social, economic or political. Additionally, DBS communities lack infrastructure or services. Given the context of DBS in Mauritania and Niger, this project was designed to provide people of slave descent or survivors with direct support to improve their legal and socio-economic circumstances, while aiming to bring about systemic change to the structures which pose barriers to their full integration into mainstream society. It aims to do this through the following three objectives:

- Communities of slave descent can access improved livelihood opportunities and benefit from strengthened social protection instruments
- Key stakeholders have improved knowledge and understanding of the needs and rights of communities of slave descent, and of the enablers of exclusion and perpetuation of discrimination against them

- The work of civil society organizations (CSOs) supporting victims of slavery in Mauritania and Niger is better informed and coordinated, it incorporates the voice of communities of slave descent, and it amplifies that voice to key stakeholders

In-country activities were led by SOS Esclaves (Mauritania) and Timidria (Niger), who are the national leaders of the anti-slavery movement with Anti-Slavery International (ASI) spearheading research and international advocacy including strengthening partners' capacity to coordinate a broader, more cohesive anti-slavery movement in West Africa.

The project successfully achieved several key results. In Niger, the project effectively provided support to survivors through civic education centers that enabled them to obtain civil status documents to exercise their rights. The project successfully enabled women to generate income independently which supported the schooling of nearly 2000 children from communities of slave descent with more than half of them being girls. A key outcome of advocacy activities in Niger resulted in the acceptance of Timidria's recommendations in the penal code regarding slavery in Niger that included heavy sentences on slavery practices by the Ministry of Justice. In Mauritania, key successes included key convictions on slave-master, delivery of training for income generating activities for women that facilitated their economic independence and the strengthening of coordination to provide social support in reducing vulnerability.

Some of the lessons learnt in this project included the need to provide training modules on slavery practices in the curricula for duty bearers to address the shortcoming in Niger's judicial system where relevant stakeholders involved in the criminal justice system lack sufficient training in dealing with slavery cases. There is a need to include environmental adaptation strategies in future projects to ensure that interventions are capable of withstanding unforeseen environmental disasters such as flood or draughts that could negatively impact the progress made from socio-economic interventions. In Mauritania, some key lessons learnt include better engagement with authorities at local level, signposting people of slave descent to access basic services and support and adapting their training models to delivery in local areas.

The project also demonstrated some key best practices that should be included in future programming. This includes regular meetings and exchanges bringing together all project partners to share information on progress, ways of implementing in order to foster mutual learning and solidarity.

Descent-based slavery in Mali

In Mali, the US Stop-work orders meant that the project was delayed while uncertainty on funding was assessed and negotiated with the US government. The project was restarted in March 2025 with the aim to contribute to national efforts to combat descent-based slavery in Mali, through viable and practical actions to bring immediate, tangible, and measurable benefits to victims and contribute to more systemic reforms in the longer term. The objectives of the project which we will report on in 2025-2026 include:

- Improved knowledge and awareness of public and key stakeholders on descent-based slavery and enslavement-based discrimination, including the nature and roots of slavery related violence, and victims' rights, needs and priorities.
- Strengthened Policy, legal framework, implementation, and protection mechanisms to combat descent-based slavery and enslavement-based discrimination.
- Victims of descent-based slavery and enslavement-based discrimination are empowered to understand and exercise their rights of access to justice/remedies and protection mechanisms.
- Improved protection and socioeconomic empowerment of victims of descent-based slavery and enslavement-based discrimination using an age, gender, and diversity approach.

Descent-based slavery in Niger and the Sahel

Our work commenced on a new project in Autumn/ Winter 2025 with a brief pause shortly after between January – March 2025 due to the Stop-Work orders, supporting descent-slavery survivors and people of slave descent in the Sahel region. The goals for this programme are for Anti-Slavery International to support survivors to enjoy their civil, political, social, and economic rights and have equal access to rights, services and socio-economic support without discrimination.

In December 2024, Anti-Slavery International convened with survivors including a Western African activist delegation including Raichatou Walet Altanat, the vice-president of Association Temedt (Mali) and Biram Dah Abeid, the president of IRA-Mauritania invited by University College London (UCL) researchers leading the project "African Abolitionism: The Rise and Transformations of Anti-Slavery in Africa". To mark the International Day for the Abolition of Slavery, a roundtable discussion took place, involving the leaders of contemporary anti-slavery movements in West Africa, including our partners mentioned above, who spoke about their struggles to eradicate slavery and support survivors and victims of slavery in their countries. Lastly, the exhibition "African Voices Against Slavery", organized in the framework of the same research project was inaugurated. The exhibition aimed to shed light on the voices of African individuals and groups that challenged the institution of slavery and the slave trade through the centuries.

Building upon the launch of this programme during 2024-2025, there is an opportunity during 2025-2026, to strengthen joint advocacy and collaboration specifically on judicial and legal

support, as there is cross border movement across the countries both of victims of slavery and of slave-masters.

Combatting forced child begging in Niger and West Africa

Forced begging by children in Qur'anic schools continues to be recognized as a major problem in many West African countries, including Burkina Faso, Chad, Gambia, Guinea, Guinea-Bissau, Mali, Mauritania, Niger, Nigeria, and Senegal. A joint statement by the NGO Forum gathered at the 54th ordinary session of the African Commission on Human and Peoples' Rights (ACHPR), in Gambia, 2013, emphasized that begging had become a serious new form of exploitation of children; and the ACHPR said they were "very concerned" by "the persistence and extent of the phenomenon of forced child begging which is taking on increasingly worrying proportions at the regional level and which is at the heart of the flagrant violations of human rights, to the point of turning into a real 'social crisis' which jeopardizes the lives and development of thousands of children." Many initiatives have been led by CSOs, international agencies and some governments, notably in Senegal, Nigeria, and Mali, to address the phenomenon. However, the results have been mixed, and many observers believe the problem continues to grow, although definitive statistics are hard to establish.

Following on from our literature review report in 2023-2024, as part of the wider Combatting Forced Child Begging in West Africa and Niger project led by Anti-Slavery International in partnership with the Rights Lab at the University of Nottingham, and NGOs *Association Nigérienne pour le Traitement de la Délinquance et la prévention du crime* (ANTD) and *Ecole, parrainage & actions de développement* (EPAD) in Niger we continued to deliver an important project to research, test, and scale-up approaches that are effective in reducing forced child begging in Qur'anic schools in West Africa.

During 2024-2025 we continued to design and progress research reports which will be published in 2025-2026.

European Advocacy

We continued during 2024-2025 to advocate for protection of the Corporate Sustainability Due Diligence Directive (CSDDD) which is at significant risk because of the **European Commission's omnibus proposal** (see our statement here (Feb 2025))– the proposal was suggested as an exercise in simplification, however it is clear that this is part of a deregulation trend taking place globally.

- The Commission's proposal did not follow its own processes, and therefore, we have joined partners in submitting a complaint **to the EU ombudsperson** (March 2025), which has been accepted and is now being investigated.
- We supported the **Special Rapporteur on Contemporary Forms of Slavery in a trip** to Brussels to speak with key policymakers and stress the importance of safeguarding CSDDD.

- Our partners in NForce instigated a Global South letter in support of CSDDD, signed by **75 Global South CSOs** (Feb 2025) and conducted media engagement; the members also met with key European Commissioners (Mar 2025)

We are also maintaining pressure on the Forced Labour Regulation, which bans products made with forced labour from circulating on the EU market (see our analysis, published in February 2025). The law has passed and now requires the Commission and member states to take specific steps to ensure effective enforcement. We organised **a roundtable** with Human Rights Watch and the European Centre for Constitutional and Human Rights (ECCHR) to bring experts with experience in analysing forced labour risk to engage with the Commission and inform the development of a **risk database**. We also led the production of a joint paper on considerations member states should take when **appointing competent authorities** (those who are responsible for enforcing the Regulation at the member state level)

UK Advocacy

Anti-Slavery International campaigned for change and provided briefings and support for the **Great British Energy Act** with a provision that the new public company must take measures to ensure its supply chains are free from slavery and human trafficking.

We've had excellent engagement and support **from the UK Government** on considering stronger laws to address forced labour in supply chains:

- Different target policymakers referring in the chamber to the commitment we secured with labour in 2023: "to assess the best ways of preventing environmental harm and human rights, including modern slavery, and labour abuse in supply chains, including looking at due diligence."
- Department for Business and Trade, beginning this assessment and stating the following three ASI-related activities as the catalyst:
    - The urgent question on Uyghur forced labour in tomato paste
    - The Westminster Hall Debate on Uyghur forced labour in supply chains, in which ASI was quoted
    - Great British Energy debates

As part of our movement-building, we delivered **two petitions to Downing Street** – one signed by over 10,000 people calling for import controls, and the other, joined with partners, reached over 123,000 signatures calling for a Business, Human Rights & Environment Act. The first event was in conjunction with the 10th anniversary of the Modern Slavery Act (further information available here), and the second was aligned with the anniversary of the UN Guiding Principles on Business and Human Rights.

We were selected as one of three CSOs to **advise the FCDO on their** National Baseline Assessment of the UK's alignment with the UN Guiding Principles on Business and Human Rights (due to result in policy recommendations in early 2026).

Because of our submission to the **Business and Trade Committee**, Anti-Slavery International was the only CSO invited to brief the committee on international supply chains (Jan 2025)—our calls to action featured in their report.

We spoke to the **All-Party Parliamentary Group on modern slavery and human trafficking** (Jan 2025) about the Government's response to the House of Lords Modern Slavery Act Committee's report (which we had heavily influenced).

We influenced the agenda of the **Joint Committee for Human Rights'** report on forced labour in supply chains, submitted our own evidence and advised on submissions from partners (Feb 2025). The report is expected to be released in the coming weeks.

We were an advising partner on the **Home Office's updated Modern Slavery Act** section 54 guidance (Mar 2025).

We **supported the Group of Experts on Action against Trafficking in Human Beings'** visit while assessing the UK's performance and submitted evidence on behalf of the ATMG (Dec 2024).

We, in partnership with ATMG, developed a Fact Sheet on NRM reconsiderations in the wake of the Nationality and Borders Bill and found evidence of **inadequate decision-making on NRM grounds** in the first instance (Mar 2025).

We, in partnership with ATMG and Middlesex University, **published a** training framework **for local authorities** who are first responders for victims of modern slavery. We held a workshop to gather feedback from Local Authorities and selected NGOs to refine and finalise the training framework. Additionally, we conducted a separate focus group and interviews with experts who have lived experience to ensure the training framework is practical and relevant to real-world experiences.

We have led the sector on advocacy around the **Border Security and Asylum bill** (ongoing). We have created briefings, submitted amendments and coordinated responses.

The **Global Commission on Modern Slavery** report **was published in Spring 2025**, which we heavily influenced during 2024-2025 through our role on the supply chains working group (setting up consultations around the world and lobbying internally at the Commission). It recognised problems with the transparency in supply chains approach of the UK Modern Slavery Act and explicitly recommended that governments introduce well-designed due diligence laws in complete alignment with the UNGPs. The report also recognised that import bans can be an effective trade-based tool against forced labour (citing ASI).

Responsible Business & Corporate Engagement

We were instrumental in driving **better action from supermarkets**, with the support of a petition (Jan 2025) and supporter emails directly to supermarket CEOs, to take steps to mitigate risk of forced labour in their supply chains, using the expose of Uyghur forced labour in tomato paste which we supported.

We **delivered training** on modern slavery in the insurance sector and what human rights due diligence they can implement to prevent modern slavery.

We spoke at the **Consumer Goods Forum's Sustainable Retail Summit** on the intersection between modern slavery and climate change, and the urgent business action needed to respect human rights (January 2025).

Reviewed Igno Investor's guidance to their portfolio companies on Uyghur forced labour and risk in solar panel supply chains (Feb 2025). This was developed from the MSPEC Uyghur Forced Labour in Green Technology guidance.

Participated in **ETI Sweden's panel on the forced labour regulation** on what businesses need to do to meet the new requirements (Mar 2025).

We delivered **training to the solar coalition** on migrant rights in green tech supply chains.

International & Thematic Advocacy

Climate Change

- We completed the Home Office Modern Slavery Innovation Fund programme in 2025. The final report is available here, and the final evaluation of the programme is here. As part of this work, two reports were completed earlier this year:
- Exposed and exploited: climate change, migration and modern slavery in Bangladesh, presented at an event co-hosted with Anti-Slavery International in February 2025
- Climate Change, Mobility and Modern Slavery provides a rapid assessment of current and emerging responses to the intersecting challenges of climate change, mobility and modern slavery.
- We started our engagement with IOM as part of an Advisory Committee for an upcoming report. We provide technical advisory support on the intersection of displacement and vulnerability to trafficking in the context of climate change, environmental degradation and disasters. This was an opportunity to influence global messaging on the human trafficking risks that people affected by climate change and in a situation of displacement can be exposed to.

Migration

- The work of the Gulf Coalition was affected by the US funding freeze for just over a month. Upon re-engagement, we:
  - Contributed to the Coalition's submissions on migrant workers' labour rights abuses and modern slavery conditions in Qatar, Bahrain and Kuwait, to inform the US Trafficking in Persons report.
  - Supported the Coalition's delivery of a video statement at the Qatar UPR adoption by a former migrant worker. The video reiterated Qatar's shortfalls in the protection of migrant workers and enabled access to the policy space by a representative of the affected.
  - We submitted to the UN WG on Business and Human Rights a Call for inputs for the report on "Labour Migration, Business and Human Rights", which will inform their work at the UN General Assembly in September. Our submission is available here.

Platform Economy

- We published a first report focused on raising attention to the potential risks of forced labour in the platform economy. This is a very overlooked issue globally, despite discussion on decent work. An initial analysis of the findings was shared with ITUC staff before publication, who co-led standard-setting discussions for decent work in the platform economy at the International Labour Conference this year. We have disseminated this report among key stakeholders, i.e. trade unions and peer NGOs, to continue raising awareness around forced labour risks specifically.

State Imposed Forced Labour

Cotton Campaign Coalition (Turkmenistan):

- We briefed the UN Committee on Economic, Social and Cultural Rights on state-imposed forced labour in Turkmenistan, ahead of its review. The outcome document was strong on SIFL, with all three paragraphs in the 'right to work' section posing questions to the Government of Turkmenistan regarding SIFL and child labour in the cotton harvest. ASI's coordination ensured the participation of the Turkmen Initiative for Human Rights, which was the only Turkmen human rights defender present at the briefing, which is vital for the voice and participation of affected groups.
- We participated in several strategic and relationship-building meetings online and in person, as part of the Cotton Campaign, with the ILO technical team conducting the monitoring of Turkmenistan's cotton harvest. This was to advocate for addressing existing gaps in the current assessment methodology of the ILO technical team and continuing to build on the strides made over the past few years in this engagement.

EUFL Coalition (Uyghur forced labour):

- In advance of (and in response to) the ILO Committee of Experts publishing Observations and Direct Requests on China in February, we led a series of information gathering and strategy meetings with partners and the ITUC. These led to the redevelopment of a briefing for several key labour attaches in Geneva and the production of an advocacy briefing for the ITUC. The aim was to influence the longlisting of countries for review by the ILO Committee on the Application of Conventions and Recommendations. China made it onto the workers' longlist, but its inclusion was ultimately blocked by the employers.

FUNDRAISING AND COMMUNICATIONS

Anti-Slavery International saw volatile year for fundraised income, especially within our institutional grants. The organisation retained a diverse portfolio of fundraised income ranging from grants raised from governments, foundation, philanthropists as well as donations from individuals, companies, community groups. However, we experienced a significant shortfall against targets and budget due to the uncertainty of larger funders who articulated changing priorities away from anti-slavery movement. This meant that the charity had to reduce its operating costs to align to a lower level of available funding.

As part of the organisational change process, we have re-focused our fundraising efforts towards diversification goals so that we are not reliant on a concentrated funding pool going forward into 2025-2026.

We additionally refreshed our communications strategy and will be implementing changes to increase our effectiveness and impact of our campaigns next year.

Participation in fundraising regulation and compliance with the codes

In accordance with the recommendations of the Fundraising Regulator, the fundraising team at Anti-Slavery International takes care to ensure that the programme adheres to the Codes of Fundraising Practice (COIF). The fundraising staff are CIOF members and work in accordance with the Codes is monitored through regular staff supervision, through ad-hoc referencing as required as queries arise. Team members take part in relevant fundraising training as needed. Anti-Slavery International ensures that its ethical gift acceptance policies are adhered to, for individual donors and company donors. Additionally, the team ensures that it monitors any potential interactions with vulnerable people and acts in accordance with the Treating Donors Fairly CIOF guidance.
In 2024-2025, Anti-Slavery International received no fundraising complaints. As with all complaints and feedback, we remain committed to ensuring that these interactions lead to an improved overall experience for our supporters.

RISK AND FINANCE

Risk Management

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

Additionally, the Finance Committee and Board assess and review 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 two leading risks identified by this ongoing process are as follows:

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

We are looking to secure funding for future periods as a number of grants have or will come to an end shortly, and we have submitted a number of large proposals. The risk if we do not secure these or other large grant funding is that we will need to reduce our projects to be in line with the available funding rather than being able to carry out projects that advance all of our strategic objectives. We have restructured and refocused our fundraising approach to respond to the market environment and tailored our income generation efforts accordingly.

2. Staff Capacity

Following the organisational change process this year, we have reduced headcount and have had to restructure to become a smaller team. This has meant that we have had to review and reconcile reduced staff capacity against our strategic aspirations. We have had to stop and pause several unfunded campaigns to align to reduced resource and skill availability. Our focus in the near term will be on quality of delivery, stability of funding, staff welfare and wellbeing, with a lower number of campaigns underway at any given time. We are additionally rolling out new training and technology tools to increase our effectiveness and agility.

Finance Review

Total income was £3.69m, down £1.32m on 2023/ 2024. Unrestricted donations decreased by £100k (22%), which is a good performance given the state of the economy. Our recognised legacy income dropped by 80% making up 2% of our total income, (9% in 2023/24). Investment income shows an increase of £26.6k.

Income from restricted charitable activities however increased by £202k with our restricted expenditure increasing by £51k. Our costs increased in line with inflation as our main cost, staff wages, increased, along with one-off moving and other costs associated with the sale of the property.

Reserves Policy

Reserves are held to smooth income flows by covering shortfalls, whether due to delays in awarding contracts, changes in exchange rates on funds from overseas or unexpected drops in giving. In addition, reserves need to cover risks in our project expenditure as work is carried out in areas which are complex and challenging, for example we may need to pause work due to geopolitical events. This reserve amount should also be sufficient to cover the shutdown costs of the organisation if this were ever to prove necessary, and separately to provide working capital for our day-to-day operations.

Different income streams are assessed, and a percentage reserve target applied to these streams and similarly to expenditure. This is compared to a shutdown cost calculation and the higher of these two values is the target reserve. **The policy estimates our target unrestricted reserve at around £1.1m.** The sale of property in 2023 enabled our general unrestricted reserves exceed this value, however organisational restructuring during the year brought about by funding shifts has seen these levels drop. Our general reserves for the financial year ending 2024/25 is currently stated at £873k. We are of the opinion that the future direction of ASI (as will be directed by the new five year organisational strategy, will see us reach this target.

Trustees and senior management monitor the financial position regularly to keep abreast of any upcoming risks that may impact the reserves position. By monitoring financial risks, the Finance Subcommittee 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.

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 Subcommittees of Trustees. Currently there is one sub-committee – Finance, HR and Operations, Organisational Development (FHROOD) in place, meeting quarterly. During the year. The Board (along with senior management) have reviewed the need to expand ASI Governance with new committees to ensure appropriate oversight for the organisation's charitable purposes and overall impact. All committees will operate under terms of reference with outputs 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. Targeted training on roles and responsibilities is also provided. This includes briefing on issues such as delegation of authority, recruitment, reserves, conflicts of interest ad current and previous year's financial performance and safeguarding.

Trustees are responsible for the oversight and governance of Anti-Slavery International and delegate management to the Chief Executive Officer, who develop strategies and operational plans with the SMT, reporting on their performance to the Board. The Chief Executive Officer and the Finance Director report regularly to the Treasurer of the FHROOD Sub-Committee and the Board of Trustees on the financial position and financial risk. Reports are received quarterly by the Board and Committee.

Remuneration Policy for Key Management Personnel

The trustees consider the Board, CEO and the Senior Management Team (SMT) 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 accounts.

The Chief Executive Officer is on a spot salary determined by and approved by Anti-Slavery's Board and has been appointed through a competitive recruitment process. This committee also oversees the terms and conditions of all other Anti-Slavery staff.

Key Personnel Changes 2024/25

The appointment of an interim CEO and the appointment of an Interim Director of Fundraising & Communications supported us through a difficult period of uncertainty this year which required the charity to undertake two phases or restructuring to address unexpected gaps in funding and a challenging external fundraising environment. Following this organisational restructuring, a new Senior Management Team has been established which includes a permanent Chief Executive Officer, Finance Director, Operations Manager, Communications & Impact Manager, Head of UK & European Advocacy, Head of International & Thematic Advocacy and Head of Regional Advocacy & Programmes. We are in the process of recruiting for a permanent Head of Fundraising, a role currently managed by the Interim Director of Fundraising.

Statement of the Responsibilities of the Trustees

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

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

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

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

In so far as the trustees are aware:
There is no relevant audit information of which the charitable company's auditors is unaware.
The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Plans for 2025/2026

We will:

- Launch a new strategy and transition plan to strengthen our impact, effectiveness and promote stability and resilience;
- Closely monitor the uncertain external funding context and adapt our priorities as needed to ensure that we always deliver the maximum impact with the funding available;
- Continue to develop ASI's long-term organisational capabilities and skills of our workforce aligned to the global landscape and context of greatest need;
- Work closely with our partners in the anti-slavery movement to seize emerging opportunities for greater impact with both unilateral and multilateral state actors, NGOs, Survivors and the wider anti-slavery movement;
- Rebuild and return the charity to optimise our impact, stability, effectiveness and reach to fulfill our mission

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

The trustees' annual report has been approved by the trustees on 15 September, 2025 and signed on their behalf by

Sunil Sheth
Chair

Opinion

We have audited the financial statements of Anti-Slavery International (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of directors

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

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

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

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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. 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)
01 October 2025
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Anti-Slavery International

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

For the year ended 31 March 2025

				2025			2024
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Note	£	£	£	£	£	£
Income from:							
Donations and legacies	2	651,437	-	651,437	1,565,528	-	1,565,528
Charitable activites	3	128,513	2,873,735	3,002,247	120,022	2,672,139	2,792,161
Investment income		35,806	-	35,806	9,251	-	9,251
Surplus on Sale of Property		-	-	-	643,804	-	643,804
Total income		815,756	2,873,735	3,689,491	2,338,605	2,672,139	5,010,744
Expenditure on:							
Raising funds	4	417,876	10,620	428,496	604,858	13,534	618,392
Charitable activities	4	1,002,449	2,783,316	3,785,765	1,070,563	2,732,082	3,802,645
Total expenditure		1,420,325	2,793,936	4,214,261	1,675,421	2,745,616	4,421,037
Net income/ (expenditure)		(604,569)	79,799	(524,770)	663,184	(73,477)	589,707
Transfers between funds		-	-	-	13,822	(13,822)	-
Net movement in funds	6	(604,569)	79,799	(524,770)	677,006	(87,299)	589,707
Reconciliation of funds:	17						
Total funds brought forward		1,479,174	416,134	1,895,308	802,168	503,433	1,305,601
Total funds carried forward		874,605	495,933	1,370,538	1,479,174	416,134	1,895,308

Anti-Slavery International

Balance Sheet **Company no. 3079904**

For the year ended 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed Assets:					
Tangible assets	11		-		5,474
Intangible assets	12		5,692		10,441
Current Assets:					
Debtors	13	385,132		590,822	
Cash at bank		1,332,475		1,599,823	
		1,717,607		2,190,645	
Liabilities:					
Creditors: amounts falling due within one year		(352,761)		(311,252)	
Net current assets			1,364,846		1,879,393
Total assets less current liabilities			1,370,538		1,895,308
Creditors: amounts falling due after more than one year			-		-
Total Net Assets			1,370,538		1,895,308
The funds of the charity:					
Restricted income funds			495,933		416,134
Unrestricted income funds:					
Designated funds		1,857		85,831	
General funds		872,748		1,393,343	
Total unrestricted funds			874,605		1,479,174
Total Charity Funds			1,370,538		1,895,308

Approved by the trustees on 15 September 2025 and signed on their behalf by

Sunil Sheth

Chair

Anti-Slavery International

Statement of Cashflow

For the year ended 31 March 2025

Reconciliation of net income to net cash flow from operating activities

			2025	2024
			£	£
Net income for the reporting period			(524,770)	589,707
(as per the Statement of Financial Activities)				
Depreciation & amortisation charges			6,199	15,147
Loss on assets disposal			4,024	3,845
Surplus on sale of property			-	(643,804)
Interest and rent from investments			(35,807)	(9,251)
Decrease in debtors			205,690	143,060
Increase in creditors			41,510	17,488
Net cash used in operating activities		**(303,155)**		116,192
Cash flows from investing activities:				
Interest and rent from investments	35,807		9,251	
Sale of fixed assets	-		1,239,195	
Net Cash flows from investing activities		**35,807**		1,248,446
Cash flows from financing activities:				
Repayments of borrowing		-		(261,715)
Change in cash and cash equivalents in the year		(267,348)		1,102,923
Cash and cash equivalents at the beginning of the year		1,599,823		496,900
Cash and cash equivalents at the end of the year		1,332,475		1,599,823

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 The Foundry, 17 Oval Way, London SE11 5RR.

b) Basis of preparation

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

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

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

c) Public benefit entity

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

d) Going concern

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

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

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

The Charity's 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.

1. Accounting Policies (continued)

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.

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 reports submitted to donors reflect was has actually been spent on the project. No adjustment is made in our statutory accounts and payments are treated as spent on transfer to the partner.

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. Support and governance costs are allocated proportionally 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.

1. Accounting Policies (continued)

k) Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the balance sheet date.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £3,000. 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
- Fixtures & fittings 10% straight line
- Computer & office equipment 20% straight line
- Intangible- Database, website & software 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

Cash at bank includes any 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.

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.

1. Accounting Policies (continued)

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.

q) Pensions

The charity makes payments to personal pension plans of all employees. The costs (6%) are charged to the statement of financial activities for the period to which they relate. The company has no liability under the scheme other than payments of these contributions.

2 Income from donations and legacies

			2025			2024
	Unrestricted	Restricted	**Total**	Unrestricted	Restricted	**Total**
	£	£	£	£	£	£
Individuals	346,597	-	346,597	446,434	-	446,434
Trust & Corporate	226,174		226,174	734,185	-	734,185
Legacies	78,665	-	78,665	384,909	-	384,909
	651,436	-	651,436	1,565,528	-	1,565,528

3 Income from charitable activities

			2025			2024
	Unrestricted	Restricted	**Total**	Unrestricted	Restricted	**Total**
	£	£	£	£	£	£
Home Office-MSIF 2	-	-	-	-	-	-
ACILS-Uyghur Strategy Support	-	-	-	-	-	-
Home Office-MSIF 3	-	298,590	298,590	-	333,619	333,619
ACILS-End forced labour	-	-	-	-	31,211	31,211
ECCHR-Ban on forced labour for EU	-	-	-	-	-	-
Norad-Child Domestic Workers	-	-	-	-	322,197	322,197
Freedom Fund-support GLAN & WUC	-	7,813	7,813	-	76,969	76,969
Freedom Fund-Global Coalition for Import Bans	-	30,534	30,534	-	32,787	32,787
Ethical Consumer-agricultural coalition	-	1,990	1,990	-	995	995
US DRL-Traditional descent based slavery	-	-	-	-	-	-
ILO-Mali	-	-	-	-	-	-
MRG-Mauritania	-	-	-	-	-	-
US Embassy-Mauritania	-	-	-	-	-	-
US DRL-Mauritania	-	423,314	423,314	-	632,082	632,082
GCC Coalition Against Forced Labor of Migrant Workers	-	73,987	73,987	-	36,411	36,411
Samworth Foundation-ATMG	-	70,000	70,000	-	60,000	60,000
Business, Human Rights & Environment Act UK - Nelumbo 3	-	523,432	523,432	-	-	-
Laudes Foundation	-	246,377	246,377	-	-	-
Uyghur Forced Labour Campaign	-	38,466	38,466	-	-	-
Henry Scutt 2024/25 UK	-			-	-	-
Subtotal c/fwd	-	1,714,503	1,714,503	-	1,526,271	1,526,271

3 Income from charitable activities (continued)

			2025			2024
	Unrestricted	Restricted	**Total**	Unrestricted	Restricted	**Total**
	£	£	£	£	£	£
BIICL-impact of NABA modern slavery measures	-	-	-	-	5,987	5,987
ATMG 3 - Esmée Fairburn	-	-	-	-	-	-
ATMG 3 - H Scutt	-	-	-	-	39,800	39,800
Trust for London-London legal project	-	-	-	-	-	-
GLJ-ILRF-cotton campaign	-	-	-	-	4,306	4,306
Laudes Foundation-forced labour in supply chains	-	84,899	84,899	-	257,147	257,147
Laudes Foundation-forced labour in supply chains - 2	-	25,258	25,258	-	-	-
Freedom Fund-research into forced labour in EU supply chains	-	-	-	-	-	-
University of Nottingham	-	-	-	-	8,774	8,774
MSPECC Uyghur Forced Labour in Green Technology Supply Chains	-	-	-	-	41,508	41,508
Samworth Foundation-Transform & Innovation Fund	-	-	-	-	-	-
Dressember Foundation-Ukraine migration	-	-	-	-	25,994	25,994
H Scutt-UK programme funding	-	-	-	-	41,000	41,000
The Sir James Reckitt-Centenary Fund	-	-	-	-	-	-
Ashurst-fellow 2022/23	-	-	-	-	-	-
Ashurst-fellow 2023/24	-	-	-	-	35,000	35,000
Humanity United-business & human rights	-	-	-	-	-	-
CAF America	-	-	-	-	4,004	4,004
US J/TIP-Niger	-	949,446	949,446	-	664,348	664,348
Mali-Combating Descent-based Slavery - ILO/DRL	-	55,418	55,418	-		-
DBS Sahel/Niger - DRL	-	44,212	44,212	-	18,000	18,000
DBS Sahel/Niger - DRL	-	-		-	-	-
DBS Sahel/Niger - DRL	-	-		-	-	-
Supply chain	99,175	-	99,175	83,869	-	83,869
Consultancies	11,520	-	11,520	36,153	-	36,153
Other	17,818	-	17,818	-	-	-
Total income from charitable activities	128,513	2,873,736	3,002,249	120,022	2,672,139	2,792,161

4a Analysis of expenditure (current year)

	Cost of raising funds	Child Slavery	Climate Change	Migration and Trafficking	Business & Human Rights	Governance costs	Support costs	**Total**
	£	£	£	£	£	£		£
Salaries (note 7)	263,364	194,843	146,385	195,992	985,640	13,439	271,730	2,071,392
Other Staff Costs		6,013	-	6,818	633	-	153,732	167,196
Payments to partners (note 5)	-	716,996	141,243	16,000	245,064	-	20,324	1,139,626
Other programme delivery cost	-	20,937	31,515	12,894	158,889	-	161,756	385,991
Travel	-	29,369	9,014	2,571	44,609	-	5,546	91,109
Content & Promotion	76,985	5,173	464	1,511	18,017	-	-	102,150
Infrastructure Costs	-	1,143	1,992	1,274	9,583	-	200,704	214,696
Insurance, Professional Fees & Audit	-	-	-	-	2,400	29,479	-	31,879
Other costs	-	-	-	-	-		10,223	10,223
Support costs	83,784	239,887	81,387	58,358	360,599	-	(824,014)	-
Total expenditure 2025	428,496	1,226,855	416,240	298,459	1,844,216	-	-	**4,214,262**

4b Analysis of expenditure (prior year)

	Cost of raising funds	Child Slavery	Climate Change	Migration and Trafficking	Business & Human Rights	Governance costs	Support costs	**Total**
	£	£	£	£	£	£	£	£
Salaries (note 7)	299,814	467,606	101,842	194,149	605,945	16,223	267,430	1,953,009
Other Staff Costs	12,452	5,064	1,218	1,554	5,619	2,330	39,821	68,058
Payments to partners (note 5)	-	1,031,659	196,616	32,582	109,543	-	-	1,370,400
Other Programme Delivery Costs	80,088	143,198	29,640	15,238	199,937	-	11,056	479,157
Travel	8,836	18,299	8,132	3,696	24,327	113	5,589	68,992
Content & Promotion	88,376	4,867	21,085	8,272	7,479	20	57	**130,156**
Infrastructure Costs	43,883	7,140	1,681	6,972	6,953	100	144,547	**211,276**
Insurance, Professional Fees & Audit	-	28,822	1,009	1,923	6,001	17,311	13,462	**68,528**
Other Costs	7,680	1,965	116	2,575	24,818	13	34,294	**71,461**
	541,129	1,708,620	361,339	266,961	990,622	36,110	516,256	**4,421,037**
Governance costs	5,051	15,948	3,373	2,492	9,246	(36,110)	-	-
Support costs	72,212	228,006	48,219	35,625	132,194	-	(516,256)	-
Total expenditure 2024	618,392	1,952,574	412,931	305,078	1,132,062	-	-	**4,421,037**

5 Grant Making

	2025	2024
	£	£
Africa		
Association Timidria	**147,634**	239,203
LAWA(Ghana) Alumnae Incorporated	-	154,065
SOS Esclaves	**89,244**	132,794
Ecole Parrainage Actions de Developpement	107,083	128,596
Tanzania Domestic workers coalition		124,749
Association Nigérienne pour le Traitement de la Délinquance et la Prévention du Crime	96,447	91,079
Challenging Heights	-	87,656
Association Temedit	-	12,955
Other partners - Africa	**3,756**	18,496
International Institute for Environment and Development	**97,915**	125,046
University of Nottingham - Rights Lab	**503,433**	116,860
Interfaith Center on Corporate Responsibility	-	16,133
Minority Rights Group International	-	14,836
Anti Trafficking and Labour Exploitation Unit	-	-
Other partners - Europe	-	29,912
ASTRA - AKCIJA PROTIV TRGOVINE LJUDIMA	4,692	-
Social Awareness and Voluntary Education	**11,666**	-
Other	**26,379**	-
Total payments to partners	1,139,820	1,370,400

6 Net income for the year

	2025	2024
	£	£
Depreciation & amortisation	6,199	15,147
Losses on disposal of assets	4,024	3,845
Interest payable	-	12,791
Auditors remuneration excluding VAT		
Statutory audit	15,200	14,425
Other audit services - current	14,539	29,159
Other audit services - under accrual for prior year	-	-

	2025	2024
	£	£
Salaries & wages	1,754,952	1,659,095
Redundancy Costs	20,213	15,330
Social security costs	194,722	181,776
Employer's pension contributions	101,505	96,808
	2,071,392	1,953,009

7 Remuneration of employees

	2025	2024
	No.	No.
£60,000-£70,000	2	4
£70,000-£80,000	2	-
£80,000-£90,000	1	-
£90,000-£100,000	-	-
£100,000-£110,000	-	1

	2025	2024
Disclosure workings	£	£
Total employee benefits - key personnel	402,888	335,130
Trustee expenses	454	113

8 Staff numbers

	Headcount		*Full Time Equivalent*	
	2025	2024	**2025**	2024
	No.	No.	No.	No.
Programmes	21	19	-	20
Fundraising & Communications	11	10	-	11
Support & Governance	7	7	-	7
	40	36	-	38

9 Related party transactions

There are no related party transactions to disclose for 2025 (2024:none)

There are no donations from related parties which are outside rthe normal course of business and no restricted donations from related parties . (2024:none)

Unrestricted donations received from trustees in the year were **£540** (2024:£520)

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 & fittings	Computer & office equipment	**Total**
	£	£	£	**£**
Cost or valuation				
At the start of the year	-	-	**18,557**	**18,557**
Additions in the year	-	-	-	-
Disposals in the year	-	-	**(18,557)**	**(18,557)**
At the end of the year	-	-	-	**-**
Depreciation				
At the start of the year	-	-	**13,083**	**13,083**
At the end of the year	-	-	-	**-**

12 Intangible fixed assets

	Database & website	Software	**Total**
	£	£	**£**
Cost or valuation			
At the start of the year	**56,829**	**18,318**	**75,147**
Additions in the year	-	-	-
Disposals in the year	**(56,829)**	**(2,832)**	**(59,661)**
At the end of the year	-	15,486	15,486
Depreciation			
At the start of the year	56,829	7,877	64,706
Charge for the year	-	3,522	3,522
Disposals in the year	(56,829)	(1,605)	(58,434)
At the end of the year	-	9,794	9,794
Net book value			
At the end of the year	-	5,692	5,692

13 Debtors

	2025	2024
	£	£
Trade debtors	1,435	30,000
Accrued income	353,792	514,515
Other debtors	10,977	20,881
Prepayments	18,928	25,426
	385,132	590,822

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade Creditors	68,680	74,113
Taxation and social security	52,313	45,776
Other Taxation	23,841	31,771
Pension contributions	15,289	12,435
Other creditors	8,526	2,333
Deferred Income *	27,025	
Accruals	157,087	144,824
	352,761	311,252

*Deferred income relates to monies received toward consultancy work at the begininng of the year

15a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	**Total funds**
	£	£	£	£
Tangible and intangible fixed assets	5,692	-	-	5,692
Net current assets	867,056	1,857	495,933	1,364,846
Net assets at the end of the year	872,748	1,857	495,933	1,370,538
	-	-	-	-

15b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	**Total funds**
	£	£	£	£
Tangible and intangible fixed assets	15,915	-	-	15,915
Net current assets	1,377,428	85,831	416,134	1,879,393
Net assets at the end of the year	1,393,343	85,831	416,134	1,895,308
				-

16 Operating lease commitments

	Property	
	2025	2024
	£	£
Less than one year	17,658	17,356
One to five years	-	-
Over five years	-	-
	17,658	17,356

17a Movement in funds (current year)

	At 1 April 2024	Income & gains	Expenditure & losses	Transfers	At 31 March 2025
	£	£	£	£	£
Home Office-MSIF 3	**11,775**	298,590	309,734	-	631
ACILS-End forced labour	-	-	-	-	-
ECCHR-Ban on forced labour for EU imports	-	-	-	-	-
Norad-Child Domestic Workers	-	-	-	-	-
Freedom Fund-support GLAN & WUC	**43,134**	7,813	34,694	-	16,253
Freedom Fund-Global Coalition for Import Bans	17,850	30,534	28,668	-	19,716
Ethical Consumer-agricultural coalition	995	1,990	2,219	-	766
US DRL-Mauritania	(2,124)	423,314	421,190	-	-
GLJ- GCC Coalition against forced labor	-	73,987	73,732	-	**255**
US DoS/JTIP Anti-trafficking Niger	136,700	949,446	854,470	-	231,676
MALI /ILO	-	55,418	55,418	-	-
DRL DBS Sahel/Niger	-	44,212	44,212	-	-
BHR & Environment Act UK/Nelumbo	-	523,432	523,432	-	-
EU Corporate Sustainability Due Diligence Directive (CSDDD)/Laudes Foundation	-	246,377	67,690	-	178,687
Uyghur Forced Labour Campaign/Unifor	-	38,466	9,236	-	29,230
Total programme funds c/fwd	416,134	2,873,736	2,793,937	-	495,935
Total programme funds b/fwd	416,134	2,873,736	2,793,937	-	495,935
Building & library fund	-	-	-	-	-
Total restricted funds	416,134	2,873,736	2,793,937	-	**495,935**
GLJ-IRF consultancy contract FF	-	24,818	23,348	-	1,470
Misc ATH Consultancy	-	5,119	4,732	-	387
Nelumbo Foundation-business, human rights and the Environment Act	85,831	-	85,831	-	-
Designated funds	85,831	29,937	113,911	-	**1,857**
General funds	1,393,343	785,819	1,306,414	-	**872,748**
Total unrestricted funds	1,479,174	815,756	1,420,325	-	874,605
Total Funds	1,895,308	3,689,492	4,214,262	-	1,370,540

17b Movement in funds (prior year)

	At 1 April 2023	Income & gains	Expenditure & losses	Expenditure & losses	At 31 March 2023
	£	£	£	£	£
Home Office-MSIF 3	23,106	333,619	344,950	-	11,775
ACILS-End forced labour	10,265	31,211	41,476	-	-
ECCHR-Ban on forced labour for EU imports	6,478	-	6,478	-	-
Norad-Child Domestic Workers	43,594	322,197	365,791	-	-
Freedom Fund-support GLAN & WUC	-	76,969	33,835	-	43,134
Freedom Fund-Global Coalition for Import Bans	-	32,787	14,937	-	17,850
Ethical Consumer-agricultural coalition	-	995	-	-	995
ILO-Mali	43,715	-	43,715	-	-
US DRL-Mauritania	(34,180)	632,082	600,026	-	(2,124)
GCC Coalition Against Forced Labor of Migrant	-	36,411	36,411	-	-
Samworth Foundation-ATMG	-	60,000	36,825	-	23,175
BIICL-impact of NABA modern slavery measures	-	5,987	5,987	-	-
ATMG 3 - H Scutt	14,722	39,800	54,522	-	-
					-
Trust for London-London legal project	1,961	-	1,961	-	
GLJ-ILRF-cotton campaign	7,281	4,306	11,587	-	-
Laudes Foundation-forced labour in supply chains	157,254	257,147	282,198	-	132,203
University of Nottingham	(2,783)	8,774	5,991	-	-
MSPECC Uyghur Forced Labour in Green Technology	-	41,508	41,508	-	-
					-
Samworth Foundation-Transform & Innovation Fund	38,819	-	38,819	-	
Dressember Foundation-Ukraine migration	-	25,994	25,994	-	-
H Scutt-UK programme funding	11,797	41,000	39,804	-	12,993
The Sir James Reckitt-Centenary Fund	12,862	-	12,862	-	-
Ashurst-fellow 2022/23	27,326	-	27,326	-	-
Ashurst-fellow 2023/24	-	35,000	10,725	-	24,275
Humanity United-business & human rights	130,419	-	115,261	-	15,158
CAF America	-	4,004	4,004	-	-
US J/TIP-Niger	(3,025)	664,348	524,623	-	136,700
Other	-	18,000	18,000	-	-
Total programme funds c/fwd	489,611	2,672,139	2,745,616	-	416,134
Total programme funds b/fwd	489,611	2,672,139	2,745,616	-	416,134
Building & library fund	13,822	-	-	(13,822)	-
Total restricted funds	503,433	2,672,139	2,745,616	(13,822)	416,134
Revaluation reserve	412,647	-	-	(412,647)	-
Nelumbo Foundation-government action	193,962	231,027	424,989	-	-
Nelumbo Foundation-business, human rights and the Environment Act	-	408,068	322,237	-	85,831
Designated funds	606,609	639,095	747,226	(412,647)	85,831
General funds	195,559	1,699,510	928,195	426,469	1,393,343
Total unrestricted funds	802,168	2,338,605	1,675,421	13,822	1,479,174
Total Funds	1,305,601	5,010,744	4,421,037		1,895,308

Purpose of restriced funds:

Grant Name	Stat accounts description - "detail of the purposes of the fund"
Home Office-MSIF 3	The human cost of the climate crisis: solutions to the intersection of modern slavery, migration and climate change.
ACILS-End forced labour	Global strategy to engage with businesses to end corporate complicity in forced Labour in the Uyghur region.
ECCHR-Ban on forced labour for EU imports	Joint project to advocate around the current debates on the introduction of an instrument to allow for import bans for goods linked to severe human rights violations such as forced labour or child labour at the level of the European Union.
Norad-Child Domestic Workers	Many hands make light work: eliminating slavery in child domestic work for the period 2021-2023.
Freedom Fund-support GLAN & WUC	Legal and campaign strategy to support World Uyghur Congress in court on the UK government's failure to investigate Uyghur Region cotton imports.
Freedom Fund-Global Coalition for Import Bans	An international network of civil society organizations working to introduce and enforce import bans against goods made using forced labour.
Ethical Consumer-agricultural coalition	A coalition to end exploitation of migrant workers in Spain's agricultural sector.
ILO MALI	Combatting slavery and slavery-based discrimination in Mali.
US DRL-Mauritania	Eradicate slavery in Mauritania and Niger and promote the full integration of victims into society.
GLJ- GCC Coalition against forced labor	Subgrantee in coalition work to jointly advocate for migrant workers' rights in Gulf Cooperation Council countries.
Samworth Foundation-ATMG	This grant is to facilitate ASI and the ATMG to help equip the Modern Slavery Sector to be more dynamic in its advocacy, moving away from classical lobbying methods that have lost effect as a result of changing political culture, and to use more strategic advocacy outputs such as survivor leadership, narrative resetting and strategic litigation.
BIICL-impact of NABA modern slavery measures	This grant was to facilitate ATMG's role in producing the report: *Assessing the Modern Slavery Impacts of the Nationality and Borders Act: One Year On* .
ATMG 3 - H Scutt	Anti Trafficking monitoring group.
Trust for London - London Legal Project	Strategic litigation project.
GLJ-ILRF - cotton campaign	Support of cotton campaign work in promoting human rights.
Laudes Foundation-forced labour in supply chains	Influencing European policy & legislation to address forced labour in global supply chains.
University of Nottingham	Harnessing UK trade and investment to address Indo-Pacific modern slavery risks.
MSPECC Uyghur Forced Labour in Green Technology Supply Chains	Developing investor guidance and policy recommendations to address Uyghur forced labour in green technology.
Samworth Foundation - Transform & Innovation Fund	Transform and innovate grant to allow ASI to build upon its short-term activities and learning, maximising the elements of work focussed on grassroots movement building, influencing the bigger development actors, and influencing led by people who are, and are closer to, those most affected by modern slavery.
Dressember Foundation -Ukarine migration	Developing guidance for businesses on how to prevent and mitigate human rights risks affecting displaced people, focusing on the ongoing war in Ukraine.
H Scutt-UK programme funding 24/25	Recruitment of Parliamentary officer role within ASI.
The Sir James Reckitt -Centenary Fund	Recruitment of additional support staff.
Ashurst-fellow	Commitment to ASI for £35,000 each year for 10 years to enable ASI to employ someone as the Matilda Ashurst Anti-Slavery Fellow and to use said Fellow to progress whatever it is within modern slavery that ASI needs that role to achieve.
Humanity United-business & human rights	Support of Anti-Slavery International's Thematic Advocacy programme.
CAF America	Support of our operational costs.
MALI /ILO	Reduce forced child begging in Niger and West Africa.
Various	Miscellaneous small and one-off restricted funds
Building & 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.
Nelumbo Foundation - government action	To underwrite the costs of some of ASI's Advocacy & Programme team, including the creation of new posts to help us achieve our aims. Funding would also be invested in project costs such as scoping, movement building, research, and campaigning.
Nelumbo Foundation-business, human rights and the Environment Act	To underwrite the costs of some of ASI's Advocacy & Programme team, including the creation of new posts to help us achieve our aims. Funding would also be invested in project costs such as scoping, movement building, research, and campaigning.
Home Office-MSIF 3	Reducing modern slavery in supply chains in Mauritius through creating a platform for protection and remedy.
Migrant resource centre, Mauritius	ASOS - agreement to fund the Migrant Resource Centre (MRC) continuation in Mauritius.
ACILS-Uyghur Strategy Support	Global strategy to engage with businesses to end corporate complicity in forced labour in the Uyghur region.
Voice - Forced Child Begging	Ending slavery in Africa.
MRG - Mauritania	Tripartite strategy to eradicate slavery in Mauritania.
US Embassy - Mauritania	Execute critical capacity-building and advocacy efforts negatively delayed by COVID-19 third and fourth waves.
ATMG 3 - The Baring Foundation	Covid-19 risk & response: impacts and mitigation for modern slavery victims, survivors and vulnerable populations.
Ashurst LLP - general support	Commitment to ASI for £35,000 each year for 10 years to enable ASI to employ someone as the Matilda Ashurst Anti-Slavery Fellow and to use said Fellow to progress whatever it is within modern slavery that ASI needs that role to achieve.
Dressember Foundation - Child Domestic	Match funding to eliminate child domestic work in Ghana and Tanzania.
J Newhouse-core funding	Support for ASI Activities.
Dunn Family Charitable Foundation	Support for 3 projects: a newly commissioned research project in Nepal, the continued work of our Business and Human Rights Team.

18 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.

ANTI-SLAVERY INTERNATIONAL

England & Wales - Charity number 1049160

Accounts

Company number: 3079904
Charity Number: 1049160

Anti-Slavery International

Report and financial statements
For the year ending 31 March 2024

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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	The Foundry 17 Oval Way London SE11 5RR
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
Roxanne Abdulali	resigned 31 December 2023
Peter Freedman	Treasurer
Sarah Dalton	appointed 22 July 2024
Tom Palakudiyil	
Ben Rawlings	
Adil Shah	resigned 22 July 2024
Soumya Singh	
Judy Lister	

Principal staff	Jasmine O'Connor	Chief Executive Officer (resigned 13 September 2024)
	Donna Covey	Interim Chief Executive Officer (appointed 9 September 2024)

Bankers	Barclays Bank PLC, P.O. Box 270, London, SE15 4RD
Auditor	Sayer Vincent LLP, Chartered Accountants and Statutory Auditors, 110 Golden Lane, London EC1Y 0TG
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 2024.

Over the course of the year, we saw continued progress in our campaigns with new EU laws to protect workers in global supply chains. We will continue to work for these laws to be strong.

This year, we were able to fully launch our new work to address the system of Kafala, which controls and exploits tens of millions of workers in the Gulf Co-Operation Countries. Our work on climate change and slavery continued to build, with more organisations taking up our positions and pressing for the inclusion of the issues in climate change negotiations.

In Mauritania, we worked with our partners in Mauritania to secure the adoption of a law creating an additional specialised Tribunal to Combat Slavery, Human Trafficking and Migrant Smuggling. When passed, this will mean greater accountability for those responsible for slavery.

The military coup in Niger in the summer of 2023 meant we needed to flex our work on child slavery there. We were able to support partners and ensure the work continued, albeit at a reduced rate. In Mali, which also had a coup in 2021, significant progress was made when the Government agreed to draft new landmark legislation to tackle slavery.

In the UK we worked closely with partners across the sector to call for an end to policies and laws which penalise survivors of modern slavery. We prepared ourselves for the UK election period to make sure our issues were communicated to all major parties.

Our income grew to £4.4m, and we sold our freehold property, building our reserves and moving to a more agile office which better supports hybrid working.

We are grateful to all our donors, supporters, members and partners for their steadfast commitment.

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 page 3 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 nurture diverse perspectives and partnerships to create better solutions. We make sure that those with direct experience of slavery and survivors inform our work.

Transformative

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

OUR 2020-25 STRATEGY AND APPROACH

We have identified five strategic priorities that ASI 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, businesses and civil society, and changes must have effect in law, policy, and practice.

ii. Survivors' voice

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

iii. Movement Building

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

iv. Framing the issue

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

v. Legal Frameworks

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

Anti-Slavery 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 contents over the next five years. We will work to address these strategic priorities both at a global level and in the context of our focus themes:

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

OUR WORK IN 2023-24

We worked on strategic priorities across all of our priority themes. We partnered with 44 organisations working in 18 countries and with six partners working globally. Nine of our partners were coalitions within which we played a leading role, and these represented a further 238 organisations in the global anti-slavery movement.

Ending Child Slavery

Eliminating Slavery in Child Domestic Work (Ghana, Tanzania)

Domestic work is a sector which is particularly vulnerable to slavery and exploitation because it takes place inside private households and is typically combined with a lack of legal protection. Child domestic workers (CDWs) are particularly vulnerable.

Our work with partners on changing systems at a local level to prevent exploitation and support victims in Ghana and Tanzania wrapped up towards the end of this year. The final evaluation confirmed that the project had contributed to reducing the abuse and exploitation of CDWs. This included both employers and CDWs gaining a clearer understanding of their rights and positive shifts in employer behaviour, with many now fostering caring and supportive environments for CDWs. There were also improved perceptions and attitudes towards CDW within communities more broadly and a growing inclination to approach community leaders and committees to report cases of exploitation.

The project's collaboration with local and sub-national stakeholders also led to new policies, such as the creation of by-laws in Tanzania to hold employers accountable for abuse, and the creation of local committees in Ghana playing a pivotal role in enforcing guidelines and policies related to CDW.

Exploitative Child Domestic Work and Forced Child Marriage (Nepal and Tanzania)

Throughout 2023, Anti-Slavery International and partners in Nepal and Tanzania conducted ground-breaking pilot research into the links between child domestic work and child marriage. From this, we aim to develop further work to improve the effectiveness of holistic interventions to tackle both child domestic work and child marriage globally. In particular we aim to identify and reach those most vulnerable to the worst cases of child labour that amount to child slavery and forced labour.

Descent Based Slavery (Niger, Mauritania and Mali)

We work with partners and communities of slave descent in all three countries to improve legal protection and tackle the poverty, discrimination, prejudice and lack of access to opportunities that fuel descent-based slavery practices.

In Mauritania, ongoing advocacy efforts by our partners, SOS Esclaves, and Anti-Slavery International led to the adoption of a law in March 2024, creating an additional specialised Tribunal to Combat Slavery, Human Trafficking and Migrant Smuggling. The aim is to ensure greater efficiency in handling slavery crimes and address existing shortcomings in the implementation of the country's law No. 2015-031 *Instituting the Criminalisation of Slavery and Punishing Slavery-like Practices*.

Following advocacy by our partners, the Mauritanian Government also set up an aid and assistance fund for victims of trafficking in April 2024 through the National Authority for the Fight against Human Trafficking and Migrant Smuggling. An initial group of people of slave descent received money through this fund (MRU 100,000 - £1968,76), which will be used to start income-generating activities and contribute to their empowerment. Our partners provided support to recipients to help them manage their funds.

People freed from slavery and marginalised groups face many difficulties in obtaining basic identity documents, and this is a key barrier that prevents people from accessing relevant state programmes and services. National and international advocacy efforts also led in 2023 to the Mauritanian Government launching a campaign to encourage civil registration for individuals. They also created several mobile units to facilitate official ID registration along with simplified requirements for obtaining identity documents. We will monitor their impact in the coming year.

The military coup in 2023 significantly impacted our work in Niger this year, not least preventing us from visiting in person. Nevertheless, we have been producing regular situation updates from our partners 'on the ground' and have been able to adapt our programming to enable the work to continue. We are confident that we will see progress in the coming year.

In Mali, despite the military coup that took place in 2021, we have seen positive steps towards ending slavery. Following many years of our campaigning, including leveraging pressure from UN and EU experts, we were pleased to see that the transitional Government of Mali has set up a new commission of experts to draft this new, landmark legislation. The commission included our local partners, Temedt, and was supported by Anti-Slavery International and the International Labour Organization. The new law is now in the process of being adopted.

Responsible Business

Legislative Change

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 17.3 million women, men and children are in forced labour in the private sector worldwide.

On 21 June 2022, the Uyghur Forced Labor Prevention Act came into force in the US. This bans all companies from importing goods tainted with Uyghur forced labour into the USA. As the law comes into effect, Anti-Slavery International and our allies are urging companies not to dump Uyghur forced

labour goods into other markets which lack equivalent strong laws, such as the EU and UK, and for governments around the world to introduce strong import laws to prevent this happening.

We have gained traction on this in the EU but the European Commission's proposals to ban forced labour imports do not go as far as we would like. They fail to put workers at their heart and do not extend to state-enforced forced labour. We will continue to press for more progress.

We intensified our campaign for the EU to adopt a Mandatory Human Rights Due Diligence Law which will place serious obligations on companies to prevent and tackle forced labour in global supply chains. Many of our recommendations have been adopted but we continue to argue hard for more effective stakeholder engagement and proper remediation for affected workers as it reaches the final stages.

Our campaign for similar legislation in the UK also ramped up over the year. 39 investors, representing over £4.5 trillion in assets, signed a letter calling for the Act, and a public poll we commissioned showing that 80% of a cross-section of the UK public want the same. We complemented this with advocacy aimed at all the major UK parties, in partnership with the Corporate Justice Coalition.

State Imposed Forced Labour

We continued our work with partners to end forced labour in Turkmenistan and the Xinjiang Uyghur Autonomous Region.

On Turkmenistan we secured a review by the ILO which condemned the government for not making any meaningful progress on ending forced labour in the cotton harvest since they last discussed the case in 2016 and 2021.

At the 110th International Labour Conference, strong recommendations were made, including a call for the Chinese government to accept an ILO Technical Advisory Mission to allow the ILO to assess the situation. After applying pressure, alongside our allies, the outgoing UN High Commissioner for Human Rights (UN HCHR), Michelle Bachelet, published a report on the treatment of Uyghurs and other Turkic and Muslim-majority peoples stating that it "may constitute international crimes, in particular crimes against humanity". The UN Special Rapporteur on Slavery reached similar conclusions in his report to the UN Human Rights Council in September. These mark a major step to put global pressure on the Chinese Government to end the abuses.

Migration and Trafficking

Reducing Modern Slavery in Supply Chains (Bangladesh, India, Madagascar, Mauritius)

An estimated 45,000 migrant workers are employed in export-oriented factories in Mauritius, the majority from Bangladesh, Madagascar, and India. Many find themselves trapped in situations of debt bondage and forced labour, having paid extortionate recruitment fees whilst being deceived about the terms and conditions of employment in Mauritius.

Our project working on this concluded successfully in Q1, with our partners committed to carrying on the work. The Migrant Resource Centre will continue to be run by our partners in Mauritius to provide information, hear new grievances and support workers. They are also now working with the Ministry of Labour in Mauritius on the creation of their grievance mechanism, which our advocacy supported.

Our partners in Bangladesh also signed an MoU with a governmental agency (Bureau of Manpower, Employment and Training) to deliver official pre-departure orientation training to migrant workers bound for Mauritius.

Kafala System (Gulf Cooperation Council Countries)

We secured a new grant to establish a global coalition on forced labour of migrants in the Gulf Cooperation Council (GCC) countries and campaign for the abolishment of the Kafala system in 3 GCC countries.

UK Anti-Trafficking

We continue to chair the Anti-Trafficking Monitoring Group (ATMG) to monitor the UK Government's compliance with the Council of Europe Convention on Action Against Trafficking in Human Beings (ECAT). As part of the ATMG, we have coordinated the UK visit from the Group of Experts on Action Against Trafficking in Human Beings (GRETA) in October 2023 and a follow up joint shadow submission from the UK third sector to provide evidence on the state of slavery and trafficking in the UK.

We worked hard to make sure the wider movement and our allies were aligned in their approach to challenging the Illegal Migration Bill and we produced two briefings outlining how this Bill breaches ECAT and wider international law as well as on the potential risks of re-trafficking. These briefings were shared with representatives of different parties and members of parliament during the passage of the Bill in Parliament. Despite all these efforts, the "Illegal Migration Act" (IMA) has become an Act of law in July 2023, but the modern slavery parts are yet to be commenced and the newly elected Government has been taking positive steps such as repealing the Safety of Rwanda Act 2024 and processing asylum claim who were previously made inadmissible by the IMA.

We have also continued to monitor the state of slavery and trafficking in the UK and the negative impact of other pieces of legislation such as the Nationality and Borders Act 2023, which is preventing survivor's access to identification and support offered through the National Referral Mechanism (NRM). As part of this work, we have provided evidence in the legal challenge of R (VAN, LAN, MAN) v SSHD, which resulted in an interim relief order being granted against the Public Order Disqualification policy in the Nationality and Borders Act. As a result, the Court instructed the Home Office to conduct a Risk of re-trafficking Assessments before disqualifying a victim of trafficking and modern slavery from the NRM support on Public order grounds. This introduced an

additional safeguard for the survivors affected by this policy, but we are continuing to work to ensure no survivors are left behind.

Slavery and Climate Change

The climate crisis is already having a devastating impact on many of the most vulnerable people in the world, increasing inequality and exacerbating vulnerabilities, contributing to unplanned migration and heightening the risk of modern slavery. Further, as the world continues to experience the devastating impacts of climate change, a full transition away from the fossil fuel economy is imperative. Yet, in the race to net zero, we must seek ways to avoid the costs to human rights currently associated with green technology manufacturing and diversify sourcing, so that we can meet the world's urgent and necessary decarbonisation goals without resorting to modern slavery along the way.

Since 2021, Anti-Slavery International has been leading calls to recognise and address the nexus between climate change, migration and forced labour and trafficking. In 2023, to further establish evidence of this nexus we have been undertaking research with our partners the International Institute for Environment and Development (IIED) and Ovibashi Karmi Unnayan Program (OKUP). We have also worked to build recognition by key powerholders on the nexus by focusing on the United Nations Framework Convention on Climate Change (UNFCCC) and the UN Human Rights Council Mechanisms. We started to see the results of this work in 2023 through strengthened engagement with key civil society coalitions who influence the Conference of the Parties (COP) to the UNFCCC.

FUNDRAISING AND COMMUNICATIONS

Anti-Slavery International saw strong year for fundraised income. The organisation retained a diverse portfolio of fundraised income ranging from grants raised from governments, foundation, philanthropists as well as donations from individuals, companies, community groups and our first major fundraising event; December's Carols for Freedom.

This past year, fundraising and communications activities included:

- Grant fundraising from institutional, foundation and company donors totalling £2.8m. As project development slowed in 2022 and 2023, one government grant was secured in 2023-24 – as sub-grant via the International Labor Organisation.
- Fundraising from individuals across digital and offline methods saw continued interest from people keen to support the work of the organisation. We piloted our campaigning digital community building around a legal case focussed on goods made with Uyghur forced labour and secured considerable interest and support. This was a result of digital and advocacy integration on these issues, to increase the pool of supporters and drive a larger group of people to use their time, money and voice to support the charity. We continue to see impressive commitment in giving from individuals who choose to make a regular gift to the

organisation's ongoing work. No fundraising agencies generating direct donations worked on behalf of Anti-Slavery International in 2023-24.

- Anti-Slavery International benefited from a continued partnership with Ashurst LLP and from a company donating around Anti-Slavery Day in October. Additionally, our work providing paid consultancy (trading income) to businesses and non-profits supported the charity's ongoing work.

Participation in fundraising regulation and compliance with the codes

In accordance with the recommendations of the Fundraising Regulator, the fundraising team at Anti-Slavery International takes care to ensure that the programme adheres to the Codes of Fundraising Practice (COIF). The fundraising staff are CIOF members and work in accordance with the Codes is monitored through regular staff supervision, through ad-hoc referencing as required and as queries arise. Team members take part in relevant fundraising training as needed. In line with the 2020-27 fundraising and communications strategy, volunteers support the organisation through voluntary fundraising and staff ensure that this fundraising adheres to the Codes and to law. Resources are available to volunteer fundraisers, including on regulatory requirements and good practice.

Anti-Slavery International ensures that its ethical gift acceptance policies are adhered to, for individual donors and company donors. Additionally, the team ensures that it monitors any potential interactions with vulnerable people and acts in accordance with the Treating Donors Fairly CIOF guidance. The additional role of Supporter Care Assistant in Q3 allowed the team to further develop its systems of supporter care and identify areas for strengthening, such as thanking times and data imports.

In 2023-24, Anti-Slavery International received no fundraising complaints. As with all complaints and feedback, we remain committed to ensuring that these interactions lead to an improved overall experience for our supporters.

RISK AND FINANCE

Risk Management

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

Additionally, the Finance Committee and Board assess and review 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

We are looking to secure funding for future periods as a number of grants have or will come to an end shortly, and we have submitted a number of large proposals. The risk if we do not secure these or other large grant funding is that we will need to reduce our projects to be in line with the available funding rather than being able to carry out projects that advance all of our strategic objectives.

2. Staffing

We continue to have difficulty in recruiting staff with the right skills and sufficient experience due to the ongoing impact on the labour market of Covid-19 and Brexit, combined with inflation. We have been able to increase salaries in line with the sector, but roles have not always been easy to fill, which can have a large impact on programme delivery and fundraising.

The Board have robust plans in place to minimise the potential disruption that could be caused by the coincidental departure of two members of the Senior Management Team. There was a handover period between the departing and interim CEOs in September 2024, and plans are well advanced for the appointment of an interim Director of Fundraising and Communications.

3. Geopolitical events

With programmes in West Africa, there is a risk of the political situation deteriorating further. We are continuing to implement projects in Niger despite the coup, but we cannot be sure this will continue to be the case. The presidential election in the US may change funding priorities in a way that did not happen in the first Trump administration. There is always the risk of new wars, for example over Taiwan, that may indirectly impact our work.

Finance Review

We sold our freehold property on the open market in September 2023 for £1,275k, which made a book profit of £644k. This has had a significant impact on the balance sheet and reserves, as discussed below. Excluding the property sale, total income was £4.4m, up £0.5m on 2022/ 2023. Unrestricted donations increased by £91k (8%), which is a good performance given the state of the economy. Our legacy income has had another good year and made up 9% of our total income. Investment income decreased with the tenants in the freehold office property reducing the office size being rented and then ceasing when the building was sold.

Income from restricted charitable activities increased by £394k and our restricted expenditure increased by a similar amount. Our costs increased more or less in line with inflation as our main cost, staff wages, increased, along with one-off moving and other costs associated with the sale of the property.

Reserves Policy

Reserves are held to smooth income flows by covering shortfalls, whether due to delays in awarding contracts, changes in exchange rates on funds from overseas or unexpected drops in giving. In addition, reserves need to cover risks in our project expenditure as work is carried out in areas which are complex and challenging, for example we may need to pause work due to geopolitical events. This reserve amount should also be sufficient to cover the shutdown costs of the organisation if this were ever to prove necessary, and separately to provide working capital for our day-to-day operations.

Different income streams are assessed, and a percentage reserve target applied to these streams and similarly to expenditure. This is compared to a shutdown cost calculation and the higher of these two values is the target reserve. The policy estimates our target unrestricted reserve at around £1,100k. Due to the sale of the property, our general unrestricted reserves are £1,393k, which is above this value. Our unrestricted reserves are likely to decrease during 2024/25 due to certain grants coming to an end but expect them to stabilise in 2025/26 before increasing again.

Trustees and senior management monitor the financial position regularly to keep abreast of any upcoming risks that may impact the reserves position. By monitoring financial risks, the Finance Subcommittee 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.

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 Subcommittees of 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 and safeguarding.

Trustees are responsible for the strategic direction of Anti-Slavery International and delegate management to the Chief Executive Officer, who reports on performance against operational plans approved by the Board. The Chief Executive Officer and Director 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 Board and the Senior Management Team (SMT) 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 accounts.

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 are on an appropriate grade on the salary grading system.

Key Personnel Changes 2023/24

There were no changes in key personnel during the year but the Chief Executive Officer and the Director of Fundraising & Communications will have left by the end of this current financial year. They have been replaced by interim appointments while we recruit permanent replacements.

Statement of the Responsibilities of the Trustees

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

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

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

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

In so far as the trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Plans for 2024/25

We will:

- Closely monitor the uncertain external funding context and adapt our priorities as needed to ensure that we always deliver the maximum impact with the funding available;
- Continue to develop ASI's long-term organisational capabilities which given this year's funding context may require us to invest a small percentage of our reserves;
- Work closely with our partners in the anti-slavery movement to seize emerging opportunities for greater impact, such as those presented by the new government in the UK;
- Establish a working group on diversity and inclusion to drive forward this work and continue to strengthen our safeguarding as new sector standards emerge.

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

The trustees' annual report has been approved by the trustees on 23 September 2024 and signed on their behalf by

Sunil Sheth
Chair

Opinion

We have audited the financial statements of Anti-Slavery International (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of directors

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

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

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

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

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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. 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)
17 October 2024
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Statement of financial activities (incorporating an income and expenditure account)
For the year ended 31 March 2024

				2024			2023
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Note	£	£	£	£	£	£
Income from:							
Donations and legacies	2	1,565,528	-	1,565,528	1,389,648	-	1,389,648
Charitable activites	3	120,022	2,672,139	2,792,161	128,877	2,277,725	2,406,602
Investment income Surplus		9,251		9,251	101,908	-	101,908
on Sale of Property		643,804		643,804	-	-	-
Total income		2,338,605	2,672,139	5,010,744	1,620,433	2,277,725	3,898,158
Expenditure on:							
Raising funds	4	604,858	13,534	618,392	669,837	496	670,333
Charitable activities	4	1,070,563	2,732,082	3,802,645	799,302	2,323,815	3,123,117
Total expenditure		1,675,421	2,745,616	4,421,037	1,469,139	2,324,311	3,793,450
Net income/ (expenditure)		**663,184**	**(73,477)**	**589,707**	**151,294**	**(46,586)**	**104,708**
Transfers between funds		13,822	(13,822)	-	-	-	-
Net movement in funds	6	677,006	(87,299)	5 89,707	151,294	(46,586)	1 04,708
Reconciliation of funds:	16						
Total funds brought forward		802,168	503,433	1,305,601	650,874	550,019	1,200,893
Total funds carried forward		1,479,174	416,134	1,895,308	802,168	503,433	1,305,601

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

Balance sheet

Company no. 3079904

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed Assets:					
Tangible assets	11		5,474		615,950
Intangible assets	12		10,441		14,349
Current Assets:					
Debtors	13	590,822		733,882	
Cash at bank		1,599,823		496,900	
		2,190,645		1,230,782	
Liabilities:					
Creditors: amounts falling due within one year	14	(311,252)		(555,480)	
Net current assets			1,879,393		675,302
Total Net Assets			1,895,308		1,305,601
The funds of the charity:	16				
Restricted income funds			416,134		503,433
Unrestricted income funds:					
Designated funds		85,831		606,609	
General funds		1,393,343		195,559	
Total unrestricted funds			1,479,174		802,168
Total Charity Funds			1,895,308		1,305,601

Approved by the trustees on 23 September 2024 and signed on their behalf by

.....

Sunil Sheth
Chair of Trustees

Statement of cash flows
As at 31 March 2024

	2024	2023
	£	£
Net income for the reporting period	589,707	104,708
(as per the Statement of Financial Activities)		
Depreciation & amortisation charges	15,147	16,608
Losses on disposal of fixed assets	3,845	
Surplus on sale of property	(643,804)	-
Interest and rent from investments	(9,251)	(101,908)
Decrease/ (increase in debtors)	143,060	(359,826)
Increase in creditors	17,488	175,469
Net cash provided by/ (used in) operating activities	116,192	(164,949)

		2024		2023
Cash flows from operating activities	£	£	£	£
Net cash provided by/ (used in) operating activities		**116,192**		(164,949)
Cash flows from investing activities:				
Interest and rent from investments	9,251		101,908	
Sale of fixed assets	1,239,195		-	
Net Cash flows from investing activities		**1,248,446**		101,908
Cash flows from financing activities:				
Repayments of borrowing		(261,715)		(38,281)
Change in cash and cash equivalents in the year		1,102,923		(101,322)
Cash and cash equivalents at the beginning of the year		496,900		598,222
Cash and cash equivalents at the end of the year		1,599,823		496,900

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 The Foundry, 17 Oval Way, London SE11 5RR.

b) Basis of preparation

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

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

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

c) Public benefit entity

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

d) Going concern

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

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

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

The Charity’s 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.

1. Accounting Policies (continued)

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.

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 reports submitted to donors reflect was has actually been spent on the project. No adjustment is made in our statutory accounts and payments are treated as spent on transfer to the partner.

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. Support and governance costs are allocated proportionally 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.

1. Accounting Policies (continued)

k) Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the balance sheet date.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £3,000. 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
- Fixtures & fittings 10% straight line
- Computer & office equipment 20% straight line
- Intangible- Database, website & software 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

Cash at bank includes any 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.

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.

1. Accounting Policies (continued)

q) Pensions

The charity makes payments to personal pension plans of all employees. The costs (6%) are charged to the statement of financial activities for the period to which they relate. The company has no liability under the scheme other than payments of these contributions.

2. Income from donations and legacies

			2024			2023
	Unrestricted	Restricted	**Total**	Unrestricted	Restricted	**Total**
	£	£	£	£	£	£
Individuals	446,434	-	446,434	428,466	-	428,466
Trust & Corporate	734,185	-	734,185	661,126	-	661,126
Legacies	384,909	-	384,909	300,056	-	300,056
	1,565,528	-	1,565,528	1,389,648	-	1,389,648

Legacies include £351,394 (2023: £285,500) for which notifications and values have been received but not paid by the year end.

3. Income from charitable activities

			2024			2023
	Unrestricted	Restricted	**Total**	Unrestricted	Restricted	**Total**
	£	£	£	£	£	£
Home Office-MSIF 2		-	-		(178)	(178)
ACILS-Uyghur Strategy Support		-	-		68,783	68,783
Home Office-MSIF 3		333,619	333,619		84,916	84,916
ACILS-End forced labour		31,211	31,211		55,210	55,210
ECCHR-Ban on forced labour for EU imports		-	-		6,478	6,478
Norad-Child Domestic Workers		322,197	322,197		611,334	611,334
Freedom Fund-support GLAN & WUC		76,969	76,969			-
Freedom Fund-Global Coalition for Import Bans		32,787	32,787			-
Ethical Consumer-agricultural coalition		995	995			-
US DRL-Traditional descent based slavery		-	-		86,521	86,521
ILO-Mali		-	-		69,522	69,522
MRG-Mauritania		-	-		27,844	27,844
US Embassy-Mauritania		-	-		5,394	5,394
US DRL-Mauritania		632,082	632,082		477,626	477,626
GCC Coalition Against Forced Labor of Migrant Workers		36,411	36,411			-
Samworth Foundation-ATMG		60,000	60,000			-
Subtotal c/fwd	-	1,526,271	1,526,271	-	1,493,450	1,493,450

3. Income from charitable activities (continued)

Subtotal b/fwd	-	1,526,271	1,526,271	-	1,493,450	1,493,450
BIICL-impact of NABA modern slavery measures		5,987	5,987			-
ATMG 3 - Esmée Fairburn		-	-		40,000	40,000
ATMG 3 - H Scutt		39,800	39,800		60,000	60,000
Trust for London-London legal project		-	-		43,247	43,247
GLJ-ILRF-cotton campaign		4,306	4,306		28,923	28,923
Laudes Foundation-forced labour in supply chains		257,147	257,147		286,750	286,750
Freedom Fund-research into forced labour in EU supply chains		-	-		5,109	5,109
University of Nottingham		8,774	8,774		6,267	6,267
MSPECC Uyghur Forced Labour in Green Technology Supply Chains		41,508	41,508			-
Samworth Foundation-Transform & Innovation Fund		-	-		55,081	55,081
Dressember Foundation-Ukraine migration		25,994	25,994		-	-
H Scutt-UK programme funding		41,000	41,000		40,553	40,553
The Sir James Reckitt-Centenary Fund		-	-		22,149	22,149
Ashurst-fellow 2022/23		-	-		35,000	35,000
Ashurst-fellow 2023/24		35,000	35,000			-
Humanity United-business & human rights		-	-		156,090	156,090
CAF America		4,004	4,004			-
US J/TIP-Niger		664,348	664,348		5,106	5,106
Other grants		18,000	18,000			-
Supply chain	83,869		83,869	105,011		105,011
Other Income	36,153		36,153	23,866		23,866
Total income from charitable activities	120,022	2,672,139	2,792,161	128,877	2,277,725	2,406,602

4. Analysis of Expenditure

Current Year

	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**Total** £
Salaries (note 7)	299,814	432,205	141,513	795,824	16,223	267,430	1,953,009
Payments to partners (note 5)	-	989,593	78,020	302,787	-	-	1,370,400
Other programme costs	8,836	55,137	14,280	29,858	-	5,589	113,700
Other operating costs	232,479	141,496	94,692	252,137	19,887	243,237	983,928
	541,129	1,618,431	328,505	1,380,606	36,110	516,256	**4,421,037**
Governance costs	5,051	15,106	3,066	12,887	(36,110)	-	-
Support costs	72,212	215,972	43,837	184,235	-	(516,256)	-
Total expenditure 2024	618,392	1,849,509	375,408	1,577,728	-	-	**4,421,037**

Prior Year

	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**Total** £
Salaries (note 7)	328,185	377,546	80,871	666,761	17,750	202,649	1,673,762
Payments to partners (note 5)		826,340	29,079	101,441			956,860
Other programme costs	7,549	64,001	20,676	49,295	-	245	141,766
Other operating costs	242,698	207,156	102,210	169,569	16,578	282,851	1,021,062
	578,432	1,475,043	232,836	987,066	34,328	485,745	**3,793,450**
Governance costs	6,066	15,469	2,442	10,351	(34,328)		-
Support costs	85,835	218,886	34,551	146,473		(485,745)	-
Total expenditure 2023	670,333	1,709,398	269,829	1,143,890	-	-	**3,793,450**

5. Grant making

	2024	2023
	£	£
Africa		
Association Timidria	239,203	219,992
LAWA(Ghana) Alumnae Incorporated	154,065	188,817
SOS Esclaves	132,794	145,593
Ecole Parrainage Actions de Developpement	128,596	-
Tanzania Domestic workers coalition	124,749	207,560
Association Nigérienne pour le Traitement de la D	91,079	-
Challenging Heights	87,656	54,843
Association Temedit	12,955	3,787
Other partners - Africa	18,496	5,748
Asia		
Ovibashi Karmi Unnayan Program	62,872	2,619
Swatantrata Abhiyan Nepal	-	20,000
Other partners - Asia	15,148	6,460
Europe & Americas		
International Institute for Environment and Development	125,046	35,356
University of Nottingham - Rights Lab	116,860	-
Interfaith Center on Corporate Responsibility	16,133	-
Minority Rights Group International	14,836	36,749
Anti Trafficking and Labour Exploitation Unit	-	16,193
Other partners - Europe	29,912	13,143
Total payments to partners	1,370,400	956,860

The above grants represent payments to institutions in furtherance of the charity's strategic aims.

6. Net income for the year

This is stated after charging:

	2024	2023
	£	£
Depreciation & amortisation	15,147	16,608
Losses on disposal of fixed assets	3,845	-
Foreign exchange losses/ (gains)	21,250	(33,666)
Interest payable	12,791	16,846
Auditor's remuneration excluding VAT		
Statutory audit	14,425	13,525
Other audit services - current	29,159	23,851
Other audit services - under accrual for prior year	-	16,393

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

Staff costs were as follows:

	2024	2023
	£	£
Salaries & wages	1,674,425	1,430,887
Social security costs	181,776	161,335
Employer's pension contributions	96,808	81,540
	1,953,009	1,673,762

Remuneration of employees

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

	2024	2023
	No.	No.
£60,000-£70,000	4	2
£70,000-£80,000	-	-
£80,000-£90,000	-	-
£90,000-£100,000	-	1
£100,000-£110,000	1	-

The total employee benefits including pension contributions of the key management personnel were £335,130 (2023: £313,308). Termination payments of £15,330 were accrued during the year (2023: £2,981).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the

charity (2023: £nil). Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £113 (2023: £159) incurred by 1 (2023: 1) member 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:

	Headcount		*Full Time Equivalent*	
	2024	2023	**2024**	2023
	No.	No.	No.	No.
Programmes	20	18	19	17
Fundraising & Communications	11	11	10	11
Support & Governance	7	5	7	5
	38	34	36	33

9. Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties (2023: none).

Unrestricted donations received from trustees in the year were £520 (2023: £375).

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 & fittings	Computer & office equipment	**Total**
	£	£	£	**£**
Cost or valuation				
At the start of the year	725,000	2 4,931	5 7,134	807,065
Additions in the year	-	-	-	-
Disposals in the year	(725,000)	(24,931)	(38,576)	(788,507)
At the end of the year	-	-	18,558	18,558
Depreciation				
At the start of the year	122,888	2 0,499	4 7,728	191,115
Charge for the year	6,720	587	3,932	1 1,239
Disposals in the year	(129,608)	(21,086)	(38,576)	(189,270)
At the end of the year	-	-	13,084	13,084
Net book value				
At the end of the year	-	-	5,474	**5,474**
At the start of the year	602,112	4,432	9,406	615,950

All of the above assets are used for charitable purposes.

12. Intangible fixed assets

	Database & website	Software	**Total**
	£	£	**£**
Cost or valuation			
At the start of the year	56,829	18,318	75,147
Additions in the year	-	-	-
At the end of the year	56,829	18,318	75,147
Depreciation			
At the start of the year	56,829	3,969	60,798
Charge for the year	-	3,908	3,908
At the end of the year	56,829	7,877	64,706
Net book value			
At the end of the year	-	10,441	**10,441**
At the start of the year	-	14,349	14,349

13. Debtors

	2024	2023
	£	£
Trade debtors	30,000	6,467
Accrued income	514,515	692,719
Other debtors	20,881	11,556
Prepayments	25,426	23,140
	590,822	733,882

14. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade Creditors	74,113	101,049
Mortgage	-	261,715
Taxation and social security	77,547	54,361
Pension contributions	12,435	11,152
Other creditors	2,333	31,996
Accruals	144,824	95,207
	311,252	555,480

15. Analysis of net assets between funds

Current Year

	General unrestricted £	Designated £	Restricted £	**Total funds £**
Tangible and intangible fixed assets	15,915	-	-	15,915
Net current assets	1,377,428	85,831	416,134	1,879,393
Net assets at the end of the year	1,393,343	85,831	416,134	1,895,308

Prior Year

	General unrestricted £	Designated £	Restricted £	**Total funds £**
Tangible and intangible fixed assets	203,830	412,647	13,822	630,299
Net current assets	(8,271)	193,962	489,611	675,302
Net assets at the end of the year	195,559	606,609	503,433	1,305,601

16. Movement in funds

Current Year

	At 1 April 2023	Income & gains	Expenditure & losses	Transfers	At 31 March 2024
	£	£	£	£	£
Home Office-MSIF 3	23,106	333,619	344,950	-	11,775
ACILS-End forced labour	10,265	31,211	41,476	-	-
ECCHR-Ban on forced labour for EU imports	6,478	-	6,478	-	-
Norad-Child Domestic Workers	43,594	322,197	365,791	-	-
Freedom Fund-support GLAN &	-	76,969	33,835	-	43,134
Freedom Fund-Global Coalition for	-	32,787	14,937	-	17,850
Ethical Consumer-agricultural	-	995	-	-	995
ILO-Mali	43,715	-	43,715	-	-
US DRL-Mauritania	(34,180)	632,082	600,026		(2,124)
GCC Coalition Against Forced Labor		36,411	36,411	-	-
Samworth Foundation-ATMG		60,000	36,825		23,175
BIICL-impact of NABA modern		5,987	5,987	-	-
ATMG 3 - H Scutt	14,722	39,800	54,522	-	-
Trust for London-London legal project	1,961	-	1,961	-	-
GLJ-ILRF-cotton campaign	7,281	4,306	11,587	-	-
Laudes Foundation-forced labour in supply chains	157,254	257,147	282,198	-	132,203
University of Nottingham	(2,783)	8,774	5,991	-	-
MSPECC Uyghur Forced Labour in	-	41,508	41,508	-	-
Samworth Foundation-Transform & Innovation Fund	38,819	-	38,819	-	-
Dressember Foundation-Ukraine migration	-	25,994	25,994	-	-
H Scutt-UK programme funding	11,797	41,000	39,804		12,99
The Sir James Reckitt-Centenary	12,862		12,862	3	
Ashurst-fellow	27,326		27,326	-	-
Ashurst-fellow	-	35,000	10,725	-	-
Humanity United-business & human rights	130,419	-	115,261	5	24,27
CAF America	-	4,004	4,004	-	15,15
US J/TIP-Niger	(3,025)	664,348	524,623	8 -	136,700
Other	-	18,000	18,000	-	-
Total programme funds c/fwd	489,611	2,672,139	2,745,616	-	416,134

16. Movement in funds – current year (continued)

Total programme funds b/fwd	489,611	2,672,139	2,745,616	-	416,134
Building & library fund	13,822	-	-	(13,822)	-
Total restricted funds	503,433	2,672,139	2,745,616	(13,822)	416,134
Revaluation reserve	412,647	-	-	(412,647)	-
Nelumbo Foundation-government action	193,962	231,027	424,989	-	-
Nelumbo Foundation-business, human rights and the Environment Act	-	408,068	322,237	-	85,831
Designated funds	606,609	639,095	747,226	(412,647)	85,831
General funds	195,559	1,699,510	928,195	426,469	1,393,343
Total unrestricted funds	802,168	2,338,605	1,675,421	13,822	1,479,174
Total Funds	1,305,601	5,010,744	4,421,037	-	1,895,308

The negative fund in deficit at the year end is due to timing differences on the receipt of funds. The deficit will be cleared through contracted payments during the first half of this financial year.

Prior Year

	At 1 April 2022	Income & gains	Expenditure & losses	Expenditure & losses	At 31 March 2023
	£	£	£	£	£
Home Office-MSIF 2	19,120	(178)	18,942	18,942	-
Migrant resource centre, Mauritius	1,270	-	1,270	1,270	-
ACILS-Uyghur Strategy Support	-	68,783	68,783	68,783	-
Home Office-MSIF 3	-	84,916	61,810	6 1,810	23,106
ACILS-End forced labour	-	55,210	44,945	44,945	10,265
ECCHR-Ban on forced labour for EU imports	-	6,478	-	-	6,478
Norad-Child Domestic Workers	17,252	611,334	584,992	584,992	43,594
Voice-Forced Child Begging	465	-	465	465	-
US DRL-Traditional descent based	87,922	86,521	174,443	174,443	-
ILO-Mali	93,671	69,522	119,478	119,478	43,715
MRG-Mauritania	(12,756)	27,844	15,088	15,088	-
US Embassy-Mauritania	32	5,394	5,426	5,426	-
US DRL-Mauritania	7,594	477,626	519,400	519,400	(34,180)
ATMG 3 - Esmée Fairburn	52,932	40,000	92,932	92,932	-
ATMG 3 - H Scutt	5,167	60,000	50,445	5 0,445	14,722
ATMG 3 - The Baring Foundation	7,861	-	7,861	7,861	-
Trust for London-London legal project	2,098	43,247	43,384	4 3,384	1,961
GLJ-ILRF-cotton campaign	(5,067)	28,923	16,575	1 6,575	7,281
Laudes Foundation-forced labour in supply chains	119,804	286,750	249,300	249,300	157,254
Programme funds c/fwd	397,365	1,952,370	2,075,539	2,075,539	274,196

16. Movement in funds – prior year (continued)

Programme funds b/fwd	397,365	1,952,370	2,075,539	2,075,539	274,196
Freedom Fund-research into forced labour in EU supply chains	-	5,109	5,109	5,109	-
University of Nottingham	-	6,267	9,050	9,050	(2,783)
Samworth Foundation-Transform & Innovation Fund	65,458	55,081	81,720	8 1,720	38,819
Ashurst LLP-general support	14,803		14,803	14,803	-
Dressember Foundation-child domestic work	24,640		24,640	24,640	-
J Newhouse-core funding	(1,448)		(1,448)	(1,448)	-
H Scutt-UK programme funding	18,981	40,553	47,737	4 7,737	11,797
Dunn Family Charitable Foundation	11,195	-	11,195	11,195	-
The Sir James Reckitt-Centenary Fund	-	22,149	9,287	9,287	12,862
Ashurst-fellow	-	35,000	7,674	7,674	27,326
Humanity United-business & human rights	-	156,090	25,671	25,671	130,419
US J/TIP-Niger	-	5,106	8,131	8,131	(3,025)
Other	(123)	-	(123)	(123)	-
Total programme funds	530,871	2,277,725	2,318,985	2,318,985	489,611
Building & library fund	19,148	-	5,326	5,326	13,822
Total restricted funds	550,019	2,277,725	2,324,311	2,324,311	503,433
Revaluation reserve	417,703	-	5,056	5,056	412,647
Nelumbo Foundation-government action	72,774	448,513	327,325	327,325	193,962
Designated funds	490,477	448,513	332,381	332,381	606,609
General funds	160,397	1,171,920	1,136,758	1,136,758	195,559
Total unrestricted funds	650,874	1,620,433	1,469,139	1,469,139	802,168
Total Funds	1,200,893	3,898,158	3,793,450	3,793,450	1,305,601

Purposes of restricted funds:

Home Office-MSIF 3	The human cost of the climate crisis: solutions to the intersection of modern slavery, migration and climate change.
ACILS-End forced labour	Global strategy to engage with businesses to end corporate complicity in forced Labour in the Uyghur region.
ECCHR-Ban on forced labour for EU imports	Joint project to advocate around the current debates on the introduction of an instrument to allow for import bans for goods linked to severe human rights violations such as forced labour or child labour at the level of the European Union.
Norad-Child Domestic Workers	Many hands make light work: eliminating slavery in child domestic work for the period 2021-2023.
Freedom Fund-support GLAN & WUC	Legal and campaign strategy to support World Uyghur Congress in court on the UK government's failure to investigate Uyghur Region cotton imports.
Freedom Fund-Global Coalition for Import Bans	An international network of civil society organizations working to introduce and enforce import bans against goods made using forced labour.
Ethical Consumer-agricultural coalition	A coalition to end exploitation of migrant workers in Spain's agricultural sector.
ILO-Mali	Combatting slavery and slavery-based discrimination in Mali.
US DRL-Mauritania	Eradicate slavery in Mauritania and Niger and promote the full integration of victims into society.
GCC Coalition Against Forced Labor of Migrant Workers	Subgrantee in coalition work to jointly advocate for migrant workers' rights in Gulf Cooperation Council countries.
Samworth Foundation-ATMG	This grant is to facilitate ASI and the ATMG to help equip the Modern Slavery Sector to be more dynamic in its advocacy, moving away from classical lobbying methods that have lost effect as a result of changing political culture, and to use more strategic advocacy outputs such as survivor leadership, narrative resetting and strategic litigation.
BIICL-impact of NABA modern slavery measures	This grant was to facilitate ATMG's role in producing the report: *Assessing the Modern Slavery Impacts of the Nationality and Borders Act: One Year On* .
ATMG 3 - H Scutt	Anti Trafficking monitoring group.
Trust for London-London legal project	Strategic litigation project.
GLJ-ILRF-cotton campaign	Support of cotton campaign work in promoting human rights.

Purposes of restricted funds (cont.):

Laudes Foundation-forced labour in supply chains	Influencing European policy & legislation to address forced labour in global supply chains.
University of Nottingham	Harnessing UK trade and investment to address Indo-Pacific modern slavery risks.
MSPECC Uyghur Forced Labour in Green Technology Supply Chains	Developing investor guidance and policy recommendations to address Uyghur forced labour in green technology.
Samworth Foundation-Transform & Innovation Fund	Transform and innovate grant to allow ASI to build upon its short-term activities and learning, maximising the elements of work focussed on grassroots movement building, influencing the bigger development actors, and influencing led by people who are, and are closer to, those most affected by modern slavery.
Dressember Foundation-Ukraine migration	Developing guidance for businesses on how to prevent and mitigate human rights risks affecting displaced people, focusing on the ongoing war in Ukraine.
H Scutt-UK programme funding	Recruitment of Parliamentary officer role within ASI.
The Sir James Reckitt-Centenary Fund	Recruitment of additional support staff.
Ashurst-fellow	Commitment to ASI for £35,000 each year for 10 years to enable ASI to employ someone as the Matilda Ashurst Anti-Slavery Fellow and to use said Fellow to progress whatever it is within modern slavery that ASI needs that role to achieve.
Humanity United-business & human	Support of Anti-Slavery International's Thematic Advocacy programme.
CAF America	Support of our operational costs.
US J/TIP-Niger	Reduce forced child begging in Niger and West Africa.
Other	Miscellaneous small and one-off restricted funds
Building & 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. The sale of the building means that the remaining balance has been moved to our general fund.
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.
Nelumbo Foundation-government action	To underwrite the costs of some of ASI's Advocacy & Programme team, including the creation of new posts to help us achieve our aims. Funding would also be invested in project costs such as scoping, movement building, research, and campaigning.
Nelumbo Foundation-business, human rights and the Environment Act	To underwrite the costs of some of ASI's Advocacy & Programme team, including the creation of new posts to help us achieve our aims. Funding would also be invested in project costs such as scoping, movement building, research, and campaigning.
Home Office-MSIF 2	Reducing modern slavery in supply chains in Mauritius through creating a platform for protection and remedy.
Migrant resource centre, Mauritius	ASOS - agreement to fund the Migrant Resource Centre (MRC) continuation in Mauritius.
ACILS-Uyghur Strategy Support	Global strategy to engage with businesses to end corporate complicity in forced labour in the Uyghur region.
Voice-Forced Child Begging	Ending slavery in Africa.
MRG-Mauritania	Tripartite strategy to eradicate slavery in Mauritania.
US Embassy-Mauritania	Execute critical capacity-building and advocacy efforts negatively delayed by COVID-19 third and fourth waves.
ATMG 3 - The Baring Foundation	Covid-19 risk & response: impacts and mitigation for modern slavery victims, survivors and vulnerable populations.
Ashurst LLP-general support	Commitment to ASI for £35,000 each year for 10 years to enable ASI to employ someone as the Matilda Ashurst Anti-Slavery Fellow and to use said Fellow to progress whatever it is within modern slavery that ASI needs that role to achieve.
Dressember Foundation-child domestic	Match funding to eliminate child domestic work in Ghana and Tanzania.
J Newhouse-core funding	Support for ASI Activities.
Dunn Family Charitable Foundation	Support for 3 projects: a newly commissioned research project in Nepal, the continued work of our Business and Human Rights Team.

17. Operating lease commitments

The Charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property	
	2024	2023
	£	£
Less than one year	17,356	-
One to five years	-	-
Over five years	-	-
	17,356	-

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.

ANTI-SLAVERY INTERNATIONAL

England & Wales - Charity number 1049160

Accounts

Company number: 3079904
Charity Number: 1049160

Anti-Slavery International

Report and financial statements
For the year ending 31 March 2023

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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
Roxanne Abdulali	
Peter Freedman	Treasurer
Frances Morris-Jones	resigned 29 March 2023
Tom Palakudiyil	
Anood Al-Samerai	resigned 22 September 2022
Fiona Hill	resigned 28 March 2023
Ben Rawlings	
Adil Shah	
Soumya Singh	
Judy Lister	

Principal staff	Jasmine O'Connor	Chief Executive Officer
Bankers	Barclays Bank PLC, P.O. Box 270, London, SE15 4RD	
Auditor	Sayer Vincent LLP, Chartered Accountants and Statutory Auditors, Invicta House, 108-114 Golden Lane, London EC1Y 0TL	
Solicitors	Stone King LLP, Boundary House, 91 Charterhouse Street, London, EC1M 6HR	

TRUSTEES' ANNUAL REPORT

INTRODUCTION

The trustees present their report and the audited financial statements for the year ended 31 March 2023.

Over the course of this year, we have begun to see the work under our 2020-2025 strategy bear fruit. We have seen encouraging progress in the long campaign to strengthen laws at EU level to protect workers in supply chains and our work to see the UK make similar progress has ramped up.

We have secured exciting new funding to expand our work on Climate Change and Slavery and begin to build a campaign to address the entrenched system of Kafala, which is used to control and exploit tens of millions of migrant workers, in the Gulf Co-Operation Countries.

We have continued to grow our overall income £3.5m to £3.9m and strengthen our staff team to deliver our ambitious programmes of work.

Changing systems does not happen overnight, it takes time. And we know that even when change has been secured, we need to defend progress that has been made.

We are grateful to all our donors, supporters, members and partners, for their steadfast commitment.

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 page 3 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 nurture diverse perspectives and partnerships to create better solutions. We make sure that those with direct experience of slavery and survivors inform our work.

Transformative

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

OUR 2020-25 STRATEGY AND APPROACH

We have identified five strategic priorities ourselves and the wider anti-slavery movement need to address to help power international efforts to end slavery:

i. System Change

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

ii. Survivors' voice

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

iii. Movement Building

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

iv. Framing the issue

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

v. Legal Frameworks

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

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

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

OUR WORK IN 2022-23

We worked on our strategic priorities in the across all our priority themes. We partnered with 39 organisations working in 19 countries, with 4 partners working globally. 5 of our partners were coalitions within which we played a leading role, and these represented a further 179 organisations.

Ending Child Slavery

Our work to end child slavery continued to focus on the practice of descent-based slavery and slavery in domestic work.

Eliminating Slavery in Child Domestic Work (Ghana, Tanzania)

Domestic work is a sector which is particularly vulnerable to slavery and exploitation because it takes place inside private households and is typically combined with a lack of legal protection. Child domestic workers (CDWs) are particularly vulnerable.

Our work focusses on changing systems at a local level to prevent exploitation and support victims. The project has made good progress over the last year. In Tanzania our partners secured improvements to the minimum wage, and in a key district in Ghana, we won improvements to child welfare by-laws to set standards for engaging children in domestic work.

Surveys in both countries showed an improvement in CDWs' working conditions, including increased employer compliance with contracts and fewer children reporting work-related illnesses.

Descent Based Slavery (Niger, Mauritania and Mali)

We work with partners and communities of slave descent in all three countries to tackle the poverty, discrimination, prejudice and lack of access to opportunities that fuel descent-based slavery practices.

Our long-standing partnership in Mauritania has evolved from working with freed survivors to focus more on reaching new communities and supporting the liberation of those still living in descent-based slavery. This includes community dialogue work with all actors - survivors, slave masters, community leaders – to challenge social norms and secure access to the tools needed to leave slavery, such as identity cards. We also support partners in developing strategic advocacy plans so that they can influence powerholders to bring about the legislative and policy changes needed to end descent-based slavery practices.

We supported a visit of the UN Special Rapporteur on Slavery to Mauritania, who adopted all our recommendations into his country report, and we led advocacy at the UN Human Rights Council with our partners in Mali, where 12 States called on the Malian Government to end slavery. This helps to keep the spotlight on the Government of Mauritania and build momentum for change.

Significant progress was made in in Niger, where our partner Timidria's recommendations were fully incorporated in the Ministry of Justice's revision of the penal code. The final text, once adopted, will be a major step forward in strengthening the legal instruments for the protection of victims of slavery.

Timidria also convened the G5 Anti-Slavery Network which brings together civil society organisations fighting against slavery in Mauritania, Niger, Burkina, Mali and Chad to co-ordinate efforts to press their respective governments to end slavery.

Responsible Business

Legislative Change

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 17.3 million women, men and children are in forced labour in the private sector worldwide.

On 21 June, the Uyghur Forced Labor Prevention Act came into force in the US. This bans all companies from importing goods tainted with Uyghur forced labour into the USA. As the law comes into effect, Anti-Slavery International and our allies are urging companies not to dump Uyghur forced labour goods into other markets which lack equivalent strong laws, such as the EU and UK, and for governments around the world to introduce strong import laws to prevent this happening.

We have gained traction on this in the EU but the European Commission's proposals to ban forced labour imports do not go as far as we would like. They fail to put workers at their heart and do not extend to state-enforced forced labour. We will continue to press for more progress.

We intensified our campaign for the EU to adopt a Mandatory Human Rights Due Diligence Law which will place serious obligations on companies to prevent and tackle forced labour in global supply chains. Many of our recommendations have been adopted but we continue to argue hard for more effective stakeholder engagement and proper remediation for affected workers as it reaches the final stages.

Our campaign for similar legislation in the UK also ramped up over the year. 39 investors, representing over £4.5 trillion in assets, signed a letter calling for the Act, and a public poll we commissioned showing that 80% of a cross-section of the UK public want the same. We complemented this with advocacy aimed at all the major UK parties, in partnership with the Corporate Justice Coalition.

State Imposed Forced Labour

We continued our work with partners to end forced labour in Turkmenistan and the Xinjiang Uyghur Autonomous Region.

On Turkmenistan we secured a review by the ILO which condemned the government for not making any meaningful progress on ending forced labour in the cotton harvest since they last discussed the case in 2016 and 2021.

At the 110th International Labour Conference, strong recommendations were made, including a call for the Chinese government to accept an ILO Technical Advisory Mission to allow the ILO to assess the situation. After applying pressure, alongside our allies, the outgoing UN High Commissioner for Human Rights (UN HCHR), Michelle Bachelet, published a report on the treatment of Uyghurs and other Turkic and Muslim-majority peoples stating that it "may constitute international crimes, in particular crimes against humanity". The UN Special Rapporteur on Slavery reached similar conclusions in his report to the UN Human Rights Council in September. These mark a major step to put global pressure on the Chinese Government to end the abuses.

Migration and Trafficking

Reducing Modern Slavery in Supply Chains (Bangladesh, India, Madagascar, Mauritius)

An estimated 45,000 migrant workers are employed in export-oriented factories in Mauritius, the majority from Bangladesh, Madagascar, and India. Many find themselves trapped in situations of debt bondage and forced labour, having paid extortionate recruitment fees whilst being deceived about the terms and conditions of employment in Mauritius.

Our project working on this concluded successfully in Q1, with our partners committed to carrying on the work. The Migrant Resource Centre will continue to be run by our partners in Mauritius to provide information, hear new grievances and support workers. They are also now working with the Ministry of Labour in Mauritius on the creation of their grievance mechanism, which our advocacy supported.

Our partners in Bangladesh also signed an MoU with a governmental agency (Bureau of Manpower, Employment and Training) to deliver official pre-departure orientation training to migrant workers bound for Mauritius.

Kafala System (Gulf Cooperation Council Countries)

We secured a new grant to establish a global coalition on forced labour of migrants in the Gulf Cooperation Council (GCC) countries and campaign for the abolishment of the Kafala system in 3 GCC countries.

UK Anti-Trafficking

We continue to chair the Anti-Trafficking Monitoring Group (ATMG) to monitor the UK Government's compliance with the Council of Europe and EU Directive on anti-trafficking. This provides essential data for the wider anti-trafficking movement in the UK to advocate for change.

We launched "One Day at a Time", the ATMG's report on the Recovery Needs Assessment (RNA). It paints a picture of what the RNA process is like for the survivors within it, and those providing crucial support along the way. This has helped us to raise the issues with key decision makers and build understanding amongst our allies. ATMG advocacy helped secure a helpful intervention by the Office for Statistics Regulation which intervened on the UK Home Office's misuse of data.

We worked hard to make sure the wider movement and our allies were aligned in their approach to challenging the Illegal Immigration Bill. The Bill effectively bans trafficking victims who arrive irregularly in the UK from claiming asylum or from accessing any support as victims of modern slavery. It also creates new detention facilities where victims of slavery and trafficking may be imprisoned indefinitely – including children.

Our work involved mobilising our supporters, briefing the UN Social Rapporteur on Modern Day Slavery, (who sharply criticised the UK Government) and key Parliamentarians. We exposed inaccurate and toxic rhetoric about existing provisions and survivors, and collaborated with lawyers to lay the groundwork to challenge the Bill should it be passed.

Slavery and Climate Change

The climate crisis is already having a devastating impact on many of the most vulnerable people in the world, increasing inequality and exacerbating vulnerabilities, contributing to unplanned migration and heightening the risk of modern slavery. We continued to build on last year's ground-breaking research into these issues, raising awareness and sharing our learnings with key decision makers e.g., the UN Organisation of Drugs and Crime and the UK Parliament and US Government.

We secured two new grants to further develop our climate change work: one which looks at the links between climate-induced migration and modern slavery, and one on Uyghur forced labour in the renewables industry.

FUNDRAISING AND COMMUNICATIONS

Anti-Slavery International saw another year of growth in its fundraised income. The organisation retained a diverse portfolio of fundraised income ranging from grants from trusts, foundations, governments and inter-governmental organisations, individuals, companies and community groups.

With donors feeling the effects of rising inflation and, in some quarters, reduced capability to give or give as much, it was important to retain and strengthen donor relationships across the board. Our new fundraising and communications strategy deepens our partnership approach with donors and extends our focus to generate support in the shape of money, time and voice from more people who care about ending slavery in the UK and around the world.

This past year, fundraising and communications activities included:

- Grant fundraising from institutional, foundation and company donors totalling £2.8m. In quarter three of 2022-23, the team secured £3.2m in multi-year grants from the UK government and US State Department Trafficking in Persons. Additionally, the team saw new grants from existing and lapsed foundations donors, providing critical support for Anti-Slavery International's ongoing programme and organisational strengthening work.

- Fundraising from individuals across digital and offline methods saw continued interest from people keen to support the work of the organisation. In quarter four, we invested in further development of email lead generation including utilising engagement opportunities to encourage people to show support for our position on migration and the treatment of slavery survivors. This was led by social media integration on these issues, to increase the pool of supporters and drive a larger group of people to use their time, money and voice to support the charity. We continue to

see impressive commitment in giving from individuals who choose to make a regular gift to the organisation's ongoing work. No fundraising agencies generating direct donations worked on behalf of Anti-Slavery International in 2022-23.

- Anti-Slavery International benefited from continued partnership from Ashurst LLP and one off giving from companies related to Anti-Slavery Day and the World Cup. Additionally, our work providing paid consultancy (trading income) to businesses and non-profits supported the charity's ongoing work.

Participation in fundraising regulation and compliance with the codes

In accordance with the recommendations of the Fundraising Regulator, the fundraising team at Anti-Slavery International takes care to ensure that the programme adheres to the Codes of Fundraising Practice (COIF). The fundraising staff are CIOF members and work in accordance with the Codes is monitored through regular staff supervision, through ad-hoc referencing as required as queries arise. Team members take part in relevant fundraising training as needed. In line with the fundraising and communications strategy, volunteers support the organisation through voluntary fundraising and staff ensure that this fundraising adheres to the Codes and to law. Resources are available to volunteer fundraisers, including on regulatory requirements and good practice.

Anti-Slavery International ensures that its ethical gift acceptance policies are adhered to, for individual donors and company donors. Additionally, the team ensures that it is monitoring any potential interactions with vulnerable people and acting in accordance with the Treating Donors Fairly guidance.

In 2022-23, Anti-Slavery International received four complaints. These complaints ranged from not being able to reach the team via the telephone, requests for fundraising being received by those who could not contribute in the way suggested, and further one related to receiving information when not requested. Each complaint was responded to promptly, with professionalism and ensuring that the supporter's concerns were rectified, and care given to communication with them. As with all complaints, we remain committed to these, and other feedback, leading to an improved overall experience for our supporters. It was encouraging to see a reduction in complaints this past year, from the prior year.

RISK AND FINANCE

Risk Management

Trustees undertake a thorough risk review annually. This involves identifying the types of risk the charity faces, prioritising them in terms of potential impact and likelihood of occurrence and

identifying ways of mitigating them. As part of this process trustees keep the adequacy of the charity's internal controls under review and, wherever possible, comply with best practice.

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

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

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

In 2022/23 we continued with our investment plan to grow our income with a focus on major gifts and individual giving to ensure net growth. We monitored and reviewed progress throughout the year, incorporating learning to strengthen our fundraising approaches. In 2022/23 we continued to strengthen the process for developing restricted donor applications to ensure maximum recovery of organisational costs. Restricted income accounted for 70% of our total income in 2022/23, a reduction from 79% in the prior year reflecting the growth in unrestricted donor income, notably from legacies.

2. Negative political and economic changes.

The senior management team has closely monitored the global cost of living crisis and implications on our work and cost structure, building in inflation rises into multi-year bids and controlling costs. We also monitor the wider geopolitical situation in countries where we are working for systemic change and adjust tactics and security and travel plans accordingly to ensure staff and partners are supported. Key areas of concern are those countries in the Sahel region, and our work human rights defenders on state imposed forced labour. At a strategic level we are seeking to balance our work to make sure we are not overexposed in insecure regions.

3. Safeguarding

We continued to improve our safeguarding, working more closely with partners on appropriate standards. Over the last year we have strengthen our processes to further embed safeguarding across all our work. Our policy is updated annually to reflect best practice and any new regulatory requirements.

Finance Review

Total income was £3.9m (2022: £3.5m) during the year, putting us on track to meet our target of £4.5m by the end of 2025. Unrestricted income increased by £686k, although £266k of this is from increased legacy income, and £34k from exchange rate gains during the year.

Income from restricted charitable activities decreased by £262k, with a consequent, but lower, decline in restricted expenditure. Our costs increased with additional planned investment in programme, fundraising and finance capacity and with lower restricted income. The burden of this has fallen on our unrestricted funds. However, this investment has started to pay off and increased

our ability to win funding and deliver large projects. This is evidenced by securing a large 3-year grant from the US government for $3.6m for our work in West Africa starting in March 2023.

We placed our freehold property for sale on the open market and are expecting to exchange contracts for the sale imminently and to complete the sale by the end of September. After paying the balance on the mortgage, sale and moving costs, the substantial remaining funds will be invested for the long-term benefit of the charity.

Reserves Policy

Reserves are held to smooth income flows by covering shortfalls, whether due to delays in awarding contracts, changes in exchange rates on funds from overseas or unexpected drops in giving. In addition, reserves need to cover risks in our project expenditure as work is carried out in areas which are complex and challenging, for example we may need to pause work due to geopolitical events. This reserve amount should also be sufficient to cover the shutdown costs of the organisation if this were ever to prove necessary, and separately to provide working capital for our day-to-day operations.

ASI reviewed its policy during the year to take better account of the main risks to the organisation and the target level of reserves to help mitigate these. Different income streams are assessed, and a percentage reserve target applied to these streams and similarly to expenditure. This is compared to a shutdown cost calculation and the higher of these two values is the target reserve. The new policy estimates its target unrestricted reserve at around £600k (which was previously lower at £250k). At the end of the financial year general unrestricted reserves increased slightly from £160k to £196k. We expect to be able to report that we will have met the £600k target by the end of the next financial year due to the sale of our freehold property.

Free reserves (unrestricted net current assets excluding restricted funds, designated funds, fixed assets, and long-term liabilities) are slightly negative at -£8k (2022: -£50k). This negative balance will be eliminated once the freehold property has been sold.

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 build 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 Subcommittee 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.

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 Subcommittees of 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 and safeguarding.

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 Director 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 Board and the Senior Management Team (SMT) 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 accounts.

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 are on an appropriate grade on the salary grading system.

Key Personnel Changes 2022/23

The Head of Finance resigned in February 2022 and was replaced by a permanent appointment of a Director of Finance & Resources in August 2022. To enable the organisation to have a structure to support growth SMT roles were upgraded from Heads of functions to Director level. We recruited a Head of Regional Advocacy and a Head of Thematic Advocacy.

Statement of the Responsibilities of the Trustees

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

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

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

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

In so far as the trustees are aware:
- There is no relevant audit information of which the charitable company's auditors is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Plans for 2023/24

In 2023/2024 we will continue to implement our organisational strategy focussing on challenging and changing law, policy, and practice so everyone, everywhere can be free from slavery. We will strengthen our work across our four focus areas. We will build on our successes in 2022/23 and continue to respond flexibly, collaboratively, and effectively to the challenges we face.

We will:

- Find a new London home for Anti-Slavery staff which will allow more collaborative and hybrid working.

- Strengthen our partnership approach and develop a roadmap to improve our diversity and inclusion both in our workplace and in our work
- Develop and pilot a new impact measurement framework to better capture how our systemic change work is making progress.
- Ensure there is a healthy balance between restricted and unrestricted income sources.
- Embed our new finance system and review and improve our IT systems and processes
- Continue to strengthen our safeguarding as new sector standards emerge.

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

The trustees' annual report has been approved by the trustees on the 15 September 2023 and signed on their behalf by

Sunil Sheth
Chair

Opinion

We have audited the financial statements of Anti-Slavery International (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of directors

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

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

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

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

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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. 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)
10 October 2023
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 2023

				2023			2022
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Note	£	£	£	£	£	£
Income from:							
Donations and legacies	2	1,389,648	-	1,389,648	811,509	-	811,509
Charitable activites	3	128,877	2,277,725	2,406,602	76,306	2,539,824	2,616,130
Investment income		101,908	-	101,908	46,975	-	46,975
Total income		1,620,433	2,277,725	3,898,158	934,790	2,539,824	3,474,614
Expenditure on:							
Raising funds	4	669,837	496	670,333	511,686	-	511,686
Charitable activities	4	799,302	2,323,815	3,123,117	396,738	2,379,203	2,775,941
Total expenditure		1,469,139	2,324,311	3,793,450	908,424	2,379,203	3,287,627
Net income/ (expenditure) for the year and net movement in funds	6	151,294	(46,586)	104,708	26,366	160,621	186,987
Reconciliation of funds:	18						
Total funds brought forward		650,874	550,019	1,200,893	624,508	389,398	1,013,906
Total funds carried forward		802,168	503,433	1,305,601	650,874	550,019	1,200,893

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

Balance sheet

Company no. 3079904

As at 31 March 2023

	Note		2023 £		2022 £
Fixed Assets:					
Tangible assets	11		615,950		628,589
Intangible assets	12		14,349		18,318
Current Assets:					
Debtors	13	733,882		374,056	
Cash at bank		496,900		598,222	
		1,230,782		972,278	
Liabilities:					
Creditors: amounts falling due within one year	14	(555,480)		(156,156)	
Net current assets			675,302		816,122
Total assets less current liabilities			1,305,601		1,463,029
Creditors: amounts falling due after more than one year	16		-		(262,136)
Total Net Assets			1,305,601		1,200,893
The funds of the charity:	18				
Restricted income funds			503,433		550,019
Unrestricted income funds:					
Designated funds		606,609		490,477	
General funds		195,559		160,397	
Total unrestricted funds			802,168		650,874
Total Charity Funds			1,305,601		1,200,893

Approved by the trustees on 15 September 2023 and signed on their behalf by

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Sunil Seth
Chair of Trustees

Statement of cash flows
As at 31 March 2023

Reconciliation of net income to net cash flow from operating activities

	2023	2022
	£	£
Net income for the reporting period	104,708	186,987
(as per the Statement of Financial Activities)		
Depreciation & amortisation charges	16,608	17,287
Interest and rent from investments	(101,908)	(46,975)
(Increase in debtors)	(359,826)	(107,052)
Increase/ (decrease) in creditors	175,469	(89,094)
Net cash used in operating activities	(164,949)	(38,847)

		2023		2022
Cash flows from operating activities	£	£	£	£
Net cash used in operating activities		**(164,949)**		(38,847)
Cash flows from investing activities:				
Interest and rent from investments	101,908		46,975	
Purchase of fixed assets	-		5,328	
Purchase of intangible assets	-		18,318	
Net Cash flows from investing activities		**101,908**		70,621
Cash flows from financing activities:				
Repayments of borrowing		(38,281)		(47,292)
Change in cash and cash equivalents in the year		(101,322)		(15,518)
Cash and cash equivalents at the beginning of the year		598,222		613,740
Cash and cash equivalents at the end of the year		496,900		598,222

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 risksand 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.

1. Accounting Policies (continued)

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.

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 reports submitted to donors reflect was has actually been spent on the project. No adjustment is made in our statutory accounts and payments are treated as spent on transfer to the partner.

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. Support and governance costs are allocated proportionally 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.

1. Accounting Policies (continued)

k) Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the balance sheet date.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £3,000 (increased from £500 with effect from 1 April 2022). 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
- Fixtures & fittings 10% straight line
- Computer & office equipment 20% straight line
- Intangible- Database, website & software 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

Cash at bank includes any 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.

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.

1. Accounting Policies (continued)

q) Pensions

The charity makes payments to personal pension plans of all employees. The costs (6%) are charged to the statement of financial activities for the period to which they relate. The company has no liability under the scheme other than payments of these contributions.

2. Income from donations and legacies

			2023			2022
	Unrestricted	Restricted	**Total**	Unrestricted	Restricted	**Total**
	£	£	£	£	£	£
Individuals	428,466	-	428,466	431,374		431,374
Trust & Corporate	661,126	-	661,126	346,168		346,168
Legacies	300,056	-	300,056	33,967		33,967
	1,389,648	-	1,389,648	811,509	-	811,509

Legacies include £285,500 (2022: £30,000) for which notifications and values have been received but not paid by the year end.

3. Income from charitable activities

			2023			2022
	Unrestricted	Restricted	**Total**	Unrestricted	Restricted	**Total**
	£	£	£	£	£	£
Home Office-MSIF 2		(178)	(178)		259,719	259,719
ACILS-Uyghur Strategy Support		68,783	68,783			-
Home Office-MSIF 3		84,916	84,916			-
ACILS-End forced labour		55,210	55,210			-
ECCHR-Ban on forced labour for EU imports		6,478	6,478			-
Norad-Child Domestic Workers		611,334	611,334		703,447	703,447
US DRL-Traditional descent based slavery		86,521	86,521		534,790	534,790
ILO-Mali		69,522	69,522		126,310	126,310
MRG-Mauritania		27,844	27,844		16,346	16,346
US Embassy-Mauritania		5,394	5,394			-
US DRL-Mauritania		477,626	477,626		63,354	63,354
ATMG 3 - Esmée Fairburn		40,000	40,000		60,000	60,000
ATMG 3 - H Scutt		60,000	60,000		60,000	60,000
Trust for London-London legal project		43,247	43,247		54,156	54,156
GLJ-ILRF-cotton campaign		28,923	28,923			-
Subtotal c/fwd	-	1,665,620	1,665,620	-	1,878,122	1,878,122

3. Income from charitable activities (continued)

Subtotal b/fwd	-	1,665,620	1,665,620	-	1,878,122	1,878,122
Laudes Foundation-forced labour in supply chains		286,750	286,750		230,244	230,244
Freedom Fund-research into forced labour in EU supply chains		5,109	5,109			-
University of Nottingham		6,267	6,267			-
Samworth Foundation-Transform & Innovation Fund		55,081	55,081		148,000	148,000
H Scutt-UK programme funding		40,553	40,553		41,256	41,256
The Sir James Reckitt-Centenary Fund		22,149	22,149			-
Ashurst-fellow		35,000	35,000		35,000	35,000
Humanity United-business & human		156,090	156,090			-
US J/TIP-Niger		5,106	5,106			-
ASOS			-		76,000	76,000
Dressember Foundation			-		58,632	58,632
CAF America			-		55,552	55,552
Voice			-		3,329	3,329
FCDO			-		4,966	4,966
Supply chain	105,011		105,011	51,950		51,950
Other	23,866		23,866	24,356	8,723	33,079
Total income from charitable activities	128,877	2,277,725	2,406,602	76,306	2,539,824	2,616,130

4. Analysis of Expenditure

Current Year

	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**Total £**
Salaries (note 7)	328,185	377,546	80,871	666,761	17,750	202,649	1,673,762
Payments to partners (note 5)		826,340	29,079	101,441			956,860
Other programme costs	7,549	64,001	20,676	49,295	-	245	141,766
Other operating costs	242,698	207,156	102,210	169,569	16,578	282,851	1,021,062
	578,432	1,475,043	232,836	987,066	34,328	485,745	**3,793,450**
Governance costs	6,066	15,469	2,442	10,351	(34,328)		-
Support costs	85,835	218,886	34,551	146,473		(485,745)	-
Total expenditure 2023	670,333	1,709,398	269,829	1,143,890	-	-	**3,793,450**

4. Analysis of expenditure (continued)

Prior Year

	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**Total £**
Salaries (note 7)	312,668	281,669	275,273	365,512	12,471	138,979	1,386,572
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	15,884	18,050	296,547
	465,340	1,386,113	536,157	714,633	28,355	157,029	**3,287,627**
Governance costs	7,089	7,089	7,088	7,089	(28,355)		-
Support costs	39,257	39,257	39,257	39,258		(157,029)	-
Total expenditure 2022	511,686	1,432,459	582,502	760,980	-	-	**3,287,627**

The accounting system was upgraded during 2022/23 with one of the objectives to improve the allocation of costs between the activity categories. Before this change it was not possible to separate programme costs from operating costs and the prior year figures were calculated on the assumption that all restricted expenditure are programme costs rather than operating. This has led to Support costs increasing from 5% to 13% of total expenditure. This is more accurate figure for our operations given the size of the charity. It has also led to Other Programme Costs decreasing substantially and Other Operating Costs increasing substantially, which is similarly a better reflection of the pattern of expenditure.

5. Grant making

	2023	2022
	£	£
Africa		
Association Timidria	219,992	124,377
Tanzania Domestic workers coalition	207,560	291,014
LAWA(Ghana) Alumnae Incorporated	188,817	135,639
SOS Esclaves	145,593	126,997
Challenging Heights	54,843	95,504
Association Temedit	3,787	22,572
RADDHO	-	8,500
ECFORME	(1,402)	48,387
Confederation Des Travailleurs des Secteurs Publique et Prive	(1,734)	63,290
Other partners - Africa	8,884	-
Asia		
Swatantrata Abhiyan Nepal	20,000	-
Ovibashi Karmi Unnayan Program	2,619	45,128
Other partners - Asia	6,460	-
Europe		
Minority Rights Group International	36,749	6,362
Anti Trafficking and Labour Exploitation Unit	16,193	29,155
International Institute for Environment and Development	35,356	-
Other partners - Europe	13,143	-
Total payments to partners	956,860	996,925

The above grants represent payments to institutions in furtherance of the charity's strategic aims. The negative amounts in 2023 relate to the refund of unspent project expenditure by partners.

6. Net income for the year

This is stated after charging:

	2023	2022
	£	£
Depreciation & amortisation	16,608	17,287
Interest payable	16,846	13,690
Auditors remuneration excluding VAT		
Statutory audit	13,525	9,775
Other audit services - current	23,851	-
Other audit services - under accrual for prior year	16,393	
Other services	-	1,975

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

Staff costs were as follows:

	2023	2022
	£	£
Salaries & wages	1,430,887	1,196,744
Social security costs	161,335	123,275
Employer's pension contributions	81,540	66,553
	1,673,762	1,386,572

Remuneration of employees

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

	2023	2022
	No.	No.
£60,000-£70,000	2	-
£70,000-£80,000	-	1
£80,000-£90,000	-	-
£90,000-£100,000	1	-
£100,000-£110,000	-	-

The total employee benefits including pension contributions of the key management personnel were £313,308 (2022: £279,593). Termination payments of £2,981 were paid during the year (2022: £nil).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil). Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £159 (2022: £0) incurred by 1 (2022: 0) member 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:

	Full Time Equivalent		*Headcount*	
	2023	2022	**2023**	2022
	No.	No.	No.	No.
Programmes	17	16	18	19
Fundraising & Communications	11	9	11	9
Support & Governance	5	5	5	5
	33	30	34	33

9. Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties (2022: none).

Unrestricted donations received from trustees in the year were £375 (2022: £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 & fittings £	Computer & office equipment £	**Total £**
Cost or valuation				
At the start of the year	725,000	24,931	57,134	807,065
Additions in the year	-	-	-	-
At the end of the year	725,000	24,931	57,134	807,065
Depreciation				
At the start of the year	115,207	19,482	43,787	178,476
Charge for the year	7,681	1,017	3,941	12,639
At the end of the year	122,888	20,499	47,728	191,115
Net book value				
At the end of the year	602,112	4,432	9,406	**615,950**
At the start of the year	609,793	5,449	13,347	628,589

All of the above assets are used for charitable purposes.

The Freehold property has been placed for sale on the open market and we expect to exchange contracts imminently for its sale at a value of £1,275,000, with completion expected to take place at the end of September. However this sale value has not been used in the accounts since it is the charity's policy to used deemed cost as explained in note 1(l).

12. Intangible fixed assets

	Database & website £	Software £	**Total £**
Cost or valuation			
At the start of the year	56,829	18,318	75,147
Additions in the year	-	-	-
At the end of the year	56,829	18,318	75,147
Depreciation			
At the start of the year	56,829	-	56,829
Charge for the year	-	3,969	3,969
At the end of the year	56,829	3,969	60,798
Net book value			
At the end of the year	-	14,349	**14,349**
At the start of the year	-	18,318	18,318

13. Debtors

	2023 £	2022 £
Accrued income	407,219	305,816
Other Debtors	303,523	31,338
Prepayments	23,140	36,902
	733,882	374,056

14. Creditors: amounts falling due within one year

	2023 £	2022 £
Mortgage	261,715	37,860
Taxation and social security	54,361	31,116
Pension contributions	11,152	8,868
Other creditors	133,045	49,212
Deferred income	-	15,000
Accruals	95,207	14,100
	555,480	156,156

15. Deferred income

	2023	2022
	£	£
Amount deferred in the year	-	15,000
Balance at the end of the year	-	15,000

16. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Mortgage	-	262,136
	-	262,136

The amounts due after more than one year represent a mortgage secured on the freehold property. The mortgage is repayable in instalments by 2 October 2023. The mortgage carries a variable rate of 3.95% over the Bank of England's Base Rate.

17. Analysis of net assets between funds

Current Year

	General unrestricted	Designated	Restricted	**Total funds**
	£	£	£	£
Tangible and intangible fixed asset	203,830	412,647	13,822	630,299
Net current assets	(8,271)	193,962	489,611	675,302
Net assets at the end of the year	195,559	606,609	503,433	1,305,601

Prior Year

	General unrestricted	Designated	Restricted	**Total funds**
	£	£	£	£
Tangible and intangible fixed asset	210,056	417,703	19,148	646,907
Net current assets	212,477	72,774	530,871	816,122
Long term liabilities	(262,136)	-	-	(262,136)
Net assets at the end of the year	160,397	490,477	550,019	1,200,893

18. Movement in funds

Current Year

	At 1 April 2022	Income & gains	Expenditure & losses	At 31 March 2023
	£	£	£	£
Home Office-MSIF 2	19,120	(178)	18,942	-
Migrant resource centre, Mauritius	1,270	-	1,270	-
ACILS-Uyghur Strategy Support	-	68,783	68,783	-
Home Office-MSIF 3	-	84,916	61,810	23,106
ACILS-End forced labour	-	55,210	44,945	10,265
ECCHR-Ban on forced labour for EU imports	-	6,478	-	6,478
Norad-Child Domestic Workers	17,252	611,334	584,992	43,594
Voice-Forced Child Begging	465	-	465	-
US DRL-Traditional descent based slavery	87,922	86,521	174,443	-
ILO-Mali	93,671	69,522	119,478	43,715
MRG-Mauritania	(12,756)	27,844	15,088	-
US Embassy-Mauritania	32	5,394	5,426	-
US DRL-Mauritania	7,594	477,626	519,400	(34,180)
ATMG 3 - Esmée Fairburn	52,932	40,000	92,932	-
ATMG 3 - H Scutt	5,167	60,000	50,445	14,722
ATMG 3 - The Baring Foundation	7,861	-	7,861	-
Trust for London-London legal project	2,098	43,247	43,384	1,961
GLJ-ILRF-cotton campaign	(5,067)	28,923	16,575	7,281
Laudes Foundation-forced labour in supply chains	119,804	286,750	249,300	157,254
Freedom Fund-research into forced labour in EU supply chains	-	5,109	5,109	-
University of Nottingham	-	6,267	9,050	(2,783)
Samworth Foundation-Transform & Innovation Fund	65,458	55,081	81,720	38,819
Ashurst LLP-general support	14,803	-	14,803	-
Dressember Foundation-child domestic work	24,640	-	24,640	-
J Newhouse-core funding	(1,448)	-	(1,448)	-
H Scutt-UK programme funding	18,981	40,553	47,737	11,797
Dunn Family Charitable Foundation	11,195	-	11,195	-
The Sir James Reckitt-Centenary	-	22,149	9,287	12,862
Ashurst-fellow	-	35,000	7,674	27,326
Humanity United-business & human	-	156,090	25,671	130,419
US J/TIP-Niger	-	5,106	8,131	(3,025)
Other	(123)	-	(123)	-
Total programme funds c/fwd	530,871	2,277,725	2,318,985	489,611

18. Movement in funds – current year (continued)

Total programme funds b/fwd	530,871	2,277,725	2,318,985	489,611
Building & library fund	19,148	-	5,326	13,822
Total restricted funds	550,019	2,277,725	2,324,311	503,433
Revaluation reserve	417,703	-	5,056	412,647
Nelumbo Foundation-government action	72,774	448,513	327,325	193,962
Designated funds	490,477	448,513	332,381	606,609
General funds	160,397	1,171,920	1,136,758	195,559
Total unrestricted funds	650,874	1,620,433	1,469,139	802,168
Total Funds	1,200,893	3,898,158	3,793,450	1,305,601

The three negative funds in deficit at the year end are due to timing differences on the receipt of funds. The deficits will be cleared through contracted payments during the first half of this financial year.

Prior Year

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	At 31 March 2022 £
Home Office-MSIF 2	68,234	259,719	308,833	19,120
DfID Nepal	(37,290)	4,966	(32,324)	-
Migrant resource centre, Mauritius	-	76,000	74,730	1,270
Norad-Child Domestic Workers	-	703,447	686,195	17,252
Voice-Forced Child Begging	(3,229)	3,329	(365)	465
Voice-Niger	527	-	527	-
US DRL-Traditional descent based slavery	(28,480)	534,789	418,387	87,922
ILO-Mali	119,587	126,310	152,226	93,671
MRG-Mauritania	11,411	16,346	40,513	(12,756)
US Embassy-Mauritania	11,326	-	11,294	32
US DRL-Mauritania	-	63,355	55,761	7,594
C&A	(673)	-	(673)	-
ATMG	93,099	120,000	147,139	65,960
Trust for London-London legal project	5,890	54,156	57,948	2,098
Laudes Foundation	77,494	60,034	137,528	-
GLJ-ILRF-cotton campaign	(674)	8,723	13,116	(5,067)
Laudes Foundation-forced labour in supply chains	-	170,210	50,406	119,804
Programme funds c/fwd	317,222	2,201,384	2,121,241	397,365

18. Movement in funds – prior year (continued)

Programme funds b/fwd	317,222	2,201,384	2,121,241	397,365
Samworth Foundation-Transform & Innovation Fund	-	148,000	82,542	65,458
Ashurst LLP-general support	20,833	35,000	41,030	14,803
Dressember Foundation-child domestic work	8,370	24,640	8,370	24,640
Laudes Foundation BHR	4,790	-	4,790	-
J Newhouse-core funding	-	55,552	57,000	(1,448)
H Scutt-UK programme funding	-	41,256	22,275	18,981
Dunn Family Charitable Foundation	-	33,992	22,797	11,195
Other	(123)	-	-	(123)
Total programme funds	351,092	2,539,824	2,360,045	530,871
Building & library fund	38,306	-	19,158	19,148
Total restricted funds	389,398	2,539,824	2,379,203	550,019
Revaluation reserve	423,266	-	5,563	417,703
Nelumbo Foundation-government action	68,777	219,476	215,479	72,774
Designated funds	492,043	219,476	221,042	490,477
General funds	132,465	715,314	687,382	160,397
Total unrestricted funds	624,508	934,790	908,424	650,874
Total Funds	1,013,906	3,474,614	3,287,627	1,200,893

Purposes of restricted funds:

Home Office-MSIF 2	Reducing modern slavery in supply chains in Mauritius through creating a platform for protection and remedy.
Migrant resource centre, Mauritius	ASOS - agreement to fund the Migrant Resource Centre (MRC) continuation in
ACILS-Uyghur Strategy Support	Global strategy to engage with businesses to end corporate complicity in forced labour in the Uyghur region.
Home Office-MSIF 3	The human cost of the climate crisis: solutions to the intersection of modern slavery, migration and climate change.
ACILS-End forced labour	Global strategy to engage with businesses to end corporate complicity in forced Labour in the Uyghur region.
ECCHR-Ban on forced labour for EU imports	Joint project to advocate around the current debates on the introduction of an instrument to allow for import bans for goods linked to severe human rights violations such as forced labour or child labour at the level of the European Union.
Norad-Child Domestic Workers	Many hands make light work: eliminating slavery in child domestic work for the period 2021-2023.
Voice-Forced Child Begging	Ending slavery in Africa.
US DRL-Traditional descent based slavery	Combatting traditional descent-based slavery and forced child begging and reintegrating former slaves in four West Africa countries.
ILO-Mali	Combatting slavery and slavery-based discrimination in Mali.
MRG-Mauritania	Tripartite strategy to eradicate slavery in Mauritania.
US Embassy-Mauritania	Execute critical capacity-building and advocacy efforts negatively delayed by COVID-19 third and fourth waves.
US DRL-Mauritania	Eradicate slavery in Mauritania and Niger and promote the full integration of victims into society.

Purposes of restricted funds (cont.):

ATMG 3 - Esmée Fairburn	Improve protection and assistance for trafficked people.
ATMG 3 - H Scutt	Anti Trafficking monitoring group.
ATMG 3 - The Baring Foundation	Covid-19 risk & response: impacts and mitigation for modern slavery victims, survivors and vulnerable populations.
Trust for London-London legal project	Strategic litigation project.
GLJ-ILRF-cotton campaign	Support of cotton campaign work in promoting human rights.
Laudes Foundation-forced labour in supply chains	Influencing European policy & legislation to address forced labour in global supply chains.
Freedom Fund-research into forced labour in EU supply chains	European Centre for Constitutional Human Rights.
University of Nottingham	Harnessing UK trade and investment to address Indo-Pacific modern slavery risks.
Samworth Foundation-Transform & Innovation Fund	Transform and innovate grant to allow ASI to build upon its short-term activities and learning, maximising the elements of work focussed on grassroots movement building, influencing the bigger development actors, and influencing led by people who are, and are closer to, those most affected by modern slavery.
Ashurst LLP-general support	Commitment to ASI for £35,000 each year for 10 years to enable ASI to employ someone as the Matilda Ashurst Anti-Slavery Fellow and to use said Fellow to progress whatever it is within modern slavery that ASI needs that role to achieve.
Dressember Foundation-child domestic	Match funding to eliminate child domestic work in Ghana and Tanzania.
J Newhouse-core funding	Support for ASI Activities.
H Scutt-UK programme funding	Recruitment of Parliamentary officer role within ASI.
Dunn Family Charitable Foundation	Support for 3 projects: a newly commissioned research project in Nepal, the continued work of our Business and Human Rights Team.
The Sir James Reckitt-Centenary Fund	Recruitment of additional support staff.
Ashurst-fellow	Commitment to ASI for £35,000 each year for 10 years to enable ASI to employ someone as the Matilda Ashurst Anti-Slavery Fellow and to use said Fellow to progress whatever it is within modern slavery that ASI needs that role to achieve.
Humanity United-business & human	Support of Anti-Slavery International's Thematic Advocacy programme.
US J/TIP-Niger	Reduce forced child begging in Niger and West Africa.
DfID Nepal	Reduce vulnerabilities for the Haliya through increased social, political, and economic empowerment, and participation in the effective implementation of the Nepalese government's rehabilitation process.
Voice-Niger	Focusing on women of slave descent.
Laudes Foundation	Influencing European policy & legislation to address forced labour in global supply
Laudes Foundation BHR	European action to reduce forced and child labour in global supply chains .
Building & 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
Nelumbo Foundation-government action	To underwrite the costs of some of ASI's Advocacy & Programme team, including the creation of new posts to help us achieve our aims. Funding would also be invested in project costs such as scoping, movement building, research, and campaigning.

19. Prior Year Adjustment

The charity received funds from the Nelumbo Foundation which were treated as restricted in the 2021/22 financial statements. It has since been clarified that the funds were unrestricted and the 2021/22 comparative numbers have been updated to reflect this. The fund has been designated for use for our business and human rights work.

The effect of the change is to decrease restricted fund values and increase unrestricted fund values by the same amount – there is no change to the overall surplus for the year. In detail, the brought forward restricted reserves at 1 April 2021 decreased by £68,777, restricted income decreased by £219,476 and carried forward restricted reserves at 31 March 2022 decreased by £72,774. The unrestricted funds increased by the same value in each category.

20. Capital commitments

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

21. 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.

ANTI-SLAVERY INTERNATIONAL

England & Wales - Charity number 1049160

Accounts

Company number: 03079904
Charity Number: 1049160

Anti-Slavery International

Report and financial statements
For the year ending 31 March 2022

SAYER | VINCENT

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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

Bankers	Barclays Bank PLC P.O. Box 270 London SE15 4RD
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditors Invicta House 108-114 Golden Lane LONDON EC1Y 0TL
Solicitors	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR

TRUSTEES' ANNUAL REPORT

INTRODUCTION

The trustees present their report and the audited financial statements for the year ended 31 March 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 Almaijiri (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: Ovibashi Karmi Unnayam Program (OKUP, Bangladesh), Etudes Conseils FORMation Entrepreneuriat (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 14th April 2021.
- Katy Dent stepped down during her third term on 1st November 2021
- Karen O'Connor stepped down during her third term on 1st November 2021
- Sarah Harrington stepped down at the end of her second term, on 21st November 2021

The Board to appointed the following new trustees:

- Peter Freedman appointed on 15th June 2021
- Anood Al-Samerai appointed on 15th June 2021
- Fiona Hill appointed on 15th June 2021
- Ben Rawlings appointed on 15th June 2021
- Adil Shah appointed on 15th June 2021
- Judy Lister appointed on 26th July 2021
- Soumya Singh appointed on 26th 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 2nd 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

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

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. 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

Anti-Slavery International

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

For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	**2022 Total £**	Unrestricted £	Restricted £	2021 Total £
Income from:							
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
Total income		**715,314**	**2,759,300**	**3,474,614**	797,848	2,368,429	3,166,277
Expenditure on:							
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
Total expenditure		**692,945**	**2,594,682**	**3,287,627**	940,486	1,996,609	2,937,097
Net income/(expenditure) for the year and net movement in funds	6	22,369	164,618	**186,987**	(142,638)	371,820	229,182
Reconciliation of funds:							
Total funds brought forward		**555,731**	**458,175**	**1,013,906**	698,369	86,355	784,724
Total funds carried forward	16	**578,100**	**622,793**	**1,200,893**	555,731	458,175	1,013,906

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

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

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	**186,987**	229,182
(as per the statement of financial activities)		
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	**(38,847)**	18,979

	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		**598,222**		613,740

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

i) Expenditure and irrecoverable VAT

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

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

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

j) Allocation of support costs

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

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

2 Income from donations and legacies

	Unrestricted £	Restricted £	**2022 Total £**	Unrestricted £	Restricted £	2021 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
	592,033	-	**592,033**	739,768	-	739,768

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

	Unrestricted £	Restricted £	**2022 Total £**	Unrestricted £	Restricted £	2021 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
	76,306	461,108	**537,414**	53,306	74,270	127,577
Total income from charitable activities	**76,306**	**2,759,300**	**2,835,606**	53,306	2,368,429	2,421,736

4a Analysis of expenditure (current year)

		Charitable activities					
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**2022 Total £**
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)	**-**
Total expenditure 2022	**511,686**	**1,432,459**	**582,502**	**760,979**	**-**	**-**	**3,287,627**

4b Analysis of expenditure (prior year)

		Charitable activities					
	Cost of raising funds	Africa	Asia	Europe	Governance costs	Support costs	**2021 Total**
	£	£	£	£	£	£	**£**
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)	**-**
Total expenditure 2021	**439,683**	**931,257**	**966,553**	**599,603**	**-**	**-**	**2,937,096**

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
	996,925	958,318

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
	1,386,573	1,253,599

Remuneration of employees

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

	2022	2021
	No.	No.
£70,000 - £80,000	**1**	1
£60,000 - £70,000	**-**	-
	1	1

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	2021
	No.	No.
Programmes	**23**	19
Fundraising	**10**	8
Support and Governance	**6**	5
	38	32

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 £**
Cost or valuation				
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**
Depreciation				
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**
Net book value				
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 used deemed cost as explained in note 1(l).

11a Intangible fixed assets

	Database & Website £	Software £	**Total £**
Cost or valuation			
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**
Depreciation			
At the start of the year	56,829	-	**56,829**
Charge for the year	-	-	**-**
At the end of the year	56,829	-	**56,829**
Net book value			
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**	-

15 Creditors: amounts falling due after one year

	2022	2021
	£	£
Other	**262,136**	338,083
	262,136	338,083

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

Long term creditors are payable as follows:

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

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	**160,397**	**417,703**	**622,793**	**1,200,893**

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	**132,464**	**423,266**	**458,175**	**1,013,905**

17a Movements in funds (current year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	**At 31 March 2022 £**
Restricted funds:				
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**
Total Programme funds	419,869	2,759,300	(2,575,524)	**603,645**
Building & Library fund	38,306	-	(19,158)	**19,148**
Total restricted funds	458,175	2,759,300	(2,594,682)	**622,793**
Revaluation reserve	423,266	-	(5,563)	**417,703**
General funds	132,465	715,314	(687,382)	**160,397**
Total unrestricted funds	555,731	715,314	(692,945)	**578,100**
Total funds	1,013,906	3,474,614	(3,287,627)	**1,200,893**

17b Movements in funds (prior year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	**At 31 March 2021 £**
Restricted funds:				
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**
Total Programme funds	38,595	2,368,429	(1,987,155)	**419,869**
Building & Library fund	47,760	-	(9,454)	**38,306**
Total restricted funds	86,355	2,368,429	(1,996,609)	**458,175**
Revaluation reserve	434,392	-	(11,126)	**423,266**
General funds	263,977	797,848	(929,360)	**132,465**
Total unrestricted funds	698,369	797,848	(940,486)	**555,731**
Total funds	784,724	3,166,277	(2,937,095)	**1,013,906**

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.

ANTI-SLAVERY INTERNATIONAL

England & Wales - Charity number 1049160

Accounts

Company number: 3079904

Charity Number: 1049160

Anti-Slavery International

Report and financial statements

For the year ending 31 March 2021

SAYER | VINCENT

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company number	3079904
Charity number	1049160
Country of registration	England and Wales
Country of incorporation	United Kingdom
Registered office and operational address	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL

Trustees

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

Sunil Sheth	Chair (appointed 18 August 2020)
Roxanne Abdulali	Vice Chair
Sarah Harrington	Vice Chair (resigned 21 November 2021)
Peter Freedman	Treasurer (appointed 15 June 2021)
Jennifer Harding	Treasurer (resigned 26 July 2021)
Lucy Claridge	resigned 14 April 2021
Katy Dent	resigned 1 November 2021
Frances Morris-Jones	
Karen O'Connor	resigned 1 November 2021
Tom Palakudiyil	
Red Godfrey-Sagoo	resigned 20 January 2021
Anood Al-Samerai	appointed 15 June 2021
Fiona Hill	appointed 15 June 2021
Ben Rawlings	appointed 15 June 2021
Adil Shah	appointed 15 June 2021
Soumya Singh	appointed 26 July 2021
Judy Lister	appointed 26 July 2021

Principal staff	Jasmine O'Connor	Chief Executive Officer

Bankers	Barclays Bank PLC P.O. Box 270 London SE15 4RD

Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditors Invicta House 108-114 Golden Lane LONDON EC1Y 0TL
Solicitors	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR

TRUSTEES' ANNUAL REPORT

INTRODUCTION

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

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

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

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

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

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

This report and financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

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

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

OBJECTIVES

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

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

The Charity's objects are:

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

VISION, MISSION AND VALUES

Vision: Freedom from slavery for everyone, everywhere, always

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

Values:

Dynamic

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

Inclusive

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

Transformative

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

OUR 2020-25 STRATEGY AND APPROACH

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

i. System Change

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

ii. Survivors' voice

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

iii. Movement Building

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

iv. Framing the issue

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

v. Legal Frameworks

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

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

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

OUR WORK IN 2020-21

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

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

Ending Child Slavery

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

ENDING FORCED CHILD BEGGING

Senegal, Niger, Mali and Nigeria

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

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

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

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

COMBATTING TRADITIONAL DESCENT BASED SLAVERY

Mauritania, Niger, Mali

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

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

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

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

Responsible Business

TACKLING FORCED AND CHILD LABOUR IN SUPPLY CHAINS

Worldwide

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

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

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

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

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

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

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

Migration and Trafficking

REDUCING MODERN SLAVERY IN SUPPLY CHAINS

Bangladesh, India, Madagascar, Mauritius

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

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

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

THE ANTI-TRAFFICKING MONITORING GROUP (ATMG)

UK

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

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

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

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

Slavery and Climate Change

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

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

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

Other work towards our strategic priorities

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

COVID-19 INTERNATIONAL RESPONSE

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

ENDING BONDED LABOUR

Nepal

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

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

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

FUNDRAISING AND COMMUNICATIONS

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

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

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

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

Participation in fundraising regulation and compliance with the codes

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

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

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

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

RISK AND FINANCE

RISK MANAGEMENT

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

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

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

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

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

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

2. Negative political and economic changes.

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

3. COVID-19

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

FINANCE REVIEW

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

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

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

RESERVES POLICY

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

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

GOING CONCERN

Trustees have considered all material uncertainties and risks, including Covid-19, which may impact upon the organisations ability to continue as a going concern. Trustees believe that despite these challenges the charity is a going concern. The Trustees formed this conclusion by reviewing the financial performance of the organisation with reference to forecast levels of free reserves and cash flow projections.
As a result of Covid-19 Trustees and Senior Management increased the regularity of its financial forecasting during the year. We continue to strengthen our financial processes and systems so we can monitor financial risk, and where required, take appropriate management action. Towards the end of the year we strengthened our finance team by recruiting an experience and qualified Finance Manager who will focus on developing our financial reporting and internal controls.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

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

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

The trustees consider the trustee board and the senior management team to comprise the key management personnel of the charity in charge of directing and controlling the affairs of the charity. The trustees give their time freely and no trustee received remuneration in the year. Details of trustee expenses are disclosed in the notes to the account.

The Chief Executive Officer is on a spot salary determined by the People and Organisational Development Committee of Anti-Slavery's board and approved by the board. This committee also oversees the terms and conditions of all other Anti-Slavery staff. All other staff including senior management staff are on an appropriate grade on the salary grading system.

KEY PERSONNEL CHANGES IN 2020/21

There were no changes to key personnel during the year.

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

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

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

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

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

In so far as the trustees are aware:

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

- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

PLANS FOR 2021/22

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

We will:

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

AUDITOR

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

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

Sunil Sheth
Chair

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of directors

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

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

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

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

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

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

Use of our report

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

Noelia Serrano (Senior statutory auditor)
19 November 2021
for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Anti-Slavery International

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

For the year ended 31 March 2021

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

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 2021

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

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

Sunil Sheth
Chair

Anti-Slavery International

Statement of cash flows

For the year ended 31 March 2021

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

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

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

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

i) Expenditure and irrecoverable VAT

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

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

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

j) Allocation of support costs

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

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

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the balance sheet date.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

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

Freehold land is not depreciated.

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

1 Accounting policies (continued)

m) Debtors

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

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

o) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

The charity makes payments to personal pension plans of all employees. The costs (6%) are charged to the statement of financial activities for the period to which they relate. The company has no liability under the scheme other than payments of these contributions.

2 Income from donations and legacies

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

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

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

4a Analysis of expenditure (current year)

		Charitable activities					
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**2021 Total £**
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)	**-**
Total expenditure 2021	**439,683**	**931,256**	**966,553**	**599,603**	**-**	**-**	**2,937,096**

4b Analysis of expenditure (prior year)

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

5 Grant making

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

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

6 Net income /expenditure for the year

This is stated after charging / (crediting)

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

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

Staff costs were as follows:

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

Remuneration of employees

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

	2021	2020
	No.	No.
£70,000 - £80,000	**1**	-
£60,000 - £70,000	**-**	1
	1	1

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

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

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

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

8 Staff numbers

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

	2021	2020
	No.	No.
Programmes	**19**	18
Fundraising	**8**	6
Support and Governance	**5**	4
	32	28

9 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Unrestricted donations received from trustees in the year were £nil (2020: £nil).

10 Taxation

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

11 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

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

12 Debtors

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

13 Creditors: amounts falling due within one year

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

14 Deferred income

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

15 Creditors: amounts falling due after one year

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

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

Long term creditors are payable as follows:

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

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

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

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

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

17a Movements in funds (current year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	**At 31 March 2021 £**
Restricted funds:				
Programme funds:				
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**
Total Programme funds	38,595	2,368,429	(1,987,155)	**419,869**
Building & Library fund	47,760	-	(9,454)	**38,306**
Total restricted funds	86,355	2,368,429	(1,996,609)	**458,175**
Revaluation reserve	434,392	-	(11,126)	**423,266**
General funds	263,977	797,848	(929,360)	**132,465**
Total unrestricted funds	698,369	797,848	(940,486)	**555,731**
Total funds	784,724	3,166,277	(2,937,095)	**1,013,906**

17b Movements in funds (prior year)

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

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.

Company number: 3079904

Charity Number: 1049160

Anti-Slavery International

Report and financial statements

For the year ending 31 March 2021

SAYER | VINCENT

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company number	3079904
Charity number	1049160
Country of registration	England and Wales
Country of incorporation	United Kingdom
Registered office and operational address	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL

Trustees

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

Sunil Sheth	Chair (appointed 18 August 2020)
Roxanne Abdulali	Vice Chair
Sarah Harrington	Vice Chair (resigned 21 November 2021)
Peter Freedman	Treasurer (appointed 15 June 2021)
Jennifer Harding	Treasurer (resigned 26 July 2021)
Lucy Claridge	resigned 14 April 2021
Katy Dent	resigned 1 November 2021
Frances Morris-Jones	
Karen O'Connor	resigned 1 November 2021
Tom Palakudiyil	
Red Godfrey-Sagoo	resigned 20 January 2021
Anood Al-Samerai	appointed 15 June 2021
Fiona Hill	appointed 15 June 2021
Ben Rawlings	appointed 15 June 2021
Adil Shah	appointed 15 June 2021
Soumya Singh	appointed 26 July 2021
Judy Lister	appointed 26 July 2021

Principal staff	Jasmine O'Connor	Chief Executive Officer

Bankers	Barclays Bank PLC P.O. Box 270 London SE15 4RD

Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditors Invicta House 108-114 Golden Lane LONDON EC1Y 0TL
Solicitors	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR

TRUSTEES' ANNUAL REPORT

INTRODUCTION

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

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

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

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

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

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

This report and financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

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

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

OBJECTIVES

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

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

The Charity's objects are:

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

VISION, MISSION AND VALUES

Vision: Freedom from slavery for everyone, everywhere, always

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

Values:

Dynamic

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

Inclusive

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

Transformative

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

OUR 2020-25 STRATEGY AND APPROACH

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

i. System Change

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

ii. Survivors' voice

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

iii. Movement Building

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

iv. Framing the issue

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

v. Legal Frameworks

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

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

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

OUR WORK IN 2020-21

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

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

Ending Child Slavery

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

ENDING FORCED CHILD BEGGING

Senegal, Niger, Mali and Nigeria

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

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

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

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

COMBATTING TRADITIONAL DESCENT BASED SLAVERY

Mauritania, Niger, Mali

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

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

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

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

Responsible Business

TACKLING FORCED AND CHILD LABOUR IN SUPPLY CHAINS

Worldwide

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

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

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

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

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

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

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

Migration and Trafficking

REDUCING MODERN SLAVERY IN SUPPLY CHAINS

Bangladesh, India, Madagascar, Mauritius

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

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

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

THE ANTI-TRAFFICKING MONITORING GROUP (ATMG)

UK

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

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

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

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

Slavery and Climate Change

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

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

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

Other work towards our strategic priorities

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

COVID-19 INTERNATIONAL RESPONSE

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

ENDING BONDED LABOUR

Nepal

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

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

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

FUNDRAISING AND COMMUNICATIONS

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

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

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

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

Participation in fundraising regulation and compliance with the codes

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

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

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

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

RISK AND FINANCE

RISK MANAGEMENT

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

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

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

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

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

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

2. Negative political and economic changes.

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

3. COVID-19

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

FINANCE REVIEW

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

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

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

RESERVES POLICY

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

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

GOING CONCERN

Trustees have considered all material uncertainties and risks, including Covid-19, which may impact upon the organisations ability to continue as a going concern. Trustees believe that despite these challenges the charity is a going concern. The Trustees formed this conclusion by reviewing the financial performance of the organisation with reference to forecast levels of free reserves and cash flow projections.
As a result of Covid-19 Trustees and Senior Management increased the regularity of its financial forecasting during the year. We continue to strengthen our financial processes and systems so we can monitor financial risk, and where required, take appropriate management action. Towards the end of the year we strengthened our finance team by recruiting an experience and qualified Finance Manager who will focus on developing our financial reporting and internal controls.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

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

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

The trustees consider the trustee board and the senior management team to comprise the key management personnel of the charity in charge of directing and controlling the affairs of the charity. The trustees give their time freely and no trustee received remuneration in the year. Details of trustee expenses are disclosed in the notes to the account.

The Chief Executive Officer is on a spot salary determined by the People and Organisational Development Committee of Anti-Slavery's board and approved by the board. This committee also oversees the terms and conditions of all other Anti-Slavery staff. All other staff including senior management staff are on an appropriate grade on the salary grading system.

KEY PERSONNEL CHANGES IN 2020/21

There were no changes to key personnel during the year.

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

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

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

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

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

In so far as the trustees are aware:

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

- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

PLANS FOR 2021/22

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

We will:

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

AUDITOR

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

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

Sunil Sheth
Chair

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of directors

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

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

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

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

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

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

Use of our report

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

Noelia Serrano (Senior statutory auditor)
19 November 2021
for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Anti-Slavery International

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

For the year ended 31 March 2021

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

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 2021

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

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

Sunil Sheth
Chair

Anti-Slavery International

Statement of cash flows

For the year ended 31 March 2021

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

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

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

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

i) Expenditure and irrecoverable VAT

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

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

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

j) Allocation of support costs

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

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

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Foreign currencies

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the balance sheet date.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

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

Freehold land is not depreciated.

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

1 Accounting policies (continued)

m) Debtors

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

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

o) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

The charity makes payments to personal pension plans of all employees. The costs (6%) are charged to the statement of financial activities for the period to which they relate. The company has no liability under the scheme other than payments of these contributions.

2 Income from donations and legacies

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

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

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

4a Analysis of expenditure (current year)

		Charitable activities					
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	**2021 Total £**
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)	**-**
Total expenditure 2021	**439,683**	**931,256**	**966,553**	**599,603**	**-**	**-**	**2,937,096**

4b Analysis of expenditure (prior year)

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

5 Grant making

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

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

6 Net income /expenditure for the year

This is stated after charging / (crediting)

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

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

Staff costs were as follows:

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

Remuneration of employees

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

	2021	2020
	No.	No.
£70,000 - £80,000	**1**	-
£60,000 - £70,000	**-**	1
	1	1

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

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

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

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

8 Staff numbers

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

	2021	2020
	No.	No.
Programmes	**19**	18
Fundraising	**8**	6
Support and Governance	**5**	4
	32	28

9 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Unrestricted donations received from trustees in the year were £nil (2020: £nil).

10 Taxation

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

11 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

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

12 Debtors

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

13 Creditors: amounts falling due within one year

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

14 Deferred income

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

15 Creditors: amounts falling due after one year

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

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

Long term creditors are payable as follows:

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

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

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

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

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

17a Movements in funds (current year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	**At 31 March 2021 £**
Restricted funds:				
Programme funds:				
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**
Total Programme funds	38,595	2,368,429	(1,987,155)	**419,869**
Building & Library fund	47,760	-	(9,454)	**38,306**
Total restricted funds	86,355	2,368,429	(1,996,609)	**458,175**
Revaluation reserve	434,392	-	(11,126)	**423,266**
General funds	263,977	797,848	(929,360)	**132,465**
Total unrestricted funds	698,369	797,848	(940,486)	**555,731**
Total funds	784,724	3,166,277	(2,937,095)	**1,013,906**

17b Movements in funds (prior year)

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

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.

Post-audit report

Anti-Slavery International

For the year ended 31 March 2021

July 2021

SAYER | VINCENT

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Note The contents of this report are for the attention and information of the board and managers only. You may only disclose the contents of this report to third parties with our permission and we cannot be held liable for any reliance placed on the contents by third parties.

Executive summary

Results of our audit and proposed audit opinion

Our audit was conducted in accordance with our audit strategy, sent to you on 12 April 2021. No changes were identified to our planned approach during our audit. As a result, we can confirm that we anticipate issuing an unmodified audit opinion in respect of the year ended 31 March 2021.

We agreed some audit adjustments and these have been incorporated into the final draft accounts as set out in Appendix D.

The scope of our audit work is summarised in Appendix B, along with a reminder of our planned audit approach as set out within our audit strategy, this is included as Appendix C. We would be pleased to discuss our approach with you at your request. Any issues identified as a result of the audit, along with any conclusions drawn, have been fully documented within 'Significant matters', or as an 'Audit finding'.

Significant matters

Our audit of the key risks of the organisation, and our discussions with you around other key substantive issues have resulted in the following matters being reported to you:

- Financial sustainability and going concern
- Restricted fund accounting

We also comment on the change in the International Standard on Auditing (ISA) 570 (Going Concern) that applied to your audit for the first time this year and alteration to the wording of our audit report.

Audit findings

From our audit testing and review of your key controls, we identified matters to report to you as follows:

- VAT approach
- Old debtor from previous tenant
- CEO authorisation of payroll
- Fundraising reconciliations

Full details of these findings, along with any other audit matters we felt necessary to draw to your attention, are included in the 'Audit findings' section.

Key emerging sector issues in the year

We have included at Appendix A details of various matters within the sector that we consider may be of relevance and interest to you.

Please extend our thanks to Shane Carter, Eunice Allan and the rest of the team for all their help with the audit. If you would like to discuss any aspect of your audit, then please do contact Noelia Serrano.

Significant matters

Financial review and going concern

Anti-Slavery International's income increased by £506,000 from the prior year, reaching £3.2m. This was due to a large increase in restricted income from £1.57m to £2.37m as the charity successfully raised income from trusts, foundations and institutional funders.

Conversely, the charity's unrestricted income declined in the year from £1.1m to £0.8m. This decline of £292,000 was in part due to loss of rental income in the year of around £50,000, and in part due to exceptional legacy income of £429,000 in the prior year, which reduced to £102,000 in the current year.

While the charity made a surplus of £229,000 in the year, this breaks down as a surplus on restricted funds of £372,000, but a deficit on unrestricted funds of £143,000.

In the Trustees' Annual Report, you exclude long-term liabilities of £338,000 when calculating your free reserve figure of £292,000. However, if you were to include long-term liabilities, Anti-Slavery's free reserve position would be (£46,500) – a negative figure. This means the charity does not have the freely available liquid assets needed to pay off this liability in the short term. The long-term creditor is payable by September 2023.

The charity's cash position at year-end was strong and you expect cash balances to remain above £600,000 for at least the next 12 months. As such, you have prepared the accounts on the going concern basis. Having reviewed your budgets and forecasts, we are satisfied the accounts can be signed off on this basis.

In the medium term, the charity will need to build free reserves back into a positive position so that the mortgage can be paid off using unrestricted funds by September 2023.

Management response
The board have set up a working group supported by a pro bono consultant who has undertaken an initial research in response to options on the building, including sale of the property and subsequent investment of realised funds. This piece of work will include consideration of using some of the funds generated by a potential sale to pay off the mortgage. The paper is due to go to the board in November 2021.

Restricted fund accounting

As last year, the draft accounts showed a number of restricted funds in deficit at the end of 2020/21. For ongoing projects, income has been received after the year-end to cover the deficit and so this treatment is appropriate.

For one project in deficit that came to a close in May 2021, no further funding will be forthcoming after the year-end. We discussed this project and agreed an audit adjustment to show a transfer of £33,391 from unrestricted funds to absorb this deficit. The detail of this adjustment is shown in Appendix D.

For another project (FCDO Nepal) that came to an end in June 2021 and for which no further funding will be available, there is a deficit of £37,290 at year end. Your finance team believe this is due to a match funding shortfall and that you will be able to raise matched funds in April-June 2021 to compensate so there will be no overall loss at the end of the project.

While the deficit on this fund is below our materiality threshold, it would have a significant effect on free reserves if these funds needed to be written off. We have asked your finance team to review whether match funding can be raised before the accounts are signed off and, if not, the loss should be recognised in 2020/21,

In future years, as part of your year-end processes, a transfer should be made from unrestricted funds to cover any overspent restricted funds where future funding will not be received.

Management response
Management was aware of the deficit on the Comic Relief funded project which was reported to trustees during the year. However, knowledge of the deficit on the FCDO funded project and also on another FCDO funded project in Niger (which has been written off against our unrestricted reserves) did not emerge until after the balance sheet date. These deficits relate to historic issues on our project accounting; however, management identifies there is a need to strengthen the internal reporting on our funded projects to ensure any emerging risks are identified to allow appropriate time for management action. The Head of Finance and Resources is currently work on a plan to support an investment in developing a more robust reporting structure to ensure all current projects are monitored regularly, reducing further risk of any material deficits.

Other key audit risks

In our audit strategy document, we highlighted other key audit risks as follows:

- Monitoring overseas partnerships
- Income recognition and completeness
- Impact of Covid-19 on internal controls
- Risk that procedures will not be followed

Our planned work for each of these risks is set out in Appendix C. We can confirm that we were able to carry out this work to our satisfaction and make recommendations in the audit findings section in relation to:

- VAT
- Income
- Payroll

Audit findings

Our audit is not a comprehensive review of systems and controls, but this section covers key findings which we felt should be reported to you.

CEO authorisation of payroll

For one month of the year, we were unable to verify that the CEO's approval and authorisation of payroll had taken place. While we did not find any errors from our payroll testing sample, this is a key control in the financial cycle, and should be carried out and documented every month.

Management response
Agreed, we have good controls over our payroll and whilst the CEO's approval is usually sought, we recognise the March payroll approval fell short of our usual financial procedures.

Fundraising reconciliations

On a monthly basis, there is a reconciliation performed to ensure that your accounting system is in line with income per the fundraising database. This is an important process for an organisation such as Anti-Slavery International which receives significant fundraising income, as it ensures that your accounts are complete with all expected income included. However, as there is no formal review and sign-off of the reconciliation, it is not a control that can be relied upon internally, or by the external auditors.

We recommend that as part of the monthly balance sheet reconciliation process, the fundraising reconciliation also be reviewed by someone other than the person carrying it out and formally signed off. This will increase your internal assurance over the completeness of your income.

Management response
Agreed, this procedure will be incorporated into the monthly review of balance sheet reconciliations.

Aged debtor from previous tenant

From review of aged debts, we identified two old rental invoices from 2019 for ECPAT UK, a previous tenant, totalling £15,000. We understand that there is an ongoing relationship and communication with this organisation, but that the debts have not yet been recovered raises

the question of whether there should be any provisions for doubtful debts. The risk identified is that debtors are overstated in the accounts.

We recommend that if the debts are judged not to be recoverable, that they be provided against, or any irrecoverable amount written off so as to accurately represent the financial position.

Management response
This is matter is currently with the board of trustees with a decision due to be made over the coming months.

Completeness of VAT liabilities

During our testing we noted one invoice from an overseas US-based consultant that had not been included within your reverse charge workings for VAT. This means HMRC has been underpaid by £924. This amount is trivial so we have not recorded it in our list of audit adjustments. Nevertheless, we recommend that care be taken to ensure that all overseas consultants are identified and reverse charge appropriately applied.

Reverse charge output VAT should be applied to this invoice as a correction when preparing your next VAT return.

Management response
Agreed, this is the first full year where management has implemented new procedures over the treatment of reverse charge VAT, and whilst we consider current controls are strong, we do recognise the need to ensure all reverse VAT is accounting for. Part of this will be addressed by providing additional training to the finance team on accounting for VAT on overseas consultants.

VAT recovery method

Anti-Slavery International has not recovered any input VAT during the year. As a charity with a mixture of business (supply chain) and non-business income, you should recover VAT on any purchases directly relating to supply chain income. You should also perform a “business / non-business” split calculation and recover a portion of VAT on residual purchases (those that do not specifically benefit either business or non-business activities, e.g. internet, telephone, etc.).

We understand that you do not incur any costs with VAT attached relating to supply chain work, and that the level of residual VAT you are likely to be able to recover is extremely low.

As the non-recovery of input VAT is in HMRC's favour, you do not consider there is much risk of HMRC disputing your method.

The method for arriving at a business / non-business split is not prescribed by HMRC, and different organisations use different methods, including floor space, FTE staff, and others. In some cases, it might be appropriate to recover no VAT on residual purchases if, for example, the supply chain team's use of residual resources is negligible.

We recommend that you formally document the business / non-business method that you believe would be most appropriate for Anti-Slavery International, and recover VAT on this basis in future.

Management response
Agreed, management will implement this recommendation.

Follow up on prior year post-audit report points

Declaration of interests

As in previous years, we identified that some trustee declaration of interest forms have not recently been updated. We understand that declaring interests at board meetings is a standing agenda item, however as best practice, the Charity Commission recommends that a formal process of signed declaration forms be completed on an annual basis. The forms should be completed by trustees as well as senior members of staff.

We continue to recommend that this be done, in line with Charity Commission guidance.

Management response
Management will consider this recommendation, but it is worth noting that declarations of interest are standing items on all our sub-committees and our main board, therefore any declarations would be recorded at these meetings.

Match funding obligations

As in the prior year, there are a number of restricted funds in deficit at 31 March 2021 (see Restricted fund accounting significant matter section, above). Last year we specifically flagged the issue arising from shortfalls in match-funding. We understand that this is evaluated as an ongoing risk for relevant projects via management information, and have seen it discussed at a board level so we are satisfied that trustees and senior management are aware of the financial risks.

Deferral of income

Last year we identified an issue around deferred income, wherein a portion needed to be brought into the accounts in order to be in line with your accounting policy. This year we identified no such situation, and there is no deferred income at all in the financial statements.

Trustee and staff expenses

We identified in previous years that the approval hierarchy for expenses does not follow best practice, in that Trustee and CEO expenses are not approved by a board member (someone of equivalent or higher seniority). The recommendation is on the basis that someone of lower seniority may not be in a position to properly challenge any inappropriate expenses claimed. We understand that having reviewed the processes, you are satisfied that they are fit for purpose and that the individuals involved would be in a position to challenge such expenses.

Unsigned income documentation

Last year we identified an income agreement which had not been signed by both parties in the first instance, leaving your organisation vulnerable in the event of any legal disputes. This year we identified no such instances.

Unsigned staff contracts

Last year, potentially due to the pandemic, we had some difficulty in reviewing signed employment contracts. This year, for all staff members tested, we were able to review signed contracts.

Appendix A – Emerging issues and good practice

These are matters which you may find helpful, consisting of notes and information on new developments relevant to you, and possible improvements to implement what is considered best practice.

We also provide regular updates on emerging issues through our monthly newsletter. If you would like to receive our newsletter please sign up on our website.

Information and guidance on the rapidly changing Covid-19 situation are kept up to date on our website as well as through the newsletter. Our specific Covid-19 page can be accessed on our website.

Governance

Charity Governance Code update

In December 2020, the Charity Governance Code originally launched in July 2017, was updated following a consultation period that had ended in February 2020.

Two of the principles have been updated. These are the Integrity principle and the Diversity principle. The latter has been renamed Equality, Diversity and Inclusion.
The updated code can be found here.

Whilst not a legal or regulatory requirement, it has been designed to help charities and trustees develop their governance, improving the overall standard. It is recognised that – practice between charities will vary, and be dependent on size and complexity of the organisation. The expectation is that charities use this as a tool for continuous improvement, regularly returning to the code to check in on practices. Charities are also encouraged to comment in their annual report on how the code has been used.

Charity Commission five-minute guides

The CC has launched five new made simple type guides for trustees covering a core syllabus of basics that trustees should know. These are:

- Charity purposes and rules
- Making decisions at a charity
- Managing charity finances
- Managing conflicts of interest, and
- What to send to the Charity Commission and how to get help

Taxation

Homeworking allowance for employees

Employers can pay a tax exempt homeworking allowance of up to £6 per week (£26 per month) to an employee if the employee works at home under a homeworking arrangement with the employer. The allowance is designed to cover the additional household costs incurred in working at home such as heating, lighting and business phone calls. The homeworking arrangement can be mandatory, voluntary or as a result of COVID 19. The £6 rate applies from 6 April 2020, previously it was £4 per week.

Before the COVID-19 pandemic, if the employer did not provide a homeworking allowance, employees were only able to claim a deduction for additional household costs if the homeworking arrangement was mandatory and met various conditions imposed by HMRC (for which see EIM32760).

These restrictions have been relaxed during the COVID-19 pandemic, and all employees working from home under a homeworking agreement with their employer can now claim a tax deduction for the homeworking allowance if the employer does not pay one or otherwise meet the extra homeworking costs. Alternatively, employees can claim relief on the actual amounts incurred, subject to being able to provide evidence, such as phone bills. Employees can claim in their tax return, or online at https://www.tax.service.gov.uk/claim-tax-relief-expenses/who-claiming-for

The ICAEW says 'ICAEW understands that these rules will revert to the previous position under which the allowance is tax-free only where paid by employers when the pandemic is over … HMRC has confirmed that the £6 per week/£26 per month is available in full, even if an employee splits their time between home and office: i.e. it does not need to be pro-rated over the number of days spent each week at home and in the office."

See https://www.icaew.com/insights/tax-news/2020/oct-2020/covid19-employees-can-claim-allowance-for-working-from-home

Forthcoming events

Due to the impact of COVID-19 we are currently running our programme as webinars alongside our other online resources. Earlier webinars in the series can also be viewed on demand on our website. The following events may be of interest to you:

Date	Webinar
Preparing for your audit	
Recordings available	A practical guide to preparing for audit
	Reporting on going concern & COVID-19 matters
Technical update	
Recordings available	SORP and accounting
	Governance & regulatory
	Tax
How to be a good trustee	
Recordings available	Trustee responsibilities
	Applying Charity Code of Governance
Charity tax made simple	
Recordings available	VAT: income status
	VAT: recovery & reliefs
	Gift Aid
	Trading & rates relief
Tax for fundraisers	
Recordings available	Gift Aid: the basics
	Fundraising events (VAT and Gift Aid)
	Corporate support & membership

Visit our website for further details of our events: www.sayervincent.co.uk/events.

Appendix B – Scope of our audit

The objective of the statutory audit is to enable us to give an opinion as to whether the financial statements show a true and fair view of the results for the year and the state of affairs at the year end and whether the information contained in the trustees' annual report is consistent with the financial statements. As part of our work we also review whether the financial statements comply with relevant accounting standards and the Statement of Recommended Practice (SORP) for charities. We design audit tests to provide assurance that the financial statements are free from material error and to enable us to have a reasonable expectation of detecting material misstatement in the financial statements or accounting records resulting from irregularities or fraud. However, our audit is not a comprehensive review of your systems and controls.

The primary purpose of an audit is to report our opinion in the audit report attached to the financial statements. Although it is not explicitly stated, an unmodified audit report means that we:

- Did gather adequate audit evidence to support the assertions in the financial statements
- Are satisfied that the books and records are in agreement with the financial statements
- Received all the information and explanations we considered necessary for the audit
- Are satisfied with the disclosures in the notes to the financial statements

We do not audit the trustees' annual report, but we do check that this is consistent with the financial statements and confirm this in our audit report. However, the audit procedures are designed to give us reasonable assurance that the financial statements, taken as a whole, are free of material misstatement. It is the responsibility of the board to ensure, as far as possible, that accurate and reliable accounting records are maintained and to operate appropriate controls to prevent and detect fraud and error. It is also the board's responsibility to take necessary steps to ensure that they are aware of all information relevant to the audit and that this has been communicated to us. The points we make in this report are matters we felt would be useful to bring to your attention, rather than a comprehensive review.

We undertook a statutory audit in accordance with our engagement letter dated 3 December 2020.

Materiality

For the purposes of our audit, we assess materiality by considering factors such as the gross income, surplus or deficit for the year, gross assets and net assets. This results in an overall materiality level for the audit which this year was set at £60,000. If accumulated errors exceed this level, then we require adjustments to be made to the financial statements or we modify our audit report.

We also assess appropriate levels of materiality for particular types of transactions. For example, all payments to trustees are material. Similarly, unusual transactions would be selected for testing, e.g. a loan. So we use our judgement when selecting individual transactions for testing, rather than simply testing high value items.

In the course of our audit, we reviewed transactions and balances which fell below our materiality threshold. We report all errors or misstatements detected during the audit, unless they are clearly trivial, for which our threshold is £3,250.

Amendments to the financial statements

During our audit we identified potential audit adjustments, which we discussed with you. We agreed that these adjustments were significant in the context of the accounts, either on their own or cumulatively. Therefore you have adjusted the accounts for these items. You have also adjusted the accounts for some less significant items that, despite being a lower value, were judged to clarify the financial position and performance of Anti-Slavery International.

The amendments are listed in Appendix D

As trustees who are responsible for the preparation of the financial statements, you are asked to confirm in the letter of representations that no further adjustments are required.

Immaterial unadjusted items

During the audit we identified one other potential adjustment, an accrual relating to a settlement agreement for an overseas consultant, which you have chosen to account for in the 2021/22 year rather than in these financial statements. The impact of this adjustment would be to reduce the surplus by £3,624.

As trustees who are responsible for the preparation of the financial statements, you are responsible for reviewing the unadjusted items. You are asked to confirm in the letter of representations that adjustments are not required for this item.

Independence and objectivity

We operate a number of checks to ensure that we continue to act independently. We have enquired whether any partners or staff have a connection to Anti-Slavery International, its staff or board. We are not aware of any matters which would impact on our independence and objectivity as auditor.

Audit process

The audit proceeded as planned and according to the agreed timetable.

We are currently awaiting the following information from you:

- Updated accounts for changes to mortgage disclosure
- Mortgage calculations
- Supporting documentation for the $75k Jan'21 Samuel Newhouse donation
- Explanations around restricted fund deficit for project B14 and evidence that no transfer of funds is required for this

We can confirm that the audit opinion will be unmodified.

Fees

The fee for the audit is £11,200 excluding VAT, in line with the amount estimated in our audit strategy.

Appendix C – Planned audit approach

The key audit risks identified at the planning stage and presented in our audit strategy document are set out in the table below.

Your risks and concerns	Audit approach to address the associated audit risk
Financial sustainability Covid-19 has had a mixed effect on Anti-Slavery International's fundraising in 2020/21. While individual giving and major donor income increased, income from events and letting of space decreased. You also postponed your planned investment in the fundraising team. We are required to assess whether it is appropriate for the accounts to be prepared under the going concern assumption. It is therefore important for trustees to have reviewed this and evidenced their decision making process.	We will review budgets and cash flow forecasts covering a period of at least 12 months from the date of approval of the trustees' annual report and financial statements. We will review the trustees paper outlining the going concern position of Anti-Slavery International and assess any assumptions used. Please see appendix C for further guidance on this paper. We will understand the processes trustees use in identifying and managing business risks. We will review any potential match-funding liabilities and ensure these are considered in making the going concern assessment.
Applying funding in accordance with funders' intentions The majority of Anti-Slavery International income is restricted. It is important that trustees and management implement systems and controls to ensure that restricted funds are identified as such in the accounting system and are expended in accordance with the funders' intentions. Failure to do so can lead to financial losses and damage to reputation.	We will: • Assess and document systems and controls relating to recording and monitoring restricted income and expenditure • Review a sample of restricted and unrestricted income to ensure that these are correctly classified in the financial statements • Trace a sample of restricted expenditure to its source documentation to ensure eligibility

	Discuss a sample of carried forward restricted balances with management and review the risk of clawback for unspent monies
Monitoring overseas partnerships The charity's main charitable activity is supporting programmes overseas operated by your partners. It is crucial that the partners are using Anti-Slavery International's funds appropriately and within their restrictions so that Anti-slavery is able to fulfil its charitable objectives. We also need to ascertain the grant commitments are complete at the year end.	To address the risk we will: • Review a sample of partnership agreements and partner reports and test a sample of partner expenditure • Check a sample of advanced payments to partners to ascertain that these are still valid • Review grant agreements relevant for the year to establish commitments outstanding at the year end.
Income recognition and completeness You receive funding from a number of trusts, foundations and institutions who all have different terms and conditions attached. The criteria of income recognition may also differ from funder to funder. There is a risk that income is recognised in the accounting period before it is due or is not complete in the financial statements.	We will • Review a sample of funding agreements and determine how much funding should be recognised in accordance to the terms and conditions • Discuss with management regarding clawbacks, if any, from funders Assess systems and controls regarding income recognition
Impact of Covid-19 on internal controls Due to the sudden impact of the Covid-19 and the lockdown in the UK, Anti-Slavery International was required to adapt to remote working in March 2020. There is a risk that appropriate segregation of duties may not have been possible during the period of remote working or that transactions may not have been appropriately authorised.	We will discuss the systems and controls in place at different points in the year and assess how they impact on the audit risk in each area of the audit. We will perform walkthroughs of the different systems in place during the year to ensure controls were sufficient and to review compliance with agreed processes.

Risk that procedures will not be followed We are required to consider whether it is possible for a manager or trustee to use their status and authority in a way that undermines the purpose of the established internal controls. The auditing standards state that this is always a significant audit risk regardless of the size or type of charity. For example, a manager might backdate a contract to bring it into a financial year to make the results match expectations.	During our audit testing, we sample test transactions to supporting documentation, review the timing or 'cut-off' of transactions at the financial year end, including looking with the benefit of hindsight at the reversal of transactions in the next financial year, and we look at any accounting estimates that have been made by managers. When looking at accounting estimates, we consider the level of judgement that managers and trustees have used and ensure that we understand the basis of any assumptions that underpin the estimate.

Appendix D – Audit adjustments

Adjustments made to the financial statements

		Debit £	Credit £	Movement in funds £
Net movement in funds per draft accounts				118,586
1.	Accrual for income claimed in March 2021 but not received until April			
	Accrued income	126,402		
	Restricted income (ILO)		126,402	126,402
2.	Accrual for redundancy costs, notified in February 2021			
	Payroll costs	15,805		
	Accruals		15,805	(15,805)
3.	Transfer of funds to cover deficit on Comic Relief project			
	Unrestricted funds	33,391		
	Restricted funds		33,391	NIL
	Rounding			(1)
Net movement in funds per final accounts				229,182

Appendix E – Contact details

Engagement partner

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