

Company number: 3079904

Charity Number: 1049160

Anti-Slavery International

Report and financial statements

For the year ending 31 March 2021

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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: <table> <tr> <td>Sunil Sheth</td><td>Chair (appointed 18 August 2020)</td></tr> <tr> <td>Roxanne Abdulali</td><td>Vice Chair</td></tr> <tr> <td>Sarah Harrington</td><td>Vice Chair (resigned 21 November 2021)</td></tr> <tr> <td>Peter Freedman</td><td>Treasurer (appointed 15 June 2021)</td></tr> <tr> <td>Jennifer Harding</td><td>Treasurer (resigned 26 July 2021)</td></tr> <tr> <td>Lucy Claridge</td><td>resigned 14 April 2021</td></tr> <tr> <td>Katy Dent</td><td>resigned 1 November 2021</td></tr> <tr> <td>Frances Morris-Jones</td><td></td></tr> <tr> <td>Karen O'Connor</td><td>resigned 1 November 2021</td></tr> <tr> <td>Tom Palakudiyil</td><td></td></tr> <tr> <td>Red Godfrey-Sagoo</td><td>resigned 20 January 2021</td></tr> <tr> <td>Anood Al-Samerai</td><td>appointed 15 June 2021</td></tr> <tr> <td>Fiona Hill</td><td>appointed 15 June 2021</td></tr> <tr> <td>Ben Rawlings</td><td>appointed 15 June 2021</td></tr> <tr> <td>Adil Shah</td><td>appointed 15 June 2021</td></tr> <tr> <td>Soumya Singh</td><td>appointed 26 July 2021</td></tr> <tr> <td>Judy Lister</td><td>appointed 26 July 2021</td></tr> </table>	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
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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
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Solicitors	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR
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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 contexts 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), Environnement 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: Ovivashi 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

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.

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	
		<u>880,744</u>		<u>753,313</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	(169,303)		(284,529)	
				<u></u>	
Net current assets			<u>711,441</u>		<u>468,784</u>
Total assets less current liabilities			<u>1,351,989</u>		<u>1,122,808</u>
Creditors: amounts falling due after one year	15		(338,083)		(338,083)
			<u></u>		<u></u>
Total net assets			<u><u>1,013,906</u></u>		<u><u>784,725</u></u>
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	
		<u></u>		<u></u>	
Total unrestricted funds			<u>555,731</u>		<u>698,369</u>
Total charity funds			<u><u>1,013,906</u></u>		<u><u>784,725</u></u>

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

Sunil Sheth
Chair

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 treated as a contingent asset and disclosed if material.

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

f) Interest receivable

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

1 Accounting policies (continued)

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

h) Overseas partner expenditure

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

i) Expenditure and irrecoverable VAT

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

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

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

j) Allocation of support costs

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

Support and governance costs are divided equally between the cost of raising funds and the three (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
	<u>739,768</u>	<u>-</u>	<u>739,768</u>	<u>984,960</u>	<u>-</u>	<u>984,960</u>

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

Notes to the financial statements

For the year ended 31 March 2021

3 Income from charitable activities

	2021			2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	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						2021
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	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						2020
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	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

Notes to the financial statements

For the year ended 31 March 2021

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 No.	2020 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 No.	2020 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	<u>725,000</u>	<u>34,109</u>	<u>42,628</u>	<u>56,829</u>	<u>858,566</u>
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	<u>103,686</u>	<u>27,074</u>	<u>30,428</u>	<u>56,829</u>	<u>218,017</u>
Net book value					
At the end of the year	<u>621,314</u>	<u>7,035</u>	<u>12,200</u>		<u>640,549</u>
At the start of the year	<u>632,834</u>	<u>8,479</u>	<u>5,898</u>	<u>6,813</u>	<u>654,024</u>

All of the above assets are used for charitable purposes.

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

12 Debtors

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

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
	<u>169,303</u>	<u>284,529</u>

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

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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: <table> <tr> <td>Sunil Sheth</td><td>Chair (appointed 18 August 2020)</td></tr> <tr> <td>Roxanne Abdulali</td><td>Vice Chair</td></tr> <tr> <td>Sarah Harrington</td><td>Vice Chair (resigned 21 November 2021)</td></tr> <tr> <td>Peter Freedman</td><td>Treasurer (appointed 15 June 2021)</td></tr> <tr> <td>Jennifer Harding</td><td>Treasurer (resigned 26 July 2021)</td></tr> <tr> <td>Lucy Claridge</td><td>resigned 14 April 2021</td></tr> <tr> <td>Katy Dent</td><td>resigned 1 November 2021</td></tr> <tr> <td>Frances Morris-Jones</td><td></td></tr> <tr> <td>Karen O'Connor</td><td>resigned 1 November 2021</td></tr> <tr> <td>Tom Palakudiyil</td><td></td></tr> <tr> <td>Red Godfrey-Sagoo</td><td>resigned 20 January 2021</td></tr> <tr> <td>Anood Al-Samerai</td><td>appointed 15 June 2021</td></tr> <tr> <td>Fiona Hill</td><td>appointed 15 June 2021</td></tr> <tr> <td>Ben Rawlings</td><td>appointed 15 June 2021</td></tr> <tr> <td>Adil Shah</td><td>appointed 15 June 2021</td></tr> <tr> <td>Soumya Singh</td><td>appointed 26 July 2021</td></tr> <tr> <td>Judy Lister</td><td>appointed 26 July 2021</td></tr> </table>	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
Sunil Sheth	Chair (appointed 18 August 2020)																																		
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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
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Solicitors	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR
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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 contexts 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), Environnement 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: Ovivashi 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

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.

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	
		<u>880,744</u>		<u>753,313</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	(169,303)		(284,529)	
				<u></u>	
Net current assets			<u>711,441</u>		<u>468,784</u>
Total assets less current liabilities			<u>1,351,989</u>		<u>1,122,808</u>
Creditors: amounts falling due after one year	15		(338,083)		(338,083)
			<u></u>		<u></u>
Total net assets			<u><u>1,013,906</u></u>		<u><u>784,725</u></u>
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	
		<u></u>		<u></u>	
Total unrestricted funds			<u>555,731</u>		<u>698,369</u>
Total charity funds			<u><u>1,013,906</u></u>		<u><u>784,725</u></u>

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

Sunil Sheth
Chair

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 treated as a contingent asset and disclosed if material.

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

f) Interest receivable

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

1 Accounting policies (continued)

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

h) Overseas partner expenditure

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

i) Expenditure and irrecoverable VAT

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

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

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

j) Allocation of support costs

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

Support and governance costs are divided equally between the cost of raising funds and the three (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
	<u>739,768</u>	<u>-</u>	<u>739,768</u>	<u>984,960</u>	<u>-</u>	<u>984,960</u>

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

Notes to the financial statements

For the year ended 31 March 2021

3 Income from charitable activities

	2021			2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	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						2021
	Cost of raising funds £	Africa £	Asia £	Europe £	Governance costs £	Support costs £	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				Governance costs £	Support costs £	2020 Total £
	Cost of raising funds £	Africa £	Asia £	Europe £			
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

Notes to the financial statements

For the year ended 31 March 2021

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 No.	2020 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 No.	2020 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	<u>725,000</u>	<u>34,109</u>	<u>42,628</u>	<u>56,829</u>	<u>858,566</u>
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	<u>103,686</u>	<u>27,074</u>	<u>30,428</u>	<u>56,829</u>	<u>218,017</u>
Net book value					
At the end of the year	<u>621,314</u>	<u>7,035</u>	<u>12,200</u>		<u>640,549</u>
At the start of the year	<u>632,834</u>	<u>8,479</u>	<u>5,898</u>	<u>6,813</u>	<u>654,024</u>

All of the above assets are used for charitable purposes.

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

12 Debtors

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

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
	<u>169,303</u>	<u>284,529</u>

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

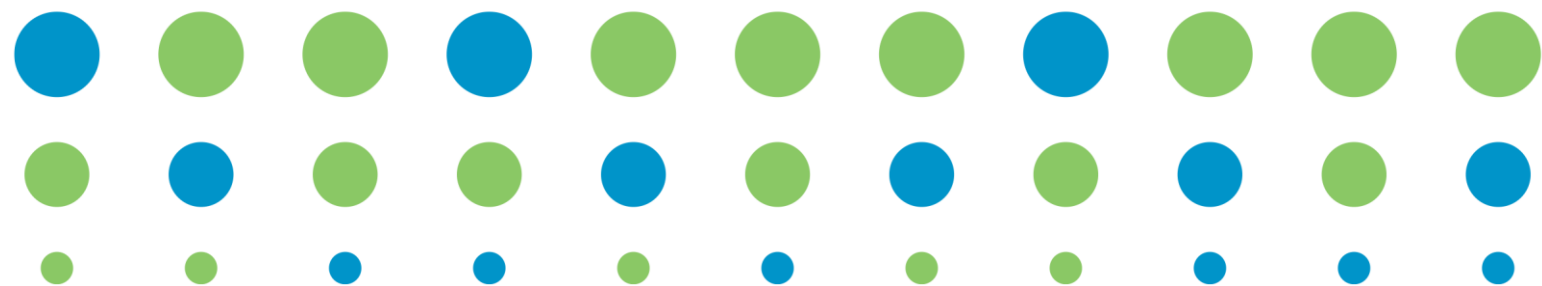
This represents the increase in the net book value of the organisation's headquarters after the revaluation undertaken in 2012 less the additional depreciation arising since that date.

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

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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 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
<p>Financial sustainability</p> <p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p> <p>We will understand the processes trustees use in identifying and managing business risks.</p> <p>We will review any potential match-funding liabilities and ensure these are considered in making the going concern assessment.</p>
<p>Applying funding in accordance with funders' intentions</p> <p>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.</p>	<p>We will:</p> <ul style="list-style-type: none"> 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
<p>Monitoring overseas partnerships</p> <p>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.</p> <p>We also need to ascertain the grant commitments are complete at the year end.</p>	<p>To address the risk we will:</p> <ul style="list-style-type: none"> ● 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.
<p>Income recognition and completeness</p> <p>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.</p> <p>There is a risk that income is recognised in the accounting period before it is due or is not complete in the financial statements.</p>	<p>We will</p> <ul style="list-style-type: none"> ● 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 <p>Assess systems and controls regarding income recognition</p>
<p>Impact of Covid-19 on internal controls</p> <p>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.</p>	<p>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.</p> <p>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.</p>

<p>Risk that procedures will not be followed</p> <p>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.</p>	<p>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.</p> <p>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.</p>
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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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