

REGISTERED COMPANY NUMBER: 08102411 (England and Wales)
REGISTERED CHARITY NUMBER: 1151675

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

30 NOVEMBER 2024

Berringers LLP
Chartered Accountants
and Statutory Auditors
Lygon House
50 London Road
Bromley
Kent
BR1 3RA

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**CONTENTS OF THE FINANCIAL STATEMENTS
for the year ended 30 November 2024**

	Page
Reference and administrative details	1 to 2
Report of the trustees	3 to 8
Report of the independent auditors	9 to 11
Statement of financial activities	12
Balance sheet	13
Cash flow statement	14
Notes to the cash flow statement	15
Notes to the financial statements	16 to 27

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 30 November 2024**

TRUSTEES	Pragna Patel, Chair Thomas Syrett, Treasurer Jenny Craig Dr Sundari Anitha Lucy Walford (resigned 31.1.24) Neela Jane Stansfield Ms P Fudakowska Ms C E Morton
REGISTERED OFFICE	St Saviours House 39-41 Union Street London SE1 1SD
REGISTERED COMPANY NUMBER	08102411 (England and Wales)
REGISTERED CHARITY NUMBER	1151675
AUDITORS	Berringers LLP Chartered Accountants and Statutory Auditors Lygon House 50 London Road Bromley Kent BR1 3RA
ACCOUNTANTS	ChadSan Limited Castle House Castle Street Guildford GU1 3UW
COMPANY SECRETARY	Caroline Forster
STAFF	Victoria Marks (Director)

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 30 November 2024**

LEGAL STAFF

Carita Thomas
Beth Mullan-Feroze
Frederic Russell
Hannah Khalifah
Irene Mezheritsky-Tsherit
Jamila Duncan-Bosu
Johanna White
Joseph Maggs
Julian Bild
Kulvinder Gill
Laura McDonald
Lindsay Cundall
Shakila Rathukankanamalage

NON LEGAL STAFF

Amy Westendarp
Caroline Forster
Joana Costa
Katherine Elsayed-Ali
Kudakwashe Tayengwa
Lydia Powell
Rosemary Bacon

BANKERS

The Co-operative Bank plc
Business Direct PO Box 250
Skelmersdale WN8 6WT

CAF Bank Ltd
25 Kings Hill Avenue, Kings Hill
West Malling
Kent ME19 4JQ

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED (REGISTERED NUMBER: 08102411)**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 November 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

ATLEU's charity purposes as set out in the objects contained in the company's memorandum of association are to promote the interest of those who suffer or have suffered discrimination, trafficking or any other abuse of human rights, or labour, or sexual exploitation by all or any of the following means:

- (a) Providing legal advice and representation;
- (b) Relieving immediate needs whilst obtaining legal advice and representation;
- (c) Contributing to the sound administration of human rights and discrimination law by bringing appropriate legal challenges;
- (d) Commenting on current and proposed legislation;
- (e) Contributing to and carry out research into relevant issues and publishing the results to the public;
- (f) Training and educating support providers, and providers of front-line services; and
- (g) Promoting public support for relevant protections and fostering understanding of relevant issues in the UK and internationally.

In furtherance of that object but not otherwise, the trustees have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carried out its objects.

ATLEU's main objectives for the year have been to continue to provide legal representation to victims of trafficking and labour exploitation assisting them to obtain safety, recovery and redress, as well as access to legal aid; to enhance legal protections available to victims; and to increase public, government and other agencies' awareness of issues faced by them.

Charitable activities

ATLEU's core activities include:

- * the provision of a holistic legal casework service to individual victims of trafficking and modern slavery;
- * strategic litigation and policy and campaigning work to bring about change in law and policy;
- * building capacity in legal and support organisations through the provision of training, resources and second tier advice.

ATLEU's team of lawyers help victims of trafficking and modern slavery in the following ways:

- * regularise their immigration status through applications for asylum and other forms of lawful residence;
- * secure appropriate and safe accommodation to aid their recovery;
- * bring claims for unpaid wages, discrimination, harassment, unfair dismissal and false imprisonment against their traffickers, to hold them to account for the abuse and exploitation suffered;
- * bring claims against the state for failures to protect them from breaches of their Human Rights and recover compensation for the harm done;
- * seek compensation for their experience of trafficking and slavery and challenge refusals of compensation from the Criminal Injuries Compensation Authority;
- * challenge unlawful refusals of legal aid and secure their access to justice;
- * enforce judgments and tribunal awards for compensation (of up to £300,000) collaborating with City firms working pro bono;

Public benefit

ATLEU's main activities and those whom we try to help are described in greater detail above. The trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED (REGISTERED NUMBER: 08102411)**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2024**

OBJECTIVES AND ACTIVITIES

Volunteers

ATLEU is grateful to its volunteers, who have helped the charity to reach its objectives during the year.

ACHIEVEMENT AND PERFORMANCE

Significant activities

ATLEU currently has 363 cases open. In 2024, ATLEU assisted 242 survivors, with legal matters, and provided 693 second-tier advices and delivered training online and in person to over 550 legal advisors and support providers.

ATLEU holds legal aid contracts in the following five category areas: Immigration, Housing, Public Law, Claims against Public Authorities and Trafficking Compensation Claims (Miscellaneous Matter Starts).

Our casework highlights include:

- * We successfully challenged the adverse impact of the financial threshold for legal aid in March 2024, which would have forced our client, JW, to choose between their recovery and access to justice. In this case, the small increase in JW's financial support recovery payments pushed them over a financial threshold for legal aid. In response to our challenge, the Legal Aid Agency decided to exercise discretion for our client so that they no longer face this choice, and then announced that these payments will no longer be included in the means test from this year.
- * We brought a legal challenge to the government's Seasonal Worker Visa Scheme on the grounds that it breaches Article 4 of the European Convention on Human Rights in January 2024. We are seeking compensation for our client's treatment but also a declaration that the scheme breached his Article 4 rights in hope that the declaration will force the government to review the scheme.

During the year, in addition to representing survivors of trafficking, we have:

- * We joined over 60 organisations in the anti trafficking sector to call on the next government to end modern slavery in the UK and around the world during the general election campaign in June.
- * As part of the Seasonal Worker Interest Group, we highlighted again that the Seasonal Worker visa scheme, as it's currently designed puts workers at serious risk of abuse and exploitation. Our briefing called on the incoming Labour Government to review the scheme in its entirety.
- * Our Lived Experience Group featured in our tenth anniversary event in March, and shared their experiences and recommendations for change. These were focused on the challenges of waiting indefinitely for an outcome in their case while living in poverty and barred from work, as well as the impact of family separation on them and their children. The group is also actively supporting our strategy development work as well as our influencing priorities.
- * Trained 87 legal advisors and support professionals in our online training programme, delivered bespoke training to the prison service on detention, immigration, bail, legal aid and modernslavery and to The Salvation Army on reconsiderations. Gained 88 new members to ATHUB, our online information and training resource, bringing the total to 821 active users. We've also had 17 new lawyers and 62 support providers register to use our online referrals system.
- * Continued to convene the Trafficking Compensation Action Group (TCAG) in partnership with & Bedford Row, which brings together practitioners who conduct trafficking and modern slavery compensation claims, in order to share best practice, improve access to justice and provide each other with advice and support. The group now has over 175 members.
- * Submitted responses and produced briefings on the following subjects: the impact of social housing allocations on survivors in March 2024; trafficking and access to justice to the UN Human Rights Committee in February 2024; the legal aid crisis to the Ministry of Justice Review of Civil Legal Aid Consultation in February 2024, the Public Accounts Committee in March 2024 and again to the Group of Experts on Action against Trafficking in Human Beings in October 2024; and a joint briefing on ensuring dignity and rights for migrant workers in the UK.
- * Produced a joint briefing in November 2024 in response to the government's updated policy on temporary leave to remain for victims of trafficking. The briefing highlighted the further changes to the policy needed, the importance of a needs-based approach, and the impact on survivors of being unable to secure stable and long-term leave.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED (REGISTERED NUMBER: 08102411)**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2024**

FINANCIAL REVIEW

Financial position

During the year, the legal income decreased from £298,697 to £279,125 and grants decreased from £584,045 to £582,602. At the end of the year, the unrestricted funds of the charity stood at £736,928 (2023: £539,110) an increase of £197,818.

Reserves policy

The trustees' policy is to build up sufficient unrestricted cash reserves (excluding unrealised Work in Progress of £350,456) to cover operations for a period of between 3 to 6 months, to ensure that ATLEU can continue:

- to deal with day to day fluctuations in income and expenditure.
- to cover time lags in recovering disbursements paid in advance of repayment by the Legal Aid Agency.
- to operate for between 3 to 6 months in emergency situations that may arise from time to time.
- to allow contingency for inflation and longer-term commitments in excess of three months that need to be accounted for e.g. rent and other leases.

FUTURE PLANS

ATLEU's priorities for the current year are to:

- * To increase provision of high quality, holistic, legal support to survivors of trafficking most in need
- * To improve protections for survivors of trafficking through strategic litigation, campaigning and lobbying
- * To develop ATLEU as a model of excellence and good practice, and through strong external relationships strengthen the capacity of others to meet trafficked survivors' needs
- * To invest in ATLEU's people and build a culture of resilience
- * To diversify ATLEU's income streams, build capacity and drive efficiency

These priorities have been agreed in ATLEU's 5 year Strategic Plan (2020 - 2025) which sets out ATLEU's organisational priorities for the next 5 years, why these priorities are important, what we hope to achieve, how we will do it and how we will measure our success.

Development of our 2020 - 2025 strategic plan is well underway. A draft will be finalised in the second half of 2025, following further discussion and review with staff, board members and our Lived Experience group.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

It was registered with the Charity Commission on 18 April 2013. It is governed by its memorandum and articles of association and the policies made from time to time by the Board of Trustees.

The Articles and policies refer to the trustees as both trustees and directors as is their position in relation to charity and company law respectively.

We are reviewing our current Articles with pro bono support from Herbert Smith Freehills. The revised Articles will be finalised and ready for agreement at a board meeting in July 2025.

Recruitment and appointment of new trustees

Trustees are appointed on the basis of their expertise in a particular field. Appointments aim to achieve a balance of needed expertise and experience. We achieved our aim of recruiting two new trustees in 2024. We will conduct a new skills audit of the board in 2025 to inform future recruitment to the board.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED (REGISTERED NUMBER: 08102411)**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The charity is governed by a board of Trustees which is responsible for formulating the strategies and policies of the charity including the approval of budgets and the annual accounts. The Board delegates the day to day running of the charity to a Director.

The Board of Trustees are also the Directors of the company. All members of the Board give their time voluntarily and receive no benefits from the charity.

Induction and training of new trustees

A comprehensive induction pack is provided to all new trustees alongside a letter of appointment and role outline. The recruitment process includes potential candidates meeting with the Director and meetings with other members of staff form part of the induction process.

Key management remuneration

The average number of full-time equivalent employees during the year was 15.

ATLEU considers its key management personnel to be the Director who received remuneration related costs of £59,410. No employees received remuneration in excess of £60,000.

Related parties

Saltworks (Law) CIC is a community interest company which was incorporated in August 2015 and registered as a Community Interest Company in October 2016. ATLEU is the sole member and shareholder of Saltworks (Law) CIC. Saltworks was established as a fee-charging law firm. All Saltworks' profits are re-invested into ATLEU to support the charity's work with survivors of trafficking.

Saltworks is in its infancy and has to date developed its client base through word of mouth, referrals through former ATLEU clients and through ATLEU's lawyers' reputations and contacts. Over the next five years it seeks to grow its client base and its revenue so that it can provide ATLEU with a significant income stream and contribute to the charity's future sustainability.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED (REGISTERED NUMBER: 08102411)**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustees consider the principal risks to be:

- * Changes in law and policy which significantly reduce protections for beneficiaries and makes it difficult to influence and engage with Government on policy and campaigning. Significant capacity is taken up on reactive rather than proactive work;
- * Ongoing hostile policy environment has long term and more detrimental impact on ATLEU's client base. Whilst the longer term impact is still difficult to predict at present ATLEU's clients are amongst the most vulnerable in society and likely to struggle to access secure accommodation, health services and justice and at risk of detention and removal. Impact of economic downturn is only likely to increase these inequalities and expose them to increased risk of exploitation;
- * The changing grant funding environment with increased competition for funds and reduced amounts available;
- * Inadequate reserves to help ATLEU meet any cashflow issues should they arise;
- * Recruitment and retention of experienced and skilled staff, with the changing labour market bring ongoing issues with recruitment of both legal and other personnel. There is increased likelihood of this as recruitment of advisors is now affecting all legal advice organisations.

Mitigation of these risks includes:

- * Taking a proactive approach to raising funds, and improving our data on outcomes and impact to strengthen funding applications,
- * Challenging refusals of legal aid and ensuring that management of files is appropriate to maximise this source of income,
- * Providing high levels of support and supervision to the staff team to ensure their wellbeing and to encourage them to retain a good work-life balance, alongside an ongoing review of benefits that ATLEU can offer staff;
- * Establishment of a specific policy team within ATLEU. The team includes a Policy Manager who leads on our policy work and development of partnerships with other organisations with a focus on policy and legislative changes that have most impact on our clients. This team also seeks to increase our engagement with and participation of survivors in our work,
- * ATLEU's risk register and management plans are kept under constant review and discussed regularly at board meetings.

Beyond these controls, the trustees cannot see how systems and controls can be put in place to further reduce these risks.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Anti Trafficking And Labour Exploitation Unit (Atleu) Limited for the purposes of company law) are responsible for preparing the Report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED (REGISTERED NUMBER: 08102411)**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- 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 auditors are aware of that information.

AUDITORS

The auditors, Berringers LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 21 July 2025 and signed on its behalf by:

Pragna Patel, - Trustee

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

Opinion

We have audited the financial statements of Anti Trafficking And Labour Exploitation Unit (Atleu) Limited (the 'charitable company') for the year ended 30 November 2024 which comprise the Statement of financial activities, the Balance sheet, the Cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 30 November 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- 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 Auditors' 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 trustees' 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 the charitable company'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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Report of the independent auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the trustees has been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

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 Report of the trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic report or in preparing the Report of the trustees.

Responsibilities of trustees

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

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

Our 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 a Report of the independent auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and error, we considered the following:

- the nature of the industry, control environment and business performance;
- results of our enquiries to management about their own assessment of the risks of fraud and error;
- the matters discussed among the audit engagement team regarding how and where fraud may occur in the financial statements and any potential indicators of fraud.

Our procedures to respond to risk include the following:

- reviewing the financial statement disclosures and testing to supporting documentation;
- performing analytical procedures to identify any unusual or unexpected areas that may indicate risks of material misstatement due to fraud or error;
- addressing the risk of fraud and error through management override of controls, testing the appropriateness of journals, assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

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 auditors' 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.

Ricky Hutson BSc FCCA ACA (Senior Statutory Auditor)
for and on behalf of Berringers LLP
Chartered Accountants
and Statutory Auditors
Lygon House
50 London Road
Bromley
Kent
BR1 3RA

21 July 2025

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 30 November 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	15,735	-	15,735	32,110
Charitable activities	4				
Legal advice services		551,030	487,269	1,038,299	960,976
Investment income	3	3,960	-	3,960	246
Total		<u>570,725</u>	<u>487,269</u>	<u>1,057,994</u>	<u>993,332</u>
EXPENDITURE ON					
Charitable activities	5				
Legal advice services		229,994	529,352	759,346	693,724
Support costs		<u>142,913</u>	<u>-</u>	<u>142,913</u>	<u>139,288</u>
Total		<u>372,907</u>	<u>529,352</u>	<u>902,259</u>	<u>833,012</u>
NET INCOME/(EXPENDITURE)		197,818	(42,083)	155,735	160,320
RECONCILIATION OF FUNDS					
Total funds brought forward		539,110	42,083	581,193	420,873
TOTAL FUNDS CARRIED FORWARD		<u><u>736,928</u></u>	<u><u>-</u></u>	<u><u>736,928</u></u>	<u><u>581,193</u></u>

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED (REGISTERED NUMBER: 08102411)**

**BALANCE SHEET
30 November 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Intangible assets	13	-	-	-	2,525
Tangible assets	14	7,202	-	7,202	6,626
Investments	15	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
		7,203	-	7,203	9,152
CURRENT ASSETS					
Work-in-Progress	16	350,456	-	350,456	200,634
Debtors	17	46,003	-	46,003	58,769
Cash at bank and in hand		<u>423,469</u>	<u>-</u>	<u>423,469</u>	<u>421,475</u>
		819,928	-	819,928	680,878
CREDITORS					
Amounts falling due within one year	18	(90,203)	-	(90,203)	(108,837)
NET CURRENT ASSETS		<u>729,725</u>	<u>-</u>	<u>729,725</u>	<u>572,041</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		736,928	-	736,928	581,193
NET ASSETS FUNDS	19	<u>736,928</u>	<u>-</u>	<u>736,928</u>	<u>581,193</u>
Unrestricted funds				736,928	539,110
Restricted funds				-	42,083
TOTAL FUNDS				<u>736,928</u>	<u>581,193</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21 July 2025 and were signed on its behalf by:

Pragna Patel, - Trustee

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**CASH FLOW STATEMENT
for the year ended 30 November 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>4,140</u>	<u>37,812</u>
Net cash provided by operating activities		<u>4,140</u>	<u>37,812</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(6,106)</u>	<u>(1,409)</u>
Interest received		<u>3,960</u>	<u>246</u>
Net cash used in investing activities		<u>(2,146)</u>	<u>(1,163)</u>
Change in cash and cash equivalents in the reporting period		<u>1,994</u>	<u>36,649</u>
Cash and cash equivalents at the beginning of the reporting period		<u>421,475</u>	<u>384,826</u>
Cash and cash equivalents at the end of the reporting period		<u>423,469</u>	<u>421,475</u>

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE CASH FLOW STATEMENT
for the year ended 30 November 2024**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of financial activities)	155,735	160,320
Adjustments for:		
Depreciation charges	8,056	7,079
Interest received	(3,960)	(246)
Increase in work-in-progress	(149,822)	(47,226)
Decrease/(increase) in debtors	12,765	(3,983)
Decrease in creditors	(18,634)	(78,132)
Net cash provided by operations	<u>4,140</u>	<u>37,812</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.12.23	Cash flow	At 30.11.24
	£	£	£
Net cash			
Cash at bank and in hand	<u>421,475</u>	<u>1,994</u>	<u>423,469</u>
	<u>421,475</u>	<u>1,994</u>	<u>423,469</u>
Total	<u>421,475</u>	<u>1,994</u>	<u>423,469</u>

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30 November 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Intangible assets

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at costs less any accumulated amortisation and any accumulated impairment losses.

Website costs are amortised over the period during which the benefit is expected to occur.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Computer equipment	- 20% on cost

Work in progress

Work in progress is recognised at the point when the outcome of the rendering of services can be estimated reliably. Work in progress comprises of legal services provided by reference to the stage of completion at the end of the reporting period.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	<u>15,735</u>	<u>32,110</u>

3. INVESTMENT INCOME

	2024	2023
	£	£
Bank interest	<u>3,960</u>	<u>246</u>

4. INCOME FROM CHARITABLE ACTIVITIES

		2024	2023
	Activity	£	£
Opening work in progress	Legal advice services	(200,634)	(153,408)
Legal services income	Legal advice services	279,125	298,697
Closing work in progress	Legal advice services	350,456	200,634
Grants	Legal advice services	582,602	584,045
Training	Legal advice services	26,750	31,008
		<u>1,038,299</u>	<u>960,976</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Trust for London	33,333	40,000
The Legal Education Foundation	95,883	118,282
Esmee Fairbairn Foundation	68,333	-
Access to Justice Foundation	150,000	105,000
Baring Foundation	-	1,200
Samworth Foundation	75,000	125,350
Other grants	10,750	106,056
A B Charitable Trust	34,000	-
Maingot Charitable Trust	15,000	-
Anti-Slavery International	-	8,096
Immigration Law Practitioners' Association	5,033	5,033
London Legal Support Trust	10,220	12,728
The Roddick Foundation	26,000	33,000
City Bridge Trust	21,050	21,050
Therium Access	-	8,250
John Ellerman Foundation	38,000	-
	<u>582,602</u>	<u>584,045</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Legal advice services	750,558	8,788	-	759,346
Support costs	-	-	142,913	142,913
	<u>750,558</u>	<u>8,788</u>	<u>142,913</u>	<u>902,259</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024 £	2023 £
Staff costs	714,432	644,128
Recruitment	2,480	10,290
Library	415	-
Computer costs	11,610	2,809
Subscriptions	8,735	5,442
Professional indemnity	1,873	1,702
Accreditation costs	2,457	4,999
Practising certificates	2,842	2,535
Cost draftsman	801	7,432
Case billing	4,913	5,599
	<u>750,558</u>	<u>684,936</u>

7. GRANTS PAYABLE

	2024 £	2023 £
Legal advice services	8,788	8,788
The total grants paid to institutions during the year was as follows:		
	2024 £	2023 £
Other Grants	8,788	8,788

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

8. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Support costs	<u>115,747</u>	<u>27,166</u>	<u>142,913</u>
Other		2024	2023
		£	£
		Support costs	Total activities
Rent & service charges		48,467	47,116
Telephone		2,444	2,345
Postage & stationery		9,875	7,739
Sundries		4,470	2,452
Storage		1,163	853
Volunteer & travel costs		5,514	2,239
Advertising, publicity & events		7,388	649
Insurance		1,410	1,716
Bank charges		114	38
Professional fees		22,409	36,035
Cleaning		4,437	6,322
Amortisation of intangible fixed assets		2,525	2,525
Depreciation of tangible fixed assets		<u>5,531</u>	<u>4,554</u>
		<u>115,747</u>	<u>114,583</u>

Support costs, included in the above, are as follows:

Governance costs

	2024	2023
	Support costs £	Total activities £
Auditors' remuneration	7,450	7,200
Bookkeeping	<u>19,716</u>	<u>17,505</u>
	<u>27,166</u>	<u>24,705</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	7,450	7,200
Depreciation - owned assets	5,530	4,554
Website costs amortisation	<u>2,525</u>	<u>2,525</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 November 2024 nor for the year ended 30 November 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2024 nor for the year ended 30 November 2023.

11. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	628,712	564,385
Social security costs	54,718	57,227
Other pension costs	31,002	22,516
	<u>714,432</u>	<u>644,128</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Legal advisors	9	12
Administration	6	4
	<u>15</u>	<u>16</u>

No employees received emoluments in excess of £60,000.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	32,110	-	32,110
Charitable activities			
Legal advice services	436,931	524,045	960,976
Investment income	246	-	246
Total	<u>469,287</u>	<u>524,045</u>	<u>993,332</u>
EXPENDITURE ON			
Charitable activities			
Legal advice services	128,273	565,451	693,724
Support costs	139,288	-	139,288
Total	<u>267,561</u>	<u>565,451</u>	<u>833,012</u>
NET INCOME/(EXPENDITURE)	201,726	(41,406)	160,320

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	337,384	83,489	420,873
TOTAL FUNDS CARRIED FORWARD	<u>539,110</u>	<u>42,083</u>	<u>581,193</u>

13. INTANGIBLE FIXED ASSETS

	Website costs £
COST	
At 1 December 2023 and 30 November 2024	<u>12,625</u>
AMORTISATION	
At 1 December 2023	10,100
Charge for year	<u>2,525</u>
At 30 November 2024	<u>12,625</u>
NET BOOK VALUE	
At 30 November 2024	-
At 30 November 2023	<u>2,525</u>

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 December 2023	2,404	20,364	22,768
Additions	-	6,106	6,106
At 30 November 2024	<u>2,404</u>	<u>26,470</u>	<u>28,874</u>
DEPRECIATION			
At 1 December 2023	2,168	13,974	16,142
Charge for year	236	5,294	5,530
At 30 November 2024	<u>2,404</u>	<u>19,268</u>	<u>21,672</u>
NET BOOK VALUE			
At 30 November 2024	-	7,202	7,202
At 30 November 2023	<u>236</u>	<u>6,390</u>	<u>6,626</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

15. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 December 2023 and 30 November 2024	<u>1</u>
NET BOOK VALUE	
At 30 November 2024	<u>1</u>
At 30 November 2023	<u>1</u>

There were no investment assets outside the UK.

**Unlisted investments
Saltworks (Law) C.I.C.**

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial period (year ended 31 July 2024) were:

Class of shares: Ordinary	% holding: 100	2024	2023
£	£		
Aggregate capital and reserves		9,919	9,924
Loss for the year		<u>(5)</u>	<u>(8,600)</u>

16. WORK-IN-PROGRESS

	2024	2023
	£	£
Work-in-progress	<u>350,456</u>	<u>200,634</u>

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Legal aid and disbursements recoverable	28,701	28,407
Amounts owed by group undertakings	123	17,651
Other debtors	7,750	7,750
Prepayments	<u>9,429</u>	<u>4,961</u>
	<u>46,003</u>	<u>58,769</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	14,597	7,458
Social security and other taxes	16,636	15,118
VAT	2,526	8,935
Other creditors	2,819	9,320
Pension	4,199	2,731
Accrued expenses	19,426	21,727
Deferred income	30,000	43,548
	<u>90,203</u>	<u>108,837</u>

19. MOVEMENT IN FUNDS

	At 1.12.23 £	Net movement in funds £	At 30.11.24 £
Unrestricted funds			
General fund	539,110	197,818	736,928
Restricted funds			
Specialist legal advice	3,333	(3,333)	-
Other	8,750	(8,750)	-
Delivery of charitable objects and core costs - ABCT	30,000	(30,000)	-
	<u>42,083</u>	<u>(42,083)</u>	<u>-</u>
TOTAL FUNDS	<u>581,193</u>	<u>155,735</u>	<u>736,928</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	570,725	(372,907)	197,818
Restricted funds			
Specialist legal advice	33,333	(36,666)	(3,333)
Improving legal provision and quality	53,718	(53,718)	-
Justice first fellowship	41,165	(41,165)	-
Other	8,750	(17,500)	(8,750)
Delivery of charitable objects and core costs - ABCCT	-	(30,000)	(30,000)
Legal support for victims of trafficking	15,000	(15,000)	-
Strategic legal fund	5,033	(5,033)	-
Centres of Excellence	10,220	(10,220)	-
Towards core activities	25,000	(25,000)	-
Propel Project	21,050	(21,050)	-
Delivery of charitable objects and core costs - Samworth Foundation	75,000	(75,000)	-
Improving Lives Through Advice	150,000	(150,000)	-
Advocacy Unit	37,000	(37,000)	-
Solidarity Fund	4,000	(4,000)	-
Wellbeing Support	5,000	(5,000)	-
Staff wellbeing - TLEF	1,000	(1,000)	-
Staff wellbeing - Roddick Foundation	1,000	(1,000)	-
Staff wellbeing - J E Foundation	1,000	(1,000)	-
	<u>487,269</u>	<u>(529,352)</u>	<u>(42,083)</u>
TOTAL FUNDS	<u>1,057,994</u>	<u>(902,259)</u>	<u>155,735</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.12.22 £	Net movement in funds £	At 30.11.23 £
Unrestricted funds			
General fund	337,384	201,726	539,110
Restricted funds			
Specialist legal advice	3,333	-	3,333
Other	29,806	(21,056)	8,750
Delivery of charitable objects and core costs - ABCT	-	30,000	30,000
Transform and innovation fund	50,350	(50,350)	-
	<u>83,489</u>	<u>(41,406)</u>	<u>42,083</u>
TOTAL FUNDS	<u>420,873</u>	<u>160,320</u>	<u>581,193</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	469,287	(267,561)	201,726
Restricted funds			
Specialist legal advice	40,000	(40,000)	-
Improving legal provision and quality	71,030	(71,030)	-
Justice first fellowship	47,252	(47,252)	-
Other	56,056	(77,112)	(21,056)
Delivery of charitable objects and core costs - ABCT	-	30,000	30,000
LLST billing coordinator pilot project	2,728	(2,728)	-
Pathways to settlement	8,096	(8,096)	-
Strategic legal fund	5,033	(5,033)	-
Specialist legal advice - Baring	1,200	(1,200)	-
Transform and innovation fund	50,350	(100,700)	(50,350)
Help accessing legal support	105,000	(105,000)	-
Towards core activities	33,000	(33,000)	-
Propel Project	21,050	(21,050)	-
Delivery of charitable objects and core costs - Samworth Foundation	75,000	(75,000)	-
Case Grant Agreement	8,250	(8,250)	-
	<u>524,045</u>	<u>(565,451)</u>	<u>(41,406)</u>
TOTAL FUNDS	<u>993,332</u>	<u>(833,012)</u>	<u>160,320</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

19. MOVEMENT IN FUNDS - continued

Specialist legal advice. Funded by Trust for London(TFL) and the Baring Foundation(BF).

TFL granted the fund to provide specialist legal advice to victims of modern slavery, to regularise immigration status, and to provide advocacy work to improve awareness of victims.

BF granted the fund to assist survivors of trafficking to secure protection, enforce employment rights, and access compensation.

Justice first fellowship. This was funded by the Legal Education Foundation to fund a Justice First Fellow.

Advocacy Unit. This was funded by John Ellerman Foundation towards core salaries in the Policy/Survivor Advocacy Unit.

Improving legal provision and quality. This was funded by The Legal Education Foundation to improve the quality, availability, sustainability of legal representation of victims of trafficking and slavery.

Empower Organisations Fund. This was funded by the Baring Foundation to identify victims and ensure they receive the support they are entitled to.

Other - This fund was to fund a case worker in Sheffield and support staff through the cost-of-living crisis.

Victims of trafficking fund. This was funded by Maingot Charitable Trust to help more survivors of trafficking and slavery in the north of England to access our specialist immigration advice and representation.

Legal support sector sustainability grant. This was funded by The Access to Justice Foundation for sustaining specialist advice services, increasing access to justice through strategic innovation and ensuring widespread access to justice.

Delivery of charitable objects and core costs. This was funded by Samworth Foundation to support core costs.

Transform and innovation fund. This fund was granted by Samworth Foundation to transform the organisation's approach to policy work, the role of survivors within the organisation and to develop a programme with a focus on the nexus between forced migration and environmental degradation and its ongoing impact on the survivors of trafficking.

LLST billing coordinator pilot project. This was funded by the London Legal Support Trust to employ full time Billing Coordinator.

Pathways to Settlement. This fund was granted in partnership with Anti-Slavery International, funded by Trust for London to support survivors of trafficking in London to gain access to their legal entitlements.

Towards core activities. This was funded by The Roddick Foundation towards core activities with a particular focus on policy, advocacy and campaigning.

Strategic legal fund. This was funded by Immigration Law Practitioners' Association to provide assistance and justice for migrants in the UK.

Improving Lives Through Advice. This was funded by the Access to Justice Foundation designed to support the delivery of free legal advice to marginalised people and communities across England.

Help accessing legal support. This was funded by the Access to Justice Foundation to improve and sustain access to early legal advice and support.

Staff wellbeing. This was funded by the London Legal Support Trust, Esme Fairbairn Foundation, Roddick Foundation and John Ellerman Foundation to help support staff wellbeing.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2024**

20. RELATED PARTY DISCLOSURES

During the year, a donation of £4,496 (2023: £21,828) was made by the wholly-owned trading subsidiary of Anti Trafficking and Labour Exploitation Unit (ATLEU) Limited.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.