

Trustees' Annual Report for the period						
From	Period start date			To	Period end date	
	01	01	2023		31	12 2023

## Section A Reference and administration details

Charity name	CHAB DAI UK
Other names charity is known by	CHAB DAI
Registered charity number (if any)	1188067
Charity's principal address	19a RICHBORNE TERRACE
	LONDON
Postcode	SW8 1AS

### Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Tate Johnston	Chair	Until 30.06.2023	
2	Dr Philip Jacobs			
4	Emily Chalke			
5	Dr Glenn Miles			
6	Tim Amstutz			
7	Gillian Kane	Secretary Chair		
8	Leanne Georgiades			
9	Rosalind Hallifax		From 17.03.2023	
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11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

**Names of the trustees for the charity, if any, (for example, any custodian trustees)**

Name	Dates acted if not for whole year

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address
<b>Independent Examiner</b>	Albert Goodman	Goodwood House, Blackbrook Park Avenue, Taunton, Somerset, TA1 2PX

**Name of chief executive or names of senior staff members (Optional information)**

Helen Sworn, Executive Director and Founder (Resignation: end of March 2023)  
Sharon Jacques, Operations and Development Director

**Section B Structure, governance and management**

**Description of the charity's trusts**

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by the existing trustees

**Additional governance issues (Optional information)**

You <b>may choose</b> to include additional information, where relevant, about:	In March 2023, we welcomed a new treasurer to the board of trustees. In June 2023, the Chair stepped down, and Gillian Kane took on the role on an interim basis, for 6 months.
<ul style="list-style-type: none"> <li>policies and procedures adopted for the induction and training of trustees;</li> <li>the charity's organisational structure and any wider network with which the charity works;</li> <li>relationship with any related parties;</li> <li>trustees' consideration of major risks and the system and procedures to manage them.</li> </ul>	<p>Chab Dai has three entities in the UK, Cambodia and USA. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country.</p> <p>Chab Dai Coalition in Cambodia is registered with the Royal Government of Cambodia's Ministry of Foreign Affairs as an international charity organization under the legal sponsorship of Chab Dai UK.</p> <p>Chab Dai UK is committed to partnership. It is a member of a range of networks, and continues to partner with foundations in the anti-trafficking field, and businesses across the UK and beyond</p> <p>Chab Dai continues to develop and implement a global risk register</p>

<p>covering all aspects of the organisation, including operations, the Boards, fundraising and projects. The risk register is reviewed and completed in partnership with Chab Dai team members on a bi annual basis. The risks are analysed and reported to senior management, which includes an action plan for mitigating against identified risks.</p> <p>Chab Dai has developed a comprehensive policy library that reflects the organisational requirements, legal compliance and leading practice. The policies are written by the Operations &amp; Development Director in conjunction with subject matter experts, (eg GDPR &amp; Data Security) is reviewed and approved by the board. Policies are rolled out and socialised with all staff to ensure understanding and compliance.</p> <p>Chab Dai has also developed robust reporting mechanisms for safeguarding, privacy, whistleblowing and an option to connect with the board of trustees. Each of these have their own direct emails and accompany process flows to ensure everyone manages any submissions as swiftly and as appropriately as possible. In addition, there is a feedback and complaints section on the website which allows anonymous submissions.</p>
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Section C	Objectives and activities
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Summary of the objects of the charity set out in its governing document

<p>For the public benefit, the advancement of human rights to address abuse and modern-day slavery for communities and individuals across the world in particular but not exclusively by educating the public, carrying out research, providing technical advice to governments and others, obtaining redress for survivors and relieving need among the victims.</p>
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**Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)**

Trustees have read and understood their responsibility to the guidance issued by the Charity Commission on public benefit.

During the year, the UK office acted as the sole secretariat for the Global Learning Community which now works with members across over 40 countries across the globe. The Global Learning Community project runs three core activities: Community Cultivation, Community Engagement and Community Peer Learning with the support and collaboration of the broader membership. As the Secretariat, the UK office provided oversight and guidance while continually asking and applying community feedback.

Along with other organisations, Chab Dai hosted the sixth Asian Regional Anti-Trafficking (ARAT) Conference which was held in Bali (Indonesia). This was the first in-person ARAT conference to be held since the COVID-19 restrictions were lifted. The conference was created to develop multi-sector partnerships, increase standards of care, and improve the collective response and awareness on issues of human trafficking and modern slavery. The conference this year was well-attended by participants from many nations.

In 2023, Chab Dai UK remained the legal sponsor for Chab Dai Cambodia and continued to support the work of the Cambodia office., the activities have included supporting cases of human trafficking, rape, as well as repatriating Cambodian victims of trafficking. Our legal team have cases in trial process, our community heroes have trained many people in the villages, and our systems strengthening team have trained a range of officials.

**Additional details of objectives and activities (Optional information)**

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Our vision is: We see a world where communities live in dignity, harmony, and freedom.

Our mission is: We seek to end all forms of abuse and modern slavery globally by building a movement to empower communities, to strengthen systems, and to restore justice and wellbeing with survivors.

For further information see [www.chabdai.org](http://www.chabdai.org)

Chab Dai UK has benefited from having two volunteers in 2023.

The first volunteer is our bookkeeper, who assists the treasurer with PAYE administration and general accounts management.

Our GLC volunteer continued to assist, including with the development of an online GLC Member Map.

**Summary of the main achievements of the charity during the year**

**Global Learning Community**

Chab Dai UK directly implements the Global Learning Community (GLC) project and in 2023 expanded to more than 238 members in 45 countries.

**VISION** To strengthen and foster a comprehensive, connected, and competent anti-trafficking & modern slavery movement.

**MISSION** As a culturally diverse, global community, we collaboratively strengthen standards, facilitate connections and learning, and implement creative & innovative solutions within the anti-trafficking & modern slavery movement.

**CORE VALUES:**

Inclusive  
Empowering  
Accountable  
Innovative  
Sharing

**OBJECTIVES & IMPACT:**

**Objective 1 – Connections** –To inform, support and facilitate member development and connections within the anti- trafficking community, partners and collaborators. Impact:

- 11 Monthly Community calls in two time zones
- 251 attendees with 85 unique participants on the Monthly Community Learning calls
- 22 countries and 53 organisations were represented
- 41 meetings/connections were facilitated with community members to support their unique needs/goals.

**Objective 2 – Learning** - To establish Learning Hubs and Community Projects that provide technical assistance and support for GLC members

Impact:

- 6 Coffee Corner Calls were held – informal meetings led by GLC members
- Coffee Corner Calls had 55 attendees with an average of 9 participants per call, 5 countries were represented on each call, 6 organisations were represented on each call.
- 3 Coalition and Network Leader calls with 37 attendees, 7 organisations and 6 countries represented.
- 2 Community Initiatives were active.

1. Survivor Organisation Mapping Research Project: This project hosted a Coffee Corner Call in June 2023 to discuss the findings of the 80+ respondents from survivor networks and survivor-led organisations. The group discussed the next steps for identifying more survivor-led organizations and understanding what the term "survivor-led" means to them. This community initiative was championed by Dr. Angela Robinson, University of California Irvine

/ EverFree, USA and by the Secretariat Team.

2. Freedom Lifemap Community Project: The GLC facilitated the Freedom Lifemap Community quarterly calls for the Innovation Partners using the Freedom Lifemap Tool. There were 6 Innovation Partners in the pilot group. Dr Leah Edward also met with the Innovation Partners twice throughout 2023 to gather monitoring, evaluation and learning data to explore the experience of the onboarding and contextualisation process of implementing the tool. The Secretariat Team and EverFree worked closely together to facilitate data gathering and communications. The GLC will continue supporting EverFree and the Freedom Lifemap pilot until 2025.

- The Asia Regional Anti-Trafficking Conference (ARAT):
- The 2023 ARAT conference was held in person in Bali, Indonesia and online. The conference had 482 total participants (145 in person attendees and 337 remote attendees). 132 organisations were represented and 25 countries represented.

The conference planning team was composed of GLC Members from the following organisations: Dark Bali, Chab Dai, The Freedom Story, Whispering Willow, and Ashray India.

Objective 3: Equity Partners - To facilitate peer learning, coaching, connections and leading projects through a commitment of time equal to 20% of their work with 'sweat equity' contributions.

The GLC Equity Partners are a group of GLC Members that serve the community through the giving of their time to facilitate Monthly Learning Calls, Coffee Corner Calls, providing capacity support to the Secretariat, and connect with GLC members on their unique needs.

Equity Partners are members of the GLC community who are able to provide additional time and support to benefit the community and therefore the wider anti-trafficking movement.

Equity Partners offer their experience, technical resources and expertise to the Secretariat and members of the community by leading calls and getting involved in community projects.

Objective 4: Secretariat - To oversee and implement the administrative functions as the GLC secretariat.

- Met and reviewed over 30 new community members with a new membership process

We successfully secured a project specific grant for the GLC and received continued support from a long standing donor.

We took further steps to build and strengthen our digital services to GLC members by launching the exclusive Members Area on the website and the People Library it holds. We also conducted a brand

audit with our digital agency friends at Imaginary Friends, and are excited about the envisioned updates for the website in 2024 onwards.

We continued to prioritise research and evaluation within our community to understand our gaps and position ourselves to serve the community.

We continued to prioritise research and evaluation, to understand our gaps in knowledge and activities and ensure the project is orientated towards serving the needs of the community.

The GLC Team collaborated with Elisabeth Scaife (FYN Global and a GLC Equity Partner) on strategic planning, member engagement and logframe reassessment.

We initiated the secretariat renewal process for the upcoming three year term. The community members voted for a co-secretariat model with Chab Dai and Dark Bali to start in January 2024.

### **Chab Dai Cambodia**

Chab Dai UK is the legal sponsor of Chab Dai Cambodia and its projects.

### **2023 End of Year Impact**

#### **SURVIVOR RESTORATION**

- 27 survivors were supported in 2023 (with 17 cases from 2022 continuing to receive support)
- 55 survivors of trafficking were repatriated back to Cambodia
- 53 forced marriage cases supported
- 56 cases provided with legal support.

#### **Stories of impact**

A survivor was abused by two perpetrators, a father and son, on several occasions. The survivor, and her family, reported this abuse and were given support to take action. The family were very nervous and afraid because they didn't know about the court proceedings. The survivor moved to a shelter during this process as the perpetrators lived locally. The LSP walked alongside her through the trial. During the proceeding, the survivor gave her testimony to the court and, as a result, sentenced the perpetrators to jail terms of 8 and 10 years and ordered them to pay \$ 5,000 compensation:

#### **COMMUNITY EMPOWERMENT**

- Community Heroes were recruited from 14 villages
- Each Community Hero receives 3 days of training to support prevention of trafficking in local communities

- 140 families (669 family members) received awareness training in the Provinces.

#### **Stories of impact:**

#### **A community member shares her learning on safe migration with other community members.**

During awareness raising activities, a target family leader at Ovloek village, Preah Vihear Province, had a chance to share with other participants her experiences of migration to Thailand. She went to work abroad because she had a positive experience the previous year but this year she didn't choose an agency as previously but she migrated with brokers. She needed to walk across the PoiPet border at night time and found a job and worked with low wages. She was arrested by police because she was illegal there and she was forced to pay all money at the Thailand border checkpoint in order to cross the border home. In her experience she realised that legal Community Empowerment migration is much safer.

#### **SYSTEMS STRENGTHENING**

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- 69 individuals (Border Police, Government officers and Police) across multiple Provinces received training.
- 197 people benefitted from outreach activities in Tbong Khmum Province.
- Training outreach activities were conducted in 6 high schools.
- 479 students have received awareness on human trafficking, sexual abuse and migration risks.

#### Stories of Impact

#### **Government officials empowered to effectively support victims.**

Commissioner Deputy Director of Anti-human trafficking and Gender Office at Tbong Khmum applied the knowledge from her training to collect information and report writing of human trafficking and sexual abuse cases. "Before, I was not able to complete information with the victim. There were not clear forms available and the questions sometimes shamed the victim. The environment where the interviews were conducted were not suitable. I applied the methods from the training session which increased my capacity to build close contact with victims and I was able to record System Strengthening information from the victims of sexual abuse.

#### **MOVEMENT BUILDING**

- 29 Chab Dai Charter members
- 623 participants from 91 NGO members, partners and stakeholders attended coalition project events.
- 236 Global Learning Community members in 44 countries
- 132 organisations from 25 countries were represented at the 2023 ARAT conference



**Stories of impact****Government Departments equipped to ensure community protection**

A representative of the Department of Women Affairs, Kampong Cham Province has built up their confidence in implementing community prevention while working to support vulnerable people in the community, especially victims of trafficking and sexual abuse. After participating in training, she has gone on to share the concept of prevention and protection to 165 community people during outreach activities. “I noticed that I had a change in thinking, knowledge, and practice, and also collaborated with other partners to support each other.”

**Section E****Financial review****Brief statement of the charity's policy on reserves**

The trustees had resolved that the target for reserves should be 3 months salary costs overall. Notably, 2023 was a year of transition with the UK employed Executive Director moving on, and a new Executive Director employed by Chab Dai International part way through the year. This reduced the salary cost burden on Chab Dai UK. Although there were sufficient funds available from the funds received as grants from Chab Dai International to pay what was required, there were not enough to build up reserves again. The overall activities of Chab Dai UK have since been reviewed as a result of the remaining UK employee resigning in 2023. It is therefore anticipated that for the present Chab Dai UK will continue in a much reduced capacity and not require significant reserves to cover salary costs.

**Details of any funds materially in deficit****Further financial review details (Optional information)**

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

**Section F****Other optional information**

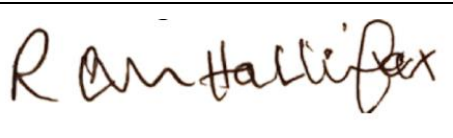
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**Section G****Declaration**

**The trustees declare that they have approved the trustees' report above.**

**Signed on behalf of the charity's trustees**

**Signature(s)**

	
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**Full name(s)**

Rosaline Hallifax	
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**Position (eg Secretary, Chair, etc)**

Trustee	
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**Date**

06/09/2024
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## Chab Dai UK

Independent Examiner's Report to the Trustees  
For the Year Ended 31 December 2023



### Independent examiners report to the Trustees of Chab Dai UK

I report to the trustees on my examination of the accounts for Chab Dai UK ("the charity") for the year ended 31 December 2023.

### Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....  
Michelle Ferris BSC (Hons) FCA DChA

Albert Goodman LLP  
Chartered Accountants  
Goodwood House  
Blackbrook Park Avenue  
Taunton  
Somerset  
TA1 2PX

Date: 12 September 2024



# CHAB DAI UK

Registered with The Charity Commission  
for England & Wales

Registered Number: 1188067

## FINANCIAL STATEMENT

for the 12 months ended  
31st December 2023

***We see a world where communities live in  
dignity, harmony, and freedom***

**FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023**

<b>RECEIPTS</b>	<b>2023</b>	<b>2022</b>
<b>Global Learning Community</b>		
Chab Dai Cambodia	£0.00	£0.00
Chab Dai International	£38,000.00	£71,933.12
Evertree	£9,555.00	
Karakin	£45,600.00	
Exchange Rate Adjustments	(£1,627.23)	£6,088.80
	<b>£91,527.77</b>	<b>£78,021.92</b>
<b>General Funds</b>		
Chab Dai Cambodia	£7,200.00	£6,857.15
Chab Dai International	£10,304.00	£17,142.86
Donations	£3,717.18	£9,728.08
Gift Aid Recovery	£459.27	£1,421.40
Bank Interest	£81.68	£118.76
Profit on sale of Accessories	£0.00	£56.50
Exchange Rate Adjustments	(£383.41)	£2,315.13
	<b>£21,378.72</b>	<b>£37,639.88</b>
<b>Chab Dai Coalition</b>		
Chab Dai Cambodia	£0.00	£0.00
Donations	£0.00	£0.00
	<b>£0.00</b>	<b>£0.00</b>
<b>Projects</b>		
Website +Cyber security	£3,416.66	£0.00
Imago Dei Staff Wellbeing	£2,083.33	£1,548.87
Imago Dei Flex Fund	£9,895.83	£5,494.96
Exchange Rate Adjustments	(£179.12)	
	<b>£15,216.70</b>	<b>£7,043.83</b>
<b>TOTAL RECEIPTS</b>	<b>£128,123.19</b>	<b>£122,705.63</b>

**FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023**

<b>PAYMENTS</b>	<b>2023</b>	<b>2022</b>
<b>Global Learning Community</b>		
GLC Payroll	£31,447.27	£53,924.02
Contractors + Interns	£39,450.00	£19,650.00
GLC Travel Expenses	£4,604.76	£8,351.37
Knowledge Management	£2,132.34	£3,076.26
Partnership + Collaboration	£1,750.81	£432.54
GLC Other Expenses	£2,979.94	£1,706.07
	<b>£82,365.12</b>	<b>£87,140.26</b>
<b>General Funds</b>		
General Payroll	£27,430.58	£32,112.46
Fundraising Costs	£50.00	£3,387.29
Governance + Consultancy	£1,450.00	£1,230.00
Travel	£630.38	£1,062.87
Administration	£552.97	£438.83
Support Services	£7.80	£1,067.36
Bank Charges	£495.00	£441.00
Trustee Meetings	£1,098.92	£599.85
Other Costs	£264.26	£398.41
	<b>£31,979.91</b>	<b>£40,738.07</b>
<b>Projects</b>		
Imago Dei Flex Fund	£11,059.37	£4,095.19
Imago Dei Staff Wellbeing	£1,427.83	£1,549.24
Website Design + Build	£2,400.00	£0.00
	<b>£14,887.20</b>	<b>£5,644.43</b>
<b>TOTAL PAYMENTS</b>	<b>£129,232.23</b>	<b>£133,522.76</b>
<b>SURPLUS / (DEFICIT) FOR FINANCIAL PERIOD</b>	<b>(£1,109.04)</b>	<b>(£10,817.13)</b>

## FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

## FUND BALANCES

Global Learning Community	Unres- tricted	Desig- nated	Res- tricted	2023 Total	2022 Total
Total Receipts	£0.00	£91,527.77	£0.00	£91,527.77	£78,021.92
Total Payments	£0.00	£82,365.12	£0.00	£82,365.12	£87,140.26
Excess of receipts over payments	£0.00	£9,162.65	£0.00	£9,162.65	(£9,118.34)
Transferred to General Funds	£0.00	£0.00	£0.00	£0.00	£2,085.21
GLC Funds as at 1st January	£0.00	£1,413.64	£0.00	£1,413.64	£8,446.77
GLC Funds as at 31st December	£0.00	£10,576.29	£0.00	£10,576.29	£1,413.64
General Funds	Unres- tricted	Desig- nated	Res- tricted	2023 Total	2022 Total
Total Receipts	£4,258.13	£17,120.59	£0.00	£21,378.72	£37,639.88
Total Payments	£14,859.32	£17,120.59	£0.00	£31,979.91	£40,738.07
Excess of receipts over payments	(£10,601.19)	£0.00	£0.00	(£10,601.19)	(£3,098.19)
Transferred from GLC	(£0.37)	£0.00	£0.00	(£0.37)	(£2,085.58)
General Funds as at 1st January	£13,683.38	£0.00	£0.00	£13,683.38	£18,867.15
General Funds as at 31st December	£3,081.82	£0.00	£0.00	£3,081.82	£13,683.38
Projects	Unres- tricted	Desig- nated	Res- tricted	2022 Total	2022 Total
Total Receipts	£0.00	£0.00	£15,216.70	£15,216.70	£7,043.83
Total Payments	£0.00	£0.00	£14,887.20	£14,887.20	£5,644.43
Excess of receipts over payments	£0.00	£0.00	£329.50	£329.50	£1,399.40
Transferred from Projects	£0.00	£0.00	£0.37	£0.37	£0.37
Project Funds as at 1st January	£0.00	£0.00	£1,399.84	£1,399.84	£0.07
Project Funds as at 31st December	£0.00	£0.00	£1,729.71	£1,729.71	£1,399.84
All Funds	Unres- tricted	Desig- nated	Res- tricted	2023 Total	2022 Total
	£3,081.82	£10,576.29	£1,729.71	£15,387.82	£16,496.86



## FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

## RECONCILIATION OF FUNDS + ACCOUNT BALANCES

Funds as at 31st December	2023	2022
Global Learning Community	£10,576.29	£1,413.64
General Funds	£3,081.89	£13,683.45
Projects	£1,729.64	£1,399.77
<b>Total funds as at 31st December</b>	<b>£15,387.82</b>	<b>£16,496.86</b>

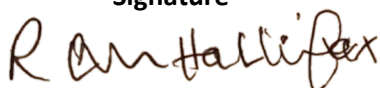
Bank and cash account as at 31st December	2023	2022
Bank Current Account	£14,993.15	£15,619.22
CCLA Deposit Fund	£241.29	£214.59
PayPal Account	£153.38	£663.05
<b>Total bank and cash account as at 31st December</b>	<b>£15,387.82</b>	<b>£16,496.86</b>

## STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2023

Monetary Assets	2023	2022
Bank Current Account	£14,993.15	£15,619.22
CCLA Deposit Fund	£241.29	£214.59
PayPal Account	£153.38	£663.05
<b>Total Assets</b>	<b>£15,387.82</b>	<b>£16,496.86</b>
<b>Fixtures Fittings and Equipment Assets</b>	<b>£0.00</b>	<b>£0.00</b>
<b>LESS Monetary Liabilities</b>		
<b>PAYE</b>	<b>£0.00</b>	<b>£2,212.42</b>
Albert Goodman (Independent Examiner)	£600.00	£600.00
<b>Net Worth as at 31st December</b>	<b>£14,787.82</b>	<b>£13,684.44</b>

Signed by one or two trustees on behalf of all the trustees

Signature



Print Name

Rosalind Hallifax

Date

06 / 09 / 2024

## FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

**Financial Notes****1. Basis of Financial Reporting**

In accordance with the requirements of the Charity Commission for England and Wales, this financial statement has been prepared on a Receipts & Payments basis.

**2. Registration as a Charitable Incorporated Organisation (CIO)**

Chab Dai UK was registered on 19th February 2020 by the Charity Commission for England and Wales using the Commission's foundation model constitution for a CIO with a few minor changes. It is the successor to Chab Dai Charitable Trust (registered no. 1103241) having the same charitable objects.

**3. Other Chab Dai Entities**

**Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other** and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country. Some UK trustees are also trustees of the US charity to promote global collaboration. More details about governance can be found on the Chab Dai website:-

<https://chabdai.org/about#governance>

**4. Funding for Chab Dai UK**

Chab Dai International funds Chab Dai UK for the Global Learning Community (GLC) programme and the remuneration of the charity's two employees, one of whom resigned as at 30th April 2023. The grant making body responsible for the source of these funds has made them available on an unrestricted basis. GLC and remuneration costs are shown as designated funds in this statement.

**5. Exchange Rate Movements**

The UK charity budgets with its American and Cambodian associates at a working exchange rate of £1Stg = US\$1.25. The exchange rate risk or gain is carried by the UK charity. In 2023, the increase in the value of the pound meant that over the year the charity had an exchange loan of £2190

**FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023****Financial Notes (continued)****6. Fundraising in the UK**

Local fundraising in the UK covers the general expenses of the charity. Campaigns, donations and Gift Aid generated £4176.45 in 2023 (£11,149 in 2022). General Fund outgoings included fundraising costs of £50. JustGiving is the charity's preferred intermediary for collecting donations.

**7. Restricted Funds**

Restricted funds were received as grants for two projects. £13312.59 was received to pay for improvements to the website, travel to conferences and some other items.

The other grant for staff wellbeing was fully paid in the year.

**8. Budgeting and Reserves Policy**

The 2023 Budget predicted a surplus of £24,563. However the Budget was not achieved mainly due to the Executive Director leaving in March and her replacement not joining until June.

The 2024 Budget is predicting that the GLC Project will be run by a different charity from July 2024.

The last member of staff will leave at the end of August with the charity to run as an adviser.

**9. Year End Financial Position**

The income and expenditure in this financial statement relates to the activity of the charity during 2023. The exceptions are the annual insurance policy taken out with Ansvar which is due for renewal on 1st August 2024, three international payments totalling £3988 had been raised but did not clear the bank until January and the fee due to the Independent Examiner for reviewing this financial statement is also outstanding at the year end.

No assets were acquired or held other than the cash balances at the Bank, CCLA and with PayPal.