

Trustees' Annual Report for the period						
	Period start date				Period end date	
<b>From</b>	<b>01</b>	<b>01</b>	<b>2024</b>	<b>To</b>	<b>31</b>	<b>12 2024</b>

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				
2	Dr Philip Jacobs		Until 31.01.2024	
4	Emily Chalke		Until 28.10.2024	
5	Dr Glenn Miles	Co-Chair until 27.07.24		
6	Tim Amstutz			
7	Gillian Kane	Secretary		
8	Leanne Georgiades			
9	Rosalind Hallifax	Co-Chair until 27.07.24  Chair from 27.07.24		
10	Lucy Keown		From 02.09.2024	
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
Independent Examiner	Albert Goodman	Goodwood House, Blackbrook Park Avenue, Taunton, Somerset, TA1 2PX

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

Sharon Jacques, Operations and Development Director to 31<sup>st</sup> August 2024

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

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and

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.

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.

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

Chab Dai continues to develop and implement a global risk register covering all aspects of the organisation, including operations, the Boards, fundraising and projects. The risk register is reviewed and completed in

procedures to manage them.

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.

Chab Dai has developed a comprehensive policy library that reflects the organisational requirements, legal compliance and leading practice. The policies were initially written by the (then) Operations & Development Director in conjunction with subject matter experts, (eg GDPR & Data Security) and are periodically reviewed and approved by the board. Policies are rolled out and socialised with all staff to ensure understanding and compliance.

Chab Dai has also developed robust reporting mechanisms for safeguarding, privacy and whistleblowing. 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.

**Section C                      Objectives and activities**

**Summary of the objects of the charity set out in its governing document**

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.

**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.

Up to 30<sup>th</sup> June 2024, the UK office acted as joint 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. On 1<sup>st</sup> July 2024 the secretariat role was transferred to Dark Bali, formerly joint secretariat with Chab Dai.

In 2024, 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 our volunteer bookkeeper, who assists the treasurer with PAYE administration and general accounts management.

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

### Chab Dai Cambodia

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

### 2024 End of Year Impact

#### SURVIVOR RESTORATION

- 38 survivors of trafficking were repatriated back to Cambodia
- 45 forced marriage cases supported
- 31 child survivors of sexual violence were supported
- \$11,750 awarded to survivors in court ordered compensation

#### Story of Impact : Kunthea's Journey to Recovery

After being trafficked to China, Kunthea returned to Cambodia overwhelmed by fear, sadness and anger. Initially, she struggled with trust, even mistaking her counsellor for a broker. Through Chab Dai's Community-Based Client Care team, Kunthea received the report she needed. Counseling helped her process trauma and develop coping strategies, while Chab Dai's Survivor Care Forms provided her with a community of individuals who shared similar experiences. Today, with emotional support and assistance covering her basic and medical needs, which eased her financial pressures, Kunthea has regained stability and is rebuilding her life in her village.

#### COMMUNITY EMPOWERMENT

- 30 new community heroes trained
- Each Community Hero receives 3 days of training to support prevention of trafficking in local communities
- 220 families received protection awareness training
- 90 High School students trained on prevention methods
- 20 church members engaged in protection awareness

#### Story of impact: Student Protects Friend from Online Exploitation

A Grade 11 student shared how she helped protect her 16-year old friend from online exploitation. The friend had been chatting with a stranger on Facebook who requested personal photos, promised money, and expressed love with intentions of engagement. Concerned for her friend's safety, the student recognised the dangers. The project team, in collaboration with teachers as community heroes, conducted awareness sessions on human trafficking, sexual abuse, and online exploitation. After attending, the student learned how to identify risky online interactions. She explained the red flags to her friend, like the man's suspicious behaviour and locked profile, and advised her to block him on both Facebook and Messenger.

**MOVEMENT BUILDING**

- 29 Chab Dai Charter members
- 54 organisations in the Cambodia Coalition Project
- 955 participants from NGO members, partners and stakeholders attended coalition project events.

**Story of Impact : Improved Shelter Monitoring through Coalition Collaboration**

The government's shelter monitoring effectiveness has improved significantly with ongoing support from the Coalition. Previously irregular, monitoring activities now ensure shelters meet minimum care standards for trafficking victims.

The Deputy Director of the Department of Victim Protection, stated: "Through our collaboration with the Coalition, we have closely engaged in monitoring, identified areas for improvement, and strengthened shelters to better serve victims. These efforts ensure shelters meet required standards, and we encourage continued support to protect victims."

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

Chab Dai UK no longer has any employees and therefore no reserves are required to cover salary costs. There are minimal admin costs which can be met from reserves and income.

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

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

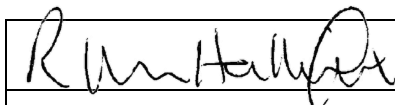
- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

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

(This section left blank)

**Section G****Declaration**

**The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees**

**Signature(s)****Full name(s)**

Rosalind Hallifax

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

Chair

**Date**

16.10.2025

## Chab Dai UK

Independent Examiner's Report to the Trustees  
For the Year Ended 31 December 2024



### 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 2024.

#### 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: 17 October 2025





# CHAB DAI UK

Registered with The Charity Commission  
for England & Wales

Registered Number: 1188067

## FINANCIAL STATEMENT

for the 12 months ended  
31st December 2024

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

**FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024**

<b>RECEIPTS</b>	<b>2024</b>	<b>2023</b>
<b>Global Learning Community</b>		
Chab Dai Cambodia	£0.00	£0.00
Chab Dai International	£15,860.12	£38,000.00
Everfree	£6,370.00	£9,555.00
Karakin	£0.00	£45,600.00
Exchange Rate Adjustments	(£757.90)	(£1,627.23)
	<b>£21,472.22</b>	<b>£91,527.77</b>
<b>General Funds</b>		
Chab Dai Cambodia	£5,456.00	£7,200.00
Chab Dai International	£21,534.40	£10,304.00
Donations	£2,473.95	£3,717.18
Gift Aid Recovery	£785.51	£459.27
Bank Interest	£14.74	£81.68
Profit on sale of Accessories	£0.00	£0.00
Exchange Rate Adjustments	(£266.11)	(£383.41)
	<b>£29,998.49</b>	<b>£21,378.72</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	£0.00	£3,416.66
Imago Dei Staff Wellbeing	£0.00	£2,083.33
Imago Dei Flex Fund	£0.00	£9,895.83
Exchange Rate Adjustments	£0.00	(£179.12)
	<b>£0.00</b>	<b>£15,216.70</b>
<b>TOTAL RECEIPTS</b>	<b>£51,470.71</b>	<b>£128,123.19</b>

**FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024**

<b>PAYMENTS</b>	<b>2024</b>	<b>2023</b>
<b>Global Learning Community</b>		
GLC Payroll	£12,526.15	£31,447.27
Contractors + Interns	£28,600.00	£39,450.00
GLC Travel Expenses	£1,072.63	£4,604.76
Knowledge Management	£705.96	£2,132.34
Partnership + Collaboration	£1,179.29	£1,750.81
GLC Other Expenses	<u>£305.77</u>	<u>£2,979.94</u>
	<b>£44,389.80</b>	<b>£82,365.12</b>
<b>General Funds</b>		
General Payroll	£18,789.23	£27,430.58
Fundraising Costs	£50.00	£50.00
Governance + Consultancy	£1,110.00	£1,450.00
Travel	£51.20	£630.38
Administration	£555.39	£552.97
Support Services	£257.00	£7.80
Bank Charges	£458.00	£495.00
Trustee Meetings	£96.65	£1,098.92
Other Costs	<u>£19.80</u>	<u>£264.26</u>
	<b>£21,387.27</b>	<b>£31,979.91</b>
<b>Projects</b>		
Imago Dei Flex Fund	£0.00	£11,059.37
Imago Dei Staff Wellbeing	£418.59	£1,427.83
Website Design + Build	<u>£0.00</u>	<u>£2,400.00</u>
	<b>£418.59</b>	<b>£14,887.20</b>
<b>TOTAL PAYMENTS</b>	<b>£66,195.66</b>	<b>£129,232.23</b>
	<b>=====</b>	<b>=====</b>
<b>SURPLUS / (DEFICIT) FOR FINANCIAL PERIOD</b>	<b><u>(£14,724.95)</u></b>	<b><u>(£1,109.04)</u></b>

## FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

## FUND BALANCES

Global Learning Community	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
Total Receipts	£0.00	£21,472.22	£0.00	£21,472.22	£91,527.77
Total Payments	£0.00	£44,389.80	£0.00	£44,389.80	£81,365.12
Excess of receipts over payments	£0.00	(£22,917.58)	£0.00	(£22,917.58)	£10,162.65
Transferred to General Funds	£0.00	£11,341.29	£0.00	£11,341.29	£0.00
GLC Funds as at 1st January	£0.00	£11,576.29	£0.00	£11,576.29	£1,413.64
GLC Funds as at 31st December	£0.00	£0.00	£0.00	£0.00	£11,576.29
General Funds	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
Total Receipts	£3,274.20	£26,724.29	£0.00	£29,998.49	£21,378.72
Total Payments	(£5,337.02)	£26,724.29	£0.00	£21,387.27	£31,979.91
Excess of receipts over payments	£8,611.22	£0.00	£0.00	£8,611.22	(£10,601.19)
Transferred to GLC	(£11,341.29)	£0.00	£0.00	(£11,341.29)	(£0.37)
Transferred from Projects	£311.12	£0.00	£0.00	£311.12	
General Funds as at 1st January	£3,081.82	£0.00	£0.00	£3,081.82	£13,683.38
General Funds as at 31st December	£662.87	£0.00	£0.00	£662.87	£3,081.82
Projects	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
Total Receipts	£0.00	£0.00	£0.00	£0.00	£15,216.70
Total Payments	£0.00	£0.00	£418.59	£418.59	£15,887.20
Excess of receipts over payments	£0.00	£0.00	(£418.59)	(£418.59)	(£670.50)
Transferred from Projects	£0.00	£0.00	(£311.12)	(£311.12)	£0.37
Project Funds as at 1st January	£0.00	£0.00	£729.71	£729.71	£1,399.84
Project Funds as at 31st December	£0.00	£0.00	(£0.00)	(£0.00)	£729.71
All Funds	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
	£662.87	£0.00	(£0.00)	£662.87	£15,387.82

## FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

## RECONCILIATION OF FUNDS + ACCOUNT BALANCES

Funds as at 31st December	2024	2023
Global Learning Community	£0.00	£10,576.29
General Funds	£662.87	£3,081.89
Projects	£0.00	£1,729.64
<b>Total funds as at 31st December</b>	<b>£662.87</b>	<b>£15,387.82</b>

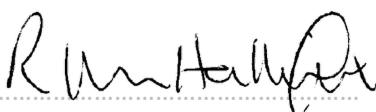
Bank and cash account as at 31st December	2024	2023
Bank Current Account	£662.87	£14,993.15
CCLA Deposit Fund	£0.00	£241.29
PayPal Account	£0.00	£153.38
<b>Total bank and cash account as at 31st December</b>	<b>£662.87</b>	<b>£15,387.82</b>

## STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2024

Monetary Assets	2024	2023
Bank Current Account	£662.87	£14,993.15
CCLA Deposit Fund	£0.00	£241.29
PayPal Account	£0.00	£153.38
<b>Fixtures Fittings and Equipment Assets</b>	<b>£0.00</b>	<b>£0.00</b>
<b>Total Assets</b>	<b>£662.87</b>	<b>£15,387.82</b>
<b>LESS Monetary Liabilities</b>		
<b>PAYE</b>	<b>£0.00</b>	<b>£0.00</b>
Albert Goodman (Independent Examiner)	£600.00	£600.00
<b>Net Worth as at 31st December</b>	<b>£62.87</b>	<b>£14,787.82</b>

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

Signature



Print Name

Rosalind Hallifax

Date

16/10/2025

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/ /

## FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

**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 employee.

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 2024, the increase in the value of the pound meant that over the year the charity had an exchange loss of £1024

**FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024****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 £3259 in 2023 (£4176 in 2022). General Fund outgoings included fundraising costs of £50. JustGiving is the charity's preferred intermediary for collecting donations.

**7. Restricted Funds**

No restricted funds were received in the year

**8. Budgeting and Reserves Policy**

The 2024 Budget was 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 2024. The exceptions are the annual insurance policy taken out with Ansvar which is due for renewal on 1st August 2025 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.