

Company number: 6563365

Charity Number: 1126097

Charity registered in Scotland No: SC045769

# Hope for Justice

Report and financial statements

For the year ended 31 March 2020

# Hope for Justice

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### For the year ended 31 March 2020

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## Hope for Justice

### Reference and administrative information

For the year ended 31 March 2020

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Company number 6563365

Charity number 1126097

Registered office Hope for Justice  
3<sup>rd</sup> Floor, the Lexicon  
Mount Street  
Manchester  
M2 5NT

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

P Elson *	(Chair)
A Gibson **	
N Grant	
G Henderson	Resigned 30 October 2020
W Taylor **	Resigned 25 October 2019
M Warner *	Resigned 25 October 2019
T Bentley	Appointed 3 May 2019
S Illingworth	Appointed 9 August 2019
C Almond *	Appointed 25 October 2019
R Camp **	Appointed 25 October 2019
E Ajayi **	Appointed 27 March 2020
I Pettigrew	Appointed 8 February 2021

\* Member of the Finance Sub-Committee

\*\* Member of the Risk and Compliance Sub-Committee

## Hope for Justice

### Reference and administrative information

For the year ended 31 March 2020

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<b>Bankers</b>	HSBC	CAF Bank
	City Branch	25 Kings Hill Avenue
	Park Row	West Malling
	Leeds	Kent
	LS1 1LD	ME19 4JQ
<b>Auditors</b>	Crowe U.K. LLP	
	Statutory Auditors	
	The Lexicon	
	Mount Street	
	Manchester	
	M2 5NT	

The trustees present their report and the audited financial statements for the year ended 31 March 2020. This report is for the Hope for Justice Group, which has been consolidated on the basis of unified management control for the global operation. Prior year references have been amended for this change to reflect a consolidated position in the prior year. The impact of the consolidation on the prior year figures is shown in Note 22.

The list of entities that are now consolidated within these accounts are (more information in Note 10):

Hope for Justice – UK  
Slave Free Alliance Ltd – UK  
No More Slave Ltd UK (Dormant)  
Hope for Justice International – UK (Dormant)  
Hope for Justice AS – Norway  
Hope for Justice Inc. – USA (including operations in Cambodia)  
Retrak – UK (including operations in Africa)  
The Tigers Club Project Limited – Uganda

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

## Objectives and activities

### Purposes and aims

The trustees regularly review the aims, objectives and activities of the charitable Group. This report looks at what the Group has achieved and the outcomes of its work in the reporting year. The trustees report the success of each key activity and the benefits the Group has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the Group's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charitable Group's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

The principle activities are:

- a) to identify, aid, educate, and where possible re-integrate with their families, children and adults, who by force of their circumstances are vulnerable to traffickers;
- b) to identify victims of human trafficking, build bridges of trust with them and safely remove them from situations of exploitation;
- c) to assess victims needs and make recommendations to safe house providers in the short term and to assist survivors with finding jobs and building community in the longer-term

- d) to secure criminal and civil justice for victims and advocate for access to housing and health services, and for the cancellation of debts created by traffickers
- e) to train frontline professionals such as the police, social services, housing providers and outreach programmes to identify victims and/or work appropriately with them

Through its activities, Hope for Justice provides public benefit in the following areas:

- The prevention and relief of oppression and exploitation imposed by Human Trafficking
- The advancement of awareness amongst the general public of the prevalence of Human Trafficking
- Improving the response from front line professionals working with potential victims of Human Trafficking for identifying and reporting potential victims
- Working with commercial entities to identify and remove forced labour and other forms of exploitation from their supply chains

Although many of Hope for Justice's activities are complex and span a number of its objectives, Hope for Justice summarises its activities under four broad headings.

- Prevention
- Rescue
- Restoration
- Reformation

The following paragraphs report our successes and achievements under the four headings identified above.

## Achievements and performance

In the year to 31 March 2020, Hope for Justice reached more beneficiaries than ever before through its projects and programmes across the globe.

We also received more referrals, carried out more modern slavery investigations and ran more trafficking prevention initiatives than in the previous year.

We rose to the challenges presented by COVID-19, advocating on behalf of survivors, helping them to overcome barriers to accessing support, and lobbying governments to secure the best outcomes for victims.

During this reporting year, we trained thousands of people, including frontline professionals, to recognise the signs of modern slavery and to respond, and equipped dozens of businesses to protect themselves and their supply chains from being infiltrated by predatory traffickers.

Our work has gone from strength to strength both here in the UK and overseas, and our mission remains centred on four key programmatic areas: preventing exploitation, rescuing victims, restoring lives and reforming society.

**PREVENTING EXPLOITATION:**

Following our significant role in dismantling the largest identified modern slavery gang in European history to date, our team recognised a rise in the activities of Romanian crime gangs, in the Midlands area of the UK, with perpetrators illegally trafficking vulnerable young girls from Romania and forcing them into sex work.

From our West-Midlands Hub, we partnered with "Street Pastors" and launched an initiative to raise awareness among vulnerable people as part of its prevention work. We distributed leaflets and other literature at specific locations to inform potential victims about modern slavery, explain how to spot the signs and signpost to support available from Hope for Justice.

We equipped people to make a difference in their own local community. We held our newly rebadged Ambassador Day, bringing people together from across the country and providing training so that individuals were empowered to create positive change.

We ran 92 separate 'preventing exploitation' initiatives and events from our Hubs in the USA, UK and Norway.

Our team represented us at multiple conferences and events throughout the year to share vital anti-trafficking messaging and raise awareness. These included the 2019 Rotary Convention, a panel session alongside Barclays plc addressing banking professionals, a Hidden Voices exhibition at Manchester Cathedral and school visits to inspire and inform younger generations. Hope for Justice's International Programme Director, Neil Wain, shared expertise in preventative anti-trafficking work with the US Ambassador-at-Large to Monitor & Combat Trafficking in Persons, John Cotton Richmond, and other leaders in the anti-slavery sector at an event at the US Embassy in London.

In the wake of the world news about COVID-19, we produced and published tips on how to keep children safe online during the pandemic, anticipating that traffickers would target young people through social media platforms, gaming networks and apps. These messages were amplified by West Yorkshire Police's Modern Slavery Team.

During the year our US Hub ran 55 prevention initiatives, including awareness events, community outreach and engagement, and educational activities for schools and colleges. Our activities in the year formed a solid foundation for expansion into new cities and states during the year to 31 March 2021.

Other specific successes in this year in the USA included training 10,733 people from a variety of agencies and organisations to understand and respond effectively should they encounter a potential victim. This was by some margin the most people we have ever trained in the USA in a single year.

Our Norway team trained 450 people during this reporting period, equipping them with the knowledge to spot the signs of modern slavery and to know what to do.

The team ran a large number of awareness and community events to raise public consciousness and knowledge about the issue of modern slavery, which is very much a hidden crime in Norway as in most other developed countries.

We have continued to work closely with families and communities to prevent highly vulnerable children separating from their families through migration or trafficking.

#### **RESCUING VICTIMS:**

In the UK, our highly trained investigators worked on a record number of modern slavery cases during the year.

Specialist investigators and outreach workers from Hope for Justice supported a police operation that led to a factory being shut down and 15 victims being identified, including a child found working on-site.

Another notable achievement saw nine factory workers safeguarded and supported by Hope for Justice and law enforcement agencies, and more than 20 people moved to safer accommodation, following an intervention by our teams in November 2019.

Earlier this year, a Polish couple was rescued after being trafficked to the UK for labour exploitation. They were forced to live in a cold property without hot water, and paid less than half the minimum wage for working exhaustive hours as delivery and collection agents. Following the sudden termination of their employment and eviction from their property, the couple were identified by staff at a community centre who had previously been trained by Hope for Justice to spot the signs of modern slavery. Following referral, Hope for Justice helped the couple to report their exploitation to the police, arranged for them to be housed in safe accommodation, provided food and offered legal advice.

Our US Hub worked 44 individual trafficking cases, many of them highly complex and involving specialist partnerships with law enforcement, state and federal agencies, and prosecutors. A number of these cases involved multiple victims and multiple perpetrators. After victims were rescued, our highly trained and licenced team was often able to hand over cases in full to prosecutors to take forward and ensure the perpetrators were brought to justice.

In one of our biggest rescues during the year, we succeeded in freeing six women from two brothels in the USA that were disguised as massage parlours. The businesses were operating illegally, advertising commercial sex through social media sites and websites. The two brothels in Tennessee were raided and shut down, with six women in their 20s and 30s rescued and a series of arrests made. Our lead investigator on the case said: "We spent countless days conducting surveillance of these two premises and searching through trash to collect evidence which could then be handed over to law enforcement. We are very pleased the six women are now safe."



Our work in Norway, first established in 2015, continued at pace during this reporting year, from our two main bases in Stavanger and Oslo. Our team worked on 30 different human trafficking cases, including a major international case that featured prominently over a number of days in VG, Norway's most-read online newspaper, throughout December 2019.

At least 35 men were rescued from forced labour thanks to joint working with Fair Play Bygg (Oslo). They had been trafficked to Norway from their homes in Bulgaria, Afghanistan and Poland, to work long hours for no pay. Many of these men had left their families after being promised travel, accommodation and a well-paid job in Norway's capital, Oslo, which would enable them to send money home to support their loved ones.

Their employer provided out-of-date food and forced them to sign documents when they complained about lack of pay and poor working conditions. As most were unable to read the language, they did not realise that signing these documents had terminated their contracts. Thanks to Hope for Justice and partner organisations, the men received the help they needed and were reunited with their families.

In Africa and Asia, 1,776 children were served at our international network of 11 'Lighthouses' – short-term aftercare and transition centres offering safe shelter, food, medicine, counselling and psychotherapy, education, life skills, play and more. Our 11<sup>th</sup> Lighthouse, 'Mary Lighthouse' in Uganda, was opened during this reporting period. Approximately 365,000 meals were provided across our projects in Uganda, Ethiopia and Zimbabwe.

We have built an international reputation through the work we are doing on family reintegration of street children, developing Standard Operating Procedures (SOPs), a training curriculum and toolkit.

We are also a core member of The Inter-Agency Group on Children's Reintegration, a group formulating global guidelines on reintegration of children.

We also worked alongside governments to secure the best outcomes for street-connected children, supporting a number of emergency shelters set up to protect children during the global pandemic.

#### **RESTORING LIVES:**

Among the thousands of interventions and pieces of casework managed by our UK Advocacy team to help survivors of modern slavery this year, a few individual stories stand out.

For example, one survivor, David (name changed), was given his own place to live for the first time, thanks to intervention from our Independent Modern Slavery Advocates – professionals who work directly with survivors, providing specialist support. David, an orphan, had spent most of his life on the streets before becoming trapped in the house of a trafficker who exploited him through forced labour for more than six years to pay back false 'debts'. Our expert case workers advocated

on his behalf, dealing with identity theft and other complex legal issues that would otherwise have prevented him from making a fresh start.

Hope for Justice stepped in to support a large family who had been left without support for more than two years after “falling through the Social Services gaps”. We met with the family several times prior to the outbreak of COVID-19 and have engaged with them over the phone on a near-daily basis throughout lockdown. We ensured the family had access to the benefits they are entitled to and called for them to be moved into fit-for-purpose accommodation. We have also supported them to apply for settled status in the UK and continue to advocate for the alleviation of debts incurred as a result of their trafficking.

A vulnerable and high-risk adult who was trafficked to the UK is receiving ongoing advocacy from us with respect to accommodation, legal rights and benefits. With the help of a translator, the team stepped in to communicate vital messaging about the virus, which health services had failed to convey in his language.

In Cambodia, our intensive programmes served 91 children and young people. We are an official partner of the Cambodia Government and are honoured at this endorsement of the quality of services we provide.

#### **REFORMING SOCIETY:**

Hope for Justice published its own report on the worldwide impacts of Coronavirus and the associated lockdown for victims of modern slavery. The report, ‘COVID-19 and potential implications on human trafficking and other forms of modern slavery internationally’, was shared with key stakeholders in the fight against trafficking, including government, law enforcement, the NGO sector, academics and researchers, and major businesses. It explores the increased threat to individuals and communities, including access to state and non-state support structures and safeguarding mechanisms, and the specific vulnerabilities faced by children and child protection issues.

Hope for Justice also contributed to a number of other reports, including the Joint Submission to the Group of Experts on Action against Trafficking in Human Beings, which highlighted the “systematic lack of funding” for trafficking programmes, which is preventing many survivors from receiving specialist legal advice.

Our collaborative work was shared as ‘best practice’ by local authorities, when the Local Government Association, representing councils across England and Wales, chose to include four separate examples of council collaboration with Hope for Justice in its modern slavery guidance. The guidance provided in-depth case studies demonstrating how our specialists have worked with Bradford, Nottinghamshire, Sandwell and Kirklees councils to improve the local response to modern slavery. As part of our constant work for structural transformation – reforming society to end this crime forever – it is gratifying to see public sector organisations taking their responsibilities so seriously.

The dismantling of the largest modern slavery gang in European history – a joint operation between Hope for Justice and West Midlands Police, dubbed Operation Fort – prompted a review by the UK's Anti-Slavery Commissioner, Dame Sara Thornton. Dame Sara wrote to the CEOs of 15 large UK retailers who carried products made by suppliers where victims of modern slavery were forced to work, including Asda, B&Q, Homebase, M&S, Sainsbury's, Tesco, Aldi and Morrisons, asking what they were doing to ensure that suppliers were not using slave labour. All of them responded. Dame Sara's recommendations and findings were published in the review.

Hope for Justice's work as part of the above-mentioned investigation was described by the National Police Chiefs' Council (NPCC) as "instrumental" to the successful outcome and recognised within the Modern Slavery Police Transformation Unit's debriefing report (*'Operation Fort: Safeguarding and Multi-Agency Working'*), which has been shared with police forces across the country.

The unique work of Hope for Justice's team of Independent Modern Slavery Advocates was further highlighted in the UK Government's summary of progress towards the UN Sustainable Development Goals.

We were pleased to work closely with the Bulgarian Embassy in the UK to offer more support to Bulgarian nationals who have been made victims of modern slavery, but who are too scared to go to police. We met with the Head of Foreign Affairs and Home Affairs Attaché at the Embassy to further develop our partnership and to better support victims.

During the year, we brought our world-class training to new audiences. Among the huge number of organisations to receive training from Hope for Justice and our wholly owned social enterprise Slave Free Alliance was major British supermarket chain, Waitrose. We created a training package and resources for more than 40 distribution centre managers working across 11 centres. Our teams adapted during the global Coronavirus pandemic, moving our training offer online, through webinars, Zoom meetings, digital Q&As, Facebook Live discussions and more.

We are pleased to report that we have positively influenced legislation, policy and national guidelines through our work.

A major piece of research on the experiences of children living and working on the streets of Uganda has been endorsed by the country's government. The findings were published in a report, entitled 'Enumeration of Children on the Streets in Uganda across Four Locations: Iganga, Jinja, Mbale and Kampala'.

The Norway staff established a number of key relationships with governmental figures and other NGOs during the year, opening up a number of major opportunities for the years ahead.

## Global summary

Working together, below are just some of the global highlights Hope for Justice has achieved during this year:

- 20,686 people have been trained by our teams, the highest yet. This included law enforcement, governments and agencies, other NGOs, healthcare workers, businesses and others who could come into contact with potential victims of modern slavery.
- 102,803 Children reached through our work (up from 71,953 from last year)
- 272 Modern slavery cases worked by our investigative Hubs
- 20,686 Professionals, including police, trained to spot the signs and to respond effectively
- 5,490 women in deprived rural communities were educated and economically empowered through our Self-Help Groups. 11,742 children benefited because their caregiver, most often their mother, attended one of the groups.
- 5,597 children living on the streets and in dangerous situations of immense vulnerability to trafficking were offered services by our outreach teams
- 1,208 children were reintegrated back to their families, to family-based care or – in the case of older children – equipped with the skills and help to transition safely to independent living

## Fundraising

The issue of ethical fundraising remains an area of concern for the public. Hope for Justice does not employ the services of a 3rd party fundraiser and we are committed to ensuring that our own internal practices meet the highest standards. Further detail about our fundraising during the year is included in our Financial Review below.

Hope for Justice is registered with the Fundraising Regulator, whose standards we applaud and work hard to uphold, and we have invested significantly this year to ensure that we comply with General Data Protection Regulation (GDPR) legislation which came into force on 23rd May 2018.

Hope for Justice is not aware of any failure to comply with the standards and has received no complaints in relation to fundraising activity.

As above Hope for Justice will only contact individuals who have indicated that they are willing to be contacted and this will be in the form of thanking the individual for donating or as an update on our programme activities and current issues surrounding modern slavery, rather than a request for donations.

## Slave Free Alliance summary

Through our social enterprise, Slave Free Alliance, Hope for Justice works with more than 75 businesses, including eight listed on the FTSE 100 index, offering expert advice, consultancy, site

assessment, policy review and crisis response in order to help them better protect their own operations and supply chains against modern slavery. During this year, supermarket giants Morrisons and Aldi UK & Ireland were among a growing number of organisations choosing to join Slave Free Alliance.

## Financial review

The Trustees are pleased to be able to present a consolidated view of the Hope for Justice family and so comparatives have been represented to reflect the full consolidated position last year.

During the year Hope for Justice continued to expand its operations by increasing the number of frontline staff delivering services and bolstering the management team to improve governance and oversight.

Income in the year ended 31 March 2020 has increased to £6.76m from last year at £6.72m. We continue to invest in fundraising activities and we measure and review our investments in these activities to ensure that we achieve acceptable returns. Recurring income is consistently high representing 48% of annual income, the majority of this from private individuals. In addition, we continue to attract a wide range of major donations on a multi-year basis from businesses, trusts and foundations. The proportion of unrestricted income increases remains high, giving the trustees the ability to invest in activities, as it deems necessary. In the year to 31 March 2020, unrestricted income represented 60.5%: (2019 60.1 %)

We have so many loyal supporters who continue to fund our work. Without you, we would not be able to continue to prevent exploitation, rescue victims, restore lives or reform society. All the successes in this report are a testimony to your generosity and vision. Thank you so much for continuing to trust us to use your generous donations wisely.

During its first full year of trading, Slave-Free Alliance, Hope for Justice's social enterprise company made a loss of £110k (2019: £29k loss). There has been substantial investment in staff and infrastructure during this year and sales momentum is building. Our focus is now on developing new sales to deliver profitability in the medium term. SFA continues as a primary purpose subsidiary and will gift aid any future profits to Hope for Justice. The trustees have carefully considered the future financial performance of SFA and the impact it can make and are committed to supporting it until it becomes profitable.

Expenditure on charitable activities for the year ended 31 March 2020 has increased over that in 2019 by £702k, highlighting the increase in staffing and frontline activities: please see note 6 for further breakdown of expenditure.

The result is a surplus for the year of £345k and an uplift in retained reserves, to £2.89m (2019 £2.55m), which will enable the Group to plan future activities in an uncertain period due to COVID-19.

## COVID-19

The impact of the global pandemic has not impacted the financial statements for the year ended 31 March 2020 and no revision of any estimates or valuations has been required. However, it has affected our activities for the subsequent year ended 31 March 2021.

Staff & client safety is the primary concern of Hope for Justice. As such the management review and follow advice from regional and national governments to minimise unnecessary contact and following all health & safety guidelines where contact is deemed necessary as part of our activities.

The organisation was quick to act and planned in advance of lockdown, to enable staff to work remotely and there has been no downtime in general office administration, partnership fundraising and reporting, both internal & external. A number of activities, though, have been adversely affected:

- Physical fundraising events
- Fundraising trips to visit programme activities
- Training
- SFA activities requiring an on-site presence
- Community engagement activity reduced
- Lighthouse capacity reduced
- Reintegration with families as a result of both has been reduced

The management have been able to pivot its approach to these areas to address the cost base and alternative income streams, to include:

- Specific global campaigns such as #Keephopealive – raised in excess of £400,000
- Move to online & virtual events
- Increased use in virtual meetings in lieu of travel and physical meetings
- Increased use of social media to reach new audiences and promote our message
- Use of the UK government Job Retention Scheme to fund furloughed staff
- Use of US government PPP schemes
- Deferment of certain tax payments

Where COVID-19 has had a positive impact on income streams is the approach from Trust & Foundation donors who gave Restricted Donations. In some circumstances, these donors have allowed the restrictions on the donation to be lifted partially or even completely. There have also been new funds made available in light of COVID-19 and Hope for Justice has been successful in a number of these applications.

SFA has not seen the projected downturn in new clients and there has been a steady increase. This along with the reduced cost base has seen an above budget performance in the year to date and this is forecast to continue with our staff at full activity.

Lastly, the Hope for Justice family has seen a significant increase in its volunteer base. This has arisen as people who have been furloughed look to make use of their spare time. The volunteers have been able to work in a number of roles depending upon their skill base and this has allowed us to spend much more resource targeting applications for Trusts & Grants as well as using volunteers for back office and administration roles.

## Reserves policy and going concern

Hope for Justice has an approved reserves policy, for retaining a level of readily accessible funds within its unrestricted reserves to mitigate financial and operation risks, ensuring that the work of the charity is sustained with minimal disruption and where necessary to provide short term funding for new projects. Taking into consideration the relative proportion of restricted and unrestricted income and therefore expenditure, the target agreed by the trustees is that unrestricted reserves should be within a range of 3–6 months of operational expenditure. The amount of unrestricted reserves held as at 31 March 2020 was £1,993,263 (2018/19 £1,667,288) representing 3.75 months of expenditure and therefore the reserves held at 31 March 2020 are in line with our reserves policy.

Restricted reserves represent income received but not yet expended in accordance with donors' wishes. Some restricted donations are given to fund multi-period projects. These are recorded in the period when the donation is received or receivable. Pledges within the US that have restrictions attached are not accounted for until the donation is received. The expenditure from restricted funds is recorded in the period when the funds are used for the restricted purpose. This means that in some accounting periods, there will be significant restricted reserves carried forward to future periods and in some accounting periods, there may be an excess of restricted expenditure over restricted funds received in that period.

The Trustees are reviewing the current policy in order to consider the needs and appropriate size of designated reserves for specific future uses, as well as maintaining sufficient other unrestricted funds for contingency purposes. .

During the pandemic, the Group has managed to maintain its levels of revenues and minimise its cost base and has therefore maintain its reserve levels. The culmination of all of the above response to the pandemic has meant that the trustees have full confidence in the management team and their response and that Hope For Justice is well placed to continue to deliver its activities for the foreseeable future.

## Plans for the future

In January 2018, Hope for Justice announced that the charity Retrak was to become part of Hope for Justice. Following the announcement, the board structures were aligned and since that time the two charities have worked ever closer together to extend the work undertaken by Retrak to reduce the incidence of street children in Ethiopia, Uganda and Zimbabwe from being trafficked or

otherwise exploited. In practical terms, this has resulted in the two charities each reviewing its overheads and systems to identify duplications and where possible and practicable, reduce unnecessary expenditure by sharing resources.

At the time of the announcement, and prior to the board restructure, the trustees of Retrak approved the legal merger of Retrak into Hope for Justice. The current board of trustees having reviewed that decision concur that it is now appropriate for that formal merger to take place, and work is ongoing to complete that process with a target date of the end of the current reporting year.

The legal merger of Retrak into Hope for Justice will add to the efficiencies already delivered in our charity work by reducing or removing duplicated governance costs and overheads demanded of two (currently) independent charities. The formal move to a subsidiary was approved by the boards on 1 April 2020 and the amended articles of association were accepted by The Charities Commission on 2 June 2020. This completes the legal ownership and Retrak is already included in the consolidated accounts using the unified management control approach.

The investment in the social enterprise Slave Free Alliance has opened a fantastic opportunity for Hope for Justice to move more quickly towards its goal of ending modern day slavery in the United Kingdom. During this first period of trading, there has been significant investment in infrastructure and sales development, which has understandably resulted in a loss for the period. The trustees anticipate and are prepared to provide further financial support during the coming year as sales momentum builds. However, having reviewed sales and cost projections they are confident that Slave Free Alliance will become income generative in the foreseeable future, and so be in a position to repay the loans made to it. The trustees therefore continue to monitor the financial development of Slave Free Alliance to ensure charity funds are wisely invested, and also to monitor the efficacy of its work in removing human exploitation from companies' supply chains.

To be able to carry on its commitment to its aims globally, Hope for Justice has registered two subsidiaries in Australia, Hope For Justice (Australia) and Slave Free Alliance (Australia), to mirror the work carried out in the UK, and to allow a base of growth of activity across Australasia and South East Asia.

The board and executives are constantly seeking opportunities to merge like-minded charities into the Hope for Justice family, with the aim of making the enlarged whole more efficient and effective in all aspects of the fight against human trafficking.



## Structure, governance and management

### Constitution

Hope for Justice is a company limited by guarantee (company number 6563365), governed by its Memorandum and Articles of Association which were adopted on its incorporation on 11 April 2008 and amended on 15 June 2020. It is registered as a charity with the UK Charity Commission (charity number 1126097), and with the Scottish Charity Regulator (charity number SC045769).

Membership is open to all individuals and organisations who apply to the charity in the form required by the trustees and are approved by the trustees. At 31 March 2020 there were 7 member-trustees each of whom has agreed to contribute £10 in the event of the charity winding up.

### Method of appointment or election of trustees

Trustees are appointed by the members and one third of the trustees retire annually by rotation at the AGM. New trustees undertake an induction process in order to brief them of their obligations under charity and company law, the structure, activities and processes of the charity and to meet key employees. Trustees are voluntary and receive no remuneration or financial benefit.

### Organisational structure and decision making

The trustees approve the strategic direction and the annual budget of the charity and meet at least four times a year. The Chief Executive Officer has responsibility for running the organisation on behalf of the trustees and leads the Executive Team. This team recommends strategy to the trustees and provides day-to-day management, including accountability and oversight in all legal, contractual and financial responsibilities relating to the charity's business.

As the Group continues to grow, the trustees are reviewing the governance and oversight structure to ensure this remains both efficient and effective.

### Risk management

The trustees take the identification of operational, financial and reputational risk seriously. The trustees have put in place structures to ensure that the many and varied risks Hope for Justice is exposed to are identified, addressed as appropriate and monitored effectively.

The day to day running of the organisation, and therefore the identification, reporting and mitigation of risk is tasked to the CEO and the Executive Team. The Executive execute their responsibilities through a robust risk identification procedure which has been refined over a number of years. In turn, the Executive Team recognises that risk identification is only as good as the embedding of risk recognition and reporting of our staff, so regular training is provided to reinforce the process. The ultimate outputs from incident reporting are a number of focused risk registers which are maintained and reviewed on a regular basis. The topic of risk is a standing item on Executive Team meeting agendas and it also receives reports from the Trustee Risk and

Compliance Sub-Committee which reviews all the risk registers prepared by the Executive Team in detail.

**The most significant risks last year were:**

**Leadership.** To achieve our plans we need excellent leadership. We will continue to invest in identifying and recruiting leaders who can steer our organisation through the challenges it will face in the future.

**Programme quality.** Our programmes continues to grow and expand in depth and breadth, we will cross-pollinate our programme knowledge and experiences to ensure we deliver 'best of breed' throughout.

**Safeguarding.** We continually review our safeguarding policies and the embedding of these through regular training. We promote the culture that reporting incidents is a strength, not a weakness, a positive, not a negative activity.

**The main risks to be managed in the year ahead:**

**COVID-19.** There is the initial risk to all our clients and staff, which is treated differently by governments across the globe and we have to act and react accordingly. This could also impact our ability to operate properly and deliver our programmes. Donors too could suffer and may not be able to continue to support us. The management of the Group's response to this ongoing issue is addressed within the report.

**Reduction in Global Economy.** There is the risk of income reduction due to the income/wealth of donors, investment income value for trusts and foundations as well as the reduction in Government spending on aid. The strategy of the Group is continually being reviewed by the Executive team and ensures that opportunities for growth are managed, as is the effectiveness and cost base of programmes in the light of potential reduced income.

**Programme quality.** This is an ongoing risk and our programmes continue to grow and expand in depth and breadth and we continually review the strategy for delivery and location so we deliver the "best of breed" throughout.

The trustees are supported by two sub-committees comprised of main trustee board members, special advisers and executives:

The Risk and Compliance Sub-Committee which has a brief to review and monitor programmatic and operational risks

The Finance Sub-Committee – which inter alia has a brief to review and monitor financial risks

During this financial year, the Risk and Compliance Sub-Committee and the Finance Sub-Committee each met twice. Both committees have met after the year end.

The trustee membership of each committee is shown on page 1.

## Statement of responsibilities of the trustees

The directors (who are also trustees of the charitable activities for the purpose of charity law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with general applicable law and United Kingdom Accounting Standards (United Kingdom General Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the 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 these financial statements, the trustees are required to:

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

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

Insofar as the trustees are aware:

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

## Auditors

Crowe U.K. LLP were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

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



P. Elson  
Chair

## **Independent auditors' report**

### **To the members of Hope for Justice**

---

#### **Opinion**

We have audited the financial statements of Hope for Justice for the year ended 31 March 2020 which comprise the consolidated statement of financial activities, balance sheet 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 March 2020 and of the group's 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, the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## **Independent auditors' report**

### **To the members of Hope for Justice**

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#### **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 auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; 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

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 17, 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 group's or 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.

#### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

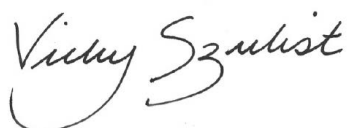
## Independent auditors' report

### To the members of Hope for Justice

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#### 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, and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist (Senior Statutory Auditor)  
For and on behalf of Crowe U.K. LLP, Statutory Auditor

The Lexicon  
Mount Street  
Manchester  
M2 5NT

Date:....28th May 2021....



**Consolidated statement of financial activities** (incorporating an income and expenditure account)

**For the year ended 31 March 2020**

	Notes	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 Restated £
<b>Incoming and endowments from:</b>					
Donations and legacies	2	3,637,838	2,667,251	6,305,089	6,451,823
Charitable activities	3	52,869	–	52,869	22,020
Other trading activities	4	395,466	–	395,466	242,491
Income from investments	5	2,122	–	2,122	198
<b>Total</b>		<b>4,088,295</b>	<b>2,667,251</b>	<b>6,755,546</b>	<b>6,716,532</b>
<b>Expenditure on:</b>					
Raising funds		834,295	–	834,295	678,079
Charitable activities	6	2,561,570	2,486,934	5,048,504	4,346,018
Other trading costs		505,858	–	505,858	271,467
<b>Total</b>		<b>3,901,723</b>	<b>2,486,934</b>	<b>6,388,657</b>	<b>5,295,564</b>
<b>Net income</b>		<b>186,572</b>	<b>180,317</b>	<b>366,889</b>	<b>1,420,968</b>
Transfers between funds		164,675	(164,675)	–	–
Exchange differences arising on consolidation		(25,272)	3,233	(22,039)	33,278
<b>Net movement in funds for the period</b>		<b>325,975</b>	<b>18,875</b>	<b>344,850</b>	<b>1,454,246</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		1,667,288	880,356	2,547,644	1,093,398
<b>Total funds carried forward</b>		<b>1,993,263</b>	<b>899,231</b>	<b>2,892,494</b>	<b>2,547,644</b>

The group has no recognised gains or losses other than the results for the period as set out above.

All the activities of the charity are classed as continuing

The notes on pages 26 to 41 form part of these financial statements

## Balance Sheets

For the year ended 31 March 2020

		Group		Charity	
	Notes	2020	2019 Restated	2020	2019
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	9	168,305	128,530	27,664	39,667
Investments	10	102,543	102,543	3,625	3,625
		<u>270,848</u>	<u>231,073</u>	<u>31,289</u>	<u>43,292</u>
<b>Current assets</b>					
Stock	11	30,749	13,826	23,761	13,367
Debtors	12	392,873	202,123	651,181	287,542
Cash at bank and in hand		2,567,657	2,512,232	1,061,302	917,434
		<u>2,991,279</u>	<u>2,728,181</u>	<u>1,736,244</u>	<u>1,218,343</u>
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	13	369,633	411,610	258,838	278,801
<b>Net current assets</b>		<u>2,621,646</u>	<u>2,316,571</u>	<u>1,477,406</u>	<u>939,542</u>
<b>Total net assets</b>		<u>2,892,494</u>	<u>2,547,644</u>	<u>1,508,695</u>	<u>982,834</u>
<b>The funds of the charity</b>					
Total unrestricted funds	18	1,993,263	1,667,288	956,360	670,502
Total restricted funds	18	899,231	880,356	552,335	312,332
<b>Total charity funds</b>	18	<u>2,892,494</u>	<u>2,547,644</u>	<u>1,508,695</u>	<u>982,834</u>

As permitted by s408 Companies Act 2006, the charity has not presented its own profit and loss account and related notes as it prepares group accounts. The charity's surplus and total comprehensive gain for the year was £525,861 (2019 – £615,891)

The financial statements were approved by the board on 26 February 2021 and signed on its behalf by:

P Elson  
Director

The notes on pages 26 to 41 form part of these financial statements

# Hope for Justice

## Consolidated statement of cash flows

For the year ended 31 March 2020

	2020	2019
	£	Restated £
<b>Cash flows from operating activities:</b>		
<b>Net income for the reporting period (as per the statement of financial activities)</b>	366,889	1,420,968
Adjustments for:		
Depreciation charges	72,465	62,852
Exchange differences on consolidation	(22,038)	33,278
Dividends, interest and rents from investments	(2,122)	(198)
Increase in stocks	(16,923)	(5,052)
(Increase)/decrease in debtors	(190,751)	56,420
(Decrease) in creditors	(41,977)	(260,368)
<b>Net cash provided by operating activities</b>	<b>165,543</b>	<b>1,307,900</b>
<b>Cash flows from investing activities:</b>		
Dividends, interest and rents from investments	2,122	198
Purchase of property, plant and equipment	(112,240)	(51,256)
<b>Net cash used in investing activities</b>	<b>(110,118)</b>	<b>(51,058)</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>55,425</b>	<b>1,256,842</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>2,512,232</b>	<b>1,255,390</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>2,567,657</b>	<b>2,512,232</b>
<b>Analysis of cash and cash equivalents</b>	<b>2020</b>	<b>2019</b>
	£	£
Cash in hand	32,741	5,342
Notice deposits (less than 30 days)	2,459,916	2,431,890
Notice deposits (more than 30 days)	75,000	75,000
<b>Total cash and cash equivalents</b>	<b>2,567,657</b>	<b>2,512,232</b>

## Notes to the financial statements

### For the year ended 31 March 2020

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#### 1.1 Accounting policies

The accounts of the company are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice – (FRS 102) (March 2018) – (Charities SORP (FRS 102)). They incorporate the results of the principal activity which is described in the directors' report and which is continuing.

The company was incorporated on 11 April 2008 in England & Wales as a Private Limited Company by guarantee without share capital with use of 'Limited' exemption. The principle place of business is PO Box 5527, Manchester, M61 0QU and it operates as a Public Benefit Entity.

#### 1.2 Going Concern

At 31 March 2020, the group had net assets of £2.89m, which is sufficient for six months of activity at historic levels. The directors have prepared detailed trading and cash flow forecasts which show the group being able to operate for the foreseeable future without seeking borrowings or overdrafts. This included the effects of COVID-19 and assumptions that historic funding levels would be reduced as individual donations reduced (as individuals are impacted by any recession) and events are cancelled (due to social distancing requirements). The use of the Coronavirus Job Retention Scheme and the significant reduction in operating costs in the first quarter of the year to 31 March 2021, have mitigated some of the potential income reduction. The shift from physical to virtual events has also mitigated the reduction in event income, and an increase in our social media presence has helped to replace income streams. Trust & Grant income remains unaffected for the foreseeable future.

The trustees are satisfied that the group can continue to operate and pay its debts as they fall due, and have prepared the accounts on the going concern basis accordingly.

#### 1.3 Judgements and key sources of estimation uncertainty

In the application of the group's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based upon historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revisions and future periods where the revision affects both current and future periods.

#### *Impairment of non-current assets*

The determination of whether there are indicators of impairment of the group's tangible assets. The factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset.

There are no estimates or assumptions which have a significant risk of causing a material adjustment to the carrying amount of any assets or liabilities.

#### 1.4 Fund accounting

The charity has various types of funds for which it is responsible, and which require separate disclosure. These are as follows:

- |                           |  |
|---------------------------|--|
| <b>Unrestricted funds</b> | – Funds are expendable at the discretion of the Trustees in furtherance of the objects of the charity  |
| <b>Restricted funds</b>   | – Restricted funds can only be used for particular restricted purposes within the objectives of the charity. These arise when funds are subject to specific restrictive conditions imposed by funders/donors or by the purpose of the grant. |
| <b>Designated funds</b>   | – The Directors may at their discretion set aside unrestricted funds for specific purposes   |

## Notes to the financial statements

### For the year ended 31 March 2020

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#### 1.5 Assets policy

a) Fixed assets are included at cost or valuation.

b) Depreciation is provided to write off the cost or valuation, less estimated residual values, of all fixed assets over their expected useful lives. It is calculated at the following rates:

Freehold Property	25% straight line
Motor Vehicles	25% straight line
Fixtures & fittings	20% – 33% straight line
Computer & equipment	25% – 33% straight line

#### 1.6 Incoming resources

- a) All grants and voluntary income are accounted for gross when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.
- b) Charitable activities, trading and merchandising income is accounted for when earned. Activity income received in advance is deferred until entitlement to the income has arisen at which time it is credited to the Statement of Financial Activities (SOFA).
- c) Gifts in kind are included at valuation. No amounts are included in the financial statements for services donated by volunteers
- d) Restricted income is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

#### 1.7 Resources expended

- a) All expenditure is accounted for on an accruals basis. Irrecoverable VAT is included within the relevant expense of the charity in the year.
- b) Grants payable comprise gifts to individuals and charitable organisations with similar objectives.
- c) Activities in furtherance of the charity's objectives include the direct costs of staff and property.
- d) The trustees consider the management and administration costs of the Charity are not material when taken in the context of amounts spent on charitable activities. All members of staff have been active in fulfilling the objectives of the charity.

#### 1.8 Basis of consolidation

The consolidated financial statements incorporate those of Hope For Justice and all of its subsidiaries (ie entities that the group controls through its power to govern and manage the financial and operating policies). The definition of subsidiary has been revisited and now includes those entities that are not directly owned but are directly controlled under a unified management system. As such the basis of consolidation has been amended and the prior year figures restated.

All financial statements are made up to 31 March 2020. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by other members of the group.

All intra-group transactions and balances between group entities are eliminated on consolidation and there are no restrictions on the ability of subsidiaries to transfer funds to the parent charity.

#### 1.9 Investments

Fixed asset investments are stated at historical cost less provision for diminution in value.

Notes to the financial statements

For the year ended 31 March 2020

1.10 Stocks

Stocks are stated at the lower of cost and net realisable value after making due allowance for obsolete or slow moving stocks. Cost include all direct costs and an appropriate proportion of fixed and variable overhead expenses. Net realisable value is based on the estimated selling price less the estimated cost of disposal.

1.11 Governance costs

Governance costs include costs of the preparation and examination of the statutory accounts, the costs of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

2 Donations and legacies

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
Donations and legacies	3,637,838	2,667,251	6,305,089
	<u>3,637,838</u>	<u>2,667,251</u>	<u>6,305,089</u>

Donations and legacies

	Unrestricted Funds 2019 Restated £	Restricted Funds 2019 Restated £	Total 2019 Restated £
Donations and legacies	3,773,952	2,667,871	6,451,823
	<u>3,773,952</u>	<u>2,667,871</u>	<u>6,451,823</u>

3 Charitable activities

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
Speaker and trainer fees	40,467	–	40,467
Sale of 'awareness' merchandise	12,402	–	12,402
	<u>52,869</u>	<u>–</u>	<u>52,869</u>

Charitable activities

	Unrestricted Funds 2019 Restated £	Restricted Funds 2019 Restated £	Total 2019 Restated £
Speaker and trainer fees	5,535	–	5,535
Sale of 'awareness' merchandise	16,485	–	16,485
	<u>22,020</u>	<u>–</u>	<u>22,020</u>

4 Other trading activities

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
Slave Free Alliance Limited	395,466	–	395,466
	<u>395,466</u>	<u>–</u>	<u>395,466</u>

Slave Free Alliance Limited is a wholly owned subsidiary company incorporated in the UK with an issued share capital of £1, which began trading on 16 March 2018

Other trading activities

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total 2019 £
Slave Free Alliance Limited	242,491	–	242,491
	<u>242,491</u>	<u>–</u>	<u>242,491</u>

5 Income from investments

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
Bank interest	2,122	–	2,122
	<u>2,122</u>	<u>–</u>	<u>2,122</u>

Income from investments	Unrestricted Funds 2019 Restated £	Restricted Funds 2019 Restated £	Total 2019 Restated £
Bank interest	198	–	198
	198	–	198

**6 Analysis of expenditure on charitable activities**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total 2020 £
Prevent	810,854	54,732	865,586
Rescue	2,558,535	172,698	2,731,233
Restore / Reform	1,359,895	91,790	1,451,685
	4,729,284	319,220	5,048,504

Support costs are all the costs that are not directly identifiable to a particular programme or activity and include human resources and payroll, information technology; finance; marketing; communications; head office staff and establishment costs; and general administration. Allocation is made on a per capita basis.

**Analysis of expenditure on charitable activities**

	Activities undertaken directly 2019 Restated £	Support costs 2019 Restated £	Total 2019 Restated £
Prevent	833,787	68,102	901,889
Rescue	2,091,225	170,808	2,262,033
Restore / Reform	1,092,835	89,261	1,182,096
	4,017,847	328,171	4,346,018



Notes to the financial statements

For the year ended 31 March 2020

<b>7</b>	<b>Auditor's Remuneration</b>	<b>2020</b>	<b>2019</b>
		<b>£</b>	<b>£</b>
	Fees payable to The Charity's auditor for the audit of The Charity's annual accounts	10,000	3,900
	Fees payable to The Charity's auditor and its associates for other services		
	Audit of accounts of subsidiaries	10,673	5,500
	Tax compliance services	875	–
	<b>Total audit fees</b>	<b>21,548</b>	<b>9,400</b>

<b>8</b>	<b>Employee Benefits</b>	<b>2020</b>	<b>2019</b>
		<b>£</b>	<b>Restated £</b>
	Salaries and Wages	2,697,134	2,449,374
	Social Security costs	158,700	162,360
	Employers Pension contributions (defined contribution scheme)	115,367	85,124
		<b>2,971,202</b>	<b>2,696,858</b>

Pension contributions are allocated to the activity or fund (restricted or unrestricted) on the basis of the work undertaken by the individual concerned. Allocation of support staff costs are explained in detail in note 6.

Number of employees who received £60,000–£69,999 p.a.	2	2
Number of employees who received £70,000–£79,999 p.a.	–	1
Number of employees who received £80,000–£89,999 p.a.	1	–
<b>Average number of employees</b>	<b>312</b>	<b>280</b>

Remuneration paid to the trustees in their capacity as trustees during the year was £nil (2019 – £nil). Employee benefits paid to an increased management team during the year was £364,768 (2019 – £306,751)

Within the management team, the Key Management Personnel are as follows:

Chief Executive Officer  
Chief Financial Officer  
International Operations Director  
Director of Development  
International Programme Director  
Head of Digital & Communications

9 Tangible Fixed Assets

	Group			Total
	Freehold Property £	Fixtures, fittings and equipment £	Motor Vehicles £	
<b>Cost or valuation</b>				
At 1 April 2019 – restated	49,503	263,041	94,612	407,156
Additions in year	–	38,809	73,431	112,240
<b>At 31 March 2020</b>	<b>49,503</b>	<b>301,850</b>	<b>168,043</b>	<b>519,396</b>
<b>Depreciation</b>				
At 1 April 2019 – restated	21,720	195,168	61,738	278,626
Charge for the year	3,309	39,064	30,092	72,465
<b>At 31 March 2020</b>	<b>25,029</b>	<b>234,232</b>	<b>91,830</b>	<b>351,091</b>
<b>Net book value</b>				
At 31 March 2020	24,474	67,618	76,213	168,305
At 31 March 2019 – restated	27,783	67,873	32,874	128,530

	Charity		Total
	Fixtures and fittings	Computers and equipment £	
<b>Cost or valuation</b>			
At 1 April 2019	37,156	79,817	116,973
Additions in year	–	7,559	7,559
<b>At 31 March 2020</b>	<b>37,156</b>	<b>87,376</b>	<b>124,532</b>
<b>Depreciation</b>			
At 1 April 2019	25,039	52,267	77,306
Charge for the year	8,688	10,874	19,562
<b>At 31 March 2020</b>	<b>33,727</b>	<b>63,141</b>	<b>96,868</b>
<b>Net book value</b>			
At 31 March 2020	3,429	24,235	27,664
At 31 March 2019	12,117	27,550	39,667

# Hope for Justice

## Notes to the financial statements

### For the year ended 31 March 2020

10 Investments	Group		Charity	
	2020	2019 Restated	2020	2019
	£	£	£	£
Land held at fair value	102,543	102,543	–	–
Investment in subsidiaries	–	–	3,625	3,625

The land is owned by The Tiger Club Project Limited a subsidiary of Hope for Justice. The company is registered in Uganda as a company limited by guarantee. The purpose of the company is to hold title to land in Uganda that is used with the charitable operations of the branch in Uganda.

Details of the company's subsidiaries at 31 March 2020 are as follows:

Subsidiary Undertaking	Country of Incorporation	Registered Number	Holding	Proportion of voting rights and shares held	Principal activity
No More Slaves Ltd	England & Wales	08692709	Ordinary	100%	Dormant
Hope for Justice International	England & Wales	09440540	Ordinary	100%	Dormant
Slave Free Alliance Ltd	England & Wales	11258651	Ordinary	100%	A social offering businesses a range of services to help them identify and remove human exploitation from their supply chains. The services include awareness training, gap analysis, due diligence, risk management and help with investigations, crisis response, remediation and Slavery and Human Trafficking Statements.
Hope for Justice AS	Norway	915 520 995	Ordinary	100%	Advance the education of the public regarding people trafficking and slavery

Subsidiary Undertaking	Country of Incorporation	Registered Number	Basis of consolidation	Principal activity
Retrak	England & Wales	6424507	Unified Management Control	Aligned with Hope for Justice
Hope For Justice Inc.	Tennessee, USA	75-3179471	Unified Management Control	Aligned with Hope for Justice
The Tigers Club Project Limited	Uganda		Unified Management Control	Hold title to land in Uganda that is used with the charitable operations of Retrak's branch in Uganda

# Hope for Justice

## Notes to the financial statements

For the year ended 31 March 2020

Subsidiary Undertaking	Retrak	Hope for Justice Inc	Hope for Justice AS	Slave Free Alliance Limited	The Tigers Club Project Limited	No More Slaves Limited	Hope for Justice International Limited
	£	£	£	£	£	£	£
<b>Assets at 31/3/20</b>	629,890	714,425	390,301	117,496	102,543	847	1
<b>Liabilities at 31/3/20</b>	(50,254)	(170,890)	(89,223)	(256,864)	–	(989)	–
<b>Net Funds at 31/3/20</b>	579,636	543,535	301,078	(139,368)	102,543	(142)	1
<b>Income for Year to 31/3/20</b>	2,217,747	1,500,375	334,580	395,466	–	–	–
<b>Expenditure for Year to 31/3/20</b>	2,242,999	1,517,576	361,799	505,858	–	–	–
<b>Surplus/(deficit) for Year to 31/3/20</b>	(25,252)	(17,201)	27,219	(110,392)	–	–	–

11	Stock	Group 2020	2019 Restated	Charity 2020	2019
		£	£	£	£
	Finished goods	30,749	13,826	23,761	13,367

The stock is valued at purchase price.

## 12 Debtors

	Group 2020	2019 Restated	Charity 2020	2019
	£	£	£	£
Trade debtors	311,942	97,846	191,155	30,517
Other debtors	30,715	92,784	422,086	252,603
Prepayments	50,216	9,514	37,940	2,443
Income Tax Receivable (Gift Aid)	–	1,979	–	1,979
	<b>392,873</b>	<b>202,123</b>	<b>651,181</b>	<b>287,542</b>

## Hope for Justice

### Notes to the financial statements

#### For the year ended 31 March 2020

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Other debtors of £422,086 (2019 : £252,603) include £234,478 owed by subsidiary Slave Free Alliance (2019 : £136,607), £12,197 owed by subsidiary Retrak (2019: 20,231), £98,010 owed by Hope for Justice Inc.an affiliated company incorporated in US (2019 : £80,541), and £69,273 owed by Hope for Justice AS a subsidiary company incorporated in Norway (2019 : £18,005)

The amount owed by Slave Free Alliance is an interest free loan. The loan finance was provided as start-up and working capital for the trading subsidiary and will be repaid in full.

13	Creditors	Group		Charity	
		2020	2019 Restated	2020	2019
		£	£	£	£
Amounts falling due within 1 year:					
	Trade creditors	57,737	82,853	39,735	24,645
	Other creditors	159,734	260,586	114,760	212,133
	Social Security and Other Taxes	85,080	56,543	53,839	41,074
	Accruals and deferred income	67,082	11,628	50,504	949
		<b>369,633</b>	<b>411,610</b>	<b>258,838</b>	<b>278,801</b>

#### 14 Transactions with related parties

				2020
				£
A Gibson	Director	–	Travel and subsistence expenses	813
C Almond	Director	–	Travel and subsistence expenses	682

During the year there were no purchases from related parties. In 2019 the Group purchased consultancy services from First Fruits Ltd totalling £31,023. The services provided were in respect of the initial set up of the trading subsidiary Slave Free Alliance Limited Gareth Henderson is a Director of First Fruits Ltd, a Trustee of Hope for Justice

During the year, First Fruits Ltd paid a membership fee of £600 to Slave Free Alliance Ltd (2019 £900).

#### 15 Donations from directors

The total amount given to the charity by its trustees during the year was £14,000 (2019 – £21,668)

Notes to the financial statements

For the year ended 31 March 2020

16 Analysis of Group net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Tangible fixed assets	168,214	–	168,214
Investments	102,543	–	102,543
Current assets	2,092,139	899,231	2,991,370
Current liabilities	(369,633)	–	(369,633)
	<b>1,993,263</b>	<b>899,231</b>	<b>2,892,494</b>

Analysis of Group net assets by fund

	Unrestricted Funds Restated £	Restricted Funds Restated £	Total 2019 Restated £
Tangible fixed assets	128,529	–	128,529
Investments	102,543	–	102,543
Current assets	1,847,826	880,356	2,728,182
Current liabilities	(411,610)	–	(411,610)
	<b>1,667,288</b>	<b>880,356</b>	<b>2,547,644</b>

Analysis of Charity net assets by fund

17

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Tangible fixed assets	27,664	–	27,664
Investments	3,625	–	3,625
Current assets	1,183,909	552,335	1,736,244
Current liabilities	(258,838)	–	(258,838)
	<b>956,360</b>	<b>552,335</b>	<b>1,508,695</b>

Analysis of Charity net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Tangible fixed assets	39,667	–	39,667
Investments	3,625	–	3,625
Current assets	906,011	312,332	1,218,343
Current liabilities	(278,801)	–	(278,801)
	<b>670,502</b>	<b>312,332</b>	<b>982,834</b>

Notes to the financial statements

For the year ended 31 March 2020

18 Analysis of Group Funds

	B/fwd 01/04/19 Restated £	Received in year £	Utilised in year £	Transfer in funds £	C/fwd 31/03/20 £
Prevent	130,508	618,390	(557,354)	(15,638)	175,906
Rescue	362,258	1,160,369	(884,759)	(112,114)	525,754
Restore / Reform	387,590	888,492	(1,041,588)	(36,923)	197,571
<b>Restricted Funds</b>	<b>880,356</b>	<b>2,667,251</b>	<b>(2,483,701)</b>	<b>(164,675)</b>	<b>899,231</b>
<b>Unrestricted Funds</b>	<b>1,667,288</b>	<b>4,088,295</b>	<b>(3,926,995)</b>	<b>164,675</b>	<b>1,993,263</b>
<b>Total Funds</b>	<b>2,547,644</b>	<b>6,755,546</b>	<b>(6,410,696)</b>	<b>–</b>	<b>2,892,494</b>

	B/fwd 01/04/18 Restated £	Received in year Restated £	Utilised in year Restated £	Transfer in funds Restated £	C/fwd 31/03/19 Restated £
Prevent	92,918	632,045	(594,454)	–	130,508
Rescue	254,411	1,129,039	(787,591)	(233,601)	362,258
Restore / Reform	226,513	898,874	(737,798)	–	387,590
<b>Restricted Funds</b>	<b>573,842</b>	<b>2,659,958</b>	<b>(2,119,843)</b>	<b>(233,601)</b>	<b>880,356</b>
<b>Unrestricted Funds</b>	<b>519,556</b>	<b>4,056,574</b>	<b>(3,142,443)</b>	<b>233,601</b>	<b>1,667,288</b>
<b>Total Funds</b>	<b>1,093,398</b>	<b>6,716,532</b>	<b>(5,262,286)</b>	<b>–</b>	<b>2,547,644</b>

Purposes of restricted funds

The restricted funds are held to further the aims in UK and overseas, which are our four key programmatic areas: preventing exploitation, rescuing victims, restoring lives and reforming society. The work comprises activities including advocacy services, outreach, shelter, medical services and education; preventative work in communities; healthy parenting with families; liaising with and training Government officials; preparing research documents

Notes to the financial statements

For the year ended 31 March 2020

19 Operating leases

As at 31 March 2020, the Charity had future commitments under non-cancellable operating leases as follows:

Operating leases which expire:

	Group 2020	2019 Restated	Charity 2020	2019
	£	£	£	£
Land and buildings				
Less than one year	268,988	268,622	66,992	66,992
Between two and five years	207,219	293,276	66,992	133,984
	<b>476,207</b>	<b>561,898</b>	<b>133,984</b>	<b>200,976</b>

20. Reconciliation of net debt

	At 1 April 2019 Restated	Cash flows	Other changes	At 31 March 2020
	£	£	£	£
Cash at bank and in hand	2,512,232	4,998	50,427	<b>2,567,657</b>
<b>Total cash and cash equivalents</b>	<b>2,512,232</b>	<b>4,998</b>	<b>50,427</b>	<b>2,567,657</b>

21. Post Balance Sheet Events

Retrak

Following the addition of Retrak (a company limited by guarantee (company number 6424507)) to the Hope for Justice family in January 2018, on 1 April 2020, Hope for Justice became the sole member of Retrak as approved by both boards and Retrak is now a 100% subsidiary. The Articles of Associations of both companies have been amended to reflect the joint aims so that there is no conflict of interests. The Charities Commission accepted these changes on 2 June 2020.

Australia

On 9 April 2020, the company received official notification of the registration of two 100% subsidiaries in Australia:

Hope For Justice (Australia) Limited – ABN 28 639 382 782, effective from 26 February 2020

Slave Free Alliance (Australia) Limited – ABN 17 639 408 647, effective from 27 February 2020



## Hope for Justice

### Notes to the financial statements

#### For the year ended 31 March 2020

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The purpose of these companies is to further the work of Hope For Justice and Slave Free Alliance in Australia.

#### USA

On 19 June 2020, Hope for Justice Inc. took control of a 501(c)(3) charitable enterprise registered in Iowa, called OK200:Stop the Traffic. The purpose of this charity is to organise 200-mile cycle rides and raised funds to further the work of Hope for Justice.

On 23 December 2020, Hope for Justice Inc. took control of a 501(c)(3) charitable enterprise registered in North Carolina, called Lili Pad Haven. This operates five safe houses in the state and Hope for Justice will use this as springboard to improve the operations and expand its rescue and reintegration in the USA.

#### 22. Prior Year Adjustment

The consolidated prior year figures have been adjusted, following a reassessment of the subsidiaries to be consolidated. The group has now consolidated all those entities within its unified management control and as such the prior year numbers assume that both Retrak and Hope for Justice Inc. were consolidated as at 31 March 2019. The impact on both the Consolidated Statement of Financial Activities and Consolidated Balance Sheet are shown below.

Notes to the financial statements

For the year ended 31 March 2020

Note 22. Prior Year Adjustment (continued)

Consolidated Statement of Financial Activity

	As Originally Stated 2019	Adjustment 2019	Restated Total Funds 2019
	£	£	£
<b>Incoming and endowments from:</b>			
Donations and legacies	2,810,422	3,641,401	6,451,823
Charitable activities	19,123	2,897	22,020
Other trading activities	242,491	–	242,491
Income from investments	104	94	198
<b>Total</b>	<b>3,072,140</b>	<b>3,644,392</b>	<b>6,716,532</b>
<b>Expenditure on:</b>			
Raising funds	495,701	182,378	678,079
Charitable activities	1,565,435	2,780,583	4,346,018
Other trading costs	271,467	–	271,467
<b>Total</b>	<b>2,332,603</b>	<b>2,962,961</b>	<b>5,295,564</b>
<b>Net income</b>	<b>739,537</b>	<b>681,431</b>	<b>1,420,968</b>
Transfers between funds	–	–	–
Exchange differences arising on consolidation	–	33,278	33,278
<b>Net movement in funds for the period</b>	<b>739,537</b>	<b>714,709</b>	<b>1,454,246</b>
<b>Reconciliation of funds</b>			
Total funds brought forward	539,940	553,458	1,093,398
<b>Total funds carried forward</b>	<b>1,279,477</b>	<b>1,268,167</b>	<b>2,547,644</b>

Note 22. Prior Year Adjustment (continued)

Group Balance Sheet

	As Originally stated 2019 £	Adjustment 2019 £	Restated 2019 £
<b>Fixed assets</b>			
Tangible assets	42,953	85,577	128,530
Investments	–	102,543	102,543
	42,953	188,120	231,073
<b>Current assets</b>			
Stock	13,672	154	13,826
Debtors	206,560	(4,437)	202,123
Cash at bank and in hand	1,342,120	1,170,112	2,512,232
	1,562,352	1,165,829	2,728,181
<b>Liabilities</b>			
<b>Creditors: Amounts falling due within one year</b>	325,828	85,782	411,610
<b>Net current assets</b>	1,236,524	1,080,047	2,316,571
<b>Total net assets</b>	1,279,477	1,268,167	2,547,644
<b>The funds of the group</b>			
Total unrestricted funds	967,144	700,144	1,667,288
Total restricted funds	312,333	568,023	880,356
<b>Total group funds</b>	1,279,477	1,268,167	2,547,644