



ANNUAL REVIEW 2024



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FROM OUR CHAIR

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*Names of victims and survivors have been changed
throughout this document for their safety and privacy*

FOREWORD

I'm delighted to share with you this Annual Review, which is full of examples of the life-changing impact of Hope for Justice's work around the globe.

I am so proud of the passion, energy and dedication of our staff, and incredibly grateful for the generosity of our donors, the commitment of our volunteers and the wisdom of our Board. I would like to say a huge thank you to everyone who has been able to stand alongside us this year and who has enabled our work to reach nearly 150,000 individuals around the world.

There have been challenges over the last 12 months and more, with inflationary pressures having an impact both on the cost of providing our charitable services and donors' ability to give. To address this, we've cut our operating costs internationally, restructured some of our programmes and sought new funding streams.


Despite this, we continue to innovate in this season. For example, in Uganda we host an Immersive Learning Centre at our Lighthouse, where we share our trauma-informed ways of working with other practitioners and organisations across Uganda and beyond. These ways of working are informed by country-wide guidelines of care we helped to develop, and which the country's Government is adopting for all shelter service providers. It is an example of how we can have influence and reach far beyond our own direct service delivery. This is something we're seeking to do across more of our Programming, for example through the IMSA Model that you can read about on page 15.

We do not do what we do for recognition or awards, but it was still a massive privilege and honour to be named 'Charity of the Year' at the .ORG Impact Awards in Washington, D.C. this year.

We collected the top award after the judges picked Hope for Justice ahead of almost 1,000 other charities from more than 70 countries. This fantastic achievement, coupled with some major policy wins on the international stage and especially in the U.S. this year, has truly raised our profile. This is important because our long-term ambition involves influencing governments and businesses to make the transformational changes needed to end modern slavery: as a charity, for all our work directly with victims and survivors, we cannot make that scale of change all on our own.

In my four years as CEO, I've strived to make Hope for Justice as collaborative an organisation as possible, and I believe we are moving in the right direction. We are spending more time than ever liaising and co-ordinating with other organisations working on issues linked with trafficking, as well as with international bodies like the OSCE and the UN. We are sharing our best practice and evidence with others, while learning from their models too. As part of the Coalition to Stop Slavery, we have taken a key lead on creative campaigns that were able to reach 6.7 million people this year. We know that awareness leads to action and action leads to individuals finding freedom. That is the power of collaboration and working together.

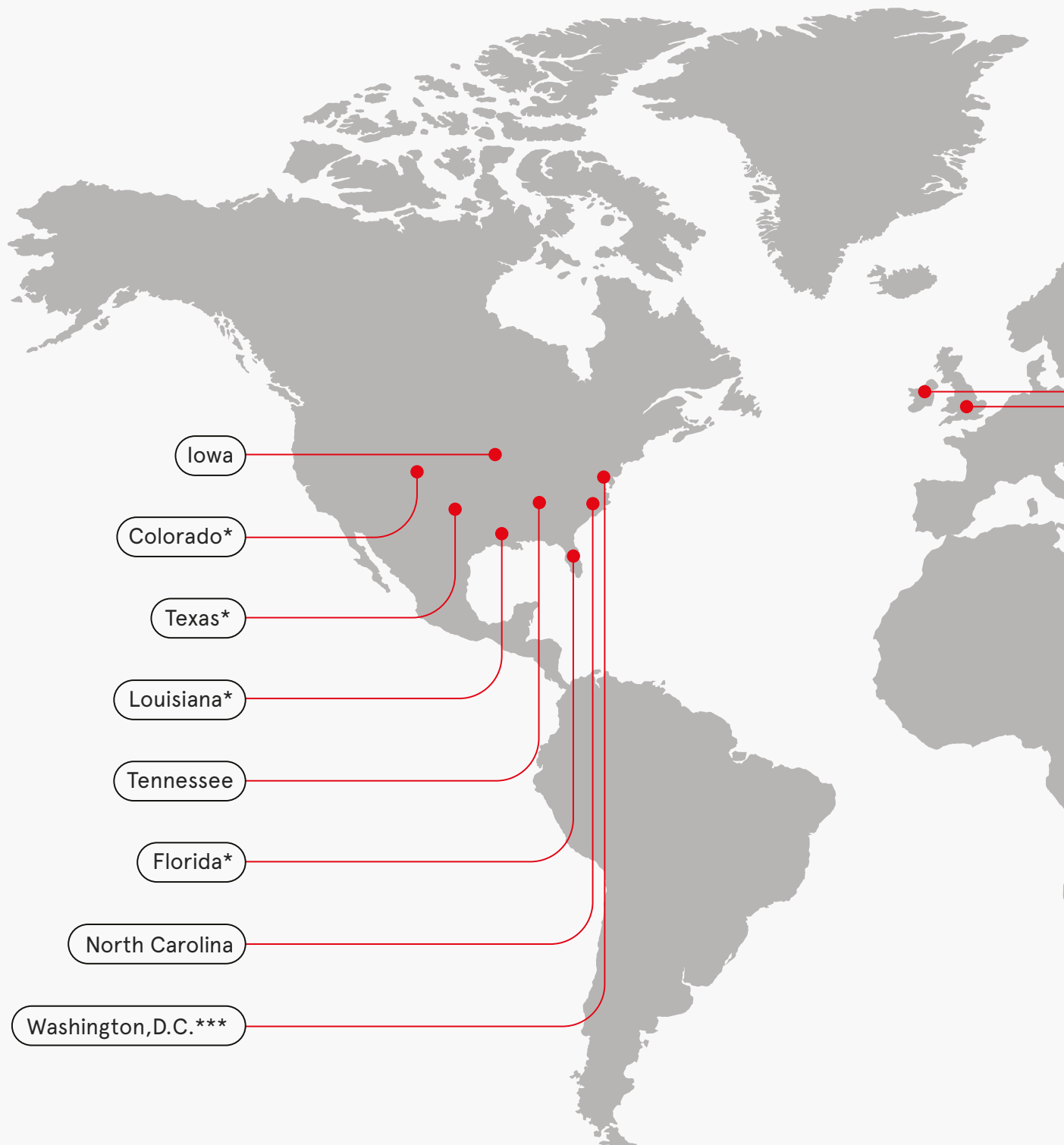
During my recent trip to Ethiopia, I was privileged to see firsthand young children no longer in exploitation and being joyfully reunited with their families by our teams. Every day, seeing lives changed inspires me. I am excited for what is to come for Hope for Justice as we seek to bring freedom from modern slavery.



Tim Nelson
CEO, Hope for Justice

If you have questions or want to discuss ways you could partner with Hope for Justice, I'd be delighted to hear from you.
You can reach me at tim.nelson@hopeforjustice.org

WHERE WE WORK

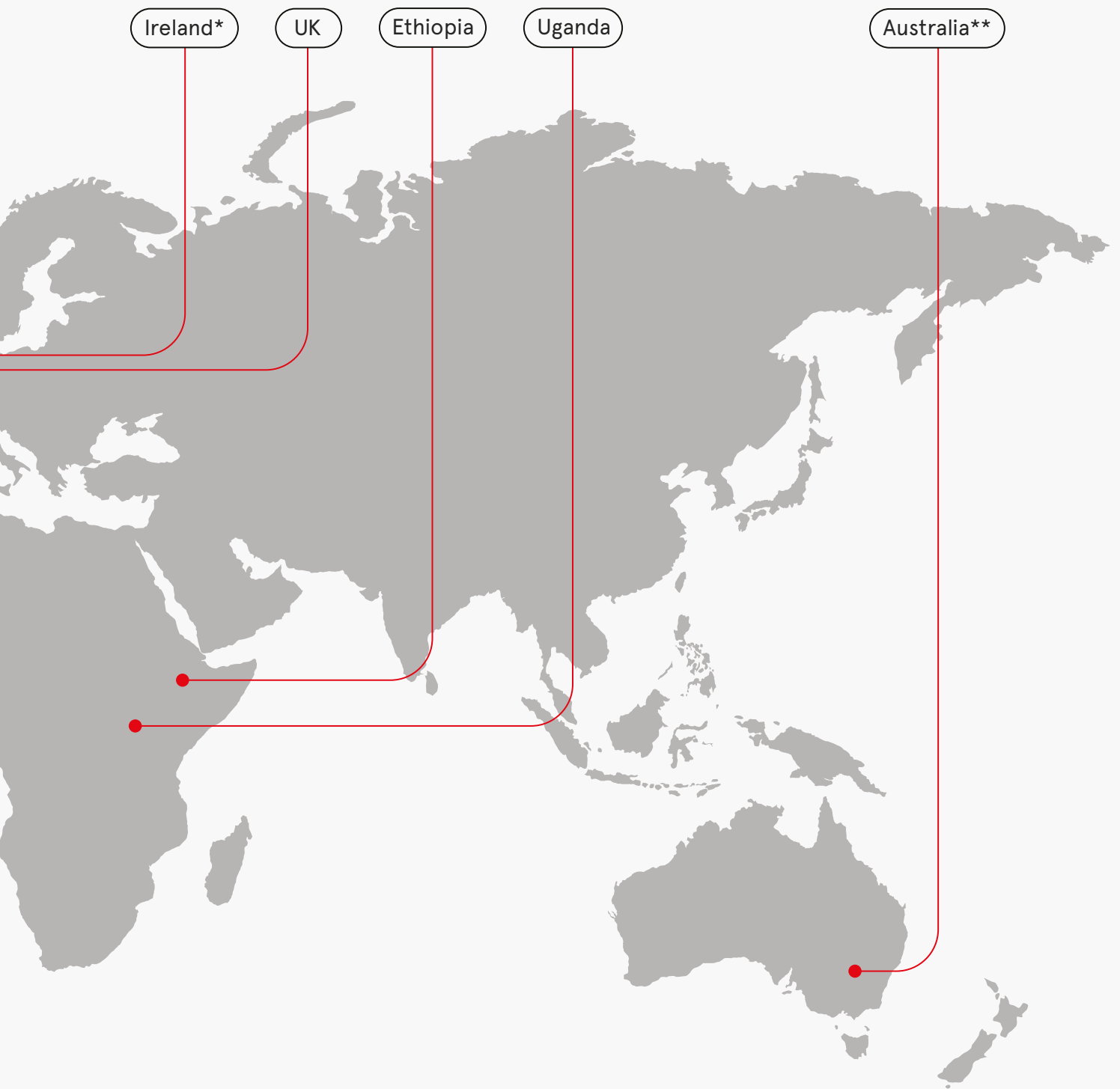


*Operational support only

**Slave-Free Alliance and operational support only

***Via a partner

Hope for Justice's work in Cambodia came to an end in mid-2023.



Hope for Justice has a staff of approximately **220 people** around the world delivering **life-changing anti-trafficking work.**

HOW WE WORK



Our Programmes are context dependent. This means that we run different Programmes in different places, based on factors including the local circumstances, availability of funding, and the evidence base for different kinds of interventions. We ensure all of our work is in accordance with our overall Theory of Change.

Outreach

Our trained outreach workers engage with potential and actual victims of trafficking in their own spaces, to offer services, help and advice. We also signpost them to further support. The aim is to identify and get to know potential victims of trafficking or exploitation on the streets or wherever they may be found, and build trusting relationships between them and the outreach worker. This improves their safety and security, and by raising awareness of available services, it can lead a potential victim to take a decision that changes their circumstances. For example, in the Global South, children who need protection can join one of our Lighthouse shelters. Outreach activities can also be an opportunity to engage with community organisations, businesses, the authorities, and law enforcement to help the whole community to be more proactive in protecting those who are at risk.

Investigations and victim identification

We work directly and indirectly with victims and survivors of trafficking to support them at the beginning of their journey towards their preferred outcome of recovery and safety. This is unique to the individual, but usually will first focus on someone being identified as a victim through outreach, community engagement, training, referrals, or (in the U.S. specifically) through work by our specialist licensed investigators. Then we seek to help the person to find an exit from their situation, whether through physical removal from a location (where appropriate, and usually alongside law enforcement); placement into a temporary shelter or supported housing; or, in the Global South, entry into our Lighthouse programme. We also act as an alternative pathway out of exploitation for victims too scared to engage with police, or unable to for another reason.



Transitional care – children (Lighthouses)

Our Lighthouses provide trauma-informed care and support for children who have faced exploitation or been intensely at risk of exploitation. They are kept safe from the dangers of the streets or their previous exploitation while we work to assess their physical, mental and emotional health and their circumstances. Our Lighthouses offer safe shelter, nutritious food, therapy, catch-up education, employment skills, and the chance for positive development and socialisation through play and friendship.



Family reintegration – children (Lighthouses)

While children are being cared for at our Lighthouses, we work to trace their families when possible, and consider how best to safely return them back home, or to family-based care. Reintegration to biological or extended families is best, but only if they can provide safe care and where any risk of re-exploitation is low, as assessed by our social workers. The child must be an active participant in the decision. In some circumstances we try to strengthen the family's resilience to trafficking through help with income-generating activities. Where family reintegration is unsafe or impossible, other options include supported independent living combined with vocational and business skills training. In the years since launching this work, an average of 96% of reintegrated children have still been with safe families at their one-year follow-up.

Independent advocacy and survivor case work – adults

Our RISE Programme (Restore, Inspire, Strengthen, and Empower), based at our North Carolina Regional Center, is an integrated suite of services to improve the wellbeing, safety and self-sufficiency of survivors in the region through trauma-informed care and support, community engagement and comprehensive case management. We offer short-term care to meet emergency needs for up to 60 days. Long-term care under RISE is community-based, helping a survivor over the course of a year, plus follow-up services. We prioritise their rights, safety, wellbeing, needs and wishes in a trauma-informed way, using evidence-based and well-credentialed treatment plans. In the UK, our Independent Modern Slavery Advocates (IMSAs) take a holistic approach and are a single point of trust, advocating for survivors during the process of recovery. Knowledge of the services available and survivor entitlements mean our IMSAs can help survivors to access housing, financial support, employment opportunities, psychological help, advice with their documentation and legal status and more. We guide them through the criminal and civil justice processes and ensure their voice is heard to shape their own future.

Training

We offer accredited training to people and organisations who may encounter victims and survivors of modern slavery, via instructor-led sessions or online courses that can be completed at any time via our Learning Academy. We offer basic awareness training for the public and longer, in-depth courses focusing on specific issues for practitioners and professionals. It is particularly relevant for anyone involved in policing and law enforcement; central or local government; healthcare and social work; or non-governmental work in the community, such as food banks, drop-in centres, community organisations and outreach, and those working with at-risk people.



Policy and reform

Our direct work with victims and survivors informs our work on national and international policy reform and legislative engagement. This involves initiating and strengthening legislation, policy, practices, standards, structures, knowledge, beliefs and behaviour across the societies where we work.

Community prevention

Our community prevention programmes in Uganda and Ethiopia strengthen families, communities and systems to prevent children being trafficked, exploited or enslaved. We seek to tackle root causes, such as poverty, lack of knowledge about trafficking and unsafe migration, peer pressure on children to abandon their families to seek new opportunities, and attitudes where children are seen as economic assets.



Examples of our community prevention programmes:

- **Self-Help Groups:** A fixed group of participants (usually women) who meet weekly and empower themselves financially and socially through pooled savings and loans, training in effective parenting, child protection, anti-trafficking, communication and other skills. A variation is fixed-term Village Savings and Loans Associations (VSLAs) for areas where populations move around a lot, such as urban slums.
- **Child Protection Clubs (typically in schools) and Hubs (typically in urban slums):** Students or children meet weekly, supervised by a volunteer mentor, to learn about their rights and the dangers of trafficking and unsafe migration and then to educate others through school and community events.
- **Community Awareness Raising:** Educational campaigns that reduce the risk of trafficking and exploitation.
- **Child Protection Committees:** Officials, police, schools, community and religious groups working together to better protect children and ensure reports of abuse are followed up and acted on.
- **Youth Training:** Small business skills training and/or apprenticeship training to create opportunity and reduce vulnerability.
- **Community Conversations:** Structured discussions between groups affected by complex community problems in Ethiopia. For example, we bring together domestic workers, employers, brokers and community leaders to discuss exploitation, human rights and unsafe migration, and agree changes that benefit all.

Support functions

Our Programmes are supported by other functions that enable our work to be efficient, safe, legal, with sustainable funding, and with increased public understanding. These functions include MEAL (monitoring, evaluation, accountability, and learning); fundraising and communications; operations, including risk mitigation, IT, and HR; finance; and safety and security.

OUR IMPACT: THIS YEAR'S ACHIEVEMENTS



TOTAL REACH GLOBALLY

146,656

A record proportion of our reach figure this year was Direct service provision to beneficiaries (61,727 people, or 42%). Examples of Direct reach include people removed from exploitation, served at our Lighthouses or through our Advocacy or RISE initiatives, professionals given intensive training and those participating in our Self-Help Groups. Indirect reach includes family members of our beneficiaries who indirectly benefitted from our work, those attending community anti-trafficking awareness and education events, and those reached through online and virtual outreach sessions. Note: All statistics on these pages refer to April 2023 to March 2024.

HIGHLIGHTS:

989 children and teenagers reintegrated with their families or assisted into independent living

1,061 children served at our Lighthouses,
594 boys and 467 girls

9,808 people attending our Self-Help Groups

42,060 boys and girls benefitting from a caregiver's participation in our **Self-Help Groups** or similar projects

36,954 people took our training in-person or online

33,443 children reached through child wellbeing club activities and community events

4,876 people engaged through our outreach work, 1,984 children and 2,892 adults

451 cases reported through Child Protection Committees

80 people identified and removed safely from exploitation, 63 through direct intervention and 17 indirectly

415 referrals actioned by our Hub or Regional Centre teams, with **377 cases under active investigation** during the year

99% of children had indicators showing improved wellbeing after receiving Lighthouse services

93% of children still safely with their families when followed up one year **after reintegration**

100% of survivors in our long-term RISE project **making progress** towards treatment goals



OUR MISSION STATEMENT



BRINGING FREEDOM FROM MODERN SLAVERY

This year, Hope for Justice launched our refreshed mission statement and a revised explanation of who we are and what we do. We want it to be immediately clear why we are in this fight against modern slavery, and for everyone to understand the ambition at the heart of our movement.

Our new 'Who We Are' document represents why we do what we do, and why we refuse to ever give up.

This is Hope for Justice's new mission statement:

Together, we are bringing freedom from human trafficking and modern slavery by identifying victims, supporting survivors and preventing exploitation.

What does 'bringing freedom' mean to us? It means people living free from exploitation, and free from the fear of being exploited. It means survivors having the power, agency and opportunity to make choices about their own future, living in dignity. It means safer communities in which vulnerability to human trafficking is transformed into resilience. It means improving the response, partnering with other agencies and civil society, while standing with survivors to create a world in which everyone can live free from slavery.

We also used the opportunity of launching our new mission to reiterate some of our core beliefs and our vision:

1. We want to live in a world free from slavery.
2. We believe freedom is worth the fight.
3. We believe justice is non-negotiable.
4. We believe that awareness must lead to action.
5. We believe we can be the generation to end human trafficking.
6. We see a world where every person's dignity is protected and no-one is for sale.
7. We believe that no one person can do everything, but we can all do something.
8. We believe everyone deserves to be free.
9. We believe that every person trapped in modern slavery is an emergency.
10. We believe that ending slavery requires hope, action and unity.

We run our programmes and projects around the world in line with five core principles.

First, we are **human rights-based**, meaning that we protect and promote human rights as codified in international human rights instruments, in all aspects of our work. We empower vulnerable people, victims, and survivors of slavery to realise their human rights and hold duty-bearers such as governments and businesses accountable.

Secondly, our programmes are **person-centred and community-based**. Because of this, we work for the best possible outcomes for our clients and beneficiaries, addressing the unique and sensitive needs of the individuals, families, and communities most affected by slavery. Our responses are informed by the voices of survivors and the active participation of local stakeholders.

Our next programme principle is that we work **holistically**: we take an end-to-end approach to the survivor journey, addressing the root causes and drivers of slavery, situations of slavery, and the consequences of slavery. We augment our impact by strengthening the rule of law and reforming legislation, policy, practice, knowledge, institutional structures and social norms, at all levels of society.

Fourthly, we **work in collaboration** with partners to reach more people affected by slavery. Working in partnership allows us to better support locally led initiatives, achieve better value for money, learn from partners, maintain operational agility, access diverse resources, and influence wider change through networks and collective advocacy.

Finally, we commit to leaving a meaningful, long-term legacy – our programmes must be **sustainable**. Through holistic programme delivery, viable funding models, collaborative partnerships, and structural reform, we maintain, extend and sustain our impact, long after our work has ended.

We are proud that our heritage is shared with those organisations who have joined together with us: Natalie Grant's anti-trafficking organisation, Abolition International (formerly The Home Foundation); Transitions Global in Cambodia; Retrak in Uganda and Ethiopia, originally founded in the 1990s; Break the Cycle 200 in the USA; Lily Pad Haven in the USA; and No More Traffik in Northern Ireland. All became part of Hope for Justice.

CHARITY OF THE YEAR

Accepting the award of 'Charity of the Year' at the prestigious .ORG Impact Awards in November 2023 was a hugely exciting and humbling occasion.

Hope for Justice was chosen as the winner ahead of almost 1,000 applicants from more than 70 countries. The awards celebrate outstanding mission-driven organisations working to make the world a better place.

As well as being named overall Charity of the Year, Hope for Justice was also chosen as the winner of the Diversity, Equity, and Inclusion category. The judges said they wanted to recognise our work to address the historic injustices of slavery.

Jon Nevett, President and CEO of Public Interest Registry (PIR), which manages the .ORG top-level domain for websites and runs these annual awards, praised Hope for Justice and our fellow nominees for how we *"tackle incredible challenges with grit, innovation, and commitment to making the world a better place"*.

Tim Nelson, who attended the awards ceremony in Washington, DC with our Chief Development Officer, Craig Prest, said: *"This remarkable achievement is not just an award; it is a testament to our collective dedication and unwavering commitment to combating modern slavery and transforming lives. Knowing that our work is making a profound impact and resonating on a global scale makes us incredibly proud."*

Awards recognition and success this year:

- Hope for Justice received the **Paul H. Chapman Award from the Foundation for Improvement of Justice in Atlanta**, for non-profits with an innovative approach to improving justice
- We jointly won **'Charity Film of the Year' in the Justice category at a film festival run by the Big Syn Institute**, a UN civil society organisation
- A team led by Slave-Free Alliance won the **SAS Hackathon 2023** (Americas region) Award for our groundbreaking tool showing forced labour in supply chains
- We were **nominated for Charity Film of the Year at the Smiley Charity Film Awards** in London
- We won **four Telly Awards** with Adspire Creative Group, including a **Silver award for our Human Trafficking Interactive Training** film, which is available at the Hope for Justice Learning Academy web portal



SUPPORTING CHILD TRAFFICKING SURVIVORS AS THEY TRANSITION TO ADULTHOOD

Hope for Justice has been pleased this year to see the further development and value being brought by a relatively new role in our UK team: Child Trafficking Transition Specialist (CTTS). The role was an attempt to meet a crucial need among young survivors of human trafficking, for whom turning 18 marks a moment when a lot of statutory support can otherwise fall away.



Our CTTS, Elle Williams, pictured, is a specialised member of Hope for Justice's team of Independent Modern Slavery Advocates (IMSAs).

Like them, she provides independent advocacy that ensures survivors of modern slavery and human trafficking can make informed choices about their entitlements and recovery. IMSAs provide advocacy that is person-led and trauma-informed, because many survivors have complex advocacy needs. This service is not time-limited. The IMSAs also run an Advice Service accessible by individual survivors and/or professionals working with survivors.

Elle focuses on young survivors as they turn 18, and their particular needs. It is a crucial period, because otherwise when state-funded support runs out, young people can be at higher risk of dropping out of the support systems and even being re-trafficked.

We partner closely with Barnardo's on this work, who are responsible before a survivor turns 18. Emma Hawley, from Barnardo's National Counter Trafficking Centre, said: "By working alongside organisations such as Hope for Justice, we can ensure that not only are children continuously supported but that they are prepared to face any challenges and enjoy the positive opportunities which lie ahead for them."

Elle says many other service providers have become aware of Hope for Justice's specialist knowledge over the last two years and have been referring cases, including police and probation officers, and social workers. She said: "The referrers tend to see us as specialists in terms of modern slavery and in understanding how the criminal justice system can affect a young person who has experienced trafficking. We provide added support by being a contact for the referrer who thoroughly understands the issues, and a single point of contact for the young person. With the newer referral partners like probation services, we're certainly seeing more county lines cases, and cases of young people who are British nationals. To see other professionals without any kind of connection to Hope for Justice who find us and then refer to us has been fantastic, and we are keen to get more referral partnerships going."

Elle's work was featured in The Times after Sir Mo Farah's revelation that he was trafficked to the UK.





Survivor of sexual exploitation wins legal battle for compensation

An MP thanked Hope for Justice for our work on behalf of a survivor of modern slavery who was finally awarded the £22,000 in compensation she was owed, after initially being turned down.

Sonya* was a victim of child sexual exploitation and criminal exploitation. After the initial negative decision was reversed with the help of Hope for Justice and colleagues at another charity and a pro bono solicitor, Sonya told us how important the financial compensation would be to her future.

"This money is life-changing," she said. "I could not believe it when you first told me the amount, I put the phone down and cried. I didn't fully believe it until the money reached my account. The money will help massively towards my future. Most of it will go towards a deposit for a house which will help provide me with a sense of safety as I can move somewhere I feel safe. It gives me back some control after not having any control over my housing for so long."



Pictured: Jess Phillips MP raising modern slavery in Parliament

Jess Phillips, who as MP for Birmingham Yardley had worked with the survivor, responded to a post online about the compensation victor by saying she had *"shed a happy tear this morning for this woman"*.

She added: *"First time I met her I knew she was the hope for change, battered and bleeding but determined and simply one of the cleverest woman I'd ever met. She will change the world. Thank you so much to @Hopeforjustice."*

Sonya was entitled to compensation under the UK Government's Criminal Injuries Compensation Scheme (CICS), which is administered by a body called CICA, because of serious injuries that happened during her time in exploitation.

She said later: *"The [application] process is very lengthy, which seems to be the way with lots of processes for survivors of human trafficking. This can be re-traumatising. It can feel dismissive. If I didn't have Hope for Justice involved, I would have just left CICA after I received the negative decision as I would not have known how to challenge the decision."*

The whole process was complicated and slow.

One of Hope for Justice's Independent Modern Slavery Advocates (IMSAs) began working alongside Sonya in 2022. Our advocates help to ensure survivors can access legal advice and support services, including advocacy to access compensation. We referred Sonya to a joint project that Hope for Justice, the Anti-Trafficking and Labour Exploitation Unit (ATLEU) and a pro bono solicitor are co-developing. The project enables survivors to access free legal advice.

Hope for Justice assisted Sonya to gather police records and extensive medical records, along with evidence from other organisations that she had worked with. It was enough to get the original decision overturned and the compensation of £22,000 agreed.

Our IMSA who worked alongside Sonya said: *"No amount of money can ever compensate for what a survivor of modern slavery has been through, however this award will be a huge help towards the client moving forward."*

More about this case, our collaboration with ATLEU and the law firm, and the need to overhaul the compensation process for trafficking survivors, can be found at the Hope for Justice website – search CICA.

*Name changed to protect identity of the survivor



Threatened with a hammer for daring to speak up against his trafficker

Andrius had a difficult and disrupted childhood, surrounded by alcoholism, violence and, sadly, suicide. He ended up in the care system in his home country in the Baltics. A flatmate, someone he thought of as a friend, moved to the UK and then urged Andrius to come over and join him, promising a good job paying £300 a week, free accommodation and food. He even arranged his minibus travel.

The reality was grimly different. Andrius was made to work 50-60 hour weeks delivering leaflets and collection bags.

He did not control his own wages – they were paid to his ‘friend’ who then gave him occasional cash handouts, with deductions made for travel and other things – despite the initial promise that these would be free for Andrius. He had to sleep on the floor in a filthy house. It was completely different to what he had been promised and what he had imagined, and he made clear he would never have come if he had known the truth.

He tried to stand up for himself, but things kept getting worse – he was told he owed more money, and that he needed to pay for drugs and alcohol that his friend had bought that Andrius didn’t even want. Then he started to be locked in the house or told he couldn’t leave. He was threatened, sometimes even with a hammer. He felt controlled, exploited and intimidated. He had no phone and didn’t know how to get help, as he felt too embarrassed to share the truth with any of the other workers.

One of the reasons he tried to put up with situation at first was his fear of ending up homeless, but as things got worse, he realised even this would be preferable to what he was enduring. So when he managed to escape one day, he ended up on the streets for a few weeks.

This was when one of Hope for Justice’s charity partners discovered him and contacted us, having spotted the signs of trafficking. The charity workers had previously received Hope for Justice training, so they knew what to look out for.

Andrius was frightened and in a bad way physically and emotionally, with ripped and torn clothes and shoes, and barely any possessions. Hope for Justice’s team members and our partners helped him with essentials like food and emergency accommodation, and with reporting his case to the police.

He agreed to be referred for safe house support, but at first received a ‘negative’ decision. Our team believed what Andrius told us, and so we worked to overturn this decision.

With additional evidence, fortunately this was successful – he then got safe house support while the authorities assess his case ahead of an eventual ‘conclusive grounds’ decision.

Andrius (name changed to protect identity) has said how thankful he is for all our help, and for the support he is receiving at the safe house, where our team have been visiting him and helping him with supermarket vouchers.



“He had to sleep on the floor in a filthy house. He would never have come if he had known the truth.”

Andrius was misled, threatened, and exploited.

THE VITAL ROLE OF INDEPENDENT MODERN SLAVERY ADVOCATES (IMSAs) AND OUR NEW NATIONAL FRAMEWORK

Survivors of modern slavery and human trafficking are required to navigate complex systems and services at a time when they are most isolated and vulnerable.

An Independent Modern Slavery Advocate (IMSA) works with individual survivors to help them understand and navigate this landscape, overcome barriers and make informed decisions about their recovery. An IMSA is a trained expert who considers the survivor's social needs and legal rights together, independent of any other support they may be receiving and independent of legal decision-making processes. Decisions are made jointly in the best interests of the survivor and in a way which lets them determine their own individual recovery pathway.

Survivors of other serious crimes, such as domestic abuse, sexual abuse and stalking, have access to accredited, dedicated professionals to advocate for them. However, there is no equivalent provision available to adult survivors of modern slavery and human trafficking in the UK.

This gap is why Hope for Justice and partners launched our IMSA Model Development Project, which led to the publication in 2023 of a new National Framework, which we are now seeking to pilot across the whole UK. The goal is that rather than Hope for Justice alone employing IMSAs, that many other charities and organisations across all four nations employ their own IMSAs who have been fully trained and who work to a high and accredited standard.

A board comprising Hope for Justice, the British Red Cross, the Snowdrop Project and the Bakhita Centre for Research on Slavery, Exploitation and Abuse have led the project so far, together with consultants with lived experience of modern slavery. We have consulted with a huge variety of organisations to ensure we get this right and that the model is suitable everywhere. As part of this ambition, we will also appoint board members from within each devolved nation to make sure the IMSA Model is fit for purpose there, and as such we have recently welcomed Survivors of Human Trafficking in Scotland (SOHTIS) to the board.

Eleanor Lyons, the UK's Independent Anti-Slavery Commissioner, said: *"This programme is a great example of a collaborative approach that places survivors' needs at its heart. The IMSAs' advocacy work for victims and survivors of the most appalling*

crimes of modern slavery and human trafficking is so important. The IMSAs demonstrate a model that works, and it is essential that more victims and survivors have access to the programme."

The next phase: accredited training and piloting the model

The Bakhita team, based at St Mary's University, Twickenham, is now leading the development of the accredited training for IMSAs, which will form part of a wider professional course and qualification for Independent Advocates. This qualification will help to strengthen the professional recognition of independent advocates, underpinning a more standardised service. Centre director, Carole Murphey, said: *"The Bakhita Centre team are delighted to be part of the board for this innovative project. We have been committed to developing resources for professionals in the modern slavery sector for many years. Being involved in developing and delivering the IMSA training is a perfect opportunity to build on this expertise."*

Under the pilot, scheduled to run until mid-2027, we expect 29 qualified IMSAs to be embedded across all four UK nations at organisations including charities, local authorities, community and faith groups, and contractors delivering modern slavery support services on behalf of the Government. There will be constant monitoring and analysis to ensure outcomes for survivors are not compromised. Piloting the framework in this way will ensure the values and principles of the original model, developed at Hope for Justice over more than 12 years, are maintained.

Our own existing IMSA service is part of a tiered offering, alongside a Tier 1 Advocacy Advice service (for other professionals or for survivors) and a Tier 2 Advocacy Intervention service (generally aimed at resolving a single issue in a more time-bound way). The full Tier 3 IMSA service is for when a survivor has several complex issues that need addressing over a longer timeframe with personalised advocacy. Currently, our IMSAs work with an average of 55 survivors every month across all three tiers.

As part of the national roll-out, we are also seeking to establish an IMSA Model Hub, providing Tiers 1 and 2 of the independent advocacy service while a wide variety of organisations pilot the full Tier 3 service.

SUCCESS STORY:

TEENAGE GIRL FOUND AND BROUGHT HOME TO SAFETY

*Image posed by an actress to protect survivor's identity



A missing and endangered 14-year-old girl who ran away from home and was picked up off the streets by a much older man was brought to safety after being recovered by Hope for Justice's U.S. team.

After her mother contacted us when her daughter first went missing in autumn 2023, our investigators quickly established that there were many different reasons to believe she was at high risk of being trafficked. They coordinated with volunteers from among the girl's family and friends to launch a search party, putting up 'missing' posters, canvassing the neighbourhood and homeless camps, and reviewing footage from home security cameras and surveillance cameras nearby.

Hope for Justice investigators interviewed more of her friends and relatives to get the facts, and scoured online sources to track her down.

After several days of surveillance and research, someone who had seen one of the missing persons posters called their sheriff's office and said they had information.

Separately, Hope for Justice received information about a Facebook message that had also been sent and, together with police, recovered the teen and brought her home.

Hope for Justice established the key facts about who picked her up off the streets and why, and learned of other potential victims linked to the case. A police department with which we often work closely opened an official human trafficking investigation, based on this intelligence.

We cannot share more information publicly while the investigation continues and for the protection of the 14-year-old girl. At the time of publication, we can confirm however that the family is still in counselling and doing well.

Why does Hope for Justice prioritize finding missing teenagers?

Evidence and studies show that teens who run away from home are at particularly high risk of being targeted for trafficking. The criminals exploit vulnerabilities and create dependency to control their victims, and runaway teens often have multiple vulnerabilities at once, which might include difficult home environments, alcohol or drug problems, and lack of money or safe shelter. In one reputable study, 35.8% of runaway and homeless youth reported a history of sex trafficking. A fuller sample of the academic and expert studies on this issue is available at the Hope for Justice website.

Dr Richard Schoeberl, Team Leader for Investigations and Training for Hope for Justice in the U.S., explained: *"It is important to recognize the funnel to trafficking. Statistically, runaways and homeless youth are certain groups that are at higher risk. It is also important for us to locate those at high risk. In the U.S. it is our utmost priority to locate them sooner rather than later."*

He explained that sometimes the trigger for a vulnerable young person to run away from home is online enticement. He said: *"With our children spending more and more time online, it's vital that parents and children alike know that not everyone they meet online will be who they say they are. We are urging everyone to empower themselves with knowledge about the risks of online grooming and exploitation. By doing so, we can enjoy our time online while protecting ourselves and our families, and helping to stop traffickers exploiting the innocent and vulnerable."*

Hope for Justice offers a popular 'Keeping Kids Safe In The Digital World' online learning course at our Learning Academy, which parents and caregivers can take for free and in their own time.



THE RISE PROGRAMME IN ACTION

After its first full year in operation, our RISE Programme (Restore, Inspire, Strengthen, and Empower) is proving hugely beneficial for survivors of trafficking. During 2023-24, Hope for Justice provided 28 clients with short-term or long-term services under this new model.

RISE, which is run out of our North Carolina Regional Center, is an integrated suite of services that contributes to the sustainable improvement of the wellbeing, safety, and self-sufficiency of survivors through trauma-informed care and support, community engagement, and comprehensive case management.

Short-term care is all about meeting a survivor's immediate and emergency needs over the course of up to 30 days, and often helping them to access a longer-term residential programme.

Long-term care under RISE is community-based, helping a survivor over the course of a year, plus follow-up services. We prioritise their rights, safety, wellbeing, needs and wishes in a trauma-informed way, using evidence-based and well-credentialed treatment plans. A Hope for Justice case manager and clinical therapist meet regularly with the client throughout the programme, usually somewhere between 50 and 100 times, meaning a strong bond of trust can be formed. Our role is to support them throughout their recovery, while still fostering independence as much as possible.

The RISE Programme serves adult survivors of sexual or labour exploitation, regardless of gender or immigration status, if they are resident in Charlotte or specified surrounding counties. As it is a free, community-based programme, RISE does not directly provide housing, but it can help with resources for housing. Our team also does proactive outreach in the most at-risk areas and communities and via participatory events.



With major highways throughout the state, increased gang activity, and a large agriculture base, North Carolina consistently ranks in the top 10 states with the most reported human trafficking cases. The transportation aspect is particularly important because many human traffickers move their victims on public transit. One research survey by our colleagues at Polaris showed that 42% of victims nationwide reported that at least part of their journey was on a local or intercity bus. More than 2,000 human trafficking cases involving nearly 5,900 people were reported between 2007 and 2021 in North Carolina through the National Human Trafficking Hotline. Since human trafficking is a crime that often goes unreported, the true number of cases is likely much higher.

Hope for Justice hopes to use the RISE model to establish a growing network of Regional Centers across the United States to expand our reach – helping more victims, deepening our impact on survivors, and creating resilient communities where survivors thrive.

Highlights from our work in North Carolina and the USA in 2023-24

- 1,184 victims and potential victims engaged through outreach work
- 55 human trafficking cases passed to law enforcement for prosecution
- 12,461 professionals and community members trained to spot and respond to human trafficking

This Programme is supported by the Administration for Children and Families (ACF) of the United States (U.S.) Department of Health and Human Services (HHS) as a part of a financial assistance award as well as funded by other non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by ACF/HHS, or the U.S. Government

NEW SURVIVOR SUPPORT SERVICE IN TENNESSEE

Hope for Justice launched a new programme this year to complement our existing work in Tennessee to identify younger victims and support survivors as they navigate existing services, primarily those ages 18 to 24 years old. These young adults, especially those who have left foster care or government services, often lack any connection with other services, making them particularly vulnerable to trafficking or re-trafficking.

The focus of the programme is outreach to vulnerable members of the community, survivor-centred advocacy and long-term support, plus additional training for law enforcement and other important stakeholders. Survivor advocacy is essential for survivors of human trafficking, particularly when their case is complex. An advocate helps a victim to understand their rights and entitlements, supporting them to make informed choices about what they want to happen, and how to access needed services.

One survivor we are helping described it like this: *"They work with me for what I am fighting for; without advocacy, there are lots of dead-ends."*

The advocate can also step in as required with service providers, law enforcement, and the judicial system.

While this specific survivor services program is new (supported by a grant from the Office of Victims of Crime, part of the U.S. Department of Justice), we have had a long-term presence in Tennessee and are well aware of the landscape. For example, last year, **Hope for Justice in Tennessee alone recovered 16 victims from exploitation, worked 89 investigations, and trained 2,512 people, including law enforcement.**

We already have a strong network and relationships with service partners.

Over three years of the Middle Tennessee Training, Outreach and Advocacy Program (TOAP), we aim to:

- Serve 25 young adult survivors through personalised advocacy and support
- Reach 70 victims through community outreach
- Meet the immediate emergency support needs of 18 young adults and signpost others to appropriate services
- Engage with vulnerable young people and potential victims at 15 community outreach events
- Train 1,000 law enforcement, first responders, and community service providers in trafficking victim identification
- This programme is led by Hope for Justice's U.S. Team Leader, Dr. Richard Schoeberl, who has over 25 years of experience in law enforcement, including with the FBI and the National Counterterrorism Center. He is professor of Homeland Security at The University of Tennessee Southern and an advisor to the Domestic Preparedness Journal. Our programs and policy work in the U.S. as a whole are led by Sarah Butler, an acknowledged subject matter expert and a former human trafficking prosecutor in the Nashville Office of the District Attorney General. She has excellent links into the ecosystem providing services to victims of trafficking, and currently serves on the boards of Tennessee Recovery Foundation, Operation Rose, and the Wings Court Foundation.

Sarah Butler said:

"We are so excited about this programme and the model that we are piloting in Tennessee. This model is different from anything Hope for Justice has done before in the U.S., as we intend to help survivors navigate services and fill gaps in access to services for the marginalised populations we are targeting."



TACKLING THE RISE OF ONLINE GROOMING IN THE U.S.

This year marked a continuation of a strong trend Hope for Justice has observed beginning with the pandemic and lockdowns, as we deal with more and more cases of child sexual exploitation in the U.S. that have either begun online or happened solely online. This is backed up by national statistics: the FBI's Internet Crime Complaint Center reported a 99.95% increase in internet-based crimes against children online in 2022 compared to 2019.

To demonstrate how prevalent it is, investigators from Hope for Justice created a fake Instagram profile using a stock photo of a teenage girl. In less than 48 hours, among the messages the account received were three from people who appeared to be adult men many years older, all wanting to chat privately via direct message, and all quickly moving the conversation in a sexual direction – even once they were told they were speaking with someone under 18.

These conversations escalated quickly, with the men wanting the girl's age, location, photos and videos, telling her what they wanted, promises of care, asking for privacy, and trying to share secrets to build trust – a key tactic of groomers. All the men were told that this minor currently lives at home with her mother; however, this didn't curb the direction of the conversations. There was talk of meeting up and even moving to meet this person.

This turned into an active investigation and intelligence collection case. Two of the three males were identified, and law enforcement took over.

IMPORTANT: Hope for Justice investigators are all trained former law enforcement officers and are licensed private investigators. This exercise was carefully monitored and the results shared with law enforcement. Hope for Justice strongly recommends against members of the public attempting anything similar, for their own safety and the safety of others.

We are seeing an increase in potential predators using gaming-related apps. Hope for Justice

has worked specific exploitation cases involving Discord and Xbox's own messaging system.

Our investigators are also concerned that newer technologies like deepfake videos and images, plus AI chatbots based on large language models, are going to further exacerbate these issues. This is a rapidly evolving threat to children, who are vulnerable to online blackmail and making choices that make their situation worse (for example, "share 5 more photos with me or I'll share this one with your friends/teacher").

This is why Hope for Justice was an early and strong endorser of the DEFIANCE Act, which passed the Senate in July 2024 as this Annual Review was going to press. This bipartisan legislation will hold accountable those responsible for the proliferation of nonconsensual, sexually explicit deepfake images and videos. U.S. Senate Majority Whip Dick Durbin (D-IL), Chair of the Senate Judiciary Committee, quoted Hope for Justice's U.S. Program Director, Sarah Butler, prominently in his news release about the passage of the Act. Sarah Butler was formerly the lead human trafficking prosecutor for Nashville, TN. In her final year in that role, 90% of human trafficking prosecutions originated online in some form.

Tech companies have a responsibility to tackle this, and it is important that parents educate and equip themselves. A great way to do this is through Hope for Justice's Keeping Kids Safe In The Digital World introductory e-learning course, which you can do in your own time.

The National Center for Missing & Exploited Children estimates that 88% of their 9,800 reports of child sex trafficking each year involve a child being trafficked online. And the use of technology for the purpose of sex trafficking was identified by 70% of respondents who reported having been sex trafficked in another study.

Links to all these studies are available at the Hope for Justice website.



scan here

EMERGENCY BLOOD TRANSFUSION SAVES 14-YEAR-OLD BOY'S LIFE

Among the 808 children served at our Lighthouses in Ethiopia during the year was Daniel, a teenage survivor of human trafficking who is now in recovery after doctors told him he almost died of malaria.

Daniel had to undergo a life-saving blood transfusion after tests revealed he was at high risk of organ failure or even death. His blood system had been destroyed by the spread of a strain of malaria. The infection had also caused severe anaemia.

Just one month before the transfusion, Daniel had been trapped in exploitative labour. He had gone to Ethiopia's capital, Addis Ababa, in search of work because his family were in financial hardship and unable to afford basic necessities. But he was tricked into working long hours at a large open-air market, lifting heavy loads of goods for very little pay. He was treated harshly and overworked.

Daniel described being in "excruciating pain" while trying to do this work. At the start of 2024, he was working on the streets for about one month, while experiencing chills, severe headaches, dizziness, fatigue and poor appetite.



Hope for Justice's outreach team found Daniel living on the streets and invited him to join one of our Lighthouses. These are safe havens for children who have been exploited, or who are at risk of exploitation.

Our nurse carried out a medical examination and quickly identified that Daniel had a high fever and other symptoms. The team immediately transferred Daniel to a local clinic. They sent samples to a lab that revealed that Daniel had contracted a strain of malaria. He was also diagnosed with severe anaemia, caused by the malaria infection.

A member of our team said: "A physician told the child that his blood system had been destroyed by malaria. He therefore needed an urgent blood transfusion. The survivor was told that if he delayed the procedure by two or three days, he was at high risk of organ failure and possibly even death."

The physicians referred Daniel to a specialist ALERT (Africa, Leprosy, Tuberculosis, Rehabilitation & Training) Hospital. After the blood transfusion and anti-malarial treatment, and one day's stay in hospital, Daniel was discharged to recover at the Lighthouse.

He said: "I was in a life-threatening condition. If Hope for Justice had not identified my symptoms and taken me for treatment, I may not be standing here today. So, I would like to thank the outreach team for rescuing me and the Lighthouse nurse for her support. I am doing well now."

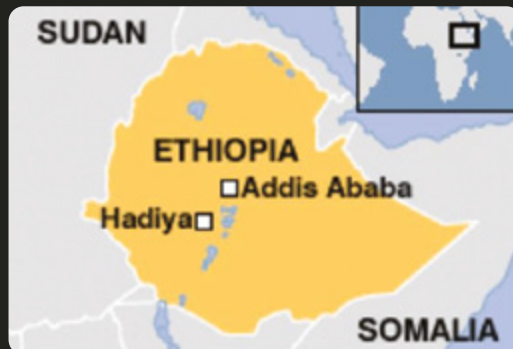


In May 2024, our CEO Tim Nelson travelled to Ethiopia to meet with our team there. He said: "It was an amazing privilege to be in Ethiopia and to meet with our team who are doing some phenomenal work, and to hear their humbling stories. I learned of Daniel, who was brought to Canaan Lighthouse straight out of exploitation. The doctor mentioned that arriving one day later could have been fatal.

"This Lighthouse alone has rescued 2,731 children from exploitation in the past 17 years. We are so grateful for the support of our work, which is enabling us to bring freedom to so many children, including Daniel."

Our team is working with Ethiopia's Ministry of Women and Social Affairs to trace the survivor's family. Wherever possible we return children back to family-based care, supporting families to prevent children separating from them again.

Another member of our team said: "[Daniel] is taking his medication on schedule, is content, and has a healthy appetite. He is deeply appreciative of what Hope for Justice has done for him."



Volunteer in Ethiopia identifies six child exploitation victims in her community

A trained volunteer for Hope for Justice in Ethiopia who is part of our Community Prevention initiatives in the country has recently identified six separate children in her area who were being exploited and abused.

In September 2023, Aster (from Hadiya Zone, south-west of Addis Ababa), who has full training in safeguarding, child protection and anti-trafficking, was responsible for identifying a vulnerable 10-year-old child.

Aster found the young girl crying on a nearby busy street.

She discovered that the child had been groomed and trafficked into domestic servitude in the community, having grown up a long way away.

Aster reported the situation to the authorities, then referred the girl to the local Women and Children's Bureau for reintegration with her family.

Over the course of 2023 and into 2024, Aster similarly identified a further five children who were facing exploitation and abuse, including cases of human trafficking. A member of the Hope for Justice team praised her vigilance and hard work, and said: *"Because of Aster's training by our staff on child rights, exploitation and safeguarding, she has been able to positively address these protection issues in her community."*

Another recent success was when a nine-year-old girl from northern Ethiopia, who was trafficked, beaten and denied education by

her aunt, was reunited with her family. On the promise of a better education and life, the aunt brought Misgana* to the capital city, Addis Ababa. However, this woman began abusing Misgana physically and emotionally. She denied her niece access to education and forced her to babysit and do domestic work. Her aunt also blocked Misgana from having any contact with her parents, simply telling them she was fine.

The abuse became unbearable for Misgana, who ran away. The police found her and in summer 2023, Misgana came to one of Hope for Justice's Lighthouses: a safe shelter for child survivors of abuse and trafficking.

At the Lighthouse, we provided Misgana with care, good food, medical treatment and trauma counselling, as well as education.

One of our social workers successfully located Misgana's family and in autumn 2023, we brought her home to her family, who were overjoyed to see her and hugged her close.

Hope for Justice provided her family with a small Income Generating Activity (IGA) grant and basic training in small business skills. After following up with Misgana recently, we are pleased to report she is happy and in good health.

Despite being denied access to education for almost a year, the experience has not put Misgana off school. She said that when she grows up, she wants to be a teacher.

SUCCESS STORY: HOW A SELF-HELP GROUP TRANSFORMED LIFE FOR MOTHER-OF-FIVE



Hope for Justice's Self-Help Groups are community prevention programmes that continue to change the lives of those who participate.

Ayelech Tsegey, who lives in Ethiopia, received parenting training this year, learning skills which she has shared with her husband and wider community. The 36-year-old shared openly about how she and her husband used to discipline their children in a "traditional" manner.

She spoke of how, prior to joining a Self-Help Group, they did not forward-plan financially and were primarily occupied with their roles and responsibilities, often overlooking their children's wellbeing.

Ayelech said: *"The parenting training has truly transformed our approach to raising our children. Both my husband and I have gained a deeper understanding of effective parenting techniques, moving away from traditional methods that we previously relied on. We are now more attentive, supportive, and nurturing towards our children, thanks to the guidance and education provided by Hope for Justice. I am profoundly grateful for the continuous assistance and follow-up from the organisation."*

The family's main source of income is through Ayelech's small-scale business as well as through her husband's job at a local construction company.

Ayelech first became involved with the Self-Help Group after hearing an information session run by community facilitators and one of Hope for Justice's project officers. She learned how the group operates, and how members support each other, both financially and emotionally. The groups save collectively, and members take turns to receive loans, enabling them to become more self-sufficient, and reduce the future risk of trafficking for the whole family.

Ayelech is an active member, attending weekly meetings and participating in the group's activities. Inspired by what she learned, Ayelech taught her husband about the importance of saving. *"Before, my husband did not think about the future; he did not consider the importance of planning for our children's growth and wellbeing. However, with the knowledge and skills I gained from Hope for Justice training, I have*

been able to have a positive influence. Now, my husband saves money every month."

Ayelech said that her husband's attitude towards family life has also improved drastically thanks to the Self-Help Group. She said: *"He now spends quality time with our children. He has taken on the role of mentor, giving lectures to our two sons and three daughters about life and guiding them towards better behaviour. This is a remarkable transformation from his previous methods of dealing with their mistakes."*



Since participating in the good-parenting training provided by Hope for Justice, Ayelech and her husband have shifted their focus towards their children's overall wellbeing and development. They allocate specific times for play and study. Additionally, they provide a balanced diet for their children. They actively engage in their children's schoolwork, regularly checking their textbooks and monitoring what they are learning. If they notice any decline in their academic performance, they communicate with teachers to find ways to better support their children.

Eager to share about these positive changes, Ayelech has extended her efforts beyond the home. She now teaches her neighbours about effective parenting and how they can better support their children's growth and development. She said: *"Sharing this knowledge with my community feels rewarding, and I am committed to helping others benefit from what I have learned."*

"Hope for Justice has played a significant role in my life, not only by providing information and guidance but also by fostering a supportive network that encourages personal and economic growth. Being a part of the Self-Help Group has given me hope and a sense of purpose. Overall, the impact of Hope for Justice on our lives has been profound. The organisation has empowered us with the knowledge and skills to become better parents, and for that, I am deeply thankful."

*Name changed to protect identity of the survivor



Teenage survivor of forced marriage becomes a role model in her community

A survivor of forced marriage and forced sexual exploitation says she has been given “a second chance at life”. Ritah* was aged just 15 when her father forced her to marry without her consent. Trapped in a marriage against her will, Ritah became pregnant and gave birth to two children.

In Uganda where Ritah lives, harmful socio-cultural norms can perpetuate child marriage and teenage pregnancies. A member of our team said: *“Ritah was a victim of these negative social and cultural norms. Faced with an unjust family system and limited resources, this young mother of two found herself trapped in commercial sexual exploitation in one of Kampala’s slums.”*

Hope for Justice’s outreach team first found Ritah back in 2020, living on the streets.

Ritah was brought into the care of one of our Lighthouses – safe havens for children who have been, or who are at risk of being, exploited. She said later: *“Forced into marriage at the age of 15, I bore two beautiful girls from the abusive relationship. Never again shall I sell my body to feed my children.”*

An estimated 22 million people are living in forced marriages, according to the latest global estimates. The report by the International Labour Organization, Walk Free and IOM states: *“These 22 million are people who were forced to marry at any time in their life, without their consent, and who are still alive and living with their partner. Women and girls make up 14.9 million of this total.”*

At our Lighthouse, Ritah took part in life skills training, catch-up education and received trauma-informed care. A member of our staff said: *“At our Lighthouse, Ritah discovered a new path forward that turned her state of exploitation into an opportunity for growth and education. She began to learn about herself, discovering newfound passions and skills that empowered her.”*




Ritah enrolled for an apprenticeship and began training as a hairdresser. When she had completed her training, she was supported to start her own business and to leave her time in commercial sexual exploitation far behind her.

She is now a role model to many young mothers in the community. Ritah has taken a lead on peer education and joined community networks, which led to an opportunity for her to receive a bursary for further education.

This financial support let Ritah resume secondary school and get good results at her recent exams. Her next step is upper secondary school, for her advanced level education certificate.

She said: *“Thanks to Hope for Justice! You gave me a second chance – a chance to rewrite my story of abuse and exploitation by offering me a fresh opportunity for life. Today, I am an empowered survivor of human trafficking, showcasing potential and proving to all my peers that past abuse and exploitation do not define our future.”*



A photograph of a large herd of goats, mostly white with some black and brown patches, moving across a dry, dusty landscape. In the background, there is a traditional thatched-roof hut and several acacia trees under a bright, hazy sky. The scene is bathed in warm, golden light, suggesting late afternoon or early morning.

PROTECTING VULNERABLE CHILDREN AND FAMILIES IN UGANDA

A highlight of our work in Uganda this year has been the launch of two important new community prevention projects in under-served parts of the country, aimed at reducing exploitative labour and protecting vulnerable families and communities.

See over the page for more about our work in Karamoja (pictured) and Kapchorwa.





Karamoja is the most north-easterly and remote region of Uganda, where poverty rates are higher than the rest of the country and citizens' quality of life as measured by the Human Development Index is considerably lower. The proportion of children in child labour in Karamoja, 56%, is thought to be the highest in the country. Economic hardship is just one of many reasons why so many children from the region end up being trafficked into exploitative work, both within the region and to other parts of Uganda.

Tackling this is key to the Prevention & Reduction of Exploitative Child Labour (PREC) project. We have an experienced project team of five staff on the ground in the region, working out of field offices across three districts: Abim, Napak and Kotido. Alongside our partners, our team is working with:

- Vulnerable households to address the root causes of child labour and forced labour
- Survivors of child labour to address the trauma, stigma and discrimination they experience, and provide them with a safe pathway to freedom, including via a partnership with the Government's local rehabilitation centre
- Local government officials, community members and businesses to educate and train them on child protection issues, so that they are better able to protect vulnerable children

Over three years, we are expecting to work with 450 households, 120 children, 60 local government officials, 1,900 community members and 15 businesses.

Karamoja is a challenging place to work, primarily because of a lack of infrastructure, the need to ensure our staff's safety and security, and the variable weather – climate change and increasingly unpredictable rainfall have exacerbated the financial instability of many families.

With many local people depending on small-scale farming and cattle-rearing for their livelihoods, we also need to account for the times when a family's or community's attention and efforts are focused solely on their day-to-day survival and sustenance, versus when are the best times for addressing the kinds of longer-term issues on which we want to work with them.

Our team have already been working to prioritise their efforts geographically, after screening for vulnerabilities in different parts of Karamoja, and engaging with key officials.

Hope for Justice's Interim Director of Programmes, Patrick Proctor, and our Uganda Director Florence Soyekwo said: *"Many of the children we work with on the streets of Kampala have been trafficked from Karamoja, so it has long been an aspiration to work there and to try to prevent exploitation from happening in the first place. Thanks to this project, we now have a toehold, and we look forward to building out more of a programme in this challenging region in the years to come."*

Hope for Justice is delighted to have this opportunity to participate in the PREC Project and would like to thank the partners that have made this possible: the Dutch humanitarian and development organisation Woord en Daad and The Uganda National Apiculture Development Organisation. Our role in the three-year PREC project, funded by the European Union, is running community-based prevention programmes to improve the economic resilience of vulnerable families and to build awareness and understanding of positive parenting, child trafficking, and other topics. Hope for Justice is also supporting and strengthening child protection mechanisms in local authorities and businesses. We will ensure that any children we identify who have been affected by trafficking and exploitative labour will be safeguarded and receive the support they need to move on from their experiences.

PREC Objectives:



1. Improve resilience of children and families to prevent and protect against exploitative child labour.
2. Positively influence social-cultural norms in targeted communities to reduce exploitative child labour.
3. Enhance resilience and livelihoods of children, families and communities that are vulnerable to, or victims of, exploitative child labour.
4. Influence government policies and systems to address exploitative child labour.



Our second new project in Uganda this year is in Kapchorwa district, eastern Uganda.

Mandinah Kakyama, Community Programme Manager at Hope for Justice, said:

"This exciting project seeks to include migrant voices, survivors' voices and host communities in policy-making. It will also help contribute to the social economic inclusion of young people in Kapchorwa."

As part of the project, we have already trained 30 young peer educators as 'active citizens' who will share and amplify messages in their neighbourhoods about safe migration and the risks of human trafficking. We have also identified representatives for a new platform to stimulate engagement between incoming migrants, host communities, returnee migrants, and migration-affected families, and have been training district leaders from government and civil society.

We are grateful to our partners and funders. Our work in Kapchorwa is part of the Better Migration Management Programme, funded by the European Union (EU) and the German Federal Ministry for Economic Cooperation and Development (BMZ). The implementing partner for this specific project is the **British Council**.



More than 35,000 people benefited from our training this year

Hope for Justice has seen a huge increase this year in the number of people accessing our vital human trafficking awareness training materials via our online portal, called the Learning Academy. More than 10,000 people took our training modules in their own time via the Learning Academy, which was first launched in 2022 and has been going from strength to strength ever since.

Many of the new learners came via our new partnership with Edovo, a U.S. non-profit organization providing digital educational, vocational, and rehabilitative curricula content to incarcerated people. Our 'Human Trafficking in the United States' and 'Keeping Kids Safe in the Digital World' courses are being shared each month in more than 400 correctional facilities across 42 states. This award-winning training is reaching vulnerable populations and contributing on a grand scale to the prevention of future exploitation through education and community empowerment.

Our Digital Learning Manager, Tim Rasmussen, said: *"I'm excited that we have established a training partnership with Edovo. 70-plus learners each day are now completing our courses. This award-winning training is reaching vulnerable populations and contributing on a grand scale to preventing exploitation through education and community empowerment."*

We are also offering learning modules to the American Medical Association, and to anyone who feels like they could benefit. Parents have been vocal in their appreciation for the 'Keeping Kids Safe in the Digital World' course, which last year won multiple awards. Here are some comments made by those learners this year:

- *"Most of us parents need simple guidance and advice on how to protect and monitor our kids especially online. Parental control need not be ugly. Good resources! Thanks."* – James
- *"I really learned a lot. My son was targeted and groomed online and I wish I had taken this course before it happened."* – Joey
- *"It is very helpful for social workers who are working with youths and caregivers in the community for safety / digital education."* – Anonymous
- *"This course is incredibly eye-opening and helpful! I can't wait to share it with fellow parents – thank you!"* – Christina

We also offer modules specific to the modern slavery context of the UK, plus one especially for people in Northern Ireland.

Hope for Justice offers in-person learning and training sessions, particularly in the U.S. We believe in multi-agency working, which is why we train law enforcement, medical professionals, social services, community outreach programmes and other frontline agencies and organisations. In particular we have focused on training counter-narcotics agents, for example at multiple HIDTA (High Intensity Drug Trafficking Area) Programs across the U.S. Drug traffickers look to increase profits and market control: transporting people for sex, usually women and children, is another egregious source of profits for these violent criminals.



These trainings have often brought almost immediate results in the form of referrals into Hope for Justice investigators of potential trafficking cases spotted by newly educated learners. For example, in July 2023, within days of one training session in Georgia, we received a call from a County PD requesting assistance with someone they identified as a victim using our methodology. We were able to step in to secure emergency housing and then assist with long-term support for the survivor. Then in September 2023, immediately following a training presentation in Los Angeles, a participant from the state's Department of Alcoholic Beverage Control requested help with investigating forced labour at liquor stores, with many of the victims forced to live in the rear of the stores.

There were many other examples throughout the year of training participants using what they have learned to identify a situation of trafficking, or where they treated a survivor in an appropriate and trauma-informed way instead of defaulting to a purely criminal justice approach, or were able to bring in Hope for Justice specialists to assist a victim or consult on a complex trafficking case.

35,323

Total number of individuals trained globally by Hope for Justice in-person and via our online Learning Academy in 2023-2024



Welcoming visitors including Theresa May and Eleanor Lyons

Hope for Justice welcomed many visitors to our offices during the year, including VIPs.

In October, former British Prime Minister Theresa May visited Hope for Justice's Head Office in Manchester to hear more about our work and discuss opportunities to collaborate in the ongoing global fight against modern slavery and human trafficking. Theresa May, who was an MP from 1997 until 2024, has described our shared cause as "the great human rights issue of our time". During her time as Home Secretary and then Prime Minister of the UK, she frequently sought to give the response to modern slavery more prominence. She helped push the Modern Slavery Act 2015 into law, and when she was a backbench MP she continued to critique proposed legislation based on its potential impacts on victims and survivors.

During her visit, she thanked the team at Hope for Justice and Slave-Free Alliance for their dedication to fighting human trafficking and supporting victims and survivors, and added: "This committed team in Manchester is working to end exploitation all around the world."

May also chairs the new Global Commission on Modern Slavery and Human Trafficking, which met for the first time in London in October 2023. She has confirmed that she intends to focus on the Commission, now that she is no longer an MP.

In support of the Commission's launch, Hope for Justice published a Policy Reflections Briefing, making the case for bold and ambitious structural changes in the global response to modern slavery.

Independent Anti-Slavery Commissioner

In December, Hope for Justice welcomed the UK's new Independent Anti-Slavery Commissioner, Eleanor Lyons, to our Manchester Office to talk about our UK Programmes and meet members of the team.

Eleanor Lyons said after her visit: "I am really pleased to have had the opportunity to visit Hope for Justice in Manchester and meet with some of the Independent Modern Slavery Advocates (IMSAs). This programme, in partnership with the

British Red Cross and the Snowdrop Project [and Bakhita Centre for Research on Slavery, Exploitation and Abuse], is a great example of a collaborative approach that places survivors' needs at the heart of it. The IMSAs' advocacy work for victims and survivors of the most appalling crimes of modern slavery and human trafficking is so important."

Eleanor added: "It is clear to me that listening to each individual and offering tailored and trauma-informed support are essential to their recovery journey; and equipping them with the right information along the way empowers them to overcome challenges and make decisions that are right for them. The IMSAs demonstrate a model that works and it is essential that more victims and survivors have access to the programme."

Read more about our IMSAs on page 15.



Eleanor Lyons, pictured above with our CEO Tim Nelson during the visit, was appointed in October 2023. She was formerly the Deputy Children's Commissioner.

Kerry Brighthouse, UK Programme Director at Hope for Justice, said: "We are looking forward to working together with the new Commissioner to continue to strengthen the UK response to modern slavery and support for survivors."

We are proud to have welcomed guests from a huge variety of organisations to our offices during the course of the year, including from Greater Manchester Combined Authority, Appalachian State University in North Carolina, Eden, Intel, the Consulate General of Ireland in Manchester, Gather Movement, Manchester Airport, JD Group, Diversity Travel, Serco, Sunbelt Rentals, DLA Piper, the Consulate of Spain in Manchester and many others.

HIGHLIGHTS FROM OUR POLICY WORK WITH U.N. AGENCIES AND INTERNATIONAL BODIES

- Invited to be part of the Modern Slavery Special Envoy Stakeholder Group on collaboration.
- Engaged with Theresa May and the Global Commission (more on page 29).
- Continued our participation in the Regional Ukraine Anti-Trafficking Taskforce.
- In October 2023, we attended the UN Constructive Dialogues on the Implementation of the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons. We focused on the need for collaboration and the role of civil society working with governments on holistic approaches to prevention, identification and survivor support, referencing the UK Independent Modern Slavery Advocacy model (more on page 15) and new approaches to perpetrator accountability. We also spoke on the Migrant Smuggling Protocol, on the need for legal avenues for protection and effective frameworks for safe and legal migration.
- Shared our expertise as part of the International Anti-Trafficking Network.
- Contributed to an International Criminal Court consultation on slavery crimes policy, aimed at increasing the effectiveness of the Office of the Prosecutor in investigating and prosecuting crimes of enslavement under the Rome Statute.
- Met with Dr Elnur Soltanov (pictured, below left), CEO of the COP29 summit to be held in Baku, Azerbaijan in November 2024. At GLOBSEC 2024 in Prague, we discussed with him the connections between climate change and modern slavery.
- We are advocating for a renewed commitment to ending all forms of modern slavery to be announced at the UN's 'Summit of the Future' in New York in September 2024.
- Attended the OSCE International Conference on Preventing Trafficking in Human Beings, focusing on identifying and assisting victims amid refugee flows from Ukraine. We delivered a side event with Unseen about the "Ukrainians Welcome" website, launched jointly by multiple NGOs.
- Spoke at the Conference of the Alliance Against Trafficking in Human Beings. Our CEO Tim Nelson explored the need to move beyond awareness-raising and identification, towards tackling root vulnerabilities, drivers of exploitation, and demand, while increasing collaboration between governments, businesses and civil society. Tim Nelson also raised the importance of survivor leadership. We ran a side event with Intel and the OSCE on how new technologies can prevent trafficking in human beings (more on page 34).



Case Study – Impact of our Policy work: The Victims and Prisoners Bill

Drawing on our frontline experience and evidence built through our programme delivery, Hope for Justice's policy experts initiate and strengthen legislation, policy and practices. Sometimes even small achievements have lasting outcomes.

The Victims and Prisoners Act 2024, passed just before the general election, is a prime example of what we have achieved through our UK Programmes and Policy teams working closely together to bring about change.

Our team identified the opportunity presented by the Bill early on. The Government sought to strengthen independent roles, advising and advocating for survivors of sexual and domestic violence, but with no such provision for survivors of modern slavery. Our Senior Policy & Research Advisor worked with the office of the Independent Anti-Slavery Commissioner to address this gap, drawing on learning from our best-practice Independent Modern Slavery Advocacy (IMSA) model.

Relationships are crucial in influencing policy and legislation. So, when Eleanor Lyons was appointed Commissioner, we were eager to meet and share insights from our frontline programmes. After conversations that began before she even officially started in the role, she came to our office in her first week in post (see page 29). She heard directly from our teams about the critical work they do in helping survivors access the support to which they are

entitled. She agreed with us that the Victim and Prisoners Bill represented an opportunity.

Equipped with briefings from our team on the impact that independent advocacy support has had in assisting survivors in their recovery, the Commissioner was an influential ally in advocating to the Ministry of Justice for the legislation to be changed to include survivors of modern slavery.

The legislation which has now passed represents an important step towards independent advocacy support for survivors of modern slavery. The Act allows the Justice Secretary to produce guidance on a range of support roles for victims of crime, not only survivors of sexual or domestic violence. We will continue to work with the Commissioner as well as our partners across the anti-slavery sector to call on the Government to use this new power to protect survivors of modern slavery through independent advocacy support.



Case study by Euan Fraser, Senior Policy & Research Advisor, pictured giving evidence to the House of Lords review of the Modern Slavery Act

Working with the World Economic Forum



Hope for Justice is proud to have co-curated the World Economic Forum's Modern Slavery and Human Trafficking 'Transformation Map' this year. The map is a fantastic introduction to the topic, exploring eight aspects of modern slavery and human trafficking: Experiences of exploitation; Vulnerability and resilience; Perpetrators; Global economic impact; Legal and policy frameworks; Partnerships and co-operation; Civil society responses; and Corporate social responsibility.

Transformation maps are a dynamic knowledge tool, allowing people to explore and make sense of complex and interlinked forces that are transforming economies, industries and global issues, helping to support more informed decision-making by leaders.

Our own map also illustrates, visually and interactively, how modern slavery and human trafficking link to other issues (each of which has their own Transformation Map), including topics like the Illicit Economy, Inequality, Corruption, Trade and Investment, Migration, Supply Chains, Mental Health, and Human Rights. See the map at hfj.org/transformation-map



HIGHLIGHTS FROM OUR POLICY WORK IN SPECIFIC COUNTRIES

USA



- Thanked by Senators for our support for the Trafficking Survivors Relief Act, introduced into the Senate in May 2024, and the House in January 2024. Hope for Justice was involved from the outset, reviewing language and offering input. We were included in the official press releases and secured a major law enforcement endorsement for the bill.
- Hope for Justice's endorsement of other pieces of proposed legislation was considered important enough to be quoted prominently in a wide variety of news releases from Senators and Congresspeople during the year, including:
 1. Rep. Chris Smith's news release marking the passage through the House of the Trafficking Victims Prevention & Protection Reauthorization Act (February 2024)
 2. Rep. Susie Lee's press release on the passage of the REPORT Act into law (April 2024)
 3. Senator Blackburn's press release on the National Human Trafficking Database Act and Senator Cruz's press release on the Take It Down Act (June 2024)
 4. Senator Ossoff's press release on the Supporting Victims of Human Trafficking Act and in Senator Durbin's press release on DEFIANCE Act Passage (July 2024)
- Had a consultative or stakeholder role in a wide variety of other legislation, including the Image Based Exploitation bill, the HOTEL bill, a new federal trafficking grant bill, and the Kids Online Safety Act (KOSA).
- Convened a third major anti-trafficking event at the U.S. Senate, the Anti-Trafficking In Persons Policy Leader Roundtable, attended by 40+ NGOs, congressional staffers, and four senior congresspeople, showcasing our growing influence in impacting and shaping policy in Washington, D.C.
- Helped launch new 'Tennessee Businesses Against Trafficking' coalition, with a role on the committee setting the rules around its operations and the training necessary to achieve a compliant status for the businesses involved.



ETHIOPIA



- Trained almost 250 city and federal police officers in victim-focused and trauma-informed approaches to investigating child trafficking.
- Jointly organised a lobbying and advocacy event with partner organisations to address certain forms of hazardous work in Ethiopia linked with child trafficking and exploitative labour. The event successfully attracted senior officials from many Government ministries, the police, city authorities and civil society organisations. We hope the momentum develops into a full new strategy.
- Shared insights from our work running child aftercare shelters with other civil society organisations at an event we organised alongside the ministry responsible for women, children and social affairs.
- Participated in the third national civil society organisation week where more than 150 NGOs exhibited their work. We focused on the best practice models we have developed for reunifying child survivors of trafficking with their families. With the same ministry, we established (and are now chairing) a consortium of safe shelter providers to foster collaboration and enhance the effectiveness and impact of shelter-based initiatives in the region.
- Organised a research conference on evidence-based and human rights-based approaches to strengthening Ethiopia's capabilities to meet mental health needs as a response to trafficking vulnerabilities.
- Trained frontline professionals and officials on the National Child Protection Case Management Framework.
- Shared lessons learned from a three-year project focused on positively impacting the lives of highly vulnerable children and families in South Ethiopia and Central Ethiopia.
- Hosted visitors from the US Embassy, UNICEF and the UK-based charity Link Education to share our best practice in tackling child labour exploitation.



UGANDA



- Helped Interpol and Kampala Capital City Authority to better understand child trafficking trends in city hotspots, via an in-person tour. Participants said it gave them a new perspective on the abusive and exploitative situations, systems and networks faced by child victims of trafficking, especially those from the Karamojong ethnic group. The findings informed an operation by police and city authorities in January 2024 in which hundreds of children were safeguarded, and perpetrators arrested.
- Hosted guests from the Better Migration Management (BMM) programme's civil society organisations forum in July 2023, offering participants from across East Africa a visit to our immersive learning centre, where we shared insights from our Lighthouse programme in Kampala. We later shared similar insights with a team of three from CREDO, an NGO in Burkina Faso.
- Provided mentorship for a partner charity on how to deal with cases of street-connected children they encounter.
- Participated in an event run by Atlas Free and its Chief Impact Officer, John Richmond (formerly the TIP Ambassador at the U.S. State Department, one of the most influential anti-trafficking roles in the world). We discussed trafficking trends and new opportunities in the fight for freedom.
- Held workshops with senior ministry officials on draft national guidelines on care and support for survivors of trafficking, and held a multi-stakeholder meeting to validate it. The guidelines await final approval by the Minister.



- In August 2023, we were the sole civil society organisation at a Ministry of Gender, Labour, and Social Development (MGLSD) event, supported by USAID/Integrated Child & Youth Development, to discuss a new social work skills certification program. The event resulted in two in-service training courses being developed.
- With the MGLSD and the Ministry of Health, we participated in a mental health and psychosocial support regional workshop in Nairobi, organised by IOM (the UN's International Organization for Migration). Our participation demonstrated our expertise on these subjects to the Government ministries that were present, and we joined the National Mental Health & Psychosocial Support Working Group.
- Partnered with the Ministry of Health again to deliver a two-day online training course on the effects of psychological trauma on child development, with a focus on trafficking. More than 150 people took the training, including important officials and agencies.
- Joined with the University of Alabama in a research project (SHINE) to evaluate the "Move with HaRT" (Healing and Resilience after Trauma) program, a group-based mental health intervention developed in Uganda over several years with input from survivors. Search online for 'Improving Mental Health Outcomes for Survivors of Human Trafficking in Uganda'.

UK



- Worked with the Independent Anti-Slavery Commissioner to successfully advocate on amendments to the Victims and Prisoners Act, creating the opportunity for guidance on IMSA role and opening up dialogue with the Ministry of Justice (see page 31).
- Contributed to Scottish Government's review of its human trafficking and exploitation strategy.
- Contributed to research on the impact on efforts to tackle modern slavery of recent legislation.
- Published a briefing paper on the impact of the 'hostile environment' anti-migrant policies, drawing from lived experience and insights from our team.
- Coordinated joint response from NGOs to the U.S. TIP Report review of the UK.



- Responded to Government consultations linked with modern slavery issues, including from the Ministry of Justice and the former Department for Levelling Up, Housing & Communities.
- Provided oral and written evidence to the House of Lords review of the Modern Slavery Act 2015 (pictured on page 31)
- Consulted with survivors and stakeholders on barriers to justice for survivors of modern slavery, via events and workshops across the four UK nations and online.
- Contributed to the new Independent Anti-Slavery Commissioner's strategic plan, which referenced the importance of IMSAs.
- Supported cross-sector initiatives opposing the Rwanda deportation policy being pushed by the Government at the time; worked with Medaille and Salvation Army on an amendment tabled by Baroness Butler-Sloss that successfully raised the issue of modern slavery in parliamentary debate; coordinated anti-slavery sector letter to the Prime Minister at the time, following the passage of the Act.
- Published recommendations in advance of local government elections.

Hope for Justice and Intel working together on Private Data Exchange project

A highlight of this year for Hope for Justice, demonstrating our commitment to collaboration and technological innovation, was the deepening of our partnership with Intel. Together, we have been inviting anti-trafficking stakeholders into a collaborative partnership for the Private Data Exchange project, leveraging confidential computing as an innovative data collaboration tool in the fight against human trafficking.

Hope for Justice's Callum Harvie, who has led on this project, described it as *"an incredibly exciting opportunity, informed by best practice, with victims and survivors remaining firmly at the centre of our innovation"*.

Our CEO, Tim Nelson was featured prominently in a new video made by Intel about the project and its potential applications in the fight against modern slavery, a video that has been viewed millions of times.

What is the Private Data Exchange?

Human trafficking case data is complex, personal, and sensitive, relating to the personal experiences of those who have been subjected to some of the worst human rights abuses. It has details of a person's vulnerability, serious trauma and health conditions. It can also contain evidence of criminal acts that must be preserved to secure prosecutions and convictions. It contains personally identifying information, locations, and legal statuses of victims and survivors that could place them at risk of harm should confidentiality be breached.

These challenges mean that the burdens of data protection can seem so complex, sensitive and at risk of litigation that organisations find it challenging to even consider sharing data with each other.

The Private Data Exchange project is a research, design and innovation initiative to overcome these challenges. It has already demonstrated innovative use cases enabled through 'confidential computing', and has turned a thought-exercise into a tangible proof of concept with viable platform prototype built on Intel Software Guard Extensions (SGX). The project uses the sector-leading data framework of the Human Trafficking Case Data Standards (HTCDS), tested using dummy data.

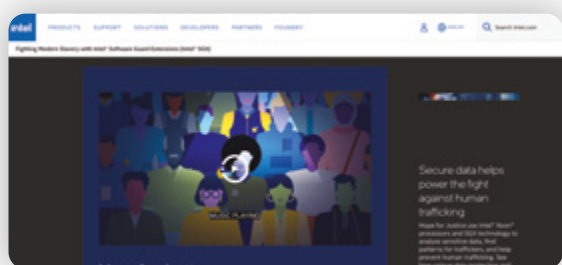
The project demonstrates three proven benefits of a Confidential Computing platform to aid counter-trafficking data collaboration:

1. All data is encrypted and secured with an encryption key. The information can only be viewed by the user who has uploaded it (the data owner). No other person or system can gain unauthorised access, preserving privacy and data sovereignty.
2. Victim or survivor case records that hold data matches or similarities with those of another organisation can be identified and flagged via a weighted-match scoring algorithm, to mark cases for further action without compromising data privacy or security. This enables legitimate and secure collaboration on linked incidents when required.
3. The encrypted data of all agencies can be aggregated across the entire dataset and analysed to derive accurate live reporting via an Insights Dashboard. Reports are generated without revealing any of the sensitivities relating to the underlying data, meaning manual anonymisation is not needed.

Bringing the Private Data Exchange to full reality will require multiple agencies across civil society, academia, and governing institutions to contribute their expertise, time and resources to collaboratively develop a suitable platform. That is why Hope for Justice and Intel in 2024 invited counter-trafficking organisations into a collaborative partnership and consortium to drive the project forward. This includes organisations who hold and collect data at the case level, as well as governing or multilateral organisations who are considered stakeholders to high-level reporting and analysis.

The Partnership invites data protection experts to support the ongoing alignment of technical development with emerging best practices in privacy regulation and compliance. Finally, the Partnership is seeking investment from donors, foundations and corporate funds, to help build financial sustainability into the core of project impact and to support the active participation of frontline agencies. This is a critical opportunity for the technology sector and the counter-trafficking sector to work together to make new strides in the fight against human trafficking.

Daniel Gutwein, Director of Education at Intel, said: *"As security technology creators, we have both the responsibility and the opportunity to help protect every person's data and privacy. We're seeing this occur through confidential computing advancements – the innovations we are bringing forward today will help us facilitate change and soon become the standards for how we operate tomorrow."*



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richersounds
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**SLAVE-FREE ALLIANCE IS PROUD TO
PARTNER WITH OUR 120 MEMBERS***

Here are just some of them!



arriva

HomeServe

sse
Energy Services

RI
RIVER ISLAND

centrica

HALCON

SCOTTISHPOWER

electricity
north west

pilgrim's

experian

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GROUP

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Subsea

SEVERN
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SANDS
CAPITAL

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A STRATEGIC AND OPERATIONAL PARTNERSHIP: SLAVE-FREE ALLIANCE AND CURRYS



As one of the founding members of Slave-Free Alliance, Currys is committed to carrying out rigorous checks to identify and prevent modern slavery in its operations and supply chains.

The omnichannel retailer provides technology products and services, with operations based in the UK and Ireland as well as the Nordics, under the brand names Elkjøp, Elgiganten and Gigantti. Around the world, Currys employs more than 26,000 people and has 6,500 suppliers.

Currys first started working with Slave-Free Alliance in 2018 and since then, it has cultivated greater awareness among employees and conducted multiple reviews, resulting in outcomes which have strengthened and fortified its operations against modern slavery.

Currys' desire is to introduce practical steps that are proactive rather than reactive. Recognising that the fight against modern slavery is a process, Currys has already put a plan in place for the year ahead, taking a strategic approach towards a slave-free supply chain.

Starting the journey

One of Slave-Free Alliance's early projects with Currys was a review of its UK waste and recycling departments. This is a well-known area of risk and the review helped Currys to better understand what was being done well and reinforced the positive processes and procedures that existed.

There was also a recruitment review at its internal warehouse operations in Newark, UK, then in 2022, Slave-Free Alliance carried out a full gap analysis, identifying compliance risks and building up a clear picture of the supply chain. This confirmed some areas of good practice and recommendations for improvement.

Scaling up

Currys then collaborated with Slave-Free Alliance to review the recruitment processes at its Nordic Distribution Centre in Sweden. There are 56 nationalities represented among warehouse employees, and Elkjøp uses agencies to provide additional workers. The company wanted to carry out a due diligence exercise to analyse the risk of modern slavery in its warehouse operations.

Slave-Free Alliance conducted a two-day recruitment review at the Sweden site, including a site tour and interviews with the site manager, HR team and workers – permanent staff, agency staff and third-party security staff.

Sofie Ambjörn-Christiansen, Elkjøp Nordics' Head of Risk & Compliance, said: *"The conclusion of this review was that there were no signs of modern slavery detected but that awareness of this issue needed improvement."*

Currys has taken positive steps in acknowledging the gaps in its approach and is working to address these. The company places an important emphasis on looking after its employees and wants to build on its levels of awareness around the issue of modern slavery so that staff at every level of the business are informed.

Steps so far include:

- Launching awareness sessions to educate employees on what modern slavery looks like, how to report modern slavery, and utilise the whistleblowing hotline
- Practical feedback around recruitment and ways to implement change, including optimising processes such as ID checks
- New Swedish classes offered to some employees to improve language barriers and promote inclusion
- Additional 360 reviews offered and early conversations around addressing some of the workforce's lack of access to feedback mechanisms

Reflections and the future

Jessie Greenhalgh, Responsible Sourcing Manager at Currys, said: *"We have been really grateful for our partnership with Slave-Free Alliance throughout the years. Recently we have been maximising this partnership by requesting policy reviews for modern slavery, child labour and conflict minerals."*

Currys wants to work with Slave-Free Alliance to review high risk areas of its store network in the UK, including security and cleaning. This will look at Currys recruitment partners for those roles. These projects will form part of Currys' updated Modern Slavery Statement to showcase the company's commitment to a slave-free supply chain.

By partnering with Slave-Free Alliance as a critical friend to further its human rights strategy over the past six years, Currys has shown industry leadership in placing social impact at the core of its sustainability agenda. Both teams look forward to developing new impactful human rights projects that will continue to strengthen the company's resilience to modern slavery and human trafficking risks.

A longer version of this case study, including Currys' other long-term plans and more about its ESG (Environmental, Social and Governance) strategy, is available online at

www.slavefreealliance.org/success-stories



A fantastic year for Slave-Free Alliance

Slave-Free Alliance has gone from strength to strength this year, with a growing number of members and clients, a rising profile and a wide variety of events and opportunities to engage our partners throughout the last 12 months.

One of the biggest was our annual conference, where we welcomed nearly 100 delegates from 51 different organisations, plus guest speakers, panellists and contributions from AstraZeneca, Pilgrim Foods, the Walk Free Foundation, Imperial Brands, the UN Environment Programme, Sands Capital, Currys, Hilton Foods, Ozo Group, Universite Cote d'Azur and Exiger, which also generously sponsored the event.

Jones Day kindly hosted the conference at its London offices.

Rachel Hartley, Consultancy Director at Slave-Free Alliance, said: *"There's nothing quite like being in a room full of people committed to creating social impact, and I feel so energised after all our conversations and shared learnings."*

The event explored a diverse range of topics: ethical business practices in supply chains; the role of workplace health and safety and its interactions with spotting exploitation; the connections between wages, purchasing practices and the exploitation spectrum; how AI could play a pivotal role in mapping risks in supply chains; plus the importance of collaboration, sustainability, and responsible action.

There were also breakout sessions on the accelerating impact of global legislation about these issues, and on escalation and remediation processes for human rights concerns.

Marc Stanton, Slave-Free Alliance Director, said the event fostered a deeper understanding of the many challenges facing businesses trying to tackle modern slavery and exploitation, but also demonstrated the commitment that many businesses have to making necessary changes.

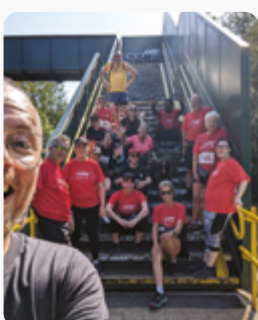
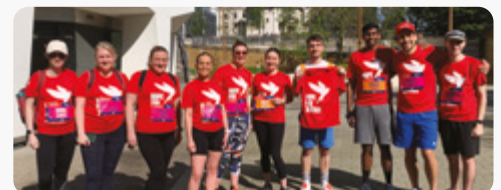
At the time of writing, we are preparing for our 2024 Conference in Manchester in November.

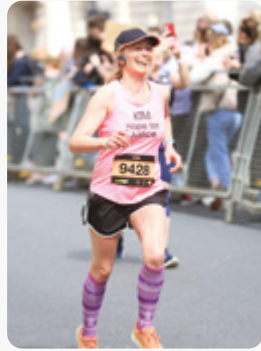
Other developments this year:

- Advice to our members on new and updated legislation, including from the EU, Canada, Germany, and the U.S. Uyghur Forced Labour Prevention Act
- Successful strategy day for Utilities Against Slavery (UAS), facilitated by Slave-Free Alliance, when representatives from 15 utility businesses gathered to develop a sector-wide approach to combating the risks of modern slavery and exploitation
- Launch of a new Slave-Free Alliance Members' Website
- A wide range of webinars throughout the year on subjects including labour agencies, and the new EU Corporate Sustainability Due Diligence Directive (CSDDD)



HOPE FOR JUSTICE IN THE





MEDIA AND THE COMMUNITY



CLOSING STATEMENT

Looking back on the last 12 months, Hope for Justice has demonstrated so many times why it is among the world's leading and most influential anti-trafficking organisations. We see this not just in terms of the number of people we are reaching directly – close to 150,000 lives changed – but also through the platforms on which we are being invited to speak and to share our expertise. I see it too in the influence we have had on key legislation and policy globally, with more and more of it bearing the imprint of our advice and recommendations drawn from frontline experience. This has been recognised externally too: it was a huge honour to be named Charity of the Year at the .ORG Awards in Washington, D.C. (see pages 10–11).

I am so proud of what Hope for Justice has achieved in really difficult financial times that have affected our ability to run the programmes that we want to.



Inflation continues to have a massive impact in some of the countries where we work, while the rising cost-of-living affected many of our donors' ability to give, forcing us to reassess and adjust our work, in common with virtually the whole charity sector.

I want to thank and pay tribute to the charity's Executive Team, who have acted with integrity and professionalism in making necessary decisions in the best interests of the long-term stability of Hope for Justice and, most importantly, the people we serve.

I want to honour the staff, volunteers and supporters who have worked so hard this year, and our donors, businesses, trusts, churches and partners for their generosity and commitment. I also want to thank the Board members who have come to the end of their terms and stepped down. It has been a huge motivation welcoming new Board members too, with new experiences and backgrounds. Whenever we meet, we hear some of the stories of lives changed through this work, which is often emotional and also inspiring. Seeing and hearing from the real people behind the statistics, the people who have found their freedom, is incredibly motivating – it is why we all do what we do. It makes me confident and excited about the future and I am determined that together, we will one day live in a world free from slavery.

Andy Donnell

Interim Chair of Trustees

International Board of Directors/Trustees



Andy Donnell
Interim Chair of Trustees



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WE WILL BE THE GENERATION TO END HUMAN TRAFFICKING

There are so many ways to get involved and support the work of Hope for Justice.

We would love to partner with you. Why not consider making us your Charity of the Year?



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Helping businesses and organisations of all sizes manage the threat of modern slavery and labour exploitation within their own organisation and their supply chains

- Social enterprise set up by Hope for Justice – all profits to the charity
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- We partner with you to help you understand and mitigate potential areas of risk

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