Trustees' Annual Report for the period							
	Period start date				Period end date		
From	01	01	2025	To	31	12	2025

Section A Reference and administration details

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

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Rosalind Hallifax	Chair/Treasurer		
2	Dr Gillian Kane	Secretary		
4	Lucy Keown			
5	Dr Glenn Miles			
6	Tim Amstutz			
7	Margaret Posnett		From 18 November 2025	
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

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

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

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

Section B Structure, governance and management

Description of the charity's trusts

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

Additional governance issues (Optional information)

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

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

Chab Dai has three entities in the UK, Cambodia and USA. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country.

Chab Dai Coalition in Cambodia is registered with the Royal Government of Cambodia's Ministry of Foreign Affairs as an international charity organization under the legal sponsorship of Chab Dai UK.

Chab Dai UK is committed to partnership. It is a member of a range of networks, and continues to partner with foundations in the anti-trafficking field, and businesses across the UK and beyond

Chab Dai continues to develop and implement a global risk register covering all aspects of the organisation, including operations, the Boards, fundraising and projects. The risk register is reviewed and completed in partnership with Chab Dai team members on a bi annual basis. The risks are analysed and reported to senior management, which includes an action plan for mitigating against identified risks.

Chab Dai has developed a comprehensive policy library that reflects the

organisational requirements, legal compliance and leading practice. The policies are written by the executive staff in Cambodia in conjunction with subject matter experts, (eg GDPR & Data Security) is reviewed and approved by the board. Policies are rolled out and socialised with all staff to ensure understanding and compliance.

Chab Dai has also developed robust reporting mechanisms for safeguarding, privacy, whistleblowing and an option to connect with the board of trustees. Each of these have their own direct emails and accompany process flows to ensure everyone manages any submissions as swiftly and as appropriately as possible. In addition, there is a feedback and complaints section on the website which allows anonymous submissions.

Section C Objectives and activities

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

For the public benefit, the advancement of human rights to address abuse and modern-day slavery for communities and individuals across the world in particular but not exclusively by educating the public, carrying out research, providing technical advice to governments and others, obtaining redress for survivors and relieving need among the victims.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

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

In 2025, Chab Dai UK remained the legal sponsor for Chab Dai Cambodia and continued to support the work of the Cambodia office. The National Director and Partnership and Development Director in Cambodia report directly to the trustees. The activities have included supporting cases of human trafficking, rape, as well as repatriating Cambodian victims of trafficking. Our legal team have cases in trial process, our community heroes have trained many people in the villages, and our systems strengthening team have trained a range of officials.

Additional details of objectives and activities (Optional information)

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

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

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

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

In 2026 our mission was updated to the following:

We work to end all forms of human trafficking and exploitation in Cambodia by convening and strengthening a coalition of local partners and contributing to a regional and global response.

For further information see www.chabdai.org

We have a volunteer bookkeeper, who assists the treasurer with general accounts management.

Section D Achievements and performance

Section D	Achievements and performance

Summary of the main achievements of the charity during the year

Chab Dai Cambodia

Chab Dai UK is the legal sponsor of Chab Dai Cambodia and its projects. The reports below relate to the work of Chab Dai Cambodia which is the reason for the existence of Chab Dai UK.

2025 End of Year Impact

In 2025 Chab Dai celebrated 20 years since founding with a vision to work alongside others to end human trafficking and sexual abuse in Cambodia. From just 2 staff and 12 coalitions members it has grown to 25 staff and 51 coalition members. A new five year strategy was adopted placing coalition at the centre of Chab Dai's approach to addressing trafficking and exploitation. Alongside a new co-leadership was introduced between Chab Dai Cambodia's National Director and the Partnerships and Development Director.

Regrettably at the beginning of 2025 Chab Dai Cambodia lost half of its funding overnight due to the USAID closure. This does not affect the accounts of Chab Dai UK which does not have financial responsibility for Chab Dai Cambodia, but is clearly relevant to the work of Chab Dai Cambodia. However, the work continues with some staff reductions and other changes.

SURVIVOR PROTECTION

80 survivors were supported in 2025 including with repatriation, court proceedings (in which 20 perpetrators were convicted) and some received support to start businesses, training and return to school

HUMANITARIAN

The war on the border between Thailand and Cambodia meant that many people were displaced and migrant workers had to return. Chab Dai supported 1298 displaced people and provided food and emergency packages to migrant families, working with ERIKS on these projects.

COALITION

At the end of the year there were 51 coalition members with 597 participants engaged across Coalition events. 592,246 individuals were reached by Coalition members, and three Child & Youth working groups were formed.

PREVENTION

- 155 vulnerable people were reached
- 17 Community Prevention Heroes were trained
- Awareness was raised among 200 students through 3 school campaigns.

Section D	Achievements and performance

Section E Financial review

Brief statement of the charity's policy on reserves	Chab Dai UK no longer has any employees and therefore no reserves are required to cover salary costs. There are minimal administration costs which can be met from reserves and income. The balance of donations received transferred to Chab Dai Coalition for their work in Cambodia when significant sums have built up.
Details of any funds materially in deficit	None

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about: • the charity's principal sources of funds (including any fundraising); • how expenditure has supported the key objectives of the charity; • investment policy and objectives including any ethical investment policy adopted.	All funds come from donations, mainly via JustGiving, with some small fundraising events from time to time. The funds raised support the work of Chab Dai Coalition in Cambodia.

Section F Other optional information

(This section left blank)

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)		

Position (eg Secretary, Chair, etc)		
Date		

CHARITY COMMISSION FOR ENGLAND AND WALES

C
Charb Dai Uk

Receipts and payments accounts

CC16a

For the period from	01/01/2025	To	31/12/2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	-	-	-	-	48,196
Donations	5,206	-	-	5,206	2,474
Gift Aid recovery	285	-	-	285	786
Bank Interest	5	-	-	5	14
Tax interest	14	-	-	14	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	5,510	-	-	5,510	51,470
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	5,510	-	-	5,510	51,470
A3 Payments					
GLC Running Costs		-	-	-	44,390
Staff Admin costs		-	-	-	19,208
Accountant	660	-	-	660	1,110
Office costs	271	-	-	271	405
Bank charges	356	-	-	356	458
Cambodian Donations	4,000	-	-	4,000	-
Fund Raising costs	60	-	-	60	50
Admin	145	-	-	145	555
Sundrry Costs	2	-	-	2	20
Sub total	5,494	-	-	5,494	66,196
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	5,494	-	-	5,494	66,196
Net of receipts/(payments)	16	-	-	16	- 14,726
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	16	-	-	16	- 14,726

Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	Cash at bank	679	-	
		-	-	-
		-	-	-
	Total cash funds	679	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

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

Signature	Print Name	Date of approval