

A photograph of a woman from behind, wearing a light-colored sweater and a green and blue patterned headscarf. She is looking over a wooden fence towards a lush green background. The image is the main visual element of the report cover.

HAGAR

The whole journey

Hagar Australia

2022 Annual Report

www.hagar.org.au

Our Board



Connie Ridley

CHAIR

Connie Ridley has a background in banking, finance and securitization and has worked in Australia, the US and several Pacific Island nations. She is passionate about social justice and committed to bringing change to vulnerable people and communities in Australia and overseas. For the past 30 years Connie has used her experience in finance to serve not for profits organisations in roles such as Board Member of Library for All, recently concluded 15 years as a Board member of Opportunity International and previously served for 22 years as a Board member of Emerge Women's and Children's Network including serving as Chair for 8 years. She has been awarded Honourary Life Governor of the Royal Children's Hospital in Melbourne.



Marita Ham

COMPANY SECRETARY

Marita has been a barrister for more than a decade, with areas of practice including victims of crime, family violence and matters in the Children's Court. Prior to her appointment to the bar, Marita held legal roles in Cummins South Pacific, Matthew Shaw and Associates, Australia Post and the Department of Justice.



Carla Webb-Sear

TREASURER

Carla brings years of Executive Finance experience across the technology, media, and music industries to this critical role. She is currently the Chief Financial Officer at Network Ten, and previously held a range of executive finance roles at Fairfax Media. She has also worked at EMI Music and started her career at PwC in Australia, the UK, and the US.



Catherine Jacob

DIRECTOR

Catherine is the Founder and Director of Footprint Consulting, specialising in business diagnostics, vision setting, strategy development and business improvement. Prior to this, Catherine established and was the General Manager for Façade Solutions, a business for BlueScope Steel. Catherine has also worked as a Senior Management Consultant for the Renault-Nissan Group. In her early career, Catherine worked as a structural engineer across Europe and the Middle East.



Suzanne Williams

DIRECTOR

Suzanne brings legal experience as a former Law Firm Partner and General Counsel for the Sydney 2000 Olympic Games; and more recent expertise in human resource and governance consulting gained at leading International Talent Advisory Firm, Korn Ferry. She has consulted to and served on the Boards of a number of International NGOs, educational institutions, sporting and church organisations, including South Head Anglican Parish where Suzanne is currently a churchwarden.

Board Meetings

Name	No. of meetings eligible to attend	No. of meetings attended (general & special)
Connie Ridley	7	7
Marita Ham	7	6
Carla Webb-Sear	7	7
Catherine Jacob	7	7
Suzanne Williams	7	7

Message from our Chair of Library for All

Dear Friends and Supporters,

As we reflect on another year of tireless dedication to our mission at Hagar, we are delighted to present our 2022 Annual Report. This year marks a significant milestone in our journey to help victim survivors heal from the deep wounds of trauma. We extend our heartfelt gratitude to everyone who has been a part of this remarkable endeavor. We want to take a moment to express our deepest appreciation to the Hagar Board, especially Carla, our steadfast treasurer, who has dedicated years of generous service. Your unwavering commitment to our cause has been instrumental in guiding our progress and achieving meaningful milestones.

Our team has grown and changed in 2023 as we've welcomed Paul Flavel as our new Executive Director. Additionally we have welcomed new directors Anne Stout, Jules Frost, Nyasha Hove and Company Secretary Sarah Kim.

One of the most noteworthy achievements of the year was securing base level DFAT accreditation. This recognition is a testament to the exceptional work and governance of Hagar Australia. It represents a pivotal moment in our journey and reinforces our commitment to providing the highest standard of care and support to those in need. As we celebrate this accomplishment, we also acknowledge that none of it would be possible without the support of our incredible donors. Your generosity has been the bedrock of our progress, enabling us to reach survivors, empower communities, and work toward ending modern slavery.

Looking ahead, we stand on the cusp of a new chapter of growth and impact. We're excited about expanding our reach in Australia and continuing to make a profound difference in the countries where we operate. As we move forward, we do so with an immense sense of purpose, inspired by the positive change we can create together. Thank you for being part of this remarkable journey.

With gratitude and anticipation,

Connie Ridley





Who is Hagar

At Hagar, our work is rooted in the belief that every individual deserves freedom, dignity, and a life free from exploitation.

We believe that prevention is key, and that's why we are deeply committed to educating communities and raising awareness about trafficking and slavery. By providing vital knowledge and tools, we empower individuals to recognise the signs, protect themselves, and take action to prevent exploitation. Through our educational programs, we aim to build a society that is vigilant, informed, and actively working to eradicate human trafficking, abuse and slavery.

Sadly, prevention is not always possible, so we provide comprehensive, trauma informed support services to survivors, addressing their immediate needs and helping them heal from the trauma they have endured. Our dedicated team offers safe accommodation, counselling, legal assistance, education, and employment opportunities tailored to each survivor's unique journey. By walking alongside and offering unwavering support, we empower survivors to reclaim their lives, rediscover their worth, and break free from the chains that have held them captive. We call this trauma informed wholistic care 'the whole journey'.

Our mission always extends beyond the individual level. We are actively engaged in advocacy and collaboration to effect systemic change. By partnering with governments, organisations, and communities, we work towards strengthening laws and policies, promoting the protection of survivors, and ensuring the prosecution of perpetrators. Together, we are building a global movement that demands justice, safeguards human rights, and stands against the scourge of human trafficking, abuse, and slavery. Through our collective efforts, we envision a world where every person is safe, respected, and free from exploitation.



Our History

Founded in 1994, Hagar emerged in response to the alarming rates of extreme domestic and community violence plaguing women and children in post-civil war Cambodia. Since then, Hagar has made significant strides in its mission to provide support and recovery services to survivors of human trafficking, slavery, and abuse.

In 2004, Hagar Australia was established, initially based in Perth before later relocating to Melbourne. This expansion allowed Hagar to extend its reach and impact, amplifying its efforts to bring healing and transformation to those affected by exploitation and violence.

Recognizing the urgent need for intervention, Hagar expanded its operations to Afghanistan in 2008,

focusing on providing vital assistance to women and children facing the worst forms of gender-based violence and human trafficking. The following year, Hagar extended its presence to Vietnam, responding to the growing magnitude of exploitation and abuse affecting women in the region.

With nearly 30 years of experience, Hagar has become a renowned international leader in recovery services. Through its comprehensive programs, Hagar has empowered countless survivors and earned a reputation for its dedication to transforming lives impacted by trauma.

As Hagar continues to evolve, it remains steadfast in its commitment to restoring dignity, hope, and lasting change to survivors of human trafficking, slavery, and abuse.

Why we exist

50 million people are living in slavery, but only a fraction of them receive the help needed to break free from exploitation and abuse, making it essential to support survivors and tackle the root causes of human trafficking through prevention and systems change.



Many individuals who have endured human trafficking, abuse and slavery, suffer from deep psychological, emotional, and physical scars. Without effective intervention, survivors face an elevated risk of re-exploitation and may resort to destructive behaviours to cope with their pain.

In a world where an estimated 50 million people are trapped in modern slavery, Hagar recognises the urgent need to support vulnerable communities that are disproportionately affected by this pervasive issue. Poverty, displacement, conflict, climate change, limited awareness, and inadequate support systems contribute to the perpetuation of human trafficking cycles, leaving survivors without proper assistance. Hagar understands the dire circumstances faced by these individuals and is committed to providing them with the necessary care and resources they need to rebuild their lives.



**22 million people
are trapped in
forced marriages**



**54% of victims are
women and girls**



**1 in 4 victims are
children**



**29 million victims
are in Asia and the
Pacific**

Slavery and human trafficking have become deeply embedded in our globalised society, infiltrating various industries and perpetuating cycles of trauma and despair for survivors. Hagar's existence is driven by the realisation that the overwhelming majority of survivors receive minimal or no support to heal and rebuild their lives. By offering comprehensive services, such as safe accommodations, healthcare, education, legal awareness, and psychological counselling, Hagar empowers survivors to overcome their past and embrace a future filled with hope and opportunity.

At Hagar, we are not content with simply alleviating the immediate suffering of survivors.

Through our unwavering dedication, Hagar strives to break the chains of exploitation and cycle of abuse. We not only provide vital support to survivors but also work tirelessly to address the root causes of human trafficking through prevention efforts and systems change. By advocating for awareness, implementing preventive measures, and fostering sustainable change, Hagar is determined to create a world where individuals are free from the clutches of slavery and can live their lives with dignity, resilience, and independence.





The Whole Journey

At Hagar, we recognise that healing, recovery and reintegration after a lifetime of heinous abuse can be a painstaking and non-linear process. ‘The Whole Journey’ is Hagar’s unique approach to supporting survivors by providing them with ongoing and enduring support throughout their efforts to rebuild and reclaim their own lives. Our approach includes several key elements that address the needs of individuals, communities and the wider system. By working at all levels, Hagar creates sustainable change and prevents abuse and exploitation for the long term.





HEAL

Once an individual enters our care, we embark on a journey of healing and rebuilding. We start by assessing their needs and providing tailored, intensive services that help them regain trust and resilience. Our services include safe accommodation, counselling, legal support, education, vocational training and community integration.



PREVENTION

Hagar conducts community education and awareness-raising activities to increase knowledge and understanding of human trafficking, slavery and abuse. By doing so, we empower vulnerable individuals and target communities to identify and respond to situations of exploitation.



PARTNER

Hagar works to build the capacity of all local service providers to respond effectively to trafficking, slavery and abuse. This includes providing training and resources to local organisations, government agencies and law enforcement to identify and respond to exploitation cases.



EMPOWER

Hagar works with survivors to take action against their abusers. Many survivors need assistance navigating complex legal systems to obtain justice and protection. We also help survivors progress their education and gain valuable skills to secure employment and financial independence.



INFLUENCE

Hagar advocates for policy and legal reform to prevent human trafficking, slavery and the abuse of vulnerable populations. By advocating for systemic change, Hagar aims to create lasting solutions that address the root causes of exploitation and abuse.

Client Story



Cambodia

From orphan to business owner, Kolab reminds us of the incredible resilience of our clients.

"With Hagar's support, I have a new life, a life of hope and a better situation. Thank you very much for your support."



In the poverty-stricken province of Kandal, Cambodia, a young orphan named Kolab faced unimaginable hardships. At the age of 16, she was coerced by her sister into a marriage with a man from their province. Life with her husband's family was far from ideal, with an overwhelming workload and mounting debt as she struggled to support her three children.

Trusting her sister-in-law's promise of better opportunities, Kolab agreed to work in Thailand to generate income for her family. However, she soon discovered that she had been deceived. Instead of Thailand, she found herself in China as an illegal immigrant, forced into marriage with a Chinese man arranged by a broker. The physical and emotional abuse she endured was beyond comprehension, and she was separated from her newborn son.

After years of torment, Kolab managed to escape and seek help at a police station in China. She was eventually repatriated to Cambodia and referred to Hagar, an organization dedicated to supporting survivors of human trafficking, slavery, and abuse.

At Hagar's "Home of Love," Kolab experienced compassionate care from a professional foster mother. Slowly, her trust was restored, and she began to rebuild her life. Hagar's team assisted in reconnecting Kolab with her family, ensuring their safe reunification. Counseling, case management, emergency food support, and economic empowerment became instrumental in her recovery journey.

With Hagar's guidance, Kolab opened a grocery store and snack shop, providing her with a sustainable income. Her children were able to return to school, and hope for a brighter future was rekindled. Grateful for Hagar's comprehensive support, Kolab now dreams of supporting her children's education and empowering them to become self-reliant individuals.

Local officials praised Hagar's transformative services, acknowledging the significant impact on the lives of vulnerable families. Hagar's holistic approach gave Kolab a chance to start anew, free from violence and poverty. Her community rallied behind her, offering support and recognition of her resilience.

Kolab's journey exemplifies the power of organizations like Hagar in changing lives and restoring hope. Through comprehensive care, survivors of exploitation can overcome their traumatic pasts and forge a path toward a brighter future. With Hagar's unwavering support, Kolab's story serves as a testament to the resilience of the human spirit and the transformative impact of love and compassion.



Hagar has assisted and helped me to start my own business. I now have an income. All my children can go to school and I can support them. I do hope that I can support them to have high-school education and be able to support themselves in the future,” Kolab said.

Where we work

Afghanistan



Afghanistan is home to the world's largest humanitarian crisis, with two-thirds of the population (28 million people) estimated to need aid in 2023. Decades of conflict, poverty and displacement have forced families to flee their homes, and many have migrated to neighbouring countries in search of work. Poverty is the main driver of human trafficking in Afghanistan and women and children are at high risk of exploitation.

Forgotten no more (FNM)

The Forgotten No More (FNM) program is a crucial initiative by Hagar aimed at providing comprehensive protection and quality essential services to vulnerable and displaced Afghan boys.

Girls Shelter

The shelter serves as a safe haven, offering crucial resources such as secure accommodation, nutritious food, medical care, access to education, legal support, counselling, and professional case management for girls who have been victims of abuse, trafficking or slavery.



Restoring Lives through Livelihood (RLL)

The RLL project is dedicated to empowering women survivors and vulnerable individuals, enabling them to regain financial stability and improve their living conditions.

Child Friendly Spaces (CFS)

Hagar Afghanistan has set up 12 Child Friendly Spaces (CFSs) in Kabul to cater to the most vulnerable children, both boys and girls, who have faced human trafficking, sexual abuse, domestic violence, or are at high risk of exploitation.

Cambodia



Emerging from the ravages of conflict and recent genocide, Cambodia is a country with rich cultural heritage and at the same time, deep inter-generational trauma. Traffickers lure victims with false promises of work and prosperity, only to trap them in a cruel web of forced labor, scams, and abuse. The prevalence of criminal operations in casinos, dormitories, and remote offices across the country underscores the complexity of the problem.

Legal Support to Survival of Human Trafficking & Abuse

By providing expert legal assistance, advocacy, and representation, we empower survivors to seek accountability for their perpetrators and navigate complex legal systems.

The Whole Journey

By providing access to consistent and comprehensive social services, including counseling, medical care, education, and vocational training, we empower survivors to move beyond the trauma of their past and embrace a new beginning.

Vietnam



Vietnam, one of South East Asia's rapidly developing countries, continues to be a significant source of sex trafficking and forced labor. Approximately 396,000 people are estimated to be living in modern slavery within the country. Despite its economic growth, Vietnam grapples with root causes of human trafficking, including poverty, limited education, and scarce job opportunities.

Reducing vulnerability to human trafficking and Abuse

We empower individuals with knowledge, skills, and resources, with the aim to create a safer and more protective environment that safeguards them from falling prey to the sinister traps of exploitation.

Home of love

This project ensures that survivors have access to consistent, high-quality social services and support, including counseling, healthcare, education, and vocational training.



The Whole Journey

By providing access to consistent and comprehensive social services, including counseling, medical care, education, and vocational training, we empower survivors to move beyond the trauma of their past and embrace a new beginning.

Animal Bank

To combat the vulnerabilities of survivors and women at risk of violence, sexual abuse, and human trafficking in Yen Bai Province, Hagar Vietnam established the Animal Bank project.

Decreasing Gender-based violence

By providing technical support and raising awareness about gender-based violence, we seek to create violence-free communities where women and children are protected from human trafficking, gender-based violence, sexual abuse, and exploitation.

DIRECTORS' REPORT

The directors present this report on Hagar Australia Limited (the Company) for the financial year ended 31 December 2022.

Directors

The names of each person who has been a director during the year and to the date of this report are:

Connie Ridley	(Chair)
Marita Ham	(Company Secretary)
Carla Webb-Sear	(Treasurer)
Catherine Jacob	
Suzanne Williams	
Anne Stout	(appointed 23 February 2023)
Jules Frost	(appointed 23 February 2023)
Nyasha Hove	(appointed 2 May 2023)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activities of the Company during the financial year were to generate charitable giving from Australian donors and partners to support Hagar's work with survivors of trafficking, slavery and abuse in Cambodia, Vietnam and Afghanistan.

There were no significant changes in the nature of these activities during the year.

Short-term Objectives

Hagar Australia raises tax deductible funds in Australia through social media, events and regular appeals from individuals, churches, corporations, foundations and government to fund international projects overseen by the global Hagar network. Budgets are prepared for various in-country projects and strategies developed to assist the funding of those projects in both the short and long term.

Long-term Objectives

Hagar Australia is an active contributor to the global Hagar network strategy and has contributed to the implementation of the global Strategic Plan. At the heart of this plan are the following five goals:

- 1. Heal - The Whole Journey**
Supporting women and children to heal from the trauma of trafficking, slavery and abuse
- 2. Empower – Survivor Leadership**
Empowering survivors of trafficking, slavery and abuse with the knowledge, leadership skills and opportunities to influence others and bring about change.
- 3. Partner – Equipping others to deliver best-practice care**
Supporting more survivors in more countries across Asia by building the capacity of other organisations to provide survivors with best-practice, trauma-informed care.
- 4. Prevent – Practical action in high-risk communities**
Using our expertise to invest in practical interventions in high-risk communities to prevent vulnerable individuals from being exploited and traumatised.
- 5. Lead – Influence**
Playing an active role in the global movement to abolish trafficking, slavery and abuse.

Areas of Strategic Focus

Five key areas of strategic focus were developed and adopted to enhance Hagar Australia's contribution to the global goals:

- 1. Maximise current donor and stakeholder relationships** – by nurturing all relationships to their fullest potential.
- 2. Grow key income streams** – by focusing efforts on income generating programs that feed the overall donor pipeline while also delivering a maximum return on investment and providing diversification to manage risk.

DIRECTORS' REPORT

Areas of Strategic Focus (continued)

3. Strengthen organisational sustainability – through strong financial management that delivers transparency and accountability to donors and the Australian public, development of systems and processes to drive efficiencies, and a strong, positive, diverse and inclusive organisational culture.
4. Maximise brand awareness – through understanding and nurturing donors along the Hagar donor journey, developing powerful marketing materials and maintaining strong sector relationships.
5. Support International development program delivery – by supporting Hagar International Program Offices to identify, develop and implement effective and sustainable programs that support survivors, while also monitoring and evaluating program effectiveness and impact.

Strategic Project

A key focus for Hagar Australia in 2021 and 2022 was preparing the submission for DFAT (Department of Foreign Affairs and Trade) Base Accreditation which was received in April 2022.

The accreditation process has enabled Hagar to strengthen and enhance its risk-management and due-diligence processes across the organisation's structure, philosophies, policies and practices. Securing Accreditation will position Hagar Australia to be eligible for Australian Government funding through the ANCP (Australian NGO Cooperation Program), while also better positioning us within the philanthropic and donor market. The preparation of our submission has been a significant strategic commitment of resources by the entire team at Hagar Australia.

Financial Performance

For the year ended 31 December 2022 the Company experienced an overall increase in revenue of 18%.

Grants income increased by 142% during the year following DFAT accreditation. An ANCP funding application of \$150,000 was successful for the Decreasing Gender Based Violence program in Vietnam. Funds were received in September 2022 and the project commenced the following month with an advance of \$75,000 recognised as income.

Appeals, donations and gifts income decreased by 16% given the significant contribution of the Afghanistan Appeal in the prior year.

Distributions to overseas programme partner, Hagar International, increased by 89% from \$450,433 in 2021 to \$850,376 in 2022 as Hagar was able to send funds raised in 2021 for the Afghanistan Appeal in early 2022. Fundraising costs were comparable with 2021 however Administration costs increased by 41% reflecting the greater costs associated with obtaining and managing additional Government DFAT funding.

Overhead costs such as flexible work locations for staff offset some of the investment in additional ANCP resources during the year.

Key Performance Measures

The Company measures its own performance using both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the Company and whether the Company's short-term and long-term objectives are being achieved.

	2022	2021
	Actual	Actual
Income per full time staff member	\$381,629	\$336,508
International Programs as a % of Total Expenditure	67%	60%
Fundraising as a % of Total Expenditure	9%	13%
Admin. & Accountability as a % of Total Expenditure	23%	24%
Community Education as a % of Total Expenditure	1%	3%

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SUBDIVISION 60-40 OF THE AUSTRALIAN CHARITIES
AND NOT-FOR-PROFITS COMMISSION ACT 2012
TO THE DIRECTORS OF HAGAR AUSTRALIA LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2022, there have been:

- i. no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.

Moore Australia

MOORE AUSTRALIA AUDIT (VIC)
ABN 16 847 721 257



RYAN LEEMON
Partner
Audit and Assurance

Melbourne, Victoria

29 May 2023

STATEMENT OF SURPLUS OR DEFICIT & OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 December 2022

	Note	2022	2021
		\$	\$
Continuing Operations			
Appeals, donations and gifts	2	589,957	700,072
Grants	2	493,509	203,500
Bequests	2	-	5,000
Other income	2	338	12,024
Total Revenue and Other Income		1,083,804	920,596
International Programs	3	924,959	514,778
Fundraising	3	118,874	107,623
Accountability & Administration	3	326,493	205,859
Community Education	3	20,626	22,374
Total Expenditure		1,390,952	850,634
Net Surplus / (Deficit) & Total Comprehensive Income		(307,148)	69,962
Surplus / (Deficit) & Total Comprehensive Income attributable to members of the entity		(307,148)	69,962

The accompanying notes form part of these financial statements

STATEMENT OF FINANCIAL POSITION

AS AT 31 December 2022

	Note	2022	2021
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	353,045	556,944
Other assets	5	14,199	5,327
TOTAL CURRENT ASSETS		367,244	562,271
TOTAL ASSETS		367,244	562,271
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	30,550	10,225
Employee benefits	8	13,111	12,544
Contract liabilities	9	91,229	-
TOTAL CURRENT LIABILITIES		134,890	22,769
TOTAL LIABILITIES		134,890	22,769
NET ASSETS		232,354	539,502
EQUITY			
Retained Surpluses		232,354	539,502
TOTAL EQUITY		232,354	539,502

The accompanying notes form part of these financial statements


STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 December 2022

	Retained Earnings \$
Balance at 1 January 2021	469,540
Comprehensive income	
Surplus for the year	69,962
Total comprehensive income attributable to members of the entity for the year	69,962
Balance at 31 December 2021	539,502
Balance at 1 January 2022	539,502
Comprehensive income	
Surplus for the year	(307,148)
Total comprehensive income attributable to members of the entity for the year	(307,148)
Balance at 31 December 2022	232,354

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 December 2022

	Note	2022	2021
		\$	\$
CASH FLOW/GRANTS FROM OPERATING ACTIVITIES			
Donations received		992,237	903,572
Restricted Funding		91,229	-
Other receipts		-	17,000
Interest received		338	24
Payments to suppliers and employees		(437,327)	(409,152)
Distributions to overseas partners		(850,376)	(450,433)
Net cash (used by) / generated from operating activities		(203,899)	61,011
Net (decrease) / increase in cash held		(203,899)	61,011
Cash and cash equivalents at beginning of the financial year		556,944	495,933
Cash and cash equivalents at end of the financial year	4	353,045	556,944



One person in
slavery, one
woman being
beaten, or one girl
forced into early
marriage is
one too many.

HAGAR

The whole journey

(03) 9416 1690

@hagaraustralia

admin@hagar.org.au

www.hagar.org.au

SH1.09, Sacred Heart Building, Abbotsford

Convent, 1 St Heliers St, Abbotsford VIC 3067