

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2018

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

A For the **2018** calendar year, or tax year beginning **2018**, and ending **20**

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization END MODERN SLAVERY INITIATIVE FOUNDATION		D Employer identification number 47-3594688
Doing business as GLOBAL FUND TO END MODERN SLAVERY		E Telephone number (202) 491-9597
Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 3,326,651.
1201 WILSON BLVD		
City or town, state or province, country, and ZIP or foreign postal code ARLINGTON, VA 22209		
F Name and address of principal officer: JEAN BADERSCHNEIDER SAME AS "C" ABOVE		

I Tax-exempt status: 501(c)(3) 501(c) () ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ [HTTPS://WWW.GFEMS.ORG](https://www.gfems.org) **H(c)** Group exemption number ▶

K Form of organization: Corporation Trust Association Other ▶ **L** Year of formation: 2015 **M** State of legal domicile: DC

Part I Summary

1 Briefly describe the organization's mission or most significant activities: SEE PART III, LINE 1

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	4	6.
4 Number of independent voting members of the governing body (Part VI, line 1b)	3	6.
5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)	5	12.
6 Total number of volunteers (estimate if necessary)	6	6.
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, line 38	7b	0.

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	411,304.	3,326,651.
9 Program service revenue (Part VIII, line 2g)	0.	0.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	0.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0.	0.
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	411,304.	3,326,651.
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	566,143.
14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	104,078.	745,038.
16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	7,875.
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 9,375.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	276,049.	1,887,962.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	380,127.	3,207,018.
19 Revenue less expenses. Subtract line 18 from line 12	31,177.	119,633.
	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	75,672.	3,898,615.
21 Total liabilities (Part X, line 26)	44,495.	3,747,805.
22 Net assets or fund balances. Subtract line 21 from line 20.	31,177.	150,810.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer: *Craig Sarsony* Date: 11/18/19

Type or print name and title: *Craig Sarsony Sr. Director, Finance + Admin.*

Paid Preparer Use Only

Print/Type preparer's name: MARC BERGER Preparer's signature: *Marc Berger* Date: 11/15/19 Check if self-employed PTIN: P01871563

Firm's name ▶ BDO USA, LLP Firm's EIN ▶ 13-5381590

Firm's address ▶ 8401 GREENSBORO DRIVE, #800 MCLEAN, VA 22102 Phone no. 703-893-0600

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

For Paperwork Reduction Act Notice, see the separate instructions. Form **990** (2018)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission:

THE MISSION OF THE GLOBAL FUND TO END MODERN SLAVERY (GFEMS) IS TO END MODERN SLAVERY BY MAKING IT ECONOMICALLY UNPROFITABLE. CONTINUED ON SCHEDULE O.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 615,481. including grants of \$ 311,264.) (Revenue \$)

COMMERCIAL SEXUAL EXPLOITATION - INDIA AND VIETNAM
GFEMS FUNDS PARTNERS TO COMBAT COMMERCIAL SEXUAL EXPLOITATION OF CHILDREN IN INDIA AND VIETNAM. KEY EFFORTS INCLUDE REFORMING THE CRIMINAL JUSTICE SYSTEM WITH A VICTIM-FRIENDLY LENS, PROVIDING COMPREHENSIVE AFTERCARE TO VICTIMS OF TRAFFICKING, AND SUPPORTING SUSTAINABLE MARKET-BASED JOBS THAT CAN PREVENT VICTIMS AND OTHER HIGH-RISK INDIVIDUALS FROM BEING TRAFFICKED. CONTINUED ON SCHEDULE O.

4b (Code:) (Expenses \$ 769,350. including grants of \$ 231,732.) (Revenue \$)

OVERSEAS LABOR RECRUITMENT - VIETNAM AND THE PHILIPPINES
RECOGNIZING THAT MIGRATION WILL CONTINUE TO BE A CRITICAL PATH FOR MANY WORKERS FROM DEVELOPING COUNTRIES, GFEMS IS BUILDING SAFE MIGRATION CORRIDORS THROUGH ETHICAL RECRUITMENT AND STRENGTHENED GOVERNMENT RESPONSE TO ABUSE. NOTABLY, GFEMS IS LEVERAGING PRIVATE SECTOR INFLUENCE TO DEMAND A SHIFT TO ETHICAL PRACTICES. ADDITIONALLY, GFEMS IS FUNDING SUPPORT AND REHABILITATION SERVICES FOR MIGRANT WORKERS WHO ARE VICTIMS OF TRAFFICKING AND LABOR EXPLOITATION. CONTINUED ON SCHEDULE O.

4c (Code:) (Expenses \$ 615,481. including grants of \$) (Revenue \$)

CONSTRUCTION - INDIA - GFEMS IS BUILDING A PUBLIC-PRIVATE CONSORTIUM TO CREATE A SCALABLE, SUSTAINABLE, AND SAFE ALTERNATIVE TO THE EXISTING BROKER SYSTEM OF MIGRANT CONSTRUCTION WORKERS ACROSS INDIA. THE INITIAL TWO-YEAR PROGRAM WILL FACILITATE ON-THE-JOB TRAINING FOR WORKERS THROUGH MICRO-CONTRACTORS, CERTIFY THE SKILLS OF WORKERS, AND DELIVER ENTITLEMENTS TO THOUSANDS OF THESE WORKERS. IMPORTANTLY, THIS PROJECT REGISTERS AND TRACKS VULNERABLE INDIVIDUALS MIGRATING FOR WORK, PROVIDING A HOTLINE NUMBER TO CALL IN CASE OF CONCERNS RELATED TO WORKPLACE EXPLOITATION. CONTINUED ON SCHEDULE O.

4d Other program services (Describe in Schedule O.)

(Expenses \$ 1,077,090. including grants of \$ 23,147.) (Revenue \$)

4e Total program service expenses 3,077,402.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A.	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II.	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I.		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II.		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V.		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI		X
b Did the organization report an amount for investments-other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		X
c Did the organization report an amount for investments-program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		X
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII.	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E.		X
14a Did the organization maintain an office, employees, or agents outside of the United States?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	X	
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions).		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		X
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V.

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return. 2a 12		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12 10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders 11a		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b		
c	Enter the amount of reserves on hand 13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		
1b Enter the number of voting members included in line 1a, above, who are independent		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6 Did the organization have members or stockholders?		X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? <i>If "Yes," provide the names and addresses in Schedule O</i>		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?		X
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? <i>If "No," go to line 13</i>	X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If "Yes," describe in Schedule O how this was done</i>	X	
13 Did the organization have a written whistleblower policy?	X	
14 Did the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	X	
b Other officers or key employees of the organization	X	
<i>If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).</i>		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed ►
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19** Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records ►
CRAIG SARSONY 1201 WILSON BLVD ARLINGTON, VA 22209 301-807-0847

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII X

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JEAN BADERSCHNEIDER CHIEF EXECUTIVE OFFICER	40.00 0.	X		X				0.	0.	0.
(2) ERNIE ALLEN TREASURER	1.00 0.	X		X				0.	0.	0.
(3) DAVID ABRAMOWITZ SECRETARY	1.00 0.	X		X				0.	0.	0.
(4) KARI JOHNSTONE DIRECTOR	1.00 0.	X						0.	0.	0.
(5) JOHN RICHMOND DIRECTOR	1.00 0.	X						0.	0.	0.
(6) CARDINAL VINCENT NICHOLS DIRECTOR	1.00 0.	X						0.	0.	0.
(7) HELEN TAYLOR DIRECTOR OF PROGRAMS (EUROPE)	40.00 0.					X		127,806.	0.	5,343.
(8) NATALYA WALLIN DIRECTOR OF STRATEGIC PTNSHIPS	40.00 0.					X		139,251.	0.	3,414.
(9)										
(10)										
(11)										
(12)										
(13)										
(14)										

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e	3,314,651.			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	12,000.			
	g Noncash contributions included in lines 1a-1f: \$					
	h Total. Add lines 1a-1f ▶		3,326,651.			
Program Service Revenue	Business Code					
	2a _____					
	b _____					
	c _____					
	d _____					
	e _____					
	f All other program service revenue					
	g Total. Add lines 2a-2f ▶		0.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts). ▶		0.			
	4 Income from investment of tax-exempt bond proceeds ▶		0.			
	5 Royalties ▶	(i) Real				
		(ii) Personal				
	6a Gross rents					
	b Less: rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) ▶		0.			
	7a Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		b Less: cost or other basis and sales expenses				
		c Gain or (loss)				
	d Net gain or (loss) ▶		0.			
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a	0.			
		b Less: direct expenses	b	0.		
		c Net income or (loss) from fundraising events ▶		0.		
	9a Gross income from gaming activities. See Part IV, line 19	a	0.			
		b Less: direct expenses	b	0.		
		c Net income or (loss) from gaming activities ▶		0.		
	10a Gross sales of inventory, less returns and allowances	a	0.			
b Less: cost of goods sold		b	0.			
c Net income or (loss) from sales of inventory ▶			0.			
Miscellaneous Revenue		Business Code				
11a _____						
b _____						
c _____						
d All other revenue						
e Total. Add lines 11a-11d ▶		0.				
12 Total revenue. See instructions. ▶		3,326,651.				

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	98,567.	98,567.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0.			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	467,576.	467,576.		
4 Benefits paid to or for members	0.			
5 Compensation of current officers, directors, trustees, and key employees	0.			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.			
7 Other salaries and wages	642,227.	641,036.		1,191.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	0.			
9 Other employee benefits	98,295.	98,091.		204.
10 Payroll taxes	4,516.	4,516.		
11 Fees for services (non-employees):				
a Management	0.			
b Legal	3,718.	2,146.	1,572.	
c Accounting	3,165.	3,165.		
d Lobbying	0.			
e Professional fundraising services. See Part IV, line 17.	7,875.			7,875.
f Investment management fees	0.			
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.) ATCH 2.	1,571,958.	1,571,958.		
12 Advertising and promotion	0.			
13 Office expenses	7,790.	14.	7,776.	
14 Information technology.	14,346.	13,261.	1,085.	
15 Royalties.	0.			
16 Occupancy	100,826.		100,826.	
17 Travel	133,242.	132,720.	417.	105.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
19 Conferences, conventions, and meetings	1,303.	982.	321.	
20 Interest	0.			
21 Payments to affiliates.	0.			
22 Depreciation, depletion, and amortization	0.			
23 Insurance	7,551.		7,551.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <u>BANK FEES</u>	6,370.	6,370.		
b <u>PAYROLL PROCESSING FEES</u>	28,005.	27,755.	250.	
c <u>DATA INFORMATION</u>	4,550.	4,550.		
d <u>PROFESSIONAL DEVELOPMENT</u>	5,138.	4,695.	443.	
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	3,207,018.	3,077,402.	120,241.	9,375.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)	0.			

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year	
Assets	1	Cash - non-interest-bearing	34,007.	1	2,889,331.
	2	Savings and temporary cash investments	0.	2	0.
	3	Pledges and grants receivable, net	16,915.	3	880,399.
	4	Accounts receivable, net	0.	4	0.
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L	0.	5	0.
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L	0.	6	0.
	7	Notes and loans receivable, net	0.	7	0.
	8	Inventories for sale or use	0.	8	0.
	9	Prepaid expenses and deferred charges	0.	9	0.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D		10a	
	b	Less: accumulated depreciation		10b	
			0.	10c	0.
	11	Investments - publicly traded securities	0.	11	0.
	12	Investments - other securities. See Part IV, line 11	0.	12	0.
	13	Investments - program-related. See Part IV, line 11	0.	13	0.
	14	Intangible assets	0.	14	0.
15	Other assets. See Part IV, line 11	24,750.	15	128,885.	
16	Total assets. Add lines 1 through 15 (must equal line 34)	75,672.	16	3,898,615.	
Liabilities	17	Accounts payable and accrued expenses	44,495.	17	916,787.
	18	Grants payable	0.	18	0.
	19	Deferred revenue	0.	19	2,831,018.
	20	Tax-exempt bond liabilities	0.	20	0.
	21	Escrow or custodial account liability. Complete Part IV of Schedule D	0.	21	0.
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	0.	22	0.
	23	Secured mortgages and notes payable to unrelated third parties	0.	23	0.
	24	Unsecured notes and loans payable to unrelated third parties	0.	24	0.
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	0.	25	0.
	26	Total liabilities. Add lines 17 through 25	44,495.	26	3,747,805.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets	31,177.	27	150,810.
	28	Temporarily restricted net assets	0.	28	0.
	29	Permanently restricted net assets	0.	29	0.
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
33	Total net assets or fund balances	31,177.	33	150,810.	
34	Total liabilities and net assets/fund balances	75,672.	34	3,898,615.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI.

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,326,651.
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,207,018.
3	Revenue less expenses. Subtract line 2 from line 1	3	119,633.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	31,177.
5	Net unrealized gains (losses) on investments	5	0.
6	Donated services and use of facilities	6	0.
7	Investment expenses	7	0.
8	Prior period adjustments	8	0.
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	150,810.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII.

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
 If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

2018

Open to Public Inspection

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
--	--

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives: (1) more than 33 1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3 % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2014, (b) 2015, (c) 2016, (d) 2017, (e) 2018, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person; 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2014, (b) 2015, (c) 2016, (d) 2017, (e) 2018, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income. Do not include gain or loss from the sale of capital assets; 11 Total support. Add lines 7 through 10.

12 Gross receipts from related activities, etc. (see instructions) 12
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here. [X]

Section C. Computation of Public Support Percentage

- 14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f)). 14 %
15 Public support percentage from 2017 Schedule A, Part II, line 14 15 %
16a 33 1/3% support test - 2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here.
b 33 1/3% support test - 2017. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here.
17a 10%-facts-and-circumstances test - 2018. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here.
b 10%-facts-and-circumstances test - 2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here.
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2014, (b) 2015, (c) 2016, (d) 2017, (e) 2018, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business under section 513; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2014, (b) 2015, (c) 2016, (d) 2017, (e) 2018, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included in line 10b; 12 Other income; 13 Total support.

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2017 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2017 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2018. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

b 33 1/3% support tests - 2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
11a		
b A family member of a person described in (a) above?		
11b		
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
1		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
2		
3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).			
2 Activities Test. Answer (a) and (b) below.		Yes	No
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.			
2a			
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
2b			
3 Parent of Supported Organizations. Answer (a) and (b) below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.			
3a			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.			
3b			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI):			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by .035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required - explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2018 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 Excess distributions carryover to 2019. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2018

Open to Public Inspection

For Organizations Exempt From Income Tax Under section 501(c) and section 527

- ▶ **Complete if the organization is described below.**
- ▶ **Attach to Form 990 or Form 990-EZ.**
- ▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. (see instructions for definition of "political campaign activities")
- 2 Political campaign activity expenditures (see instructions) ▶ \$ _____
- 3 Volunteer hours for political campaign activities (see instructions)

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$ _____
- 4 Did the filing organization file Form 1120-POL for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2018

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)														
c	Total lobbying expenditures (add lines 1a and 1b)														
d	Other exempt purpose expenditures	3,207,018.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	3,207,018.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	310,351.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	77,588.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.	0.												
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.	0.												
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No													

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) Total
2a	Lobbying nontaxable amount		76,025.	310,351.	386,376.
b	Lobbying ceiling amount (150% of line 2a, column (e))				579,564.
c	Total lobbying expenditures				
d	Grassroots nontaxable amount		19,006.	77,588.	96,594.
e	Grassroots ceiling amount (150% of line 2d, column (e))				144,891.
f	Grassroots lobbying expenditures				

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes," response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No," OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

SCHEDULE C, PART II-A:

EXPLANATION:END MODERN SLAVERY INITIATIVE FOUNDATION - EIN 47-3594688-

TOTAL LOBBYING EXPENDITURES \$0. THE ORGANIZATION HAS MADE AN ELECTION

UNDER SECTION 501(H).

Part IV Supplemental Information *(continued)*

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

2018

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

Employer identification number

END MODERN SLAVERY INITIATIVE FOUNDATION

47-3594688

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Line number, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, aggregate value of grants, and questions about donor advisement.

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 3 columns: Line number, Description, and Held at the End of the Tax Year. Rows include purpose of easements, number of easements, monitoring policy, and expenses.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: Line number, Description, and Amount. Rows include reporting requirements for art and historical treasures.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2018

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange programs
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII Yes No

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment ▶ _____ %
 - b Permanent endowment ▶ _____ %
 - c Temporarily restricted endowment ▶ _____ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | | Yes | No |
|--|--------|-----|----|
| (i) unrelated organizations | 3a(i) | | |
| (ii) related organizations | 3a(ii) | | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | | |

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) ▶

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XIII Supplemental Information (continued)

PART X LINE 2:

THE FUND IS GENERALLY EXEMPT FROM FEDERAL INCOME TAXES UNDER THE PROVISIONS OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. IN ADDITION, THE FUND QUALIFIES FOR CHARITABLE CONTRIBUTIONS DEDUCTIONS AND HAS BEEN CLASSIFIED AS AN ORGANIZATION THAT IS NOT A PRIVATE FOUNDATION. INCOME WHICH IS NOT RELATED TO EXEMPT PURPOSES, LESS APPLICABLE DEDUCTIONS, IS SUBJECT TO FEDERAL AND STATE CORPORATE INCOME TAXES. THERE WAS NO TAX LIABILITY FOR UNRELATED BUSINESS INCOME FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017.

A TAX POSITION IS RECOGNIZED AS A BENEFIT IF IT IS "MORE LIKELY THAN NOT" THAT THE TAX POSITION TAKEN WOULD BE SUSTAINED IN A TAX EXAMINATION, PRESUMING THAT A TAX EXAMINATION WILL OCCUR. MANAGEMENT HAS EVALUATED THE FUND'S TAX POSITIONS AND HAS CONCLUDED THAT THE FUND HAS TAKEN NO UNCERTAIN TAX POSITIONS. DURING THE YEAR ENDED DECEMBER 31, 2018, THE FUND RECOGNIZES INTEREST AND/OR PENALTIES RELATED TO UNCERTAIN TAX POSITIONS, IF ANY, IN THE INCOME TAX EXPENSE IN THE ACCOMPANYING STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS. NO INTEREST AND/OR PENALTIES WERE RECORDED FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017 RELATED TO UNCERTAIN TAX POSITIONS. THERE ARE CURRENTLY NO OPEN TAX PERIODS AS THE FUND WAS ESTABLISHED IN 2015 BUT DID NOT COMMENCE OPERATIONS UNTIL 2017.

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2018

Open to Public Inspection

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization

END MODERN SLAVERY INITIATIVE FOUNDATION

Employer identification number

47-3594688

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- 1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 **Activities per Region.** (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) EAST ASIA AND THE PACIFIC	0.	0.	PROGRAM SERVICES	SEE PART V	14,535.
(2) SOUTH ASIA	0.	0.	PROGRAM SERVICES	SEE PART V	57,281.
(3) EAST ASIA AND THE PACIFIC	0.	0.	GRANTMAKING		283,014.
(4) SOUTH ASIA	0.	0.	GRANTMAKING		184,557.
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Subtotal					539,387.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)					539,387.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2018

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			EAST ASIA/PACIFIC	SEE PART V	283,014.	WIRE			
(2)			SOUTH ASIA	SEE PART V	175,797.	WIRE			
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **2**

3 Enter total number of other organizations or entities **2**

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1) SEE PART V	SOUTH ASIA	9.	8,760.	WIRE			
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

FORM 990, SCHEDULE F, PART I, LINE 2:

THE ORGANIZATION HAS AN ESTABLISHED PROCEDURE TO MONITOR THE FINANCIAL, COMPLIANCE, AND TECHNICAL/PROGRAMMATIC ASPECTS OF SUBAWARDS TO ENSURE THAT THE SUBRECIPIENT IS FOLLOWING ALL LAWS, REGULATIONS, PROVISIONS OF THE SUBAWARD, AND THAT GRANT FUNDS ARE APPROPRIATELY USED BY THE SUBRECIPIENTS AND IN COMPLIANCE WITH THE TERMS AND CONDITIONS OF THE SUBAWARD.

SUBRECIPIENTS ARE REQUIRED TO SUBMIT TECHNICAL AND FINANCIAL REPORTS ON A QUARTERLY AND/OR MONTHLY BASIS IN ACCORDANCE WITH THE TERMS AND CONDITIONS OF THE SUBAWARD. PROJECT MANAGERS REVIEWS SUBRECIPIENTS REPORTS AND CONDUCT ALL MONITORING ACTIVITIES UNDER EACH SUBAWARD TO ENSURE DELIVERABLES ARE MET AND THAT SUBRECIPIENT'S ACTIVITIES ARE IN COMPLIANCE WITH THE TERMS AND CONDITIONS OF THE AGREEMENT.

FORM 990, SCHEDULE F, PART I, LINE 3, COLUMN (E):

TO SUPPORT THE ENDING OF MODERN SLAVERY IN AFFECTED COMMUNITIES.

FORM 990, SCHEDULE F, PART II, COLUMN (D):

A GLOBAL FUND TO END MODERN SLAVERY: REDUCING PREVALENCE THROUGH TRANSFORMATIONAL PROGRAMS.

FORM 990, SCHEDULE F, PART III, LINE 1

GRANTS TO RECIPIENTS LOCATED IN THE REGION IN SUPPORT OF THE GLOBAL FUND TO END MODERN SLAVERY: REDUCING PREVALENCE THROUGH TRANSFORMATIONAL

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

PROGRAMS .

**SCHEDULE I
(Form 990)**

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

OMB No. 1545-0047

2018

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization

END MODERN SLAVERY INITIATIVE FOUNDATION

Employer identification number

47-3594688

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) INTERNATIONAL JUSTICE MISSION PO BOX 58147 WASHINGTON, DC 20090	54-1722887	501 (C) (3)	84,099.				SEE PART IV
(2) RESPONSIBLE BUSINESS ALLIANCE 1737 KING STREET ALEXANDRIA, VA 22314	26-1417796	501 (C) (6)	14,468.				SEE PART IV
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **1.**

3 Enter total number of other organizations listed in the line 1 table **1.**

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (2018)

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
1					
2					
3					
4					
5					
6					
7					

Part IV Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b); and any other additional information.

FORM 990, SCH I, PART I, LINE 2:

THE FUND CLOSELY MONITORS THE USE OF ALL GRANTS FUNDS PROVIDED TO SUBRECIPIENTS TO ENSURE PERFORMANCE EXPECTATIONS ARE BEING ACHIEVED AND PROGRAMS ARE IMPLEMENTED IN ACCORDANCE WITH AGREEMENT REQUIREMENTS AND APPLICABLE FEDERAL LAWS AND REGULATIONS. SUBRECIPIENTS ARE REQUIRED TO SUBMIT PERIODIC FINANCIAL AND TECHNICAL REPORTS DESCRIBING PROGRAM ACHIEVEMENTS DURING THE REPORTING PERIOD. THE ORGANIZATION'S FINANCE AND PROGRAM TEAMS REVIEW REPORTS FOR COMPLIANCE WITH THE TERMS OF SUB - AWARD AGREEMENTS. THE ORGANIZATION UTILIZES A VARIETY OF MONITORING TECHNIQUES AND TOOLS INCLUDING REVIEW OF THE SUBRECIPIENTS FINANCIAL AND AUDIT

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
1					
2					
3					
4					
5					
6					
7					

Part IV Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b); and any other additional information.

REPORTS .

FORM 990, SCH I, PART II, LINES 1 & 2, COLUMN H DESCRIPTION:

A GLOBAL FUND TO END MODERN SLAVERY: REDUCING PREVALENCE THROUGH

TRANSFORMATIONAL PROGRAMS

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

Name of the organization

END MODERN SLAVERY INITIATIVE FOUNDATION

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2018

**Open to Public
Inspection**

Employer identification number

47-3594688

FORM 990, PART III, LINE 1:

GFEMS FOCUSES ON ACTIVITIES IN THREE CORE PILLARS-EFFECTIVE RULE OF LAW,
BUSINESS ENGAGEMENT, AND SUSTAINING FREEDOM-TO REDUCE MODERN SLAVERY IN
TARGETED SECTORS AND GEOGRAPHIES. THE WORK IN THESE THREE PILLARS IS
UNDERPINNED WITH A ROBUST APPROACH TO EVIDENCE AND LEARNING, INCLUDING
PREVALENCE MEASUREMENT.

FORM 990, PART III, LINES 4A - 4D:

FORM 990, PART III, LINES 4A:

COMMERCIAL SEXUAL EXPLOITATION - INDIA AND VIETNAM

RULE OF LAW: WITH THE SUPPORT OF LOCAL GOVERNMENT, GFEMS TARGETS SPECIFIC
HIGH-RISK AREAS WITH AN AIM TOWARDS PROVING MODELS OF LAW ENFORCEMENT
AND- IN SOME CASES-EQUIPPING POLICE TO IMPLEMENT ANTI-TRAFFICKING LAWS
FOR THE FIRST TIME. GFEMS IS ALSO IMPROVING LEGAL REPRESENTATION AND
ESTABLISHING VICTIM-FRIENDLY PROCESSES DURING THE CRIMINAL JUSTICE
PROCESS TO PREVENT RE-TRAUMATIZATION AND FACILITATE TRAFFICKER
PROSECUTION.

BUSINESS ENGAGEMENT: GFEMS PARTNERS WITH THE PRIVATE SECTOR TO PROVIDE
MARKET-DRIVEN JOBS FOR SURVIVORS. ONE SUCH PROGRAM IS SECURING
CO-INVESTMENT BY MAJOR HOTELS TO TRAIN AND PLACE SURVIVORS IN THE

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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HOSPITALITY SECTOR. THE PROGRAM INCLUDES COLLABORATING WITH NGOS TO IDENTIFY AND PREPARE SURVIVORS OF TRAFFICKING OR OTHER HIGH-RISK YOUTH FOR PLACEMENT IN JOB TRAINING PROGRAMS, THEREBY SETTING THEM UP FOR SUCCESS. ONCE SURVIVORS GRADUATE FROM THE TRAINING PROGRAM, GFEMS PARTNERS WORK WITH HOTELS TO PLACE GRADUATES IN SUSTAINABLE HOSPITALITY JOBS. IN ADDITION TO DOCUMENTING THE PROGRAM TO INFORM POTENTIAL SCALE-UP EFFORTS WITHIN THE HOSPITALITY SECTOR, GFEMS IS DEVELOPING A "BLUEPRINT" FOR REPLICATING MARKET-BASED SURVIVOR EMPLOYMENT IN OTHER INDUSTRIES.

SUSTAINING FREEDOM: GFEMS FUNDS PREVENTION EFFORTS IN THE FORM OF TARGETED EDUCATION CAMPAIGNS TO REDUCE RISKY MIGRATION BY REACHING THE MOST VULNERABLE WITH PRECISE MESSAGING ABOUT TRAFFICKER TACTICS (WHICH IS MORE EFFECTIVE THAN GENERAL AWARENESS RAISING). GFEMS ALSO FUNDS SIGNIFICANT TRAUMA-INFORMED SURVIVOR RESTORATION, MAPPING MODELS THAT THE PUBLIC SECTOR CAN REPLICATE IN OTHER CONTEXTS, INCLUDING LINKING SURVIVORS TO JOBS AND EDUCATION.

FORM 990, PART III, LINE 4B:

OVERSEAS LABOR RECRUITMENT - VIETNAM AND THE PHILIPPINES

RULE OF LAW: GFEMS IS FUNDING THE CREATION OF A DIGITAL CASE MANAGEMENT SYSTEM THAT ENABLES PHILIPPINES GOVERNMENT AUTHORITIES AND OTHER STAKEHOLDERS TO MORE EFFECTIVELY RESPOND TO CASES OF MODERN SLAVERY WHEN DETECTED. THE PROGRAM HAS ALSO ESTABLISHED AN INTERAGENCY TASK FORCE ON FORCED LABOR OF OVERSEAS FILIPINO WORKERS (OFWS) TO ENHANCE GOVERNMENT CAPACITY TO PROSECUTE AND CONVICT TRAFFICKERS OF OFWS, REDUCING THE

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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IMPUNITY WITH WHICH TRAFFICKERS OPERATE. IN VIETNAM, GFEMS IS FUNDING AN IMPROVED MECHANISM FOR RECEIVING COMPLAINTS AT MIGRANT RESOURCE CENTERS TO BETTER FACILITATE ACCESS TO JUSTICE FOR MIGRANT WORKERS.

BUSINESS ENGAGEMENT: GFEMS IS FOCUSED ON EXPANDING SUSTAINABLE ETHICAL RECRUITMENT MODELS, INCLUDING STANDING UP AN ETHICAL RECRUITMENT AGENCY THAT CAN PLACE COMPETITIVE PRESSURE ON OTHER RECRUITERS TO REFORM PRACTICES. THE FUND IS ALSO LEVERAGING PRIVATE SECTOR DEMAND FOR ETHICAL RECRUITMENT TO INCENTIVIZE MARKET-WIDE MOVEMENT TO ETHICAL PRINCIPLES THAT ADHERE TO INTERNATIONAL STANDARDS. FINALLY, GFEMS IS FUNDING TAILORED CAPACITY BUILDING FOR RECRUITMENT FIRMS THAT ARE WORKING TO OPERATIONALIZE INTERNATIONAL STANDARDS BUT LACK THE CAPABILITY TO DO SO. THIS INVESTMENT IN RESPONSIBLE RECRUITMENT AGENCIES CONFERS A COMPETITIVE ADVANTAGE TO THESE FIRMS OVER NON-ETHICAL BROKERS.

SUSTAINING FREEDOM: IN ADDITION TO ENSURING JUSTICE FOR VICTIMS IN THE PHILIPPINES, GFEMS IS CONNECTING SURVIVORS AND RETURNED OVERSEAS FOREIGN WORKERS WITH REINTEGRATION SERVICES TO ENSURE THEY HAVE SUCCESSFUL LONG-TERM OUTCOMES THAT REDUCE THEIR VULNERABILITY TO RE-TRAFFICKING. THESE EFFORTS INCLUDE LEGAL, HEALTH, AND LIVELIHOOD OPPORTUNITIES SPEARHEADED BY A COALITION OF SERVICE PROVIDERS AND BUSINESS OWNERS THAT ARE COMMITTED TO PROVIDING SUSTAINABLE JOBS FOR RETURNED MIGRANTS.

FORM 990, PART III, LINE 4C:

CONSTRUCTION - INDIA

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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RULE OF LAW: GFEMS PARTNERS FACILITATE RESCUE OF VICTIMS OF TRAFFICKING WHO ARE IDENTIFIED THROUGH THE HOTLINE AND TRACKING SYSTEM. AFTER RESCUE, THE FUND ASSISTS WORKERS WITH LEGAL ACTION TO RECOVER COMPENSATION.

BUSINESS ENGAGEMENT: GFEMS FACILITATES INDUSTRY ENGAGEMENT AND STRATEGIC SUPPORT WITH THE ULTIMATE GOAL OF MAKING THE PROGRAM SUSTAINABLE THROUGH PRIVATE SECTOR BUY-IN. THE FUND FACILITATES ON-THE-JOB TRAINING THROUGH A NETWORK OF ETHICAL MICRO-CONTRACTORS AND RECOGNITION OF PRIOR LEARNING (RPL) FOR WORKERS. MICRO-CONTRACTORS, WHO TYPICALLY EMPLOY BETWEEN 10-50 WORKERS EACH, ARE THE PRIMARY EMPLOYERS OF UNSKILLED/SEMI-SKILLED WORKERS ON CONSTRUCTION SITES. GFEMS TRAINS MICRO-CONTRACTORS ON THE ETHICAL TREATMENT OF WORKERS, INCLUDING ANTI-TIP TRAINING, AND THE BUSINESS CASE FOR DOING SO. THIS OFTEN RESULTS IN HIGHER WAGES, IMPROVED WORKING CONDITIONS, AND BETTER LONG-TERM JOB PROSPECTS FOR WORKERS. ALL CORRELATED WITH A REDUCTION IN FORCED LABOR AND EXPLOITATION.

SUSTAINING FREEDOM: GFEMS HELPS PREVENT TRAFFICKING BY CREATING A SAFETY NET THROUGH ACCESS TO GOVERNMENT ENTITLEMENTS, SUCH AS BENEFITS FOR HEALTH, EDUCATION, DEATH, AND DISABILITY. THESE ENTITLEMENTS REDUCE FINANCIAL SHOCKS AND ENABLE WORKERS TO MAKE MORE CONSIDERED DECISIONS ABOUT WHETHER TO MIGRATE FOR WORK. THE FUND ALSO PROVIDES VICTIM PROTECTION SERVICES, SUCH AS COUNSELING AND REPATRIATION AFTER RESCUE FROM EXPLOITATIVE CONDITIONS.

IN THE FINAL QUARTER OF 2018, THE FUND FOCUSED HEAVILY ON SETTING THE

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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FRAMEWORK FOR RAPID EXPANSION OF PROGRAMMING IN 2019, INCLUDING BUILDING PROGRAM STAFF CAPACITY AND OVERSIGHT FUNCTIONALITY.

FORM 990, PART III, LINE 4D:

APPAREL - INDIA, VIETNAM AND BANGLADESH

FORCED LABOR IN THE APPAREL SECTOR IS WELL DOCUMENTED, BUT NOT WELL MEASURED, WHICH IS SOMETHING THAT GFEMS IS ACTIVELY WORKING TO CHANGE WITH OUR SECTOR AND COUNTRY LEVEL PREVALENCE STUDIES. WE ARE SEARCHING FOR OTHER WAYS TO INCREASE SUPPLY CHAIN TRANSPARENCY AND ULTIMATELY LOOKING TO LINK DETECTION TO EFFECTIVE INCENTIVE AND ASSISTANCE MECHANISMS THAT WILL BUILD AND CONVERT EXISTING SYSTEMS TO ETHICAL SUPPLY CHAINS. THE FUND IS CURRENTLY WORKING TO GAUGE THE PRECISE SCALE OF FORCED LABOR IN THE APPAREL SECTOR IN INDIA AND BANGLADESH; TO IDENTIFY AND TEST THE MOST PROMISING SUPPLY CHAIN TRANSPARENCY APPROACHES; AND TO PROFESSIONALIZE SUPPLIER OPERATIONS, ENHANCING THEIR ABILITY TO MANAGE FLUCTUATING DEMAND AND ENSURE ETHICAL LABOR PRACTICES. GFEMS INITIATED DESIGN AND TESTING OF A TOOL TO PREDICT RISK OF FORCED LABOR IN APPAREL SUPPLY CHAINS. STARTING IN VIETNAM, GFEMS INITIATED CONVERSATIONS WITH GLOBAL APPAREL BRANDS AS PART OF TOP-DOWN BUSINESS ENGAGEMENT TO ADDRESS MODERN SLAVERY IN THE APPAREL SUPPLY CHAIN.

EVIDENCE AND LEARNING

PREVALENCE MEASUREMENT

AS A HIDDEN CRIME, EVIDENCE ON MODERN SLAVERY HAS BEEN CHALLENGING TO OBTAIN. THE ANTI-SLAVERY SECTOR HAS LONG SUFFERED FROM THIS LACK OF

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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EVIDENCE AND RELIABLE DATA, INCLUDING INDUSTRY OR GEOGRAPHY-SPECIFIC PREVALENCE ESTIMATES THAT IDENTIFY THE SCALE AND SCOPE OF THE PROBLEM. DRAWING INSIGHTS FROM PUBLIC HEALTH AND OTHER DISCIPLINES, GFEMS IS SUPPORTING POPULATION-BASED ESTIMATIONS OF PREVALENCE IN SELECT SECTORS AND GEOGRAPHIES. IN 2018, THE FUND CONSULTED WITH EXPERTS TO IDENTIFY POTENTIAL PARTNERS AND METHODS SUITABLE FOR THIS EFFORT AND PILOTED AN APPLICATION OF NETWORK SCALE-UP METHOD WITHIN THE ANTI-SLAVERY SECTOR. THE FUND ALSO DESIGNED A TRACKING SYSTEM TO FOLLOW MIGRANT CONSTRUCTION WORKERS AND OBTAIN THEIR FEEDBACK ON WORKING CONDITIONS, CONNECTING THEM WITH LEGAL AND/OR SOCIAL ASSISTANCE AS INDICATED.

PROJECT MONITORING, EVALUATION, & LEARNING

ROUTINE DATA MONITORING ALLOWS FOR A REAL-TIME EXAMINATION OF PROGRESS AND FACILITATES DIALOGUE ON WHETHER ADAPTATIONS ARE NEEDED TO ACHIEVE PROGRAMMATIC SUCCESS. BENEFICIARY FEEDBACK IS A CRITICAL PART OF THAT ANALYSIS. IN ADDITION, USING A VARIETY OF QUANTITATIVE AND QUALITATIVE METHODS, PROJECT INTERVENTIONS ARE TESTED TO UNDERSTAND THEIR EFFECTIVENESS. WHERE FEASIBLE, CAUSATION IS EXAMINED TO BETTER UNDERSTAND IMPACT AND ECONOMIC EVALUATION COMPONENTS ARE INCLUDED TO ANALYZE RETURN ON INVESTMENT. IN 2018, GFEMS FUNDED ITS FIRST SET OF IMPLEMENTING PARTNERS IN AN INAUGURAL FUNDING CYCLE. PROJECT MONITORING, EVALUATION, AND LEARNING FRAMEWORKS FOR THESE PARTNERS WERE ESTABLISHED.

NON-PROJECT BASED RESEARCH

NON-PROJECT BASED RESEARCH EFFORTS FILL GAPS IN EVIDENCE, INFORM FUTURE

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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INVESTMENTS, OR MEET THE RESEARCH NEEDS OF KEY STAKEHOLDERS. GFEMS SUPPORTS NON-PROJECT BASED RESEARCH IN THREE WAYS.

RISK ASSESSMENT: GFEMS PROVIDES SEED FUNDING AND IN-HOUSE TECHNICAL SUPPORT FOR INNOVATIVE TOOLS TO MEASURE RISK IN SUPPLY CHAINS, WHICH ASSIST PRIVATE SECTOR EFFORTS TO IDENTIFY MODERN SLAVERY RISK. DURING THE YEAR, INVESTMENTS WERE MADE IN TWO RISK-DETECTION PROJECTS UTILIZING MACHINE LEARNING TECHNIQUES.

EXTRAMURAL RESEARCH: GFEMS SUPPORTED THE INITIAL STAGES OF A RESEARCH PROJECT TO BETTER UNDERSTAND DETERRENCE AS IT RELATES TO THE COMMERCIAL SEXUAL EXPLOITATION OF CHILDREN. GFEMS ALSO ESTABLISHED THE FRAMEWORK FOR POLICY ANALYSIS STUDIES IN EACH OF THE PROGRAMMATIC SECTORS WHERE THE FUND IMPLEMENTS. IN ADDITION, THE FUND SUPPORTED TWELVE SCOPING ASSESSMENTS IN SOUTH ASIA TO INFORM DESIGN STRATEGY OF FUTURE IMPLEMENTATION PROJECTS IN THE REGION.

FIELD-BUILDING INVESTMENTS: GFEMS SUPPORTS CAPACITY BUILDING FOR GOVERNMENTAL AND NON-GOVERNMENTAL INSTITUTIONS FOR IMPROVED DATA COLLECTION, DATA MANAGEMENT, AND DATA SECURITY. COLLECTIVELY, STRENGTHENING DATA INFRASTRUCTURE ENABLES EVIDENCE-INFORMED POLICY AND PROGRAMMING DECISIONS.

DURING THE YEAR, THE FUND DESIGNED AN INITIAL CONCEPT FOR VICTIM CASE DATA STANDARDIZATION.

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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FORM 990, PART VI, SECTION B, LINE 11B:

THE 990 INFORMATION IS COMPILED BY THE ORGANIZATION'S STAFF. THE INFORMATION IS THEN PREPARED BY AN OUTSIDE PREPARER. AFTER REVIEW BY MANAGEMENT AND CEO, THE FINAL FORM 990 IS PROVIDED TO THE ORGANIZATION'S BOARD PRIOR TO FILING WITH THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:

MEMBERS OF THE BOARD OF DIRECTORS REVIEW AND SIGN THE CONFLICT OF INTEREST POLICY ON AN ANNUAL BASIS. ANY ITEMS THAT PRESENT A POTENTIAL CONFLICT OF INTEREST ARE EVALUATED ACCORDING TO THE CONFLICT OF INTEREST POLICY, WHICH REQUIRES THAT ANY MEMBER WITH AN ACTUAL CONFLICT ABSTAIN FROM VOTING ON SUCH ISSUE.

FORM 990, PART VI, SECTION B, LINE 15:

THE GOVERNING BODY DETERMINES CEO'S COMPENSATION BASED ON COMPARABLE DATA FOR COMPARABLE POSITIONS AT SIMILAR ORGANIZATIONS. SALARIES OF KEY PERSONNEL ARE REVIEWED AND APPROVED BY THE CEO USING COMPARABLE MARKET DATA. MOST OF THE STAFF EMPLOYED IN 2018 WERE HIRED IN LATE 2017 OR 2018. THE SALARIES OF THOSE STAFF WERE DETERMINED BASED ON A REVIEW OF COMPARABLE MARKET DATA. DURING 2018, THE CEO HAS RECEIVED NO COMPENSATION.

FORM 990, PART VI, SECTION C LINE 18:

THE ORGANIZATION MAKES ITS FORM 990 AND AUDITED FINANCIAL STATEMENTS AVAILABLE ON ITS OWN WEBSITE AND MAKES ITS FORM 1023 AVAILABLE UPON REQUEST.

Name of the organization END MODERN SLAVERY INITIATIVE FOUNDATION	Employer identification number 47-3594688
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FORM 990, PART VI, SECTION C, LINE 19:

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AND CONFLICT OF INTEREST
POLICY AVAILABLE UPON REQUEST.

FORM 990, PART XII, LINE 2C:

THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

ATTACHMENT 1

990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

<u>NAME AND ADDRESS</u>	<u>DESCRIPTION OF SERVICES</u>	<u>COMPENSATION</u>
GLOBAL DEVELOPMENT INCUBATOR 1401 K ST, NW, SUITE 900 WASHINGTON, DC 20005	CONSULTING SERVICES	760,550.
IST RESEARCH 401 HANOVER ST FREDERICKSBURG, VA 22401	SUBCONTRACTOR	299,398.
MARK TAYLOR 2801 NEW MEXICO AVENUE NW, UNIT #1022 WASHINGTON, DC 20007	CONSULTING SERVICES	114,427.

ATTACHMENT 2

FORM 990, PART IX - OTHER FEES

<u>DESCRIPTION</u>	<u>(A) TOTAL FEES</u>	<u>(B) PROGRAM SERVICE EXP.</u>	<u>(C) MANAGEMENT AND GENERAL</u>	<u>(D) FUNDRAISING EXPENSES</u>
CONSULTING SERVICES	1,560,170.	1,560,170.	0.	0.
PROFESSIONAL FEES	11,788.	11,788.	0.	0.
TOTALS	<u>1,571,958.</u>	<u>1,571,958.</u>	<u>0.</u>	<u>0.</u>