

STICHTING
ECPAT INTERNATIONAL

**FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2019**



INCLUDES

Board of Trustees Report | Independent Auditors' Report | Financial Statements year ended 30 June 2019

Board of Trustees Report

Operating and financial review

For the year ended 30 June 2019 the ECPAT financial statements show both income and expenditure levels, with an annual income of US\$ 3,212,850 (compared to US\$ 3,700,318 in previous year) and an annual expenditure level of US\$ 3,005,260 (compared to US\$ 3,690,942 in previous year). These reductions were largely due to the early termination of a multi-year grant by one of ECPAT's key donors due to a change in their funding strategy and priorities. This unprecedented termination caused operational challenges and necessary measures were taken to mitigate ongoing commitments related to this funding.

The year-end also shows a decrease in unrestricted reserves from US\$ 584,133 to US\$ 477,878. Reserve funds were used for both incidental expenditure related to changes in the Executive and end-of-contract costs and by the need for coverage of ongoing expenditure and commitments due to the unexpected drop in project funding. The Board's intent is to use any future unrestricted income to further build the reserves in the coming years towards its targeted level.

A new fundraising strategy has been developed which includes a specific focus on unrestricted income, an area where the organisation traditionally has had limited success.

The level of Restricted Funds (US\$ 1,309,969) presents grant disbursements received in advance for programme implementation in the coming year.

A key development this year was the commencement of the Disrupting Harm project in February 2019; a multi partner research and advocacy project on online sexual exploitation of children in 14 countries in Africa and Southeast Asia. The project will last 26 months with a project budget for ECPAT's activities of US\$ 2.4M. Project partners are INTERPOL and UNICEF Office of Research - Innocenti.

The continuation of core funding for the organisation was successfully secured this year. Negotiations with Oak Foundation and its grant implementing partner (Ignite Philanthropy) resulted in a new funding commitment for three years' continuation of increased core funding (starting August 2019).

At the start of this year, on 1 July 2018, Mr Robbert van den Berg took up his new role as Executive Director. An important task will be to oversee the implementation of the organisation's new Strategic Framework 2018-2021, which was adopted at the International Assembly in June 2018. Also, the Assembly adopted a number of changes to the network's Constitution related to membership conditions of which implementation started this year.

The annual audit carried out by KPMG Thailand for this financial year concluded for the fourth consecutive year that there were no instances noted of control weaknesses and non-compliances with established policies and procedures. The Board is pleased with this result and with the efforts of the Management of the organisation to achieve this. The Finance and Audit Committee of the Board will continue to work with Management to review processes and procedures and ensure effective, efficient and transparent processes within the context of a growing organisation and within the global context of transparency and accountability.

The future

With the successful growth of the network in recent years from 80 member organisations only five years ago to currently 111 members, it is time for the organisation to review the ECPAT International model, structure and governance. This is an opportunity to increase ECPAT's relevance in the future, building on the successes of the last 25+ years and increase the effectiveness of all elements of ECPAT in achieving the vision and mission.

With secured funding of US\$ 3.9M at the start of the new year, the organisation has recovered from the drop in budget that it experienced this year. However, the organisation's heavy reliance on grant income remains a major concern for the Board. The new leadership is focusing on a new fundraising strategy with investments made to prioritization of fundraising. Thus a new position of Head of Fundraising was created and the appointed person started her role on 15 July 2019. Diversification of funding streams is key to long term sustainability of income sources.

Board of Trustees

Members of the Board of Trustees during this financial year

Position

Chair	Carol Bellamy
Vice-Chair	Dorothea Czarnecki
Treasurer	Ann Byrne

Regional Representatives:

East Asia	Bernard Kao
Eastern Europe/ Central Asia	Maya Rusakova
Eastern/ Central Africa	Barima Akwasi Amankwaah
Latin America	Luz Stella Cárdenas
North America	Carol Smolenski
Pacific	Sandy Thompson
South Asia	Mohammed Mahuruf
Western Europe	Erika Georg- Monney
Western/ Southern Africa	Justa Mwaituka
Middle East/ North Africa	Hoda Hamwiah Kara

Board Meetings held this year:

- 21 November 2018, Conference call
- 11-13 February 2019, Bangkok, Thailand

Detailed information on activities and impact can be found in ECPAT's Annual Report 2018-2019, on our website: <https://ecpat.exposure.co/annualreport>

ECPAT International

Financial statements for the year ended
30 June 2019
and
Independent Auditors' Report



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Independent Auditors' Report

To the management of ECPAT International

Opinion

We have audited the financial statements of ECPAT International (the "Organisation"), which comprise the statement of financial position as at 30 June 2019, the statements of revenue and expenditures and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements of the Organisation for the year ended 30 June 2019 are prepared, in all material respects, in accordance with the Organisation's accounting policies as described in Note 2.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organisation in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements have been prepared to assist the Organisation to report to the donors. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Organisation and its donors, and should not be used by or distributed to other parties. Our opinion is not modified in respect of this matter.



Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of the financial statements in accordance with the Organisation's accounting policies as described in Note 2, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organisation or to cease operations, or has no realistic alternative but to do so.

Auditors' Responsibilities for the Audit of the Financial Statements

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

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Organisation to cease to continue as a going concern.



We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG Phoomchai Audit Ltd.

KPMG Phoomchai Audit Ltd.

Bangkok

23 September 2019

ECPAT International
Statement of financial position

Assets	<i>Note</i>	30 June	
		2019	2018
		<i>(in USD)</i>	
<i>Current assets</i>			
Cash and cash equivalents	3	1,926,550	1,743,953
Donation receivables		84,059	81,365
Other receivables	4	37,018	68,019
Prepayments		69,624	63,832
Total current assets		<u>2,117,251</u>	<u>1,957,169</u>
<i>Non-current asset</i>			
Deposit		9,192	9,931
Total non-current asset		<u>9,192</u>	<u>9,931</u>
Total assets		<u>2,126,443</u>	<u>1,967,100</u>
Liabilities and fund balances			
<i>Current liabilities</i>			
Accounts payable	5	318,091	351,112
Accrued expenses		20,505	35,731
Total current liabilities		<u>338,596</u>	<u>386,843</u>
<i>Fund balances</i>			
Restricted funds	6, 7	1,309,969	996,124
Unrestricted funds	6	477,878	584,133
Total fund balances		<u>1,787,847</u>	<u>1,580,257</u>
Total liabilities and fund balances		<u>2,126,443</u>	<u>1,967,100</u>

The accompanying notes are an integral part of these financial statements.

ECPAT International
Statement of revenue and expenditures

		For the year ended	
		30 June	
	<i>Note</i>	2019	2018
		<i>(in USD)</i>	
Revenue			
Donation income	7	3,205,808	3,699,023
Other income		7,042	1,295
Total revenue		3,212,850	3,700,318
Expenditures			
Thematic programme areas			
Sexual Exploitation of Children Online		103,565	456,237
Sexual Exploitation in Travel and Tourism		396,349	448,008
Legal Programme		198,510	220,817
Child and Youth Participation		26,603	64,282
Total thematic programme areas		725,027	1,189,344
Network development and global partnership			
Global Strategies and Coordination		207,415	264,194
Regional Programming and Coordination			
- Africa		304,232	281,381
- South Asia		79,381	251,592
- East Asia		174,976	182,551
- Latin America		29,342	90,162
- Eastern Europe and Central Asia		182,078	42,213
- Middle East and North Africa		21,072	40,861
- Other Regions		9,432	-
Total network development and global partnership		1,007,928	1,152,954

The accompanying notes are an integral part of these financial statements.

ECPAT International
Statement of revenue and expenditures

	For the year ended	
	30 June	
	2019	2018
	<i>(in USD)</i>	
Research and Policy	119,922	185,118
Communication and Advocacy	210,118	206,390
Executive Office and Strategic Development	319,347	349,761
Administrative and Operational Expenditure	<u>622,918</u>	<u>607,375</u>
Total expenditures	<u>3,005,260</u>	<u>3,690,942</u>
Excess of revenue over expenditures	207,590	9,376
Fund balances, beginning of year	<u>1,580,257</u>	<u>1,570,881</u>
Fund balances, end of year	<u><u>1,787,847</u></u>	<u><u>1,580,257</u></u>

The accompanying notes are an integral part of these financial statements.

ECPAT International

Statement of cash flows

	For the year ended	
	30 June	
	2019	2018
	<i>(in USD)</i>	
Cash: Brought forward, 1 July 2018 / 1 July 2017		
Cash and deposits at financial institutions	1,743,953	1,473,325
Addition:		
Revenue		
Income receipts during the year	3,212,850	3,700,318
Non-cash receipts/payments:		
Advance to staff for work purposes closing balance	(2,222)	(6,318)
Receivables from ECPAT member groups and partners closing balance	(29,360)	(45,784)
Other receivables closing balance	(5,436)	(15,917)
Accounts payable closing balance	318,091	351,112
Accrued expenses closing balance	20,505	35,731
	<u>301,578</u>	<u>318,824</u>
Deductions:		
Disbursements for various projects	(3,005,260)	(3,690,942)
Change in prepayments and deposits	(5,053)	(26,129)
Advance to staff for work purposes opening balance	6,318	7,611
Receivables from ECPAT member groups and partners opening balance	45,784	35,687
Other receivables opening balance	15,917	4,221
Accounts payable opening balance	(351,112)	(297,318)
Accrued expenses opening balance	(35,731)	(23,498)
Change in donation receivables	(2,694)	241,854
	<u>(3,331,831)</u>	<u>(3,748,514)</u>
Cash: Carried forward, 30 June 2019 / 30 June 2018		
Cash and deposits at the financial institutions	<u>1,926,550</u>	<u>1,743,953</u>

The accompanying notes are an integral part of these financial statements.

ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

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ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

These notes form an integral part of the financial statements.

The financial statements were authorised for issue by the Executive Director on 23 September 2019.

1 General information of the Organisation

ECPAT International (the “Organisation”) was established in January 1991 and registered as a Foundation (“Stichting”) under Netherlands’ law in 2000, statutory domiciled in Amsterdam, with registration number KvK 34139743. ECPAT International’s main office is located at 328/1 Phayathai Road, Bangkok, Thailand, with permission from the Thai Ministry of Labour to operate as a foreign entity in Thailand since 2005.

ECPAT International is governed by the Board of Trustees.

The main objective of the Organisation is to end the sexual exploitation of children. The Organisation seeks to encourage the world community to ensure that children everywhere enjoy their fundamental rights free and secure from all forms of commercial sexual exploitation.

ECPAT International acts as the International Secretariat of the ECPAT International Network, a network consisting of over 100 independent member organisations located in over 90 countries in all regions of the world.

The International Secretariat is the administrative and coordinating unit of the ECPAT Network, including the responsibility for advocacy, campaigning, partnerships and research at the global level and coordination of these activities at regional levels. For this coordination role ECPAT International does not receive membership fees from the Network. Activities are funded through external grants and donations.

2 Summary of significant accounting policies

(a) Basis of preparation

The Organisation maintains its books and records in US Dollars. The financial statements have been prepared in accordance with a modified cash basis of accounting with certain practices considered as appropriate for not-for-profit organisations.

(b) Revenue and expenditures

The Organisation recognises income using the modified cash basis of accounting. The Organisation recognises income when cash is received and when committed funds are due for installment but not yet received. On finalisation or termination of a grant, the Organisation derecognises income when cash is refunded to donor for the unutilised fund balance.

Restricted donation income is allocated to specific projects or programmes depending on the specifics of the project as outlined in the respective donation agreement. Restricted funds made available to the Organisation without detailed conditions for specific project purpose are allocated, within the conditions of the grant agreement, to those projects that (partially or fully) are not supported by specific donations.

Expenditures are recognised as incurred on an accrual basis.

ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

Expenses related to funding commitments to partner organisations for the purpose of project implementation are considered incurred at the moment of advance payment to partner or, if prior, when expenses are incurred and verified. In cases where partner organisations do not fully expend their advances by the end of the implementation period and remaining balances are refunded to the Organisation, such refunds shall be recognised as negative expenditure in the year of refund.

(c) Equipment

Purchases of equipment are recognised as expenses and are matched against the current year receipts of funds. The reason for such treatment of equipment is the importance of matching expenses with donation income disbursements.

For the year ended 30 June 2019, the equipment acquisitions amounted to USD 16,640 (2018: USD 24,641).

(d) Foreign currency transactions

The Organisation operates three currencies - Thai Baht, US Dollar, and Euro - and maintains its accounting records in US Dollar ("USD"). Transactions denominated in Thai Baht and Euro currencies were translated to USD at the rates of exchange of the last day of the preceding month. Transactions denominated in currencies other than Thai Baht and Euro were translated to USD at the exchange rates on the date of transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to USD at the exchange rate ruling at that date.

Gains or losses on foreign exchange arising on settlements and transactions are recognised as revenue or expenditure in the statements of revenue and expenditures as incurred.

(e) Employee benefits

The Organisation recognises employee severance allowances upon the moment payments are made to the employee in accordance with the Organisation's policy.

3 Cash and cash equivalents

	2019	2018
	<i>(in USD)</i>	
Cash on hand	5,154	2,973
Cash at banks - current accounts	1,634,035	1,501,613
Cash at banks - saving accounts	287,361	239,367
Total	<u>1,926,550</u>	<u>1,743,953</u>

ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

4 Other receivables

	2019	2018
	<i>(in USD)</i>	
Receivables from ECPAT Member Groups and Partners	29,360	45,784
Other receivables	5,436	15,917
Advances to staff for work purposes	2,222	6,318
Total	<u>37,018</u>	<u>68,019</u>

Receivables from ECPAT Member Groups and Partners are unspent project funds advanced to partners.

5 Accounts payable

	<i>Note</i>	2019	2018
		<i>(in USD)</i>	
Other accounts payable		91,645	142,434
Staff savings plan	11.2	226,446	208,678
Total		<u>318,091</u>	<u>351,112</u>

6 Fund balances

	<i>Note</i>	Restricted funds	Unrestricted funds <i>(in USD)</i>	Total
Fund balances as at 1 July 2018		996,124	584,133	1,580,257
Donation income	7	3,157,445	48,363	3,205,808
Other income		212	6,830	7,042
Total funds balances		<u>4,153,781</u>	<u>639,326</u>	<u>4,793,107</u>
Utilisation of funds	7	<u>2,843,812</u>	<u>161,448</u>	<u>3,005,260</u>
Fund balances as at 30 June 2019		<u>1,309,969</u>	<u>477,878</u>	<u>1,787,847</u>

Unrestricted funds balance

The Organisation aims to ensure a sustainable organisation so that in case of temporarily funding shortage or unforeseen circumstances the ongoing operations of the Organisation are not affected. Therefore, the Organisation aims to maintain an unrestricted reserve of nine months of core operational costs. The Organisation does not wish to build any other reserves than reserves to ensure continuity. The nine months timeframe is based on a prudent assessment of organisational risks and the time required to source additional funding. This reserve is primarily built up from unrestricted donations from private donors and foundations. The Organisation has no investments. The unrestricted funds balance at 30 June 2019 is USD 477,878. This amount is below the targeted continuity reserve. The Organisation has the intention to bring the amount to the targeted level in the coming years.

ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

7 Donation income

	For the year ended 30 June 2019		
	Restricted Donations	Unrestricted Donations <i>(in USD)</i>	Total
Accor Asia	-	1,859	1,859
Carlson Family Foundation	-	23,200	23,200
DCI / ECPAT Netherlands	318,125	-	318,125
ECPAT France	7,829	-	7,829
Fund to End Violence Against Children	1,219,123	-	1,219,123
Global Impact	8,750	-	8,750
Irish Aid	129,128	-	129,128
Oak Foundation	200,000	-	200,000
Sundry donations	-	14,066	14,066
Swedish International Development Cooperation Agency (Sida)	924,677	-	924,677
Terre des Hommes Netherlands	194,317	-	194,317
The Body Shop International	-	2,816	2,816
The Code of Conduct in Travel and Tourism (TheCode.org)	123,601	-	123,601
Tourism Vancouver	-	1,822	1,822
United Kingdom Home Office	31,895	-	31,895
Valkyrie Gives	-	4,600	4,600
Total	3,157,445	48,363	3,205,808

	For the year ended 30 June 2018		
	Restricted Donations	Unrestricted Donations <i>(in USD)</i>	Total
Accor Asia	-	3,100	3,100
ACTE Global	-	1,980	1,980
Carlson Family Foundation	-	11,580	11,580
Conrad N. Hilton Foundation	25,000	-	25,000
DCI / ECPAT Netherlands	401,139	-	401,139
ECPAT Germany	11,491	-	11,491
ECPAT Taiwan	5,000	-	5,000
ECPAT USA	1,355	-	1,355
Global Impact	11,250	-	11,250
Human Dignity Foundation	537,545	-	537,545
INTERPOL	55,645	-	55,645
Irish Aid	139,231	-	139,231
Oak Foundation	948,669	-	948,669
Sundry donations	2,149	15,612	17,761
Swedish International Development Cooperation Agency (Sida)	875,442	-	875,442
Taiwan Foundation for Democracy	5,000	-	5,000
Terre des Hommes Netherlands	499,220	-	499,220
The Code of Conduct in Travel and Tourism (TheCode.org)	123,056	-	123,056
UNICEF Thailand	25,559	-	25,559
Total	3,666,751	32,272	3,699,023

ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

Additional Information:

The following information lists the specifics of each restricted donation and the remaining funds for the years ended 30 June 2019 and 2018.

The remaining funds are intended for expenditures in the following financial year(s) in accordance with the conditions of each donation agreement.

Donor and Project	Remaining Funds 30 June 2018	Income Financial Year 2018/2019	Expenditures Financial Year 2018/2019	Remaining Funds 30 June 2019
	<i>(in USD)</i>			
Conrad N. Hilton Foundation <i>International Assembly/ Sexual Exploitation of Children in Humanitarian Contexts</i>	10,448	-	(244)	10,204
DCI / ECPAT Netherlands <i>Down to Zero</i>	32,157	103,950	(122,532)	13,575
<i>Girls Advocacy Alliance</i>	9,012	113,115	(112,976)	9,151
<i>Zero Tolerance in Phuket</i>	107,953	101,060	(213,323)	(4,310)
ECPAT France <i>PARLE</i>	(4,929)	7,829	(23,256)	(20,356)
Fund to End Violence Against Children <i>OCSEA National Assessments - Contextual Research</i>	-	1,219,123	(74,683)	1,144,440
Global Impact <i>Hilton Prize Fellowship</i>	1,400	8,750	(5,337)	4,813
Human Dignity Foundation <i>Prevention of Commercial Sexual Exploitation of Children</i>	340,165	-	(313,222)	26,943
Irish Aid <i>Multi-sectoral approach to Sustainable Change for Children 2016 - 2019</i>	3,177	129,128	(132,305)	-
Oak Foundation <i>Core funds 2014 - 2018</i>	(65)	-	65	-
<i>Core funds 2018 - 2019</i>	373,294	200,000	(517,903)	55,391
<i>Strengthening Civil Society's Capacity and Effectiveness in Eastern Europe</i>	67,662	-	(67,662)	-
Sundry donation for specific use <i>Programme in Indonesia</i>	2,140	-	-	2,140

ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

Donor and Project	Remaining Funds 30 June 2018	Income Financial Year 2018/2019	Expenditures Financial Year 2018/2019	Remaining Funds 30 June 2019
		<i>(in USD)</i>		
Swedish International Development Cooperation Agency (Sida)				
<i>Core funds 2017 - 2021</i>	-	924,677	(924,677)	-
Terre des Hommes Netherlands				
<i>Regional CSEC Programme (Asia)</i>	(160)	-	160	-
<i>Myanmar Situational Analysis</i>	6,606	(1,819)	(4,787)	-
<i>Girls Advocacy Alliance (Asia)</i>	33,518	196,239	(224,027)	5,730
The Code of Conduct in Travel and Tourism (TheCode.org)				
<i>Operational Support The Code Programme</i>	13,746	123,710	(75,208)	62,248
United Kingdom Home Office (Commonwealth 18 - 20 funds)				
<i>Strengthening regional and national capacity and action against OCSE in Africa</i>	-	31,895	(31,895)	-
Total	996,124	3,157,657	(2,843,812)	1,309,969

Income for the financial year under Terre des Hommes Netherlands and The Code of Conduct in Travel and Tourism (The Code.org) included interest income which is recognised as restricted fund for projects.

8 Remuneration or fees to Board of Trustees

Apart from reimbursement of expenses, the Trustees on the Organisation's Board of Trustees do not receive any financial compensation for their assignment as Trustees. Any work undertaken for the Organisation whereby Trustees perform technical or specialty services for remuneration are not deemed to be in conflict with this policy.

9 Executive director's remuneration

The sum of USD 165,798 were paid as salary, living allowance and other remuneration to the Executive Director of the Organisation during the year ended 30 June 2019 (2018: USD 171,589).

10 Total staff and related expenses

The total amount paid as salaries and allowances and stipends to the staff and interns of the Organisation for the financial year ended 30 June 2019 amount to USD 1,872,688 (2018: USD 1,722,720). These amounts include the sums paid to the Executive Director shown under Note 9 above and the sums paid to the interns of USD 29,678 (2018: USD 24,176).

ECPAT International
Notes to the financial statements
For the year ended 30 June 2019

Staff size averaged 23 and 23 during the financial years ended 30 June 2019 and 2018, respectively, and there were 23 and 24 staff members at the end of the financial years then ended.

The Organisation receives substantial support from interns who contribute to the different programmes and projects of the organisation. During the fiscal years 2018-2019 and 2017-2018 interns supported the Organisation with a total of 67 months and 77 months of work, respectively. The interns receive a very modest stipend for their contribution, though the actual value of their work that is not presented in the accounts is estimated by Organisation at USD 74,604 and USD 94,147 respectively.

Overview of employee's emoluments

Annual emoluments per employee (<i>in USD</i>)	Number of employees
Less than 20,000	-
20,000 to 39,999	3
40,000 to 59,999	8
60,000 to 79,999	4
80,000 to 99,999	5
100,000 to 119,999	-
120,000 and more	4

Annual emoluments in this overview includes payroll expenditure (gross salary, housing allowance, and savings plan contribution), plus costs for health insurance provided by the Organisation.

For the purpose of comparison, where employees were working part-time or were not employed for the full 12 months reporting period, the emoluments were re-calculated to the full time equivalent for a 12 months period. Only employees who were employed more than six months in the reporting period are presented here.

11 Employee benefits

11.1 Termination Gratuity

In light of the importance of matching expenditure with donation income disbursement and the calculation of restricted fund balances, the Organisation does not have provisions to make reservations for long term liabilities with regard to staff benefit policies, more specifically entitlements for Termination Gratuity. The Organisation's funding is largely based on restricted donation income which can be applied only for actually incurred expenditure.

The liability of Termination Gratuity entitlement for employees upon their termination not reflected in the Statement of Financial Positions has the value of a total accumulated amount of USD 50,473 at 30 June 2019 (2018: USD 37,442).

11.2 Staff savings plan

Monthly contributions from employer and employees to the staff savings plan are reserved in a dedicated bank account. The staff savings plan is implemented from 1 January 2014. The balance of saving plan reservations is presented under Accounts Payable (see Note 5). The reservations are held in a Thai Baht bank account and entitlements are defined in Thai Baht.

12 Audit fees

The annual audit fees for the financial years ended 30 June 2019 represented USD 20,505 (2018: USD 19,438).



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