

**EMPOWER WITH AN EDUCATION  
TO PREVENT SEX TRAFFICKING**



**2024**

 free to shine

**ANNUAL  
REPORT**

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Names have been changed and images unmatched throughout this report to protect privacy.

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This report reflects Free To Shine's activities for the period between 1 July 2023 - 30 June 2024.



## OUR IMPACT TOTAL NUMBERS TO DATE

> **See page 09**  
To find out more about our impact this year.



**792\***

Girls enrolled.



**23**

Houses built.



**73**

Emerging leaders.



**8,105**

Social work interventions.



**39,082**

Safety visits conducted.



**1,126**

Bikes provided.



**10**

University graduates.



**59**

Village partnerships established.

\*Revised on 18.05.2026. Following an internal review, the 'Girls enrolled' indicator has been corrected from 790 to 792 to ensure data integrity and transparency.

# ABOUT US

## WHO WE ARE

Free To Shine is an independently-funded, non-profit organisation founded in Australia, working to prevent sex trafficking in Cambodia. Our work is child protection focused, human rights-based, and designed to strengthen families and keep children in education.

Our Cambodian team works with local authorities and communities to reach the most at-risk rural girls, reducing their vulnerability to trafficking by improving their access to education and providing them with social work support.

We don't build new private schools; **we make it possible for children to access their local, public school.**

We don't rescue or save children from sex trafficking; **we work to prevent them from being trafficked in the first place.**



**See page 03**

To find out more about our program.

## WHY PREVENTION?

In 2009, Free To Shine's Co-Founder and Managing Director, Nicky Mih, volunteered at an aftercare facility in Cambodia for survivors of sex trafficking. This profoundly changed the direction of her life:

"I asked survivors who had been rescued how I could help, and I was hardly prepared for their answer. I thought they'd want something straightforward and easy to provide, like university tuition fees, but they didn't want anything for themselves. Instead they wanted for no other girl to go through the horrors they'd been through. They asked me to go out into the rural villages, find the girls who weren't in school, and protect them. They told me that if these young girls were in school they would not be trafficked." - Nicky Mih

Focusing on education is widely recognised by experts in the field as a crucial component of preventing trafficking. According to the International Labour Organisation, "Getting girls and boys into schools and keeping them there is a vital step to reducing their vulnerability to trafficking."<sup>1</sup>

With the survivors' suggestions backed up by international data, Free To Shine was born.



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## OUR VISION

Educated girls, free from sex trafficking, shaping and leading their communities and country.



## OUR MISSION

We prevent the trafficking and exploitation of girls by strengthening family and community systems to prioritise the safety and education of their children.



# FREE TO SHINE OUR VALUES



## SAFETY

We prioritise keeping girls safe from trafficking and all forms of exploitation; identifying, reporting and addressing safety concerns promptly.

We work with families and communities in a respectful manner to end family violence and minimise factors that endanger their children.

We create an environment of confidence and trust and take care of our physical and psychological well-being.

We work ethically and professionally adhering to laws, policies, procedures, high standards and best practice.

We educate and engage our supporters without compromising children's safety or privacy.

We care for our organisation and use our integrity to guide our choices and decisions.



## STRENGTH

We identify and build on the strengths of each girl, family and community we work with and believe in them.

We help children stay safely within their families and communities.

We are problem solvers, using our abilities to handle complex and conflicting situations.

We are committed to excellence and we are honest, work hard and have fun.

We work with vulnerable people but choose to represent their strengths and maintain their dignity at all times.

We can articulate our practice approaches and evidence bases.



## EDUCATION

We provide access to education through to Grade 12 but we focus on attitude, concepts learned, knowledge acquired and skills developed rather than scores attained.

We provide community trainings, leadership training to emerging leaders and scholarships for degrees that contribute to child protection.

We encourage curiosity, exploration, asking questions and the discovery that begins when we don't know the answer.

We participate in professional, collaborative networks to learn from each other's challenges, successes and failures.

We educate our supporters about human rights, human trafficking and child protection and our impact addressing these issues. As we learn from the girls, families and communities we work with we share this education with our supporters.

We are continuously learning and use this to develop and improve.



## COMMUNITY

We work in partnership with girls, families, and communities contributing to the strengths, resources, and systems they already have.

We utilise relationships with community leaders and representatives, schools and government departments to advocate for and weave a web of support around vulnerable girls and children.

We celebrate each team member bringing different strengths, skills and abilities in contributing to a common goal.

We respect our donors as part of our team.

We work with other service providers and government to achieve major improvements in the child protection sector in Cambodia.

Our values guide our decision making. When we have a decision to make, we refer to and are guided by our values, in order of priority.

**Safety is our highest value.**



## EQUITY

We follow a United Nations human-rights based framework, guided by the Declaration of Human Rights helping children and families to be free from slavery, access education, safe drinking water, enough food and adequate shelter.

We address gender inequity because 99% of victims of sex trafficking are women and girls, and Cambodia has not achieved gender parity.

We are fair.

We role model gender equity, and do not adhere to gender stereotypes within our team.

We create opportunities for people and businesses globally to engage in a strategic partnership that changes the world, using a system that works.

We do not contribute to any exploitation or inequity, ie fundraising chocolates are fairtrade and running singlets are from ethical clothing brands.

# OUR THREE GOALS

## PROGRAM STRATEGY

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### GOAL 1

## SAFE COMMUNITIES FOR CHILDREN

Conduct **monthly safety visits** to address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown and debt.

Provide **social work interventions** and crisis support to girls and their families facing exceptionally challenging circumstances.

Facilitate **community trainings** that build capacity within the community, increase knowledge of human rights and teach families how to protect themselves from exploitation and abuse.



### GOAL 2

## EDUCATED GIRLS

Improve **access to basic rights** such as safe drinking water, enough food, and adequate shelter so girls are able to stay safe and in school.

Provide essential **educational support and materials** necessary for each girl to access school including uniforms, books, pens, a backpack and a bike.

Provide financial support for **additional curriculum classes** to support girls to progress to the next grade.



### GOAL 3

## WOMEN IN LEADERSHIP

Conduct **leadership training**, providing mentorship and project management skills development to emerging leaders.

**Invest in university education** to develop the next generation of Cambodian women leaders.

Teach and model **gender equity**.

# LETTER FROM THE MANAGING DIRECTOR

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Dear supporters, partners, and friends,

**Welcome to our 2024 Annual Report, and thank you for taking the time to learn about our impact and share in our successes. This year has been the usual mix of challenges, difficulties, positivity and success. We've addressed a multitude of complex child protection concerns including unsafe housing, crushing debt, food insecurity, child abuse and neglect, child labor and child marriage, all occurring in a context of high risk of trafficking. Cambodia remained on the lowest ranking, Tier 3, in the Trafficking in Person's Report, signifying the country is failing to meet the standards set by the Trafficking Victims Protection Act, and is not making significant efforts to meet minimum standards.**

Our team have continued to work incredibly hard to safeguard children and support families and communities through complex situations. In this report you'll learn how our team supported Neang when her grandmother didn't want Neang to live with her anymore, and her mother wouldn't let her live with her either.

You'll also learn of one of the little known consequences that arose as a result of the school closures during the pandemic. Laptops for children

to access online lessons were financially out of reach for many families living in rural Cambodia. Yet, at a time when many people were losing work, families still felt pressure to earn extra money to buy smartphones so their children could access their lessons. But this new prevalence of phones opened up a world these teens had never had access to before. Learn what happened to 15 year old Vithy when she disappeared to meet in person a man she'd met online, and how our team supported Vithy and her family through this scary and traumatic time.

A total of 901 adults attended community trainings this year on Safe Migration, Gender-Based Violence, and Gender Equity, which we provided in partnership with Commune Councils for Women and Children, the district departments of Social Affairs and a multi-sector response working group on gender based violence at Pouk District.

Throughout this year we've remained committed to high standards and following best practice in our work. This really is a partnership between us as the implementing partner, and our financial partners, without whom we wouldn't be able to provide this service to children and their families. To you, we're deeply appreciative.



As I thank you, and wish you well for the year ahead, I'll leave you with the words of a young woman Samath as she reflects upon almost completing her Bachelor's Degree in Accountancy, "The support I receive from Free To Shine for my university education has helped me tremendously. It has given me the opportunity to continue studying when I could not afford it myself, especially with four years of tuition fee support. My family is happy to see me, their daughter, having the opportunity to attend university with Free To Shine's support. It enables me to gain knowledge and education that I can use to find a decent job and support my family."

Warmest regards,

A handwritten signature in black ink that reads "N. Mih". The signature is written in a cursive, slightly slanted style.

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**NICKY MIH**

CO-FOUNDER AND MANAGING DIRECTOR

# LETTER FROM THE PROGRAM MANAGER

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Dear Free To Shine supporters, partners, and friends,

**I am delighted to introduce myself as the new Program Manager at Free To Shine, based in Siem Reap. I am a Social Worker from Melbourne, Australia, with extensive experience managing programs focused on violence against women and girls. I am deeply passionate about gender equity, social justice, and human rights. For the past two years I have lectured in social work in Australia, where I have enjoyed helping students develop their skills and grow their professional identities. I joined Free To Shine to support the growth of the social work team and contribute to the vital work being done within communities to strengthen local responses that promote safety and protect girls from human trafficking and exploitation.**



Reflecting on my first five months here, it has been a privilege to get to know the dedicated Free To Shine team in Cambodia and witness firsthand the incredible work of both the social work and education teams on the ground. The team is passionate, energetic, professional, and deeply committed to this important mission.

Since arriving in Siem Reap, I have observed the ongoing impacts of the pandemic, climate change, and the cost-of-living crisis. Many families face significant financial pressure just to meet basic needs such as food and healthcare. Tourism, a critical source of income in Siem Reap, remains low, severely affecting families reliant on seasonal work during the off-season. Additionally, failed agricultural crops caused by climate events often leave families in debt and without stable food sources.

Poverty in Cambodia extends far beyond low income; it is a complex, multidimensional challenge marked by limited access to education, nutritious food, healthcare, safe housing, and social protection. These hardships are especially widespread in the rural communities where we work.

Within our social work program, several critical issues have emerged, including food insecurity, unsafe housing, family indebtedness, child abuse and neglect, child marriage, and child labor.

Education remains the most powerful preventative tool—not only against child sex trafficking but also other forms of exploitation such as child labor and early marriage. The work our team does to remove barriers to schooling and address complex child protection concerns to enhance the safety and well-being of girls and their families is truly inspiring.

I want to express my heartfelt gratitude for your ongoing support of Free To Shine. Your generosity enables us to assist girls identified as “at risk” of trafficking and exploitation through tailored social work interventions, family support, safety visits, and community-building initiatives. We could not do this critical work without you.

Thank you for standing with us as we continue to create safer, stronger communities for girls and their families in Siem Reap.

Best wishes,

A handwritten signature in black ink that reads 'Sarah Rogers'.

**SARAH ROGERS**  
PROGRAM MANAGER



## TEAM PROFILES AND ORGANISATION STRUCTURE

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Free To Shine's highly skilled and driven Cambodia and Australia based team are dedicated to keeping girls safe and empowered through education. We strive for a gender balance within our team and model gender equity both in the office and in the field.

During this reporting period, Free To Shine had four members on the Board of Directors, including Nicky Mih, Managing Director & Co-founder, Kylie Anderson, Director & Co-founder, Board Member, Sharon Allen, Board Member and Administrative Assistant to the Managing Director and Sherl Westlund, Board Member. The in-country team had 11 staff including one Program Manager, one Program Officer, one Operations and Finance Manager, one Communications & Fundraising Officer, three Social Workers and four Education Officers.

# TRAFFICKING IN CAMBODIA

## CAMBODIA: REMAINS AT TIER 3

The 2024 Trafficking in Persons Report found the Government of Cambodia does not fully meet the minimum standards for the elimination of trafficking and is not making significant efforts to do so; therefore Cambodia remained on Tier 3. The government reported convicting 109 traffickers under the trafficking law, identified 142 victims or potential victims and 214 victims of forced marriage in the reporting period (data was provided for 2023).

### SCREENING AND IDENTIFICATION OF SEX TRAFFICKING VICTIMS IN CAMBODIA

The government reported conducting 315 law enforcement patrols in suspected sex trafficking locations, but did not report screening for or identifying any trafficking victims. Law enforcement actions on establishments where authorities believed sex trafficking occurred were sometimes unsuccessful because of advanced warning from local police. Some police reportedly protected the establishments in exchange for monthly payments from the business owners or commercial sex acts from potential victims.

### SHELTER FOR CHILD TRAFFICKING VICTIMS

During the reporting period, the Ministry of Social Affairs, Veterans and Youth Rehabilitation managed long-term care and other assistance for child trafficking victims who could not reintegrate into their communities, but it did not operate any trafficking shelters for child victims, relying instead on two NGOs to provide shelter. The government did not facilitate formal transfer of the custody of child trafficking victims to NGOs, leaving NGOs that accepted child victims into their care vulnerable to court action.

### GOVERNMENT ACTION ON CHILD SEXUAL EXPLOITATION AND ABUSE

The government continued to produce public-facing materials targeting potential consumers of commercial sex with children. The Cambodian National Police maintained teams of anti-trafficking and cybercrime specialists in each province to investigate cases involving online child sexual exploitation. The government – in coordination with an NGO – also worked with local tuk tuk and taxi drivers to receive reports of suspected human trafficking and child exploitation at hotels and guesthouses. However, the government

generally focused on deterring foreign perpetrators of extraterritorial child sexual exploitation and abuse, rather than target the local population that constituted the main source of demand for commercial sex with children in Cambodia.



[Click here for the full report](#)

Taken from the 2024 Trafficking in Persons Report – United States Department of State.<sup>2</sup>





# OUR IMPACT

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## OUR IMPACT IN NUMBERS 2023-2024



**1308**  
Safety visits



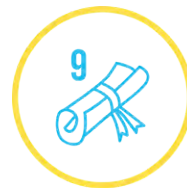
**5**  
Students studying  
at university



**27**  
Number of new girls enrolled  
onto the program



**621**  
Social work interventions



**10**  
Students who graduated  
year 9



**876**  
Emergency food packages  
provided



**901**  
Adults who attended  
community trainings



**34**  
Students who graduated  
year 12



## PROGRAM STRATEGY GOAL 1

# SAFE COMMUNITIES FOR CHILDREN



Conduct **monthly safety visits** to address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown, and debt.

Provide **social work interventions** and crisis support to girls and their families facing exceptionally challenging circumstances.

Facilitate **Community Trainings** that build capacity within the community, increase knowledge of human rights, and teach families how to protect themselves from exploitation and abuse.

## SAFETY VISITS

### PURPOSE

We conduct monthly safety visits to address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown, and debt.

**NUMBER OF SAFETY VISITS CONDUCTED THIS YEAR: 1308**

### OUTCOMES

**Safety** – When an Education Officer uncovers issues such as family violence, child protection concerns, drug or alcohol misuse or food insecurity, the girl and family are referred to a Free To Shine Social Worker or other Non Government Organisation for help or support.

**Meeting basic needs** – Many families on our program are still struggling from with unemployment created during the pandemic. Through safety visits, we could identify those families who could not meet their basic needs, so that we could provide emergency food and larger vegetable gardens.

**Improved physical health** – We encourage families to seek help when experiencing health issues. An outcome of some of our safety visits is a beneficiary or a family member getting treatment for a health condition. We then continue to monitor the situation.

**Improved mental health** – Sometimes families need someone to listen and empathise. We provide emotional support to families who are really struggling.

**Increased school retention** – More girls remain engaged at school for longer because Education Officers are encouraging them, monitoring their attendance, following up absences and helping them overcome the challenges and difficulties that are often the reason they disengage from school.

**Increased pass rate** – A higher chance of passing exams because Education Officers offer ongoing encouragement as well as advice on time management and study techniques, while Education Officers have identified and addressed learning difficulties in some students that had not been noticed by their schools and provided them with validation and encouragement and additional help with literacy.

**Increased resilience** – Education Officers are positive role-models, a trusted adult outside the family (a protective factor) and mentor the girls under their care. They create a safe space to discuss challenges and concerns and develop problem solving skills and provide encouragement and positive reinforcement.

## WORDS FROM OUR EDUCATION OFFICERS

“This year, I have learned about working in collaboration with the community leaders, building closer relations with teachers who teach in the schools that girls on our program go to, and adapting to working in different situations.”

– CHANDA

“My successes in the past year include helping one of the Grade 12 girls, who had discontinued school to re-engage with education and pass the Grade 12 national exam. Another success was helping a girl who failed the Grade 12 national exam and lost her self-confidence to be able to overcome her challenges. She faced judgment from people around her and disappointment from her mother. I supported her by putting a high priority on her case and trying to give her inspiration and encouragement repeatedly. Eventually, she decided to repeat Grade 12 again and retake the national exam. With her hard work and commitment, she passed the exam, leading to a job opportunity.”

– VANTINE

“As an Education Officer, I enjoy delivering school supplies and resources to girls I work with because I observe that all of the girls on our program struggle with poverty and face many challenges. Most of them barely make it to high school or even secondary school graduation. A lot of girls discontinue school to get jobs, get married or migrate to work in Thailand. Resources are just one of the essential solutions to help fill their need and the gap. Providing resources they need can help them break barriers to education.”

– DA

“The challenge I experienced during this period is supporting some girls and families on our program with psychological or psychosocial concerns, as well as some who were, or believed themselves to be, possessed by spirits. When the families have these problems, the girls cannot study well and have difficulty going to school. When faced with those challenges I talk to the families and work closely to encourage girls to keep studying hard and place more value on education. For families that needed it, I requested support with travel costs and food from Free To Shine so they could go to the hospital in the city.

The lesson I learned from my work is problem-solving. It doesn't matter how difficult the situation is, I must keep trying and talk to the girls and families concerned, for inspiration. Teamwork is a very important attribute. I've also worked with our Finance Officer to better understand our “cash advance” and “settlement” processes. I love my work because I can help families and girls work on emotional feelings and resolve the difficulties and concerns that come from living in poverty.”

– CHEAT

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## WHAT IMPACT HAVE THESE SAFETY VISITS HAD ON GIRLS THIS YEAR?

### THEAVY\*, GRADE 7 STUDENT

Theavy was enrolled on our program in 2022 when she was in Grade 6, and lived with her grandparents, her older sister and two older brothers. Sometimes, Theavy would stay with her older brothers on their own, and other times with her aunt because they all live next to each other. Her parents migrated to work in Thailand.

At that time, Chanda, our Education Officer, noticed Theavy's house was not fully secure because there were not lockable windows and doors. Chanda spoke to Theavy about this, but Theavy and her family had to wait until her father could come repair the house. Theavy's grandmother was the main person who took care of the house, preparing food and looking after her grandchildren. Unfortunately, in August 2023, Theavy's grandmother passed away. Theavy's parents came home for the funeral, and after the funeral, Theavy's father repaired the house to make sure it was secure.

Theavy's parents went back to work in Thailand and regularly sent money home to their children. Chanda followed up with Theavy regularly to ensure she was safe and receiving the support she needed, delivering food and speaking to Theavy's aunt who lives with Theavy to support her and take care of the family. Chanda also talked to Theavy's parents when they were home to keep supporting her and encouraging her to go to school. Theavy's parents



are supportive of Theavy's education. Theavy is now safe, living with her siblings, her aunt and her grandfather, and is doing great at school.

### SONYA\*

Sonya lives with her parents, younger brother, and sister. Her father was a construction worker, and her mother worked as a mobile food seller. Her younger brother stopped school and is a construction worker. During the last six months, her father lost his job, and her mother was the main source of income. Her mother then stopped selling food. As her family has a huge loan, Sonya was worried and missed a lot of school. Cheat assessed that Sonya was really in need of additional support and worked closely with the family and provided emotional support and encouragement. Also, Cheat

met with the school teachers to ensure Sonya felt comfortable when she was at school. Now Sonya is going to school regularly. Her family bought a new farm for planting cassava in another district. Her mother and father are staying at the cassava farm and visiting home regularly. Sonya and her younger sister help her family on the weekend. Sonya has dreams to go to university.

### LIKA\*

Lika is 17 years old and is in Grade 9. She lives with her parents and her younger sister and brother. Her mother did not have a regular job and income. Lika's father was sick, and after recovering was unable to find a job. During her father's illness, Lika's family took a loan from a microfinance institution for his medical treatment. Lika's older

sister is the main person who earned income, and works as a housekeeper at a hotel. With both her parents unemployed, the family was under a heavy financial burden. They had to cut down on food expenses to save money for repaying the loan. They could not afford school materials for Lika's younger siblings. Lika considered discontinuing school in the hope of getting a job because her family did not have enough food to eat. Vantine knew about Lika's and her family's circumstances through her monthly safety visits. To support Lika's family, and ensure that Lika would continue school, Vantine discussed with the team and requested for school supplies to provide to Lika's younger sister and brother, as well as some food for her family. Vantine also brought vegetable seeds to the family, so they could grow their own food. Vantine also prioritised conducting more frequent safety visits to Lika and her family, and provided them with counselling. This support was crucial for Lika and her family's survival, and now Lika is determined to continue going to school.

#### SREYNICH\*

Sreynich is 17 years old, and she lives with her parents, younger brother and two younger sisters. Da, one of our Education Officers, visited Sreynich regularly, and asked how she was. Sreynich always said that she was fine. However, a few months ago, during Da's usual safety visit, Da noticed that Sreynich was absent from school quite often, and she looked unhealthy and had lost weight. Da kept asking Sreynich until Sreynich said she was unwell and could not eat or sleep well. After hearing that, Da realised the health risks Sreynich was facing. Then, Da spoke to Sreynich's mother and encouraged her to bring Sreynich to the hospital to

be treated as soon as possible. Da also suggested a hospital which is well respected for women's health with a reasonable price. Later, Sreynich's mother brought her there, and Sreynich received treatment and medication. Sreynich's condition is now a lot better and she goes to school regularly. Da keeps following up with Sreynich regularly, and she encourages Sreynich to speak up if she encounters any problems or challenges.



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**I love working with the girls because I want to see more girls go after their dreams and have a better life and a better family, and be able to raise a better future generation. The proudest moment that my team and I had from this year was that 90% of the Grade 12 girls on our program did well in their exam and moved on to getting jobs, vocational training, and university. We all keep wearing a big smile. This year, we had a gap where there was no program manager for a while. I managed to handle some of the tasks on top of my own accountabilities. Our team and I did well in terms of maintaining ongoing operations. Another challenge I had was picking up another role processing university funded places because our Women in Leadership Officer left Free To Shine. The program continued as planned, and we managed to complete the process and get our final candidate to sign up for the university class.**

Sophanit, Program Officer

”



# SAFE COMMUNITIES FOR CHILDREN



## SOCIAL WORK INTERVENTIONS

### PURPOSE

**We provide social work interventions and crisis support to girls and their families facing exceptionally challenging circumstances. When a girl is identified as being at risk, Education Officers update the concern to the Program Manager to refer the case to the Social Work program if necessary for a social work intervention.**

**NUMBER OF SOCIAL WORK INTERVENTIONS CONDUCTED THIS YEAR: 621**

### OUTCOMES

- Safety and security** – Social Workers provide tailored interventions to help beneficiaries be safe and secure.
- Problems are addressed or solved** - Social Workers offer crisis intervention if needed. They also provide therapeutic support, guidance, counselling and referrals to help families address their issues.
- Behaviour change** - Social Work interventions can lead to behavioural changes in beneficiaries and their family members, depending on the concern and intervention.

**Local Authorities are held to account** - Social Workers work closely with local authorities to ensure they are aware of families with children ‘at risk,’ and are responding appropriately.

**Minimise risk of trafficking and exploitation** - Social Workers educate families on risk and protective factors and actively work to decrease and increase respectively.

## WHAT IMPACT HAVE THESE SOCIAL WORK INTERVENTIONS HAD ON GIRLS THIS YEAR?

### CASE STUDY: NEANG\*

Neang’s parents divorced when she was young and Neang went to live with her grandmother. Neang is now 16, and in Grade 10.

She was referred to our social work program because of reported physical and emotional abuse from her grandmother. Neang said her grandmother gets angry and hits her. Neighbours reported that “grandmother doesn’t like Neang.”

This was unusual as Neang and her grandmother had previously lived peacefully together. Neang’s mother knew about the grandmother’s physical violence toward Neang but didn’t know what to do.

Grandmother didn't want Neang and told her to leave. Neang wanted to live with her mother but her mother wouldn't let her, and Neang was also having problems at her new school. Not knowing how to fix things, she wanted to stop school, and wanted to end her life, which led to a referral being made to our social work program.

Our social worker, Kongkea, went to assess and investigate. Kongkea met several times with Neang, her grandmother and mother, together and individually. She talked to them about their situation, their feelings, and their relationship with each other.

Neang was in tears. She didn't understand what her grandmother did to her. She felt hurt and really disappointed. Kongkea's interventions included working closely with Neang, hearing her concerns and providing emotional support. Kongkea identified with Neang what relationships and support she currently had and talked to her about the law and what community support exists.

Neang stayed with an aunt. Kongkea worked with the aunt to ensure it was a safe place and learned that her aunt really loves Neang and was happy for her to move in. Once Neang was safe and her immediate needs were met, Kongkea began working with her grandmother. Through these conversations the grandmother said she understood her mistake, and asked Neang to return home. Grandmother's behaviour returned to normal, Neang returned home and Neang and her grandmother got on well again. Kongkea talks with Neang privately to check in on her relationship with her grandmother, and encourages her to talk to us about her feelings and any concerns or needs.

Kongkea continues to observe and monitor to be sure.

Neang had passed her national Grade 9 exam and moved from secondary school to high school to begin Grade 10. But her new school found a discrepancy between the information contained on her Grade 9 diploma compared to that on her birth certificate. Neang had tried to rectify the error on her birth certificate but couldn't. She didn't know what to do so she wanted to stop from school. Kongkea enlisted the support of the local council and the Commune Council for Women and Children to organise editing the birth certificate so it was accurate and Neang could continue with school.

Then Neang disclosed to Kongkea that she wanted to stop school because her grandmother is old, and she was concerned she might not live much longer. Her mother's husband had just had a workplace accident and was out of work and they were struggling and couldn't afford to repay a microfinance loan. Neang was experiencing complex thoughts and feelings around how staying in school was an additional burden, and how if she worked she could help support her family. She had not yet talked about this with anyone. Kongkea listened and provided emotional support and facilitated a conversation with Neang, her mother and her grandmother. Grandmother reassured Neang that she supports her staying in school, and that she would not allow her to stop her education.

Neang's emotional wellbeing has improved, she feels supported again, and is happy to stay in school. She thanks Free To Shine who never gave up on her and supported her in any situation. She says in the future she wants to be a teacher. After six



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months of social work interventions Neang is stable, safe and ready to be referred back to her Education Officer and Kongkea will have space in her caseload to accept a new referral.

We cannot know what would have happened if Neang had not been on our program but it is possible that she would have continued to face mental health concerns or discontinued school and looked for work, possibly moving out of the area and taking unsafe work. She would have been a vulnerable target that traffickers might have exploited.

## CASE STUDY: VITHY\*

Vithy\* went missing. Her father contacted the village leader with a photo of her because he was aware of dangers for girls these days.

Two days later Vithy returned home with a boyfriend she had met online, but had not until now met in person. Vithy was 15, the boyfriend was 20.

They were accompanied by the man's parents who said they were having a sexual relationship. Sex outside of marriage is unacceptable to most people in rural villages in Cambodia, yet marriage at 15 is considered to save the girl's honour, according to social norms. Within days, Vithy was married, and moved to live with her new husband in his village in a different district. She was referred to our social work program.

Before the pandemic, children and teenagers didn't have smartphones, and didn't begin romantic or sexual relationships online. When they did start dating it would be with a teenager from a nearby village, and this meant that families and neighbours knew who they were with.

But Vithy was 13 when COVID-19 began and schools closed and learning moved online. With laptops financially out of reach, many families felt pressure to earn additional money so phones could be purchased for children to access lessons online. Vithy's father worked hard during the pandemic to purchase a phone for his daughter, who studied online.

The school closures of the pandemic meant teenagers were no longer socialising with their classmates, and despite online lessons, they had a lot of free time. The prevalence of phones opened up a world they had never had access to before. Vithy met a boy online, who she disappeared to meet. But he wasn't a boy, he was 20, and his character was unknown. At 15, after a few days of meeting him, Vithy had gone to live with him.

Trouble began early. Her husband worked, but wouldn't allow Vithy to work. Kongkea had concerns, but Vithy's family weren't seeing the risks. Kongkea taught Vithy's family observation skills so they could observe the relationship.

When somebody said something that upset the husband he began showing different behaviours. He got angry and wanted a divorce. They asked the village leader for a divorce, but he wouldn't permit one, despite permitting an illegal marriage between a 15 year old girl and a 20 year old man. Vithy's husband wouldn't let Vithy visit her family, as he was jealous about her male friend. Vithy didn't push back as she didn't want a problem. Her husband drank, did drugs, and on at least one occasion was arrested.

Then he was violent to Vithy. He beat her until she was unconscious and had to be admitted to the hospital. Neighbours called her family who came to take Vithy home. They reported it to the village leader and filed a complaint with the police.

Kongkea is in regular contact with Vithy, providing emotional support and counselling. Physically Vithy is ok, but emotionally she's still processing it. She's afraid, and he keeps visiting trying to get her back but Vithy won't go, and her family won't allow it.

Kongkea facilitates communication between Vithy and her parents and asks questions the parents wouldn't, in an open-ended way. And Vithy responds, she opens up and talks to Kongkea, in front of her mother. The mother listens and learns from Kongkea's questions and interview skills. And in this way Vithy's family are learning more about Vithy, her feelings, and the marriage she was in.

Vithy's father is angry. He blames himself because he bought her a phone and she met this man through using it.

Now Vithy is working with her brother-in-law and other relatives in town. She is divorced and safe with her family who love her, care about her, and are protecting her - at times a little too much, and Kongkea is helping them find that balance.

Kongkea has provided support to Vithy's parents and older sister as they provide support to Vithy. They don't quite feel ready for us to withdraw our support and have asked us to stay with them a little bit longer.



# SAFE COMMUNITIES FOR CHILDREN

## COMMUNITY TRAININGS

### PURPOSE

We facilitate community trainings that build capacity within the community, increase knowledge of human rights, and teach families how to protect themselves from exploitation and abuse.

NUMBER OF TRAINING SESSIONS	15
NUMBER OF ADULTS PARTICIPATED	901
NUMBER OF CHILDREN PARTICIPATED	239

### SUBJECTS TAUGHT

Safe Migration (5), Gender-Based Violence (5), Gender Equity (5)

### OUTCOMES

**Increased protection** - community members are better able to protect themselves and their children because they have learnt about safe migration, gender-based violence and gender equity.

**Community members feel more connected** - they share their experiences and gain peer support and understanding.

**Stronger communities** - through education and connection and a strengthening of the relationship between local authorities and Free To Shine.

## WHAT IMPACT HAVE THESE COMMUNITY TRAININGS HAD THIS YEAR?

Between July 2023 to June 2024, Free To Shine adapted Community Training to partner with local stakeholders including the Commune Councils for Women and Children, the district departments of Social Affairs social work team and the Multi-sector response working group to gender based violence at Pouk District. Before this partnership, Free To Shine provided community training only in areas where we were already working. The partnership allowed the district to identify additional high-risk communities where training could also be delivered.

As part of this new model, Free To Shine co-designed lessons and co-facilitated training. This resulted in Free To Shine strengthening its partnerships with key stakeholders, developing capacity to deliver new topics, and strengthened our knowledge in different training materials. It also supported long term sustainability of our initiatives by building the capacity of local leaders to take on the work in the long term.



- OVERVIEW
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“

I understand the four types of family-based violence, and how to ensure safe migration. It is important that the villagers attend community training to learn. Most victims of family based violence are women, so I would be happy to see men attend the training because when they join the community training on the topic of family-based violence, they will understand its negative impacts.

Rothneary, Trainer, CCWC

”



## PROGRAM STRATEGY GOAL 2

# EDUCATED GIRLS



Provide essential **educational support and materials** necessary for each girl to access school including uniforms, books, pens, a backpack, and a bike.

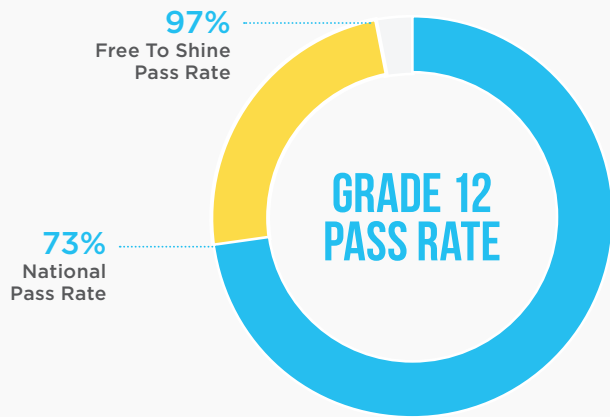
Provide financial support for **additional curriculum classes** to support girls to progress to the next grade.

Improve **access to basic rights** such as safe drinking water, enough food, and adequate shelter so that girls are able to stay safe and in school.

## OUR IMPACT THIS YEAR

“I received a bike, school uniforms, seeds and learning materials (including books, backpacks, rulers, pens, pencils and pencil cases) from Free To Shine. This support was really appreciated and excited and motivated me. I would like to say a heartfelt thank you to the staff who always helped support and encourage me when I was in need. The changes my family and I experienced include spending less on school materials and saving time by riding bikes to school. The school materials helped me have enough tools in the classes which helped me improve and focus on my studies. The challenges that Free To Shine’s support and staff helped to solve for us include the fees for school supplies and school uniforms. Furthermore, they provided some good advice for me to improve my study skills. In the future, I want to be a teacher and role model for the next generation in my society, and I want my family to have a good life.”

**- A STUDENT**



97% pass rate for Free To Shine students who sat the national Grade 12 exams compared to a 73% national pass rate.



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“Free To Shine has supported my child with bikes, school supplies, books, pens, pencils, rulers, and backpacks. Also funds for my child to attend additional classes and fix her bike. This saved half my income. Because I spent less, I took that money to spend on things I really needed. Free To Shine helped change my financial situation, as I no longer had to worry about additional class fees and transportation. Free To Shine helped address challenges such as unnecessary spending as well as funding school items which helped reduce the unsafe situation for my daughter. For me, I’m old; I just wanted to see my daughter educated, graduate from high school, and get the job that she wanted.”

- A CAREGIVER

“I got a lot of support from Free To Shine, such as seeds, a bike, school uniforms and school materials including books, pens, pencils, rulers, bags, and colors. I was so happy they supported my family. They also offered support in terms of how to plant seeds and helped me budget my money on food, spend less on school materials, and improve my health. The challenges they helped address included supporting my children to go to school everyday, and I could spend on things I immediately needed and other things that were not as urgent. The seeds provided allowed me to grow vegetables to sell at the market, and cook at home because I knew they were good for health and had no chemicals for my family. I would like to see my children being good students and role models for the next generation in the community and country. Moreover, I hope for my family and I to live a comfortable life with good health.”

- A CAREGIVER

## COMPLETING GRADE 9



Although it is not law, the Ministry of Education encourages all children to at least finish Grade 9, if they can. At the end of Grade 9 there are national exams over two days. Students can then apply for a limited number of vocational training places, find a job, or progress to high school for Grades 10-12.

Number of Grade 9 students who took the exam: **12**

Number that passed the exam and completed Grade 9: **10**

Free To Shine pass rate: **83.3%**

National pass rate: **94.8%**<sup>3</sup>

## COMPLETING GRADE 12



Number of Grade 12 students who took the exam: **35**

Number that passed the exam and graduated Grade 12: **34**

Free To Shine pass rate: **97.1%**

National pass rate: **72.9%**<sup>4</sup>



## PROGRAM STRATEGY GOAL 3

# WOMEN IN LEADERSHIP



Teach and model **gender equity**.

Conduct **leadership training**, providing mentorship and project management skills development to emerging leaders.

**Invest in university education** to develop the next generation of Cambodian women leaders.

### PURPOSE

**Free To Shine models gender equity and invests in the next generation of Cambodian women leaders by providing leadership training to emerging leaders, and funding university places.**

## GENDER EQUITY

**Women are underrepresented in leadership positions and in politics worldwide. On the current trajectory, it will take 134 years to reach full parity – roughly five generations beyond the 2030 Sustainable Development Goal target.<sup>5</sup>**

Only 7% of village leaders, and 5% of school directors that Free To Shine work with are female. We model gender equity and invest in the next generation of women leaders by providing leadership training to emerging leaders, and funding university places.

Due to a restrictive budget, the Gender Equity

and Leadership Training activities were paused in January 2023 and were not recommenced during the 2023 to 2024 financial year. Free To Shine continued to invest in university education for Cambodian women, and during the reporting period funded university places for five university students, including two studying a Law degree, one a Management degree, one an Accounting degree and one studying Khmer Literature. While Free To Shine funds their university tuition fees, the students work full time to fund their own living expenses including rent and food. In return for receiving a funded university place these young women each contribute 100 hours per year of community service, in which they choose activities that will help develop their communities. A total of 400 community service hours were completed by university students during the reporting period.

#### **SAMATH\***

##### **BACHELOR'S DEGREE IN ACCOUNTANCY**

“The support I receive from Free To Shine for my university education has helped me tremendously. It has given me the opportunity to continue studying when I could not afford it myself, especially with four years of tuition fee support.

My family is happy to see me, their daughter, having the opportunity to attend university with Free To Shine's support. It enables me to gain knowledge and education that I can use to find a decent job and support my family.”

#### **VANNARA\***

##### **BACHELOR'S DEGREE IN KHMER LITERATURE**

“I am very excited to be completing my bachelor's degree soon. Thank you to Free To Shine for supporting me by covering my university tuition fees throughout the whole degree.

As I near graduation, my family seems thrilled and they have already congratulated me. We are truly grateful to Free To Shine.”

#### **LEAK\***

##### **BACHELOR'S DEGREE IN LAW**

“As graduation approaches, I feel happy and proud of myself. Over the past four years, even though I faced challenges balancing study and work and dealing with stress I kept going and never gave up.

Free To Shine's support has helped me immensely. It gave me the opportunity to continue my education and overcome financial barriers. I have also benefited from the valuable advice and encouragement from Free To Shine staff. Seeing me about to graduate, my family feels proud and hopeful that I will have a brighter future.”

Like all girls who receive funded university placements through Free To Shine, Leak dedicated time to serving her community through community services hours. This provides young women with the opportunity to gain valuable work experience, give back to other causes and builds their confidence.



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**On the current trajectory, it will take**

**134 YEARS**

**to close the gender gap<sup>5</sup>**

- Global Gender Gap Report 2024

# TRAINING & DEVELOPMENT

## Why is it important?

- For the safety of beneficiaries and team members – employees need to be competent in what they are doing and this is ever evolving. Some training needs to be annual because it is paramount that team members' knowledge is current for safety reasons
- When gaps in knowledge or skills are identified, these need to be addressed
- There is always new research, theories and practice of which we should be informed of, to ensure our interventions, procedures and policies remain best practice
- To keep employees interested and motivated
- To support career development and personal growth

## INTERNAL TRAINING

During this reporting period, the Program Manager conducted counselling skills training in May and June 2024 with frontline staff.

## DEGREES FUNDED FOR EMPLOYEES

During this reporting period, Free To Shine supported Da to study a Bachelor's degree in Law and Bona, Kongkea and Daron a Master of Business Administration.

## EXTERNAL TRAINING

During this reporting period, all Education Officers and Social Workers attended three-day training in September 2023 with First Step Cambodia on working with families. In December 2023, Bona and Daron attended training through Hagar and A21 on Modern Slavery and Vulnerability of Human Trafficking; Daron and Sophanit attended Financial Education Training of Trainers through Friends-International.



# WORKING IN PARTNERSHIP

We are incredibly appreciative towards our partners without whom we would not be able to provide critical wraparound services to the girls, families and communities we support.

## Government partners

During this reporting period, we had formal Memoranda of Understanding with the Ministry of Foreign Affairs and International Cooperation, the Ministry of Education, Youth and Sport and the Ministry of Social Affairs, Veterans and Youth Rehabilitation. At the provincial level, Free To Shine works with provincial subcommittees working on counter trafficking, Commune Councils for Women and Children, and gender based violence working groups. In Australia, Free To Shine is registered with the Australian Charities and Not-for-profits Commission (ACNC) which is the national regulator of charities, and endorsed by the Australian Taxation Office to access tax concessions.



Kingdom of Cambodia  
Ministry of Foreign Affairs  
& International Cooperation



## Financial partners

We work in close collaboration with our financial partners and during the reporting period, received funding from GoPhilanthropic Foundation, Natures Organic, Haydon Kirkwood Charitable Trust, Matthew Ford, Matt Rogers Books PTY Ltd, Philip Aitken, B1G1 Giving, SE Asia Foundation, Network for Good - Property Events and Pillow May. Free To Shine also received Pro Bono support from PIER Marketing Group.

In December 2023, 27 students and three teachers from Bishop Druitt College participated in our “A MILE IN SEREY’S SHOES” (AMISS) initiative to learn about life in rural Cambodia, the challenges families face daily, and Free To Shine’s approach to preventing the exploitation of school-aged girls. In January 2024, four B1G1 Giving members and an additional 10 people attended AMISS; and in April 2024, 33 students and four teachers attended AMISS from Kinross Woleroi School.

## Community partners

Our community partners during this period included the Partnership Program for the Protection of Children.



# WAYS TO SUPPORT FREE TO SHINE

## DONATE

[freetoshine.org/donate](https://freetoshine.org/donate)

## FUNDRAISE

[freetoshine.org/fundraise](https://freetoshine.org/fundraise)

## JOIN BUSINESS MATTERS

[freetoshine.org/business](https://freetoshine.org/business)

## WORKPLACE GIVING

[freetoshine.org/workplace-giving](https://freetoshine.org/workplace-giving)

## AMISS WORKSHOPS

[freetoshine.org/amiss](https://freetoshine.org/amiss)

## HOW TO SUPPORT US AS AN INDIVIDUAL DONATE

### MAKE A REAL IMPACT WITH REGULAR GIVING

[www.freetoshine.org/donate](https://www.freetoshine.org/donate)

#### Help create a safe community for a child

Join us in working towards a Cambodia where educated girls, free from sex trafficking, are shaping and leading their communities and country. For just \$15 a week, you can provide ongoing safety visits to address complex factors such as poverty, hunger, illness, migration, addiction, violence and more.

Visit our donate page and find out more about how you can contribute to one of these three goals: safe communities for children, educated girls, or women in leadership.



## HOW TO SUPPORT US AS A BUSINESS

# BUSINESS MATTERS

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## DO WHAT MATTERS IN YOUR BUSINESS

**How you lead your business matters. It matters to your team, your results, and your impact on the world.**

When you become a Business Matters member you'll also be helping to secure the safety and education of girls who are at-risk of being trafficked into the commercial sex industry in Cambodia. No matter which membership level you choose you'll receive a quality training video and accompanying poster every quarter – which will help you become a better leader, get better results and make a bigger impact!

### THE BENEFITS

- ✓ You will align your business with the United Nations' Sustainable Development Goals
- ✓ You will gain a competitive advantage because doing good is good for business
- ✓ You will attract more clients
- ✓ You will drive higher profits
- ✓ You will motivate and engage your team
- ✓ You will become a better leader
- ✓ And you will help solve world problems!

**Business can and should be used as a force for good.**

Sign up or attend our webinar by registering at [freetoshine.org/business](http://freetoshine.org/business) or email us at [businessmatters@freetoshine.org](mailto:businessmatters@freetoshine.org) for more information.

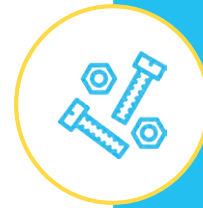
[www.freetoshine.org/business](http://www.freetoshine.org/business)



### VISIONARY

**\$350** AUD PER WEEK

This membership provides bikes, leadership training to emerging leaders, Community Training on preventing exploitation and abuse, and intensive social work interventions to those in crisis.



### CORNERSTONE

**\$75** AUD PER WEEK

This membership provides safety visits to the girl's home and school, access to safe drinking water, a vegetable garden, and additional curriculum classes.



### LEVEL UP

**\$20** AUD PER WEEK

This membership provides school uniforms, backpacks, exercise books, pencil cases filled with pens, pencils, rulers etc, and library books.

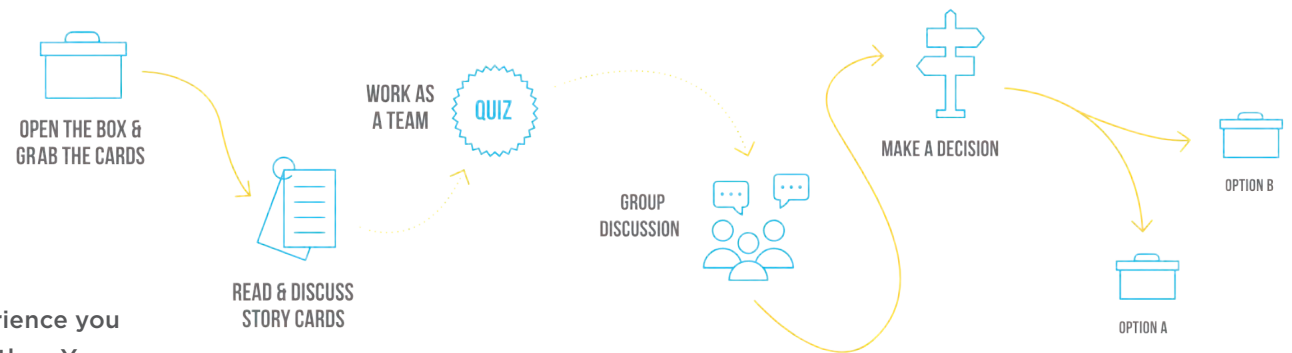
# A MILE IN SEREY'S SHOES

## A CHOOSE YOUR OWN ADVENTURE STYLE INTERACTIVE WORKSHOP

Walk a mile in Serey's shoes. During this interactive experience you will be dropped into the shoes of Serey, a Cambodian mother. Your mission, should you choose to accept, is to keep your children safe no matter what life throws at you. The challenges come in thick and fast. The stakes are high, and the pressure is on.

You will learn about life in rural Cambodia, the challenges families face daily, and Free To Shine's approach to preventing the exploitation of school-aged girls.

Email [amiss@freetoshine.org](mailto:amiss@freetoshine.org) for more information.



## THE DETAILS

- Duration:** The experience runs for four hours
- Location:** Shine Central, Free To Shine Office in Siem Reap
- Suggested donation:** \$55 USD per person



## WHAT YOU'LL LEARN

You'll learn about common challenges faced by rural Cambodian families and be asked to make difficult decisions on topics including traditional vs. modern medicine, microfinance loans and debt, child labour, orphanages, migration, food scarcity and more. The Free To Shine team will provide information and facilitate critical discussion about life in rural Cambodia and Free To Shine's approach to preventing the exploitation of school-aged girls.

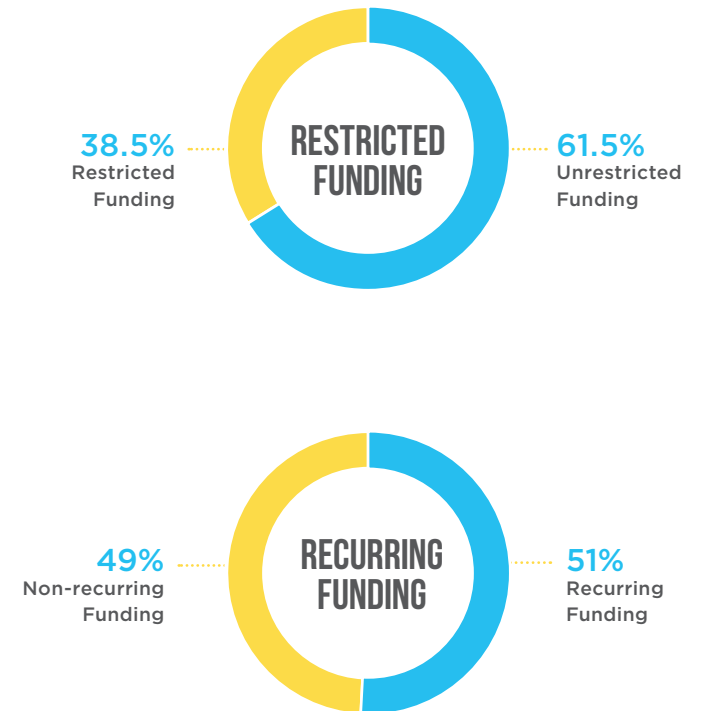
# AN OVERVIEW OF OUR FINANCIALS

Overall revenue increased from \$447,527 AUD in 2023 to \$471,633 in 2024. Grants revenue declined from \$81,616 AUD in 2023 to \$63,981, with grants received from GoPhilanthropic Foundation to support a Social Worker salary, an Education Officer salary, six months of Rent & Utilities and Capacity & development; Natures Organics to support the salaries of an Education Officer and the Program Officer; the Haydon Kirkwood Charitable Trust to support the purchase of bikes and school uniforms; Matthew Ford to support a Social Worker salary; Matt Rogers Books PTY Ltd to support a Communications Assistant and an Education Officer; Philip Aitken; B1G1 Giving; SE Asia Foundation to support special education needs/ extra classes; Network for Good - Property Events to support a Social Worker; and Pillow May who funded a university place for an accounting degree. Free To Shine also received Pro Bono support from PIER Marketing to drive engagement among supporters.

There was an increase in revenue from events and donations from \$95,662 AUD in 2023 to \$192,072 in 2024 and in AMISS revenue from \$3,449 AUD in 2023 to \$4,372 in 2024. There was a decline in revenue from businesses from \$197,133 in 2023 to \$146,766 in 2024, and in sponsors from \$67,394 AUD in 2023 to \$57,285. Overall expenses increased

over this period from \$331,396 AUD in 2023 to \$375,650 AUD in 2024. There was a reduction in expenses related to the fundraising category during this period, which went from \$63,631 in 2023 to \$41,461.

The proportion of revenue that was restricted declined from 56.2% in 2023 to 38.5% in 2024, which means less funding was tied to specific activities or outputs. This was a result of the significant increase in funding from events and donations, as well as an increase in AMISS revenue, and grants declining as a proportion of overall revenue. The proportion of recurring funding declined from 65% in 2023 to 51% in 2024, which creates instability for the organisation in terms of needing to secure additional funding for the following financial year and hinders long term planning.

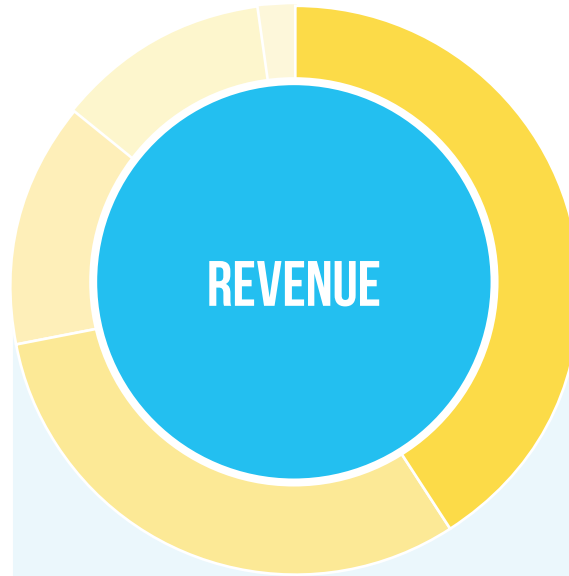


## ACCOUNTABILITY AND TRANSPARENCY

We are a registered Australian charity, endorsed by the Australian Tax Office, ACN 143 986 074 and are registered on the Australian Charities and Not-for-profits Commission. We are formally registered in Australia and Cambodia and have a Memorandum of Understanding with the Cambodian Ministry of Foreign Affairs and International Cooperation, the Ministry of Social Affairs, Veterans and Youth Rehabilitation, and the Ministry of Education, Youth and Sport. We are governed by a Board of Directors, and all of our financials are independently audited by a registered company auditor. When you invest in Free To Shine you can be sure your gift goes to those who need it most.

# FINANCIALS AT A GLANCE

This financial report pertains to both the Australian and Cambodian offices of Free To Shine. All financial figures are in Australian Dollars.



**41%** EVENTS & DONATIONS

**31%** BUSINESSES

**14%** FOUNDATIONS

**12%** INDIVIDUALS

**2%** INTEREST



**\$222,773** SAFE COMMUNITIES

**\$50,250** OPERATIONS

**\$43,218** EDUCATED GIRLS

**\$41,461** FUNDRAISING

**\$17,948** WOMEN IN LEADERSHIP

# STATEMENT OF ACTIVITIES

For the years ended 30 June 2024 and 2023



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## REVENUE

	2024 \$ AUD	2023 \$ AUD
Events & Donations	192,072	95,662
Sponsors	57,285	67,394
Grants	63,981	81,616
Interest	7,155	1,652
AMISS	4,372	3,449
Other Income		622
Businesses	146,768	197,133
<b>Total revenue</b>	<b>471,633</b>	<b>447,527</b>

## EXPENSES

### Safe Communités

Safety Visits	92,699	63,907
Social Work Interventions	84,218	48,084
Community Training	45,856	10,955
	<b>222,773</b>	<b>122,946</b>

### Educated Girls

Education Materials	24,092	27,960
Curriculum Classes	12,261	24,705
Water, Food & Houses	6,865	14,254
	<b>43,218</b>	<b>66,918</b>

## EXPENSES (continued)

	2024 \$ AUD	2023 \$ AUD
<b>Women in Leadership</b>		
Teaching & Modelling Gender Equity	0	0
Emerging Leaders	182	12,622
University Degrees	17,766	15,848
	<b>17,948</b>	<b>28,470</b>
<b>Operations</b>	<b>50,250</b>	<b>49,431</b>
<b>Fundraising</b>	<b>41,461</b>	<b>63,631</b>
<b>Total Expenses</b>	<b>375,650</b>	<b>331,396</b>
Revenue less expenses	95,983	116,132
<b>Net Assets at End of the Year</b>	<b>440,019</b>	<b>344,035</b>



## SOURCES

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1. 'Training Manual to Fight Trafficking in Children for Labour, Sexual and Other Forms of Exploitation', International Labour Office, International Programme on the Elimination of Child Labour (IPEC), Geneva: ILO, 2009, 4 v., [www.unicef.org/protection/Textbook\\_2.pdf](http://www.unicef.org/protection/Textbook_2.pdf), (accessed 8 October 2021)
2. 2024 Trafficking in Persons Report, United States Department of State 3 ibid
3. The Ministry of Education, Youth and Sport, quoted in "Over 94% of lower secondary students pass diploma exams", Torn Vibol / Khmer Times, November 3, 2023
4. The Ministry of Education, Youth and Sport, quoted in "Cambodia Witnesses Record Pass Rates in BAC II Exams, Boosting Government's Pursuit of Academic Excellence", The Better Cambodia, Surya Narayan, November 24, 2023
5. Global Gender Gap Report 2024, World Economic Forum, [https://www3.weforum.org/docs/WEF\\_GGGR\\_2024.pdf](https://www3.weforum.org/docs/WEF_GGGR_2024.pdf)

# THANK YOU

## អរគុណច្រើន

On behalf of the Board of Directors, thank you to everyone who has played a role in achieving these results between July 2023 and June 2024. Each supporter, community partner, participant, financial partner and staff member has made an invaluable contribution to supporting the work of Free To Shine.

### MAJOR SUPPORTERS

Thank you for your invaluable support.

JOSEPHINE WOLANSKI	GO PHILANTHROPIC FOUNDATION	natures ORGANICS	Network for Good
MATT ROGERS	HAYDON KIRKWOOD CHARITABLE TRUST	MATTHEW FORD	RJS ACCOUNTING SERVICES PTY LTD

### PRO BONO SUPPORT

Thank you to these companies for providing pro bono professional services.

PIER.	AVN INSPIRING ACCOUNTANTS
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