

# Policy plan

## 1. Introduction

In 2016, we founded Share Network Foundation out of the passion we deep had and have in our hearts for victims of human trafficking and modern slavery. Through the foundation, we want to create more awareness of the existence of human trafficking, its causes and its victims among a public who are generally unaware of the enormity of the problem.

The reason why we want to raise awareness of the existence of human trafficking in this way is that sharing knowledge is the first step to preventing even more victims. But even the most basic facts about human trafficking require more attention from policymakers. It is an established fact that there are more slaves than ever before in the world. We can assume with some certainty

assume that this is not known to most people. Human trafficking, moreover, is the fastest growing industry in the criminal circuit. Also, the fact that 80% of the victims of human trafficking are women and children is often unknown. Raising awareness will therefore help us – and ultimately policymakers – to provide tailored care for victims and create strong and appropriate safety policies. It will contribute to a more proactive attitude of our society towards the eradication of human trafficking.

In the policy plan below, the Share Network Foundation board lays out the current policy. This policy plan was re-adopted in amended form on 2 February 2018. The policy plan will be updated as needed.

## 2. Strategy

**We work according to the 3E strategy. Namely: Empower Educate and Employ.**

2.1. Core principles of the institution. The objective of Share Network is contained in article 2 of the statutes and reads as follows.

1. The foundation has the following objectives:

- a. to expel 'modern slavery' from society;
- b. creating awareness among people, organizations, institutions and organizations, institutions and businesses about the existence of 'modern slavery' and the issue of human trafficking, all in the broadest sense of the word;
- c. The performance of all other actions related to the above in the broadest sense or to the related to the above in the broadest sense or which may be conducive to it. With its objective the institution aims to serve the public interest.

### 2.2. Vision

Share Network is a non-profit organization that strives to make human trafficking disappear in our time. We do this by using education and employment for the sustained recovery and advancement of victims of human trafficking. We believe that education and employment are the best antidote to human trafficking.

### **2.2.1 Share Network Foundation wants that:**

- Human trafficking will no longer occur in the Netherlands in 2030.
- Victims of human trafficking become financially independent through our mentor program, so that they are not trafficked again. But reintegrate successfully and contribute to society.
- All our business partners (business world) receive information and more awareness about various forms of human trafficking.
- Our dance workshops give victims of human trafficking the tools for personal development.
- That the approach to human trafficking is considered from the perspective of the victim. And that the victims in question are involved in the assistance and justice system.
- Experts by experience will be structurally involved in providing information about human trafficking to professionals within five years.
- The involvement of experts by experience will increase the number of reports of trafficking in human beings.

### **2.3. Mission**

Our mission is realised through our various programs, workshops and trainings. With our mentor program, we counteract the marginalisation of our participants. It should also be an inspiring platform for personal development, creating a new sense of purpose and confidence. This positive interaction is aimed at the advancement of victims of human trafficking by organising trainings, empowerment events and job fairs. Our participants have the opportunity to complete internships and gain work experience. Share Network has a few initial goals in mind. Our long-term goal is to “Empower, Educate and Employ” by finding creative and sustainable solutions. Our partnership with companies is crucial in the growth of our mentoring program. Our short-term goal is to increase awareness and support local, safety houses. We use the power of art to create awareness and facilitate conversations to combat human trafficking. We do this by providing workshops for survivors of human trafficking and most recently our Branded Free Campaign.

Our primary partners

Stichting Tussenvoorziening

HVO Querido

AZC

Raise Your Voice e.V.

The Next Stage Foundation

Oracle

HVO Querido

Bridge2Hope

Cherut

SheSuit

FourPlus

Heroes International

### **Absence of profit motive**

Share Network has no profit motive, as evidenced in Article 2 and in its actual operations. The institution does not seek profit for the sake of profit itself. This is evidenced by the fact that the institution allows the proceeds generated from its activities to be used for the benefit of its objective. This is evident from the fact that the institution uses the proceeds from its activities for the benefit of its objective.

Appropriation of the liquidation balance As shown by Article 15 of the Articles of Association, a liquidation surplus must be spent on behalf of an ANBI with a similar objective or on behalf of a foreign institution which exclusively or almost exclusively aims to achieve public benefit and which has a similar objective and which has a similar objective.

### **3. Policy**

Activities to be performed by the foundation

Share Network Foundation performs the following activities.

- a. The production of artistically high-quality intercultural performances both with victims of human trafficking and with (professional) (international) artists;
- b. giving (or having given) lectures, trainings, workshops and/or education to victims of human trafficking as well as schools, neighbourhood communities and visitors of our performances;
- c. participating in and cooperating with (local) organisations that pursue a similar goal;
- d. organising (or having organised) events, activities, trips and/or meetings;
- e. realising or having realised a platform to make modern slavery and human trafficking human trafficking into the open for discussion;
- f. Conducting research and collecting and providing information information;
- g. to carry out or arrange for the carrying out of any activities both nationally and internationally that that which, in the opinion of the board, is necessary, useful and/or is necessary, useful and/or desirable;
- h. making resources available in order to achieve the aforementioned goals realize the above-mentioned objectives;
- i. the raising of funds, acceptance of donations and the application of such such funds and gifts for the above-mentioned activities;
- j. consultation and cooperation with organizations which support the activities described above;
- k. preparing and distributing promotional materials;
- l. maintaining a website.

Because the activities of the Share Network Foundation make people more aware of the distressing issues that lie behind human trafficking and encourage them to encourage them at its events to participate in actions against modern slavery, the foundation contributes to the realization of the objective as stated in

### **Article 2 of the statutes.**

Fundraising and management of funds

Share Network Foundation raises funds for the purpose of the objective through of the following recruitment activities.

- a. raising donations;
- b. encouraging donations;
- c. Encouraging acquisitions under the law of succession, which in the case of an heir can only be done under the privilege of inventory;
- d. The raising of subsidies;
- e. acquiring contributions from third parties
- f. raise other income.

The management of the income received shall take place as follows. A treasurer and external bookkeeper or accountant will audit the accounts quarterly and annually. The institution strives to keep the management costs as low as possible. The Share Network Foundation has set a goal of raising 120,000 Euros in its fifth year.

### **Institution's assets.**

Share Network Foundation shall not hold more assets than reasonably required for the continuity of the planned activities on behalf of the institution's objective.

### **Spending policy**

The institution spends the income obtained in accordance with the objective on the following projects. The board does not receive any type of fee or honorarium at the moment.

No advances of funds to employees, officers, or directors are authorized. Direct and necessary expenses including travel for meetings and other activities related to carrying out responsibilities shall be reimbursed.

In order to ensure that planned activities minimize the risk of financial jeopardy and are consistent with board-approved priorities, long-range organization goals, and specific five-year objectives, the Executive Director shall:

- Submit operating and capital budgets to the Treasurer in time for reasonable approval by the Board prior to each fiscal year.
- Use responsible assumptions and projections as background, with the general goal of an unrestricted surplus.

### **Program Policy**

During our first phase in 2017, we focused mainly on collaborative projects with other organizations. Below are a our projects that we have already organized and will (co-)organize.

### **Annual plan:**

- Strive to maintain our projects active and measurable, secure it for the future and create a solid foundation with peace and continuity.
- Make Share Academy the main project that we offer our clients

- Establishing a good operational team.
- Apply for grants.
- Implement software system for efficient office management and reduce overhead costs.
- Set up and print promotional material and branding. Both online and hardcopy.
- Recruit and train business partners.
- Recruit and train experience experts within the foundation.
- Provide peer support within the mentor program.
- Expand dance workshops to a second shelter.
- Progress of Branded Free Campaign.
- Expand and maintain our network within politics, municipality and professionals.

### **Dance Workshops:**

2017:

67 women of 19 different nationalities attended our workshops. We saw a tremendous improvement in social skills and relationship dynamics within the so-called safe house. We saw a significant difference in developing trust within the teacher-student relationship.

2018:

Our goal is to expand to a second safe house and conduct dance workshops to enhance the development of victims of human trafficking, but also to establish more partnerships with other safe houses. We set the goal to train at least 125 women.

2023:

Expand our training program to men, women and non binary people. Hosting a multiple workshops both in safehouses but also in corporate spaces. In order to raise awareness and create successful partnerships.

### **Mentorship Program:**

Facilitating and giving a dance workshop is just one of the first steps in the process of restoring dignity. Our mentorship program contributes to this.

It is an inspiring platform for personal development that creates a new sense of purpose and confidence in our participants. This positive interaction will be the beginning of a new and socially inclusive life. We see

especially the need for training in the following areas:

- Goal setting
- Budgeting
- Participating in the labor market
- Learning Dutch
- IT

It is particularly important to offer a certificate after the training, because This is an important step in the process of restoring dignity. These victims often feel valuable again when they have worked for something and achieved something and their efforts are duly

recognized. It is extremely difficult to integrate into society with a regular job after such an immense trauma. Our mentoring program is a good starting point for a life, in which they can make their own choices.

### **Vocational training:**

2017:

We launched our pilot mentoring program with 5 mentees, with the intention that the end of the mentee's first year would culminate in an internship and she additionally receive vocational training. In creating successful partnerships, 2 mentees were able to obtain an internship and even find work opportunities.

2018:

We are expanding our program by mentoring 20 women. This also means creating more relationships with entrepreneurs and partnerships with companies.

2023:

We want to see our mentees (women, men and non binary) placed in the workforce and become financially independent. Consecutively we want to establish 10 additional successful partnerships with local businesses.

Target Country: Suriname

In Suriname many women do not have the freedom of choice we enjoy in the Netherlands. As a consequence sexual violence and forced prostitution numbers amongst women are very high. We have set out to host a variable of events and resilience trainings to empower women.

Target country Moldova:

2017:

Our goal was to train a group of about 50 students in Moldova. We exceeded our goal and had the privilege of training over 150 students in Moldova to train.

2018: In addition to our partnership with Tekwill and Heroes International, we will be supporting a local safe house through teaching. The safe house is located just outside Chisinau (the capital of Moldova). We train the trainers and mentors in being able to work with trauma and promote the programs that Tekwill and Heroes International offer to victims of sex trafficking.

2023: We have scaled up our mentoring program to Share Academy. By creating successful partnerships with small and midlevel local and International companies. Contributing directly to our 2nd and 3rd E. Education and Employment. Employees volunteer their time, skills and resources to personally invest in Share's clients through mainly mentorship in our Share Academy project.

**Branded Free:**

We will continue unabated with our “Branded Free” campaign. This campaign is designed to facilitate the conversion of tattoos – often put on by pimps or traffickers – on survivors to something else and thus contribute to the restoration of dignity. The transformation process will be documented in a photo book in 2018. In this book, survivors will share in a powerful way, empowering others to do the same. Be the launching pad for the Branded Free campaign in the Netherlands.

2018:

We set a goal to do 16 cover-ups of old tattoos and to incorporate the stories in a tasteful and artistic way of telling them in our book.

### **Office:**

2018:

Open our own office to be able to conduct intake interviews, keep files, and conduct workshops and trainings in a safe place.

### **Other**

#### **Remuneration Policy**

In accordance with the provisions of Article 4 of the Articles of Association, the members of the Board of Directors receive no salary for the work they perform in this capacity than a reimbursement of expenses incurred, provided they are not excessive.

#### **Description of administrative organization**

The treasurer will be responsible for keeping the financial records administration. All other records shall be maintained by the president of the institution.

The financial statements of the institution will be prepared by Lotus Advies & Accounting member of the NOAB ([www.noab.nl](http://www.noab.nl))

#### **Publication requirement**

Share Network fulfils its obligation to publish by means of the publication of its of its policy plan and annual accounts on its website [www.Share-network.org](http://www.Share-network.org).