



THE
FREEDOM
FUND

INDONESIA

Annual report 2024-2025

EXECUTIVE SUMMARY

Since 2015, the Freedom Fund has partnered with Humanity United to deliver an Asia-Pacific-focused program addressing the use of forced labour in seafood supply chains. In 2022, the program launched a hotspot in Indonesia—the world's second largest seafood producing country, and one of the main source countries of migrant workers in commercial fishing fleets. The hotspot works with Indonesian partner organisations to reduce the level of forced labour in seafood processing and fishing communities by supporting fishery workers to come together and collaboratively claim their rights and demand decent working conditions.

During the past year, hotspot partners reached 3,982 workers through 31 community-based and worker organised groups. Workers received information about safe migration, recruitment practices and complaint mechanisms. In total, 2,228 individuals accessed social and legal services,

including support accessing withheld wages or recovering identity documents, and 69 legal cases were supported. Partner organisations advocated for five policy changes, including the creation of a tripartite wage council to set minimum wages in Bitung; the formalisation of multi-stakeholder joint vessel inspection monitoring and provincial planning and action in North Sulawesi province; a Central Java Governor decree on the protection of migrant workers and prevention of trafficking; a head of district decree on protection and monitoring of Indonesia migrant workers at the village level in west Java district; and a cooperation agreement between the Ministry of Marine Affairs and Fisheries and the Ministry of Manpower focusing on the recruitment and placement of fishing vessel crews, and of joint supervision on fishing vessels.

Following the completion of the first phase of the Indonesia seafood hotspot program (2021-2023), the Freedom Fund supported hotspot partners to work with a specialist monitoring, evaluation and learning consultancy to use participatory methods to review and revise their program strategy for the next phase, (April 2024 to December 2026). Partners used a range of participatory approaches to understand the needs and wishes of the seafood workers, and incorporated these into their strategy. In 2024, three new partner organisations were identified: Federasi Serikat Buruh Persatuan Indonesia (FSBPI), an Indonesian union federation focusing on poor working conditions experienced by women workers; Serikat Perempuan Pekerja Perikanan Sulawesi Utara (SP3SU), a new women's union in the seafood processing sectors; and Yayasan Lembaga Bantuan Hukum Indonesia (YLBHI), the Indonesia Legal Aid Foundation focusing on providing legal aid and tailoring standard operating procedures of joint-law enforcement at both provincial and national levels. These three new partners will begin implementation in January 2025. This brings the total number of hotspot partners to eight: FSBPI, SP3SU, YLBHI, Destructive Fishing Watch (DFW), Indonesia Ocean Justice Initiative (IOJI), Inti Solidaritas Buruh (ISB), Sakti Sulut Fishery Union, Serikat Buruh Migran Indonesia (SBMI - the Indonesian Migrant Workers Union).



OPERATING CONTEXT

Change in government after national elections

National elections were held in Indonesia in February 2024, with Prabowo Subianto and his vice-presidential running mate Gibran Rakabuming Raka—son of the outgoing president—winning a majority with 59% of the vote.

Prabowo was inaugurated as the President of Indonesia in October 2024. The following day he established his cabinet, consisting of 48 ministers and 58 vice-ministers, producing the largest Indonesian government cabinet since the 1960s. Hotspot partners have focused on understanding the new structure and policy-making process, as well as establishing relationships with new ministers.

The establishment of the Ministry of the Protection of Migrant Workers is particularly relevant to the hotspot program, which takes over all functions and powers related to migrant workers protection from the Ministry of Manpower (policy maker) and BP2MI (Migrant worker Protection Agency) policy operator and implementor).

Indonesian government effort to increase trade in fishery products to the European Union

The government, through the Ministry of Maritime Affairs and Fisheries (MMAF), is prioritising increasing the volume, and value, of seafood exports to the European Union (EU). The main barrier to increasing exports to the EU market is the limited number of business actors that have an approval number required to export seafood to the EU. European inspectors note that Indonesia needs to improve in the following areas: classification of ship and supplier data; documentation system and traceability of fishery products; and education of fishery workers on supplier ships. To address these issues, the MMAF plans to share upstream and downstream modelling of the best practice of fishery businesses that currently export

to the EU. Modelling will be carried out in three fishing ports: Muara Baru, Bitung and Benoa.



PROGRESS TOWARDS SYSTEMS CHANGE

New wage council established in Bitung City

Fisher-led union partner SAKTI Sulut successfully lobbied Bitung City leaders to establish a new tripartite wage council in July 2024. As wage councils play a critical role in determining minimum wages for workers in Indonesia, this is an important step towards improved wages for fishery workers. The council was officially established in September 2024 via decree and includes SAKTI Sulut as a union member in the tripartite structure. In October, eight representatives from the newly formed council, and two union workers from Sakti Sulut, visited the cities of Tangerang and Jakarta to learn from their established councils. The participation of Sakti Sulut as a member of the Bitung Wage Council is a great step towards a fisher-led union being directly involved in negotiations to improve wages and conditions in the area.

Historic coalition of CSOs on protection of migrant fishers

In March 2024, for the first time in the fisheries sector, a coalition of Indonesian and Taiwanese civil society organisations (CSOs) and unions was established to advocate for the finalisation of an memorandum of understanding on the protection of Indonesian migrant workers on Taiwanese fishing vessels and in distant water fishing fleets. Freedom Fund partner IOJI, leads the Indonesian coalition, which includes Indonesian unions and CSOs such as SBMI, Persatuan Suara Pelaut (PSP), Serikat Pekerja Perikanan Indonesia (SPPI), Pelaut Borneo Bersatu, SP3SU, DFW, Greenpeace and the Environmental Justice Foundation (EJF). The Taiwanese coalition is led by Global Labor Justice (GLJ) and includes representation from GLJ and Forum Silaturahmi Pelaut Indonesia (FOSPI), a union representing Indonesian migrant workers. Through this coalition, workers' voices are amplified, ensuring that both governments address key gaps and challenges to implementing the bilateral cooperation, ultimately leading to enhanced protection for migrant workers. As agreed by the coalition members, IOJI is the leading sector organisation representing

Indonesian members and GLJ for Taiwanese members. This creates a coordination mechanism between the Indonesia-Taiwanese coalition to strengthen their advocacy efforts to the Ministry of Foreign Affairs and Ministry of Protection of Indonesia Migrant Workers and Taiwanese multi-stakeholders.

New regulations to address human trafficking adopted in Central Java

In Central Java, partner IOJI advocated for, and supported, the development of a new regulation on the prevention of trafficking in Central Java. This regulation was developed in consultation with unions and civil society, ensuring a more survivor-centred approach and understanding of the interconnectedness between poor labour conditions and labour exploitation. Echoing the changes taken by the Central Java provincial government, a Head of District decree on the protection and monitoring of Indonesian migrant workers at village level was published.

Model from North Sulawesi Province replicated in other provinces

Two multidisciplinary joint inspections, on a total of 12 fishing vessels, were conducted in North Sulawesi Province by a multi-stakeholder forum that included representatives from the government, union workers/associations and civil society organisations. The joint inspections had a significant impact, notably increasing vessel owners' and captains' awareness of occupational safety and health standards and seafarer agreements. This best practice, introduced by DFW, has been shared with the Ministry of Manpower and the Ministry of Marine Affairs and Fisheries at the national level. As a result, the initiative, developed in North Sulawesi, is now being replicated in other provinces, including Bali (Benoa Port) and Jakarta (Nizam Zachman Port), as a model for improving fishing vessel standards.

HOTSPOT OUTPUTS AND OUTCOMES

Objective 1: Build civil society capacity to create sustainable change

Support for union partners

The Freedom Fund supported its union partners to strengthen democratic governance and enhance organisational capacity, including refining governance documents, organisational structures and standard operating procedures, as well as preparing partners for their first congress. Technical assistance was provided to give training in social media management, enabling partners to improve communication channels, disseminate information and advocate for fisheries workers' rights.

Strengthening labour organising approaches

Five hotspot partners participated in the "Organising for Power" program, a comprehensive training to enhance worker organising and outreach skills, run by the Rosa Luxemburg Foundation. The training, held online over six weeks, equipped participants with knowledge on leadership identification, structured conversations and worker organising techniques. The program also enabled partners to connect with unions working in across different sectors, such as palm oil, and with domestic workers based in Hong Kong, Malaysia and Taiwan. After the training, one union partner reported strengthened capacity to reach workers through online and offline education and socialisation efforts. A training of trainers session on organising and gender representation was conducted by LBH Manado for Sakti Sulut, aiming to improve understanding and facilitation of skills, and supporting a gender lens in developing their worker organising approach.

Organisational capacity building grants for partners

As part of phase two of the hotspot program, partners used the Organisational Capacity Analysis Tool (OCAT) to identify areas for organisational development on which to spend the US \$5,000 OCAT grants. Priorities identified in this round included enhancing organisations' digital presence, developing a database of union worker organisations through application; financial and programme management systems; and personnel well-being.

Training on grievance and complaint mechanisms

As multiple Freedom Fund partners run various types of complaint handling systems or grievance mechanisms, specialised training by Oxfam Business Advisory services was provided to understand best practices in this area. The training covered key concepts, tools, best practices and case study collections. This enhanced partners' skills in addressing concerns, improving accountability and strengthening their capacity.



Objective 2: Build or strengthen sustainable worker power mechanisms

Strengthening of fishery worker organisations and supporting worker organising

The Freedom Fund's partners, such as Sakti Sulut, ISB and SBMI, have made significant strides in strengthening fishery worker organisations, promoting collective action and advocating for improved working conditions.

In North Sulawesi, Sakti Sulut successfully completed their first union congress and established four new branches in Bitung District. Leaders were democratically elected and actions voted upon. The congress, and expansion into four new areas, illustrates Sakti Sulut's capacity to reach out to, engage with and represent fishing communities. Sakti Sulut's successful advocacy resulting in the establishment of a wage council in Bitung City (see systems change section above) demonstrates Sakti Sulut's commitment to negotiating collectively for fishers and their members. Four new branches located at the sub-district level have been established, namely Ronuwulu, DPW Madidir, DPW Lembah Utara and DPW Lembah Selatan. Collectively, they have a total of 40 staff with lived experience as domestic and migrant fishing vessel crew members who have been equipped with basic knowledge on union workers, labour basic rights and legislation. Until now, a total of 1080 active members/workers have been reached and organised, of which 75% are domestic fishing vessels crew members and the rest are migrant workers.

In Banyuwangi, eastern Java, ISB held regular meetings with seafood processing workers and fishermen, provided training through the Organizing for Power program, and helped workers identify grassroots leaders and improve their advocacy skills. ISB also supported the formation of labour unions within seven seafood companies in Banyuwangi. The registration of the labour unions will provide a critical platform for workers to be able to negotiate with employers and government agencies, ultimately improving their working conditions and livelihoods. Despite these successes, union busting remains a significant challenge across the sector.

Workers who join unions are often laid off, creating a climate of fear. The Freedom Fund's partners continue to challenge this with multiple approaches,

ensuring careful organising and awareness raising by staff with lived experience and the provision of social and legal support for workers.

In Tegal and Pemalang, in Central Java, migrant fisher-focused union, SBMI, have actively expanded their outreach activities to connect with more migrant fishery workers and their families. SBMI identified local champions in its unions in Tegal and Pemalang who can promote safe working practices and prevent human trafficking. These outreach efforts, including ongoing training and socialisation activities, have built trust, improved awareness of labour rights, and equipped fishery workers with the tools they need to demand fair wages, safer conditions and greater respect.

In Bali, DFW have supported a fledgling seafood worker association, providing information and education to workers interested in coming together and collectively demanding improved conditions. In May 2024, fishery workers joined May Day actions, calling for an end to contract labour and for fair wages. DFW-supported participants reported that this boosted collective awareness and led to an audience with Bali's Manpower Office in May, marking an initial step toward addressing workers' demands.

Overall, in 2024, hotspot partners reached 3,892 workers through 31 worker (union) and community-based groups.

Conducting research into issues affecting workers

Research has played a crucial role in understanding the issues affecting fishery workers. In Bitung City port and the surrounding area, a study conducted by Sakti Sulut on discrimination against female workers and prevalence of child labour in seafood processing companies revealed poor working conditions, low wages and a lack of recognition of their rights. In Central Java, beneficiary profiling assessments conducted by SBMI in four villages in Pemalang and Tegal districts provided valuable insights into the demographics, education levels and employment statuses of prospective beneficiaries, as well as their experiences with migrant fishing vessel work. In Banyuwangi, in Eastern Java, ISB's study on the impact of fixed-term and/or daily employment agreements on working conditions, quality of life and fulfilment of basic labour rights in the seafood processing industries has highlighted the vulnerabilities faced by workers under these arrangements.

These research efforts have helped to inform advocacy and programming, ultimately contributing to improved working conditions and livelihoods for fishery workers.

Role of community-based organisations in promoting access to complaint mechanism platforms

Friends for the Protection of Fisheries and Fishermen Workers (SPAN), a village-level community-based organisation, supported by DFW in Bitung District, has played a vital role in facilitating access to the National Fisher Center—a complaint mechanism platform. Through their outreach efforts, SPAN has empowered fishery workers and their families in Bitung to understand their rights to access legal assistance and report violations. SPAN has also connected families of fishery workers to reliable information on safe migration, labour rights and accessing social services, enabling them to make informed decisions and reduce the risk of exploitation.



Objective 3: Influence and strengthen government and business policies and processes

Improve government legislation and regulations to reduce forced labour in the Indonesian seafood sector

National level

As result of two years of advocacy work by DFW, the Ministry of Marine Affairs and Fisheries and the Ministry of Manpower signed two cooperation agreements: i) the implementation of recruitment and placement of fishing vessel crews, and ii) the implementation of Joint Supervision on Fishing vessels. With these two cooperation agreements, the two ministries are obligated to provide guidance and supervision for employment in the fisheries sector, particularly for domestic fishing vessel crews.

Provincial level

Central Java province adopted a regulation on the Prevention and Handling of Trafficking in Persons following significant advocacy efforts led by IOJI in collaboration with SBMI, LBH Semarang, Persatuan Suara Pelaut (PSP) and multiple other stakeholders. Under Indonesian laws, adopting governor regulations—legally binding policies issued by provincial governors—does not require legislative approval. IOJI contributed to this process from start to finish, ensuring public consultation on the draft regulation, prioritising feedback from those with lived experience, and advocating adoption once it was finalised. Since the regulation was adopted, IOJI has been monitoring implementation.

In North Sulawesi, after more than two years of strong advocacy by DFW, two government decrees were published. One decree relates to provincial planning and action on the protection of fishery workers and small fishers. It includes provisions on how the provincial and districts/city government multi-stakeholders conduct their roles and coordinate their regular activity, which will be allocated from the provincial budget. The second decree formed the multi-stakeholder forum on fisheries protection, which, among other things, participates in joint inspections of vessels. This is outlined in the systems change section above.

As a result of SBMI advocacy work in Central Java province, the head of West Java District published the Decree on Protection and Monitoring of Indonesia Migrant Workers at Village Level. It enabled the community working group, locally called Lembaga Kemasyarakatan Desa, to be incorporated into the village government structure. It now has the responsibility to monitor the village government program. The West Java district has also taken over the migrant groups established by SBMI DPC, increasing sustainability.

Joint submission to the US State Department TIP Report

For the past two years, the Freedom Fund's partners in Indonesia have released a Trafficking in Persons Report in the fishing industry, highlighting the challenges faced by fishery workers, including exploitation, abuse and lack of access to justice. The report is submitted to the US State Department for consideration in their annual Trafficking in Persons Report, used to inform advocacy to other international mechanisms and national advocacy. By working together, the partners aim to strengthen their efforts to prevent human trafficking, forced labour and other abuses in the fishing industry. They also strive to promote better working conditions for fishery workers. This collective effort has the potential to drive meaningful change and promote a more equitable and just fishing industry in Indonesia.

In early 2024, partners published their first joint report based on data and material collected in 2023, which was submitted to the US State Department. This led to recommendations for strengthening laws and policies, improving coordination among agencies and increasing support for victims. Partners reported feeling proud of the collective joint report that they, rather than an international organisation, led and authored.

In the second half of 2024, partners began the process of preparing their next report. They collaborated with a consultant, learning from their experience in developing high-quality trafficking in persons reports. This collaboration has facilitated data sharing using standardised protocols, addressing any previous reluctance partners had in sharing data. The report's findings are based on case studies and analysis of the fishing industry's structural and cultural factors that contribute to human rights violations. To further use of the report, partners have submitted it to relevant ministries, the US embassy and human rights working groups at national and regional levels.

Objective 4: Directly assist workers, reducing vulnerability and gaining trust

Outreach on rights and direct support to workers

In 2024, hotspot partners supported 2,228 workers to access social and legal services, including support to access withheld wages or to recover identity documents, as well as supporting 69 legal cases. Evidence of how gender-based violence and discrimination—such as working without contracts and low wages—materialise in the workplace was gathered through engaging 50 women in seafood processing in Bitung City, North Sulawesi province. This qualitative research undertaken by SP3SU. As a result, SP3SU will develop a basic module for women workers that will be delivered through regular workers' discussions or outreach at the community level. Furthermore, the research conclusions have been submitted to the Bitung City government so that they can read and incorporate the recommendations related to improving the safety of female workers, improving the welfare of workers and their families, and recognising the rights of female workers and the positive impact they have on the economic development of Bitung City.

In total, 632 fishery workers have been reached by DFW through political education, awareness raising and occupational risk training in Bali, Bitung and Nizam Zachman ports.

Some highlights of this work include:

- DFW visited ports in Jakarta, Bitung and Bali, directly providing information to fishery workers.
- As documented below, SAKTI Sulut and the new union, SP3SU, increased outreach and legal cases after undertaking qualitative research to understand the conditions, context and needs of female seafood processing workers in Bitung.

The Freedom Fund's partners provided legal support to victims through working with specialist legal hotspot partner YLBHI, filing petitions and complaints to authorities. Partners also collaborated on a pre-trial lawsuit against the Ministry of Manpower, alleging non-payment of wages to

furloughed workers. Additionally, partners advocated for restitution for migrant crew members, drafting legal opinions, accompanying victims, and exploring civil lawsuits.

Research leading to greater engagement, knowledge of rights and legal cases in Bitung

Sakti Salut, in collaboration with a newly formed female worker union SP3SU (now also a Freedom Fund partner) conducted qualitative research on gender discrimination experienced by women in seafood factories in Bitung, North Sulawesi. The findings helped SAKTI Sulut and SP3SU improve their worker-organising structure and strategy, leading to the decision for SP3SU to become an independent female worker union. The research was also used to inform educational and communications materials. This led to a significant improvement in outreach to women working in the industry and in the commercial seafood community. This, in-turn, led to an increase in understanding of rights, demonstrated by a 21% increase in reported cases. To support this higher case load, SAKTI Sulut hired a lawyer to support workers and progress their cases.

To further support pooling of legal resources, use of legal aid and collaboration between key actors, the Freedom Fund convened a coordination meeting between SP3SU, SAKTI Sulut, the local branch of YLBHI, DFW in Bitung and SPAN. This Bitung-based group has agreed to produce a joint case referral system, transferring relevant knowledge and expertise to workers and to collaborate in joint advocacy efforts to protect the safety and fair wages of fishing vessel crews.

Fishery component incorporated into paralegal module

In 2024, the Indonesian Legal Aid Foundation (YLBHI) identified a knowledge gap in available resources and materials and led a participatory process with hotspot partners to develop a paralegal module, specific to both labour and the fishery/sea-based context. The module has enabled partners to better support seafood and fishing communities, with a total of 20 partner staff being trained in 2024, followed by training for 37 community members in Central Java, Bitung, North Sulawesi, and Banyuwangi, East Java.

Standard of procedures joint cases management/referral developed

YLBHI also supported partners on standard of procedures (SOP) to improve management of cases, including referral and joint management. Through this process, unions and CSOs exchanged learning and perspectives on how services must be provided with a survivor-based approach. The process gives space for each organisation to explore and improve their standard, find collective agreement on one referral, and joint management SOP agreed and used by all. Partners used their experience in complex cases to shape procedures. The agreed referral and joint management SOP will be treated as a living document and will continue to be adapted as the hotspot ecosystem is developed and strengthened.



SUPPORTING A COMMUNITY OF PRACTICE

In 2024, two community of practice meetings were held. This first was held in Bitung, where DFW, SAKTI Sulut and S3PSU work. As this meeting was held just after the end of the first phase of the hotspot (2021-2023), this community of practice focused on lessons learned and best practices from the program's first phase. The meeting also enabled partners to develop strategies for phase two. Given the meeting was held where effective programming on worker organising exists, visits to the intervention areas were organised.

The second community of practice meeting was held in November 2024 in Sukabumi, West Java. This location was chosen to enable a field visit to PT Glostar Indonesia—a manufacturing union—to observe the strengthening of labour unions through direct complaints, social programs and the collective bargaining agreement. Seeing the work of another union helped partners discuss labour organising in practical ways, including strategies to gather members, networks and resources, and the division of organisational tasks to strengthen labour rights protection. Subsequently, partners agreed on the need to prepare a roadmap and joint advocacy plan for the next five years. This was scheduled for January 2025.

Partners also met in addition to these two communities of practice, to continue to learn from each other's activities and to collaborate in ways that support seafood workers.



CASE STUDY

Journey to Worker's Rights Leader

Rahmat* works as a cooling operator at Company X**, a company that processes frozen tuna for export to Thailand and other countries. Initially, he was unfamiliar with labour organisations and had limited knowledge of labour rights, primarily only knowing general working hours regulations. However, everything changed when Rahmat was invited by his friend, Rama to attend the Kedungrejo Labor Association (ABK) meeting, facilitated by ISB.

These meetings broadened Rahmat's knowledge. He began to understand the nuances of labour regulations and the rights he was entitled to as a worker. Rahmat said, "Labour rights can be pursued and are guaranteed (by the government)," a quote that he now frequently uses. This newly found knowledge fuelled his fighting spirit.

Rahmat actively invited his colleagues to join ABK meetings. He believed that with greater knowledge, they could develop the collective spirit needed to fight for their common interests. Rahmat said, "Protests alone will not bring about meaningful change."

According to Rahmat, in 2021, Company X would still pay its workers even when they were not carrying out the production process. However, Company X now refuses to pay workers' wages when they are not working, or on leave, because they are not actively engaged in the production process. "When I first started working, I didn't know what the rules were. At the beginning, every time the factory stopped production, we were still paid. Then there was a change in management, and things changed. Over time, the company became more and more inhumane," Rahmat complained. These deteriorating working conditions strengthened Rahmat's determination to fight for workers' rights.

Rahmat is determined to form a labour union at Company X. "My fellow workers still lack trust in each other and are very individualistic and apathetic," said Rahmat. This lack of trust and solidarity was a challenge that Rahmat faced in forming the labour union at Company X. However, this did not dampen his enthusiasm. Rahmat continues to provide information and knowledge about labour rights and relevant legal regulations to other Company X workers. "For me, whether I try or not, life is still difficult. But by trying, at least I have chosen to take action. So, I will continue to strive for the formation of the Company X labour union," said Rahmat. Currently, there are 12 workers at Company X who share the awareness and desire to form a labour union as a tool for collective action.

*Names changed to protect identity

**Company name withheld to protect workers



INDEPENDENT EVALUATION AND RESEARCH



Labour rights in Indonesia's seafood sector – University of Sydney

The Freedom Fund and Humanity United commissioned the Sydney Southeast Asia Centre at the University of Sydney to undertake a study into labour rights in Indonesia's seafood sector. The aim was to guide and enhance the effectiveness of initiatives focused on mobilising and protecting rights within the sector. The research involved a comprehensive desk review, interviews and site visits for direct engagement with workers and unions, emphasising grassroots understanding of the challenges within Indonesia's export-oriented seafood processing and commercial fishing industry.

The study's findings, published in February 2024, highlight the need for a long-term, organising-focused approach to promoting labour rights in the seafood sector, contrasting with the prevalent market-oriented strategies. Successful worker-organising frameworks, demonstrated in countries like Thailand, suggest that community-led NGOs and unions play a crucial role in supporting this movement. Recommendations emphasise developing a hybrid unionisation strategy, increasing collaboration among partners, enhancing industrial relations for local workers and building strategic alliances with mainstream organisations. Furthermore, the study advocates for the Freedom Fund and Humanity United to tailor support for organising activities while fostering specialisation and meaningful connections with broader labour networks. Recommendations from the research have been incorporated into the second phase of the hotspot program.

As part of the project, the research team followed up with partners later in 2024 to understand the progress of recommendations made and support implemented. The research team found that many partners had taken action on the recommendations and findings of the research, strengthening worker organising in their respective projects.

IMAGES

Fishing vessels are ported at the Muncar Fishing Port. ©Armin Hari/The Freedom Fund	Cover, page, page 1
The participants 2023 Community of Practice. ©Armin Hari/The Freedom Fund	Page 4
Workers cutting the tune before sending them to the cold storage and wrapping unit. ©Armin Hari/The Freedom Fund ©Hikari Stories/The Freedom Fund	Page 6 Page 8
Fishers and workers unload fess from vessel for pickup at Fishery Port of Bitung, North Sulawesi, Indonesia. ©Armin Hari/The Freedom Fund	Page 9
Participants at partner event in Batulubang Village, Bitung, north Sulawesi Indonesia. ©Armin Hari/The Freedom Fund	Page 10
Port of Bitung. ©Armin Hari/The Freedom Fund	Page 13



VISION

Our vision is a world
free of slavery.

MISSION

We invest in frontline organisations
and movements to drive a measurable
reduction of modern slavery in high-
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