

# WORKPLACE GIVING WITH FREE TO SHINE

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Information For Employers



Engage your Employees beyond their work by making a real impact to help keep girls safe and in school by joining Free To Shine's Workplace Giving program. We believe that every child has the right to grow up in a safe environment, not tortured and sold for sex.

# ABOUT FREE TO SHINE

Free To Shine is a child protection organisation that prevents school aged girls being trafficked into the commercial sex industry in Cambodia. Free To Shine focus on strengthening family and community systems to prioritise the safety and education of their children.

## OUR STORY

Free To Shine's story began in 2009 when Nicky Mih, Free To Shine's co-founder, spent a month in Cambodia volunteering with survivors of sex trafficking. With the end of her time in Cambodia fast approaching, Nicky asked a question that would change her life. "How can I help?"

Now living in safety, these young women wanted nothing for themselves. Instead, they wanted to protect young

girls in rural villages who were most vulnerable to traffickers. "Nicky, go out to the rural villages, find the girls who aren't in school and get them into school," they said.

The survivors shared a dark side to trafficking rescues: when one girl is rescued, the rules of supply and demand see another girl enslaved to take her place. In thinking about their own situations, all of the young women believed that if they'd been in school, they would have been protected and less likely to have been targeted by traffickers.

At that time, services were primarily focused on rescue, legal support, and aftercare. The survivors had identified a real gap in services: preventing trafficking from happening in the first place. It was then that Free To Shine was born.

## OUR ACTION

We prevent the exploitation of girls, by strengthening family and community systems to prioritise the safety and education of their children. These are our three key objectives:



### GOAL ONE SAFE COMMUNITIES FOR CHILDREN

We teach families how to protect themselves from exploitation and abuse. We address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown and debt.



### GOAL TWO EDUCATED GIRLS

While physically in the classroom girls are safe. We provide the materials and funds they need to access their local state school, and keep girls in school by providing access to water, food and shelter.



### GOAL THREE WOMEN IN LEADERSHIP

We model gender equity and invest in the next generation of Cambodian women leaders by providing leadership training to emerging leaders, and funding university places.

## OUR IMPACT



754

Girls enrolled.



21

Houses built.



5,906

Library books.



59

Village partnerships established.



779

Water filters provided.



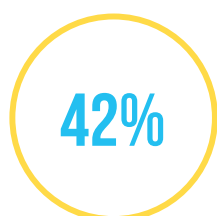
164

Community Trainings facilitated.

# CREATE LASTING CHANGE THROUGH YOUR WORKPLACE WITH **FREE TO SHINE**

Free To Shine offers organisations in Australia a simple solution to provide real and lasting change to girls and their families in Cambodia.

Also known as payroll giving, Workplace Giving is a way for employees to give back to a cause the organisation and its employees care about. It enables employees to make small regular pre-tax contributions to Free To Shine through their pay.



**42% of young Australians want to work for an organisation that will have a positive impact on the world.**

Business Insider Australia, 2015



**85% of employees feel it's important to give back to the community through the workplace.**

Australian Charities Fund 2014, Working Australians want to give through the workplace



**86% of employees said that their company's workplace giving program makes them proud to work there.**

Good2Give's Workplace Givers Revealed, 2016

## THE BENEFITS OF WORKPLACE GIVING

### EMPLOYEE RECRUITMENT

Make your organisation an employer of choice by demonstrating your corporate citizenship, thereby making the world a better place through workplace giving.

### COST EFFECTIVE

It's incredibly easy to establish through existing payroll frameworks so won't cost the organisation. It also helps us keep fundraising administration costs down, so funds can go to where they're needed most!

### CONVENIENT

The donation is calculated pre-tax so employees who participate receive an immediate tax-refund and no receipts required.

### RETENTION

Retain staff by creating passion and drive throughout your workforce. Workplace Giving has a positive impact on the culture in your workplace as it allows relationships to be built around important causes.



**WHY GIRLS?**  
 There are more than 4.8 million victims of forced sexual exploitation. **Over 99.4% of these victims are women and girls, and 21.3% are children.**  
 - Global Estimates of Modern Slavery, 8.7 Alliance, International Labour Organisation, Walk Free Foundation and International Organisation for Migration, Geneva, 2017

# HOW TO SET UP YOUR WORKPLACE GIVING PROGRAM

## ALREADY HAVE A WORKPLACE GIVING PROGRAM SET UP?

Amazing! Add Free To Shine to your program and create lasting change to girls and their families in Cambodia.

### WHAT DO YOU GET FROM US?

Free to Shine are here to support you in every step of your Workplace Giving program.

We will provide:

- **Updates**  
You will receive quarterly Impact Reports on how your employee donations are helping to create lasting change in the lives of girls and their families in Cambodia. We suggest employees “opt in” to receive updates directly.
- **Posters to display around your organisation**  
(download via our website)
- **Individual employee sign up forms**
- **Do What Matters**  
Email us at [workplacegiving@freetoshine.org](mailto:workplacegiving@freetoshine.org) to receive your company copy of the book by Free To Shine's co-founder and Managing Director, Nicky Mih.
- **Fundraising Resources**

### THIRD PARTY PLATFORM

If you use a third party platform you will find Free To Shine on the following platforms;

- **Good Company**
- **Good2Give**
- **Benevity**
- **Catalyser**

### PAYROLL SYSTEM

If you have set up your Workplace Giving program directly through your payroll please complete the attached [New Employer Form](#).

## DON'T HAVE A WORKPLACE GIVING PROGRAM SET UP?

That's okay. Setting up your Workplace Giving program is really easy.

There are two ways to set up your Workplace Giving program depending on your budget and the number of employees who will take part in your program.

### THIRD PARTY PLATFORM

Many larger organisations have used a third party platform to set up their Workplace Giving program. Using a third party platform provides an easy to navigate platform that allows employees to choose the charity they'd like to support. Employees can also change their giving preferences at any time.

You will find Free To Shine on the following platforms;

- **Good Company**
- **Good2Give**
- **Benevity**
- **Catalyser**

### DIRECTLY THROUGH YOUR PAYROLL SYSTEM

All current payroll systems can facilitate Workplace Giving. This is a cost-effective way to set up your Workplace Giving program as it is done directly through your current payroll system.

By setting up Free To Shine on your payroll, automatic Workplace Giving payments can become easy with minimal administration.

Please see our [Step By Step Guide To Setting Up Workplace Giving Through Your Payroll System](#)

### DOUBLE THE IMPACT

Your organisation can go one step further and match employee donations to double the impact of each donation. Matched Giving is a wonderful way to demonstrate your organisation's commitment to causes that matter to your employees. It will also encourage your employees to participate.

Still have questions about how to set up a Workplace Giving program in your organisation?

For more information contact us at [workplacegiving@freetoshine.org](mailto:workplacegiving@freetoshine.org)

# WORKPLACE GIVING EMPLOYER PAYROLL FORM



Thank you for choosing to create lasting change through Workplace Giving with Free To Shine. By completing this form you are helping to create lasting change to girls and their families in Cambodia.

## Organisation Details:

Organisation Name: .....

ABN: .....

## Primary Contact Details (this will usually be the name of your Payroll or HR Manager):

Name: .....

Business Department: .....

Email Address: .....

Postal Address: .....

Phone Number: .....

## Donation details

Frequency of transfers:

- Monthly
- Fortnightly
- Weekly

By signing this agreement you agree to transferring Free To Shine donations on behalf of your employees through your payroll system at the elected frequency above.

Signature: ..... Date: .....

### Information disclosure

Your personal information will be supplied to [Free To Shine](#) for the purpose of facilitating your organisation's workplace giving donations. Your information will not be disclosed to any third parties without your consent.

### Transfer Details

Account Name: Free To Shine Ltd

Account Number: 140557497

BSB: 633-000.

Description: <WPG><Unique Supporter Number>

Please return this form to [workplacegiving@freetoshine.org](mailto:workplacegiving@freetoshine.org) to arrange your regular Workplace Giving transfers and receive your Unique Supporter Number.

For more information on Workplace Giving please contact us at [workplacegiving@freetoshine.org](mailto:workplacegiving@freetoshine.org)

Free To Shine Ltd. ACN: 143 986 704