

# WORKPLACE GIVING WITH FREE TO SHINE



Information For Employees



Help keep girls safe and in school by joining Free To Shine's Workplace Giving program in your workplace. 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**

As an Employee, Free To Shine offers you 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 you to give small regular donations to Free To Shine directly from your pay. You simply choose the amount you would like to donate and it will be deducted from your pay- receiving an immediate tax benefit rather than waiting until the end of financial year.

## WHAT HAPPENS WHEN YOU DONATE \$10 PRE-TAX?



## MATCHED DONATIONS



**DOUBLE THE IMPACT!**  
Some organisations even match your donation, so your donation makes even MORE of an impact to Free To Shine! Ask your employer to find out more.

## THE BENEFITS OF WORKPLACE GIVING

### EASY TO DO

You don't need to remember to make a payment each month as it is all organised by your payroll department.

### IMMEDIATE TAX-BENEFIT

Eliminates the need to collect receipts as you get an immediate tax benefit rather than waiting till the end of financial year.

### COST-EFFECTIVE

Giving through our Workplace Giving program helps keep our administration fees low so more of your gift goes directly to girls and their families in Cambodia.

### REGULAR GIVING

Regular giving makes it easier for us to plan ahead so we can secure the safety of more girls.



**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

# GETTING STARTED WITH WORKPLACE GIVING

## HOW DO I GET STARTED?

Find out if your organisation has an existing Workplace Giving program by contacting your payroll department.

### THIRD PARTY PLATFORM

Your workplace may be using a third party platform. If they do then all you need to do is log on to the platform by getting the details from your payroll, and elect the amount to donate to Free To Shine. Your donations will all be done automatically through the platform.

Please note: We are registered on the following platforms

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

If the platform your organisation uses isn't listed, please contact us.

### DIRECTLY THROUGH PAYROLL

If your workplace has your Workplace Giving program set up directly through your payroll then you will need to nominate Free To Shine as a charity partner and complete the attached form and give to your payroll.

### MY WORKPLACE DOESN'T HAVE A WORKPLACE GIVING PROGRAM SET UP.

That's okay! It is very easy to set up. If your workplace doesn't have a Workplace Giving Program send us your payroll department details and let us help you establish one. See our [Workplace Giving Guide for Employers](#) for more information on how to do this.



## FREQUENTLY ASKED QUESTIONS

- Q. Why Should I donate through Workplace Giving?**  
Allows you to regularly support Free To Shine whilst receiving the benefit of an immediate tax benefit.
- Q. Can I donate once off and still receive an immediate tax benefit?**  
You can, however regular donations are vital to our long term planning and allow us to secure the safety of girls and their families in Cambodia.
- Q. What happens if I change jobs?**  
Unfortunately your donation won't follow you to your new job as it is set up through payroll. You'll need to set up your donation with your new employer or go to our website to find out other ways you can still support us.
- Q. Will I get a tax summary for End of Financial Year?**  
Your employer will provide a summary. Remember that you get an immediate tax benefit because your donations are pre-tax so you won't have to wait till the end of the year to claim your deductions.

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

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

# WORKPLACE GIVING EMPLOYEE FORM



To authorise regular pre-tax donations to Free To Shine please complete the details below and give to your Payroll Manager.

## Employee Details

Full Name:.....

Company Name:.....

Employee Payroll Number:.....

Business Department:.....

Email Address:.....

Postal Address:.....

Work Phone Number: .....

Mobile Phone Number:.....

I would like to donate to Free To Shine through Workplace Giving. Please deduct the amount as indicated below from each pay cycle:

- \$5
- \$10
- \$20
- \$40
- Other: .....

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

### Information disclosure

Your personal information may be supplied to [Free To Shine](http://www.freetoshine.org) for the purpose of facilitating your workplace giving donations. Your information will not be disclosed to any third parties without your consent. All deductions will commence from the next available pay after receipt of this form unless you request otherwise and shall continue until payroll is notified of your request to change or cancel your donation through workplace giving. Your workplace giving donation is tax deductible. The amount deducted will appear on each of your pay summaries. The total amount donated during the year will appear on your end of year payment summary.

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

### Information for Payroll Managers

Please forward this form to [workplacegiving@freetoshine.org](mailto:workplacegiving@freetoshine.org) to arrange your regular Workplace Giving transfers and we will provide you with our Banking Details and Workplace Giving process.

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