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FBA IS THE INDUSTRY FACILITATOR FOR FREEDOM BUSINESS

OUR MISSION: SCALE THE FREEDOM BUSINESS MOVEMENT. AS AN INDUSTRY FACILITATOR FOR 120+ FREEDOM BUSINESSES AROUND THE WORLD, FBA REMOVES THE MANY BARRIERS TO GROWTH AND SCALE THAT NO SINGLE BUSINESS CAN ADDRESS ON ITS OWN.

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WORLDWIDE

FBA'S SCOPE:
28+
COUNTRIES

FBA'S IMPACT:
2000+ FREEDOM
BUSINESS JOBS

A life-giving job for every survivor of human trafficking & exploitation.

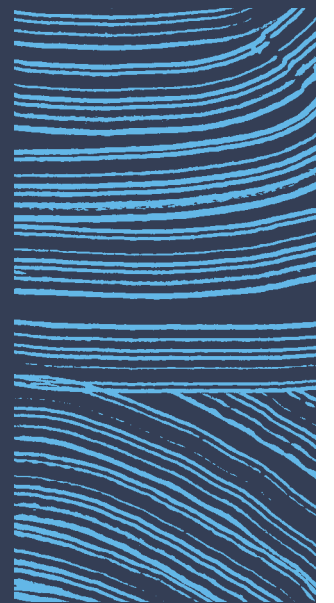
THE VISION OF
FREEDOM BUSINESS ALLIANCE

THE GLOBAL CRISIS:

49.6 MILLION TRAPPED IN MODERN SLAVERY (2022 GLOBAL ESTIMATES OF MODERN SLAVERY REPORT BY ILO, WALK FREE & IOM UN MIGRATION)

BOTTOM LINE:

HUMAN TRAFFICKING PREVENTION, RESTORATION AND REINTEGRATION REQUIRE JOB CREATION TO BE EFFECTIVE.



SO MUCH—MORE

BY KAREN SCHMIDT
EXECUTIVE DIRECTOR, FBA

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KAREN
SCHMIDT

Welcome to the third issue of the Freedom Business Magazine! In the pages of this edition, we explore a beautiful mosaic of businesses and individuals that are part of the Freedom Business movement. We delve into stories that challenge our perspectives and ignite our compassion, creating a tapestry of narratives that highlight strength, resilience and hope.

Human Trafficking is a subject that demands our attention, not merely for the sake of awareness, but for the celebration of the remarkable survivors who emerge with unyielding courage. For this issue, we invited Freedom Business employees—survivors—to answer the question, “What do you want the world to know about you?” Their answers are scattered throughout the magazine and embody resilience that is both awe-inspiring and humbling. Their journeys are a reminder that the human spirit can heal and ultimately thrive, even after enduring the darkest of storms.

We often hear the term “survivor,” but it is crucial to remember that every survivor is a multifaceted individual, rich with dreams, talents, and aspirations. They are not defined by the past but rather by the incredible strength they display every day. They are artists, entrepreneurs, professionals—living testaments to the extraordinary capacities of the human heart and mind.

You will read the story of AnnieCannons, an incredible FBA Member business that trains world-class software engineers. Founder and CEO Laura Hackney is investing in “Survivor Intelligence”, equipping employees with the skills they need to tap into many forms of intelligence that enable them to design their own futures.

The commitment to a healing-centered workplace is what sets the Freedom Business movement apart. Trauma therapist Helen Avadiar-Nimbalker helps us understand how our workplace environment impacts healing as she shares her knowledge of trauma-informed design. And clinical psychologist Claudette Ogilvie helps us navigate stress, anxiety, and trauma by understanding what is happening in our bodies and giving practical tips for managing triggering experiences.

As you read the stories contained in this edition, I hope you see Freedom Business as SO MUCH MORE than you thought it was, and Survivors as SO MUCH MORE than their past trauma.

Join us in this global movement. Together we can be SO MUCH MORE.

KAREN

Karen

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“My job has not only greatly improved my study & computer skills but also given me confidence. I know that my existence is important & valued.” — NINI, STARFISH PROJECT





“
*I’m a creator
I’m building myself up...*
— ANNIECANNONS 2023 GRADUATE

INVESTING IN *ARTIFICIAL* SURVIVOR INTELLIGENCE

BY LAURA HACKNEY

LAST WEEK ONE OF OUR INSTRUCTORS LED A “CODE TALK” LESSON IN ONE OF OUR VIRTUAL CLASSROOMS. SHE TOOK TURNS WALKING EACH STUDENT THROUGH BLOCKS OF CODE, AND ENCOURAGED THEM TO DISCUSS EACH LINE OF SOFTWARE TO EXPLAIN EACH PART OF THE FUNCTIONALITY BEING CREATED.

When each student completed their, “Code Talk” emojis and Zoom praise lit up the screen.

Being present in the classroom with our students and staff is one of the most enjoyable and beautiful experiences I have ever had. Watching the growth, frustration, support, and achievement is remarkable, and a testament to the hard work and dedication being applied by survivors working to build their new careers. I started AnnieCannons because I believe in a world where an individual’s potential and access to opportunity dismantle society’s

systems of oppression and violence. Crimes like human trafficking are able to flourish in the United States because traffickers take advantage of the systems that oppress and destroy opportunities for individuals. When individuals have supportive, trauma-informed environments where they can learn and work and support their families, they are able to be interconnected into larger communities that can promote positive change.

At AnnieCannons, we often talk about how “*the mission is the leader*”. The work we do—offering free, trauma-informed training that brings survivors of trafficking into STEM fields and links them to high-paying, highly skilled careers—is driven by our belief that by elevating access to opportunities, survivors can build the lives they want and need to sustain freedom. Our work is also driven by the character of individuals who join the program—their aspirations, intelligence, trauma, humor, curiosity, challenges, and values. It all weaves together charting a future of their designing.

We are investing in Survivor Intelligence—intelligence that can solve and write algorithms; intelligence that can sort out childcare, health insurance, immigration paperwork, and government bureaucracy; intelligence that can navigate PTSD symptoms while presenting a project in front of a group for the first time; intelligence that can seek help and mentorship when life starts to feel overwhelming; intelligence that can support a peer in learning new skill sets or navigating a difficult situation at home. There are so many forms of intelligence we see in our students every day. That intelligence is helping to build professional networks, develop new communication skills, and work with our team on common workplace issues around boundaries and accountability. We now have a growing alumni who are working in major companies, starting their own software agencies, and getting graduate degrees in computer science. We are going to continue investing in this intelligence... because there is nothing artificial about it.

"I'M A CREATOR. I'M BUILDING MYSELF UP; I BUILD THINGS WITH MY MIND, AND I'M BUILDING MYSELF A FUTURE."

— ANNIECANNONS 2023 GRADUATE



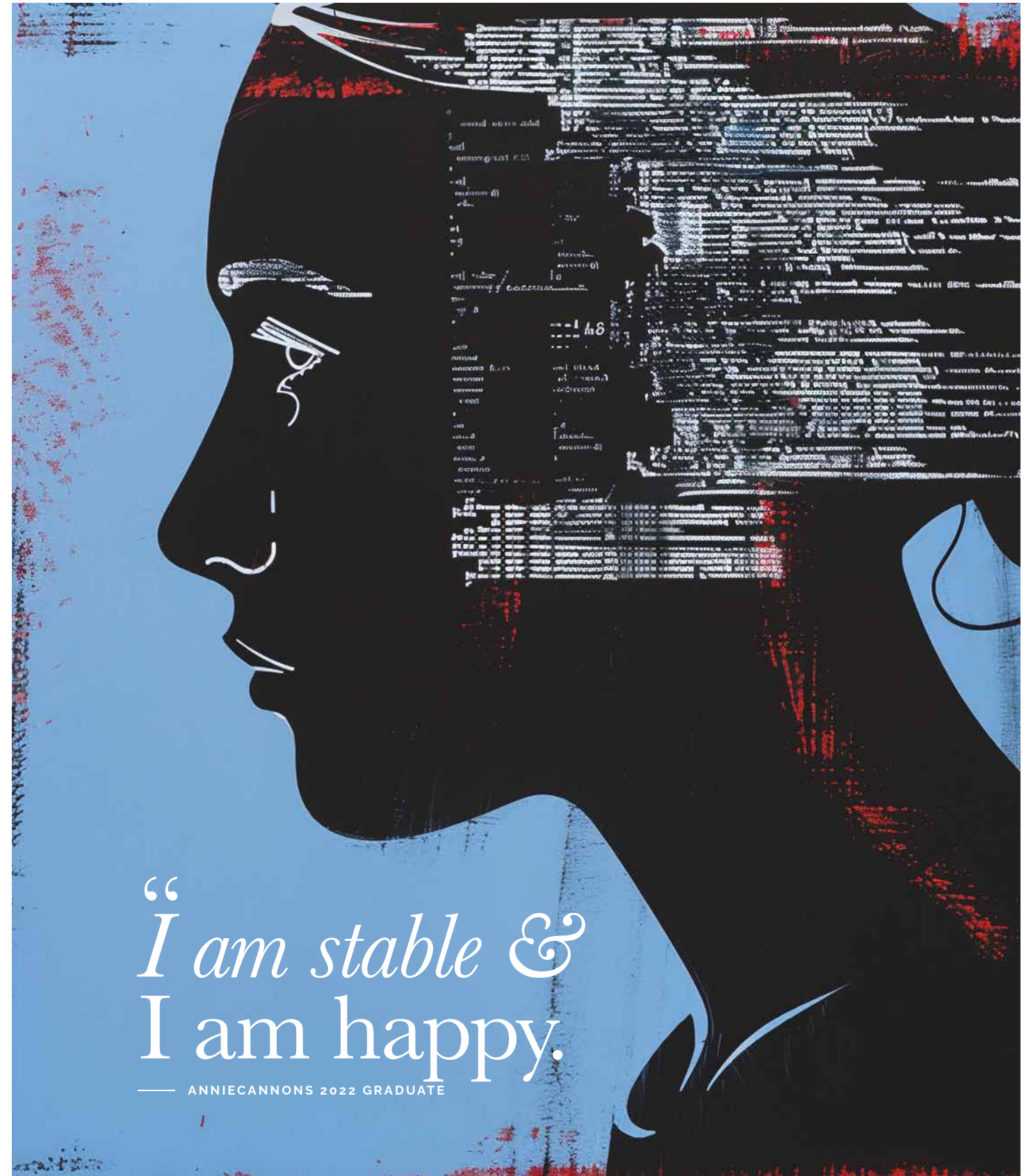
—
**LAURA
HACKNEY**

"I HIT A MILESTONE IN MY SURVIVOR JOURNEY. FOR THE FIRST TIME IN 5 YEARS I HAVE SECURED PERSONAL DOCUMENTS, ACQUIRED MONEY, AN EDUCATION, A JOB, A SAFE HOME, AND A HEALTHY RELATIONSHIP. I OFFICIALLY HAVE NO BARRIERS IN MY LIFE. I AM STABLE AND I AM HAPPY."

— ANNIECANNONS 2023 GRADUATE

ABOUT THE AUTHOR:

Laura Hackney is a human rights advocate and full-stack software engineer from Atlanta, GA. She is the CEO and Cofounder of AnnieCannons, a national organization dedicated to training, preparing, and connecting individuals who have experienced human trafficking to sustainable careers in tech. Laura helped to shape AnnieCannons' Coding Training Program and develop AC's internal portfolio of software products. Prior to AnnieCannons, Laura managed the Program on Human Rights at Stanford University's Freeman Spogli Institute. She also worked as the Senior Research Associate for Stanford's Anti-Trafficking Project in the Mekong Sub-Region, and was a Program Associate for the Freeman Spogli Institute's International Policy Implementation Lab. Laura is passionate about the intersections of human rights, technology, and education. She is based in Brooklyn, NY.



“
*I am stable &
I am happy.*”

— ANNIECANNONS 2022 GRADUATE

A NEW CALLING

BY LYNN FRASER

LYNN'S TRANSFORMATIVE JOURNEY FROM A MANAGEMENT POSITION IN THE CANADIAN FINANCIAL INDUSTRY TO THE FOREFRONT OF HUMAN TRAFFICKING PREVENTION AND RESTORATION IN SOUTHEAST ASIA IS NOTHING SHORT OF INSPIRING.

8 Upon entering the business world as a single mother at the age of 30, Lynn faced numerous obstacles but persevered, climbing the ranks to secure a financial management position. However, her life took a profound turn when she encountered Jesus during a period of personal turmoil. This encounter became the catalyst for a radical shift in Lynn's life, leading her to devote herself faithfully to a higher purpose.

Responding to a divine calling, Lynn courageously left her secure management position to start her own business, seeking guidance from God in her daily decisions. The business flourished, becoming a testament to Lynn's unwavering faith and commitment to serving others. After 15 successful years, she felt a new calling, prompting her to sell her business and embark on a journey of uncertainty.

“not just surviving
—but thriving

— LYNN FRASER



Trusting in God's plans, Lynn moved to Southeast Asia, where she started a restaurant as a means of combating human trafficking. By hiring, training, and building relationships with 12 locals, Lynn provided them with valuable skills and a secure work environment. With a talented couple managing day-to-day operations, Lynn has shifted her focus to the next phase of her mission.

Informed by the disheartening reality that survivors of human trafficking often face re-trafficking, Lynn delved into understanding the restoration process. Recognizing the gaps in existing approaches, she has adopted a unique strategy. Instead of focusing solely on immediate needs like shelter and medical treatment, Lynn is addressing the root causes by establishing partnerships with employers who would provide survivors with sustainable employment and a healing-centered workplace.

Lynn's vision extends to the creation of a training center that goes beyond traditional rehabilitation. This center aims to equip survivors with life skills, job skills, English language proficiency, and vocational training tailored to specific employment opportunities. The goal is not just surviving but thriving, as participants earn a living wage in a dignified, healing-centered environment.

The journey towards establishing this training center is underway, marked by forming partnerships with employers and securing investors. Yet, there is much more work ahead in realizing this beacon of hope, dignity, and opportunity in the fight against human trafficking.

Lynn's story exemplifies the power of faith, resilience, and a compassionate heart in effecting positive change on a global scale.



NOT
I
BUT
WE
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“Now that I am free, I am creating, teaching others, and bringing all the things in my imagination to life.

Seeing the finished product of what I dreamed up in my head is one of the happiest moments for me. — NOT I BUT WE

A HEALING-CENTERED WORKPLACE CREATING PATHWAYS TO FLOURISHING & FREEDOM

INSPIRED BY VICTORIOUS MINDS



In the tapestry of human experience, the impact of trauma reverberates deep into the very core of our being, altering how we perceive ourselves and the world around us.

Trauma, especially when extensive or recurrent, orchestrates profound changes in the complex workings of the mind, reshaping executive functioning, emotion regulation, and even the perception of reality. Picture this: a shattered mosaic of memories and emotions, leaving individuals fragmented and disconnected, not just from themselves but from the world around them.

This is trauma.

Long after a trauma experience has passed, the journey to healing is an intricate process of reassembly, a stitching together of the shattered pieces. Critical to this transformation is a safe and supportive environment.

FREEDOM BUSINESSES BUILD SUPPORTIVE AND SAFE ENVIRONMENTS THROUGH CREATING HEALING-CENTERED WORKPLACES WITH A HOLISTIC APPROACH TO HEALING— ADDRESSING THE PHYSICAL, EMOTIONAL, MENTAL, SOCIAL, AND SPIRITUAL WELL-BEING OF EMPLOYEES.

The end result of a workplace that addresses holistic healing for a survivor of trauma is an employee who is able to flourish both personally and professionally. They will be able to contribute meaningfully, find value and satisfaction in their work, believe that what they do matters, and contribute to a healthy workplace culture.

Is creating a healing-centered workplace easy? No. There will be challenges along the way. But Freedom Businesses and all employees can benefit greatly when addressing and investing in holistic healing of the whole person.

NAVIGATING STRESS, ANXIETY, & TRAUMA

BY CLAUDETTE OGILVIE
CLINICAL PSYCHOLOGIST AT VICTORIOUS MINDS.

PART 1: UNDERSTANDING YOUR BODY'S SURVIVAL SIGNALS.

Picture this: You are minding your own business, taking a relaxed walk (in nature or at your office), when suddenly your attention is drawn toward a crackling sound, the light of flames, the smell of smoke, and a wave of heat hits you. There's a fire in front of you, and it seems out of control. Your body is likely to respond in one of three ways—fight, flight or freeze—and this happens so instantly that you might already be 'escaping' the danger before you even become consciously aware of it. Now let's rewind and slow down, and see what's going on internally.

1. THREAT DETECTED

In your brain is a small part, about the size of an almond, which operates similarly to an alarm system. It's sometimes known as 'the fear center.' This part of your brain is always on, always ready to respond. It takes in information from your senses (what you see, hear, smell, feel, taste) and feeds it through a filter of your past experiences to determine if this is safe, or if it is a threat?

2. ALARM ACTIVATED

Once the fear center detects a threat, it sets off the alarm. Stress and energy hormones are released and flood the body. The alarm is ringing loud and clear, and almost instantly, a series of bodily changes occur to prepare your body for immediate action.

3. PREPARATION: POWER UP AND SHUT DOWN

Everything that is happening in your body when the alarm is activated is helping you to prepare to face the threat. Every part of your body is strategically powered up or shut down to optimise the energy to survive.

POWER UP: Your muscles tense and need more oxygen. To get more oxygen, your breathing gets more rapid and shallow, and your heart starts pounding faster to pump the blood with the oxygen in it more quickly to your muscles. Your senses become highly alert and your eyes focus narrowly on the immediate danger.

SHUT DOWN: All nonessential body systems are switched off. Digestion slows down, the 'thinking' part of your brain turns off. Sometimes even your bowel and bladder are released. Anything that isn't needed right now to either run or escape, can wait until later.

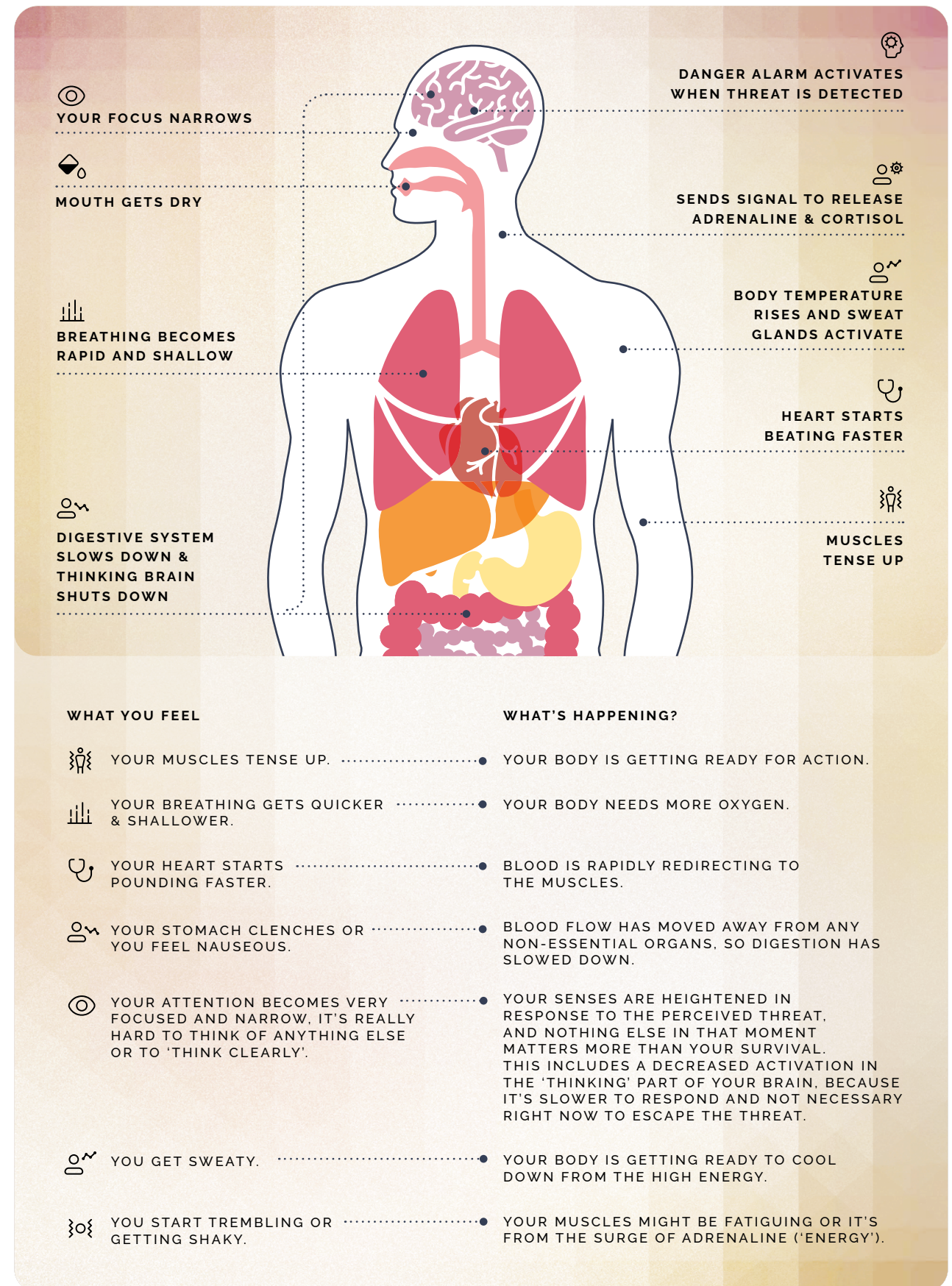
4. RESPONSE

Your body is now ready to provide a response, using the energy and alertness needed to navigate the environment. Depending on the threat and your past experiences, your body is primed to escape (flight) or to confront (fight) when it can't escape. If neither flight nor fight is possible, your body will play dead (freeze).

5. SAFETY RESUMED

Once your body has successfully escaped the danger, your system quickly resets back into its relaxed and calmed state. Your heart rate decreases, breathing returns to normal, the thinking centre of the brain comes back online, and your digestive system starts working again. You might notice a sudden drop in energy levels and feel very tired.

IN A NUTSHELL, THE FIGHT-OR-FLIGHT RESPONSE IS YOUR BODY'S ANCIENT AND EFFICIENT WAY OF PREPARING FOR ACTION IN THE FACE OF A PERCEIVED THREAT. UNDERSTANDING THIS PROCESS CAN BE EMPOWERING, AND CAN HELP YOU RECOGNIZE THAT THESE SIGNALS ARE ACTUALLY A SIGN YOUR BODY IS DOING ITS JOB TO KEEP YOU SAFE!



PART 2: TRAUMA AND FALSE ALARMS

What happens when the threat is too big, completely out of your control, or you can't escape? That's when it becomes traumatic. Past traumatic events result in your body 'getting stuck' in the stress response. Our 'fear center' becomes enlarged and more sensitive to small threats, or misinterprets safe cues and treats them as threats. Think of it like a false alarm. Thankfully, a lot of the time our thinking centre (which acts like a 'control centre') is able to quickly determine that something is indeed a false alarm, and no further action is needed. But other times, the interaction between the thinking centre and the fear centre can become unbalanced, and it gets much harder to stop impulsive, fear-based reactions when the environment is actually safe.

PART 3: BODY CALMING PRACTICE

The good news: there are ways to quieten that false alarm signal and regain control of your body to calm down again. The secret? Practice. Contrary to the misconception that you can simply 'think' your way out of stress, anxiety, or fear, it's often more effective to start with body-based calming strategies. Picture it like learning a new skill—preparation and practice are key. Before your next encounter with the survival mode kicking in, consider the following activities. Your body will thank you for it.

BREATHE DEEPLY:

Forget the generic advice to 'take a deep breath.' Engage in intentional 'belly breathing' instead of shallow 'chest breathing.' Imagine inflating a balloon deep into your lungs, pushing down into your belly. This deep breathing hits the 'relax button,' which sits between your belly and lungs, signaling your brain to calm down. Try it now: inhale deeply for 4 seconds through your nose, exhale slowly for 6 seconds through your mouth. Repeat a few times until you start noticing the change in your body and heart rate.

NOTICE FIVE THINGS:

Take a moment to look around and name five things you see. It could be anything: the view out the window, this magazine, a teacup, your table, or your phone. Now, what are five things you hear? Tune in to sounds: wind in the trees, birds, passing car, or the hum of appliances. Finally, identify five things you can feel. Notice your skin's contact points and where those sensations are; this might be your back against the chair, your feet in your shoes, the clothes on your shoulders. This 'five things' practice helps focus on a safe and neutral sensory environment.

TUNE INTO YOUR BODY:

Explore what your body is feeling. Do you notice any tension or discomfort? Can you name the emotion? Conduct a quick body scan, starting from your toes, moving up to your head. Pay attention, be curious and, if needed, gently relax or move different body parts to notice changes in sensation.

REMEMBER. PRACTICING THESE TECHNIQUES BEFORE THE HEAT OF THE MOMENT IS LIKE KNOWING WHAT TO DO IN A FIRE DRILL BEFORE THE ALARM GOES OFF. SO, WHETHER IT'S A LOOMING DEADLINE OR A CHALLENGING SITUATION, YOUR PRACTICED MIND AND BODY WILL BE READY TO FACE IT WITH A MORE CALM AND PREPARED RESPONSE.



CLAUDETTE OGILVIE
VICTORIOUSMINDS.ORG

“Where I used to work, people looked down on us—but I have pride in the work I do now.”



NIGHTLIGHT COLLECTION

CREATIVE POWER AT THE MARGINS

BY JERRAM WATTS
VINE DESIGN TRUST



JERRAM
WATTS

When Sunita* laughs now, joyful cheeks push her eyes closed as she lets out a child-like giggle. It's quite something to watch her laugh, because it wasn't always this way.

Just five years ago, you wouldn't have caught Sunita laughing from the depth of her soul, and if you did, her malnourished body wouldn't have given such obvious signs. She was rake-thin, underfed, desperately poor, and grieving deeply. Sunita's husband was unemployed, she was destined to spend her life rolling cigarettes for less than a dollar a day—like her mother—and she was deeply wounded from three lost pregnancies. Her depleted body just couldn't keep a baby healthy in utero. Then she met Ana Wilkinson-Gee from the ethical fashion company Holi Boli—based southwest of Kolkata.

"We were offering sewing classes in the village and some local ladies came along. Sunita was one of them," Ana says. *"She was a good seamstress and had natural ability, and I really wanted to offer her a job at Holi Boli, but she was unable to start immediately, so I told her to come back when she was ready to join our team."*

Six months later, Sunita returned and began working as a seamstress at Holi Boli. She flourished, stood out with her excellent craftsmanship, and soon rose to become a senior seamstress, training younger women in the group. Her employment also meant she and her family could now have three meals a day.

"I got to watch her put on weight over the year, looking more healthy and more joyful, letting out the sideseams on her dress; it was a beautiful physical transformation to watch," Ana says. *"The best thing was, her body became strong enough to carry a pregnancy, and now she is the happy mother of a beautiful baby boy."*

This story is an incredible celebration in and of itself. But there's a story behind this story—it's the story of how high-quality craftsmanship in India found its way to New Zealand Fashion Week and western wardrobes all over the South Pacific. It's the story of Holi Boli's partnership with the New Zealand-based non-profit creative agency, Vine Design.

Vine Design embodies a vision its Founder and graphic designer Matt Watson had years ago to raise the profiles of Christian-based, non-profit organisations who do incredible work but lack the resources to give themselves a platform.

"Vine Design has shifted us into a whole new gear," Ana says. *"I call it 'Matt Magic'. Before Vine Design came along, we were doing the best we could. Being a small business, just me and my husband, we wore all the hats. We did the best we could with what we had. Now, our branding and online presence are world-class. It has just lifted us to a whole new level."*

Holi Boli is precisely the kind of organisation Vine Design loves to champion. Grassroots, people-focused, dedicated to craftsmanship and quality—but lacking the expertise to make the world sit up and take notice.



VINE
DESIGN
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"The branding and creative work Vine Design has done for us has definitely opened doors and helped us be more noticed and get more coverage," Ana says. *"Because of Vine's help, it put Holi Boli on a world platform with a high-quality website, which drove sales in NZ, enabled us to get into brick-and-mortar stores, and meant we could pay people like Sunita a decent wage. Vine's work has changed Sunita's life."*

Matt Watson runs Vine Design together with his wife, Liz, and a small team of creatives including an illustrator, filmmaker, and copywriter, and says it's partnerships like Holi Boli's that Vine lives for.

"We see organisations doing incredible work, producing amazing products and changing people's lives, but the world doesn't see them—and they deserve to be seen."

"There are so many non-profits battling away on their business plan, doing the hard yards, crafting amazing products, but their branding and online presence can't match it. I'm not sure how many non-profits realise that their website is like their shop window—if it doesn't grab people's attention, they'll walk right by, and that's devastating for the people who need to benefit from their work."

That vision defines how Vine Design presents itself on its website, with clean lines and gripping imagery.

"We have our own story to tell," Matt says. *"It's hard talking about ourselves because our mission is to give voice to other people's work, but our work is important. We made Vine a non-profit because we wanted to make high-quality design available to non-profits that genuinely can't afford it. Often we charge the bare minimum; in many cases, we charge nothing."*

Vine's model of providing high-quality creative content for a fraction of market value sets it apart from other creative agencies, and is a particular drawcard for donors who have a heart for the creative space.

"They can give to Vine Design and know their donation will be multiplied to give voice to any number of incredible organisations at once," Matt says. *"Their support goes toward a new website, a fundraising video, a magazine photoshoot, a complete rebrand— anything and everything."*

Some of those recipients include Holi Boli, The Loyal Workshop, Yafe, Joyya and the Freedom Business Alliance (including the design of this lovely magazine you're now reading).

"It's an absolute privilege and honour to work with these incredible organisations and the amazing people they represent," Matt says. *"I love that Vine gets to partner with non-profits all over the globe bringing freedom to those in the margins. I love that our design work plays a part in liberating and empowering people all over the world."*

We said there was a story behind the story, and Vine's impact has been huge for Holi Boli's growth and reputation, but it's the first story that's the most important.

Because somewhere in east India, there's a smiling mother who loves her work and has a son she never thought possible; a mother who is creating change for the next generations of her family, because *"Holi Boli got its story out there."*



EGG TOAST & FREEDOM

BY JOEL CARTER
THE LOYAL WORKSHOP



—
JOEL
CARTER

I (Joel) arrived at the workshop a little early this morning and thought I would treat myself to a second breakfast. I put my bag down in the office and began the short walk to get my egg-toast. The thing about The Loyal Workshop is that we are situated right in the heart of the red light area. So, stepping out the front door, I walked past a large brothel just a few metres from our doorstep. On any given day, at any given time, five to twelve women can be found sitting outside this brothel on plastic stools waiting for customers.

As I walked past, I overheard two women talking. One was visibly upset, saying to the other, “*Amader jiboner daam nei.*”

Translated, this essentially means, “*Our lives have no value.*”

I kept walking, but her words were stuck running round my head over and over again. I really wanted to offer some kind of reassurance to her, but in that moment what could be said that wouldn't first sound like a platitude or a token band-aid to a weeping wound? I didn't agree, yet I could understand her. She,

and those working alongside her, are exploited for a few rupees every single day and are then tossed aside. I regularly walk past at various times throughout the day and see customers approaching them. Sometimes I overhear these men whittling down the price of the service they are purchasing as if they are buying vegetables from the market. Explicit and incessant exposure to this communicates a very particular message about a human being's perceived value.

In the Loyal office, there is a green folder which is stuffed *full* of papers. Each piece of paper represents a woman working in the red light area who has come into The Loyal Workshop seeking a job. These women often break down and cry as they share a small piece of their story and plead for help. They are desperate for an alternative way to provide for their families. The names of the individuals in this folder represent women who have a desire to leave the exploitation that they experience in the sex trade. They come to our door because they have seen the gradual transformation

that has occurred in the lives of the Loyal artisans who also once sat on plastic stools outside of brothels, waiting for customers to purchase their services.

Over my seven years here at Loyal, I have come to understand that many of the artisans whom I call sisters and aunties would have also previously said similar things about their own lives feeling void of value. When I feel hopeless about the situations outside our doorstep, I think about what has happened in the lives of these courageous and resilient women inside the workshop. Here, we are intent on communicating that their lives have real value. They once felt trapped and unseen, but since coming to work here, they have discovered their lives *do* have value. In fact, it is something we physically turn in our seats and repeat to one another frequently as part of our office mantras. “*My life has a lot of value. Your life has a lot of value. We love you.*” They can work safely and creatively and with respect. There is a future for them and their children beyond exploitation.

Loyal. Fight Slavery.



Buy Loyal. Fight Slavery

Light

THE
LOYAL
WORKSHOP
.COM

The stinging reality of forging an alternative way in the red light area is that we can only offer employment to women choosing to leave the sex trade when our business is making a healthy profit. The profit we do make is not divided among shareholders, nor is it put back in the pockets of the founders. Rather, The Loyal Workshop's profit is reinvested into the business in order to create jobs for the women whose names fill our green folder. That is what we mean when we say, “*Buy Loyal. Fight Slavery.*” It's not just a catchy phrase. It is a genuine invitation into transforming the neighbourhood.

One day, I hope to see those two women no longer sitting outside on plastic stools waiting for customers to come and abuse them. Instead, I hope for the day that I get to see them working alongside me making beautiful products. I long for the day they repeat and believe the mantra, “*My life has a lot of value. Your life has a lot of value. We love you.*”

BUY LOYAL. FIGHT SLAVERY.

NATION *IN FOCUS:* THAILAND

THAILAND, LOCATED IN SOUTHEAST ASIA, IS RENOWNED FOR ITS TROPICAL BEACHES, LUXURIOUS ROYAL PALACES, ANCIENT RUINS, AND INTRICATE TEMPLES FEATURING BUDDHA STATUES. WITH A POPULATION OF ALMOST 72 MILLION, IT SPANS 513,120 SQUARE KM.

LAND OF SMILES

THAILAND IS KNOWN AS THE "LAND OF SMILES" FOR ITS FRIENDLY AND HOSPITABLE PEOPLE.

95% BUDDHIST

THERE ARE 35,000+ SHRINES AND TEMPLES IN THAILAND DUE TO A 95% BUDDHIST POPULATION.

LAND OF THE FREE

IT IS THE ONLY SOUTHEAST ASIAN COUNTRY TO NEVER BE COLONIZED; THAILAND MEANS "LAND OF THE FREE."

BANGKOK'S FULL NAME

BANGKOK'S FORMAL FULL NAME IS "KRUNG THEP MAHANAKHON AMON RATTANAKOSIN MAHINTHARA AYUTHAYA MAHA DILOK PHOP NOPPHARAT RATCHATHANI BURIROM UDOMRATCHANIWET MAHASATHAN AMON PIMAN AWATAN SATHIT SAKKATHATTIYA WITSANUKAM PRASIT."

SMALLEST & LARGEST

THE WORLD'S SMALLEST MAMMAL AND LARGEST FISH ARE BOTH FOUND IN THAILAND—BUMBLEBEE BAT AND WHALE SHARK.

73 LANGUAGES

THERE ARE 73 LANGUAGES IN THAILAND. OF THESE, THERE ARE 51 DISTINCT INDIGENOUS LANGUAGES AND 22 ARE REGIONAL DIALECTS. THE OFFICIAL LANGUAGE IS THAI, WHICH WAS FIRST WRITTEN IN 1283.

SIAM UNTIL 1939

FORMERLY KNOWN AS SIAM UNTIL 1939, IT IS NOW CALLED THAILAND.

76 LETTERS

THE THAI LANGUAGE HAS 76 LETTERS!

1,430 ISLANDS

THAILAND HAS 1,430 ISLANDS, LEADING TO A COMMON PRACTICE AMONG VISITORS TO EXPLORE AND FIND THEIR FAVORITE ISLANDS.

THAILAND
THAILAND
THAILAND
THAILAND

HUMAN TRAFFICKING IN THAILAND

FREEDOM
BUSINESS
ALLIANCE
.COM

NATION
IN FOCUS:
THAILAND
—

22 THAILAND IS CELEBRATED FOR ITS STUNNING BEACHES, DELIGHTFUL CUISINE, AND IMPRESSIVE TEMPLES, EARNING IT THE MONIKER “LAND OF SMILES.” POSITIONED AS THE TOP TOURIST DESTINATION IN SOUTHEAST ASIA, IT DRAWS MILLIONS OF VISITORS EACH YEAR. DESPITE THE WARM HOSPITALITY AND NATURAL SPLendor, A SOMBER TRUTH LURKS BENEATH THE SURFACE—HUMAN TRAFFICKING AND EXPLOITATION IS WIDESPREAD THROUGHOUT THE COUNTRY, WITH TRAFFICKERS TAKING ADVANTAGE OF THE ACCESSIBLE ROUTES TO CHANNEL WOMEN AND CHILDREN.

DESTINATION ZONE

THAILAND IS A TRANSIT, ORIGIN, AND DESTINATION ZONE FOR HUMAN TRAFFICKING.

FORCED LABOUR

IT IS A KEY DESTINATION COUNTRY FOR MIGRANT WORKERS AND FORCED LABORERS.

610,000 VICTIMS

ACCORDING TO THE GLOBAL SLAVERY INDEX, THAILAND IS HOME TO ABOUT 610,000 HUMAN TRAFFICKING VICTIMS.

\$12 BILLION

ACCORDING TO THE INTERNATIONAL LABOR ORGANIZATION, THE TRAFFICKING INDUSTRY IN THAILAND IS VALUED AT \$12 BILLION, SURPASSING THE REVENUE GENERATED BY THE COUNTRY’S DRUG TRADE.

SEXUAL EXPLOITATION

FORCED LABOR AND SEXUAL EXPLOITATION ARE TWO MAJOR FORMS OF HUMAN TRAFFICKING IN THAILAND.

According to the 2023 Trafficking in Person’s report, “the Government of Thailand does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so. The government demonstrated overall increasing efforts compared with the previous reporting period, considering the impact of the COVID-19 pandemic, if any, on its anti-trafficking capacity; therefore Thailand remained on Tier 2.”

23
“Thailand is home to about 610,000 human trafficking victims

— GLOBAL SLAVERY INDEX

KEY FACTS:

Nº1 EXPLOITATION ACROSS BORDERS:

Human traffickers operate both within Thailand and exploit Thai victims abroad. Victims come from various demographics, including women, men, LGBTQI+ individuals, and children originating from Thailand, other Southeast Asian countries, Sri Lanka, Russia, Uzbekistan, and some African countries.

Nº2 DIVERSE EXPLOITATIVE PRACTICES:

Labor and sex traffickers exploit individuals in various sectors such as agriculture, auto repair, construction, manufacturing, and hospitality. Children from Thailand, Burma, Laos, and Cambodia are victims of sex trafficking in different settings, including brothels, massage parlors, bars, karaoke lounges, hotels, and private residences.

Nº3 ONLINE EXPLOITATION:

Traffickers lure young Thai girls and boys into performing sex acts through videos and photos on the Internet, often resorting to blackmail with explicit images. Children are induced into commercial sex through various online platforms, including chat and dating applications.

Nº4 RISK FACTORS FOR VULNERABLE GROUPS:

Children in orphanages and those from families that lost employment due to pandemic impacts, including migrant families, face an increased risk of trafficking. Approximately 177,000 Thai children, predominantly boys, are involved in child labor, with many working in hazardous conditions, having irregular working hours, and being at risk of trafficking.

“Approximately 177,000 Thai children are involved in child labor” — 2023 TRAFFICKING IN PERSONS TIP REPORT

SOURCE: 2023 TRAFFICKING IN PERSONS TIP REPORT.

KEY FACTS *CONTINUED:*

FREEDOM
BUSINESS
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.COM

Nº5 FORCED LABOR & EXPLOITATION:

Vessel owners, brokers, and senior crew members subject men and boys from Thailand, Burma, Cambodia, Vietnam, and Indonesia to forced labor on Thai and foreign-owned fishing boats. Workers face deplorable conditions, including minimal or irregular payment, excessive working hours (up to 18 to 20 hours per day, seven days a week), and inadequate access to basic necessities such as food, water and medical supplies.

Boat captains resort to threats, physical abuse, and drug distribution to coerce fishermen into working longer hours and accumulating additional debt. Identification documents of fishermen are confiscated without their consent, making it challenging for trafficking victims to return home.

Nº6 FORCED LABOR & BEGGING:

Some brokers or parents force children from Thailand, Cambodia, and Burma to engage in street vending, begging, or domestic service in urban areas. Elderly persons and persons with disabilities from Cambodia are forced to beg in Thailand.

Nº7 INSURGENT ACTIVITIES & RECRUITMENT:

Reports indicate that separatist groups in Southern Thailand recruit and use children for insurgent activities, adding another layer to the complexity of trafficking issues in the region.

Nº8 SOURCE & TRANSIT COUNTRY:

Thailand serves as both a source and transit country for criminal syndicates involved in cyber scams in Cambodia, Laos, Burma, and the Philippines. Special Economic Zones (SEZs) are particularly targeted locations where criminal syndicates exploit victims in forced labor, forced criminality, and sex trafficking.

Nº9 CHILD LABOR IN SEZs:

Thai children are at risk of forced labor within SEZs, where criminal activities associated with cyber scams are prevalent. Victims of cyber scams are often forced into illicit activities through physical violence, highlighting the coercive tactics employed by these criminal syndicates.

SOURCE: 2023 TRAFFICKING IN PERSONS TIP REPORT.

ABOUT CONNECT THAILAND

CONNECT
THAILAND
.ORG

WWW.CONNECTTHAILAND.ORG

Connect Thailand is a strategic initiative working toward collaboration, bringing together key organizations to reshape the landscape of anti-trafficking efforts in the country. As a coalition network, its primary objective is to facilitate collaboration among various stakeholders, including government officials, NGOs, academics, and other key players. With a commitment to providing vital support through connection, resources, and training, Connect Thailand seeks to empower its members and amplify their impact. The coalition recognizes the urgency of addressing trafficking in Thailand, a \$12 billion industry surpassing even the country's drug trade. The growing prevalence of forced labor, sexual exploitation, online scamming, and child sexual exploitation & abuse underscores the need for a coordinated effort to combat this pervasive issue.

This newly established coalition aspires to unite forces against exploitation and human trafficking, aiming to create a more resilient and collaborative front in the ongoing battle.

FOR MORE ON CONNECT THAILAND:
WWW.CONNECTTHAILAND.ORG



“I had to start working when I was nine years old. My experiences were not pleasant... My life has completely transformed now... I'd like to share my story to inspire people throughout the world to oppose child labor.

SWAHLEE
.COM

28 — MUNU, SWAHLEE



TRAUMA— INFORMED DESIGN

HAVE YOU EVER ENTERED A ROOM AND FELT 'THIS PLACE HAS A FEELING'? FOR SURVIVORS OF HUMAN TRAFFICKING THIS SENSITIVITY TO PHYSICAL SPACE IS EXTREME.

TRAUMA-
INFORMED
DESIGN



TRAUMA-INFORMED DESIGN EXPLAINED

WHAT IS TRAUMA-INFORMED DESIGN

Trauma-informed design is a design process based on trauma-informed care principles for specific people, filtered through the lenses of psychology, neurology, physiology, and cultural factors to create uniquely designed spaces for safety, connection, respect, control, dignity, and joy.

WHY IS OUR SPACE IMPORTANT

Our initial connection is with the physical spaces around us. Even before we engage socially or make sense of things mentally, our bodies react immediately to the environment we're in.

WE ARE DESIGNING FOR HUMAN HEALTH

For an individual who has experienced trauma, their body signals “danger” before their mind consciously registers it. The body initiates a rapid stress response—fight, flight, freeze, or fawn—without waiting for the mind to catch up.



WHY TRAUMA-INFORMED DESIGN

Architecture plays a crucial role in either intensifying or calming the body's reaction to perceived stressors by adjusting environmental stimuli and atmospheres. Individuals with trauma often form bonds with familiar objects quicker than they do with people. Establishing a secure and personal connection with a space can foster a sense of intimacy and safety, providing a space where healing can occur.

In essence, architecture/space has the potential to be the first point of contact, creating an environment that promotes safety and connection.

OUR SENSES, ESPECIALLY SMELL, SIGNIFICANTLY SHAPE EMOTIONS

- Aromas swiftly reach the emotional brain, impacting 75% of daily emotions.
- Sight processes 80% of sensory input rapidly, transmitting 10 million pieces of information per second.
- Touch, our earliest sense, contributes to both well-being and our connection to the world.
- Biophilia, our innate connection to nature, can be a critical element of architectural design. It fosters a connection between people and nature for improved wellness and productivity.

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WHERE DO WE START

Practical tips for designing trauma-informed spaces.

FURNITURE

- When arranging furniture, avoid face-to-face setups to prevent a confrontational atmosphere.
- Opt for corner-to-corner seating without barriers, to foster trust and encourage conversation.
- Utilize soft and comfortable furniture, such as egg chairs, to create a sense of safety and calmness.
- Designate private areas within the space for individuals seeking privacy.
- Ensure waiting and common room furniture allows users to face away from walls.

COLORS AND LIGHTING

- Provide adequate and adjustable lighting, especially for individuals with light sensitivities.
- Maximize natural light by incorporating large windows wherever possible.
- Avoid bright white walls; opt for calming colours like soft greens, blues, and tans.

BIOPHILIC DESIGN

- Incorporate views of nature, whether through windows or greenery pictures, to enhance mood and tranquility.
- Incorporate indoor plants, this improves well-being and contributes to better air quality by removing toxins.



TRAUMA-INFORMED DESIGN IS A COMPASSIONATE APPROACH TO HUMAN TRAFFICKING SURVIVOR CARE THAT RECOGNIZES THE IMPACT OF PAST EXPERIENCES ON INDIVIDUALS. BY INTEGRATING THESE PRINCIPLES INTO THE DESIGN OF WORKSPACES, ORGANIZATIONS CAN CREATE ENVIRONMENTS THAT NOT ONLY REDUCE STRESS, BUT ALSO FOSTER HEALING, INCLUSIVITY, AND OVERALL WELL-BEING. IN THE BUSINESS WORLD, WHERE SUCCESS IS MEASURED NOT ONLY IN PROFITS BUT IN THE SATISFACTION AND MENTAL HEALTH OF EMPLOYEES, TRAUMA-INFORMED DESIGN EMERGES AS A STRATEGIC INVESTMENT IN CREATING SPACES THAT SUPPORT THE HOLISTIC GROWTH OF INDIVIDUALS AND ORGANIZATIONS ALIKE.

AURAL AND VISUAL INTEREST

- Minimize visual complexity by avoiding distracting wall coverings that may increase anxiety.
- Use soft patterning to create a grounded atmosphere.
- Reduce unnecessary sounds and incorporate soothing music.
- Consider the use of white noise or sound machines for a calming effect.



WHAT'S YOUR TRAUMA-INFORMED DESIGN STYLE?

QUIZ:

1. WHAT BEST DESCRIBES YOUR IDEAL SPACE FOR RELAXATION?

- A cozy room with dim lighting and soft furnishings
- A vibrant space with activities like puzzles, games, or interaction with pets
- A serene environment with calming elements like gentle sounds or natural breezes
- An open area where you can release energy, whether through physical activity or expressive outlets

2. WHEN IT COMES TO ENVIRONMENTAL TRIGGERS, WHAT BOTHERS YOU THE MOST?

- Disruptive sounds like loud footsteps or slamming doors
- Unpleasant scents, such as strong perfumes or cigarette smoke
- Lack of security and unsafe surroundings
- Visual noise and clutter

3. HOW DO YOU COPE WITH INTENSE FEELINGS?

- Retreat to a quiet space and be alone
- Engage in fun distractions like puzzles or playing with pets
- Connect with gentle sensory experiences to come back to the present
- Release energy in a designated area through activities like pacing or using a punching bag

4. WHAT'S YOUR APPROACH TO CREATING SENSORY BOUNDARIES?

- Block out certain sensory experiences entirely
- Modify sensory experiences to be more pleasant
- Integrate greenery or natural elements to enhance the overall environment
- Maintain a balance of sensory richness without overwhelming stimuli

5. WHICH COPING SPACE APPEALS TO YOU THE MOST?

- Relaxing alone time
- Distracting fun space
- Gentle things to feel
- Letting out energy

6. HOW IMPORTANT ARE SCENTS TO YOUR OVERALL WELL-BEING?

- Extremely important; they significantly impact my mood
- Important, but I prefer a variety of scents depending on my mood
- Moderately important; I appreciate pleasant smells
- Not very important; I'm not particularly sensitive to smells

7. WHICH SENSE DO YOU RELY ON THE MOST FOR FORMING IMPRESSIONS OF YOUR SURROUNDINGS?

- Smell
- Sight
- Touch
- Hearing

8. HOW DO YOU HANDLE STRESS DURING PROLONGED PERIODS OF FOCUSED WORK?

- Take short breaks to shift focus and move around
- Engage in activities that stimulate my senses
- Incorporate biophilic elements like plants into my workspace
- I don't consciously address stress during work; it's more of an afterthought

9. HOW DO YOU FEEL ABOUT THE CONCEPT OF BIOPHILIC DESIGN?

- I love it; connecting with nature enhances well-being
- It's interesting, but I haven't explored it much
- I appreciate the idea, but it's not a priority for me
- I don't see much value in incorporating nature into design



FOR EACH QUESTION, ASSIGN POINTS AS FOLLOWS:

FOR EACH (A) ANSWER, GIVE 3 POINTS

FOR EACH (B) ANSWER, GIVE 2 POINTS

FOR EACH (C) ANSWER, GIVE 1 POINT

FOR EACH (D) ANSWER, GIVE 0 POINTS

30—23

YOU ARE A SANCTUARY SEEKER.

Your Trauma-Informed Design style involves creating a cozy and secure cocoon where you can retreat and find solace.

RESULTS:

SANCTUARY SEEKER:

You value quiet, calming spaces that provide a sense of security and solitude. Creating a safe haven where you can retreat and recharge is essential.

Your Trauma-Informed Design style reflects a deep appreciation for creating a personal sanctuary and revolves around:

Cozy Retreat: You seek comfort in dimly lit spaces with soft textures, creating an atmosphere that invites relaxation and warmth.

Secure Cocoon: Your space is designed to be a secure haven, providing a sense of safety and tranquility, allowing you to unwind and recharge.

Personal Sanctuary: Whether it's a reading nook, a cozy bedroom, or a secluded corner, you value spaces that are intimately yours, fostering a sense of peace.

PLAYFUL PATHFINDER:

You find joy and relief in dynamic, interactive environments. Incorporating elements of play and distraction into your spaces helps you navigate and cope with intense feelings.

Your Trauma-Informed Design style is characterized by a playful and vibrant approach, incorporating elements that bring joy and whimsy:

Playful Escape: Your spaces are lively and engaging, with vibrant colors and dynamic elements that create a sense of playfulness.

Interactive Activities: Fun and interactive activities, such as solving puzzles, playing with pets, or engaging in creative endeavors, are integral to your design style.

Joyful Distractions: Your space is designed to offer a whimsical escape from stress, encouraging moments of joy and lightheartedness.

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YOU ARE A PLAYFUL PATHFINDER.

Your style is characterized by vibrant and playful spaces that offer a whimsical escape.

15—9

YOU ARE A SERENITY STEWARD

You are a master of crafting serene environments that promote tranquility and peace.

SERENITY STEWARD:

You create serene environments with natural elements. Whether it's gentle sounds, fresh air, or the presence of plants, you prioritize tranquility for healing.

Your Trauma-Informed Design style is focused on creating serene environments that promote peace:

Calming Elements: Natural elements like gentle sounds, flowing water, and natural breezes are incorporated to create a tranquil atmosphere.

Sensory Harmony: Your design embraces sensory experiences that soothe and calm, providing a sense of balance and peacefulness.

Harmonious Spaces: Your spaces are carefully curated to promote a sense of serenity, fostering an environment conducive to relaxation and healing.

ENERGETIC EMBRACER:

You thrive in spaces that allow for the release of energy and expression. Designing areas where you can move, shout, or engage in physical activities safely is key.

Your Trauma-Informed Design style is all about embracing and channeling energy in dynamic ways:

Energetic Outlets: Spaces designed for the release of energy, such as designated areas for physical activities or expressive outlets, are key to your approach.

Expressive Design: Your spaces may incorporate bold colors, dynamic patterns, and elements that reflect movement and vitality.

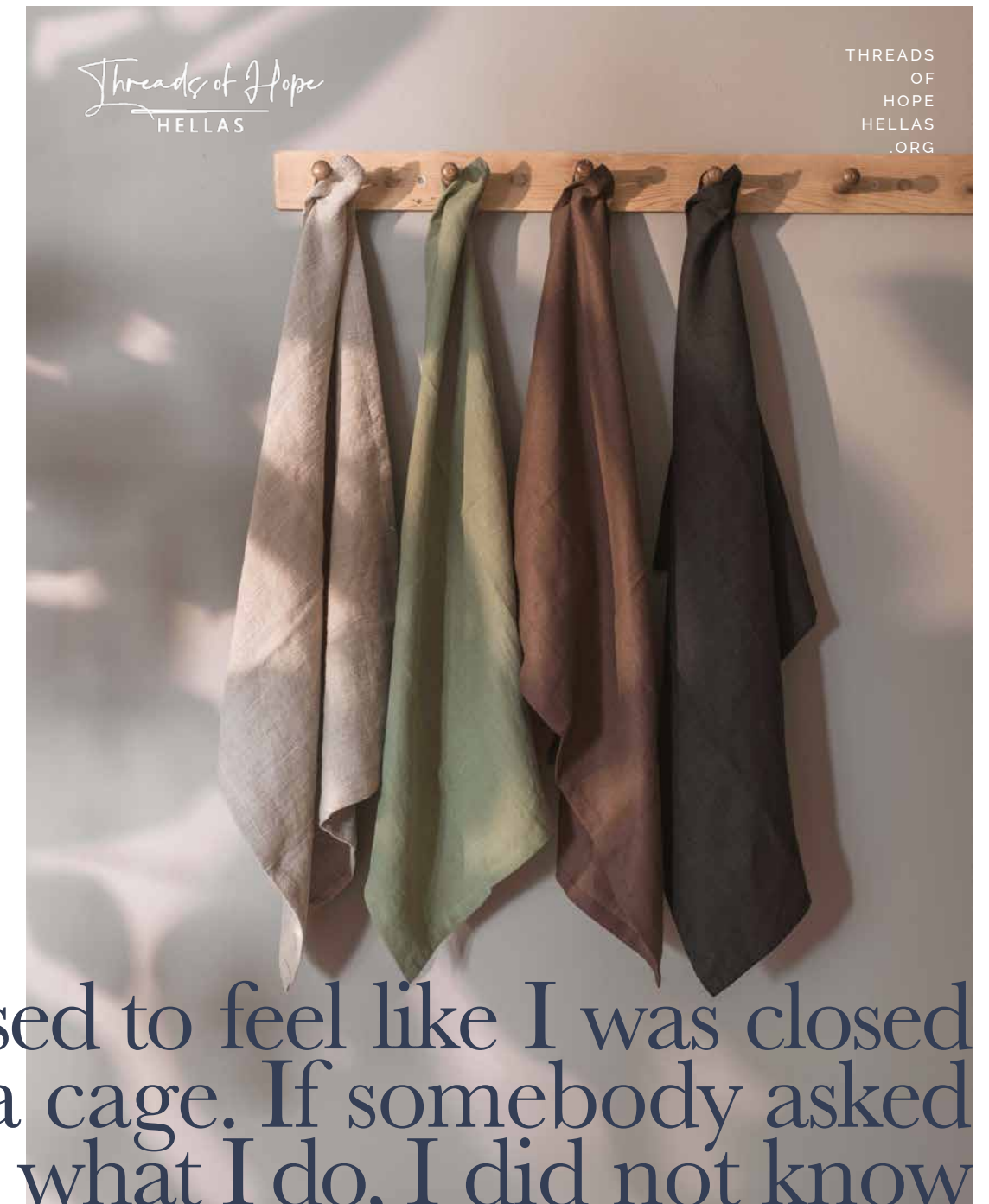
Safe Expression: Creating an environment where you can express yourself energetically and freely, without judgment, is central to your design philosophy.

8—0

YOU ARE AN ENERGETIC EMBRACER

Your approach involves creating spaces that allow for the dynamic release of energy.

TRAUMA-
INFORMED
DESIGN



“I used to feel like I was closed in a cage. If somebody asked me what I do, I did not know what to say. *Now I feel free! And I can say that I am a seamstress. I feel that I am somebody. I have an identity.* — THREADS OF HOPE HELLAS

*THIS QUIZ IS FOR AWARENESS PROMOTING PURPOSES ONLY, AND DOES NOT ACCURATELY OR COMPREHENSIVELY REFLECT INDIVIDUAL PERSONALITIES, NEEDS, OR TRAUMA TRIGGERS. TRAUMA IS A COMPLEX ISSUE, AND THIS QUIZ SIMPLIFIES CERTAIN ASPECTS FOR FUN ENGAGEMENT. THE TRAUMA-INFORMED DESIGN STYLES PROVIDED ARE BROAD CATEGORIES AND MAY NOT CAPTURE THE FULL RANGE OF FACTORS INFLUENCING INDIVIDUAL RESPONSES TO TRAUMA. IF DEALING WITH TRAUMA OR STRESS, SEEK PROFESSIONAL ADVICE TAILORED TO YOUR SPECIFIC CIRCUMSTANCES.



“Being able to stand on my own feet and being able to earn my own money, that is such a big thing for me. *I feel like I have won the world.* — RASMILA. PURNAA

TRAUMA
INFORMED
SPACE
OVERVIEW

TRAUMA-
INFORMED
DESIGN

-  **EASY TO FIND ENTRANCE** ENSURE A STRESS-FREE SEARCH FOR YOUR SPACE WITH AN UNCLUTTERED AND EASILY ACCESSIBLE ENTRANCE.
-  **MAP TO NATURE NEARBY** IDENTIFY THE NEAREST OUTDOOR RETREAT, WHETHER IT'S A BALCONY OR A NATURAL SETTING.
-  **ADAPTABLE SPACE TO MOVE** ARRANGE FURNITURE FOR SEAMLESS MOVEMENT, PRIORITIZING MOBILITY, DURABILITY, AND SAFETY.
-  **SOUND & NOISE** MINIMIZE OUTSIDE NOISE, CREATING A PEACEFUL INTERNAL SPACE.
-  **INCLUSIVE FURNITURE & FITTINGS** PROVIDE FURNITURE AND FITTINGS SUITED TO THOSE WHO WILL USE THE SPACE THE MOST.
-  **SECURITY** INSTALL CAMERAS WHERE APPROPRIATE, GATES WHERE NEEDED, AND ENSURE WINDOWS & BALCONIES ARE SAFE.
-  **PRIVACY** PROVIDE AUTONOMY AND QUIET ZONES WHILE ENSURING WELL-FUNCTIONING DOORS.
-  **EASY UNDERSTANDING OF SPACE** ENSURE THE ROOM'S PURPOSE IS CLEARLY DEFINED.
-  **ARTFUL FEATURES** INFUSE A SENSE OF COZINESS AND BELONGING THROUGH THE USE OF ART.
-  **VISUALLY SIMPLE & CLEAR DESIGN** EMBRACE SIMPLICITY AND CLEANLINESS FOR ORGANIZED, VISUALLY PLEASING SPACES.
-  **PLANTS AND NATURE** ESTABLISH A CONNECTION TO LIFE AND NATURE THROUGH THE USE OF PLANTS AND OTHER NATURAL ELEMENTS.
-  **COLORS** OPT FOR CALMING AND BALANCED COLORS LIKE BLUE, GREEN, EASY PURPLE, AND OFF-WHITE, OR CONSIDER A FEATURE WALL FOR VIBRANT ACCENTS.
-  **LIGHT** MAXIMIZE NATURAL LIGHT AND PROMOTE WIDE, OPEN SPACES WHEREVER POSSIBLE.
-  **SPACE** INCORPORATE SIMPLICITY, A LACK OF CLUTTER, AND A CLEAN AESTHETIC TO CREATE ORGANIZED AND VISUALLY HARMONIOUS SPACES.

FROM ENSLAVED... TO SURVIVOR... TO SUSTAINABLE

BY LARRY SHARP
CHAIRMAN OF THE BOARD
FREEDOM BUSINESS ALLIANCE



LARRY SHARP

HER STORY BEGINS IN THE NORTHERN REACHES OF THE COUNTRY, WHERE SHE WAS BORN TO A DESTITUTE FAMILY AMID THE CHAOS OF A BRUTAL CIVIL WAR.

Named Lawana, meaning graceful and beautiful, she grew into a striking young girl in a nation ravaged by conflict. The grip of a neighboring country, guerrilla warfare, and a feeble, UN-supported government left most citizens sinking deeper into poverty, Lawana's family included.

Days passed without food, and desperation led some in the community to theft, begging, or scouring the countryside for anything edible. Tragically, girls like Lawana became commodities, sometimes sold by desperate parents into servitude or the dark abyss of human slavery—a dire reality that persists and intensifies even today.

But Lawana's parents, seeking a better future for their daughter, arranged for her to live with a relative in the capital, hoping she would find work as a house helper. In her pursuit of employment, she became vulnerable to predators, eventually falling into the clutches of a human trafficker planning to profit from her sexual slavery.

Amidst Lawana's descent into this dark abyss, a beacon of hope arrived in the form of Margaret, a missionary woman from England. Witnessing the plight of young girls like Lawana, Margaret established the *Above Jewels* coffee shop in 1998, inspired by the biblical phrase, "*her worth is far above jewels*" (Proverbs 31:10). Her vision was to help these young women recognize their beauty, value, and preciousness, providing them with a safe haven and a new direction in life.

Human trafficking is complex and multifaceted. Fighting this horrendous crime takes an equally complex approach. Men and women like Margaret are creating opportunities for freedom and flourishing for those with backgrounds similar to Lawana's in many different ways, including:

1. Offering training and economic opportunities in marginalized communities that prevent exploitation through addressing vulnerabilities.
2. Developing exit ramps for those who have been exploited—providing shelter, counseling, legal representation, and training that helps prepare survivors for societal reintegration—including employment.
3. Creating safe and sustainable jobs in healing-centered workplaces that equip survivors to move beyond just surviving to thriving.

THE FREEDOM BUSINESS ALLIANCE (FBA) BELIEVES IN THE POWER OF GOOD JOBS WITH EMPLOYERS TRAINED TO UNDERSTAND TRAUMA. WITH MORE THAN 110 MEMBERS IN 27 DIFFERENT COUNTRIES, THE FBA WORKS IN COMMUNITIES WHERE THERE ARE HIGH RATES OF EXPLOITATION TO PREVENT TRAFFICKING BEFORE IT HAPPENS.

The FBA also minimizes re-exploitation by bridging the gap between exit ramps, and sustained freedom by reintroducing survivors to the workplace through business startups or placements in well-prepared existing companies.

Margaret recognized that Lawana was unprepared for the job market in the capital city. In response, she started hiring employees with no skills for Above Jewels, providing three months of free upfront training. Eight years later, Lawana, now a survivor, has emerged as a leader, managing two coffee shops.

I've had the opportunity to talk with Margaret and Lawana. Several principles stood out:

1. No more exploitation. Lawana told me how important it is to build confidence in the girls, as she trains them to refuse self-pity and instead build on their new self-confidence. She says she gets angry when NGOs or mission agencies further exploit the girls, thinking of them as victims, and asking them to tell their sordid stories for sensational publications. She says the girls are now survivors and not victims.

2. It's a process and it takes collaboration. Above Jewels depends on NGOs to provide survivors a place to live while learning life skills and looking for a job. NGOs are an important part of the process which culminates with self-worth, trust, independence, and employment. Now, Above Jewels feels like home to Lawana; she loves to see the new girls learn new things and change into young women of beauty and dignity inside and out, capable of using their God-given abilities for the glory of God.

3. It belongs to God. Lawana says Above Jewels belongs to God; she works for Him. Profits are used to bring others into the two stores, to help people just beginning the journey and support those with no income yet.

4. Survivors can be the leaders. Margaret prepared eight girls to own and operate Above Jewels, and equipped Lawana to lead its two locations and 30 employees. She taught them to make it a profitable place where lives are changed, and has created a reproducible model. She told me about Mealea who now manages a profitable, independent restaurant, and Mary who is the director of an NGO. And the list goes on.

5. Business is an integral part of the solution.

There is a place for aid. There is a need for freely giving. But sustaining freedom is tied to safe jobs —jobs like the girls see in a place like Above Jewels. Employees learn people skills, management abilities, catering expertise, baking skills, office skills, English language, and more. They learn empathy, passion, trust, and care; and they learn of a God who loves them and who is worthy of their love and worship.

"HANDOUTS DO NOT GIVE DIGNITY—JOBS DO!"

MATS TUNEHAG

In the end, Lawana’s journey from slavery to survivor to sustainable freedom embodies the transformative power of a good job in a healing-centered workplace. The story of Above Jewels stands as a testament to the belief that jobs, not handouts, restore dignity and pave the way for a brighter future.



IN THE SPIRIT OF GRATITUDE, WE EXTEND OUR HEARTFELT APPRECIATION FOR LARRY SHARP’S UNWAVERING COMMITMENT AND EXCEPTIONAL LEADERSHIP AS THE BOARD CHAIR FOR THE FREEDOM BUSINESS ALLIANCE. HIS DEDICATION AND VISION HAVE PLAYED A PIVOTAL ROLE IN ADVANCING THE MISSION OF THE FBA, FOSTERING A COMMUNITY WHERE BUSINESSES THRIVE WHILE CHAMPIONING FREEDOM AND HUMAN DIGNITY. AS LARRY STEPS DOWN FROM HIS ROLE, WE WANT TO PUBLICLY ACKNOWLEDGE HIS INVALUABLE CONTRIBUTIONS AND EXPRESS OUR DEEPEST THANKS FOR HIS LEADERSHIP. THE IMPACT OF HIS TENURE AS BOARD CHAIR WILL UNDOUBTEDLY RESONATE, CREATING A LASTING LEGACY WITHIN THE FREEDOM BUSINESS ALLIANCE.

— FBA BOARD & STAFF



WHEN I MET LARRY IN LATE 2019, I WAS STRUCK BY HIS HUMILITY, POSTURE OF LEARNING, AND DESIRE TO SERVE. IT HAS BEEN AN IMMENSE PRIVILEGE WORKING WITH HIM THESE PAST TWO YEARS AND I WANT TO THANK HIM FOR HIS LEADERSHIP, MENTORSHIP AND FRIENDSHIP.

— KAREN SCHMIDT, FBA EXECUTIVE DIRECTOR

“*Working at House of Diamonds feels like my family, my second home.*”

— HOUSE OF DIAMONDS

House of Diamonds



NIGHTLIGHT COLLECTION

NIGHTLIGHTCOLLECTION.COM

NightLight Collection provides dignifying employment and personal development opportunities to women seeking an alternative to the sex industry in Thailand. NightLight Collection products are entirely handmade, and every purchase helps break the cycle of exploitation, bestowing dignity and providing a meaningful way for women to support themselves and their families. Our products connect the compassionate, generous hearts of our customers with the joy of women who are celebrating freedom as they create products of beauty and value.

NightLight Collection is associated with the Bangkok, Thailand branch of NightLight International, an organization compelled by love to reach out to, rescue, and restore all those who have been negatively impacted by sex trafficking and commercial sexual exploitation.

Wholesale, consignment, and custom order options are available.



NIGHTLIGHT COLLECTION

“The value of people is often seen in the work they do. Working here makes me feel like I have value, and the work we do reaches the world.”

“Where I used to work, people looked down on u—but I have pride in the work I do now.”

“I’m happy to be free from the darkness, and from things where people look down on me. I’m happy because I have friends at work. We laugh together! I’m happy because the work that I do and the things that I create—people buy them. Not because they feel sorry for me, but because they’re beautiful.”

HOUSE OF DIAMONDS

HOD-INDONESIA.COM

Every House of Diamonds purchase transforms lives.

House of Diamonds (HoD) creates opportunities for freedom and flourishing by providing textile training & employment for Indonesian women that empowers them to rise above difficult circumstances.

The founders of HoD, Ida & Lila, are creative entrepreneurs. They know first-hand the life of stitching in a sweatshop. Like tens of thousands of other Indonesian women, they have experienced the abuse and mistreatment and have been forced to work 13 hour days with unrealistic production quotas...day in, day out. And they have a dream to see women gain skills that will help them support themselves and their families through dignified jobs. House of Diamonds was born from this dream.

The range of beautiful HoD products includes soft hand-stitched throw blankets, exceptionally crafted wearables like patchwork jackets, luxurious kimonos, and hand-woven clutches. Whether your purchase is for your home or your curated wardrobe, you can be sure that each piece is crafted with care and made in freedom.



“I am happy. Suffering is part of life but laughter is a must. Laughter keeps us healthy.”

“Working at House of Diamonds gives me a good income that helps me meet the needs of my family. I am able to balance my work with my roles as a wife and mother.”

“Working at House of Diamonds makes me happy. I used to not be able to sew, but now I can. We are encouraged to think creatively and imagine about the work we have to do. Working at House of Diamonds feels like my family, my second home.”

BAM CANADA

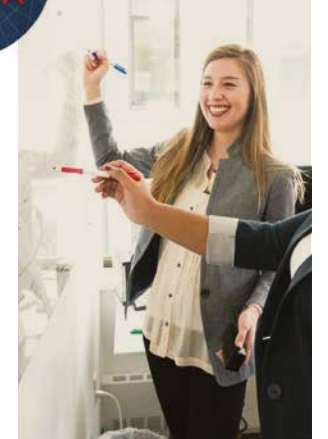
BUSINESSASMISSION.CA/NETWORK



Business as Mission—affectionately known as BAM—is dynamic and multifaceted. While the Canadian expression (BAM Canada) is an organization by day, it is also a growing, global movement and everyday practice.

At BAM Canada, our goal is to provide you with avenues to collaborate with other like-minded Canadians, engage your personal or spiritual growth, and leverage your thought leadership and influence.

If you believe in integrating your faith and working together in a holistic, Kingdom-focused way, our private Network is your place to find the encouragement and connections to do so.



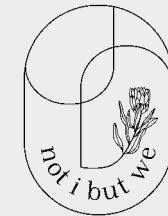
NOT I BUT WE

NOTIBUTWE.COM

Drawing on the Ubuntu philosophy of our inextricable interconnectedness—“I am because we are”—Not I But We creates space for survivors to dream again.

By working alongside residential and reintegration programs, Not I But We provides skills development, education opportunities, and meaningful employment that help survivors of trafficking stitch their lives back together. Economic justice is a crucial piece in the restoration process. With high statistics of gender-based violence and a 50% unemployment rate in South Africa, the vulnerability of poverty creates a heightened risk of exploitative cycles.

We know that you want to have an impact in this world, and buying items that make you look good, feel good, and do good shouldn't be difficult. That is why we created beautiful products that you love (and need). Shopping Not I But We creates opportunity, reduces vulnerability, and provides the necessary tools for survivors to rewrite their stories.



“My passion is creativity. I have been sewing since I was 9, but for the last 15 years I had that joy taken away from me. Now that I am free, I am creating, teaching others, and bringing all the things in my imagination to life. Seeing the finished product of what I dreamed up in my head is one of the happiest moments for me. Having the ability to create again and share that skill with others is one of the best things to ever happen to me.”

“I want to share my story and encourage other people. I left my home country with no skills, and now I am learning a new craft and I am blessed to have a job. I love creating with my hands and learning what I am good at. I am also the mother to two beautiful girls and I am teaching them their worth, something I did not learn at a young age.”

PURNAA
PURNAA.COM

Purnaa is a Fair Trade sewing and knitting manufacturing company in Nepal with a mission to create jobs that empower marginalized people to fresh starts and fulfilled lives. Purnaa employs over 200 people in Nepal; over 90% are women, most of whom are survivors of exploitation or discrimination. Purnaa specializes in private-label manufacturing of caps, bags, t-shirts, and stuffed animals. Purnaa provides professional cut-and-sew and knitting manufacturing services to growing brands from North America and Europe that want to improve their production quality, scale up their production, and be proud of the impact of their manufacturing.

Purnaa became a guaranteed member of the World Fair Trade Organization in 2017, and was awarded the Common Object Leader award in 2020 and 2022, and the US Secretary of State's Award for Corporate Excellence in 2021. Those interested in manufacturing with Purnaa can contact them at sales@purnaa.com.

"Being able to stand on my own feet and being able to earn my own money, that is such a big thing for me. I feel like I have won the world. Even when hard things come, you can move forward and that is such a proud feeling for me."

—RASMILA



PURNAA

SWAHLEE
SWAHLEE.COM



Swahlee is a sustainable fashion brand and production house based in Assam, northeast India. Founded in 2018, Swahlee strives to bring honor to its community through job creation, excellent craftsmanship, transparent business practices, and leadership development.

Swahlee crafts timeless, versatile, and easy wardrobe essentials designed to simplify getting dressed. Our sustainable capsule collection is made with all-natural artisan textiles, including linen, cotton, and eri silk.

Swahlee creates career opportunities for women in northeast India who face barriers to safe, fair employment. Together with our non-profit partner, we provide vocational training, living wages, paid leave, health insurance, life skills, trauma-informed care, counseling, and night school. We believe in the power of meaningful job creation to end poverty, impacting lives for generations to come.

swahlee

"I had to start working when I was nine years old. My experiences were not pleasant, as I now realize how I felt as a child working at peoples' houses. I couldn't speak for myself and had to tolerate how they treated me. My life has completely transformed now that I have a nice job and work in a safe environment where I am properly treated and everyone understands me. I'd like to share my story to inspire people throughout the world to oppose child labor and to educate children instead of forcing them to work." —MUNU

"I grew up in a village where girls were only expected to do household chores and were not provided with proper education. As a result, women had no opportunity to work or dream of changing their lives. Fortunately, my family supported me in fulfilling my dreams, and I was able to pursue what I wanted outside of my village. Now, when I visit my hometown during the holidays, my friends admire me and express their desire to do what I'm doing. It feels great to inspire the women in my village." —SAGARIKA

STARFISH PROJECT
STARFISHPROJECT.COM

At Starfish Project, survivors of human trafficking and exploitation experience freedom, establish independence, and develop careers by creating beautiful jewellery. Each timeless piece is quality-guaranteed, ethically made, and perfectly giftable. We lovingly package each piece in our signature Starfish Project box, and include a Story of Hope explaining the impact of your purchase.

Through our community outreach, we help exploited women and girls leave brothels and experience freedom. Through our social enterprise, women establish independence by receiving literacy, maths, computers, and life skills training, all while creating beautiful jewellery.

We have served thousands of women through our community outreach and have employed and trained over 180 women through our jewellery company. Many of the women in our program have gone on to develop careers and lead departments of survivors in photography, design, and accounting! **The life transformation your jewellery purchases can catalyse is incredible!**

"What I want to talk about are the changes in my life since I joined Starfish Project. Before I came to Starfish Project, I had very little confidence and low self-esteem. I always felt that I could not do anything well because I had not been to school since I was a small child. After coming to Starfish Project, I learned how to use Microsoft Word, and how to write, I developed basic computer knowledge, and simple math skills. Learning this has gradually made me more and more confident. I am very grateful to the company for completely changing how I live life." —MAE

"I am more confident and feel so much safer than before I came to Starfish Project. I feel that my current job is the most worthwhile. It has given me confidence and dignity and made me feel safe, and I am no longer afraid of connecting with others." —SIA

"My job has not only greatly improved my study and computer skills but also given me confidence. I know that my existence is important and valued." —NINI



STARFISH PROJECT
WEAR HOPE. GIVE HOPE



THREADS OF HOPE HELLAS
THREADSOFFOPEHELLAS.ORG

Threads of Hope Hellas is a sewing business in Athens, Greece that provides training, and safe and dignified jobs for survivors of trafficking. We have a holistic approach in all that we do, as we want to create secure foundations in the lives of the women we work with.

At the same time, we strive to build a sustainable business; therefore, it is important for us to create products of high quality, both in the choice of materials and in the workmanship. It makes us more competitive in the marketplace, but to create items of high value also gives a sense of dignity to the women. We want to be well integrated and part of the local community, and therefore we mainly work with locally sourced natural materials, such as cotton and linen.

Our main products are home textiles, kitchen linens, and bags, and our customers are both individuals and businesses, typically restaurants, hotels, and cafes.

"I used to feel like I was closed in a cage. If somebody asked me what I do, I did not know what to say. Now I feel free! And I can say that I am a seamstress. I feel that I am somebody. I have an identity."

"Finally, I have a salary and can send money home to my children! They can go to school and I can pay my mother for their food and keep! I have never been able to do that before."

"Before, I always felt useless, and whatever I made was worthless, never good enough. Now I know this is not true. I know I can learn new things and make things that people actually want to buy! Before I never thought that anybody would like to have anything that I had made."



Threads of Hope
HELLAS



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IMAGE:
VINE DESIGN TRUST
PG 16-17

TO FIGHT MODERN
SLAVERY, WE NEED
A STRATEGY THAT
INCLUDES MORE
THAN JUST RESCUING
SURVIVORS.

WE NEED A STRATEGY
THAT ADDRESSES THE
ECONOMIC ROOTS OF
THE PROBLEM.

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SURVIVORS OF HUMAN
TRAFFICKING AND
THOSE AT RISK.



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