

# THE POWER OF PEOPLE AGAINST POVERTY

ANNUAL REPORT 2014



**OXFAM**  
Australia



# OXFAM'S VISION FOR CHANGE

Oxfam Australia is one of 17 Oxfams around the world that form the Oxfam Confederation. We work together to achieve Oxfam's ultimate goal of a just world without poverty, where people influence decisions that affect their lives, enjoy their rights, and assume their responsibilities — a world in which everyone is valued and everyone is treated equally.

Working locally with people, communities and program partners in more than 90 countries, along with corporations, governments and institutions, we help to create lasting solutions to the injustice of poverty.

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Oxfam is a worldwide development organisation that mobilises the power of people against poverty.

Aboriginal and Torres Strait Islander readers should be aware that this publication may contain images or names of people who have since passed away.

Cover image: Coffs Harbour, New South Wales: Titenara Donovan and Shakarri Towney are members of the Deadly Jarjums, an Aboriginal group that runs health and wellbeing activities for children aged 5–17 years. Photo: Jason Malouin/OxfamAUS.

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# WHAT A YEAR!

YOUR SUPPORT HAS HELPED OXFAM AUSTRALIA TO REACH ABOUT 6 MILLION PEOPLE THIS YEAR. THANKS TO YOU, FAMILIES ARE GROWING MORE FOOD, EARNING A LIVING, ACCESSING CLEAN WATER AND TOILETS, LIVING HEALTHIER, SAFER LIVES AND HAVING THEIR VOICES HEARD. THANK YOU SO MUCH.



# "I THANK YOU, WITH ALL MY HEART"

**We have a bold strategy to bring about change in the world and change in ourselves.**

To this end, Oxfam Australia's focus this year was on transitioning from our old strategic plan, *A Just World Without Poverty*, to our new one, *The Power of People Against Poverty*, which took effect in July 2014.

Our new plan shows that more than ever, we understand that achieving a fair world free from poverty requires political change — and this emanates from the power of people mobilising together.

Accordingly, we have set our sights on six major goals to bring about change in the world: increasing poor and marginalised peoples' right to be heard; achieving gender justice; saving more lives in conflicts and disasters; creating sustainable food systems; sharing natural resources more fairly; and securing more funds for development.

But to achieve these goals, Oxfam Australia also has to change.

With other Oxfams, we will increasingly operate as a worldwide influencing network, ensuring all our program work has a strong influencing agenda. The plan's six goals to change ourselves will position us

for this. As will the emerging changes within Oxfam International, strengthening the whole of Oxfam's impact and relevance.

As foreshadowed in last year's annual report, investing more in raising income has increased our cost of fundraising ratio, but already we are seeing the returns on this investment. I am pleased to report that tight budget management this year has delivered another Board-mandated surplus, which is needed to re-establish our reserves as our only source of capital and to enable strategic investments.

**"MORE THAN EVER WE UNDERSTAND A JUST WORLD WITHOUT POVERTY REQUIRES POLITICAL CHANGE — AND THIS EMANATES FROM THE POWER OF PEOPLE MOBILISING TOGETHER."**

On the Board, Ian Anderson (Deputy Chair), Susan Black, Ann Byrne, Peter Croft, Dennis Goldner, Mark Pryn and Alan Wu were re-appointed for further terms, and Michael Wright began as a new Director in late 2013. Dennis was also appointed as Chair Designate in December to enable him to attend his first Oxfam International Board

of Supervisors meeting in March.

In April, we said goodbye and thank you to Elizabeth Reid AO, who wishes to devote more time to the development work she is passionate about. The Board worked with the Oxfam Aboriginal and Torres Strait Islander Reference Group on a process to select an Aboriginal or Torres Strait Islander person to the Board. We were successful in subsequently appointing Selwyn Button.

This is my last annual report as Chair. When I joined the Board in 2004, we were still known as Oxfam Community Aid Abroad, and the Boxing Day tsunami was several months away. Ten years later, I step down from the Board very confident that Oxfam Australia is moving in the right direction to realise its vision in a changing world.

None of this would be possible without the generous giving and active citizenship of all our supporters. For this I thank you, with all my heart.



**Dr Jane Hutchison**  
Board Chair



Carlton, Melbourne: Oxfam Australia Chair Dr Jane Hutchison and incoming Chair, Dennis Goldner at the Oxfam Australia head office. Photo: Martin Wurt/OxfamAUS.

# "OUR SUPPORTERS CARE ABOUT PEOPLE IN NEED"

**Oxfam Australia finished the financial year on a solid footing despite the many changes and challenges we experienced in our internal and external environment.**

Over the past year, our campaign and advocacy successes gave us significant public exposure and a platform to work towards systemic and global change, which has the potential to directly benefit the lives of people living in poverty.

Our Banks and Land Grabs campaign, launched in April, received enormous interest from the public as well as from the investment community, who are increasingly concerned about ethical investment. Over the past 30 years, the gap between the rich and the poor has increased rapidly in a majority of the world's countries. Inequality is so severe that the 85 richest people in the world have the same wealth as half of the world's population — 3.5 billion people. Our domestic work — particularly the Close the Gap campaign for Indigenous health equality — has been especially important at a time when a change of government has resulted in a shift in emphasis in the support for work with Aboriginal and Torres Strait Islander people.

Since the change of the Federal Government in September 2013, there have been significant changes made to Australia's overseas aid program. While I am delighted the Minister for Foreign Affairs has prioritised achieving gender equality — a goal shared by Oxfam Australia — other variations to funding and policy objectives are yet to settle into an understandable pattern. I am especially concerned about the lack of emphasis placed on dealing with the challenges of climate change, particularly when its impacts are being so directly felt within our own Pacific region.

**"GLOBALLY, OXFAM IS UNDERGOING MANY CHANGES AS WE WANT TO ENSURE OUR LEGITIMACY AND ACCOUNTABILITY IN A CHANGING WORLD. [WE HAVE] A CRUCIAL ROLE TO PLAY IN SUPPORTING THIS PROCESS."**

Our humanitarian expertise was called on throughout the year. We responded to the havoc caused by Typhoon Haiyan, which affected millions of people in the Philippines; to serious flooding throughout the Solomon Islands; to the heartbreaking loss of life in the protracted crisis in Syria; and to the severe hunger experienced by nearly four million people in South Sudan. Collectively, we provided more than 2.5 million people with life-saving humanitarian assistance since July 2013.

In the past year I visited many of our programs, including our water governance work in Laos and our extensive work in South Africa. Globally, Oxfam is undergoing many changes as we want to ensure our legitimacy and accountability in a changing world. Oxfam Australia has a crucial role to play in supporting this process.

It is evident that our dedicated supporters care about people in need across the world, with our fundraising generating \$52.4 million for our work over the last year.

Our strong investment in fundraising has meant that we can keep the level of funding at a level that allows our program work to continue. And on the fundraising front, I am delighted to say that I had the opportunity to participate in Oxfam Trailwalker this year — a key fundraising event for Oxfam. I finished the walk together with my team members in 30 hours, and in every step I was reminded of the generosity of our volunteers and corporate sponsors, who support our staff to make Oxfam Trailwalker such a successful and fun event.

The success of our work lies in the strength of our partnerships and I thank the many organisations and communities that we work with. I would like to acknowledge the exceptional work of Oxfam's staff — an optimistic and energetic group of people who firmly believe that change will be achieved. Thank you also to our 3,983 volunteers: without your support we could not achieve as much as we do. To our corporate friends, your help is invaluable, not only in ensuring that we run our organisation well, but that we seize new opportunities to expand and develop. To our Board, I thank you for your guidance and support.



**Dr Helen Szoke**  
Chief Executive



Lombok, Indonesia: Oxfam Australia CE Helen Szoke wears "kain sesek", a traditional Lombok weaving that symbolises friendship and welcome, presented by the members of the Women Champions Group of Sembalun village. Photo: Harjono Djoyobisono/OxfamAUS.





Photo: Abbie Trayler-Smith/OxfamAUS

# HIGHLIGHTS

FROM CAMPAIGNS DEMANDING THAT COMPANIES OPERATE ETHICALLY, TO LARGE-SCALE RESPONSES TO DISASTERS AND CONFLICT; 2013–2014 PROVED THE POWER OF PEOPLE AGAINST POVERTY. HERE'S A SNAPSHOT OF HOW YOU HELPED TO CHANGE THE WORLD THIS YEAR.

## MEET AMERICO MOSES

### COMMUNITY VETERINARY PROMOTER, GAZA PROVINCE, MOZAMBIQUE

"Before I was a vet, life was very, very difficult. The main challenge was seeing my children sitting at home, unable to go to school. Shopkeepers didn't want to sell me food, as they knew I didn't have a proper job and didn't believe that I would be able to pay.

"It was a very difficult time. Sometimes we would survive on masala fruit from the forest, to stop the hunger. It's very difficult to sleep when you're hungry, especially for adults as you go to bed without eating and you know you have to get up and find work the next day. I lost a lot of sleep worrying about hunger.

"My wife and I used to carry wood for other people to make a small amount of money to buy food. Now I won't ever have to ask people if I can carry their wood again.

"Before I couldn't send my children to school but in the last two years, I have been able to. I'm very proud. My father had 12 children and I am the only one who's been able to put all of my children through school.

"I help my family a lot and my mother is very proud of me. She tells everyone that if it weren't for her children, she would have died.

"My life has improved since I was taught to be a vet. I used to build houses but I earned very little money for the work I did. Things have changed.

"I'm very happy because I actually represent the whole district and treat cattle from afar. If places are under 15km away, then I go by foot; but if they're more than that, then I have to rent a car. I'm a very busy man."

### JULY 2013

Following lobbying by our advocacy team, Specialty Fashion Group — owners of fashion labels Katies and Millers — join the Bangladesh Fire and Building Safety Accord. The Close the Gap campaign welcomes a 10-year National Aboriginal and Torres Strait Islander Health Plan by the Federal Government. Australia announces an additional \$21.5 million in humanitarian assistance for people affected by the conflict in Syria.

### AUGUST 2013

The 15th Oxfam Trailwalker in Sydney attracts 2,000 participants in 511 teams. The Oxfam Shop in Broadway, Sydney, re-opens after a large-scale refurbishment to the front and interior of the shop.

### SEPTEMBER 2013

Ultra-distance runner Tom Denniss creates history by becoming the fastest person to circumnavigate the world on foot — running more than 26,000 km in 20 months — and raising more than \$44,000 for Oxfam Australia.

### OCTOBER 2013

Our report, *Nothing Sweet About it: How Sugar Fuels Land Grabs*, calls on industry giants to commit to zero tolerance for land grabs, to publicly disclose their commodities sources, and to influence governments and the industry to respect land rights. The first Oxfam Trailwalker in Perth attracts 1,476 participants — more than any other inaugural Trailwalker event in the world. Oxfam provides water, sanitation and shelter to 60,000 people affected by Cyclone Phailin in India.

### NOVEMBER 2013

Typhoon Haiyan hits the Philippines, killing 6,190 people and displacing almost 4.1 million. Oxfam receives an overwhelming response to our emergency appeal and provides emergency relief to more than 740,000 people in the worst affected areas. Multinational

soft drink giant Coca-Cola agrees to take steps to stop the practice of land grabs among its network of suppliers, after more than 225,000 people signed petitions for our global Behind the Brands campaign.

### DECEMBER 2013

We celebrate our 60th year of changing lives and launch our most successful social media campaign, the Naughty or Nice Index, which shows which Australian retailers have signed on to the Bangladesh Safety Accord. Following this, Pacific Brands — owner of brands like Bonds and Dunlop — joins the Accord, Kmart becomes Australia's first retailer to disclose the locations of its supplier factories in Bangladesh, and Target agrees to follow suit. Oxfam mourns Nelson Mandela's passing and remembers his sacrifices and vision for equality and justice.

### JANUARY 2014

Oxfam and other NGOs work together to provide life-saving humanitarian assistance to more than 110,000 people affected by the crisis in South Sudan. We deploy an emergency response team to Tonga and gear up aid efforts following the destruction caused by Cyclone Ian to the northern islands of Ha'apai. Oxfam releases the global report *Working for the Few*, revealing that 85 of the world's richest people have the same wealth as half the population, and calling on governments to crack down on tax havens and tax evasion.

### FEBRUARY 2014

Around 40 Aboriginal and Torres Strait Islander young people attend the Human Rights Advocacy Summit to develop their knowledge and skills in Indigenous rights and advocacy. Brisbane's Story Bridge is illuminated in "Oxfam green" for 14 days to spotlight the global launch of a new 55km version of Oxfam Trailwalker. We launch our 2014–2019 strategic plan, *The Power of People Against Poverty*.

### MARCH 2014

PepsiCo commits to preventing land grabs in its supply chain, and discloses its sources of palm oil, soy and cane sugar. A record-

breaking 1,300 National Close the Gap Day events, involving more than 150,000 people, are held across Australia in support of Indigenous health equality. The Melbourne International Comedy Festival celebrates 19 years of supporting our work.

### APRIL 2014

More than 17,000 people take action with their bank after we publish *Banking on Shaky Ground*, calling on Australia's big four banks to demonstrate zero tolerance for land grabbing. More than 10,000 people are forced to evacuate their homes due to flash flooding in the Solomon Islands. We mark the one year anniversary of the Rana Plaza factory collapse by calling on companies to do more to improve workers' safety. More than 30 Aboriginal and Torres Strait Islander women from across Victoria attend the state's first ever regional Straight Talk.

### MAY 2014

Oxfam releases the global report *Standing on the Sidelines*, which calls on the top ten food and beverage giants to "up their game" in reducing emissions within their supply chain. Oxfam welcomes the Australian Government's pledge of \$2.6 million to help address the triple threat of conflict, hunger and preventable disease facing the people of South Sudan. We host a speaking tour for women's rights defenders from Afghanistan, highlighting issues Afghan women and girls face and lobbying for Australian Government support.

### JUNE 2014

Australia becomes one of the first 40 countries to ratify the Arms Trade Treaty, following our many years of campaigning. Oxfam sends experts to Iraq to establish an aid program after 500,000 people flee their homes. We publish *Still the Lucky Country?*, raising awareness of the immense inequality between the wealthiest and poorest people, and calling on individuals, governments and corporations to tackle poverty and inequality.

**225,000**  
**SUPPORTERS**  
SIGNED A PETITION ASKING  
COCA-COLA TO TAKE A STAND  
AGAINST LAND GRABS

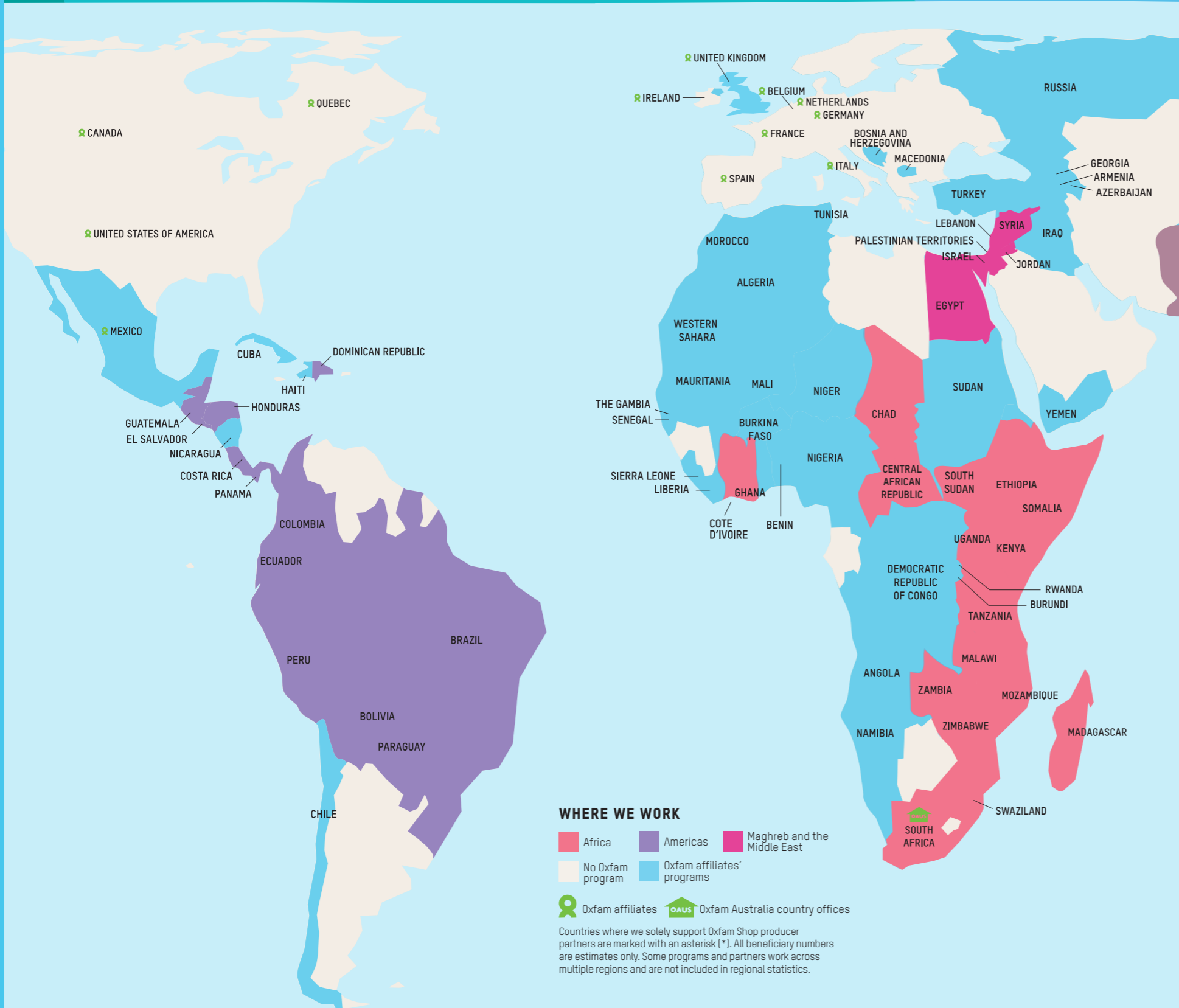


# YOUR SUPPORT AROUND THE WORLD

SEE HOW FAR YOUR SUPPORT WENT TO HELP PEOPLE AROUND THE WORLD IN 2013-2014.

- Globally, Oxfam's 17 affiliates worked in 94 countries reaching 20.7 million people.
- Oxfam Australia's long-term development, emergency response and advocacy programs reached about 6 million people in 30 countries and involved 606 partner organisations on 146 projects, including 20 emergencies.
- Oxfam Shop worked with more than 136 fair trade and ethical producer partners in 38 countries, including Australia.

TO FIND OUT MORE ABOUT OUR WORK AROUND THE WORLD, VISIT [WWW.OXFAM.ORG.AU](http://WWW.OXFAM.ORG.AU)



## AFRICA

**COUNTRIES:** Central African Republic, Chad, Côte d'Ivoire\*, Ethiopia, Ghana\*, Kenya\*, Madagascar\*, Malawi, Mozambique, Somalia, South Africa, South Sudan, Swaziland\*, Tanzania\*, Uganda, Zambia, Zimbabwe

**PROJECTS:** 58 **PARTNERS:** 106 **BENEFICIARIES:** 1,981,698

**AREAS OF WORK:** Agriculture, disaster prevention and preparedness, education, health, human rights, rural development, social mitigation of HIV and AIDS, STI control including HIV and AIDS, strengthening civil society groups, water supply and sanitation, women's equality organisations and institutions, Oxfam Shop producers.

**EMERGENCY RESPONSES:** South Sudan: humanitarian crisis. Somalia: cyclone response. Central African Republic: humanitarian crisis. Chad: Southern Chad CAR refugee response. Mozambique: flood response. Zimbabwe: Tokwe Mukosi flood response.



Photo: Abbie Traylor-Smith/OxfamAus

## MAGHREB AND THE MIDDLE EAST

**COUNTRIES:** Egypt\*, Jordan, Lebanon, Occupied Palestinian Territories\*, Syria

**PROJECTS:** Large-scale humanitarian response, Oxfam shop partners **PARTNERS:** 23 **BENEFICIARIES:** Contributed to supporting more than 1.5 million people

**AREAS OF WORK:** Water, sanitation, health promotion, livelihoods, distribution of clothing and food vouchers, healthcare, community strengthening, rehabilitating and equipping health facilities, food security.

**EMERGENCY RESPONSES:** Syria crisis.



Photo: Sam Taitling/Oxfam

## AMERICAS

**COUNTRIES:** Bolivia\*, Brazil, Colombia\*, Costa Rica\*, Dominican Republic\*, Ecuador\*, El Salvador\*, Guatemala\*, Honduras\*, Panama\*, Paraguay\*, Peru\*

**PROJECTS:** 1 **PARTNERS:** 28

**AREAS OF WORK:** Advocacy, Oxfam Shop producers.



Photo: Tatiana Cardeal/Oxfam



# YOUR SUPPORT AROUND THE WORLD

SEE HOW FAR YOUR SUPPORT WENT TO HELP PEOPLE AROUND THE WORLD IN 2013-2014.



## EAST ASIA

**COUNTRIES:** Cambodia, China\*, Indonesia, Laos, Myanmar, the Philippines, Thailand\*, Timor-Leste, Vietnam

**PROJECTS:** 21 **PARTNERS:** 229 **BENEFICIARIES:** 817,801

**AREAS OF WORK:** Mekong Regional Water Governance Program, disaster preparedness and risk reduction, natural resource management, small infrastructure development, food security, healthcare, HIV and AIDS education, prevention and care, water, sanitation and hygiene, job skills training, livelihoods, community finance, agriculture, mining advocacy, labour rights, climate change and environment advocacy, international financial institutions advocacy, community strengthening, gender equity, women's empowerment, indigenous rights, community networks, good governance, peace-building, partner support and training, gender-based violence, gender and peace building, strengthening civil society, Oxfam Shop producers.

**EMERGENCY RESPONSES:** Myanmar: Kachin and Northern Shan States conflict. Laos: Typhoon Haima. The Philippines: Typhoon Haiyan, Typhoon Bopha, Bohol earthquake, conflict in Zamboanga. Timor-Leste: Covalima flood response.



## AUSTRALIA

**PROJECTS:** 29  
**PARTNERS:** 45  
**PEOPLE REACHED:** 258,693\*

**AREAS OF WORK:** Health and wellbeing, community healing programs, partner support, training and knowledge-building, self-determination, human rights training, advocacy, youth leadership, mentoring and empowerment, gender equality, Indigenous rights, advocacy and campaigning, women's leadership and empowerment, advocacy for policy and practice change, organisational cultural change, Oxfam Shop producers.

\*Includes direct beneficiaries, participants and campaign activists.



## PACIFIC

**COUNTRIES:** Fiji, Papua New Guinea, Solomon Islands, Tonga, Vanuatu

**PROJECTS:** 19 **PARTNERS:** 24 **BENEFICIARIES:** 237,061

**AREAS OF WORK:** Disaster prevention and preparedness, human rights, rural development, STI control including HIV and AIDS, strengthening civil society, water supply and sanitation, women's equality organisations and institutions, Oxfam Shop producers.

**EMERGENCY RESPONSES:** Solomon Islands: Temotu tsunami, flash floods. Tonga: Cyclone Ian.



## SOUTH ASIA

**COUNTRIES:** Afghanistan, Bangladesh, India, Nepal\*, Pakistan, Sri Lanka

**PROJECTS:** 17 **PARTNERS:** 151 **BENEFICIARIES:** 1,168,000

**AREAS OF WORK:** Agriculture, civilian peace-building and conflict prevention, disaster prevention and preparedness, humanitarian capacity-building projects, industry, other social infrastructure and services, rural development, strengthening civil society, urban development and management, water supply and sanitation, women's equality organisations and institutions, Oxfam Shop producers.

**EMERGENCY RESPONSES:** Afghanistan: Takhar landslide. India: Cyclone Phailin, Uttarakhand flood.





Maruthodai village, Sri Lanka: Amuthamla (right) and her daughter Gayathiri received a cow from Oxfam, which provides them with milk and a source of income. Photo: Olivia Arthur/Magnum.



# OUR WORK TO CHANGE THE WORLD

OXFAM AUSTRALIA HAS ONE PURPOSE:  
TO IMPROVE THE LIVES OF PEOPLE LIVING IN POVERTY.





# SAVING LIVES

EVERYONE HAS THE RIGHT TO LIVE FREE FROM FEAR AND DANGER. WHEN CONFLICT OR DISASTER STRIKES, WE RESPOND IMMEDIATELY TO SAVE LIVES, AND STAY ON TO HELP COMMUNITIES RECOVER, REBUILD AND BETTER PREPARE FOR FUTURE DISASTERS.

## PHILIPPINES TYPHOON

One of the strongest tropical cyclones ever recorded, Typhoon Haiyan tore through the central Philippines on 8 November, killing more than 6,000 people and leaving 4 million homeless.

Oxfam responded immediately, providing urgently needed clean water, sanitation, food and shelter, before shifting the focus to rebuilding people's livelihoods. Many Filipino people depend on fishing as their main source of income so we helped them rebuild boats and repair nets. We also provided seeds to farmers for them to replant their crops.

As cash keeps the local economy going during difficult times, in the weeks immediately after the disaster we provided more than 213,000 people with cash in return for work such as clearing debris, draining ditches or removing rubbish.

To date we've directly helped 767,763 people recover from this disaster. We're now working with others to call for and support the Philippines Government to build the resilience of communities to withstand future shocks and create stronger homes in safer locations.

## SOUTH SUDAN CRISIS

The conflict in South Sudan that began in late 2013 has left more than 10,000 dead and internally displaced more than 1.3 million people. Over a third of the population lack enough food to eat and in May, a cholera outbreak threatened the population of the country's capital, Juba.

Oxfam helped more than 351,000 people affected by the crisis in South Sudan to access basic essentials — clean water, food, and shelter — to make sure they remained healthy and safe. In Juba, we responded swiftly to the cholera outbreak, now in decline, by providing water and sanitation and promoting safe hygiene. We also reached the tens of thousands of refugees seeking safety in neighbouring countries. To date we have provided some 144,000 South Sudanese refugees in Ethiopia and Uganda with clean water, sanitation, food, and protection.

## CONFLICT IN SYRIA

The ongoing conflict in Syria continues to have a devastating impact. Nearly half of Syria's pre-war population needs humanitarian assistance, with more than 6.5 million forced to flee their homes, being made refugees or internally displaced within the country.

This year, Oxfam helped an estimated 847,000 people in Syria access urgently needed clean water and sanitation. Oxfam engineers repaired and rehabilitated key water supply networks around the country; in Damascus, five generators were installed in water-processing plants, which are now treating and pumping out an additional 712,000 litres of water an hour. Where networks couldn't be repaired, we trucked in water or drilled boreholes. To reduce the spread of disease, we set up water, sanitation, and hygiene facilities in shelters and schools, distributed hygiene kits, and promoted safe hygiene practices.

Oxfam also worked in Jordan and Lebanon, where refugees continue to cross the border in search of protection, in refugee camps, rented accommodation in host communities, and informal tented settlements. In Jordan and Lebanon we provided more than 330,000 vulnerable people affected by the crisis with access to clean water, sanitation, food, livelihoods support, and protection.

We continue to campaign for a permanent ceasefire and an end to the bloodshed.

## BUILDING RESILIENCE IN INDONESIA

Indonesia is one of the world's most disaster-prone countries — sitting on a fault line it regularly experiences earthquakes and volcanic eruptions — so Indonesians need to be well prepared and able to cope when disasters strike.

We worked with local governments, partners and communities on a range of projects designed to reduce risk of disaster and build resilience. For example, we partnered with the local government in Bima — a city prone to annual flooding — to develop an early



warning system to alert residents to flood risk. Across Indonesia we strengthened our local partners' technical abilities to respond to disasters, which was evident in their effective response to the Kelud volcanic eruption in February. And in partnership with an Indonesian retailer, we set up an innovative electronic money card scheme that enables people to access emergency cash transfers for essential supplies in times of crisis.

## FLOOD RESPONSE IN THE SOLOMON ISLANDS

Tens of thousands of people in and around Honiara were left homeless by flash flooding and heavy rains in the Solomon Islands in the first week of April. Entire communities were swept away, hundreds of homes were damaged or demolished, major bridges collapsed, and roads were destroyed.

In the immediate aftermath, Oxfam distributed vital, life-saving items including soap and sanitation kits — washing hands with soap significantly reduces the risk of diarrhoeal diseases — and helped flood-affected people sheltering in evacuation centres access basic essentials such as clean water. We continue to contribute to the recovery effort, ensuring people have enough food to meet their daily needs, can revive their disrupted livelihoods, and build resilience against future disasters.

**"I REALLY FEEL THE BURDEN OF TAKING CARE OF MY CHILDREN NOW THAT MY HUSBAND IS LOST. SINCE HE DIED, WE HAVE STRUGGLED FOR FOOD. THERE'S NO FOOD FOR US AND NO MILK FOR THE BABIES. IT'S DIFFICULT TO EAT — IF WE GET GIVEN FOOD, THEN WE EAT AND IF WE DON'T, THEN WE DON'T EAT. WE HAVE TO DEPEND ON PEOPLE HELPING US AS WE AREN'T ABLE TO LEAVE."**

## MEET REBECCA NYAGOA GAI

### INTERNALLY DISPLACED WIDOW, UN CAMP, BOR, SOUTH SUDAN

"On the night the war broke out in Bor, everyone ran to the UN camp. Most of my neighbours were killed that night. When I heard the gun shots, I hid with the children and covered them with a mattress until it stopped. I was so scared; I was shivering but at least I was with my children and I was thinking at the time that if I died, I hoped at least they would survive.

"When the gunshots finished, we ran to the UN camp, hiding under trees all the way. We had heard about the camp but I didn't believe it until I saw it with my own eyes.

"That first night in the camp, we slept on the floor. In fact, we slept on the floor like that with no mats for over a month. That was really difficult, as our bodies were wounded and we had no medicine or food. We were bitten by insects all night long. It was terrible, especially for the children.

"My youngest child became really sick with measles and he nearly died. He was finally given medicine just in time but many others didn't survive. I felt terrible as I had never experienced life like this before.

"I always feel hungry but I don't care about myself. I only care about the children. Sometimes when I feel hungry, my head sways and I can't see things in the real picture. The children are growing thinner and thinner all the time since their father died and they are full of fear.

"Being here a long time causes a person trauma. It's like a prison here and we are the prisoners. I'm always thinking of my husband. I loved him so much. I feel worried all the time and now I have to live here without him."

 **20**   
**EMERGENCIES**  
were responded to last year



**“WITH THE LOSS OF MY RIGHT HAND, IT WAS REALLY DIFFICULT. BUT THE SUPPORT FROM [OXFAM HAS] REALLY HELPED ME. FOR COUNSELLING PURPOSES, AND ALSO BECAUSE I GOT THE [PROSTHETIC] HAND ... I CANNOT DO THE WORK OR GARDENING, AND MY HUSBAND HAS DIED ... THE SUPPORT IS REALLY IMPORTANT.”**

## MEET MAMA RASTA

### MOTHER AND VICTIM OF VIOLENCE, PAPUA NEW GUINEA

“When I tell the story, I feel so emotional. I often can’t hold back my tears.

“Once a young man died ... and the community got together and said that I practiced sorcery on him. I was not aware. I was part of the funeral ... It was broad daylight when the young men came. They put a rope around me and they dragged me, and one of them came with a knife. One of them hit me.

“There were more than 1,000 people there ... And there were these men kicking me, punching me, cutting me.

“I ran to my house and I was inside ... [when] they went and got the petrol ... and they said that they will kill me. They want to burn me alive ... They asked me, ‘Are you possessed with the sorcery spirit?’

“At the same time, they were beating me. They said, ‘You have to confess that you have the sorcery spirit within you, and you are the one responsible for this man’s death’.

“I did not want to die. So I said, ‘Yes. I am possessed with the sorcery spirit’ ... I told them, because I was frightened for my life.

“That night when I went to bed ... a young man came in with a knife ... He came, while I was still asleep and ... he cut me ... And when I got up, the blood was spitting down. And then he wanted to hit me again, so I put my hand up ... the sharp knife cut [off] my hand.

“At that time, I fainted, exhausted, and I was taken to the hospital ... I never reported it to the police, because of repercussions for my son.

“I was not able to live with all these problems. But now with coming out and sharing, and able to get the support, I am really happy.”

## GENDER JUSTICE

YOUR SUPPORT IS HELPING WOMEN AROUND THE WORLD OVERCOME DISCRIMINATION, ESCAPE VIOLENCE, AND ENJOY EQUAL RIGHTS AND OPPORTUNITIES. ALL OUR PROJECTS CONSIDER AND ACTIVELY INVOLVE BOTH WOMEN AND MEN TO CREATE POSITIVE AND LASTING CHANGE.

### ENDING VIOLENCE AGAINST WOMEN IN PNG

Although Papua New Guinea’s constitution provides equality of rights to all citizens, women, in general, do not enjoy the benefits of economic growth, access to basic services, or the protection of the law.

This situation is contributing to the prevalence of violence committed against women, which is occurring on a staggering scale: it is estimated that more than two-thirds of women in PNG have experienced physical abuse from their partner.

Oxfam’s Ending Violence Against Women program supports 12 community-based organisations in PNG to enable women to gain power over their lives and live free from violence, through changes in attitudes, ideas and beliefs about gender relations and women’s rights.

The program is increasing crisis support services for survivors of violence, raising men and boys’ awareness of the impacts of violence against women and strengthening the capacity of local partners to deliver services. This year, more than 29,600 people were exposed to awareness-raising campaigns on violence against women; 4,037 women and girls received crisis support, counselling or both; and 48 vulnerable people received life-saving help in crisis situations.

### REDUCING HIV RATES IN ZIMBABWE

In Zimbabwe, nearly one in six people is living with HIV in a population of 12 million. Gender inequality plays a huge part in increasing infection rates; practices such as wife inheritance and polygamy can increase women’s vulnerability to HIV and community perceptions that care is only “women’s work” place a greater burden on women.

Our programs strive to improve the capacity of women and girls to make informed choices about their health and protect them from HIV infection, while providing greater access to treatment. This year our nine local partners conducted training for primary care givers to ensure they are providing effective treatment and support. Home-based carers not only provide practical lifesaving healthcare and support but also raise awareness in communities about HIV and AIDS to break down ignorance and stigma.

We supported partners to assess communities’ access to care and treatment, then form or strengthen treatment and support groups, including 13 groups for girls and boys, 48 adult support groups, and 10 parenting groups. These groups received training in antiretroviral therapy, palliative care for children, and how to tackle stigma and discrimination.

Our support for the Sexual Harassment Elimination and Walk a Mile in Her Shoes campaigns resulted in 118 students (57 female) seeking testing for HIV, and 203 women accessing contraception. These campaigns also provided our partners with an opportunity to advocate for improved government sexual and reproductive health services.

### CHANGING ATTITUDES TOWARDS WOMEN IN SOUTH AFRICA

Women and young girls remain the most vulnerable people in South Africa, with limited access to resources, including education and employment. They also continue to be afflicted by extreme violence that is seemingly ingrained in South Africa, with much of that violence and abuse shrouded by secrecy, fear and shame.

In South Africa, 144 women report rape to police every day, while many rapes continue to go unreported. The Birds and Bees Program, run by local partner Rape Crisis Cape Town Trust, plays a critical role in responding to the needs of rape survivors in schools and communities. This year, the program trained young people to become peer educators to challenge the myths and stereotypes about rape, educate their peers about the criminal justice system, and offer support to survivors of sexual abuse and sexual bullying at school. Boys on the program spoke about misconceptions they had about how to be a man and how to treat women, committing to changing their own behaviour and challenging the behaviour of their peers.

Other local partners, such as Justice and Women, sought to challenge the traditional male-dominated leadership structures in South Africa by supporting women to develop their leadership skills. These women are using their new skills to take up leadership roles in their communities, change traditional norms and practices, and tackle the social and economic issues affecting their households.



Photo: Rodney Dekker/OxfamAUS





Photo: Tessa Bunney/Oxfam

**“I WORK SO HARD. I EVEN WORK AT NIGHT TO MAKE A SUCCESS OF THIS GARDEN. SOMETIMES I STAND AND CRY BECAUSE IT’S SUCH HARD WORK BUT I WANT MY CHILDREN TO GO TO SCHOOL AND COLLEGE. EVERYTHING WE DO IS FOR OUR CHILDREN’S FUTURE AND EVERYTHING WE HAVE IS DEPENDENT ON OUR GARDEN.”**

## MEET GERONDIO AYSON

**VEGETABLE AND RICE FARMER, ESPERANZA, THE PHILIPPINES**

“When there are heavy rains here, the river swells and washes away our plants. The rains come really fast and sound like rolling stones as it hits the water in the river. It’s really very loud and makes us very worried when we hear it.

“Although the floods are a problem, the biggest issues we face are the long dry periods and droughts. We have had to adapt our gardening techniques to deal with the changes in weather. For example, we can only water the plants at night because it’s just too hot in the daytime. We are intercropping various vegetables all year round. We harvest them twice a week and take them to the market. Some of our vegetables are very profitable. We are famous at the market — everybody knows us and likes to buy our vegetables.

“If you work hard growing vegetables, you can make a lot of money. We have paid for all four of our children’s education and now we are also paying for three of our grandchildren to go to school too.

“We’ve managed to improve our lives through growing vegetables. We now lend money to our neighbours to help them improve their lives too. It makes us feel happy to be able to help others.

“When other gardeners see their plants aren’t doing so well, they might give up and let them die but I never give up on my garden; I keep tending to every plant until it succeeds.

“I can breathe again now, as there’s hope. Not even in my dreams did I imagine I would have a garden like this one.”

## FOOD FOR ALL

WITH YOUR SUPPORT, PEOPLE ARE RECLAIMING CONTROL OVER THEIR LAND, GROWING MORE FOOD TO FEED THEIR FAMILIES, RECEIVING A FAIR PRICE FOR THEIR PRODUCE, AND REDUCING THEIR VULNERABILITY TO CLIMATE CHANGE.

### GROWING MORE FOOD IN MOZAMBIQUE

Despite significant economic growth over recent decades, a third of all Mozambicans are still classified chronically food-insecure and more than 43% of children are malnourished. While most people in rural areas grow their own food, severe droughts regularly destroy food supplies and the lack of crop diversity means people go hungry when unforeseen incidents such as illness or unusual weather patterns occur.

Through our partner organisations in Mozambique, we’re helping to improve food security by supporting communities to grow more drought-tolerant crops, such as pineapples, cashew nuts, cowpeas, cassavas, berries, and garlic. Traditional crops such as sorghum and millet have also been reintroduced, and training on rearing goats and chickens has helped diversify people’s source of income.

This project has seen a positive effect on families, with 63% of the 3,000 beneficiaries now having three to five “goods” to use as a source of income, compared to 43% at the beginning of the project. An increasing number of households are also reporting that they consume three meals per day, and no households participating in the project now live on just one meal per day.

We have trained individuals chosen by their community in veterinary care to ensure livestock are healthy, and farmers groups in the preparation of organic fertilisers and pesticides using locally available natural resources. The same beneficiaries were trained in conserving and storing food for consumption and sale during crisis periods. In total, 291 beneficiary families benefitted from this activity. More than 840 families benefitted from community nurseries that produced species of trees that can be used for consumption, feeding animals, or as a fertiliser.

### ADAPTING TO CLIMATE CHANGE IN TIMOR-LESTE

Timor-Leste is a small, new country with growing confidence; however, with an overwhelmingly rural and young population, it remains one of the poorest countries in Asia. Malnutrition is common, food insecurity and environmental degradation is widespread, and the country’s steep terrain and thin layer of fertile soil mean landslides frequently destroy crops. Climate change is having a major impact on people’s ability to farm, with hotter dry seasons, shorter and more unpredictable rainy seasons, and more frequent extreme rainfall events and sea water intrusions. Most rural families produce barely enough food to feed themselves, and have no way to earn an income or break out of the cycle of poverty.

Oxfam began the Community-led Rural Development Program in Timor-Leste in 2012, working in partnership with 15 local organisations to help poor people increase their access to food, adapt to the changing climate, and earn a sustainable income.

Throughout 2013–2014, the program held 102 training sessions on improving farming practices, helping more than 3,500 people establish permanent gardens for consumption and sale, reduce their crop loss, grow fodder for their livestock, and store food effectively.

Six communities and eight schools underwent awareness training on the impacts of changing weather patterns and learned how to reduce the risk of disaster. Four farmer groups were trained in planting a variety of trees and grasses to reduce the likelihood of landslides, and 11 villages built 225 retaining walls to prevent erosion near their local water source.

In total, the program worked with 3,375 women and girls, and 3,634 men and boys, and helped more than 47,000 people in 2013–2014.

### ACCESSING MARKETS IN SRI LANKA

Following decades of civil war, many families in northern and eastern districts of Sri Lanka have struggled to rebuild their lives and escape poverty. Limited access to any form of sustainable food or income, combined with high market prices and barriers to women’s participation in the rural economy, has meant families are entering into debt to fund daily expenses.

In 2013–2014, Oxfam supported 25 partner organisations in 12 districts to increase access to food and small business opportunities for 7,625 poor families in Sri Lanka. Through training and funding support, participants were able to grow their own eco-friendly home gardens, providing nutritious, chemical-free food for their families year-round. Furthermore, 36% of these families produced a surplus, which they sold at local markets for income.

We worked with local partners to promote the drought-resistant System of Rice Intensification (SRI) to poor communities. Oxfam provided seeds and weeding machines, and successfully trained 2,115 women and 1,458 men in the SRI method, which allows farmers to reduce their chemical, seed and water usage while increasing crop production. Farmers were then able to sell their excess rice harvest at local and national markets.

This year Oxfam also supported the creation of 12 new small and medium scale enterprises (SMEs), bringing the total number of SMEs to 47. Of the 371 female and 73 male entrepreneurs supported, the majority have increased their monthly income, and 65% of women reported that the increased income has enabled them to start a savings for the future.

MORE THAN  
**7,600**  
POOR FAMILIES IN SRI LANKA  
NOW GROW THEIR OWN FOOD  
FOR CONSUMPTION AND SALE



# IMPROVING HEALTH

YOUR SUPPORT IS PROVIDING PEOPLE WITH CLEAN WATER, TOILETS, MEDICINES AND HEALTH PROMOTION SERVICES, MEANING THEY NO LONGER GET SICK FROM PREVENTABLE DISEASES AND KNOW HOW TO PREVENT DISEASE IN FUTURE.

## WATER, SANITATION AND HYGIENE IN BANGLADESH

Despite significant progress in Bangladesh over the last two decades, 20% of the rural population and 15% of people living in urban areas still don't have access to clean water and sanitation facilities. More than 30 million people in coastal, wetland and river island districts are exposed to unsafe drinking water due to arsenic contamination and salinity. Being one of the most disaster-prone countries in the world creates added pressure on infrastructure, with flooding, cyclones and tidal surges destroying water sources and toilets.

In 2013–2014, Oxfam and our partners installed 67 wells in high-risk areas, improving the access of safe drinking water for more than 7,000 people. We built 580 private latrines in 302 communities, providing just less than 3,500 people with access to safe and clean sanitation. Communities pitched in to plant vegetation on the sidewalks to prevent wind and water erosion, and the bases of the latrines are raised so that people — particularly women and children — can access safe sanitation when villages become submerged by water during floods.

All structures were designed to be inclusive and useable by older people and people with disabilities. The wells include handrails and seating, and features such as ramps with bamboo rails were added to the latrines. In addition, more than 3,800 female students and teachers at 12 schools now have access to a special chamber with menstrual hygiene facilities, where they can wash their used sanitary cloths or dispose of them privately. This means adolescent girls continue to go to school rather than dropping out.

In total, 287,600 people benefitted from our water, sanitation and hygiene work in Bangladesh during 2013–2014.

## HIV AWARENESS AND PREVENTION IN SOUTH AFRICA

South Africa has the highest number of people in the world living with HIV: around 5.5 million, or an estimated 20% of the adult population. Women are disproportionately over-represented in this group, and poverty continues to worsen the effects of the epidemic on poor people. Sadly, many people are not able to seek treatment for the virus. South Africa has a healthcare crisis that sees a majority of the population forced to use an under-resourced and poorly managed public health system, with the private sector arrangements becoming increasingly unaffordable.

Oxfam works with 43 partners in South Africa through our No Longer Vulnerable program, which looks broadly at the issues causing people to live in poverty. In 2013–2014, the program had 730 HIV and AIDS prevention and awareness projects across the country, reaching more than 101,000 people.

Our partners were seeing "treatment fatigue" amongst beneficiaries this year, with many people not taking their medication and having their health compromised. Partners responded quickly to these concerns through increased home visits and further supporting beneficiaries to take responsibility for their health. More than 50,000 people received home-based care visits from our partners, and more than 4,000 new beneficiaries commenced antiretroviral therapy.

This year we renewed our attention on knowledge and information sharing with beneficiaries and partners, working to reduce the taboos surrounding HIV and AIDS. We distributed more than 3,450,000 male condoms to communities, reached around 37,000 people through information sessions and projects on HIV prevention, and held 136 meetings with government officials to discuss improving healthcare in South Africa.

## SELF-DETERMINATION IN AUSTRALIA

More than 200 years of marginalisation and disadvantage have left Aboriginal and Torres Strait Islander Peoples with low levels of education, high levels of unemployment and incarceration, and poor health and housing conditions. However, while transforming these challenging realities drives Oxfam's commitment to effecting change within Australia, the story of disadvantage doesn't represent the whole picture.

We believe that how we talk about the problems Aboriginal and Torres Strait Islander Peoples are tackling is important, and we celebrate the successes, the innovations and the truly remarkable solutions to social issues Aboriginal and Torres Strait Islander people have put in place. At the core of all our programs and partnerships is self-determination and pride for the longest living connection to country and culture in the world.

Since 2011, our partner, the Fitzroy Stars football and netball clubs, have grown from 140 to 252 participants and have expanded to provide Aboriginal people with access to legal support, mentoring, and health services. This year we focused on assisting the club to become a sustainable organisation beyond Oxfam Australia's support, with two members attending the School of Social Entrepreneurs to produce a sustainable business plan for the club.

Similarly, we are also transitioning out of our partnership with South West Aboriginal Medical Service (SWAMS) after significant progress has been made within the organisation's programs. This year SWAMS rolled out the Red Dust healing program, which addresses significant issues such as identity, Aboriginal and Torres Strait Islander history and the impacts of colonialism, drug and alcohol issues, family violence, mental health issues, anger management, education, employment and housing issues. So far the program has assisted 258 Aboriginal and Torres Strait Islander people.

**67 WELLS  
BUILT IN  
BANGLADESH,  
GIVING SAFE DRINKING WATER  
TO 7,041 PEOPLE.**



## MEET MZIZI LUGAJU

**"AS WE ARE ATTENDING THE SCHOOL WE ARE DRINKING THE HEALTHY WATER AND THAT MINIMISES THE NUMBER OF PEOPLE WHO MIGHT GET THE DISEASES LIKE CHOLERA ... WE ARE SAFE BECAUSE OF THE CLEAN WATER THAT [OXFAM] GAVE US."**

### STUDENT AT DINGIZWE SCHOOL, UFAFA VALLEY, SOUTH AFRICA

"Here in our school we are lacking water and it was difficult for us to have some water ... We [have] to go down to the river to fetch water [when] we are supposed to be in our classes and learn.

"It takes about an hour and half return ... because it's not easy to just take 25 litres of water ... from the river into the school. We were fetching water to clean, to drink, even to cook. And that wasn't good for us, even for our health.

"Even the water that we fetch from the river it is not actually clean, it is dirty [and] you get sick ... there are several germs there in the river, because people are even throwing their disposable nappies in.

"[This rainwater harvesting] system has helped us a lot. Due to the system we are drinking the healthy water and it is clean. We are having one of the most clean water in South Africa, that is why we like to thank [Oxfam partner] Woza Moya.

"Because of the system there is a big difference ... I usually see some of the learners spending most of their time in classes instead of going to the river and fetch the water ... I'm sure that our results will be raised up because of this water because we've got more time now to study."



# INFLUENCING CHANGE

YOUR SUPPORT IS HELPING PEOPLE TO ASSERT THEIR RIGHT TO BE INVOLVED IN DECISION-MAKING, DEMAND JUSTICE, CHANGE IDEAS, AND CHALLENGE POLICES THAT NEGATIVELY IMPACT THEIR LIVES.



## URBAN POVERTY IN INDIA

India's growing urban population is currently around 285 million, with about one in four living below the poverty line. Seasonal migrants, homeless persons, and slum-dwellers live and work in India's cities, often without access to basic and essential services, including health and education. In some cases, India's urban poor exist without identity or ration cards, are excluded from accessing their entitlements, and are invisible to policy and decision-makers.

With Oxfam's support, strong and vocal community groups are emerging in Uttar Pradesh, such as the Urban Poor Collective, the Unorganised Sector Workers Forum, the Women Street Vendors Collective and the Waste Pickers Collective. These groups are asserting their rights and demanding access to services, and more than 2,000 poor families have now obtained at least one proof of identity across three cities in Uttar Pradesh, Assam and Maharashtra, unlocking schemes and entitlements, and being included in the census and government surveys.

Working at the government level, our participation in campaigns and movements for social change have seen improvements and better implementation of pro-poor policies. Legislation and policy that can effect real change for urban workers, such as the National Street Vendors Policy, the Building and Other Construction Workers Act, and the Domestic Workers Bill, have been rallying points for community organisations, yielding greater confidence and morale for these grassroots movements.

## PUTTING A STOP TO LAND GRABS

In the 21st century, there have emerged alarming reports of a worldwide increase in "land grabs". Land is often taken without the informed consent of local people, and with few — if any — environmental and social safeguards. Land grabs leave communities without adequate access to food, water and livelihoods, and people defending their land rights face violence

and intimidation. Sadly, many land grabs that leave people hungry and homeless occur in the agriculture sector.

In April, Oxfam launched a landmark campaign targeting the "big four" Australian banks — Commonwealth, ANZ, NAB and Westpac — and their support for companies involved in land grabbing overseas. In just a few months, tens of thousands of Australian bank customers, shareholders and investors learnt how their bank could be using their money to support companies that force people off their land.

We also shared human stories about the impacts of land grabs. Thousands of Australians were inspired to take action after hearing how rural people in Cambodia were standing up to ANZ for its role in profiting from their land. We urged hundreds of supporters to keep the pressure up on Westpac, after the National Court of Papua New Guinea declared the lease underlying a land grab in Turubu, PNG, as invalid. Westpac is linked to the Turubu land grab through its long-term relationship with an international logging company and its subsidiaries.

We rallied customers of the big four banks to call for their bank to improve its lending practices and to support redress for communities affected by bank-backed land grabs. More than 8,000 customers have written to their bank and 16,000 Australians have signed our petition.

The resulting media coverage and public interest has led all of the big four banks to take land grabs seriously. One of the big four — NAB — has committed to releasing a detailed statement on how it addresses land grabs by December. But so far, none of the big four have committed to an approach that would ensure zero tolerance for land grabbing.

Finance and banking can seem complex and intimidating. Our campaign cuts through the jargon to focus on the facts — Australians just don't want their money being used to kick people off their land and into poverty.

## STANDING UP FOR FACTORY WORKERS

Bangladesh's garment industry is the second biggest global exporter of apparel. And the 4 million strong workforce powering this industry is made up of mostly young women. Earning poverty wages, working in unsafe factories, and enjoying very few rights and little job security, garment factory work is still one of the few options for many poor women, especially those from rural areas. When the Rana Plaza factory building collapsed in 2013, killing 1,100 men and women, the dangerous source for many of our biggest clothing brands was exposed.

Following the outrage after the Rana Plaza building collapse, Oxfam engaged its supporters to pressure major brands who source from Bangladesh. After a coordinated campaign of engagement and influence, seven of the eight Australian companies sourcing from Bangladesh signed on to the Bangladesh Fire and Building Safety Accord, including Kmart, Target, Cotton On, Woolworth, Pacific Brands, Specialty Fashion Group and Forever New. Only the Just Group signed a weaker agreement called the Alliance for Bangladesh Workers Safety.

Due to sustained advocacy on the issue of transparency, Kmart and Woolworths (followed by Target in September 2014) published the locations of their supplier factories — an important step that means unions and NGOs are able to make contact with workers at these factory sites and support workers campaigning for improved conditions. They can also inform brands sourcing from the factory of the current situation. These Australian companies have joined a group of only a dozen garment retailers worldwide who have taken this important step.

Oxfam's engagement with the Australian public generated huge support and increased awareness on the issue, with more than 7,000 people signing our petition to get retailers to sign the Accord. We also reached a massive 300,000 Australians with our Naughty or Nice Index, published in the lead up to Christmas last year, detailing which retailers had signed on to the Accord and which had not. In our discussions with several retailers, our social media campaign was reported as a major influence in their decision to sign on to the Accord and to publish the location of their supplier factories.

"THINGS WOULD IMPROVE IF WE HAD OUR LAND. THAT'S WHAT I WANT. I THINK THIS WOULD BE MUCH, MUCH BETTER. AS LONG AS WE ARE ALIVE, WE SHOULDN'T LOSE HOPE."

## MEET ROSANGELA DUARTE

HEALTH AGENT, JATAYVARY OF KAIOWA INDIGENOUS SETTLEMENT, MATO GROSSO DO SUL, BRAZIL

"I moved to this place with the aim of achieving better things for my children. We were going through deep problems in terms of poverty; my mother and father had no work and I wanted to study, to grow, to become something better. I want a better life for my children, better than the one I had.

"During the harvesting time for sugar cane, the dust flies high. Once there was a truck that fell into the water stream; they left the load in the water, it [rotted] and the children got skin diseases all over their body. It was painful for them.

"When they spray whatever that is with the aeroplanes, instead of being just there, everything comes right here [and] sometimes they circle around. After they spray pesticides, I feel myself getting a strong headache, and feel like I'm sleepy. I feel like I want to vomit.

"I told the doctor, 'I think the reason we're feeling like this is because they're spraying the pesticides'.

"It makes me feel sad, but what can we do?"

"When there's too much dust, it's difficult to breathe. I feel like there's something coming inside [my lungs]; it feels like it's so stuck inside, and at night, I have difficulty breathing. Sometimes it's difficult because we cannot go outside for fresh air. They are not caring about who is there.

"It's ironic and saddening that we are surrounded by sugar cane fields. Everything is expensive and difficult for us — out of reach."

**300,000 PEOPLE ENCOURAGED 7 MAJOR AUSTRALIAN COMPANIES TO SIGN THE BANGLADESH FIRE AND SAFETY ACCORD**



“AS A MOTHER, I FEEL HAPPY, BECAUSE IT’S DIFFERENT THAN BEFORE. IT IS DIFFERENT NOW, BECAUSE I NOW GOT THE INFORMATION I LEARNT. I KNOW TO COOK RICE WE HAVE TO MIX IT WITH DIFFERENT KINDS OF VEGETABLES, NOT ONLY RICE.”

## MEET MELIANA HOAR

NUTRITION COMMUNITY VOLUNTEER,  
OBUCMIL VILLAGE, TIMOR-LESTE

“I have four children. Three sons and one daughter. My first son is Tarziso; he is now 12 years old at secondary school.

“[Five years ago] when I was pregnant, and I had two sons at the time, there was a program run by Oxfam. [It was to help in] feeding my children — not only my children, but all other children in this village.

“I wanted to be part of the program because I wanted to learn what was taught by Oxfam, Oxfam staff, about cooking for babies ... For my first son, because he was malnourished, I would like him to be part of the program.

“When we weighed him, his weight was decreasing. He got sick all the time. Even we took him to health post. But his weight was getting less and he got sick all the time. And it was because of lack of food.

“Before, I gave him only porridge ... it was due to a lack of food, and also a lack of knowledge ... [After] when I cooked porridge, I cooked rice, I mixed with vegetables and carrots and other vegetables, and also eggs. I also provided beans when he grew up.

“After that, [he] gained weighed actually, and then he was not sick all the time. He was in the program for nine months. And now, he always wants to eat. When it is time to eat, he eats!

“[My other three children] are different than Tarziso. Their weight is increasing and they also they have good food ... They are all healthy ... So I feel happy.”

## OUR PLAN TO TACKLE POVERTY AND INEQUALITY

### SIX GOALS TO CHANGE THE WORLD

In February this year, Oxfam Australia released our new strategic plan for 2014–2019. Our six goals to change the world aim to reduce or eliminate many of the complex and challenging causes and outcomes of poverty and inequality.

#### GOAL 1: THE RIGHT TO BE HEARD

To reduce poverty and injustice, people must be able to speak up and actively pursue their rights, and have decision-makers listen and respond. In particular, women and young people need access to decision-makers so that they lead and participate in discussions that affect their lives. This goal aims to ensure that people all over the world know and exercise their right to be heard.

#### GOAL 2: GENDER JUSTICE

Gender justice means that women and girls are participating in the economic, political, social and cultural aspects of their lives; holding positions of leadership; accessing information, services and resources; and participating in decisions that affect their lives. Gender justice also means that women and girls are living free of violence and the fear of violence.

This goal — and the whole strategic plan — aims to ensure that the needs, rights and active participation of women and girls is central to all of our work.

#### GOAL 3: SAVING LIVES, NOW AND IN THE FUTURE

People in both rural and urban areas throughout the world are experiencing an increasing number of humanitarian crises, as well as protracted events such as droughts. Oxfam Australia is aiming to influence governments, the private sector and other organisations to work together to reduce preventable crises, protect people’s rights before, during and after crises, and help people rebuild their lives. We’re also aiming to increase the scale, reach and effectiveness of our responses to humanitarian crises.

#### GOAL 4: SUSTAINABLE FOOD

Every day, one in nine people go to bed hungry, despite the fact that 80% of hungry people are involved in the production of food. Sustainable food for everyone means that women and small-scale producers have access to food, land and markets, and more influence over the decisions, policies and laws that affect their food security. This goal aims to ensure that those with power implement policies and practices that increase food security and address the rights and needs of small-scale producers.

#### GOAL 5: FAIR SHARING OF NATURAL RESOURCES

People who rely on natural resources for their livelihoods — particularly women and young people — need greater access to those resources, more influence over the use of them, and a fair share of the benefits derived from that use. In addition, governments and corporations need to adopt environmental standards that protect the land and water that people rely on for their livelihoods.

#### GOAL 6: FINANCE FOR DEVELOPMENT

To successfully tackle poverty and inequality, governments, corporations and multilateral institutions need to be more accountable and transparent; tax systems need to fund the long-term sustainable provision of essential services; companies need to pay their fair share of taxes; and governments need to allocate more money towards development and essential services.

### SIX GOALS TO CHANGE HOW WE WORK

These goals will help us to improve our internal processes and systems so that we can achieve our six goals to change the world.

#### GOAL 1: A WORLDWIDE INFLUENCING NETWORK

Oxfam Australia is brokering, supporting and participating in networks that influence governments and organisations to listen and respond to people who experience poverty and injustice.

#### GOAL 2: PROGRAM QUALITY

Because our work is designed to bring about meaningful and lasting changes for people, we always aim to improve the quality of our programs. We do this by evaluating and learning from our work and the work of others, exchanging ideas, embracing innovation, and identifying and implementing better ways of working.

#### GOAL 3: ACCOUNTABILITY

Being accountable means being transparent, communicating clearly, and encouraging participation, evaluation, and feedback in all areas of our work. This helps us build and strengthen relationships that are open, trusting, and ethical; both with the people we work with and those who support us.

#### GOAL 4: INVESTING IN PEOPLE

To change the world, we need staff, volunteers and partners with a mix of skills, experience and knowledge that develops over the six years of the plan. To achieve this, we need to develop our staff and partners, and provide appropriate training and leadership.

#### GOAL 5: COST-EFFECTIVENESS


Cost-effectiveness means making wise decisions about where and how we spend our money, and demonstrating responsible management of our donated funds. This will ensure the long-term sustainability of Oxfam Australia, and enable us to maintain and improve the quality of our work.

#### GOAL 6: INCOME GROWTH

Increasing our income means that we will have more funds available for our programs, enabling us to increase the scale and impact of our work.



Bantayan Island, the Philippines: Marie Clar Labtik collects shells to make jewellery, five months after Typhoon Haiyan had a devastating impact on the fishing and seaweed industry. Photo: Tessa Bunney/Oxfam.



# **WORKING TOGETHER FOR A BETTER WORLD**

**OXFAM CAN ONLY ACHIEVE OUR VISION OF A JUST WORLD FREE FROM POVERTY IF WE WORK COLLABORATIVELY WITH PEOPLE FROM ALL WALKS OF LIFE. OUR DONORS, SHOP CUSTOMERS, ACTIVISTS, VOLUNTEERS, MEMBERS, GROUPS, STATE COMMITTEES, STAFF AND MANAGEMENT TEAM ALL SHARE A PASSION FOR ENDING WORLD POVERTY; HOWEVER, IT IS THE DIVERSE PERSPECTIVES AND IDEAS THAT EACH INDIVIDUAL BRINGS THAT HELP US TO MOVE CLOSER TO OUR VISION.**





Photo: Richard Weinwright/OxfamAUS

**“IT’S THE FIRST TIME ANY OF US HAVE DONE TRAILWALKER. WE’RE ALL EXCITED AND ALSO FEELING A LITTLE NERVOUS ... [BUT] IN A MINUTE, WHEN WE START, I’M GOING TO BE EXCITED AND PUMPED UP!”**

## MEET SHERRI STACY

**HOLY WALKAMOLE TEAM MEMBER [SECOND FROM LEFT], OXFAM TRAILWALKER, PERTH, AUSTRALIA**

“This is my first Trailwalker. I signed up for the challenge. I wanted to do some fundraising and I liked the idea of the challenge Trailwalker offered. I did mud rushes last year but running’s not really my thing.

“I met the other girls in my team on Oxfam’s website. I was looking for a team and they were looking for a fourth team member to join them. We’ve been doing lots of training together and have made friends.

“We’re a multinational team! I’m from Perth but the other girls are from India, Singapore and Malaysia. I’m sure we’ll stay friends long after Trailwalker. Considering we’re all so different, it’s great that we get along so well!

“I’m most nervous about the distance, how long the trail is, and being able to persevere in the tough times and when it’s dark. I’m feeling nervous but sufficiently prepared.

“I’m most looking forward to seeing Statham Quarry, it’s so pretty. I grew up in that area and love it. We have a great support crew to help us get through; my parents are going to be there. We’ve pre-prepared all of our food and our support crew will be bringing it along to the checkpoints for us.

“I’m looking forward to Saturday lunch — we’re having fried rice delivered! I’ve also made a surprise dessert for the girls for tonight.”

## GIVING GENEROUSLY

YOU MAKE THE POWER OF PEOPLE AGAINST POVERTY A REALITY, BY DONATING TO OUR WORK, HOLDING FUNDRAISERS, BUYING FROM OUR SHOPS, JOINING OUR GROUPS, AND BEING THE CHANGE YOU WANT TO SEE. THANK YOU.

### DONORS

Our donors are our lifeblood: without them, we couldn’t achieve all that we do. This year, 193,822 donors made 785,014 gifts, raising \$52.4 million for our work — \$9.6 million more than the previous year. We invested in fundraising in 2013–2014 to secure funds for our programs into the future — and our donors reciprocated. They gave generously to our emergency appeals, regular giving program and events, gifted large bequests, and responded enthusiastically to our direct mail and digital fundraising campaigns.

Two thirds of our donors live in Victoria and New South Wales, and most are aged between 30 and 49 years. In 2013–2014, almost half of our donors gave to Oxfam for the first time.

### CUSTOMERS

This year more than 1 million items were sold through our Oxfam Shops, online shop and in supermarkets around Australia generating \$12.5 million in sales. These items were produced by more than 136 fair trade and ethical producer partners in 38 countries around the world, including Australia.

Compared to 2012–2013, we sold fewer items to fewer customers as we closed four shops during this period, with one further shop closed early in 2013–2014. Taking these closures into account, the 11 remaining shops had a combined sales growth of 6.5%.

More than half our customers shopped in store but they increasingly frequented our other sales channels with online sales increasing by 16% on the previous year.

Supermarkets around the country sold vast quantities of our Oxfam fair range of tea, coffee and chocolate — with sweet-toothed Oxfam supporters helping the range achieve a combined sales growth of 6% through supermarkets in 2013–2014.

While chocolate remains a customer favourite (we sold 23,927 kilograms this year!) our best-selling product (by net profit) was our *Vegetarian Cookbook* — one of our best sellers since it was first developed by staff in 1989. Our giftware products also sold extremely well throughout the year.

### OXFAM GROUPS

A heartfelt thank you to our 33 community groups and seven state committees, who raised much-needed funds for Oxfam through a diverse range of events and activities. In Victoria, the Box Hill Group’s school concerts, the Eastern Suburbs Walk Against Want and the Diamond Valley Group’s annual book fair collectively raised more than \$74,360 for our work; while in South Australia, the Book Shop Group raised \$153,466 through second-hand book sales.

### OXFAM TRAILWALKER

In October, we held our inaugural Oxfam Trailwalker Perth event, which was a stunning success thanks to the record-breaking 1,476 first-time participants who took on the 100km trail. In total, 1,945 teams took part in Oxfam Trailwalker events in Sydney, Melbourne, Brisbane and Perth to collectively raise more than \$7 million. A huge thank you to all who took part, and congratulations to our four top fundraising teams: in first place Fidelity Worldwide Walking (Brisbane), followed by Team Walk (Sydney), Walk Straight (Perth) and WOW Ways of Walking (Melbourne).

### FUNDRAISERS

Supporters held an incredible 677 community fundraisers around the country this year, and put the fun back into fundraising. Among them was Mary Kulusniewski, who has been staging concerts in her

home for years (this year’s event raised \$4,000); Viji Krishnapillai, who exhibited his beautiful watercolours to raise \$2,300; and Paul Beattie, whose Swapping for a Cause fundraiser started with a humble pencil sharpener and ended up with \$1,350.

This year, Oxfam volunteer Brian Moran retired from coordinating the Oxfam Tree fundraiser after 30 years of dedicated service — but not before selling 2,695 trees and raising \$212,905 over the Christmas period. Brian, you will forever be our Christmas star!

Oxfam fundraisers were well supported: our new International Challenge enticed 33 energetic supporters to trek Mt Kilimanjaro, raising more than \$185,000, while the annual Melbourne International Comedy Gala continued to be a crowd pleaser. The event raised around \$77,000 thanks to some fine comedic talent, including the masters of ceremonies, Sammy J and his puppet accomplice Randy.

### CORPORATE PARTNERS

This year, 105 corporate partners participated in our workplace-giving program, supporting their staff to collectively contribute \$670,744 to our work — a 5% increase on 2012–2013’s result.

Our corporate partners also contributed more than 1,650 hours in volunteering and pro bono support. Among them were Origin Energy, whose staff volunteered at our Oxfam shops and warehouse in Adelaide, and Corrs Chambers Westgarth, which continued to provide pro bono legal services. Deloitte also provided extensive pro bono support, and contributed valuable expertise via its micro volunteering platform, which enables staff to work on projects for Oxfam from their own desk.

 **2,695**  
CHRISTMAS  
TREES DELIVERED



"I GOT AN EMAIL FROM OXFAM ENCOURAGING ME TO HAVE A CHAT TO MY FRIENDS. ABOUT FOOD. OVER A MEAL. IT WAS TOO GOOD AN OPPORTUNITY TO PASS UP, SO I REGISTERED TO MY OWN EAT LOCAL FEED GLOBAL MEAL."

## MEET TINA THORBURN

EAT LOCAL FEED GLOBAL PARTICIPANT,  
OAKLEIGH, MELBOURNE

"What I like about the Eat Local Feed Global is that I can share my enthusiasm for food — and more importantly, sustainable food — with people I care about, and people they care about. Sounds a bit cryptic this last bit doesn't it? I'm actually hosting the event with my dad's ex-girlfriend. We've decided to invite two friends each. But the twist is we're asking our friends to bring a friend too, making for a broader mix of people and hopefully a livelier discussion about the way our food is grown and eaten.

"We considered having our dinner on the weekend but chose World Food Day (WFD) on 16 October instead. Given it's WFD, we're preparing a truly global meal, with the starter, main meal and dessert all from different corners of the globe. First it's eggplant salsa and homemade tortillas (a recipe I got from a wonderful Honduran woman), then a delicious ensemble of Moroccan dishes, before a homemade lemon cake (including lemons from the garden and eggs from our hens).

"Fundraising is not the main aim of our event, like it is for some people, but I will be asking our guests to think about making a donation to Oxfam about the size of what they would have paid for our meal. I'm also making a bag of goodies for everyone. This will include some seedlings and many of the materials Oxfam have provided.

"Personally, I'm always looking for an excuse to enjoy good company and good food — so why not in the name of a good cause?"

## YOUR INFLUENCE AROUND THE WORLD

OXFAM SUPPORTERS ARE PART OF A GLOBAL MOVEMENT OF PEOPLE STRIVING TO ACHIEVE CHANGE. IN 2013–2014, MORE THAN 47,000 PEOPLE SIGNED PETITIONS, SENT LETTERS TO GOVERNMENTS AND BIG BUSINESSES, OR ATTENDED A CAMPAIGN EVENT.

### GROWING A BETTER FUTURE

Our GROW campaign for a fairer global food system continued to bear (sustainable) fruit this year. Up to 12,000 Australians learned about the "GROW method" for preparing sustainable, fair, delicious food through our workshops, cooking classes and helpful guides. Celebrity chef Julie Goodwin visited Timor-Leste to discover the benefits of small-scale farming, attracting a 38,000-strong audience for the resulting documentary. More than 400 community groups and Oxfam supporters hosted their own Eat Local Feed Global event, and several Oxfam supporters met with Australia's Foreign Affairs Minister to urge the government to show leadership in tackling global hunger.

### A GLOBAL VOICE

As an international confederation of 17 organisations working together in more than 90 countries, Oxfam frequently campaigns on issues together, so that the voices of the poor influence the local and global decisions that affect them. That global voice has brought about some big results over the past year. The world's two largest food and drink companies, Coca-Cola and Pepsi, agreed to a zero tolerance policy on land grabs in their supply chains. The move came after more than 272,000 consumers around the world took action in Oxfam's Behind the Brands initiative which is part of our global GROW campaign. In March 2014, Oxfam joined with other international organisations in the #standwithsyria campaign; candlelight vigils were held around the world to mark the third anniversary of the Syria crisis and world leaders were called upon to help end the bloodshed.

### SAYING NO TO LAND GRABS

Australia's big four banks are backing agricultural and timber companies accused of land grabbing in developing countries — a practice that forces farmers from their land and leaves them with no way to grow food or earn a living. Our report on the issue, *Banking on Shaky Ground*, generated more than 531 media stories in just one week and major interest in the campaign, reaching more than 1.25 million people via Facebook alone. We've since seen engagement from all four banks on the issues that we, and their customers, are raising.

### CAMPAIGN WIN

As part of the Behind the Brands initiative, Oxfam campaigners, supporters and volunteers met with staff from Twinings, owned by food giant Associated British Foods. At this meeting, Twinings agreed to commit to the principles of "Free Prior and Informed Consent" for local communities involved in land negotiations with the company. This major campaign win follows the successful global campaign push for Coca-Cola and PepsiCo to commit to respect farmers' land rights and say no to land grabs.

### CLOSING THE GAP

A record 1,289 community-led events were held across Australia on 20 March to celebrate the eighth National Close the Gap Day, attracting more than 150,000 people.

Community groups, health services, businesses, schools, universities, government offices and individuals, from Canberra to Cape York, came together to re-affirm their support for closing the health inequality gap between Indigenous and non-Indigenous Australians by 2030, and to celebrate the progress that has been made.

### YOUTHFUL IMPACT

We continued to strengthen awareness of human rights and social justice by supporting young people to make a difference on issues they care about. More than 75,000 young Australians engaged with our youth initiative 3things this year, which tackled a range of issues, from a fairer global food system to climate change.

An additional 77,500 young people connected with our 3things Hidden campaign on Facebook, which brought new audiences into conversations about ethical fashion. The campaign, and its associated event *Cheap and Dirty*, gained widespread media exposure and prompted leading fashion brand Gorman to make a public statement on its practices.

### EDUCATING THE NEXT GENERATION

More than 20,000 teachers viewed Oxfam's education resources on issues surrounding poverty, justice and global active citizenship, using them to teach an estimated 100,000 school students. More than 6,800 young people in high schools and universities from around Australia also took part in 40 Oxfam workshops and training sessions, deepening their understanding of development issues and giving them the confidence to discuss these issues with their peers.

### DESIGN FOR CHANGE

Our Design for Change program expanded to Melbourne thanks to a new partnership with RMIT University, which supported its students from a range of creative disciplines to forge creative solutions to a series of development challenges. In total, 4,000 young design, communications and business marketing students worked with Design for Change in Melbourne and Sydney, contributing fresh ideas to fighting poverty and swelling the ranks of our national network of creative activists.







Photo: Lara McKinley/OxfamAUS

## WORKING WITH PASSION

DEDICATED STAFF AND VOLUNTEERS ARE OUR GREATEST ASSET IN OUR MISSION TO OVERCOME POVERTY AND SUFFERING AROUND THE WORLD. WE INVEST IN THEM SO THEY CAN REALISE THEIR FULL POTENTIAL AND MAKE A UNIQUE CONTRIBUTION TO OUR CAUSE.

### STAFF

We have 627 staff working in 10 countries — 29 positions less than 2012–2013 as we closed Oxfam Australia’s office in Laos. Our new operational workforce-planning model will assist our management team to better understand what our workforce looks like, and how to manage our workforce numbers more effectively.

### EMPLOYEE ENGAGEMENT SURVEY

In February, we surveyed 477 staff to gain their feedback on a wide range of topics, from leadership and corporate governance to career development. The results overall were extremely positive, demonstrating that Oxfam Australia staff are highly engaged with the organisation and very motivated to contribute to the success of the organisation. Even those results which are lower scoring are on the whole much higher than industry benchmarks and are still positive overall.

Management agreed to three key focus areas over the coming year, through a comprehensive action plan. These include values, decision-making, and using data for continuous improvement.

### VOLUNTEERS

We launched a new volunteer management system that enables volunteers to more effectively log their hours, view volunteer positions, and communicate with other volunteers. It has made our recruitment and reporting processes more effective and helped us to recruit an additional 802 volunteers this year.

In 2013–2014, we introduced a volunteer program run through our warehouse in Adelaide, which helps asylum seekers waiting to be granted refugee status or the right to work, to gain valuable work experience and a chance to use and improve their English language skills.

In total, 3,983 volunteers gave 86,819 hours to Oxfam Australia, which equals \$2.92 million in value or 52 full-time positions. Most (70%) volunteered at our events; others volunteered at our shops, in the community or in our offices.

### LIVING OUR VALUES

Our human resources strategy, launched in 2013, is designed to ensure we continue to achieve our strategic and operational goals. The strategy contains five key objectives relating to culture, leadership, organisational purpose, capability, structure, processes and systems, to make sure staff are well-resourced, committed and accountable.

We expanded our Aboriginal and Torres Strait Islander (ATSI) cultural awareness program to our Perth and Brisbane offices, making it a national initiative. We also piloted the second phase of our cultural journey program, to now include a cultural understanding workshop. This program will be implemented nationally over the next 12 months.

During the year we have been working with our Aboriginal and Torres Strait Islander employees and ATSI reference group, and Reconciliation Australia, in the development of an Aboriginal and Torres Strait Islander employment strategy, which will be launched in the coming year.

### HEALTH AND WELLBEING

We introduced a new breastfeeding policy to support nursing mothers on their return to the workforce, and significantly revamped our workplace family friendly room to ensure it is equipped for women to breastfeed in a comfortable environment.

We have continued to provide flexible working conditions for carers to make their return to the workforce as smooth as possible, and support employees in their caring responsibilities when we can.

### HUMANITARIAN REGISTER

We have an Australian register of experienced humanitarian aid workers who we call on to respond to emergencies around the world. During 2013–2014 we deployed 18 people to undertake postings in the Solomon Islands, the Philippines and India.

### LEARNING AND DEVELOPMENT

Our Human Resources and Development Unit developed and implemented a new intranet site called “working@ Oxfam”. This site is designed to support employees and managers throughout their employment at Oxfam, with education, policies and process, tools and relevant information. This is a significant change in the way employees can access information and tools to make their employee journey easier. We enhanced our learning and development program by reinstating training modules, refreshing existing courses, and redesigning our global induction program. We also developed a range of resources to support staff through organisational change and expanded our leadership development program.

### ENTERPRISE AGREEMENT

Oxfam Australia’s management and the Australian Services Union negotiated changes to two clauses of Oxfam Australia’s enterprise agreement, which address how staff are consulted about major workplace change, and working on call. Staff voted to simplify these clauses so that they can be more clearly understood and applied.

### SAFETY AND SECURITY

We maintained our focus on health and safety this year to reduce risks and improve our compliance with health and safety regulations. Only 14 workplace incidents were reported in Australia this year, eight less than in 2012–2013, and five security incidents were reported in our country offices compared to 11 in 2012–2013.

“I FOUND OUT ABOUT THE VOLUNTEERING OPPORTUNITY THROUGH AN AD IN THE COMMUNITY AID ABROAD (CAA) REVIEW ... THE AD PROMISED COMPLETE JOB SATISFACTION, GREAT CONDITIONS, BUT OF COURSE — NO PAY! I KNEW OF SOME OF THE WORK THAT CAA WERE DOING IN INDIA AT THE TIME AND I REALLY FELT THAT CAA WAS MAKING A DIFFERENCE.”

## MEET JUDY WARRELL

OXFAM AUSTRALIA VOLUNTEER (RIGHT), CARLTON, MELBOURNE

“I started volunteering in 1979 for Community Aid Abroad.

“When I started, CAA was based on Brunswick Street in an old terrace house that we shared with the Brotherhood of St Laurence. At that time there were only 12 staff. My role was to provide secretarial, bookkeeping and administration assistance to Neil O’Sullivan who was the Program Director at the time. They sat me in front of an old electric typewriter (these were the days before computers) and Neil used to joke with me and say that I typed so fast, he could see sparks coming out of the machine! While I was working for Neil, I remember one time he came back from India and wanted me to type up a report he had put together. Well, I did this and he kept changing his mind on how he wanted the report to look. I literally had to cut and paste sections of the report into other areas. It was very time-consuming.

“One of my most memorable moments and achievements at CAA was organising [former program manager] Graham Romanes’ farewell. Graham was such a lovely person, and had an incredibly strong sense of humanity. I wanted to ensure that his farewell would be something he would remember forever so I arranged to put him on trial for his inhumanity! I asked fellow co-workers to get up as witnesses to prove his humanity and it was amazing to hear everyone speak about all the work Graham had done and his achievements. After all the witnesses had spoken, the judge ruled that Graham had failed inhumanity, which of course meant that he was humane after all! Another part of Graham’s farewell was everyone singing the song I’d put together called ‘Working with Graham’, which was to the tune of ‘Waltzing Matilda’.”





Photo: Peter Caton/OxfamAUS

## OUR GOVERNANCE

OUR MANAGEMENT AND BOARD OF DIRECTORS SET OUR STRATEGIC DIRECTION AND LEAD A DEDICATED AND PASSIONATE TEAM OF STAFF AND VOLUNTEERS TO HELP US ACHIEVE OUR ULTIMATE GOAL: A WORLD FREE FROM POVERTY.

### LEADERSHIP CHANGES

Ian Anderson (Deputy Chair), Susan Black, Ann Byrne, Peter Croft, Dennis Goldner, Mark Pryn and Alan Wu were re-appointed for further terms on Oxfam Australia's Board, and Michael Wright began as a new Director in late 2013. Elizabeth Reid resigned from the Board in April to commit her considerable expertise and energy on her program work. Dennis Goldner was appointed Chair Designate in December to replace the current Chair, Dr Jane Hutchison, at the end of her term.

The Board worked with Oxfam Australia's Aboriginal and Torres Strait Islander Reference Group on a process to select an Aboriginal or Torres Strait Islander person to the Board; Mr Selwyn Button was subsequently appointed in June and started his four-year term in August 2014.

In January, Pam Anders commenced work with the Management Team as Director of Public Engagement.

### STRATEGIC PLAN

In February we launched our new strategic plan, *The Power of People Against Poverty*, which will be in effect from 2014 to 2019. Aligned with Oxfam International's strategic plan, it will form the basis for all operational, sectional and individual performance plans developed over the next five years.

The plan contains clear goals, giving us a focus for our strategic and operational decisions and actions. It clarifies what we stand for, what we will and will not do, what we offer and how we will engage with the Australian public. It also provides certainty about what people expect from us in the countries where we work.

### PERFORMANCE

Our Chief Executive Helen Szoke completed her annual performance review with the Board Chair and Chair Designate, while Board members Alan Wu and Elizabeth Reid completed individual performance reviews with the Board Chair in December and March respectively. The Chief Executive conducted performance appraisals with each member of the Management Team.

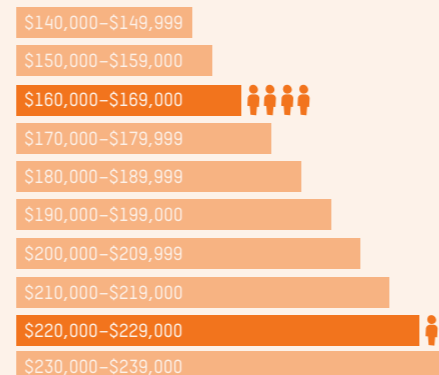
In March, the Australian Centre for Philanthropy and Nonprofit Studies, part of Queensland University of Technology, reviewed the Board's performance. They found that the Board operated well, compared to others in the sector, and identified areas for improvement. In response, the Board clarified the role of Board and management and reinstated the opportunity for Board members to visit an Oxfam program in-country, within budgetary constraints.

### PROFESSIONAL DEVELOPMENT

In February, our Management Team and seven associate directors took part in a two-day leadership program, which focused on their immediate priorities to achieve operational and strategic plans.

Board member Michael Wright received induction training following his appointment in December.

### MANAGEMENT TEAM SALARIES



Salary ratio: the ratio between the highest and lowest paid permanent staff member in Australia (including superannuation) as at 30 June 2014 was 4.43:1 (Chief Executive at \$229,000; category 7 staff member at \$51,870).

**TO VIEW THE PROFILES OF OUR CURRENT BOARD AND MANAGEMENT TEAM MEMBERS, VISIT [WWW.OXFAM.ORG.AU](http://WWW.OXFAM.ORG.AU)**

## MEET MOSAMMAD BILKIS

"THINGS THAT WOMEN IN MY COMMUNITY DID NOT KNOW BEFORE ARE NOW GAINING KNOWLEDGE THROUGH CLUB PARTICIPATION. WITHOUT MY INVOLVEMENT WITH [THE] WOMEN GROUPS, I WOULD NEVER HAVE COME TO THINK THIS WAY, OR TO DO THESE THINGS."

**WOMEN'S CLUB PRESIDENT (CENTRE), CHAR SAYDABAD, BANGLADESH**

"Before the club was established, the women had nowhere to go. They spent their time in household activities ... The club has made a big difference to my life and that of other members.

"The club has opened an avenue to the community women to spend quality time together, and members are encouraged to build up a habit for sharing issues which affects their daily lives."

### BOARD as at 30 June 2014



**DR IAN ANDERSON AM**  
PhD, MLitt, FCA, CPA  
Co-opted: 2003  
Current term expires: 2015  
Meeting attendance: 3/6  
Responsibilities: Deputy Board Chair, Finance, Risk and Audit Committee, Governance Committee



**SUSAN BLACK**  
BOT, MSWAP  
Elected: 2010  
Term expires: 2018  
Meeting attendance: 4/6  
Responsibilities: Chair Governance Committee, Nominations Committee, Public Engagement Committee



**ANN BYRNE**  
HDTS, Grad Dip (HRC), Grad Dip (Superannuation), FAICD, FAIST  
Co-opted: 2009  
Term expires: 2017  
Meeting attendance: 6/6  
Responsibilities: Co-Chair Finance, Risk and Audit Committee



**PETER CROFT**  
BSc, BEc, MAICD  
Elected: 2008  
Term expires: 2018  
Meeting attendance: 5/6  
Responsibilities: Finance, Risk and Audit Committee, Director Oxfam Australia Trading



**SABINA CURATOLO**  
BSc, Grad Dip (Computer Science)  
Elected: 2012  
Term expires: 2014  
Meeting attendance: 6/6  
Responsibilities: Staff Participant, Public Engagement Committee



**DENNIS GOLDNER**  
BEc (Hons), FAICD  
Co-opted: 2011  
Term expires: 2017  
Meeting attendance: 5/6  
Responsibilities: Finance Risk and Audit Committee, Nominations Committee, Board Chair Designate



**MELISSA HOUGHTON**  
BA  
Appointed: 2012  
Current term expires: 2016  
Meeting attendance: 6/6  
Responsibilities: Chair Public Engagement Committee



**DR JANE HUTCHISON**  
Assoc Dip Ag, BA (Hons), PhD  
Elected: 2004  
Term expires: 2014  
Meeting attendance: 6/6  
Responsibilities: Board Chair, Chair Nominations Committee, Governance Committee



**FIONA KOTVOJS**  
MBA, Grad Dip (BusMgt), Grad Dip Ed, Grad Dip Assess & Eval., BSc (Hons), MAICD  
Appointed: 2012  
Term expires: 2016  
Meeting attendance: 4/6  
Responsibilities: Governance Committee



**MARK PRYN**  
BEc, ACA, ACIS  
Co-opted: 2009  
Term expires: 2015  
Meeting attendance: 6/6  
Responsibilities: Co-Chair Finance, Risk and Audit Committee



**MICHAEL WRIGHT**  
BEc (Hons), M.Sc Ec (Hons), AICD  
Appointed: 2013  
Term expires: 2017  
Meeting attendance: 3/4  
Responsibilities: Finance, Risk and Audit Committee



**ALAN WU**  
BA, LLB Grad Dip (LegPrc)  
Elected: 2010  
Term expires: 2016  
Meeting attendance: 6/6  
Responsibilities: Governance Committee

### MANAGEMENT TEAM as at 30 June 2014



**ANTHONY ALEXANDER**  
BBus (Accounting), CPA, MAICD, MACS  
Chief Financial Officer, Company Secretary  
Responsibilities: strategic financial management  
Appointed: 2011



**PAM ANDERS**  
MPPM, 6CertF, BEd  
Director of Public Engagement  
Responsibilities: fundraising, communications, policy and advocacy, active citizenship, youth engagement, volunteering, and Aboriginal and Torres Strait Islander Peoples' Program  
Appointed: 2014



**ALEXIA HUXLEY**  
BA, B Social Administration, M (International Development)  
Director of International Programs  
Responsibilities: international programs, humanitarian support, program development  
Appointed: 2007



**TONY MCKIMMIE**  
BAppSc, Post Grad (Business)  
Chief Operating Officer  
Responsibilities: organisational learning and development, human resources, technology services, accommodation services and Oxfam Trading  
Appointed: 2011



**DR HELEN SZOKE**  
PhD, (Public Policy-Regulation)  
Chief Executive  
Responsibilities: operational management  
Appointed: 2013





**“[CHANGECOURSE HAS] NOT ONLY PLAYED A BIG PART IN MY WORK LIFE AND THE CHOICES I’VE MADE AS A YOUTH WORKER; IT’S ALSO LARGELY IMPACTED ME AS A PERSON. ALL THE GREAT PEOPLE I’VE MET, THE EXPERIENCES, THE TRAINING ... THE SUPPORT ITSELF IS JUST AMAZING.”**

**MEET JERMAYNE WILLIAMS**

**LIVING OUR VALUES**

AS A LEADING INTERNATIONAL ORGANISATION FIGHTING INJUSTICE, WE STRIVE TO MEET THE SAME SOCIAL, LABOUR, AND ENVIRONMENTAL STANDARDS THAT WE DEMAND OF GOVERNMENTS AND CORPORATIONS, AND LIVE OUT OUR VALUES IN ALL THAT WE DO.

Photo: Rachel Manns/OxfamAUS

**CARBON FOOTPRINT**

At the end of 2013, our travel provider changed the way it calculates air travel emissions, making it difficult to compare results year on year. Nevertheless, our air travel emissions were 20% lower than planned levels for 2013–2014 and our total annual CO<sub>2</sub> emissions were 16% lower than the previous year.

Electricity usage was down 18% compared to 2012–2013 levels as a result of several energy saving initiatives, including the installation of LED lighting in the Melbourne office and Canberra Oxfam Shop, and replacement of a number of servers in IT. Gas usage was marginally higher than last year due to unseasonable demand for heating between July and October.

**WASTE**

While we sent 6.1 tonnes of waste to landfill — a tonne more than last year — we successfully diverted 14.76 tonnes of organic and recyclable material. Since 2010–2011, the amount of waste being sent to landfill has increased, a trend we are determined to reverse. Over the coming year we will ramp up our internal education program on recycling and reduce the amount of waste we produce.

**WATER**

Water consumption levels were 8% higher than last year’s because more staff used the office shower facilities after riding to work or taking part in lunchtime sports activities. We also harvested 16% (22.3kl) less rainwater this year due to drier conditions.

**PAPER**

We used more photocopier paper this year as we welcomed a significant number of new supporters, which resulted in a greater quantity of printed correspondence, and introduced a new

mail-out for existing supporters. To reduce costs, we also printed more materials internally instead of outsourcing to external print houses.

**RECONCILIATION**

Our Reconciliation Working Group met eight times in 2013–2014 to deliver Oxfam’s annual reconciliation plan, which outlines 28 actions to help achieve a reconciled Australia. We achieved around 70% of our targets, including introducing the work of three new Aboriginal producers to our shops, and involving more than 50 Aboriginal and Torres Strait Islander young people in Oxfam Australia’s programs. We have included reconciliation targets in Oxfam’s strategic and operational plans, and developed a new reconciliation plan that will guide our work over the coming two years.

**KEEPING IT GREEN**

We assess the environmental impact on our four Oxfam Trailwalker trails before and after each event to identify, avoid and mitigate environmental risks, and minimise our carbon footprint.

We now require all walkers and volunteers to provide their own non-disposable cups to reduce waste, and we only use biodegradable cutlery and crockery. In a bid to reduce food waste, we trialled snackpacs at the Brisbane event, which reduced our overall waste, and donated any remaining food to organisations such as Oz Harvest and Meals on Wheels.

**A SAFE AND FAIR WORKPLACE**

All our new employees and volunteers receive compulsory training in gender justice, cultural awareness, work health safety and maintaining a harassment-free workplace. All of our programs must incorporate gender, disability inclusion and environmental sustainability.

**BUYING FAIR**

By stocking Fairtrade tea, coffee and chocolate in our staff kitchens and using Fairtrade products at our events, we’re making sure that farmers receive fair wages and conditions. We also ensure that all the clothing we produce for our events, campaigns and fundraising are Ethical Clothing Australia accredited.

**ENVIRONMENTAL PERFORMANCE\***

	2013-2014	2012-2013
<b>CO<sub>2</sub> emissions (tonnes)</b>		
Electricity	801.7	902.3
Gas	21.56	19.5
Travel	1,608.1	1,974.1
<b>Waste management (tonnes)</b>		
Landfill	6.61	5.1
Recycling	14.76	14.9
<b>Water usage (litres)</b>		
Potable	648,000	601,000
<b>Paper usage (tonnes)</b>		
Photocopying	5.15	3.55

\*All figures are for the national office only, except travel and paper.

**YOUTH WORKER AND CHANGECOURSE PARTICIPANT, BEAUDESERT, QUEENSLAND**

“I’ve always had an inside passion for working with youth, and always thought I could do a bit more for my community. But I never took that leap of faith; I never really had that belief in myself.

“As a young youth worker ... the only real experience I had was life experience. Just growing up and experiencing the hardships that I did, I was able to relate to the youth in our community.

“Growing up, I could’ve made some better choices. I think that’s how I can relate now to these kids because ... I got into some strife. I learned the hard way. Once I grew up and started working, life became drama-free and I liked it.

“Ever since then, I’ve been working. I started slowly changing my life. For me, I wanted to change.

“[My program is] a 12-week course, which I run with young fellas who’ve been kicked out of school or have left school and aren’t doing much. They really have no skill set at all and no knowledge for the workplace. So I went around and tried to reconnect with the youth in our community ... They were kind of slipping through the cracks.

“I just went and talked to them, which was the best thing I could do. Because no-one really sees them. In their eyes, no-one wants to talk to them or wants to help them.

“Part of my goal as a person was being able to get out and help people — [but ChangeCourse has] helped me. So much ... I owe them a lot.”





# FINANCIALS

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MAINTAINING A STRONG FINANCIAL PERFORMANCE IS CRUCIAL IF WE ARE TO CONFIDENTLY PLAN FOR THE FUTURE AND ENSURE WE CAN ALWAYS HELP PEOPLE IN NEED. WE WORK HARD TO KEEP COSTS DOWN, MAXIMISE FUNDRAISING OPPORTUNITIES, AND DIRECT FUNDS TOWARDS PEOPLE AND COMMUNITIES WHO NEED IT MOST.



## MEET SUBHAN NUR TAUFIK

**“MY LIFE HAS CHANGED A LOT. I USED THE MONEY TO GET MARRIED ... AND SUPPORT MY FAMILY. NOW I SEND PRODUCTS ALL OVER THE WORLD ... THANKS TO OXFAM, WHO ASKED FOR A BIG ORDER WHEN I FIRST JOINED APIKRI.”**

**HANDICRAFTSMAN FOR OXFAM SHOP PARTNER, APIKRI, BANTUL, INDONESIA**

“I was in a difficult situation as a craftsman ... But when I joined Apikri, my luck changed ... I got an order at that time from Oxfam for more than 50,000,000 rupiahs [AUD \$4,600]. Thank god for that order, suddenly I was very busy.

“When we started, we were one family working at this. Now there are eight other families who are busy producing coconut shell crafts. I will be more happy when my dream comes true: that this village is busy, that everyone can earn an income from this business.”

# BUILDING LONG-TERM SUSTAINABILITY

FINANCIAL REPORT FOR 2013-2014

## FINANCIAL PERFORMANCE

The consolidated surplus for the year was \$1.9 million — another good result following last year’s \$3.6 million surplus, which continues to rebuild our reserve levels. Furthermore, we reported a positive cash flow from operations of \$5.4 million. The surplus and positive cash flow was largely due to growth in our community support income, achieving operational cost efficiencies during the year, significant improvements in our Oxfam Shop performance, and improving our foreign exchange management processes.

Looking ahead we will continue to rebuild reserves while investing in fundraising activities to grow our income.

## INCOME

Our total income increased by \$9.2 million this year, to a total of \$91.1 million. This is mostly due to a \$9.5 million increase in our community support income, compared to the previous year. In 2013-2014, we received significant emergency appeal funding for our Typhoon Haiyan and Syria appeals, bequest income and regular giving, and increased our fundraising investment. This generated \$52.4 million in donations from the general public.

We expect to continue to invest in our fundraising work to strengthen our long-term financial position and ensure more funds are available for our program and advocacy projects. We expect this to have an impact on our cost of fundraising ratio next year. Our grant income from institutions remained stable at \$25.4 million for the year, a small increase from the prior year.

## PROGRAM INVESTMENT

We invested \$50.6 million in our long-term development, emergency response and advocacy programs during the year. This was an increase of \$4.3 million from 2012-2013, including increases for grants to our overseas partners for direct program work. We also invested \$1.4 million into our domestic programs. Our largest program investments for the year were:

- \$4.3 million on our emergency response to Typhoon Haiyan in the Philippines.
- \$1.5 million on our response to the Syria crisis, assisting refugees in Lebanon and Jordan.
- \$1.8 million for the No Longer Vulnerable program in South Africa, which aims to: improve health outcomes related to HIV and AIDS, tuberculosis and waterborne diseases; increase food availability and livelihood options for poor families; and improve people’s access to social protection rights.
- \$1.1 million on economic justice programs in Sri Lanka through the Australian Community Rehabilitation Program. These programs are focused on providing large numbers of conflict-affected families across Sri Lanka with access to food, security and a source of income.
- \$1 million on the Eliminating Violence Against Women program in Papua New Guinea, with a focus on raising awareness for men and boys, and providing women and girls with counselling services, and crisis support.
- \$900,000 on the Securing Rights program in Zimbabwe, supporting the rights of women in the context of HIV that included exposure visits to Canberra by several Zimbabwean parliamentarians.

## OXFAM SHOP

This financial year saw a growth in sales across all three channels (Oxfam Shop, wholesale and online) and a significant reduction in Oxfam Shop operating expenses, with five underperforming shops no longer operating in the 2013-2014 financial year. Although there was an overall loss of \$458,759, and fewer shops resulted in a decrease in overall Oxfam Shop sales this financial year, in fact the 11 shops that have remained open show a combined sales growth of 6.5% compared to the previous financial year.

This result doesn’t include the \$1.4 million in Oxfam Unwrapped sales and donations made through our shops, but it does include the \$4 million we paid to our 136 fair trade and ethical producer partners, improving the lives of artisans and producers in 38 countries around the world.

Online sales increased by 16% on the prior year. Key drivers for the growth in 2013-2014 were an increase in the conversion rate, a reduction in the number of one-off website views, and an increase in average sales value per transaction. The wholesale channel which represents our Oxfam fair range of Fairtrade certified tea, coffee and chocolate that are sold through supermarkets across Australia, has seen a 6% increase on the prior year. Highlights included sales growth in the Coles account of 13% and Trailwalker chocolate fundraising sales totalling \$74,488.

## RESERVES

By the end of 2013-2014, our reserves had grown by \$1.9 million to \$18.6 million, as a result of our continued focus on cost efficiency and long-term financial sustainability. Over the next two years, we will continue to rebuild our reserve levels to ensure we have a solid safety net during difficult financial times.

## LOOKING AHEAD

We continue to focus on building a strong financially sustainable organisation, with a view to future growth and stability. We will build on our income strategy and increase investment in our public fundraising activities in 2014-2015. We have also recently signed off on our institutional funding plan, which gives greater focus to raising funds from government and similar organisations. Both public and institutional funding is vital for ongoing funding of our program and advocacy work. We have budgeted for a break-even result in 2014-2015.

Oxfam Shop continues to move towards profitability and we remain focused on increasing sales across all three channels and keeping costs contained. As an organisation, we are achieving our goals to be financially-sustainable over the long-term so that we are strongly positioned to continue to promote social justice and fight poverty. However, we are only as strong as our donors, so thank you for your continued generosity and support.

ANTHONY ALEXANDER  
CHIEF FINANCIAL OFFICER

ANN BYRNE, CO-CHAIR  
BOARD FINANCE, RISK AND AUDIT COMMITTEE

MARK PRYN, CO-CHAIR  
BOARD FINANCE, RISK AND AUDIT COMMITTEE





## MEET PHUMLILE DLAMINI

"WHEN I LOOK AT HER, I WISH FOR HER SUCCESS ... AND THAT WHEN SHE'S BIG, SHE MUSTN'T CHANGE FROM HOW SHE IS NOW, BECAUSE SHE HAS DREAMS. I WOULD BE HAPPY TO SEE HER MAYBE BEING A DOCTOR."

GRANDMOTHER OF SIX-YEAR-OLD YOLANDA, WHO ATTENDS AN OXFAM-SUPPORTED SCHOOL, UFAFA VALLEY, SOUTH AFRICA

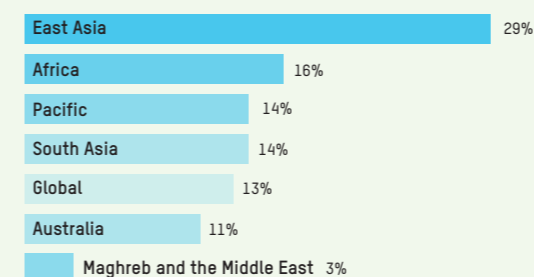
"Yolanda is a child that you can see is very clever, because when you talk about something, she knows how to reply and then asks questions.

"Everything she learns at her school, she brings here ... The poems she brought home and recites for us, that when we eat, we must wash hands, and if we touch food. And when we go to the toilet, we must wash hands with water and soap. She taught us really to wash our hands properly and how to dry them."

# FINANCIALS AT A GLANCE

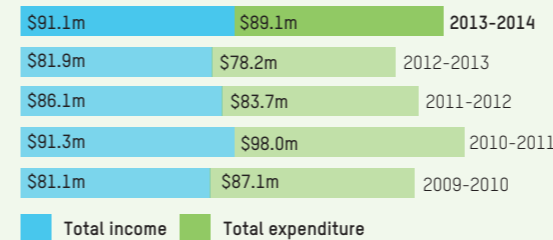
THIS YEAR OUR FINANCIAL FOCUS WAS ON ACHIEVING ANOTHER SURPLUS RESULT, CONTINUING TO BUILD A STRONGER OPERATING STRUCTURE, INVESTING IN FUNDRAISING, AND ENHANCING THE FINANCIAL PERFORMANCE OF OXFAM SHOP.

### PROGRAM SPEND BY REGION



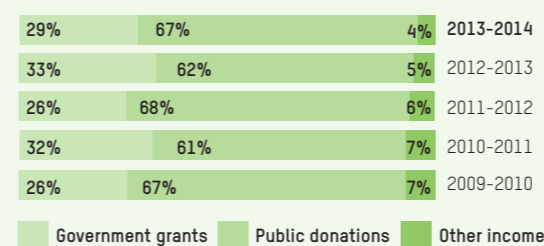
Please note: the Americas does not appear in this graph as support to this region is through payments to Oxfam Shop producer partners, which aren't included in our program expenditure figures. "Global" refers to programs that are not region specific.

### FINANCIAL PERFORMANCE



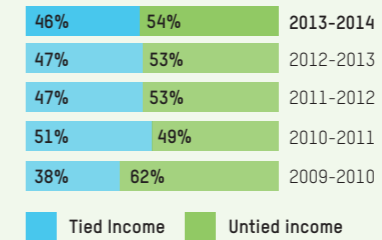
INCOME TYPE	Public donations	Grant income	Oxfam Shop sales
2013-2014	\$52.4m	\$25.4m	\$12.5m
2012-2013	\$42.9m	\$25.1m	\$13.6m
2011-2012	\$49.3m	\$22.3m	\$13.9m
2010-2011	\$47.5m	\$29.2m	\$13.9m
2009-2010	\$45.8m	\$21.2m	\$13.0m

### GOVERNMENT GRANTS VS PUBLIC DONATIONS

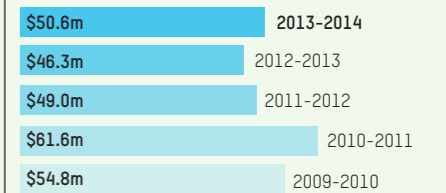


**\$50.6 MILLION**  
SPENT ON OUR PROGRAM WORK

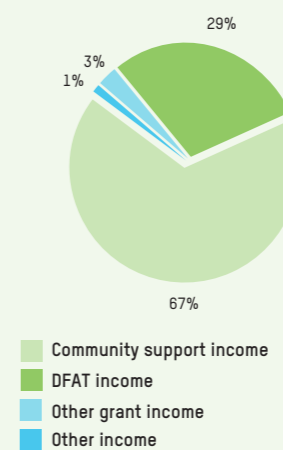
### TIED VS UNTIED INCOME



### PROGRAM EXPENDITURE

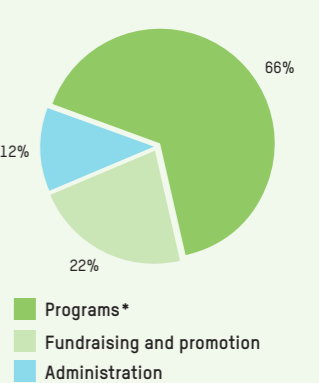


### WHERE THE MONEY COMES FROM



Does not include Oxfam Shop sales.

### WHERE THE MONEY GOES



Does not include Oxfam Shop fair trade and ethical producer partners. \*This expenditure comprises 63% for long-term development and emergency response programs and 4% for campaigns and advocacy programs. Donations to Australian advocacy programs are not tax-deductible.



# FINANCIAL STATEMENTS

## INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2014

	Notes	Consolidated Entity*		Oxfam Australia	
		2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>REVENUE</b>					
Donations and gifts		47,392	41,073	47,392	41,073
Bequests and legacies		5,010	1,841	5,010	1,841
Grants					
DFAT		22,736	22,560	22,736	22,560
Other Australian		141	147	141	147
Other Australian non-government		223	461	223	461
Other overseas		2,258	1,964	2,258	1,964
Other operating income					
Sale of goods by Oxfam Australia Trading Pty Ltd		12,445	13,165	—	—
Investment income		545	415	500	374
Other income		338	264	339	294
<b>TOTAL REVENUE</b>		<b>91,088</b>	<b>81,890</b>	<b>78,599</b>	<b>68,714</b>
<b>EXPENDITURE</b>					
<b>International aid and development programs</b>					
International programs					
Funds to international programs		40,965	36,676	40,965	36,676
Program support costs		2,575	2,771	2,575	2,771
Public policy and outreach program		3,158	3,722	3,158	3,722
Development effectiveness		615	854	615	854
Community education		1,911	1,831	1,911	1,831
Fundraising costs					
Public		14,743	9,484	15,059	9,832
Government, multilateral and private		506	466	506	466
Accountability and administration	1	10,006	7,511	10,463	8,641
<b>Total international aid and development programs</b>		<b>74,479</b>	<b>63,315</b>	<b>75,252</b>	<b>64,793</b>
Domestic programs expenditure		1,424	288	1,424	288
Cost of goods sold and administration costs of Oxfam Australia Trading Pty Ltd		13,240	14,564	—	—
Finance costs		23	90	—	—
<b>TOTAL EXPENDITURE</b>	2	<b>89,165</b>	<b>78,257</b>	<b>76,676</b>	<b>65,081</b>
<b>EXCESS/(SHORTFALL) OF REVENUE OVER EXPENDITURE</b>		<b>1,923</b>	<b>3,633</b>	<b>1,923</b>	<b>3,633</b>

\*Consolidated entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd.

- Accountability and administration expenditure is for both international and domestic programs.
- Total expenditure identified in the summary income statement above is derived from the full 2013–2014 financial report. Certain types of expenditure have been categorised in line with the requirements of the ACFID Code of Conduct. These allocations are supplementary information intended for the purpose of the users of the summary financial report and are not specifically derived from the full 2013–2014 audited financial report.

These summary financial reports have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information, please refer to the ACFID Code of Conduct Implementation Guidance available at [www.acfid.asn.au](http://www.acfid.asn.au)

During the financial year, Oxfam Australia had no transactions in the political or religious adherence promotion programs category. As noted in the financial report, Oxfam Australia does not bring to account any non-monetary revenue or expenditure.

This financial report is a summarised version of our full financial report. Copies of our 2013–2014 audited financial report can be obtained by writing to the Chief Executive, Oxfam Australia, 132 Leicester Street, Carlton VIC 3053, or by visiting [www.oxfam.org.au](http://www.oxfam.org.au)

# FINANCIAL STATEMENTS

## BALANCE SHEET

FOR THE YEAR ENDED 30 JUNE 2014

	Consolidated Entity*		Oxfam Australia	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>ASSETS</b>				
<b>Current assets</b>				
Cash and cash equivalents	23,535	20,022	22,945	19,873
Trade and other receivables	1,627	3,057	1,174	2,332
Inventories	2,877	2,661	—	—
Available-for-sale financial assets	68	91	68	91
Other current assets	1,052	1,067	530	334
<b>Total current assets</b>	<b>29,158</b>	<b>26,898</b>	<b>24,716</b>	<b>22,630</b>
<b>Non-current assets</b>				
Trade and other receivables	73	162	73	162
Available-for-sale financial assets	28	22	28	22
Property, plant and equipment	10,114	10,172	8,778	9,109
Investment property	108	113	—	—
Intangibles	165	556	125	496
Other non-current assets	—	—	4,384	3,957
<b>Total non-current assets</b>	<b>10,488</b>	<b>11,025</b>	<b>13,388</b>	<b>13,746</b>
<b>TOTAL ASSETS</b>	<b>39,646</b>	<b>37,923</b>	<b>38,105</b>	<b>36,376</b>
<b>LIABILITIES</b>				
<b>Current liabilities</b>				
Trade and other payables	15,735	15,981	15,172	15,357
Borrowings	206	231	—	—
Provisions	4,001	4,185	3,612	3,757
<b>Total current liabilities</b>	<b>19,942</b>	<b>20,397</b>	<b>18,784</b>	<b>19,114</b>
<b>Non-current liabilities</b>				
Trade and other payables	—	—	—	—
Provisions	1,075	828	692	564
<b>Total non-current liabilities</b>	<b>1,075</b>	<b>828</b>	<b>692</b>	<b>564</b>
<b>TOTAL LIABILITIES</b>	<b>21,017</b>	<b>21,225</b>	<b>19,476</b>	<b>19,678</b>
<b>NET ASSETS</b>	<b>18,629</b>	<b>16,698</b>	<b>18,629</b>	<b>16,698</b>
<b>EQUITY</b>				
Retained earnings	15,727	15,516	15,727	15,516
Reserves	2,902	1,182	2,902	1,182
<b>TOTAL EQUITY</b>	<b>18,629</b>	<b>16,698</b>	<b>18,629</b>	<b>16,698</b>

\*Consolidated entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd.

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At balance date, Oxfam Australia had no balances in the other financial assets (current or non-current), other financial liabilities (current or non-current), non-current borrowings or other liabilities (current or non-current) categories.

This financial report is a summarised version of our full financial report. Copies of our 2013–2014 audited financial report can be obtained by writing to the Chief Executive, Oxfam Australia, 132 Leicester Street, Carlton VIC 3053, or by visiting [www.oxfam.org.au](http://www.oxfam.org.au)



# FINANCIAL STATEMENTS

STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2014

## CONSOLIDATED ENTITY\*

	Retained surplus	Restricted reserves	Net unrealised gains reserve	International Crisis Fund	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>At 30 June 2012</b>	<b>11,228</b>	<b>1,740</b>	<b>(3)</b>	<b>83</b>	<b>13,048</b>
Unrealised gains on available-for-sale investments	—	—	17	—	17
Excess of revenue over expenses	3,633	—	—	—	3,633
Transfer to/(from) reserves	655	(655)	—	—	—
<b>At 30 June 2013</b>	<b>15,516</b>	<b>1,085</b>	<b>14</b>	<b>83</b>	<b>16,698</b>
<b>At 30 June 2013</b>	<b>15,516</b>	<b>1,085</b>	<b>14</b>	<b>83</b>	<b>16,698</b>
Unrealised gains on available-for-sale investments	—	—	8	—	8
Excess of revenue over expenses	1,923	—	—	—	1,923
Transfer to/(from) reserves	(1,712)	1,712	—	—	—
<b>At 30 June 2014</b>	<b>15,727</b>	<b>2,797</b>	<b>22</b>	<b>83</b>	<b>18,629</b>

## OXFAM AUSTRALIA

	Retained surplus	Restricted reserves	Net unrealised gains reserve	International Crisis Fund	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>At 30 June 2012</b>	<b>11,228</b>	<b>1,740</b>	<b>(3)</b>	<b>83</b>	<b>13,048</b>
Unrealised gains on available-for-sale investments	—	—	17	—	17
Excess of revenue over expenses	3,633	—	—	—	3,633
Transfer to/(from) reserves	655	(655)	—	—	—
<b>At 30 June 2013</b>	<b>15,516</b>	<b>1,085</b>	<b>14</b>	<b>83</b>	<b>16,698</b>
<b>At 30 June 2013</b>	<b>15,516</b>	<b>1,085</b>	<b>14</b>	<b>83</b>	<b>16,698</b>
Unrealised gains on available-for-sale investments	—	—	8	—	8
Excess of revenue over expenses	1,923	—	—	—	1,923
Transfer to/(from) reserves	(1,712)	1,712	—	—	—
<b>At 30 June 2014</b>	<b>15,727</b>	<b>2,797</b>	<b>22</b>	<b>83</b>	<b>18,629</b>

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# FINANCIAL STATEMENTS

TABLE OF CASH MOVEMENTS FOR DESIGNATED PURPOSES  
FOR THE YEAR ENDED 30 JUNE 2014

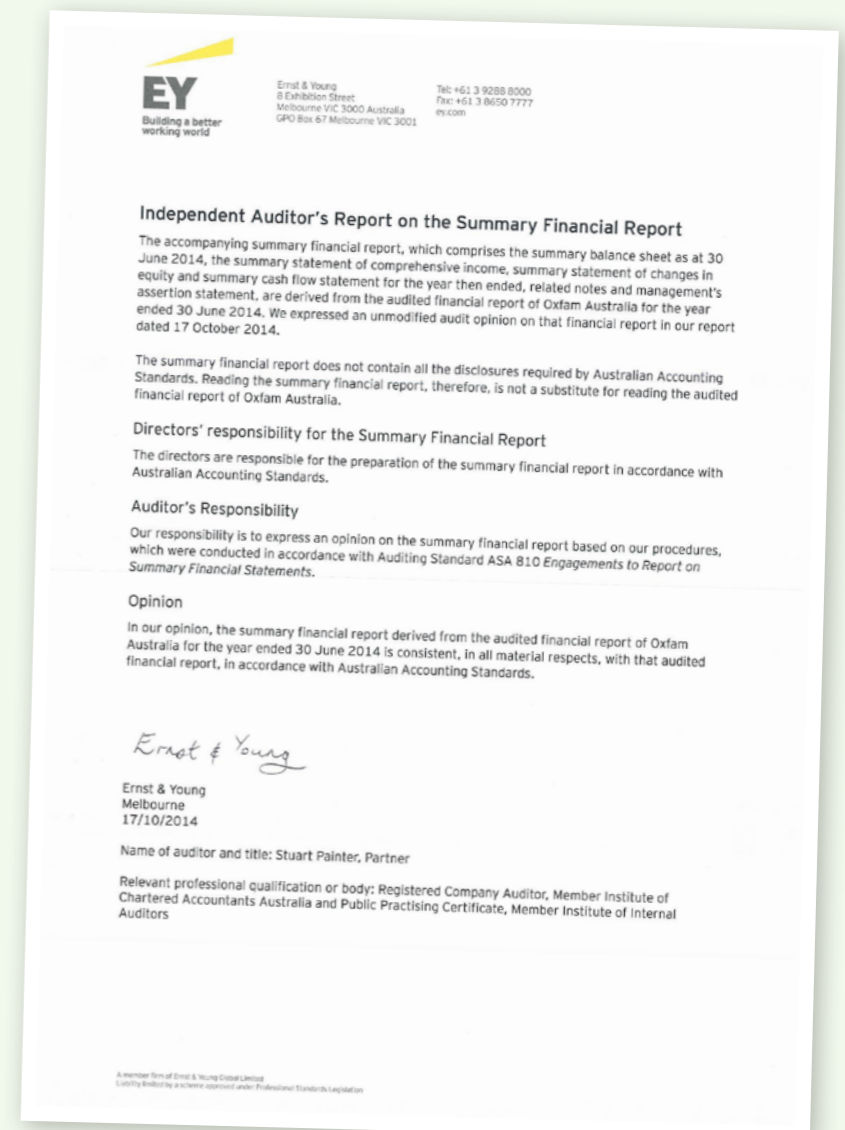
Designated purpose	Notes	Cash available at beginning of year	Cash raised during year	Cash disbursed during year	Cash available at end of year
		\$'000	\$'000	\$'000	\$'000
DFAT Australian NGO Cooperation Program (ANCP)	1	93	12,083	(11,934)	242
Other purposes	1,2	19,929	80,845	(77,481)	23,293
<b>TOTAL</b>	<b>3</b>	<b>20,022</b>	<b>92,928</b>	<b>(89,415)</b>	<b>23,535</b>

1. The allocation of cash movements between the "ANCP" and "Other purposes" categories is supplementary information not specifically derived from the full 2013–2014 audited financial report.
2. No other single appeal represented more than 10% of the total cash raised.
3. Reconciliation of cash available at end of year to balance sheet:

	\$'000
Cash and cash equivalents	23,535
Bank overdraft (included in current borrowings)	—
<b>TOTAL</b>	<b>23,535</b>

These summary financial reports have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information, please refer to the ACFID Code of Conduct Implementation Guidance available at [www.acfid.asn.au](http://www.acfid.asn.au)

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“I AM NOW GETTING TO OWN MY HOUSE, WITH ACCESS TO SERVICES. THIS IS THE BEST THING THAT CAN HAPPEN FOR ME AND FOR MY FAMILY. I HOPE THAT ALL THE PEOPLE IN THIS COMMUNITY WILL GET THEIR OWN HOUSES WITH ACCESS TO SERVICES. THIS IS THE BEST THING THAT COULD HAPPEN.”

## MEET PARAGILAL

MORCHA (URBAN SLUM ALLIANCE) MEMBER, PURVIDEEN KHEDA SLUM, LUCKNOW, INDIA

“I have been living here for 15–16 years now, and I have been a member of the Morcha for five years. I am an active participant to the meetings — I go to all meetings and I contribute my thoughts and my views. I’m also a good singer and I sing motivational songs at the meetings.

“There are many problems in this area: there is no road, no electricity, and only one hand pump for water. There is no government support, so the Morcha is helping us raise our voices, get ration cards and voter cards, and make demands to the local council. This would be difficult for us alone, as this is a not-notified settlement, so we are considered illegal and we are under constant threat of eviction. It is hard to live here.

“We used to live in even worse conditions before. The Morcha gave us confidence and relief. Now we are better off here. The biggest problem is that people don’t own houses, and that people used not to have ration cards and voter cards, so we had no citizenship rights.

“I got lots of information through the Morcha, which has capacitated me and others in the community. I also got support to get a voter card and a ration card. Four members of my family are also in the Morcha and are also cardholders now. Also, the Morcha is working to help us access services, not just through the cards, but also by starting the work to have a toilet built here for this community. It’s not just about helping us get cards, but also about making us aware of the right procedure to get services. This kind of support is the biggest help for this community.”

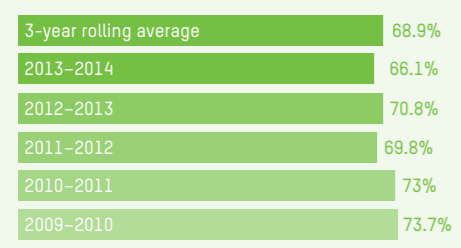
## MONITORING OUR PERFORMANCE

OUR BOARD AND SENIOR MANAGERS MONITOR OUR OVERALL PERFORMANCE — FROM THE IMPLEMENTATION OF OUR VISION AND STRATEGIC PLAN, THROUGH TO HOW WE ARE TRACKING AGAINST OPERATING PLANS AND FINANCIAL BUDGETS.

We have a series of key accountability measures that our Board and Management Team use to monitor our financial performance on a regular basis. The three main key performance indicators are:

### PROGRAM INVESTMENT RATIO

The **program investment ratio** is the total amount spent on our long-term development, emergency response, advocacy programs and public campaigning work expressed as a **percentage of total expenditure**.

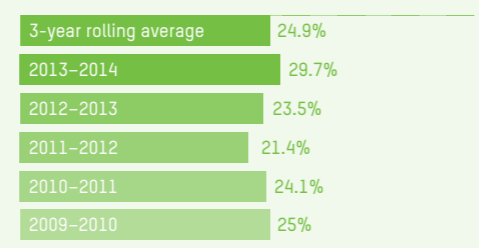


### WHAT THIS MEANS

Although our program spending in dollar terms increased significantly this year, our program investment ratio decreased. This is due to increased investment in public fundraising, to increase our supporter base and our income over the medium and long term.

### COST OF FUNDRAISING RATIO

The **cost of fundraising ratio** is the total amount spent on fundraising expressed as a **percentage of total community support income**. It excludes funding that comes from government sources and other institutional donors. Community support income is money received from the Australian public.



### WHAT THIS MEANS

Our cost of fundraising ratio increased this year as we invested in public fundraising, which is vital to help fund our long-term development work. Over the next few years we aim to further increase our program spend, while continuing to employ the most efficient and effective fundraising methods available.

### COST OF ADMINISTRATION RATIO

The **cost of administration ratio** is the total amount spent on administration expressed as a **percentage of total expenditure**.



### WHAT THIS MEANS

Our cost of administration ratio remained steady at 12.1% and was well below the three-year rolling average. This reflects our continued focus on delivering cost-efficiency and effectiveness, while also balancing the need for appropriate support services for our vital program and advocacy work.

TO DOWNLOAD OUR CONSOLIDATED FINANCIAL STATEMENTS, VISIT [WWW.OXFAM.ORG.AU/ANNUAL-REPORT](http://WWW.OXFAM.ORG.AU/ANNUAL-REPORT)





# ACCOUNTABILITY AND PARTNERSHIPS

AS AN INTERNATIONAL NON-FOR-PROFIT ORGANISATION, WE ARE ACCOUNTABLE TO THE PEOPLE AND COMMUNITIES THAT WE WORK WITH, OUR DONORS AND SUPPORTERS, OUR PARTNERS AND ALLIES, OUR STAFF AND VOLUNTEERS, AND THE WIDER PUBLIC. WE TAKE THIS COMMITMENT VERY SERIOUSLY.



# WE COULDN'T DO IT WITHOUT YOU

WE EXTEND A HEARTFELT "THANK YOU" TO EVERY SINGLE ONE OF YOU WHO STANDS WITH US IN THE FIGHT AGAINST POVERTY. THE FOLLOWING INDIVIDUALS AND ORGANISATIONS PROVIDED US WITH SUBSTANTIAL FINANCIAL OR IN-KIND SUPPORT DURING 2013-2014.

## PRACTICAL VISIONARIES

### DELOITTE

Time and time again, Deloitte have risen to the task of providing Oxfam Australia with vital support. As one of our longest standing partners, Deloitte have continuously provided this organisation with expertise, funding and enthusiastic staff. Deloitte's provision of pro bono services has given Oxfam Australia access to a wealth of experts, with notable projects involving support for Oxfam Australia's information technology infrastructure, assistance on strategy for Oxfam Trailwalker, assistance to our international programs section, and access to printing services.

Deloitte continue their sponsorship of Oxfam Trailwalker, and this year reached the 250 team mark for staff participation since the beginning of their involvement — a feat that is unequalled in the history of Oxfam Trailwalker. Deloitte were also first to respond with staff donations and matching donations to Oxfam's Typhoon Haiyan appeal. Deloitte's partnership with Oxfam Australia represents a great example of a multi-faceted partnership providing strategic value that underpins Oxfam's ability to mobilise the power of people against poverty.

### BENDIGO AND ADELAIDE BANK

The longstanding partnership between Bendigo and Adelaide Bank and Oxfam Australia was formed around the importance of community. Bendigo's support has provided a consistent channel of funding that has supported every facet of Oxfam Australia's work since 2000. Through the Bendigo Oxfam Community Investment Account — and as volunteers and walkers in Oxfam Trailwalker each year — Bendigo Bank have proved themselves as a committed and values-aligned partner.

### UNILEVER

Unilever represent a truly global partner, providing support to Oxfam affiliates across the world. In Australia, Unilever supports Oxfam's gender and health programs, which are critically aligned to their own values as an organisation. They have targeted funding to Oxfam Australia's Straight Talk program, which empowers Aboriginal and Torres Strait Islander women to engage with the political system and enact positive change in their communities. In Western Australia, they support Aboriginal and Torres Strait Islander healing circles, which focus on building self-esteem, promoting self-care, and connecting people to health and wellbeing services in their area.

Beyond Australia, Unilever provided funding for water and sanitation projects in Cambodia, which helped to increase the number of people with access to clean water, and reduce the outbreak of waterborne diseases. Unilever staff also contribute donations through their workplace giving program, which form an important source of ongoing sustainable funding for Oxfam programs.

## CORPORATE PARTNERS

### JB HI-FI

The team at JB Hi-Fi is one of Oxfam Australia's most valued workplace giving supporters. Through their inspiring workplace

giving program, Helping Hands, they support charitable giving from staff across the organisation. The visible culture of giving back at JB Hi-Fi — from the executive team through to the shop floor — both inspires staff to continue donating and increases participation.

### WOOLWORTHS

Woolworths have provided life-saving support to Oxfam Australia in times of greatest need. During disasters such as Typhoon Haiyan, Woolworths helped facilitate widespread donations from their customers to Oxfam's appeal. Woolworths allow customers to make donations directly to Oxfam via their self-service counters and have helped to raise much-needed funding. They also stock our range of Oxfam *fair* products.

### WESTPAC

Westpac have utilised their extensive retail presence to support long-term funding of Oxfam's international crisis fund and raise funds for Typhoon Haiyan. Westpac have also been involved in supporting Oxfam Australia through participation in Oxfam Trailwalker events and the provision of matched funding which helps to increase the impact of donations.

### THANKYOU GROUP

The Thankyou Group continue to innovate at the forefront of social enterprise and have provided Oxfam Australia with extensive funding for water, sanitation and hygiene programs in South Asia. The Thankyou Group have focused their funding into programs that improve access to safe water and provide hygiene education for poor and vulnerable people.

### CORRS CHAMBERS WESTGARTH

Corrs Chambers Westgarth has given consistent pro bono legal support to Oxfam Australia. Their work continues to provide expertise across the organisation and helps to reduce costs. They have also provided vital workplace giving funds for Oxfam Australia's Aboriginal and Torres Strait Islander Peoples' Program.

### CITY OF SYDNEY

The City of Sydney council responded to Oxfam's Typhoon Haiyan appeal with overwhelming support. The provision of funds supplied by the City of Sydney helped Oxfam respond quickly and effectively to the devastation caused by Typhoon Haiyan.

## THE OXFAM-MONASH PARTNERSHIP

The Oxfam-Monash Partnership brings together resources from the non-government and academic sectors to improve development practices and their outcomes for communities. This year, the partnership conducted five research projects in four countries — Bangladesh, Cambodia, South Africa and Sri Lanka — and supported five Monash students to undertake placements with Oxfam partners in South Africa. An Oxfam-Monash Innovators program was launched, giving students an opportunity to design their own social change project on an issue they felt passionate about. The winning team received \$5,000 in funding and ongoing mentoring, which has helped them to develop and test a mobile phone app to make recycling easier, so people can live more sustainably.



## KEY SUPPORTERS

Oxfam Australia would like to acknowledge the generosity of our key supporters who have contributed towards creating a future free from poverty. The Oxfam Circle, our key supporter program, recognises their annual commitment to support Oxfam's critical work in the fight against poverty and injustice.

Our key supporters are inspiring and influencing others to give, creating meaningful change in impoverished communities, establishing new leaders who are empowered to make a real difference, and forging a pathway for a better, more equal world.

We would like to thank the following key supporters who donated \$10,000 or more in 2013-2014:

### INNOVATORS

Alan Gardiner  
Alan McPhate  
Andrea Davies  
Andrew Burbidge  
Andrew Kam Cheung Li  
Ann McVey  
Bill Wilson  
Birchall Family Foundation Trust  
Brenton Starkie  
Brian M Davis Charitable Foundation  
Cameron Boyle  
Carrie Grundy  
Chris Hartigan  
Claire Bamford  
CRM Recruitment  
David Anderson  
David Cooper  
David Thomas & Philippa Couter  
Dennis Nassau  
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Gernot Heiser & Trudy Weibel  
Greg Jordan  
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Heather Drew  
Heather Scovell  
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Phil Anthony  
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Robin Stewart-Crompton  
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Rohit D'Costa  
Rosemary Rajola  
Sandi Foundation  
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Siobhan Beilin  
Sky Foundation  
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Stephen Walsh  
Summers Family Stewardship Trust  
Susan Adams & Andrew Kirk  
Tasman Family Trust  
The Kirsch Family  
Thomas Goodman  
Tim Slocum  
Timothy Mintern  
Tom & Carmel Denniss  
Tosca Looby  
Walid El-Khoury

### LEADERS

Alan Bennett  
Ann Byrne  
Bernard Weston  
Elizabeth Stewart  
Jenny Ingram  
Michael Joseph & Deirdre O'Connor  
Moonstream Information Services  
The Cameron Foundation  
The Muffin Foundation  
Therese McGee & Jim Nolan

### VISIONARIES

Erica Foundation  
Jaramas Foundation  
Paul & Susan Taylor





# WE COULDN'T DO IT WITHOUT YOU

## ESTATES\*

Aletta Le Roux  
Alfred Rowe  
Beryl E Gray  
Bronwyn F Hearn  
Christine Spencer-Gardner  
Colin Hutson Pryor  
Constance K Cooke  
David Brandon  
Donald M Hart  
Edward Shaw  
Eleanor Trethewie  
Enid J Webb  
Eric Bottomley  
Glen Bates  
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Jan Birch  
Jan T Malko  
Jens K Andersen  
John Fitzgerald Lynch  
John Griffiths  
John Hickey  
Judith M Butler  
Keith J Cathro  
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Merle Lane  
Monique F King  
Muriel Collie  
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Raymond D Chant  
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Serge Kunstler  
Stanley Jackson  
Terence C Wollaston  
The Bill & Joy Barrie Foundation  
The Brook Foundation  
The Fischer Darlington Trust  
The Madeline Crump & Madeline Williams Trust  
The Mary Jeanette Pearce Charitable Foundation  
The R W & C M Gleeson Charitable Trust  
The Walter & Muriel McConnan Memorial Trust  
The Winifred and Frederick Grassick Trust  
Violet G Macauley  
William H Green  
William L Greer

\*Distributions received during the 2013-2014 financial year

## OXFAM FUNDERS

Oxfam America  
Oxfam Hong Kong  
Oxfam Solidarity Belgica  
Oxfam Novib  
Oxfam Great Britain  
Oxfam New Zealand  
Oxfam Canada  
Oxfam Germany  
Oxfam Ireland

## CORPORATE SUPPORTERS

Jacobs Engineering (formerly Sinclair Knight Merz)  
Studio Thick

## LIFE MEMBERS

Anne Batt  
John Birch AM  
Dr Judith Mitchell AM

## INSTITUTIONAL FUNDERS

Canadian High Commission  
Cardno Acil (Pacific Leadership Program)  
CARE Australia  
Caritas Australia  
Challenge Program On Water and Food  
Construction Forestry, Mining and Energy Union  
Danish Refugee Council  
Department of Families Housing Commission  
Department of Foreign Affairs and Trade  
Department of Prime Minister and Cabinet  
European Union  
Handicap International  
Ministry of Foreign Affairs and Trade (New Zealand)  
Monash University  
Open Society Foundation  
Plan Australia  
Reconciliation Australia  
Secretariat of Pacific Community  
URS Australia Pty Ltd  
World Vision

## COMMUNITY FUNDRAISERS


(Raising more than \$30,000)  
Box Hill Oxfam Group  
Tom Denniss  
Brian Moran  
Oxfam Books Adelaide  
Western Australian Medical Students Society — Red Party  
Walk Against Want Eastern Suburbs

FOR MORE INFORMATION ON HOW YOU CAN JOIN US AS A FUNDING PARTNER, VISIT [WWW.OXFAM.ORG.AU](http://WWW.OXFAM.ORG.AU)


# WE ARE ACCOUNTABLE TO YOU AND OTHERS WE WORK WITH

## WE VALUE YOUR FEEDBACK

We welcome your feedback about us. You can provide feedback or lodge a complaint or compliment by:

 [www.oxfam.org.au/feedback](http://www.oxfam.org.au/feedback)

 [enquire@oxfam.org.au](mailto:enquire@oxfam.org.au)

 Freecall 1800 088 110

 Oxfam Australia, 132 Leicester Street, Carlton, Victoria 3053.

Feedback will be directed to the relevant department for consideration and resolution.

Complaints, compliments and other feedback are recorded against supporter records and reported to our Board.

## SUPPORTER INFORMATION

Our supporter charter outlines our commitments to you, our supporters.

Our privacy policy details the information we collect about you and how we use it.

Our online space, myOxfam, enables you to securely access your donation details at any time.

VISIT [WWW.OXFAM.ORG.AU](http://WWW.OXFAM.ORG.AU) TO ACCESS THESE SERVICES.

## ACCREDITATION



Oxfam Australia is an active member of the Australian Council for International Development (ACFID). We are a signatory to the ACFID Code of Conduct and are committed to adhering to its high standards of corporate governance, public accountability and financial management. In November 2013, we were confirmed as being compliant with the code.

Complaints relating to alleged breaches of the code can be made to the ACFID Code of Conduct Committee via [www.acfid.asn.au/code-of-conduct/complaints-and-compliance-monitoring](http://www.acfid.asn.au/code-of-conduct/complaints-and-compliance-monitoring)



We are fully accredited by the Department of Foreign Affairs and Trade (DFAT) which manages the Australian Government's overseas aid program.

The accreditation process provides the Australian Government and general public with confidence that it is funding professional, well-managed, community-based organisations capable of delivering good development outcomes. Oxfam Australia was assessed for re-accreditation in 2012.

In April 2013, DFAT formally confirmed it had approved full accreditation for Oxfam Australia for the next five-year period.

## CODES AND STANDARDS

Our work is also guided by these additional codes of conduct and standards, which we observe and adhere to:

- Oxfam International Code of Conduct
- International Non-Governmental Organisations Accountability Charter
- Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief
- Sphere Humanitarian Charter and Minimum Standards in Disaster Response
- People In Aid Code of Good Practice
- Fundraising Institute of Australia Principles and Standards of Fundraising Practice
- Australian Direct Marketing Association Code of Practice
- Refugee Council of Australia Refugee Charter

FOR MORE DETAILS ABOUT THESE CODES AND STANDARDS VISIT [WWW.OXFAM.ORG.AU](http://WWW.OXFAM.ORG.AU)

## OUR SOLICITORS

Corrs Chambers Westgarth  
600 Bourke Street  
Melbourne, Victoria 3000  
Moore Legal  
9 Prospect Street  
Box Hill, Victoria 3128

## OUR BANKERS

Westpac Banking Corporation  
GPO Box 3433  
Sydney, NSW 2001

Bendigo and Adelaide Bank  
PO Box 480  
Bendigo, Victoria 3550

Bank of South Australia  
472 Torrens Road  
Woodville Park, South Australia 5012

## OUR AUDITORS

Ernst & Young  
8 Exhibition Street  
Melbourne, Victoria 3000

FOR MORE INFORMATION ABOUT OUR ACCOUNTABILITY PROCESSES, SUPPORTER SERVICES AND ETHICAL AND LEGISLATIVE REQUIREMENTS, VISIT [WWW.OXFAM.ORG.AU](http://WWW.OXFAM.ORG.AU)



Syrian refugee settlement, Lebanon:  
Children wave goodbye after an afternoon of  
games and activities run by Oxfam staff.  
Photo: Maya Hautefeuille/ Oxfam.

Back cover photo: Kieran Doherty/Oxfam.







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Carlton, Victoria 3053

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