



ANNUAL REPORT 2018

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

Editor: Carmen Cita
Contributors: Melanie Scaife,
Maureen Bathgate, Keith Parsons
Proofreader: Susan Mullins
Artwork: Stina Johansson
Print coordinator: Eddie Carbonell

ABN 18 055 208 636/CC29713
Published November 2018 by Oxfam Australia

© Copyright Oxfam Australia 2018

Oxfam Australia is a member of Oxfam International, a global confederation of 21 organisations working together with partners and local communities in 79 countries.



ACFID
MEMBER

Australian
Aid 

CONTENTS

Chair and Chief Executive Report	4
You and Oxfam, tackling poverty together	6
Your support around the world	10
Change goal 1: The right to be heard	12
Change goal 2: Gender justice	16
Change goal 3: Savings lives, now and in the future	20
Change goal 4: Sustainable food	24
Change goal 5: Fair share of natural resources	28
Change goal 6: Finance for development	32
Embracing innovation and change	36
Learning from our work	40
Our Oxfamily	44
Financials	46
Partnerships and major donors	56
Our governance	58
Accountability	62

OUR VISION

At Oxfam we believe all lives are equal and no-one should live in poverty.

We join forces with people who share this belief, to empower communities to build better lives for themselves.

That's why we are there on the ground, not only to save lives in times of crisis, but also to develop lasting solutions.

Our work spans wide because there are many causes of poverty. That's why we're also in front of decision-makers, governments and corporations, and speak out on the big issues.

Together we are tackling poverty by changing minds, systems and lives.

Cover image: Lusaka, Zambia: Miriam collects water from a new water point in Chazanga settlement. With funding support from Australia's Department of Foreign Affairs and Trade, Oxfam installed the water point to tackle the perennial threat of cholera. Photo: Georgina Goodwin/OxfamAUS.

This page: Nyal, South Sudan: Having fled nearby conflict, people arrive in canoes to register for food distribution. With support from the Australian Government through the Australian Humanitarian Partnership, Oxfam is paying local canoe operators to ensure that those who cannot afford transport can pass safely through the swamp to receive food. Photo: Bruno Bierrenbach Feder/Oxfam.

TACKLING POVERTY TOGETHER IN 2017–2018

All of Oxfam's work is inspired by a shared vision of a fairer world without poverty. And we can both affirm — in absolute terms — that nothing illuminates this vision better than a visit with the communities we serve.

These visits never fail to re-inspire. In the last year, we had the privilege of meeting some of the many people whose lives have been improved by projects delivered by Oxfam and local partners. As Chair, Dennis visited Sri Lanka and saw innovation in practice. On the flood-prone east coast, ingenious weather warning and information systems are helping vulnerable farming communities pre-empt extreme weather and protect their livelihoods. And as Chief Executive, I witnessed a good deal of our programs and was particularly struck by the humanitarian response to the Rohingya crisis. Our emergency response in Bangladesh — which, again, shows great innovation and ingenuity — has been so critical for the hundreds of thousands of people who have fled their homeland in search of safety.

During these visits, we invariably meet proud, resilient people who put to good use the practical support offered by Oxfam and our partners. From one community to the next, the names and faces change; but the stories of impact all share the same spirit of optimism.

Oxfam continues to strive for systemic change in the regions where we program. Our campaigns targeting the garment industry highlight the importance of working with the private sector to lift people out of poverty. In the last year, we've mobilised thousands of Australians to urge big brands to pay a living wage to the women who make our clothes. Similarly, at the global level, we continue to protest the widening gap between rich and poor at the influential Davos G7 meetings. Eradicating poverty is the duty of

governments and businesses, and these forums provide a platform for emphasising this shared responsibility.

The past year has not been without challenges. We were appalled to hear of the breaches of trust that occurred in Oxfam's name during the Haiti earthquake response in 2010. Both globally and in Australia, we are firmly focused on rebuilding the trust of Oxfam staff, partners and supporters, as well as the communities we serve.

In Australia, we were disappointed by further cuts to aid spending at a time when there's so much disruption in the world, and so many people grappling with poverty, including our own Pacific neighbours. Our financial context here in Australia remains challenging too, forcing significant changes to our domestic operations and to our trading arm, as the retail sector continues to face enormous pressure.

This report describes our achievements, notwithstanding these challenges. We remain proud to be part of a global organisation that seeks a just world without poverty. On a daily basis, we are inspired by the many staff members, partners and volunteers who work tirelessly to bring this vision to life. We're also pleased to partner with Australian Aid to build our program work across the world. And we appreciate our loyal supporters who not only provide financial support, but also stand with us, urging governments and businesses to join the fight against poverty. Our work is far from finished — but the task is in good hands.



Dennis Goldner
Board Chair



Helen Szoke
Chief Executive



Photo: Eddie Carbonell/OxfamAUS



Kolkata, India: An artisan makes handicrafts for SASHA, a producer partner that supplies handmade items to Oxfam Shops. Photo: Tineke D'haese/Oxfam.

THANKS TO YOU

With your support, we are tackling poverty together – all around the world. Here's a tiny taste of the many, many ways we empowered people to build better lives for themselves in 2017–2018.

HOLDING BIG BANKS TO ACCOUNT

We see it time and time again in the communities where Oxfam works: big industry, agribusiness and forestry projects force vulnerable people from their land, pollute their villages and cheat them of their fair share of water and other natural resources. These harmful business initiatives are often funded by loans from big, powerful banks.

So this year, together with BankTrack, we put the spotlight on global banks that finance hydropower, agribusiness, mining and other high risk industries around the world. We found that none of the banks meet their commitments under the United Nations Guiding Principles on Business and Human Rights.

The banks, including CBA, Westpac, NAB and ANZ, are not doing enough to provide accessible, transparent grievance mechanisms for communities affected by their loans. This leaves people with little protection from harm when big industry — backed by big banks — comes to town. So we're urging the banks to step up and create pathways for communities to voice their grievances and seek fair compensation.



Photo: Michael Jalaru Torres/OxfamAUS

MEETING OF MINDS

Broome was buzzing with ideas and inspiration when 36 Aboriginal women from all corners of the Kimberley converged for the region's first Straight Talk summit in October 2017. It was the first time that Oxfam partnered with an Aboriginal organisation (Aarnja) to deliver the event — an important step in support of self-determination.

Trailblazers Nova Peris and Carol Martin attended the gathering, sharing great insights with the women. Participant Bev Walley (pictured third from left) said, "Straight Talk taught us how to make a difference in the community [and] put Aboriginal people first ... it has made me more strong."



We sold **9,315** kilograms of Fairtrade chocolate this year — about the same weight as a herd of 20 dairy cows.



Farmers are earning **43.4%** more from the sale of crops in Timor-Leste since our local partners taught them new farming techniques.



7,986 students across Australia took part in a Hunger Banquet to learn about global hunger and food security.



Photo: Patrick Moran/OxfamAUS

BUZZING WITH LAUGHTER

We partnered with Melbourne International Comedy Festival again this year to present our 23rd edition of the Comedy Gala. Oxfam ambassador and comedian Sammy J travelled to Papua New Guinea before the event to see some of our programs in action.

With support from Oxfam and New Zealand's Ministry of Foreign Affairs and Trade, local beekeeper Kelly (pictured right) has created work opportunities for 80 farmers in his community. He says, "I supply them with my bee boxes and train them. They can bring their honey to me and I pay them in cash — this is greatly helping their living standards."



Volunteers in Sydney, Melbourne, Brisbane and Perth donated almost **20,000** hours of their time and expertise to bring Oxfam Trailwalker to life.



2,503 Aussie families celebrated the season with an Oxfam Christmas tree.

THANK YOU!

This year we celebrate and thank Corrs Chambers Westgarth for 26 years of amazing pro-bono support.



Dhaka, Bangladesh: Anju receives poverty wages for the sweaters she makes for big fashion brands. But we're urging brands to pay a fair living wage. Photo: GMB Akash/Panos/OxfamAUS.

WHAT SHE MAKES

After years of pressure from Oxfam supporters, fashion brand Gorman — and other Factory X brands, like Dangerfield, Jack London and Alannah Hill — finally published the names and locations of their factories this year. It was a great step forward for transparency in the fashion industry. But the battle doesn't end there.

The churn of fast fashion still keeps families in poverty in places like Bangladesh and Vietnam. No matter how hard they work, the women who make our clothes don't make enough money to live on. So we launched the What She Makes campaign in October 2017, calling for big, powerful brands to do the right thing and pay a living wage to these hardworking women.

Photos top and centre: Krystle Wright/OxfamAUS, Carla Cottgens/OxfamAUS



9 young Aboriginal and Torres Strait Islander go-getters from around the country received Wylak Self-determination Action Grants to kickstart their learning, advocacy efforts and cultural projects.



17,516 Oxfam Unwrapped chickens were gifted to families in Vanuatu.



9,084 people hit the epic bushland trails in Sydney, Melbourne, Brisbane and Perth for Oxfam Trailwalker, raising a whopping **\$9 MILLION**.



74,806 people around Australia took part in National Close the Gap Day.



Melbourne, Australia: Members of band Miles Recommends play at an OXJAM gig at the Brunswick Hotel. Photo: Méabh Friel/OxfamAUS.

INEQUALITY ON THE AGENDA

Oxfam kept inequality on the political agenda this year, both here in Australia and at the World Economic Forum in Davos, Switzerland. At home, we contributed to the Government's implementation of new anti-tax avoidance measures. And on the global stage, our inequality research stirred up robust debate.

In his new book, Mohammad Yunus — Nobel Peace Laureate, Grameen Bank founder and father of microfinance — cited our finding that the world's eight richest people own more wealth than the poorest 50% of the world population combined.

PARTY WITH PURPOSE

Comedian, actor and radio presenter Matt Okine joined the Oxfamily this year as an ambassador for OXJAM, our month-long party against poverty. During the August fund-raising festival, music lovers came out to play at 92 OXJAM gigs around Australia.

YOUR SUPPORT AROUND THE WORLD

Thanks to kind support from people like you, the global Oxfam confederation joined forces with 3,663 local partners to deliver life-saving assistance and life-changing advocacy and development programs for more than 22.3 million people in 79 countries around the world in 2017-2018.

Of that number, Oxfam Australia directly reached more than 1.7 million people in 29 countries. In partnership with our Oxfam affiliates, we reached 13.1 million people affected by disaster or conflict worldwide.

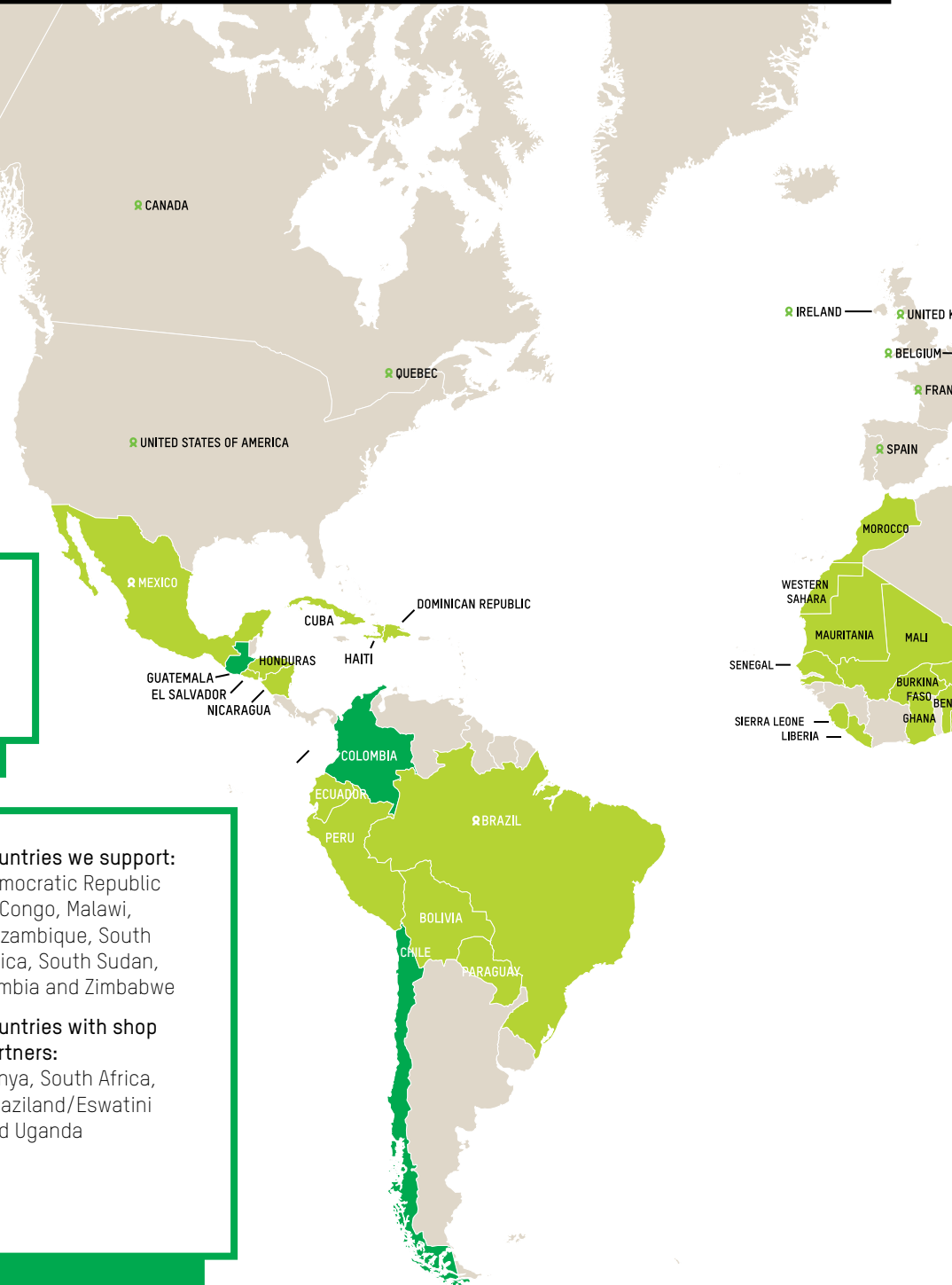
The trading arm of Oxfam Australia worked with 69 fair trade and ethical producer partners in 22 countries, including here in Australia. And we welcomed Warlukurlangu to our supply chain this year, increasing our roster of Aboriginal and Torres Strait Islander producer partners to nine.

For more information about where and how we work, visit www.oxfam.org.au

WHERE WE WORK

- Oxfam Australia programs, including shop partners
- Oxfam International programs
- No Oxfam programs
- 📍 Oxfam affiliates

The number of people reached by Oxfam programs are estimates. Some programs and partners work across multiple regions and are not included in regional statistics.



LATIN AMERICA

Countries with shop partners:
Chile, Colombia and Guatemala

AFRICA

Projects: 5

Total project beneficiaries:
Women — 44,372
Men — 20,528

Emergency responses: 2

People reached during emergencies:
Women — 10,506
Men — 14,704

Countries we support:
Democratic Republic of Congo, Malawi, Mozambique, South Africa, South Sudan, Zambia and Zimbabwe

Countries with shop partners:
Kenya, South Africa, Swaziland/Eswatini and Uganda

EUROPE, MAGHREB AND THE MIDDLE EAST

Projects: 1

Total project beneficiaries:

Women — 289

Men — 144

Emergency responses: 3

People reached during emergencies:

Women — 90,894

Men — 65,093

Countries we support:

Jordan, Lebanon, Occupied Palestinian Territory (OPT), Syria

Countries with shop partners:

Belgium, Egypt, OPT and United Kingdom

ASIA

Projects: 31

Total project beneficiaries:

Women — 268,759

Men — 224,938

Emergency responses: 10

People reached during emergencies:

Women — 269,178

Men — 255,232

Countries we support:

Afghanistan, Bangladesh, Cambodia, India, Indonesia, Laos, Myanmar, Nepal, Pakistan, Philippines, Sri Lanka, Timor-Leste and Vietnam

Countries with shop partners:

Bangladesh, India, Indonesia, Nepal, Philippines, Sri Lanka, Thailand and Vietnam

PACIFIC

Projects: 19

Total project beneficiaries:

Women — 69,151

Men — 80,813

Emergency responses: 4

People reached during emergencies:

Women — 1,968

Men — 3,008

Countries we support:

Fiji, Papua New Guinea, Solomon Islands and Vanuatu

Countries with shop partners:

Fiji and Vanuatu

AUSTRALIA

Projects*: 4

Total project beneficiaries:

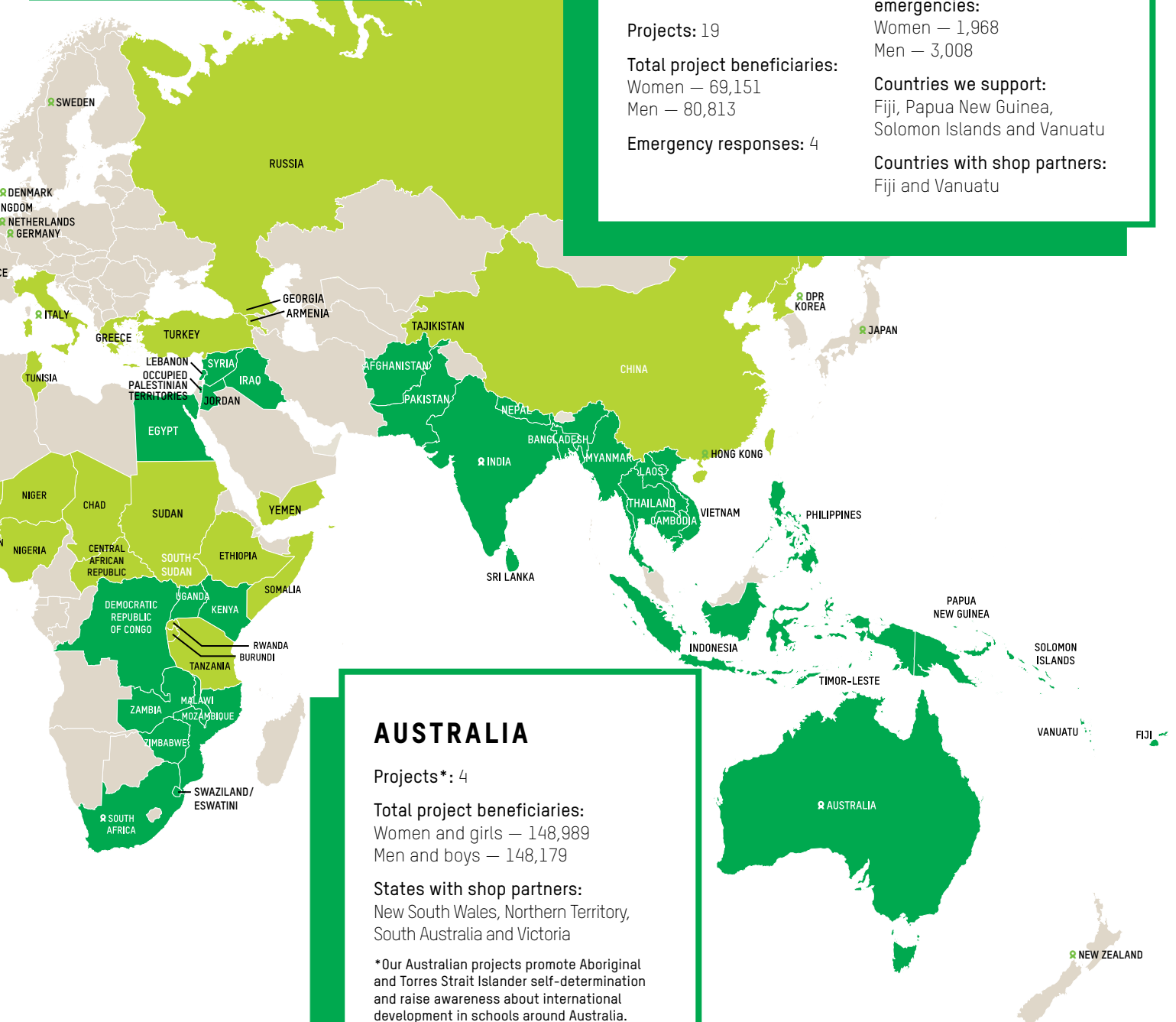
Women and girls — 148,989

Men and boys — 148,179

States with shop partners:

New South Wales, Northern Territory, South Australia and Victoria

*Our Australian projects promote Aboriginal and Torres Strait Islander self-determination and raise awareness about international development in schools around Australia.





OUR GOALS TO CHANGE THE WORLD

CHANGE GOAL 1:

THE RIGHT TO BE HEARD

Social change doesn't just happen. It happens when people come together and demand it. That's why we support those who've been rendered voiceless — including Indigenous communities, women and people with disabilities — to speak up and claim their place at the decision-making table. And we mobilise Australians to stand in solidarity with marginalised communities until governments and companies take heed.

A woman in a blue checkered sari is shouting with her mouth wide open and her right fist raised high. She has a red bindi on her forehead and is wearing a gold ring and a gold bracelet. In the background, other people are also shouting and holding up flags in red, yellow, and green.

TOGETHER WITH
LOCAL PARTNERS
AND OXFAM AFFILIATES
WE EQUIPPED

1.5M

people worldwide with the skills
and resources they need to be
heard in 2017–2018.

Savar, Bangladesh: Trade union activist
Lipi Akter takes part in a demonstration
for garment workers' rights.
Photo: GMB Akash/Panos/OxfamAUS.



KATHLEEN IN AUSTRALIA

Aboriginal and Torres Strait Islander women's voices can now be heard loud and clear in Australia's political landscape thanks to our unique partnership with Indigenous-led organisation Aarnja.

Together, we inspired 40 Aboriginal women to gather in Broome for the region's first ever Straight Talk Summit in October — Kathleen Cox was among them.

"Seeing all the women together, coming from the different areas in the Kimberley and listening to their stories... it's empowering," she says. "A lot of people are going to go back to their communities and do some good things. [They] are feeling empowered and strong, knowing where they stand in owning their position, their space. They've got to back themselves, not just in the workplace, but back in their communities."

"I live on an outstation [with] my husband — that's

home and country, and we run our own tourism business there. The region is facing some changes with the sealing of the road so some of the things that we've learnt — about backing yourself, changing language, changing behaviours, working towards solutions and working with everyone — has given me an understanding that I'm not afraid to stand up now, be more inclusive, to help out, to be ready for this change."

"There are always challenges in life, it's about how we take on the fight. And sometimes you've got to align yourself not just with the people who are with you, but with your enemies as well. To have your voice, you've got to be at that same table."

Photo: Michael Jalaru Torres/OxfamAUS



Photo: Sara Farid/Oxfam

Changing her-story! More than **30,000** women from all corners of Pakistan are now loud, proud change-makers after taking part in Oxfam's female leadership programs: Raising Her Voice, LISTEN and She Can Lead.

RANA IN PAKISTAN

The day Rana Ansar was elected as a Member of the Provincial Assembly of Sindh was the happiest of her life.

"When I first entered the Sindh Assembly, I kissed the ground. My parents couldn't have dreamed of entering this place and here I was. And as I read the oath, I kept praying for strength to stand by these words," Rana recalls.

Many would have thought Rana an unlikely candidate: a woman from a regular family with no political connections. As she explains, "I come from an underdeveloped part of Pakistan where the economic and educational opportunities available to women are very limited."

But once she found her voice, people started to listen.

Rana is one of 1,500 inspirational leaders in Pakistan trained under Oxfam's Raising Her Voice and LISTEN projects, which empower women — especially from the

social, religious and economic margins — to stand up for women's rights and make their voices heard at all levels of politics, from local to national. This important work is supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).

These projects prepared Rana well for political life: "Oxfam and Aurat Foundation gave us booklets on effective leadership, budgeting, writing and passing resolutions."

Rana served as a Member of the Provincial Assembly until May 2018, working to provide education, health and water for the community and also for future generations.

She says, "I dream big now ... I know now I can be the Prime Minister too, it's not impossible."



OUR GOALS TO CHANGE THE WORLD
CHANGE GOAL 2:
GENDER
JUSTICE

Gender equality means more than giving women and girls the same opportunities to learn and earn as men. It means appointing women to more leadership roles. It means ending the sexual and physical violence that permeates societies, worldwide. And it means working with men and boys to debunk beliefs and systems that oppress women. We've made great progress this year in many parts of the world, but our quest for gender justice is unfinished.



TOGETHER WITH
LOCAL PARTNERS AND OXFAM
AFFILIATES WE INSPIRED

750,000

people worldwide to put gender
equality on the agenda in 2017–2018.

Zvishavane, Zimbabwe: Jennifer (pictured front) was born with HIV but wasn't diagnosed until later in life. Since joining the Oxfam-supported Bethany Project, she has discovered the importance of adhering to her medication, healthy eating habits, and accepting support and guidance from her caregiver and mentor, Muhlavasi (pictured).
Photo: Abbie Trayler-Smith/OxfamAUS.



HIRA IN NEPAL

“I will surely change my village, working on caste-based discrimination, violence against women and girls, and child marriage. It will start from my own family and I will convince people to follow the right path.”

Hira Devi Nath’s confidence knows no bounds since joining Oxfam’s Creating Spaces project. The project aims to reduce violence against women and girls, and the prevalence of child, early and forced marriage across South Asia, which has the highest rate of child marriage in the world.

“What made me comfortable to speak in front of people was the team facilitating all of the women. They told us about how all humans are equal, like women and men. Now I have become confident to speak about child marriage,” says Hira.

Child marriage affects women and girls throughout their lives. Young brides don’t have control of

their reproductive rights, and are twice as likely to experience domestic violence and sexual violence.

“My eldest daughter is in the child club in her school, which is facilitated by Oxfam’s project. She is also confident and has started speaking against child marriage in her child club. I faced the negative implications of child marriage in my own life, that’s why I’m not letting my children marry early at any cost,” says Hira.

“The Creating Spaces project has been a lifeline for me and the community women of Baitadi district. We can live without food but cannot live without this project. It has been able to create a fire in us.”

Photo: Abbie Trayler-Smith/OxfamAUS



Photo: Sarah Doyle/OxfamAUS

Win for women!
We partnered with the Vanuatu National Council of Women to call for the national parliament to boost women’s representation from 0% to **50%**. This led to the creation of the all-female Leleon Vanua Democratic Party – the first of its kind for all Pacific island nations.

JEANNETTE IN VANUATU

“We dream of a world where we, as ni-Vanuatu women, can have a real say in the important decisions that shape our lives. Today, we are lighting the way to a brighter and fairer future for the women and girls of Vanuatu.”

Jeannette Lini-Bolenga manages Oxfam in Vanuatu’s Governance, Leadership and Accountability program, which is supported by the Australian Government through the Australian NGO Cooperation Program. Her dreams for ni-Vanuatu women are big and bold for good reason.

Right now, Vanuatu is one of three countries with zero participation and representation of women in parliament – but Jeannette wants to change that.

“We’re empowering women and girls to know who they are as indigenous ni-Vanuatu with the same rights as men and boys in custom, church and as leaders and potential leaders at all levels of decision-making, including in government for policy making and in parliament as legislators,” she says.

This year, the program reached more than 18,000 women through Oxfam’s partners and networks. Jeannette says, “Now, they are women who know their rights and responsibilities, and have greater confidence to accept leadership responsibilities.”

Jeannette couldn’t be more pleased with the program’s progress so far. A recent Oxfam-sponsored forum, attended by more than 100 women leaders, led to the formation of the Leleon Vanua Democratic Party – a political party that aspires to improve political participation among women and achieve gender equity in the national parliament.

Beaming with pride, Jeannette says, “I’m encouraged by the program, its partners and networks. And I’m so proud of the women’s achievements, and their new journey for the 2020 general election and beyond.”



OUR GOALS TO CHANGE THE WORLD

CHANGE GOAL 3:

SAVING LIVES, NOW AND IN THE FUTURE

Disasters bring chaos. Earthquakes turn cities to rubble; cyclones destroy entire towns; floods wash away vital crops; droughts turn fertile lakes into desert wastelands; and wars force families from their homes.

But when communities have prepared for the worst, they are better equipped to survive and recover. That's why, together, we're helping people prepare for disaster, and calling for action on climate change.



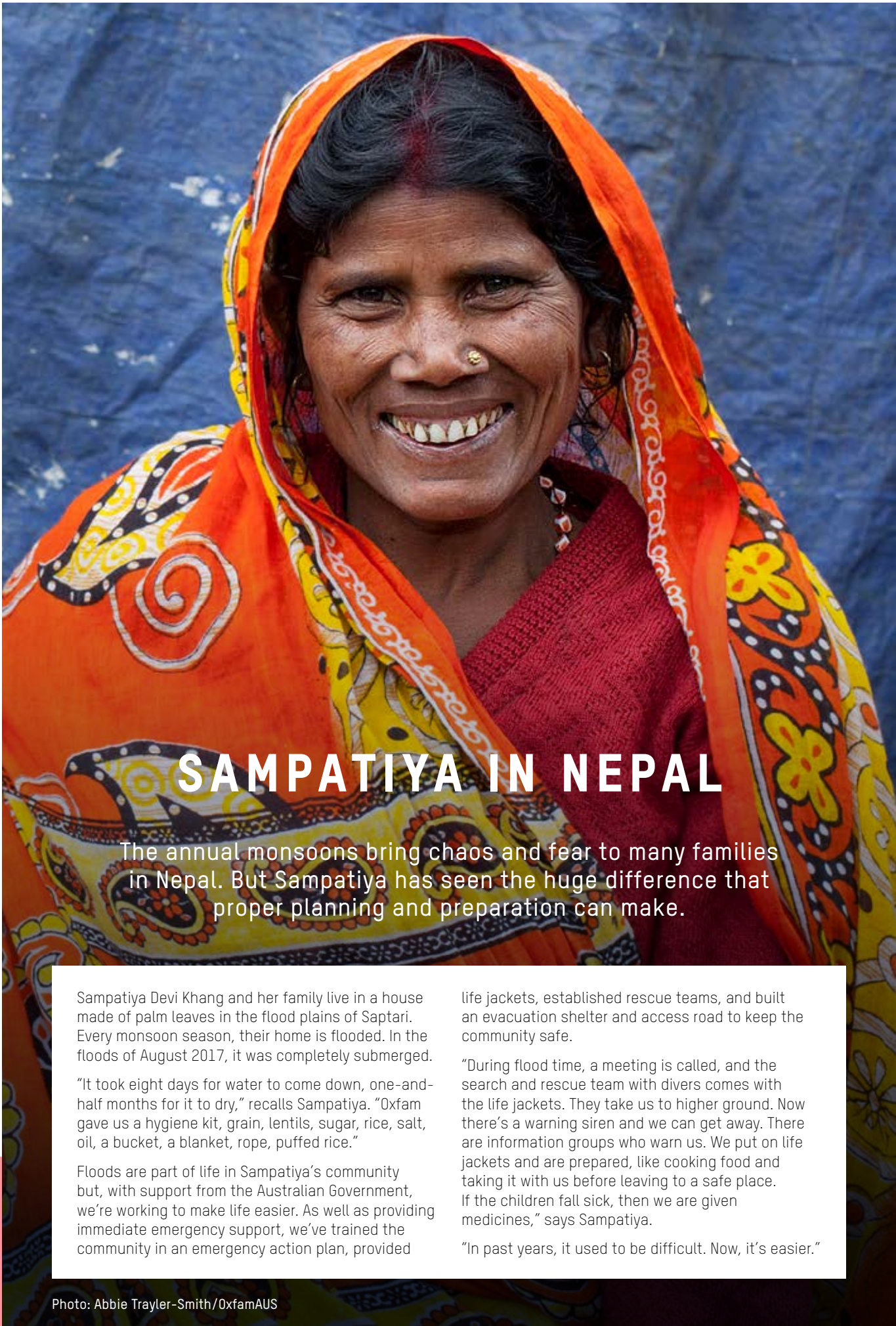


TOGETHER WITH
LOCAL PARTNERS
AND OXFAM AFFILIATES
WE REACHED

17.3M

people around the world with
life-saving support in 2017–2018.

Cox's Bazar, Bangladesh: Oxfam's local partner Coast Trust helps to pack and load vital food kits for Rohingya families. With support from the Australian Government Department of Foreign Affairs and Trade, Oxfam has provided clean water, emergency toilets, water pumps and food rations for thousands of people living at the makeshift camp. Photo: Tommy Trenchard/Oxfam.



SAMPATIYA IN NEPAL

The annual monsoons bring chaos and fear to many families in Nepal. But Sampatiya has seen the huge difference that proper planning and preparation can make.

Sampatiya Devi Khang and her family live in a house made of palm leaves in the flood plains of Saptari. Every monsoon season, their home is flooded. In the floods of August 2017, it was completely submerged.

“It took eight days for water to come down, one-and-half months for it to dry,” recalls Sampatiya. “Oxfam gave us a hygiene kit, grain, lentils, sugar, rice, salt, oil, a bucket, a blanket, rope, puffed rice.”

Floods are part of life in Sampatiya’s community but, with support from the Australian Government, we’re working to make life easier. As well as providing immediate emergency support, we’ve trained the community in an emergency action plan, provided

life jackets, established rescue teams, and built an evacuation shelter and access road to keep the community safe.

“During flood time, a meeting is called, and the search and rescue team with divers comes with the life jackets. They take us to higher ground. Now there’s a warning siren and we can get away. There are information groups who warn us. We put on life jackets and are prepared, like cooking food and taking it with us before leaving to a safe place. If the children fall sick, then we are given medicines,” says Sampatiya.

“In past years, it used to be difficult. Now, it’s easier.”

Photo: Abbie Trayler-Smith/OxfamAUS



This year, **34,289** people in South Sudan received life-saving water and food, and a chance to earn a living amid the mounting pressures of drought, conflict and hunger.

Photo: Alexis Huguet/Oxfam

KIBWILE IN ZAMBIA

More than four million people have been displaced due to conflict across the Democratic Republic of Congo. Some 17,000 have found safety in neighbouring Zambia, including Kibwile.

Kibwile lives in Kenani Transit Centre, home to more than 11,000 refugees. It was never intended as a permanent residence — the initial response planned for 500 people — so a permanent settlement, Mantapala, is being created 35 kilometres away.

We are working in both settlements with Action Africa to build water and sanitation facilities, and create meaningful work opportunities for refugees. People like Kibwile have learnt how to earn a living by making fuel-efficient braziers for heating and cooking.

Kibwile is the head of the brazier makers’ group in Kenani. He says, “We make braziers, bath tubs, buckets and stoves.

We don’t have a lot of tools. We were taught by Oxfam to make these, they supplied us hammers, chisels and drums.”

“We sell them around the settlement and we put a percentage of the earnings back into the business ... We sell around four a month.”

“We have made over 3,200 Zambian kwacha [AUD \$437]. We use the money to buy tools. One of our members died so we used some of the money to pay for the funeral.”

“This work has given us meaning. In our hearts we have dreams, we want to buy a hammer mill to grind maize, or nuts or a tractor for farming.”



OUR GOALS TO CHANGE THE WORLD

CHANGE GOAL 4:


SUSTAINABLE FOOD

In many places around the world, food is in scarce supply. Long periods of drought and extreme weather events pose a perennial threat to farming activity. And the challenges of food scarcity are only growing as the global population races towards 10 billion. That's why you and Oxfam are working with vulnerable communities to develop more sustainable farming techniques that can withstand the pressures of conflict and climate change.


TOGETHER WITH
LOCAL PARTNERS
AND OXFAM AFFILIATES
WE ARMED

1.7M

people around the world with
the skills and resources to grow
enough food to eat and sell.



Za'atari refugee camp, Jordan: A Syrian woman holds a harvest of cauliflower to be sold at the local market. In 2017, Oxfam opened four greenhouses in the camp, creating opportunities for women to earn a small income by cultivating vegetables to sell in nearby communities. Photo: Nesma AlNsour/Oxfam.



ANGELA* IN SOUTH SUDAN

Angela remembers the hard times during the wet season, when there was often no food for days on end: “The worst thing is when your children ask you, ‘Why is there no food today?’.”

Things have changed for the better since we started working in Angela’s home town in Nyirol county, where many thousands of people were grappling with extreme hunger. With support from the Australian Government through the Australian Humanitarian Partnership, we empowered Angela’s community with the tools and resources to rear goats and grow vegetable gardens, providing sustainable food for more than 300,000 people.

“Oxfam has supported us and taught us how to cultivate vegetables. We grow a lot, eat a lot, and make some money too,” says Angela. “We’re growing carrots, onions, cabbage, okra, eggplant and tomatoes. When you reach the market, everyone

calls you and wants to buy from you. This bucket will sell out in an hour. Now we are entering the dry season and our food will sell out even more quickly.”

“My family are different from before. You can see how these vegetables keep them healthy. My children are strong compared to other children in the town, they get sick less. There are 12 people living in my home, I am taking care of all of them. Having the extra food this year has been especially useful.”

“I got involved because I wanted to do something good for my community. I also want to be able to train others. If there is another group who is ready to organise, I am ready to help them.”

*Name changed to protect identity

Photo: Tim Bierley/Oxfam

In Afghanistan, **3,845** people gained the skills to earn a living as dairy and almond producers. With new knowhow, they grafted 56,646 almond saplings. In a nutshell: amazing effort!

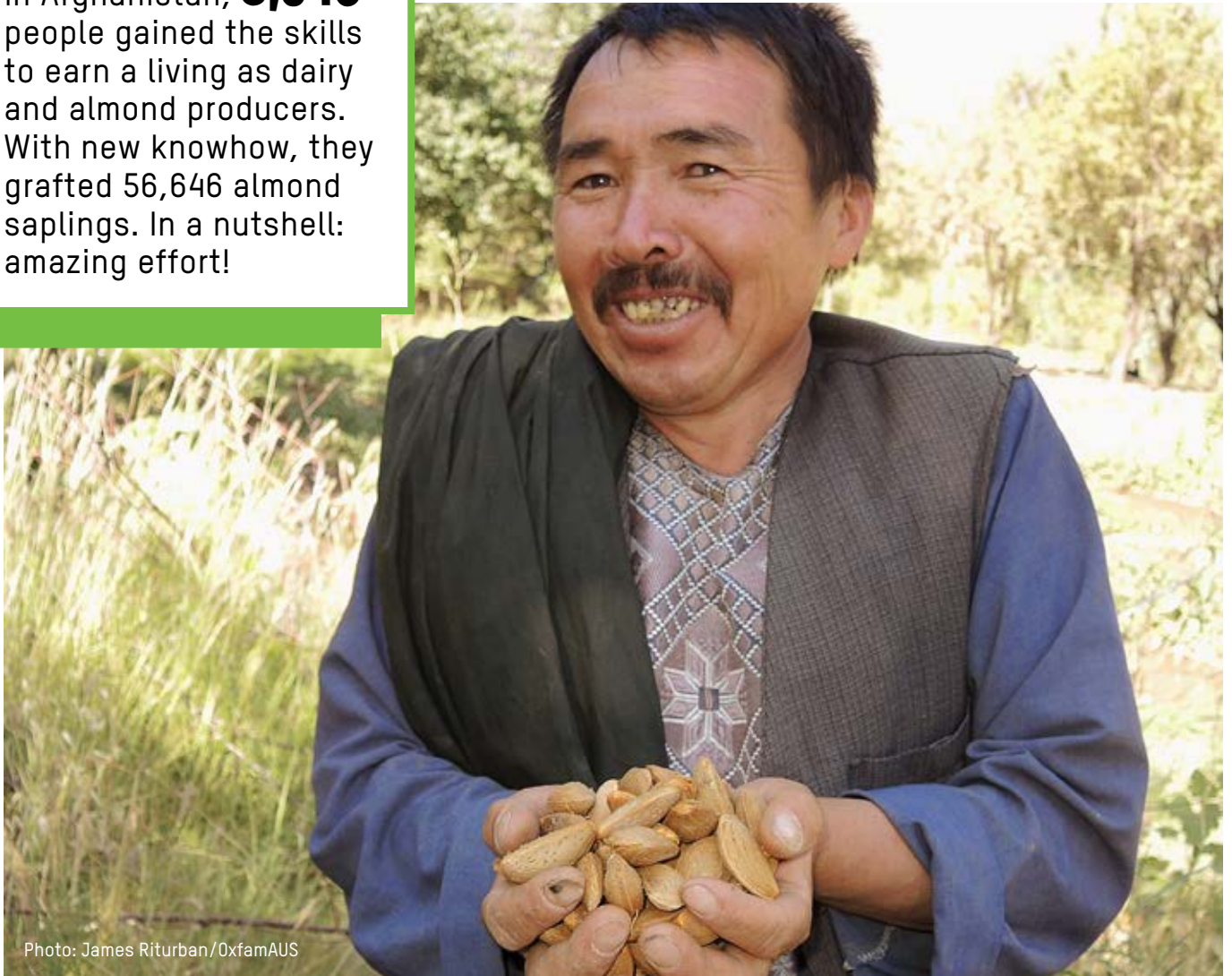


Photo: James Riturban/OxfamAUS

SHER IN AFGHANISTAN

Cradling a handful of almonds in his hands, Sher Mohammed smiles — this new variety holds significant value.

“Before I had this almond variety, the maximum price was 400 afghanis (about AUD \$7). But now we’ve received the highest price almond variety from Oxfam, we hope to grow and graft it. Definitely, it will bring us more income,” he says.

This is welcome news for Sher and his family, who were struggling to survive before joining Oxfam’s Building Resilient Livelihoods project. While the people of Afghanistan have shown remarkable resilience in the face of relentless natural disasters — from droughts to floods — decades of conflict have left many in poverty, with little access to food or a source of income.

“Before the project, the harvests were not enough to

support my family, so I travelled to Iran and Pakistan for daily labour work,” he recalls. “Oxfam was providing saplings and terracing the land, and I got the idea to improve my own agriculture in almond trees.”

Oxfam’s project — supported by Australia’s Department of Foreign Affairs and Trade — aims to help up to 15,000 people by providing them with tools, training and access to markets to sell almonds and dairy products at a profit to boost household incomes.

“Now I know how to prune, how to irrigate. I’m feeling more empowered and confident I can grow very well the almonds,” Sher says. “I have a job, something to do here. When I have something to do, then my life is getting better.”



OUR GOALS TO CHANGE THE WORLD

CHANGE GOAL 5:

FAIR SHARE OF NATURAL RESOURCES

Poor and marginalised communities usually draw the shortest straw when they find themselves competing with governments and big businesses for natural resources. Sadly, this leads to people losing their land and way of life. But your support means we can empower vulnerable communities to know their rights, demand a fair share of resources and develop new ways to protect their environment.

TOGETHER WITH
LOCAL PARTNERS AND
OXFAM AFFILIATES
WE EMPOWERED

500,000

people to know their rights and
claim their fair share of natural
resources in 2017–2018.



Zvishavane, Zimbabwe: Men inspect a small-scale chrome mine. Zimbabwe is rich in mineral resources, but the exploitation of these minerals is often more harmful than beneficial to local organisations and communities. So we partnered with the Australian Government Department of Foreign Affairs and Trade to support Zimbabweans to learn and defend their rights.

Photo: Abbie Trayler-Smith/OxfamAUS.

A woman with dark hair, wearing a brown jacket over a dark blue top with a colorful patterned collar and a purple skirt with a colorful patterned hem, stands in a vegetable field. The background shows a sunset sky, trees, and some buildings in the distance.

DAW AYE FROM MYANMAR

The Salween is one of the world's longest free-flowing rivers. Rich in biodiversity, it sustains the livelihoods of more than 10 million people — including Daw Aye Kyi.

"The Salween River is important for many ethnic groups," she says. "It's a great source of our daily food because our livelihoods depend on growing vegetables, rice and other crops twice a year."

Nutrients from the river fertilise people's vegetable gardens and farms, but they also support local fisheries, providing vital dietary protein for river communities. That's why, with support from the Australian Government Department of Foreign Affairs and Trade, we partner with Kalyana Mitta Foundation (KMF) to implement a program that aims to ensure equitable access to water resources for those who live along the banks of the Salween.

"After many training sessions provided by KMF, I feel very confident leading my community — especially to help [other] Shan ethnic women gain leadership

skills," says Daw Aye. She teaches villagers about land rights and human rights, and explains the impacts of hydropower development projects in their region. In recent years, proposals to dam the Salween — both upstream in China and downstream in Myanmar — have raised social and environmental concerns.

Daw Aye has taken part in many KMF campaigns, but she's particularly proud of the We Love Salween campaign, which highlighted the ongoing hydropower project in Kayah State.

"KMF and Oxfam made this campaign happen to promote awareness, to love and value the Salween, and motivate us to maintain the water resources. We have to help each other to keep our Salween safe and free-flowing."

Photo: Savann Ouerm/Oxfam



Photo: Abbie Trayler-Smith/OxfamAUS

This year, we trained 20 paralegals to help more than **1,000** mining-affected Zimbabweans defend their rights and expose human rights abuses.
Power to the people!

FORTUNATE FROM ZIMBABWE

Fortunate Siziba fell into an open-pit mine when he was 17 years old, leaving him partially blind and paralysed on the left side of his body. Sixteen years later, the mining company responsible for his accident is yet to provide him with compensation.

“Because of the injuries, I’m now struggling to fend for my family, to really satisfy them like other families do for their wife and kids,” Fortunato says.

“My concern is that despite [the company] having departed from this area, those pits are still there, they are still open, and people continue to fall into those pits and we are losing lives. If only the mines would cover up the pits when they finish their mining, it would save a lot of lives.”

Zimbabwe is abundant with mineral resources, particularly diamonds, platinum and chrome. But the exploitation of these minerals is yet to deliver positive change to most Zimbabweans’ lives. That’s why we empower Fortunato and

people like him to defend their rights and expose human rights violations in the extractives sector.

With support from the Australian Government Department of Foreign Affairs and Trade, we also provide strategic support for organisations that advocate for legal reform to better protect mining-affected communities, such as Zimbabwe Environmental Law Association and Publish What You Pay Zimbabwe.

“I really believe it was by the grace of God that I survived, to be here after this day,” says Fortunato. “I was driven by the desire to come out of that injury, so I could continue living and take good care of my family.”



OUR GOALS TO CHANGE THE WORLD

CHANGE GOAL 6:

FINANCE FOR DEVELOPMENT

Just as there are many different causes of poverty, there are also many solutions. And each of these solutions requires a steady commitment of time, intention and money. That's why, together, we must call upon our Government to invest more in foreign aid. And we must urge the private sector to halt business practices that reinforce inequality and exacerbate poverty. With our powers combined, we can and will tackle poverty.




TOGETHER WITH
LOCAL PARTNERS
AND OXFAM AFFILIATES
WE CONNECTED

700,000

people worldwide with
smart, sustainable financial
solutions in 2017–2018.

Unguza province, Zimbabwe:
Members of an Oxfam-supported
women's group gather for their
weekly meeting. Over time, they
are pooling money to help group
members finance various businesses
and social initiatives. Photo: Abbie
Traylor-Smith/OxfamAUS.



RUTH* IN SOUTH SUDAN

As fighting continues in South Sudan, the town of Nyal has become a safe haven for those fleeing war. It lies in the heart of Sudd Swamp, one of the world's largest wetlands, and offers refuge — but only if you can secure safe passage by canoe.

When we put out a call for skilled canoe operators, Ruth was at the top of everyone's list — this proud mother has operated canoes for more than a decade.

"I became a canoe driver because I wanted to serve the community," she says. "Because I am in good health and have the ability to work, I chose to do something positive with it. It's an extra reward to earn a living, and from that I am able to take better care of my family. The extra money allows me to cultivate my land and take my children to school, where before I struggled to do both."

In South Sudan, Oxfam is providing vital support to communities affected by critical food shortages.

With aid from the Australian Government through the Australian Humanitarian Partnership, we're helping people like Ruth to sustain their livelihoods.

Our canoe program provides people in need with free transport vouchers to reach Nyal, while empowering local canoe operators like Ruth to earn money to feed their families. For people who can't otherwise afford to travel, the canoes offer vital access to food and provisions, and essential services like healthcare.

"I am proud of the work that we do and know that I am providing a good example for my daughters," says Ruth. "I want them to know that a woman is strong enough to do anything."

*Name changed to protect identity

Photo: Stella Madete/Oxfam

We've empowered more than **12,000** local farmers in Timor-Leste with drought resistant farming techniques. This year, they boosted their income by **43.4%** with their new, improved skills.



Photo: Vlad Sokhin/OxfamAUS

JOSÉ AND DOMINGAS IN TIMOR-LESTE

Husband and wife José Tula and Domingas Nono live in Cunha with their two daughters. Since joining an Oxfam-supported savings group, the couple are realising their dreams for a better life, as José explains.

"After I got married, life was very difficult, we didn't have any food ... we didn't have any money. After we became members of a savings group, everything is much better. The savings group teaches you how to save money ... how to manage money."

Domingas also welcomes their new-found financial stability: "You have your dream before you join this group; it is your own dream. When you save your money you can make your dream become a reality."

"After joining the group we [received] training on health, and even if we are sick, I have money, so I can buy medicine and take my daughters to the hospital."

Since joining the group, Domingas and José have started saving for their children's education.

They are also thrilled with the garden that Oxfam helped them create, with support from the Australian Government through the Australian NGO Cooperation Program.

"Before, we didn't know what a permanent garden was, how to do terracing or how to protect the soil," Domingas recalls. "Even though we have only done it for one year, it has given a good result ... I can enjoy my plants in my permanent garden and I can sell them."

José adds, proudly, "Because we are chasing our dreams, we have to continue."



Turkana, Kenya: Jacinta watches a virtual reality (VR) film to better understand Oxfam's 360° VR filmmaking project, documenting her community's struggles to access water. Photo: Nichole Sobecki/Panos/OxfamAUS.

EMBRACING INNOVATION AND CHANGE

Poverty is a complex challenge that demands creative solutions and outside-the-box thinking. If we want to change the world around us, we need truly game-changing ideas — ideas that raise the bar on best practice. That's why we constantly search for better, more effective ways of working, and we refuse to settle for the status quo.

INNOVATION AT OXFAM

The pursuit of excellence is eternal at Oxfam. This year, we continued to push boundaries, collaborating with engineers, designers and businesses to find the most practical, efficient and sustainable ways to empower vulnerable communities and help people overcome poverty.



Wow! At least **6,000** Rohingya people have steady access to safe sanitation because we de-sludged **300** latrines — removing **80,000** litres of faecal sludge — and treated them with hydrated lime.

Cox's Bazar, Bangladesh: Residents use BioFil latrines, which use worms to decompose faecal waste. Photo: Maruf Hasan/OxfamAUS.

BIO-WORMS IN BANGLADESH

After four years of field trials in Bangladesh, we have adopted the ingenious BioFil Toilet for the Rohingya refugee response. These innovative latrines use a particular species of earthworm to compost faecal waste.

Around one million Rohingya people have sought safety in Bangladesh refugee camps in the last year. Bangladesh is one of the world's most densely populated places, marked by extreme poverty, so the arrival of this new population puts immense pressure on the country's already fragile

sanitation infrastructure. Management of waste, water and sanitation is critical in these sprawling refugee camps, where the risk of cholera and other waterborne disease is ever-present.

By supporting the construction of more than 1,000 of the new BioFil latrines in Cox's Bazar, we dramatically reduced the volume of faecal sludge requiring treatment in the camps. The new sanitation technique is a winner all round — it makes use of local construction materials, it generates compost and it also reduces bad odours.



Turkana, Kenya: Evelyn watches a first cut of Oxfam’s VR film documenting the installation of a new water pump in her community. Photo: Nichole Sobbecki/Panos/OxfamAUS.

VIRTUAL REALITY IN KENYA

Turkana’s water crisis has caused unimaginable hardship for Evelyn (pictured) and her community — it has to be seen to be believed. So we teamed up with leading visual effects and post-production company Alt.vfx to make a virtual reality (VR) film that gives an immersive glimpse into Evelyn’s world. The film documents the life-changing moment when we installed a hybrid solar-powered water pumping system in her village, allowing you to experience, firsthand, the transformative impact of our work.

This innovative VR technology makes you feel like you are there, on the ground, in Kenya, watching Evelyn’s story unfold around you in 360 degrees. The film was awarded Silver for Outstanding Creativity in the Immersive Media category at this year’s Mobius Awards, an international advertising competition that recognises outstanding work in new media.



Photo: Nipuna Kumbalathara/Oxfam

AWARD-WINNING IDEAS IN SRI LANKA

Every year, many rice farmers in eastern Sri Lanka lose their crops to flood. And though the Sri Lankan Government offers insurance for rice farmers, very few people benefit because the paperwork is too complex and the process is often delayed and unreliable. So we partnered with private-sector insurance provider Sanasa to design Weather Index Insurance that can trigger automatic payments when rain levels become too high.

“Although we had insured our crop before, we never received a payout as we couldn’t deal with complicated forms,” says rice farmer Sivanathan Lilemalar (pictured). “This year, for the first time ever, we were compensated for flood damage.”

Sivanathan isn’t the only one who loves our new Weather Index Insurance — the *Australian Financial Review* named it the Best Social Innovation of 2017.



Photo: GMB Akash/Panos/OxfamAUS

SMART SOLUTIONS IN BANGLADESH

With more than two billion people worldwide using smartphones, saturation is at an all-time high. And in Bangladesh, these devices are proving useful for much more than selfies and social media. This year, we equipped 300 female farmers from three regions with android phones so they can access vital information about agriculture, fisheries, weather forecasts and early warning alerts in the event of flooding and storms. The women are dubbed “Animators” because they actively share information in their communities. And even though some of the women have low literacy, they can use the smartphones to boost the efficiency and productivity of the farming and gardening activities on which their livelihoods depend.



This year, we hosted financial literacy sessions for more than **20,000** people to help them understand our new IAFFORD payment solutions and gain control of their finances.

Barangay Calinongan, Calbiga, Philippines: Marianita uses an empty baby powder bottle as a piggy bank. Photo: Jennina Lanza/Oxfam.

ACCESSIBLE FINANCE FOR FILIPINOS

For people living in the Philippines' most poor and isolated communities, access to financial services is very limited. History has shown that more financial options lead to improved welfare. So we partnered with Visa, PayMaya and the Australian Government to develop IAFFORD, a digital financial inclusion project for vulnerable communities in the Philippines.

Our IAFFORD project makes secure financial services available to marginalised Filipinos, who can't otherwise access loans and mobile banking services. The digital platform offers a viable alternative to the costly, restricted services currently used by the business sector. It gives vulnerable women and men the means to save money and transfer cash safely, swiftly and cheaply with an electronic pre-paid card.

Before we launched IAFFORD, women like Marianita (pictured) struggled to afford everyday expenses like medical bills. She says, "Savings wasn't in my vocabulary."

But Marianita's financial vocabulary has grown since our IAFFORD innovation came to town. She says, "IAFFORD accredits ordinary mom and pop stores around the community to become MIMO [Money In and Money Out] centres. The MIMOs are not only our community goods and commodity store, but also our community financial services centre as well. They offer micro-deposits through loading up the pre-paid cards, cash withdrawal by being a cash outlet, and a money remittance centre, which allows us to send and receive money from all over the country."

BLOCKCHAIN PILOT IN VANUATU

Innovation was the name of the game this year at our new OxLab Innovation Hub, where a team of Oxfam staff with different expertise — including technology, design, humanitarian programming and banking — put their heads together to figure out how Oxfam might best use blockchain technology. And the verdict: blockchain has the potential to deliver emergency cash transfers in times of crisis in a faster, cheaper and more transparent fashion than existing cash transfer models.

So now we're gearing up to pilot blockchain in Vanuatu, one of the world's most disaster-prone island nations. This program will use blockchain-linked IDs to deliver credit to up to 1,000 families displaced by recent volcanic activity. We are one of the first humanitarian organisations to use blockchain technology for cash transfer programming — proudly pioneering pathways out of poverty.



Kratie province, Cambodia: Fish caught in the Mekong River.
Photo: Oeurn Savann/Oxfam.

LEARNING FROM OUR WORK

Ongoing monitoring, evaluation and learning are crucial for the continued success and improvement of our programs and projects. By weighing up what worked well — or not so well — and sharing those insights within the sector, we stay on the path to real progress and sustainable development.

IN PAKISTAN

From 2013 to 2017, our LISTEN program aimed to improve women's lives by promoting greater female leadership and political participation. In a bid to put women's rights and gender justice squarely on the agenda, we mobilised women to urge their elected officials to do a better job of addressing women's issues in their electorates.

While government institutions did pay more attention to women's issues after interacting with those who took part in the program, we found that a more extensive investment of time and resources would be needed to effect significant change beyond local-level politics.

Another key learning was that we should focus not only on political engagement, but also on social issues such as education, workplace participation and violence against women. This more holistic or integrated approach will be applied for future program planning and implementation in the region.

IN SOUTH-EAST ASIA

From 2014 to 2017, we implemented a Women's Economic Leadership program in Cambodia, Laos, Myanmar, Vietnam, Thailand and the Philippines, in a bid to engage women in the decision-making processes that affect their lives.

A key learning from the program was that women's rights organisations should not stay in their own box, or work in isolation. To achieve better outcomes, they must build and nurture cross-movement solidarity, joining hands with the labour rights movement, trade unions, Indigenous rights organisations, disability rights movements, and other collectives.

Just as many hands make light work, many voices are more easily heard. Unreceptive governments and corporations find it much harder to dismiss an integrated advocacy campaign, built by many different yet united organisations and interest groups. We will apply this collaborative approach to future programming for women's leadership.

IN INDONESIA

From 2013 to 2017, our Rights in Crisis program has worked with vulnerable communities in Indonesia to develop coping strategies for economic shocks, natural disasters and the negative impacts of climate change.

On reflection, we found that we need to connect with a broader, more diverse network of partners — beyond our usual emergency response allies — in order to diversify the skillset that we bring, collectively, to the table. This might include banks to facilitate funds transfers, retail outlets to distribute relief items or governments to support healthcare schemes.

Moving forwards, we will engage more non-traditional partners that can best support the program's objectives. And we'll accelerate this process by creating a partner knowledge hub, where relevant skills and insights can be shared or exchanged.

IN BANGLADESH

From 2010 to 2017, we implemented the first phase of our Rural Resilience project (REE-CALL), working with 800 community-based organisations in 14 districts to create more inclusive economic opportunities for around 225,000 Bangladeshi women and men in disaster-prone rural areas.

Weighing up the benefits and limitations of the project, we found that REE-CALL was very effective in preparing people to respond to disasters, and absorb or adapt to shocks and stresses. But we also need to work proactively with vulnerable communities, empowering them to address the root causes of climate change with collective action.

For the next phase of REE-CALL, we're mobilising affected communities to call on their leaders and Government, locally and nationally, to tackle climate change. This requires a renewed focus on research, policy change and advocacy at the national level. We will work together with governments, universities, communities and private sector to find the most sustainable solutions.



SAFETY AND WELLBEING AT WORK

Wellbeing is much more than a buzzword at Oxfam; it underscores everything we do. We take great pride in building safe and inclusive work environments for all those who work with us — from our staff and volunteers here in Australia to the many people who engage with our programs around the world.

OUR DUTY OF CARE

Everyone has the right to be safe and secure at work. At Oxfam, we proactively support that right by cultivating safe, diverse and inclusive workplaces and ways of working. We share responsibility for maintaining these healthy work environments across all parts of the organisation.

Our values, cultures and policy frameworks exist to make it very clear that we won't tolerate any form of harassment, sexual misconduct, abuse, exploitation of vulnerability, or use of power for personal gain. In the delivery of our work, we strive to uphold the rights of the people we work with and for. And we take every precaution to make sure these people are not placed at risk of harm through our intended or unintended actions.

NO PLACE FOR ABUSE

In 2017–2018, we strengthened our safeguards — the policies and practices we use to keep people safe from harm — to reinforce our commitment to safe, healthy workplaces. This year, the global Oxfam confederation responded to the disturbing incidents arising from our Haiti earthquake response in 2010. This has reinforced our resolve to not only have the highest standards in policies and procedures, but also to ensure they are implemented in a way that protects our partners, our staff and the communities with whom we work.

During the reporting period, we have recruited five Work Health Safety Contact Officers, five Mental Health First Aid Officers and eight Family Violence Responders. The support of these team members is available to all staff, and they connect quarterly to monitor, evaluate and improve our processes.

In the 2017–2018 financial year, two incidents of sexual harassment were reported in countries where Oxfam Australia is responsible for providing administrative services. These incidents involved Oxfam staff and were investigated, resulting in disciplinary action.

As part of our commitment to reporting allegations of misconduct wherever we work, from 1 April 2018, we

will also report all allegations from countries where we contribute to programming as a partner affiliate.

KEEPING CHILDREN SAFE

Oxfam is deeply committed to upholding the rights of children, and safeguarding them against abuse and exploitation in the delivery of our work. This year, Oxfam's Child Safeguarding Policy remains a central element of our child safeguarding system, providing a framework of principles and approaches, and outlining our minimum standards for child safeguarding.

In 2017–2018, we conducted organisation-wide staff training to bring the policy to life in our workplaces. We equipped Oxfam staff with a comprehensive toolkit that provides practical guidance and resources to ensure they can meet and maintain minimum standards.

To support the ongoing implementation of our Child Safeguarding Policy, both here in Australia and around the world, we have appointed a network of child safeguarding focal point persons in Australia and country teams.

WORKPLACE WELLBEING

This year, we proudly partnered with the University of Melbourne to roll out the Respectful Relations initiative. This is a three-year longitudinal research project, which aims to:

- evaluate the interaction between harmful workplace experiences and work-life conflict, and their impact on employees' wellbeing at work.
- evaluate the role that organisational culture plays in harmful workplace experiences and work-life conflict.
- deliver inclusive leadership training to minimise harmful workplace experiences and work-life conflict, and improve diversity and general wellbeing in the workplace.

The project supports our existing Employee Assistance Program and reinforces our commitment to fostering respectful relationships in all Oxfam workplaces.



Malakal, South Sudan: Oxfam International Executive Director Winnie Byanyima embraces a woman who, having survived conflict, now lives at a site guarded by UN peacekeepers. Photo: Bruno Bierrenbach Feder/Oxfam.

OUR OXFAMILY

The Oxfam community is a sprawling tapestry of activists, change-makers, donors, partners, members, staff and volunteers, stretching right across the globe. We have many different stories, live in many different places, and face many different challenges — but we're woven together by the same strong will to tackle poverty and injustice.



MAUREEN BATHGATE

After 4,838 days of sharing our latest, greatest triumphs over poverty, roving storyteller Maureen Bathgate looks back on her 13-year career with Oxfam.

When I saw the job ad for Editor at Oxfam Community Aid Abroad (CAA), I instinctively knew that was my job. The job I was born to do. I started work on my first edition of Oxfam News in March 2005 — and never looked back.

Over the years, Oxfam has grown from grassroots Oxfam CAA into a global powerhouse for good. But two things haven't changed: the passion and dedication of staff, and the innate strength, warmth, determination and hope of the women, children and men in communities around the world who are the heart and soul of our work, and the reason why we do what we do.

It has been my honour and privilege to have been a conduit for sharing their words and faces with the world. I thank them for welcoming me into their lives and trusting me with their stories and images. And I make no apologies for being a fierce advocate for their dignity and their right to be seen and heard in the most honest, ethical and empowered way possible; to have a name, a face and a voice.

I carry them with me wherever I go, their faces and names imprinted in my brain, their stories stored safely in my heart. My soul is filled with fond memories of fascinating journeys to wondrous villages, and the kaleidoscope of people I've been fortunate to meet.

I'm so grateful for the opportunity to be a part of Oxfam for so long, and to have my mind and heart opened to the kind of world I want to live in.



KEVIN MCNAIR

In the last year, 3,812 amazing people gave their time, energy and expertise to help bring to life our vision of a better world. Some of them were new to the Oxfamily — but not Kevin McNair.

Kevin, or "Kev" as he's known around the Melbourne office, started volunteering with Oxfam in 1991. He recalls, "I was schooling with unemployed people in Footscray. It was a 12-week course studying bookkeeping, hospitality, typing and computers. Then there were another 12 weeks of interviews and finding jobs, so they sent us to different places."

After a two-week stint of work experience with Community Aid Abroad (CAA), and a glowing report from his mentor Bruce Henry, Kev was inspired to come back for more.

He says, "I called CAA and asked to be a volunteer. I went in for a trial and loved it."

And 27 years later, he still loves it. On any given day, Kev can be found sorting mail, binding books and laminating like there's no tomorrow.

He says, "It's the best ever! Because the people are so kind and look after me."

"I love everybody here. It's like my second home."

Asked if he'll ever stop volunteering with Oxfam, Kev says, "Never! I'll keep coming until I go up there with mum and dad."



JONATHAN HARPER

There was at least one familiar face at the Trailwalker starting line this year. Jonathan has now taken on the team challenge 13 times, raising many thousands of dollars along the way.

"Having raised over \$10,000 in the first event, I became very focused on meeting or exceeding that target every time — which is a significant challenge in itself, but very rewarding when the team succeeds," he says.

After a decade of walking the trail, Jonathon's desire to help others has never waned. He says, "I've been lucky to have the privilege of life in Australia, a good job, family, and comfort. Having travelled extensively overseas, I feel it is important to never forget how fortunate we are relative to others."



Oecusse, Timor-Leste: Members of an Oxfam-supported savings group count cash at their weekly meeting. The initiative is supported by the Australian Government through the Australian NGO Cooperation Program.
Photo: Kate Bensen/OxfamAUS.

FINANCIALS

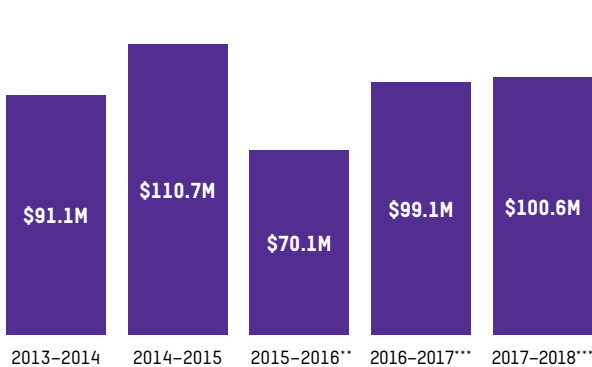
The task of tackling global poverty is no simple feat — it demands practical solutions, long-term commitment and meticulous financial management. Propelled by our purpose, we rose to the challenge this year, investing responsibly and sustainably where it was needed most.

INVESTING FOR THE FUTURE

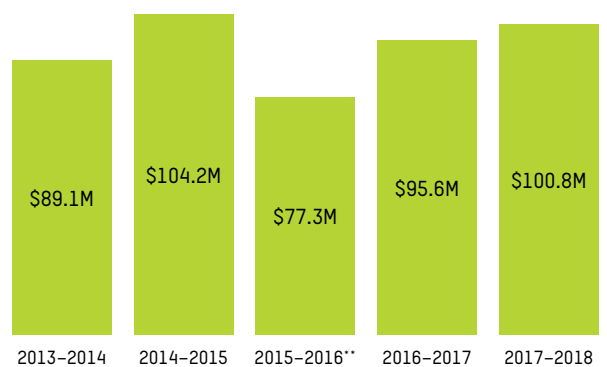
This year, we reported a consolidated operating deficit of \$3 million. However, our consolidated comprehensive deficit was \$0.2 million, which reflects a \$2.8 million gain in value for our land and buildings, as reported on page 53 under Equity. The revaluation model for land and buildings was adopted in 2017 in order to present the current market values of properties and thereby offer more relevant financial information for supporters and the general public.

Our consolidated operating deficit of \$3 million primarily reflected the performance of our subsidiary, Oxfam Australia Trading Pty Ltd, which reported a \$2.5 million deficit after eliminating a \$0.2 million deficit of intercompany transactions. This included \$0.6 million spent on a transformation plan that aims to improve the financial performance of retail operations while ensuring continued support to our Fair Trade producer partners.

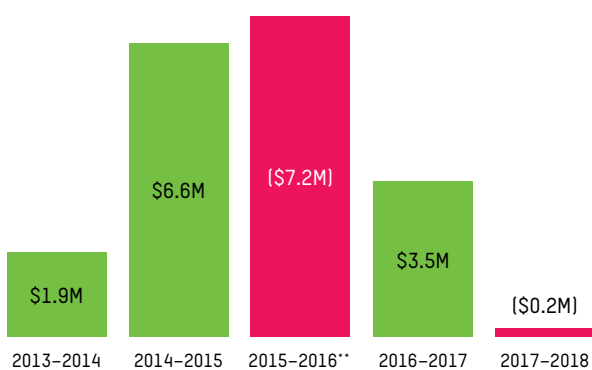
FINANCIAL PERFORMANCE *



Total income***



Total expenditure



Total surplus / deficit

* Includes Oxfam Australia Trading

** This financial year only reflects nine months of financial results as Oxfam Australia's reporting period changed to a March-end financial year in line with other Oxfam affiliates.

*** During 2016-2017, Oxfam changed the method of measuring our property portfolio to present the current market values of our properties, hence providing our supporters and the public with more relevant financial information. The results of applying this new method are included under Other Comprehensive Income/(loss) in the Comprehensive Income Statement on page 52.

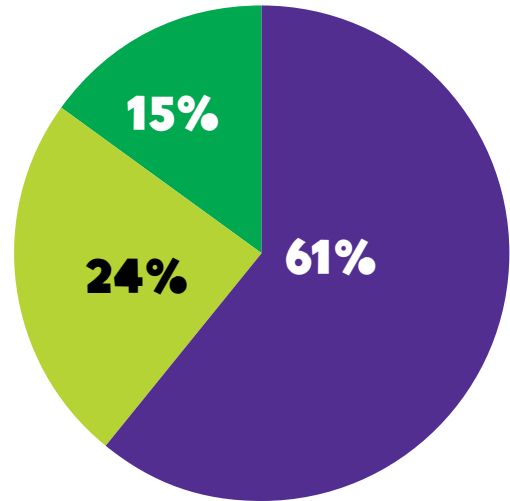
2017-2018 INCOME

This year, we reported positive cash flow of \$3.8 million from operations, which largely reflects the collection of outstanding balances from institutional donors, carried over from the prior year.

Our consolidated income of \$97.8 million indicates a \$6.9 million increase from the prior year. Community support income (CSI) – money donated by the Australian public – continues to be our major income source, accounting for almost two-thirds of our total income at \$51.4 million.

Oxfam Australia has been disappointed by further cuts in the Australian Government aid program this year. As multiple humanitarian crises continue to unfold around the world, we will keep lobbying our elected officials, urging them to commit to a more generous and realistic aid budget.

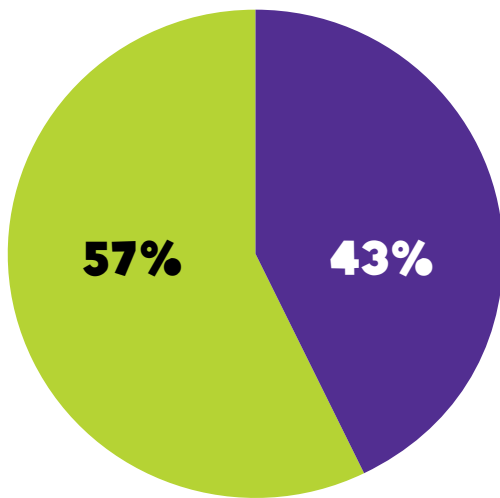
WHERE THE MONEY COMES FROM



Community support income DFAT income Other grant income

Not including Oxfam Australia Trading

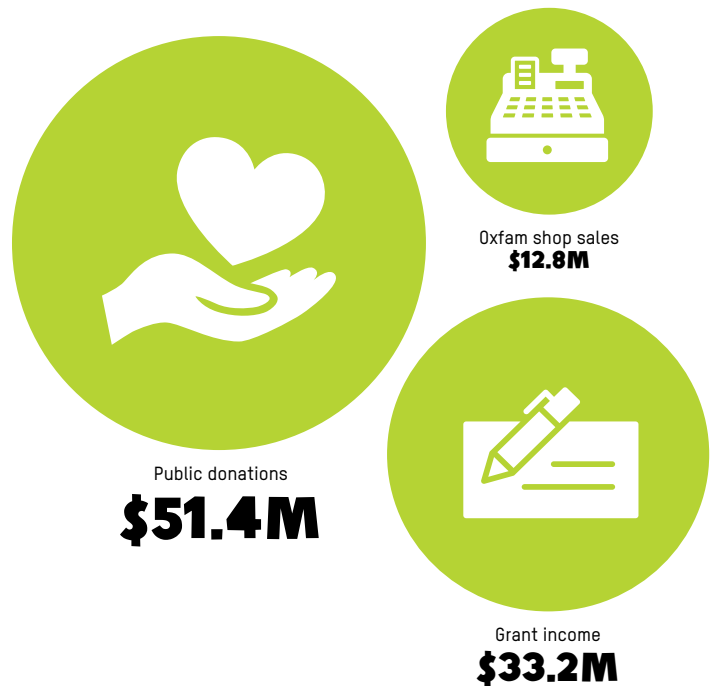
UNRESTRICTED VS RESTRICTED



Unrestricted income Restricted income

Not including Oxfam Australia Trading

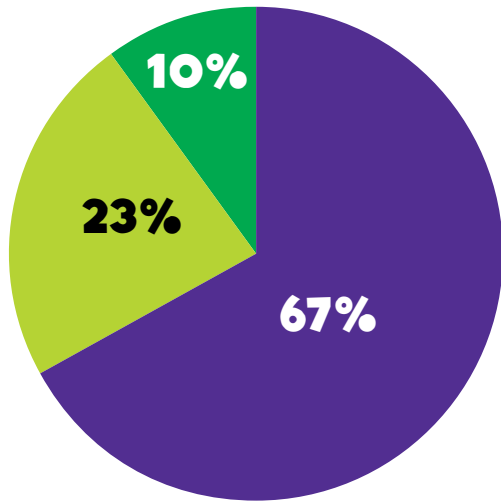
INCOME TYPE



Not including investment and other income

2017–2018 EXPENDITURE

WHERE THE MONEY GOES



■ Programs
 ■ Fundraising and promotion
 ■ Administration

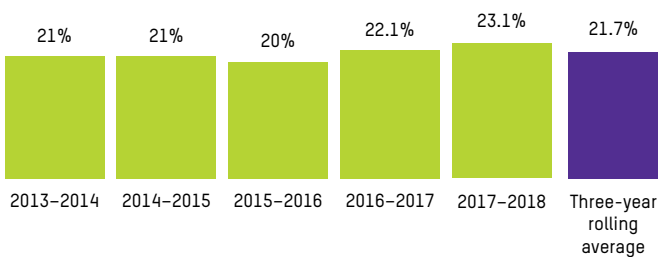
Expressed as a percentage of total expenditure.
Not including Oxfam Australia Trading

Our goal of tackling global poverty requires a lasting commitment of time, resolve and money. So we invested \$57.3 million in long-term development programs, advocacy and emergency responses during the year, a \$2.4 million increase on 2016–2017.

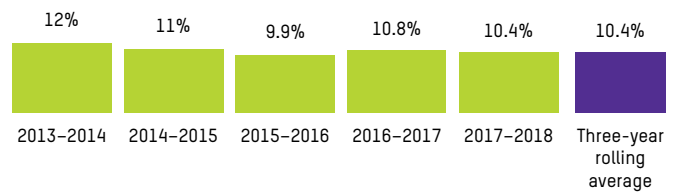
Once again this year, we were able to ensure our program, fundraising and administration ratios were within our expected range:

- Our **program investment ratio** — the total amount spent on long-term development, emergency response, advocacy and public campaigns, expressed as a percentage of total expenditure — remained steady as we maintained significant investment in our program and advocacy work.
- Our **fundraising expenditure ratio** — the total amount spent on fundraising, expressed as a percentage of total expenditure — is consistent with the prior year spend; and
- Our **cost of administration ratio** — the total amount spent on administration, expressed as a percentage of total expenditure — also met our expectations.

FUNDRAISING EXPENDITURE RATIO



COST OF ADMINISTRATION RATIO



Not including Oxfam Australia Trading

PROGRAMS

When disaster strikes, Oxfam responds swiftly, providing the vital assistance that people need to survive, including food, water, sanitation, shelter or health and hygiene training.

In 2017–2018, with support from the Australian Government Department of Foreign Affairs and Trade, we boosted Oxfam’s global humanitarian efforts, making large investments in the following major crisis responses:

- \$3 million — Rohingya refugee response in Bangladesh
- \$2.5 million — drought and famine response in South Sudan
- \$2 million — Syria humanitarian response in Jordan, Lebanon and Syria

This year, thanks to the kind individuals who donated to our International Crisis Fund, we also made significant contributions to several humanitarian responses in the Asia-Pacific region:

- \$30,000 — drought relief in Killinochci district, Sri Lanka
- \$30,000 — flood response in India
- \$25,000 — volcano eruption in Ambae, Vanuatu
- \$25,000 — Kadovar Volcano eruption in Papua New Guinea
- \$20,000 — Cyclones Urduja and Vinta in the Philippines
- \$20,000 — Tropical Cyclones Josie and Keni in Fiji
- \$16,478 — Tropical Cyclones Cook and Donna in Vanuatu
- \$8,000 — flood response in Nepal

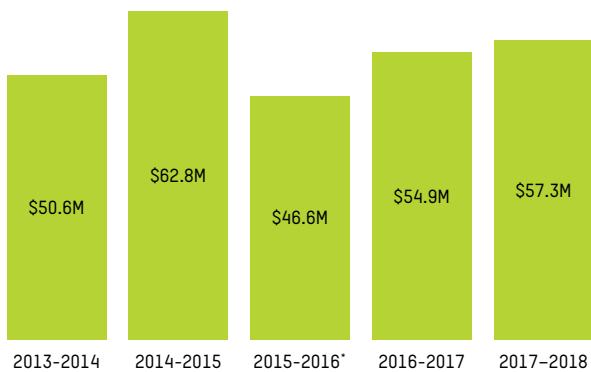
And of course, we do more than respond to emergencies. Our long-term development programs empower communities all around the world with the practical tools and resources they need to escape poverty and thrive.

This year, our life-changing activities included:

- \$2.2 million to improve livelihood opportunities for small-scale farmers in the Occupied Palestinian Territory.
- \$2 million to end violence against women in Papua New Guinea.
- \$1.6 million to end violence against women in Solomon Islands.
- \$1.6 million to improve access to natural resources for communities in the Mekong region.
- \$1.2 million on gender and extractives programs in Southern Africa (see Fortunate’s story on page 31).
- \$1 million to create livelihood opportunities for vulnerable farmers in Timor-Leste.

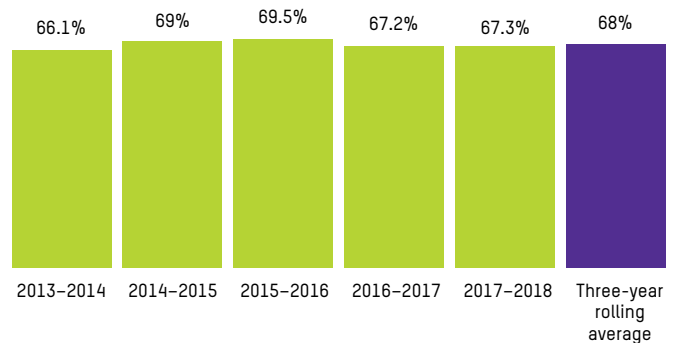
Of the \$57.3 million we invested in international and domestic long-term development and advocacy programs and emergency response this year, \$33.2 million was funded through the Department of Foreign Affairs and Trade (DFAT) and other institutions, while \$24.1 million was funded by unrestricted community support income (CSI), including appeals.

PROGRAM EXPENDITURE



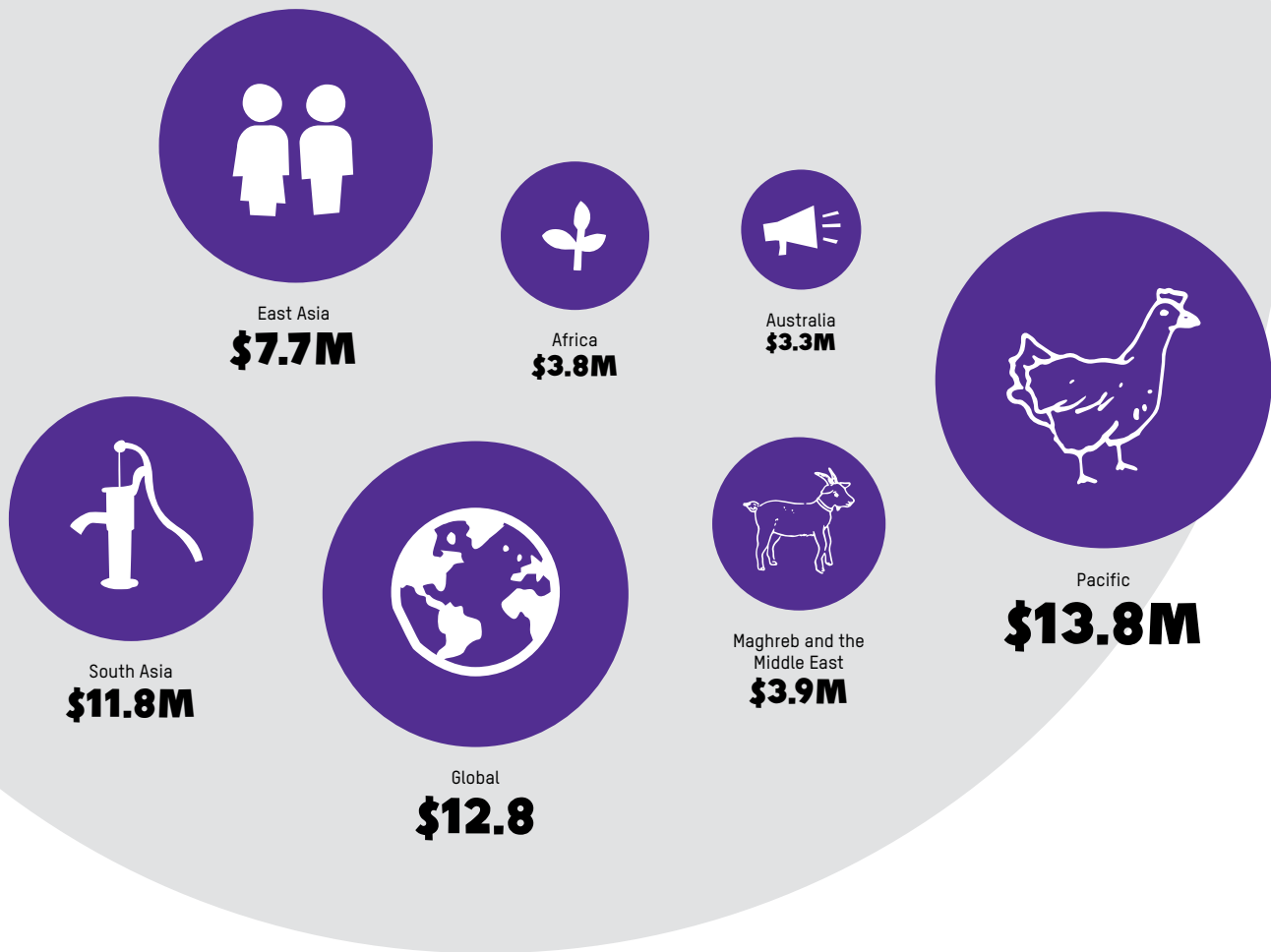
Not including Oxfam Australia Trading
 * This financial year only reflects nine months of financial results as Oxfam Australia’s reporting period changed to a March-end financial year in line with other Oxfam affiliates.

PROGRAM INVESTMENT RATIO



Not including Oxfam Australia Trading

PROGRAM SPEND BY REGION



FINANCIAL OUTLOOK

While our overall equity position is strong, we experienced deterioration in our working capital position this year. As noted, this was due largely to the underperformance of our retail operations in a difficult retail environment, and not achieving our fundraising targets for the year.

Both now and for the future, community support income remains vital for Oxfam. And so expenditure on income-generating activity continues to be a high priority for the organisation.

Moving forwards, our objective is to promote social justice and fight poverty, while maintaining a sound financial position. Our future financial outlook is strong, however we must remain focused on efficiency and innovation in order to be the most agile, resilient and effective organisation we can possibly be.

We look forward to a robust, sustainable future and we are especially thankful to you, our donors, for your ongoing support and generosity.

Anthony Alexander
Chief Financial Officer

Ann Byrne
Co-Chair Board Finance,
Audit and Risk Committee

COMPREHENSIVE INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2018

	Notes	Consolidated entity*	
		31/03/2018	31/03/2017
REVENUE			
Donations and gifts — monetary		49,091	47,724
Bequests and legacies		2,272	2,566
Grants			
DFAT		20,578	19,077
Other Australian non-government		5,747	2,647
Other overseas		6,915	6,002
Other operating income			
Sale of goods by Oxfam Australia Trading Pty Ltd		12,820	12,288
Investment income		190	316
Other income		163	258
TOTAL REVENUE		97,776	90,878
EXPENDITURE			
International aid and development programs			
International programs			
Funds to international programs		42,163	38,133
Program support costs		8,279	9,794
Public policy and outreach program		3,331	3,366
Development effectiveness		1,472	753
Community education		1,123	1,547
Fundraising costs			
Public		18,599	17,165
Government, multilateral and private		833	615
Accountability and administration	1	8,185	8,718
Total international aid and development programs expenditure		83,985	80,091
Domestic programs expenditure		979	1,305
Cost of goods sold and administration costs of Oxfam Australia Trading Pty Ltd		15,793	14,196
Finance costs		6	8
TOTAL EXPENDITURE	2	100,763	95,600
EXCESS OF REVENUE OVER EXPENDITURE		(2,987)	(4,722)
Other comprehensive income/(loss)			
Net income on available-for-sale investments		(11)	1
Gain on revaluation of properties		2,844	8,184
Total other comprehensive income		2,834	8,185
TOTAL COMPREHENSIVE SURPLUS FOR THE YEAR		(154)	3,463

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

1. Accountability and Administration expenditure is for both international and domestic programs.

2. Total expenditure identified in the Summary Income Statement above is derived from the full 2017–2018 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 2017–2018 audited financial report.

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 didn't bring to account any non-monetary revenue or expenditure.

This Summary Financial Report has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au

This Summary Financial Report is approved on behalf of the Board:



Dennis Goldner, Chair



Ann Byrne, Director

This financial report is a summarised version of our full financial report. Copies of our 2017–2018 audited financial report can be obtained by writing to the Chief Executive, 130–138 Leicester Street Carlton Victoria 3053, or by visiting www.oxfam.org.au

BALANCE SHEET

AS AT 31 MARCH 2018

	Consolidated entity*	
	31/03/2018	31/03/2017
ASSETS		
Current assets		
Cash and cash equivalents	14,141	11,601
Trade and other receivables	3,336	6,969
Inventories	3,423	3,277
Available-for-sale financial assets	463	500
Other current assets	735	1,228
Total current assets	22,098	23,575
Non current assets		
Available for sale financial assets	20	23
Property, plant and equipment	20,165	17,911
Investment property	475	475
Intangibles	408	487
Other non-current assets	1,441	1,257
Total non-current assets	22,509	20,153
TOTAL ASSETS	44,607	43,728
LIABILITIES		
Current liabilities		
Trade and other payables	18,113	16,421
Borrowings	103	166
Provisions	3,996	4,496
Total current liabilities	22,212	21,083
Non-current liabilities		
Provisions	866	962
Total non-current liabilities	866	962
TOTAL LIABILITIES	23,078	22,045
NET ASSETS	21,529	21,683
EQUITY		
Retained earnings	8,209	10,469
Reserves	13,320	11,214
TOTAL EQUITY	21,529	21,683

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

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 Summary Financial Report has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au

This financial report is a summarised version of our full financial report. Copies of our 2017-2018 audited financial report can be obtained by writing to the Chief Executive, 130-138 Leicester Street Carlton Victoria 3053, or by visiting www.oxfam.org.au

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2018

CONSOLIDATED ENTITY*	Retained surplus (\$'000)	Restricted reserves (\$'000)	Net unrealised gains reserve (\$'000)	Revaluation surplus reserve (\$'000)	Collective resource allocation reserve (\$'000)	TOTAL (\$'000)
At 31 March 2016	12,920	5,278	22	-	-	18,220
Unrealised gain on available-for-sale investments	-	-	1	-	-	1
Gain on revaluation of properties	-	-	-	8,184	-	8,184
Excess of expenses over revenue	(4,722)	-	-	-	-	(4,722)
Transfer to / (from) reserves	2,271	(2,271)	-	-	-	-
At 31 March 2017	10,469	3,007	23	8,184	-	21,683
Unrealised gain on available-for-sale investments	-	-	(11)	-	-	(11)
Gain on revaluation of properties	-	-	-	2,844	-	2,844
Excess of expenses over revenue	(2,987)	-	-	-	-	(2,987)
Transfer to / (from) reserves	727	(1,010)	-	-	283	-
At 31 March 2018	8,209	1,997	12	11,028	283	21,529

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

This Summary Financial Report has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the code, please refer

to the ACFID Code of Conduct Implementation Guidance at www.acfid.asn.au

This financial report is a summarised version of our full financial report. Copies of our 2017-2018 audited financial report can be obtained by writing to the Chief Executive, 130-138 Leicester Street Carlton Victoria 3053, or by visiting www.oxfam.org.au

TABLE OF CASH MOVEMENTS FOR DESIGNATED PURPOSES

FOR THE YEAR ENDED 31 MARCH 2018

DESIGNATED PURPOSE	Notes	Cash available at beginning of year (\$'000)	Cash raised during year (\$'000)	Cash disbursed during the year (\$'000)	Net foreign exchange difference	Cash available at end of year (\$'000)
DFAT Australian NGO Cooperation Program (ANCP)	1	3,110	10,831	(10,760)	-	3,181
Other purposes	1,2	8,491	88,830	(86,177)	(184)	10,960
TOTAL		11,601	99,661	(96,937)	(184)	14,141

1. The allocation of cash movements between the 'ANCP' and 'Other purposes' categories is supplementary information not specifically derived from the full 2017-2018 audited financial report.

2. No other single appeal represented more than 10% of the total cash raised.

Report of the Independent Auditor on the Summary Financial Statements to the Members of Oxfam Australia

Opinion

The summary financial statements, which comprise the summary statement of financial position as at 31 March 2018, the summary statement of comprehensive income, summary statement of changes in equity and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial report of Oxfam Australia (the Company) for the year ended 31 March 2018.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by the *Australian Charities and Not-for-Profits Commission Act 2012*. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

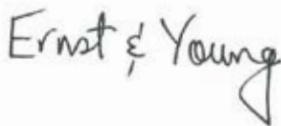
We expressed an unmodified audit opinion on the audited financial report in our report dated 10 August 2018.

Responsibility of the Directors for the Summary Financial Statements

The directors of the Company are responsible for the preparation of the summary financial statements in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.



Ernst & Young
Melbourne
10 August 2018

Name of auditor and title: Paul Gower, Partner

Relevant professional qualification or body: Registered Company Auditor; Member, Chartered Accountants Australia and New Zealand

THE OXFAM CIRCLE

This list represents the generous donations made by members of the Oxfam Circle during the June 2017–July 2018 financial year.

Visionaries

\$50,000+ per annum or \$10,000 per annum plus bequest commitment

Andy and Jill Griffiths; Annie T Rose; Anonymous x 11; P Catchpole; B B & A Miller Foundation; Barlow Foundation; Claire Bamford; Dale McMenamin; Elizabeth Anne O'Brien; Ian Cox; Jade, Sophie and Sarah Kirsch; Jaramas Foundation Pty Ltd; Jerry Adams; Kim Williams AM; Nan Brown; P Thompson; Peter Hanks; Rita Andre; Rob Guthrie and Trish Cowcher; Rohan Wolfers; Roslyn Wolfers; Simpson Family Foundation; Susan Maple-Brown AM; The Ripple Foundation; Thomas Goodman; Timothy Mintern and Marion Matthews; Wayne and Ros McDonald

Leaders

\$25,000–\$49,999 per annum

Ake Ake Fund; Alan Bennett; Andrew & Beth Phillips Family Foundation; Anonymous x 8; Bluesand Foundation; Cameron Foundation; Graf Family Foundation; Greg Jordan; Harris Charitable Foundation; Ian Newman; Les Hiboux Pty Ltd; Moonstream Information Services; Noel & Carmel O'Brien Family Foundation; Paul and Susan Taylor; R Harding; Rohit D'Costa and Nadia Chaves; The Dick and Pip Smith Foundation; The Muffin Foundation

Innovators

\$10,000–\$24,999 per annum

Alan Gardiner; Andrea Davies; Angela and Jim Andreadis; Angela Starling; Ann Byrne; Anne Miller; Anonymous x 41; Ashu Jhamb and Katherine Barraclough; Barry Holloway; Ben Snyder; Biophilia Foundation; Birchall Family Foundation Trust; Brad Louis; Brennan Family Foundation; Brenton Starkie; Carla Miller; Catherine Gray Trust; Cathy Hochwald; Chris Hartigan and Angela Scarfe; Clare Fuller; Compliance and Risk Management Recruitment; David Morris; David Thomas and Philippa Cotter; Dennis Goldner and Kate Murphy; Duncan Murray; Frantel Pty Ltd; Gary Alcock and Marianne Hack; Gernot Heiser and Trudy Weibel; Heather Drew; Hilary Cairns; Ian Cox; Ian Kilgour; Isaacson Davis Foundation; Jamie Simpson; Jennifer Waugh; Jerry Adams; Joanne Simpson; John and Michele Shanahan; Jon Jureidini and Julia Beaven; Kennedy Family Foundation; Kevin Ryan; Krishna Sen; Kylie Boucher and Andrew Maynard; Lacetree Pty Ltd; Liz Nixon and Peter Cowling; Manivannan Gopalakrishnan; Mark Bardwell; Michael and Leanne Rogerson; Michael and Wendy Olive; Michael Jefford; Michael and Barbara Leigh; Mick Harvey and Katy Beale; Mr AC and Dr JC Tomlinson; Patricia New; Perpetual Foundation — Janet Linnell Endowment; Raymond Tam and Linda Castles; Rellim Foundation; Richard Southan Memorial Trust; Ros and Richard Madden; Rosalie and Jim Lackie; Roy Bishop; Russell Porter; Ruth McColl AO; Ryan and Hanna Martyn; Simon Martin; Stephen Walsh; Susan Adams and Andrew Kirk; The Garrett Riggleman Trust; The Red Rocketship Foundation; The Russell Foundation

YOUR SUPPORT
BRINGS OUR
WORK TO LIFE

CORPORATE PARTNERS

PRACTICAL VISIONARIES

Deloitte

Deloitte's purpose is to make an impact that matters in the world. And this purpose drives every engagement our partnership embarks on — Oxfam Trailwalker sponsorship, fundraising, volunteering and walking, skilled secondments and skilled volunteering, pro bono work and staff mentoring, emergency fundraising and much more. For more than 20 years, Deloitte has been the true embodiment of a Practical Visionary partner.

Thankyou Group

Oxfam continues its life-changing partnership with Thankyou for the fifth year, providing communities living in poverty with access to clean water, sanitation and hygiene training. We are honoured to partner with a truly visionary organisation like Thankyou Group, who share our belief that no-one should live in poverty.

JB Hi-Fi Group Pty Ltd

Through its industry-leading Helping Hands program, JB Hi-Fi has been providing vital support to Oxfam since 2008. By matching staff contributions dollar-for-dollar, JB Hi-Fi have doubled their positive impact and continued to show their passionate support for the communities we work with.

IMPACT LEADERS

Good2Give

Good2Give believe in building a more giving society. By making giving simpler and growing workplace giving, Good2Give helps Oxfam more easily connect donors with the life-changing work they are passionate about.

Corrs Chambers Westgarth

Corrs is one of Oxfam's longest-standing partnerships. Through pro bono legal work, volunteering and philanthropy, we've worked together for more than 26 years to tackle poverty and injustice.

Powershop

With the launch of the Change Power, Change Lives campaign, Powershop have supported Oxfam to raise vital funds for our life-saving work, such as helping poor and vulnerable communities adapt to climate change. The campaign gives Oxfam supporters the chance to change lives when they switch their energy provider to Powershop. In addition, Powershop teams have taken part in their first Oxfam Trailwalker and showed their commitment to the cause on the trail.

CHARITABLE CHAMPIONS

Footprints, Westpac, Camp Australia, Unilever, Bendigo Bank and Adelaide Bank, Good Company Foundation, NAB,

Macquarie Group, McKinsey & Company, Origin Foundation, King & Wood Mallesons

LIFE MEMBERS

Dr Ian Anderson AM, Anne Batt, John Birch AM, David McMurdie, Dr Judith Mitchell AM, Glenyys Romanes, Graham Romanes, Dianne Sackelariou OAM

OXFAM FUNDERS

Oxfam America, Oxfam Canada, Oxfam Germany, Oxfam Great Britain, Oxfam International, Oxfam Italy, Oxfam New Zealand, Oxfam Novib

INSTITUTIONAL FUNDERS

Australian Government Department of Foreign Affairs and Trade, Care Australia, CBM Australia, Chrysalis, Comic Relief, Delegation of The European Union, Food and Agricultural Organisation of the United Nations, Government of Vanuatu, Handicap International, Monash University, Pacific Community, Pacific Island Forum Secretariat, South African Medical Research, United Nations Women, UNICEF, UNICEF Sri Lanka, University of York, PNG Government — Yangoru Saussia District, The Adventist Development and Relief Agency

COMMUNITY FUNDRAISERS

Oxfam Second Hand Bookshop, Eastern Suburbs Walk against Want, Red Party — Western Australia Medical Student Society

MELBOURNE INTERNATIONAL COMEDY FESTIVAL

This year marked the 32nd anniversary of the Melbourne International Comedy Festival and their 23rd year supporting Oxfam. This year the Gala was broadcast on ABC and available to watch on iView. Over the lifetime of the partnership, the Gala has raised more than \$1.6 million for people living in poverty.

OXFAM-MONASH PARTNERSHIP

New research for the Oxfam-Monash Partnership commenced in 2017, focusing on improving water and sanitation for informal urban settlements in Indonesia and Fiji; and addressing the social norms that underpin gender-based violence in the Solomon Islands.



Photo: Georgina Goodwin/OxfamAUS

OUR GOVERNANCE

Good governance is at the heart of every successful organisation. And that's why we ensure that we have such a strong and competent team, with a vast depth and breadth of expertise, charting our strategic direction and steering us towards our objectives.

MANAGEMENT TEAM AS AT 31 MARCH 2018



Dr Helen Szoke
 PhD (Public Policy-Regulation)
 Chief Executive
 Responsibilities: operational management, policy and advocacy lead
 Appointed: 2013



Anthony Alexander
 B BUS (Accounting), CPA, MAICD
 Chief Financial Officer, Company Secretary
 Responsibilities: strategic financial management, risk management
 Appointed: 2011



Pam Anders
 MPPM, GCERTF, B ED
 Director of Public Engagement
 Responsibilities: fundraising, marketing, communications, active citizenship, youth engagement, volunteering
 Appointed: 2014

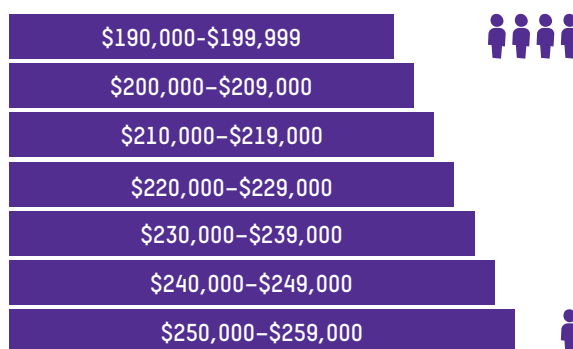


Tony McKimmie
 BAppSc, Post Grad (Business)
 Chief Operating Officer
 Responsibilities: organisational learning and development, human resources, technology services, accommodation services, Oxfam Trading
 Appointed: 2011



Alex Mathieson
 BA Social Science (Politics)
 Director of Programs
 Responsibilities: international development, policy and advocacy, Aboriginal and Torres Strait Islander Program, humanitarian strategies
 Appointed: 2015

MANAGEMENT TEAM SALARIES



Salary ratio: the ratio between the highest and lowest paid permanent staff member at Oxfam Australia (including superannuation) as at 31 March 2018 was 4.37:1 (Chief Executive at \$252,000; category 7 staff member at \$56,760).

BOARD AS AT 31 MARCH 2018



Dennis Goldner

BEC (Hons), FAICD

Appointed: 2011

Term expires: 2019

2017–2018 meeting attendance: 6/7

Responsibilities: Board Chair; Finance, Risk and Audit Committee; Governance Committee; Nominations Committee; Remuneration Committee



Ann Byrne

HDTS, GRAD DIP, (HRC), GRAD DIP (Superannuation), FAICD, FAIST

Appointed: 2009

Term expires: 2020

2017–2018 meeting attendance: 5/7

Responsibilities: Board Deputy Chair; Co-Chair Finance, Risk and Audit Committee; Remuneration Committee



Selwyn Button

B.Teaching

Appointed: 2014

Term expires: 2018

2017–2018 meeting attendance: 2/7

Responsibilities: Finance, Risk and Audit Committee



Peter Croft

BSc, BEC, MAICD

Elected: 2008

Term expires: 2018

2017–2018 meeting attendance: 7/7

Responsibilities: Finance, Risk and Audit Committee; Director Oxfam Australia Trading



Melissa Houghton

MBA, BA

Appointed: 2012

Current term expires: 2019

2017–2018 meeting attendance: 5/7

Responsibilities: Public Engagement Committee; Director Oxfam Australia Trading



Dr Fiona Kotvojs

D. Ed, MBA, GRAD DIP (BusMgt), GRAD DIP (Ed.), GRAD DIP (Assess & Eval.), BSC [Honours], GAICD

Appointed: 2012

Current term expires: 2019

2017–2018 meeting attendance: 5/7

Responsibilities: Governance Committee



Geoff McClellan

LLB BEc
Appointed: 2017
Term Expires: 2020
2017-2018 meeting attendance: 5/5
Responsibilities: Governance Committee



The Hon Judi Moylan AO

DIP REMGMT, GAICD
Appointed: 2014
Term expires: 2018
2017-2018 meeting attendance: 6/7
Responsibilities: Chair Public Engagement Committee



Greg Ridder

B BUS (ACC), GRAD DIP (Mktg), CPA GAICD
Appointed: 2016
Term expires: 2020
2017-2018 meeting attendance: 5/7
Responsibilities: Finance, Risk and Audit Committee; Director Oxfam Australia Trading



Barbara Rugendyke

BA (Hons), DIP (Ed.), PHD
Appointed: 2014
Term expires: 2018
2017-2018 meeting attendance: 7/7
Responsibilities: Governance Committee



Belinda Tallis

LLB, BEC, GDLP, GAICD, TFASFA
Appointed: 2016
Term expires: 2020
2017-2018 meeting attendance: 6/7
Responsibilities: Finance, Risk and Audit Committee



Alan Wu

BA, LLB Grad Dip (LegPrac), LLM
Elected: 2010
Term expires: 2019
2017-2018 meeting attendance: 7/7
Responsibilities: Chair of Governance Committee; Nominations Committee; Remuneration Committee



John Siddham

Staff Participant, GRAD DIP (App. Sc.) M BUS (IT), MA (Intl Relations)
Elected: 2016
Term expires: 2018
2017-2018 meeting attendance: 6/7
Responsibilities: Public Engagement Committee



Esther Gyorki

Board Observer, MA (Curatorship), BA (Hons), GCertBus
Appointed: 2017
Term expires: 2018
2017-2018 meeting attendance: 3/3
Responsibilities: Member of the Public Engagement Committee

WE ARE ACCOUNTABLE TO YOU

CODES AND STANDARDS

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

- Oxfam International Code of Conduct
- Australian Council for International Development (ACFID) Code of Conduct for Non-Government Organisations
- The Australian Agency for International Development (AusAID) accreditation
- 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 (FIA) Principles and Standards of Fundraising Practice
- Australian Direct Marketing Association (ADMA) Code of Practice
- Refugee Council of Australia Refugee Charter

For more details about these codes and standards visit oxfam.org.au

OUR SOLICITORS

Corrs Chambers Westgarth
600 Bourke Street
Melbourne Victoria 3000

OUR BANKERS

Westpac Banking Corporation
GPO Box 3433
Sydney NSW 2001

Crestone Holdings Limited
Level 18, 120 Collins Street
Melbourne Victoria 3000

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 oxfam.org.au



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 August 2015, ACFID certified Oxfam Australia as compliant with the code. Our annual self-assessment, approved by ACFID, confirms that we remain compliant during the reporting period.

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

We are fully accredited by the Department of Foreign Affairs and Trade (DFAT), which manages the Australian Government's overseas aid program. The DFAT Accreditation process provides the Australian Government and general public with confidence that they are funding professional, well-managed, community-based organisations capable of delivering good development outcomes. It also makes Oxfam eligible to receive funding from the Australian NGO Cooperation Program (ANCP) and DFAT.

In April 2013, DFAT formally confirmed it had approved full accreditation for Oxfam Australia for the next five-year period. As this report goes to print, we are preparing to be assessed for re-accreditation.

WE VALUE YOUR FEEDBACK

We welcome your feedback. You can provide feedback or lodge a complaint or compliment at:

- oxfam.org.au/feedback
- enquire@oxfam.org.au
- Freecall 1800 088 110
- Oxfam Australia, 130–138 Leicester Street
Carlton Victoria 3053

Feedback will be directed to the relevant department for consideration. Complaints, compliments and other feedback are recorded 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. All supporters can securely access their donation details at any time at our online space, entitled myOxfam. Visit oxfam.org.au to access these services.

