

2023

ANNUAL
REPORT



OXFAM
Australia

OUR VISION AN EQUAL WORLD WITHOUT POVERTY

OXFAM AUSTRALIA

At Oxfam Australia, we believe all lives are equal and no-one should live in poverty. Together, we challenge the systems that lead to inequality, while providing aid where it's needed most.

With you, our partners and communities, we are changing the world for the better every day, to relieve and eliminate poverty.

The future is equal.

This year, Oxfam Australia supported more than **2.7 MILLION PEOPLE IN 32 COUNTRIES**, including more than 1.35 million women. We worked with **280 PARTNERS** across the world. Oxfam Australia works almost exclusively through a partnership development model. **MORE THAN 95%** of the long-term development initiatives we supported were implemented in partnership with local civil society organisations.

ACKNOWLEDGEMENTS

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

Oxfam Australia acknowledges Aboriginal and Torres Strait Islander Peoples as the original custodians of the land and respects the rights that they hold as Traditional Custodians. We also recognise the dispossession of the land and its ongoing effects on First Nations Peoples today.

Photo (cover image): Dhaka, Bangladesh: Kakoli* and Sabina* work in a garment factory and barely earn enough to meet their basic needs. Oxfam's What She Makes campaign demands that big brands pay the women who make our clothes a living wage. Read more about the campaign on page 12. Photo: Fabeha Monir/Oxfam.*Names changed to protect identity.

Photo (this page): Bima, Indonesia: Damrin started planting dwarf elephant grass for his livestock after training with Oxfam's local partner LP2DER. Previously, livestock would be lost or injured, as they needed to travel to graze, but now, farmers do not take risks to find food. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Kyo Umareta/Oxfam.





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Oxfam Australia acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



CHIEF EXECUTIVE'S REPORT

I am proud to present Oxfam Australia's Annual Report for 2023. This has been a significant year across all areas of our work as we strive to achieve gender justice, climate justice, economic justice and First Peoples' justice. I have been inspired by how our staff, partners and the communities we work with have faced challenges and created opportunities to work towards an equal world without poverty.

This year was particularly significant for the First Peoples of Australia. With a Referendum on the Voice to Parliament set for late 2023, Oxfam was one of the four founding member organisations that launched the Allies for Uluru Coalition in February. We have worked alongside the First Peoples of Australia for more than 40 years to challenge the laws, rules and systems that prevent them from achieving self-determination, and we are committed to continuing this support.

I had an extraordinary experience this year when I was invited to visit the Kimberley Aboriginal Women's Council, which was formed with the support of several women who participated in Oxfam's Straight Talk program. The Council is working with Oxfam to achieve gender equality for First Nations women and girls in the region. These women hold the power to create change. Oxfam is privileged to learn from their knowledge and insight.

Another key area of action for Oxfam Australia this year was addressing the economic injustices that are pushing millions of people into poverty. According to the World Bank, we are likely to be seeing the biggest increase in global inequality and poverty since World War Two, as around 1 in 10 people on the planet go hungry. To help those who are struggling with food insecurity, Oxfam has been working with local partners around the world to provide emergency food aid and to help communities grow or buy nutritious food. We've also been collaborating through the Help Fight Famine campaign to advocate for humanitarian relief from the Australian Government for the hunger crisis in East Africa and parts of the Middle East, as well as for increased investment in humanitarian funding overall.

Here in Australia, research from Foodbank found that more than 2 million households could not afford to eat in the previous year. Despite the gravity of this situation, billionaires continue to get richer because they benefit from unfair economic structures. The need for economic justice and a fairer system is obvious, so we called on the Australian Government to scrap the Stage 3 tax cuts and increase taxes for the super-rich, including a wealth tax and a windfall tax on corporations to tackle the growing inequality that leads to poverty here and around the world.

In addition to these significant campaigns, we maintained our action on the greatest threat of our time: climate change. Oxfam Australia's

work seeking climate justice benefitted 35,690 people this year. In September, we co-launched the report, *Falling Short: Australia's Role in Funding Fairer Climate Action in a Warming World* alongside ActionAid Australia and partners from the Climate Action Network Australia. The report, released in the lead up to the Conference of the Parties (COP27) meeting, made the urgent case for Australia to increase its climate finance contributions and supported calls from Pacific nations to establish a dedicated fund for loss and damage. Our efforts were rewarded in the closing hours of the conference, with the announcement that a loss and damage fund would be established. It's expected that the fund will support countries that have suffered losses because of droughts, floods, rising seas and other climate-induced disasters.

At times, these challenges can feel enormous, but we gain strength and inspiration from the communities we work with, our local partners and our staff around the world. And none of our work would be possible without the generosity and compassion of our supporters. I'm looking forward to continuing our work as we strive to overcome injustice and inequality.



Lyn Morgain
Chief Executive

MESSAGE FROM THE CHAIR

I am pleased to deliver Oxfam Australia's Annual Report for 2023, a year in which we have seen tragedy as well as hope, strength and compassion.

Oxfam's ambition to challenge the systems that lead to inequality is of utmost importance. Our world today is increasingly unequal, and millions of people are facing severe hardship.

Tragically, several large-scale humanitarian crises devastated millions of people this year and challenged our progress in the fight against poverty. I am thankful that our supporters responded so generously when these tragedies occurred and donated to Oxfam's response.

On 6 February 2023, the largest earthquake in more than a decade struck southern Türkiye, near the Syrian border. More than 50,000 people lost their lives, and millions more were impacted by the destruction of homes, schools and hospitals in the depths of a freezing winter. Oxfam and our partners responded immediately, aiming to reach 2 million people with life-saving food, water and shelter assistance. Importantly, we are

also committed to helping communities to rebuild over the long term.

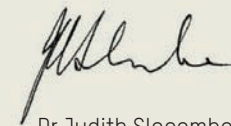
Another global humanitarian emergency has been unfolding throughout the year, which isn't in the headlines as often as it deserves: millions of people are experiencing acute hunger due to conflict, economic shocks and climate change. Across a staggering 58 countries, around 258 million people are experiencing acute hunger right now. Shockingly, that figure has increased by 65 million people (34%) over the last year. Decades of progress that had been made to end poverty and hunger are now being reversed.

In East Africa alone — one of the worst-affected regions — climate-induced drought and ongoing conflict have left over 36 million people in extreme hunger. Oxfam is aiming to reach over 1.2 million people with life-saving water, cash, shelter and sanitation facilities. We are also calling for the Australian Government to commit a further \$110 million in a Famine Prevention Package to stop a catastrophe in the worst-affected hunger hotspots in the Horn of Africa, Yemen, Afghanistan and Syria.

I am proud to chair an organisation that operates with the values of accountability,

empowerment, equality, inclusiveness and sustainability. In a powerful move to ensure that the Board is living these values, six of our wonderful Board members stepped down last year to allow us to adjust the composition of the Board to best reflect our strategic ambition. This demonstrated a rigorous commitment to contemporary governance, which enabled our organisation to evolve and develop in a manner consistent with our commitment to change. I have enjoyed seeing the enthusiasm and commitment with which these new board members have embraced their roles. Together, we are charting Oxfam's future course.

There will be many challenges for us to face in the coming years, but I am confident that Oxfam will continue to make real advances in seeking a more equal world, thanks to the support of our generous donors, the skill and insight of our staff and Board, and the strength of the communities we work with. I am looking forward to working together to continue changing the world for the better.



Dr Judith Stocombe AM
Board Chair

Dr Judith Slocombe AM, Oxfam Australia
Board Chair. Photo: Keith Parsons/Oxfam.







THANKS TO YOU

COMMUNITIES ARE TACKLING INJUSTICES AND CREATING A FAIRER FUTURE.

With you, our partners and the communities we work with, we are striving to change the world for the better, every single day.

Thank you for helping communities work towards relieving and eliminating poverty.

Hera, Timor-Leste: Domingas, Milena, Zenito and Julio at their farm outside of Dili. They are advocating for a more diversified economy and budget support for agriculture with support from Oxfam and our local partners. Photo: Keith Parsons/Oxfam.

THIS YEAR
MORE THAN 83,180

incredible people like you **donated to our vital work, helping communities around the world** find sustainable work, rebuild after disasters, manage the impacts of the climate crisis and fight for their rights.

IN TOTAL, YOU MADE MORE THAN

459,000

individual gifts to support our work.

821 VOLUNTEERS DONATED

24,515 HOURS

OF THEIR TIME THIS YEAR.

For more on Oxfam's volunteers, turn to page 48.

MORE THAN **6,230**

people took action and stood with us calling for a fairer world without the inequalities that keep people in poverty.

THANK YOU

Our wonderful supporters were quick to respond to the devastating earthquake that hit Türkiye and Syria in February, donating **\$1,445,816** to support recovery efforts.

THANK YOU
FOR BUYING
UNWRAPPED

In 2022–2023, our Oxfamily bought almost 27,000 Unwrapped cards to give to their loved ones, ensuring that **more than \$786,670 was raised** to support Oxfam's work around the world.

Once again, our top seller was the Christmas chicken. Our amazing supporters purchased more than **6,465 of these clucky cards** to provide families with training, tools and livestock to help them earn an income.



SHARING A LAUGH, THANKS TO YOU

This year marked 27 years of partnership between Oxfam Australia and the Melbourne International Comedy Festival.

Our collaboration has raised close to **\$2 million to support people living in poverty.**

This year, the annual Gala was hosted by Luke McGregor and raised over **\$30,000.**

Melbourne, Australia: Host Luke McGregor in action at the Comedy Gala. Photo: MICF/Jim Lee.



Melbourne, Australia: At age 82, Brian Green, left, credits walking with keeping him fit and keeping his family together. Photo: Sam Biddle/Oxfam.

OLDEST TRAILWALKER READY TO GIVE IT ANOTHER GO

Question: 82, 7, 100, 34. What do these numbers have in common?

Answer: Brian Green

In March, at age 82, Brian took on Oxfam Trailwalker for the seventh time, finishing the 100km course in 34 hours.

Brian is a Trailwalker Legend (someone who's completed the walk more than five times), and

his legendary status was cemented when he took home the People's Choice Award at the post-event Celebration Night.

"It was great," Brian said. "Getting a bit of recognition might encourage other older people."

As the oldest participant in the Melbourne 2023 event, Brian was surrounded by nieces and nephews, great nieces and great nephews and the support of a "pretty strong family".

In fact, it was a nephew who introduced Brian to Trailwalker back in 2012, and the family hasn't looked back — they've competed together ever since, either as walkers or support crew.

Brian walks with his daughter every weekend and believes walking "keeps the family together". It also gets him out of the house and keeps him fit. "I live in a retirement village and have no garden to look after," he said.

But Brian wasn't always so active. He only began to take sport seriously in his sixties, when he retired. In the last 17 years, Brian has done Trailwalker seven times, Melbourne's Around the Bay in a Day cycling event 12 times, and in February, he clocked up 360km of walking "to top myself up".

"I believe if you do the training, you can do the walk," he said.

While he found the 2023 Trailwalker track the hardest one so far, Brian said it was the most enjoyable. "If it's flat, it's boring. There were certainly some challenges."

Brian was resolute at the end of this year's event that he was ready to hang up his walking shoes.

"I said, 'That's it!'. But then one of my grandsons said he wanted me to do it, so God willing, I'll be here next year. I've got to keep going."

TRAILWALKER

Oxfam Trailwalker is one of the most inspiring challenges in the world, inviting teams to tackle a 100km, 55km or 30km bush trail within 40 hours. It's tough, but the feeling of crossing the finish line is something our Trailwalkers never forget!



TRAILWALKER 2022–2023

More than 3,590 walkers, 621 volunteers and \$3.53 million raised.

MELBOURNE: This year, our Melbourne Trailwalkers had the option of tackling new 55km and 30km trails. **More than 420 teams took part and raised \$1.97 million. Amazing!**

SYDNEY: This year, we were thrilled to host our first Sydney Trailwalker event since 2019. It was amazing to be back on the trail with **more than 425 teams raising \$1.56 million.**



Sydney, Australia: Oxfam volunteer Lan with Trailwalker medals at the finishing line. Photo: Patrick Moran/Oxfam.

THANK YOU FOR CARING ABOUT WHAT SHE MAKES

Since 2017, Oxfam has been standing with the women who make our clothes and advocating for them to be paid fairly. More than 140,000 people have signed the What She Makes campaign pledge, demanding that big brands pay workers a living wage.

Our annual Naughty or Nice list singles out brands who aren't progressing fast enough towards paying a living wage, and congratulates those who have made commitments to make this vital change. This year, 13 fashion brands identified in our list took up the call to complete a wage gap analysis of their supply chains, with one brand already completing it. This important step will show how many workers in a brand's supply chain are being paid a living wage and measure the gap that needs to be closed.

Oxfam Australia staff travelled to Bangladesh this year to speak with workers, unionists, manufacturers and survivors of

the Rana Plaza building disaster in 2013. These meetings developed important relationships for further collaboration and research and allowed us to collect stories from workers like Sabana* (pictured) to share with brands, their customers and our supporters.

Next year, we will work with Oxfam in Bangladesh to conduct research for a new report on the need for greater government regulation to ensure living wages across supply chains. We will also continue our work holding companies to account and develop a tool to assess if brands are sticking to their commitments.

*Name changed to protect identity.



Dhaka, Bangladesh: Sabana worries about earning enough money as a garment factory worker to provide for her family. Photo: Fabeha Monir/Oxfam.

“My parents could not afford education, so they got me married at the age of 13 ... I started working in the garment factory when I was 17 years old ... With this higher inflation, I cannot continue anymore. Everything has become expensive now, it's hard to live ... For me, a living wage means a wage that helps me to live better. Will I be able to educate my children? I feel anxious about that.” — Sabana

THANK YOU FOR DEMANDING CLIMATE JUSTICE

This year, we were proud to release a climate finance report and support Pacific Island delegates to attend COP27, where governments of the world, including the Australian Government, finally backed a loss and damage fund.

In September 2022, Oxfam Australia launched a climate finance report, *Falling Short: Australia's Role in Funding Fairer Climate Action in a Warming World*, which reached an audience of more than 2.5 million people. To centre the discussion around the experiences of people in the Asia Pacific region, the report was launched alongside an online discussion panel with George Koran of Oxfam in the Pacific and the Vanuatu Climate Action Network; ActionAid Bangladesh Country Director Farah Kabir; and former President of Kiribati, His Excellency Anote Tong. We also worked with Oxfam in the Pacific to ensure that there was Pacific representation at COP27 in Egypt.

We were delighted that Australia — formerly a blocker to climate ambition and loss and damage — changed tack and helped to get the establishment of a loss and damage fund over the line at COP27. This was a monumental achievement for countries and communities on the frontlines of the climate crisis. However, we remain concerned about the failure to agree on an equitable and urgent phase-out of all fossil fuels. The world remains on track for a catastrophic 2.8°C of warming, which would lead to more losses, damage and suffering. Wealthy countries are falling short of their goal to raise \$100 billion per year in climate finance to assist lower-income countries to reduce their emissions and adapt to the changing climate. Australia calculates that our fair share of this funding is \$4 billion annually between 2020 and 2025; but our government has only committed \$2 billion for climate finance for this period.

In the year ahead, we will continue to call for a clear roadmap on how to deliver on the \$100 billion per year in climate finance promised globally between 2020 and 2025 and for stronger action from the Australian Government.

Malaita province, Solomon Islands:
Martin collects rocks to build a sea wall
that stretches across the shoreline of his
community. Photo: Ivan Utahenua/Oxfam.





VALE, BRIAN MORAN

Without a plan, a goal is just a wish — but Brian Moran had a plan and the passion to make a huge impact on the global fight against poverty.

As one of Oxfam's longest-serving and most dedicated volunteers, Brian contributed greatly to the fight against poverty and injustice, and he changed countless lives in the process. Sadly, at the age of 68, Brian passed away this year after a five-year battle with bowel cancer. Here, we remember a man who had an extraordinary commitment to helping those who needed it the most.

In 1972, Brian was studying architecture in Melbourne when he joined the university's Community Aid Abroad group (which later became Oxfam Australia), channelling his entrepreneurial skills with purpose. Time out from his studies also saw Brian travel overland from Indonesia to Europe, where he crossed some of the poorest nations in the world and witnessed the injustices that impelled his desire for change.

It began with the innovative idea of setting up a coffee cart in the Botanical Gardens at the end



of the Community Aid Abroad Walk Against Want. Brian served up coffees with the help of friends (including his then girlfriend, who he went on to marry, Kathryn Clements) to raise money for the fight against poverty. This initial success fuelled Brian's desire to raise more money, and in 1989, he worked with the Fitzroy Community Aid Abroad group who launched the inaugural Quiz Against Want. This became a hugely successful annual quiz night for 300 people, and ran for 22 years.

"Brian had an entrepreneurial spirit and a gift of making things happen," Kathryn said. "He was successfully running his own entertainment company, and he had an innate sense of how businesses worked and how to make money. He felt that he'd been lucky in life and wanted to give back, so he just got in there and made it happen."

Working with the Fitzroy team, Brian set his sights high for the quiz nights, securing a venue at the Melbourne Cricket Ground. He roped in high-profile hosts, including Jane Clifton and Lawrence Money, and an impressive line-up of prizes such as extravagant dinners and holiday packages.

"He was never going to do things in half measure, so he'd go all out getting people on board to donate as much as possible to maximise fundraising for Oxfam," Kathryn said.

When Oxfam's renowned Annual Christmas Tree Drive was at risk of being discontinued due to overwhelming operational challenges, Brian persuaded Oxfam to allow him to voluntarily run

the campaign. "Brian recognised the fundraising potential, so he got to work, streamlining logistics and establishing systems that saw it grow rapidly over the next 27 years," Kathryn explained.

Across one weekend in December each year, Brian organised high-quality, discounted Christmas trees to be delivered to over 3,000 homes in Melbourne by volunteer drivers with trailers, utes and station wagons — no easy feat in the days before Google Maps and Excel spreadsheets.

"Brian applied his exceptional organisational skills, using slips of paper, string, highlighters and gigantic blown-up street maps to bring it all together. He built solid relationships with partners, including the Christmas tree growers; Jon Faine at 774 Radio Melbourne, who helped promote the event; Melways, who provided free street directories to drivers; and four-wheel-drive clubs, who provided drivers *en masse*," Kathryn said.

Every detail was considered, and for weeks, Brian and Kathryn opened their home to a handful of committed volunteers, who helped coordinate the mammoth task and took orders via multiple phone lines in the family's home. It wasn't uncommon for up to 100 leftover Christmas trees to line the Moran's carport, garage and front porch while Brian ensured that every last tree was sold, delivered and the profits donated.

"It really was extraordinary," Kathryn said. "I was amazed by his commitment, how his brain worked

and how he could rally people. Brian was someone who wanted a fairer world, he was driven to help make it so — and he was modest about the impact he had on people all over the world."

In 2017, Brian stepped down due to health reasons and handed the thriving campaign back to Oxfam to run in its final years. Despite raising millions of dollars over the years, inspiring countless others to join the cause, and being awarded an Order of Australia medal for his selfless contributions, Brian remained humble about his achievements.

"Brian's desire to give back matched his belief in Oxfam's integrity and effectiveness in working within the most vulnerable communities to give them the skills to lift themselves out of poverty," Kathryn said.

"He loved Oxfam's approach to addressing poverty and inequality internationally and within Australia's indigenous communities, and he worked tirelessly because he knew that the money would go where it was needed most. That was all the recognition he wanted."

For all the lives he helped improve, the changemakers he inspired, and the phenomenal commitment Brian showed to a more just world, we say an enormous thank you. Vale, Brian Moran.





Pictured: (Top) Brian felt right at home surrounded by Christmas trees. (Bottom left) A younger Brian loads a car in the early days of the Christmas Tree Drive. (Bottom right) It all began with a coffee stall back in the days of Walk Against Want. Photos: Supplied.

YOUR SUPPORT AROUND THE WORLD

Thanks to the generous support of people like you, the global Oxfam confederation delivered life-saving aid, advocacy support and transformative development programs to 15.5 million people across 90 countries in 2022-2023.

Of this figure, Oxfam Australia supported more than 2.7 million people in 32 countries, including more than 1.35 million women. We worked with 280 partners and directly impacted the lives of more than 285,000 people as well as reaching more than 2.5 million people with life-saving aid during an emergency. Oxfam Australia also influenced more than 15,000 people and 3,400 organisations to advocate for a fairer world.

WHERE WE WORK

-  Oxfam Australia programs
-  Oxfam confederation programs
-  No Oxfam programs
-  Oxfam affiliates

GLOBAL RESPONSES

People reached during emergencies: 11.5 million

People reached through development initiatives: 4 million

MAGHREB & THE MIDDLE EAST

Countries where Oxfam Australia worked: Iraq, South Sudan, Syria.

Initiatives: 3

Development project participants: More than 4,700 people including 3,650 women.

Emergencies responded to: 3

People reached during emergencies: More than 780,000 people including 350,000 women.

EASTERN EUROPE

Countries where Oxfam Australia worked: Moldova, Poland, Romania, Türkiye, Ukraine.

Initiatives: 3

Emergencies responded to: 2

People reached during emergencies: More than 17,500 people including 8,800 women.

AFRICA

Countries where Oxfam Australia worked: Ethiopia, Kenya, Malawi, Somalia, South Africa, Zimbabwe.

Number of initiatives: 9

Project partners: 4

Emergencies responded to: 4

People reached during emergencies: Nearly 1.6 million people including more than 800,000 women.

ASIA

Countries where Oxfam Australia worked: Bangladesh, Cambodia, Indonesia, Lao, Malaysia, Myanmar, Pakistan, Philippines, Sri Lanka, Thailand, Timor-Leste, Vietnam.

Number of initiatives: 36

Project partners: 190

Development project participants: More than 223,000 people including 124,000 women.

Emergencies responded to: 2

People reached during emergencies: More than 16,500 people including 7,000 women.

Influencing and advocacy outcomes: More than 1,000 decision-makers and 270 organisations influenced, and 1,000 people mobilised to take action.

PACIFIC

Countries where Oxfam Australia worked: Fiji, Papua New Guinea, Solomon Islands, Tonga, Vanuatu.

Number of initiatives: 36

Project partners: 71

Development project participants: More than 47,700 people including 24,600 women.

Emergencies responded to: 3

People reached during emergencies: More than 44,000 people including 21,600 women.

Influencing and advocacy outcomes: More than 7,500 people and 2,500 organisations influenced.

AUSTRALIA

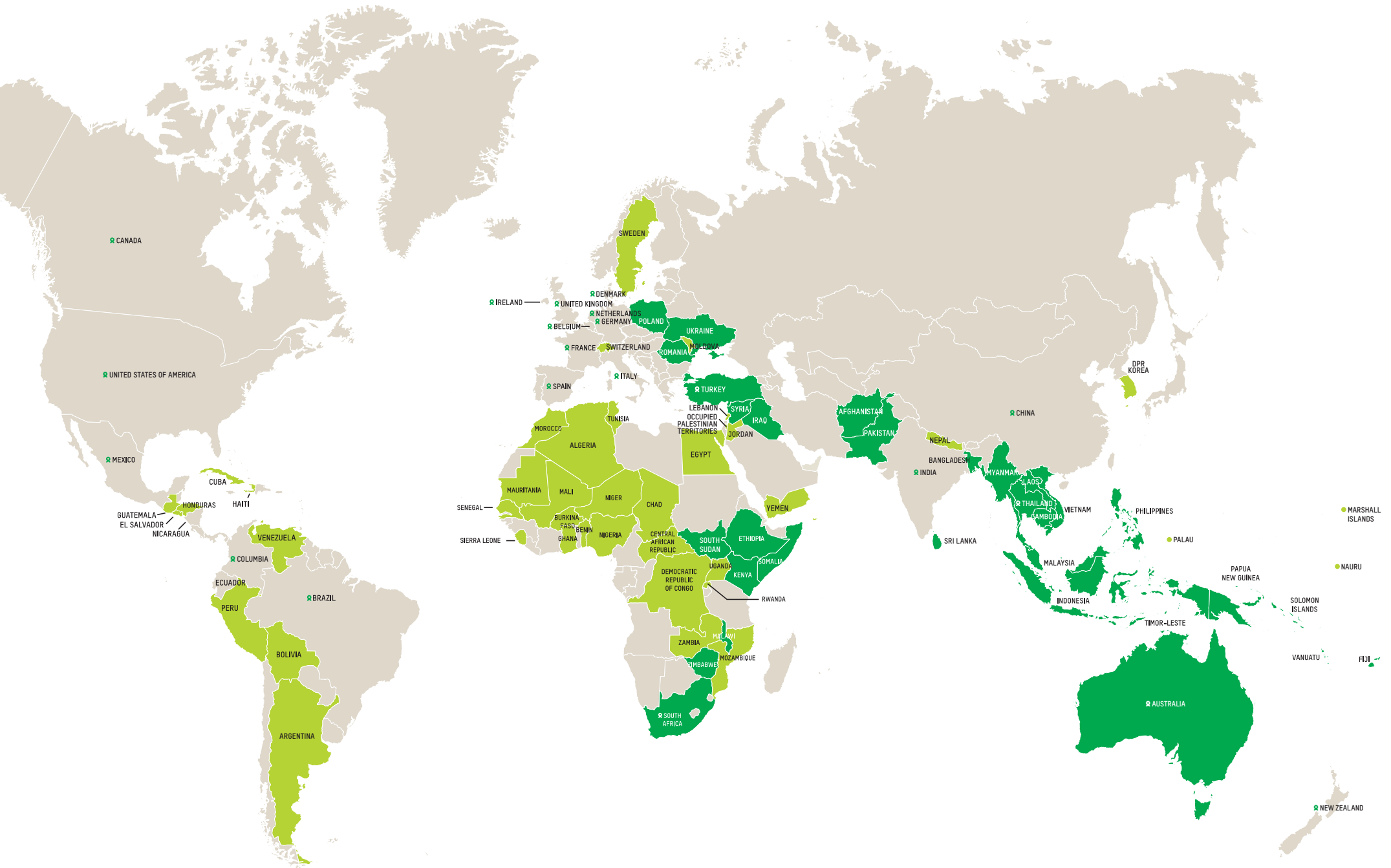
Development projects: 4

Project partners: 15

Development project participants: More than 10,000 people including 5,000 women.

Influencing and advocacy initiatives: 10

Influencing and advocacy outcomes: More than 7,000 people and 690 organisations influenced and 10,000 people mobilised to take action.



GENDER JUSTICE

All too often, women are denied their equal right to learn, earn a decent living, hold leadership positions and succeed. Women do the lion's share of unpaid care and domestic work. Violence against women and girls remains one of the world's most common human rights abuses.

At Oxfam Australia, we work alongside a global movement of allies, partners and supporters to find local solutions and build a fairer future without the systemic inequalities and injustices that keep women in poverty.

We believe people of all genders have equal rights and must have the opportunity to exercise them.

IN 2022–2023, OXFAM AUSTRALIA SUPPORTED MORE THAN 25,845 PEOPLE THROUGH OUR WORK SEEKING GENDER JUSTICE.





East Nusa Tenggara, Indonesia: Adriana is a farmer and weaver. With support from Oxfam and local partners, she and other women have started a weaving group in their village and are selling their items at a fair price. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: M Nugie and Andito Wasi/Oxfam.

MEET ANA IN TIMOR-LESTE

Opportunities for women to earn an income can be limited in remote Timor-Leste, and it's even harder for women like Ana, who is living with a disability. Joining a savings group helped Ana to achieve her dream of saving enough money to open a business.

Ana lives in the Oecusse region of Timor-Leste. Apart from a short period working as a guesthouse cleaner several years ago, she has struggled to earn an income and relies on her parents for money.

In April 2021, Ana learned about a savings group operating in her village as part of Oxfam's Hakbi'it project, through our local partner Masine Neu Oecusse. She eagerly joined the local group, called Romansa. Right from the start, she felt welcomed and looked forward to the weekly meetings.

"As a young person with a disability in this group, I never experienced discrimination from other members, because Romansa values strong team collaboration," Ana said.

Through the group, Ana achieved her dream of saving \$50. She then used her newfound financial knowledge and business training to open a kiosk next to her house, where she sells food and household items.

"I felt a big change in my life ... I could leave behind my life where I was unemployed and not productive to build a kiosk and continue to save money for my next dream. One big change is that I can now manage my money," Ana said.



Oecusse, Timor-Leste: Ana started her own business after joining a savings group established by Oxfam and local partner Masine Neu Oecusse. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Oxfam.

ABOUT THE PROJECT

In Timor-Leste, Oxfam's project Hakbi'it (which means "empower" in the local language of Tetum) is supporting women in rural areas to gain more control over their lives, earn a steady income and amplify their voices in public.

OUR LOCAL PARTNERS

This project is delivered with support from our local partners, including Asosiasaun Futuru Foinsa'e Sustentabilidade, Binibu Faef Nome, Empreza Di'ak, Kdadalak Sulimutuk Institute, Masine Neu Oecusse, and Ra'es Hadomi Timor Oan.

HIGHLIGHTS FOR 2022-2023

This year, the Hakbi'it project launched 26 new savings groups, taking the total number of savings groups to 73. **Collectively, 972 savings group members have saved USD \$171,527 (AUD \$259,598) to date**, which they are investing in their own businesses.

MEET DOROSDAY IN VANUATU

In Vanuatu, a lack of equality and diversity in leadership positions means that the views and needs of women and other marginalised people are often overlooked. When a parliamentary election was called in 2022, Oxfam and our local partners supported women to stand for parliament and lead their communities.

Over her 40-year career in the Vanuatu Government, Dorosday was concerned about the lack of female representation in political decision-making. As Permanent Secretary with the Ministry of Justice, she advocated for the promotion of women, especially in the areas of economic empowerment and political leadership.

She was so passionate about the need for female role models in politics, that she decided to stand up and run for office in Vanuatu's parliamentary election in 2022.

"Being able to work in a leadership position in government, I was given that determination that it's possible ... I felt that if we as advocates are not coming forward [to stand for election], then who else?"

When Oxfam's Togeta Yumi Stanem Strong (Together We Are Stronger) project held workshops to support women who were standing for election, Dorosday signed up. The project worked with the Department of Women's Affairs and the Port Vila Council of Women to plan topics for the sessions, including public speaking, speech writing and financial training.

"After these discussions, it made it easier for me to put my values and my objectives in my own campaign speech ... It gave me more clarity on how I should write and organise and outline my own campaign," Dorosday said.

She also valued the opportunity for the aspiring leaders to come together to learn from one another.

"One of the most [important] things for me, is that [the workshop] provided a space for us to talk seriously about women in politics ... and talk about common agendas."

Seven of the people who went to the workshop stood for election, with one winning a seat. While Dorosday was not successful in this electoral campaign, she has not given up. "We are now planning for the next coming elections," she said.

Vanuatu: Dorosday participated in Oxfam's Women in Leadership workshop series to prepare for her run in the 2022 parliamentary election. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Mini Muliu/Oxfam.



ABOUT THE PROJECT

In Vanuatu, Oxfam's Together We Are Stronger project is reducing the inequalities experienced by women, young people, LGBTQIA+ people and anyone living with a disability. The project works with local organisations to create safe spaces for groups facing disadvantage or marginalisation to learn from one another and challenge harmful social norms.

OUR LOCAL PARTNERS

This project is delivered with support from our local partners, including the Vanuatu Association of Non-Governmental Organisations, Vanuatu Society for People with Disabilities, Wan Smol Bag, and Youth Challenge Vanuatu.

HIGHLIGHTS FOR 2022-2023

This year, the project supported more than **122 youths through the Ready for Work program, and 80 youths through the Ready for Business program**. Participants developed their skills in basic media and communication, logistics, civic engineering training, financial management and leadership.



East Nusa Tenggara, Indonesia: Through Oxfam's local partner Timor Adil dan Setara NTT Consortium, Mama Ruth learnt how to better manage her food business. She participated in training on pricing, packaging and labelling her products, as well as legal certification. She now earns more money and her products have a wider reach. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: M. Nugie and Andito/Oxfam.



ECONOMIC JUSTICE

At Oxfam Australia, we believe all lives are equal and no-one should live in poverty. Today's economic models have failed us. Unjust systems have concentrated power and wealth in the hands of a few, at the expense of billions of people. This systemic inequality keeps people in poverty.

We envision a better future, where people and planet come before profits. Through our programs, campaigns and advocacy, we're building fairer economic systems to protect the environment and benefit all people.

IN 2022–2023, OXFAM AUSTRALIA SUPPORTED MORE THAN 141,055 PEOPLE THROUGH OUR WORK SEEKING ECONOMIC JUSTICE.

MEET SEETHA IN SRI LANKA

Inequality and discrimination are widespread in Sri Lanka, and low-income levels mean people are struggling with high food prices. Oxfam and our partners are working with hundreds of farmers and small business owners, like Seetha, to improve the agricultural sector and boost their income.

Seetha and her husband were excited to inherit a 50-year-old cinnamon cultivation from her parents in Sri Lanka. They saw great potential in the five-acre crop, but it was suffering from years of poor maintenance, pest damage and disease.

When Seetha was invited to join Oxfam's Resilient and Gender Inclusive Enterprise Systems (RIES) project in 2021, she had the opportunity to improve her cinnamon cultivation through training, coaching and exposure visits to other farms. The project is implemented by DevPro, a local social enterprise founded by Oxfam, which develops long-term partnerships with the private sector to support access to technology and investment opportunities.

"I am very happy to say that RIES project changed my life," Seetha said. "RIES helped me to be equipped with new technologies in soil conservation, cultivation management, and peeling, too. We did not miss any training given by [the project]," Seetha said.

Now, Seetha and her family are taking control of the entire cinnamon production process and have even built a peeling centre on their land.

"Earlier, we did not know how to peel cinnamon and we hired a person from Ja-Ela area to peel it. We had to pay 50% to them, and we only received half of the harvest. Now, we know how to do it," Seetha said.

The project also helped Seetha and her family meet the demand for quality produce from around the world by gaining Good Agricultural Practice (GAP) certification.

"I am well aware that Ceylon cinnamon is having a great demand across the world. The project encouraged me to get GAP certificate and assisted me to fulfil quality requirements ... It will help us to improve the quality of our products and also to get market advantages," Seetha said.

Now, Seetha has her eyes set on becoming an entrepreneur and has applied to register her own business. "We are going to ... produce value-added products, such as cinnamon chips and ... drinks. Thanks to the technical know-how and ... business development skills received from Oxfam, I will go beyond my farming role soon."



Sri Lanka: Seetha is launching her own business selling cinnamon products. She worked with Oxfam and our local partner, DevPro, to improve her production and business skills. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: DevPro/Sri Lanka.

ABOUT THE PROJECT

In Sri Lanka, Oxfam's project Resilient and Gender Inclusive Enterprise Systems (RIES) is supporting women and men to develop businesses selling their products — fruits, vegetables, handlooms and spices — and improving links to provincial, national and export markets.

OUR LOCAL PARTNERS

This project is delivered with support from our local partners, including DevPro, Federation of Social Development Organisation, People's Development Foundation, and Women's Development Foundation.

HIGHLIGHTS FOR 2022–2023

This year, the daily income of **women-led handloom businesses increased by 105%** thanks to improved knowledge and access to technology, like yarn winding machines.

MEET SHABANA IN BANGLADESH

Bangladesh is already feeling the impacts of climate change, including severe storms and rising sea levels. For the past decade, Oxfam has been working with national and local organisations in Bangladesh to build community resilience to climate change and help people, like Shabana, to earn a reliable income and gain leadership skills.

Shabana, from Kurigram district in Bangladesh, was married at just 14-years-old and had a baby within the year. She and her husband experienced extreme poverty and both Shabana and her baby were malnourished.

But this never stopped Shabana from dreaming of a better future. Her family owned a tiny piece of land in front of their house, which Shabana always wanted to cultivate.

After seeing other women in her community becoming involved with Oxfam's REECALL project, Shabana was keen to join too. She became a member of the Karigor community-based organisation, one of 35 such organisations developed by Oxfam's partner, GUK.

Joining the program changed Shabana's life. She trained in eco-friendly and climate adaptive agriculture and received a compost house. The program supplied 13 kinds of seeds, a pheromone trap, a net to protect her vegetables, agro-consultation, and cash for cultivation, irrigation and fencing.

Shabana started her own business - an eco-friendly and climate adaptive vegetable garden - and is now producing organic vegetables that are popular in local markets.

Today, Shabana is contributing to her family's income. From her climate-smart garden, she earns BDT 8,000 (AUD \$110) every month, giving her family a more stable lifestyle.

ABOUT THE PROJECT

In Bangladesh, Oxfam's project Rural Resilience through Economic Empowerment, Climate Adaptation, Leadership and Learning (REECALL) ran for 10 years and strengthened community resilience in 13 of the most climate-vulnerable districts of the country.

OUR LOCAL PARTNERS

This project was delivered with support from our local partners, including Bangladesh Nari Progoti Sangha, Dak Diye Jai, Gana Unnayan Kendra, Jago Nari, Manob Mukti

Sanghtha, National Development Program, People's Oriented Program Implementation, Pollisree, Rangpur Dinajpur Rural Services, Sancred Welfare Foundation, Shushilan, Society for Development Initiatives, Somaj Kallan Sanghstha, and Unnayan Sanghstha.

HIGHLIGHTS AT THE CONCLUSION OF THIS PROJECT

The project concluded in 2022, **having supported more than 280,000 people** and increased the monthly average income of participating households by 75%.

Kurigram, Bangladesh: Shabana stands in front of her compost plant, proudly displaying the fertiliser she produced. Photo: Munir Hossain/Oxfam.



FIRST PEOPLES' JUSTICE

The First Peoples of Australia have lived with inequality and injustice for more than 230 years.

It's time for change. Let's challenge the laws, rules and systems that hold First Peoples back and reinforce inequality.

Together, we can work alongside Aboriginal and Torres Strait Islander people as they take control of their future.

IN 2022-2023, OXFAM AUSTRALIA SUPPORTED MORE THAN 10,050 PEOPLE THROUGH OUR WORK SEEKING FIRST PEOPLES' JUSTICE.





Broome, Australia: Women from the Kimberley Aboriginal Women's Council reflecting with Oxfam staff. Photo: Aimee Han/Oxfam AUS.

ABOUT THE PROGRAM

Indigenous Rights Program

The ability of Aboriginal and Torres Strait Islander peoples to freely determine their own political, economic, social and cultural development is a fundamental first step towards securing a better future. We're committed to helping Indigenous Australians realise their right to self-determination. In a practical sense, this means ensuring that Aboriginal and Torres Strait Islander people are able to make decisions about policies and programs that directly affect their lives, and respecting and supporting these decisions.

OUR LOCAL PARTNERS

NSW Aboriginal Fishing Rights Group

HIGHLIGHT FOR 2022-2023

In November 2022, a NSW parliamentary inquiry into why legislation passed in 2009 to protect Indigenous cultural fishing had not commenced handed down its final report. It recommended the NSW Department of Primary Industries **"cease all surveillance, compliance actions and prosecution actions against Aboriginal cultural fishers"**.

MEET KAYELEEN IN YUIN COUNTRY/NEW SOUTH WALES SOUTH COAST

When the Parliament of New South Wales held an inquiry in July 2022 into the failure of successive governments to support Aboriginal cultural fishing, one of the clearest and strongest calls for change came from Kayeleen Brown, the head of the Katungul Aboriginal Corporation Regional Health and Community Services.

Ms Brown, a Walbunja and Wehlabul Bundjalung woman from the NSW South Coast, honed her political skills as one of the first participants of Oxfam's Straight Talk program.

She told the NSW parliamentary inquiry that cultural fishing was one of the foundations of a healthy lifestyle in her community, but that Aboriginal fishers had been the target of over-policing, which was threatening this centuries-old way of life.

In 2009, the NSW Parliament passed an amendment to the Fisheries Management Act 1992 (NSW) to allow for cultural fishing. Known as Section 21AA, the amendment has never been entered into force. Since 2018, Oxfam has worked with communities along the South Coast, jointly advocating to have the amendment enacted. Oxfam made submissions to the inquiry, which found that the government had "failed to effect the will of parliament" by not commencing the legislation.

Following the inquiry, Oxfam Australia campaigned with a coalition of indigenous and non-indigenous people in the lead up to the 2023 NSW election. The campaign called on political parties to support a set of economic justice reforms for Aboriginal people. With Labor winning office, Ngarrá Murray, the Executive Lead of Oxfam Australia's First Peoples program, said the strong swings against the Coalition in the South Coast seats were a lesson to political parties around Australia.

"The results show that political parties that ignore the issues of utmost importance to First People do so at their peril. We were disappointed to see that the Coalition did not engage on the

fishing rights issue, and the results in Bega and the South Coast speak for themselves," she said.

"Oxfam has been working with the South Coast communities since 2018 and we're proud of the partnership that we've developed. We want to thank Danny Chapman, Chair of the NSW Aboriginal Land Council, Kayeleen Brown from Katungul, and Wally Stewart from the fishing rights group, for their efforts on this campaign."



Matua Bay, NSW: Kayeleen Brown is a proud Walbunja and Wehlabul Bundjalung woman. She advocated tirelessly for cultural fishing rights on the NSW South Coast. Photo: Aimee Han/Oxfam.

MEET LEANNE FROM WIRADJURI COUNTRY/WAGGA WAGGA

The oldest living culture in the world is embracing 21st century technology to keep young people connected to their communities and culture, thanks to a woman with big dreams and an even bigger vision.

Leanne Sanders, a proud Kamilaroi, Tati Tati, Wadi Wadi and Mutti Mutti woman, has dedicated years to building Visual Dreaming, a First Nations, female-led tech company that uses digital solutions to help young people dream, believe and achieve.

Leanne, who attended Oxfam's Straight Talk program in Canberra in 2022, has a degree in health science and has spent her career working in the aged care, disability and mental health fields. But it was the tragic death of her cousin that motivated her to become an entrepreneur.

"I lost my young cousin to mental health," she said. "That was like a really big, triggering moment for me."

Leanne believes the mental health system is fragmented and difficult for young people to navigate.

"There's not a lot of ... consideration around connection to community and culture, and having goals and focusing on them.

"So, I decided I was going to build an app and save the world!"

Leanne's app, also called Visual Dreaming, enables young Aboriginal people to create and connect with their "dream team", which might include Elders,

aunts, sisters or teachers — people who are only ever a click away with support and advice.

"A part of the sisterhood is that no matter where they go in their journey, they will always come back and feel connected and supported as sisters through the app," Leanne said.

Young people can also privately record their story through the app and play it to service providers when they first meet them.

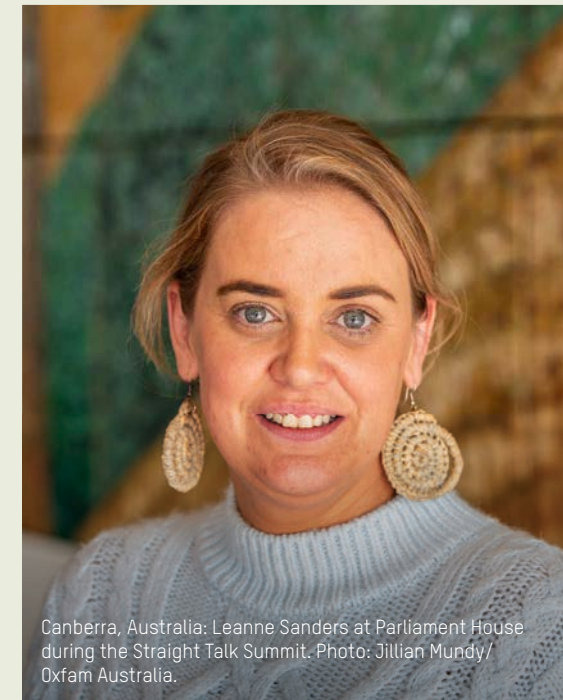
"They can record their story in a private place, where they feel safe to record how they're feeling," Leanne said. "So, they don't have to say the words out loud, but that doctor or the psychologist or anyone that is supporting them can just hear what's happening for them."

Leanne's vision of supporting women didn't stop with the release of the app. Working closely with Elders, community members and service providers, Leanne and her team recently introduced Butterfly Dreaming, a leadership and personal development program for First Nations girls aged 8 to 16 years.

Butterfly Dreaming builds leadership and pride in Aboriginal identity and culture, and reduces social isolation, mental illness, incarceration and suicide.

The program focuses on strengths, not problems.

"We never talk about deficits," Leanne said. "We want them to know their dreams can come true."



Canberra, Australia: Leanne Sanders at Parliament House during the Straight Talk Summit. Photo: Jillian Mundy/Oxfam Australia.



East Are'are, Solomon Islands: Shirley lives with her family in East Are'are. She travels to school in a dug-out canoe. Rising sea levels are impacting her community. Photo: Ivan Utahenua/Oxfam.



CLIMATE JUSTICE

The global climate crisis will affect all of us, but not equally. And in a great injustice, it will affect those least responsible for causing it, the most. Climate change is the single biggest threat to our vision of a just and sustainable world — a world free of poverty.

At Oxfam Australia, we recognise the root causes of the climate crisis, and we call for urgent global action in this critical decade. Because to halt climate change, we must have justice for those most affected by the climate crisis.

IN 2022–2023, OXFAM AUSTRALIA SUPPORTED OVER 108,000 PEOPLE THROUGH OUR WORK SEEKING CLIMATE JUSTICE.

MEET THE TAIFTOB COMMUNITY IN INDONESIA

In Indonesia, climate change is threatening the way of life for rural and urban families. Oxfam is working with local partners and communities to find solutions to overcome challenges and increase climate resilience.

Villagers in Taiftob village, Indonesia, didn't have many options for getting clean, fresh water. In the rainy season, they could either collect rainwater or walk to the river or spring to fill their pots. When it didn't rain, they had to resort to paying for water to drink and give their livestock.

"We had to buy 21 jerrycans of water every three to four days ... and we spent around 600,000 rupiahs (AUD \$60) per month," said Abner Selly, a Taiftob villager.

To address this water scarcity in Taiftob, Oxfam's local partner Penguatan Lingkar Belajar Komunitas Lokal (PIKUL) worked with the community on a plan to pump water from two springs to an elevated water tank and then distribute it to households. To achieve this monumental feat, PIKUL worked with local authorities and the people who owned the springs to gain their support.

PIKUL forged a powerful partnership with the Indonesian National Armed Forces in Bali, who surveyed the springs and confirmed that the water could be pumped. They also provided the materials for the pumps, reservoirs, tanks and pipes, as well as the labour to build the water system. The community was inspired to help with construction too, and so PIKUL and the Taiftob residents set to work, constructing a water distribution system that now pumps water from Puaehnaek Spring to a 48-cubic-metre primary reservoir.

By working together and creating new partnerships, the people of Taiftob are now enjoying clean water, which is flowing across three neighbourhoods to more than 330 people.



East Nusa Tenggara, Indonesia: Yakomina uses a new water distribution system to water her garden in Taiftob village. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Kyo Umareta/Oxfam.

ABOUT THE PROJECT

In Indonesia, Oxfam's project Indonesia Climate and Disaster Resilient Communities (ICDRC) is building community resilience to climate change and natural disasters.

OUR LOCAL PARTNERS

This project is delivered with support from our local partners, Dompet Dhuafa, Konsorsium untuk Studi dan pengembangan partisipasi, Lembaga Pengembangan Partisipasi Demokrasi Ekonomi Rakyat, Penguatan Lingkar Belajar Komunitas Lokal, and Yayasan Pengkajian dan Pengembangan Social.

HIGHLIGHTS FOR 2022–2023

This year, **223 people strengthened their skills in adaptive agriculture practices**, such as solar drying and organic fertiliser production. An additional **72 people improved their knowledge on more complex adaptive agriculture practices**, including how to develop a living fence with plants and soil tillage to minimise carbon release. **More than 100 farmers have a 0.5 to 1 hectare plot to practice these techniques.**

MEET GEORGE IN VANUATU

Climate change is a global threat, but Pacific Island countries are bearing the brunt of its impacts and are already experiencing loss and damage. Oxfam is supporting local climate change networks in the Pacific, who have taken the injustice of climate change to the highest court in the world.

George lives in Vanuatu, one of the most vulnerable countries to climate change in the world. He describes his nation as resilient but says the threat of climate change is existential.

“Our ancestors passed down learning, especially for things like cyclones ... The difference now is the strength of the cyclones [has] increased. We need to integrate the traditional knowledge and the scientific knowledge to make it more robust,” George said.

George is spearheading critical action by working with Oxfam in Vanuatu and coordinating the Vanuatu Climate Action Network (VCAN), a network of NGOs coordinating stakeholders to influence climate change policy.

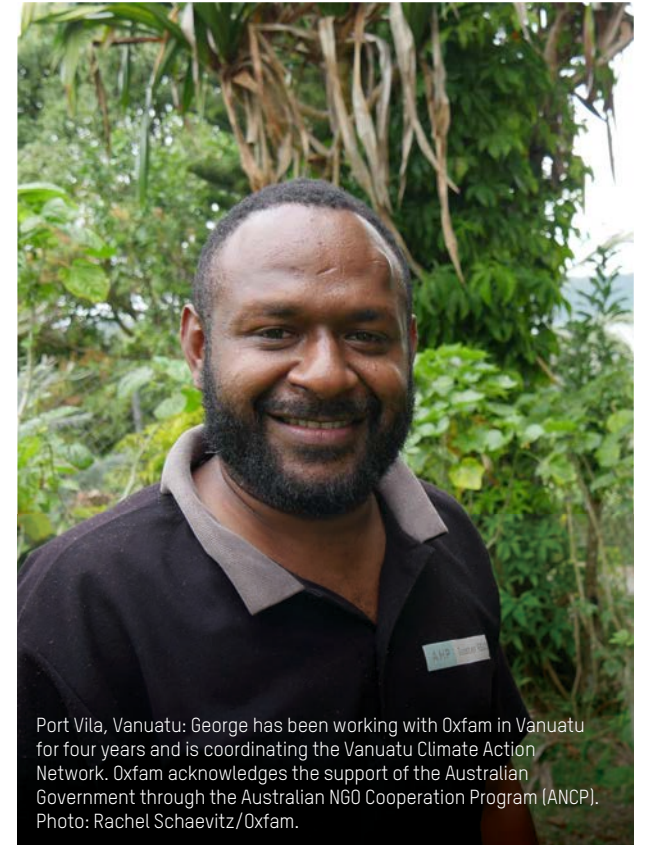
The network had a huge win this year when it took the climate crisis to the highest court in the world. Oxfam, VCAN and a global alliance of civil society groups in 130 countries called for the International Court of

Justice (ICJ) to offer an advisory opinion on the impact of climate change on human rights. The advisory opinion, though non-binding, will clarify the right of people and states, particularly small-island states, to a safe climate, and the need for countries like Australia to match the ambitions of the Paris Agreement and tackle the climate emergency.

In March 2023, the United Nations General Assembly announced that it had moved to support the resolution; it was officially supported by 120 leaders.

The results of supporting local climate networks to advocate for their rights are now being felt on a global stage, and George believes they will benefit all of us.

“Nobody is immune to the impacts of climate change and we are seeing that across the globe on a weekly basis. Everybody needs to realise that we are all in the same boat,” George said.



Port Vila, Vanuatu: George has been working with Oxfam in Vanuatu for four years and is coordinating the Vanuatu Climate Action Network. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Rachel Schaevitz/Oxfam.

ABOUT THE PROJECT

Oxfam’s project Pacific Climate Change Collaboration, Influencing and Learning (PACCCIL) is fostering collaborative and inclusive responses to climate change and disaster preparedness in the Pacific region. Oxfam partners with local climate networks to help them influence government, the private sector and civil society to develop climate policies.

OUR LOCAL PARTNERS

Oxfam works with the Solomon Islands Climate Action Network (which the project helped to found) and the Vanuatu Climate Action Network, providing them with the knowledge and skills they need to advocate government and the private sector for sustainable climate action.

HIGHLIGHTS FOR 2023–2023

This year, **VCAN lobbied for more local organisations to be part of Vanuatu’s Conference of the Parties (COP27) delegation**, and funded and delivered training for delegates.

SAVING LIVES, NOW AND IN THE FUTURE

At Oxfam Australia, we respond to disasters and conflicts where people's lives are threatened.

We work closely with communities on the ground because these are the people who know what's needed. We respond with life-saving assistance, like clean water, sanitation supplies, food and shelter in the short term, and help rebuild livelihoods over the long term.

IN 2022–2023, OXFAM AUSTRALIA SUPPORTED MORE THAN 2.5 MILLION PEOPLE THROUGH OUR HUMANITARIAN WORK.



Lankien, South Sudan: The hunger crisis gripping East Africa is affecting millions of people, like Martha, pictured. Oxfam is on the ground distributing food. Photo: Mark Njoroge/Oxfam.



MEET IMAM FROM PAKISTAN

In June 2022, torrential monsoon rains caused severe flooding across Pakistan, leaving one-third of the country under water and 33 million people devastated.

Families and livestock perished, while homes and infrastructure were decimated. By August, the Pakistan Government called the torrential monsoon rains a “climate-induced humanitarian crisis of epic proportions” and declared a national emergency.

Imam and her husband, Abdul, were living a peaceful life with their five sons and five daughters, farming land in Baluchistan province, until winds destroyed their thatched hut and floods left them with nothing. Imam’s husband has a disability and had to escape from the flooded house during the night with their children. “We got scared when water came in, along with rains. Oh God, where to go? [There was] no space left even to run away,” Imam said. “Everything was gone, nothing was left for us.”

Over 2 million homes were damaged or destroyed, and livelihoods shattered, while families like Imam’s feared they wouldn’t survive. They had nothing, and no way to cook for their hungry children for five days. “The kids didn’t have anything to eat. We would nearly cry when our children asked for bread,” Imam said.

Oxfam’s local partner Tameer-e-Khalaq Foundation (TKF) provided vital support to many families like Imam and Abdul’s in the form of emergency kits. Simple provisions, including a container for clean water, soap, buckets and emergency shelter helped with their immediate needs so they could begin to rebuild their lives.

ABOUT THE RESPONSE

Oxfam responded to the people of Pakistan with urgent food, water, sanitation and shelter after the devastating floods affected over 33 million people, causing over 1,700 fatalities, damaging or destroying 2.5 million houses, and displacing almost 8 million people.

OUR LOCAL PARTNERS

Oxfam supported local partners who spearheaded the response in eight districts of Sindh and Baluchistan provinces. They included Laar Humanitarian and Development Programme (LHDP), Strengthening Participatory Organization (SPO), Tameer-e-Khalaq Foundation (TKF), Management Development Foundation (MDF), Sindh Agriculture Forestry Workers and Coordinating Organization (SAFWCO), and women’s rights organisations, SHADE and ARTS.

HIGHLIGHTS FOR 2022–2023

Oxfam supported more than 375,370 people affected by the floods in Pakistan with life-saving food, water and sanitation supplies (including personal hygiene kits), temporary shelters and cash. Oxfam Australia supported 4,095 people with winter kits, which included clothing, blankets, floor mats, rope and tarpaulins. These were for families whose houses were totally or severely damaged.



Baluchistan province, Pakistan: Imam washes her children’s hands with floodwater. Photo: Ingenious Captures/Oxfam.

MEET HAFSA FROM SOMALIA

Over 21 million people in East Africa are facing extreme hunger — a dire situation exacerbated by global food and commodity prices spiking, conflict, the effects of the COVID-19 pandemic, a locust infestation, severe flooding and droughts.

Somalia is experiencing one of the most catastrophic droughts in decades, which has left millions of people unable to meet their basic needs and families displaced as they search desperately for ways to survive.

Hafsa waits anxiously with her two young children at a camp for internally displaced people (IDP) on the outskirts of Garowe, Puntland. “I came 10 days ago from my village — my husband took me and the two children to this IDP camp. I have two children; my daughter is one year and a half, my son is five years old. After my husband brought us here, he went back to the village — I haven’t heard from him since then,” Hafsa said.

Hafsa’s family was forced to leave their village and their only means of income because of the ongoing drought. “We used to have more than 150 goats. All of them but two have died because of the drought, which is devastating for our home situation — goats generate milk, meat and money if we sell them,” Hafsa said.

The family left their home with all that remained on their backs. “We carried two goats with us, though they are very weak.”

Many families have been living at the camp since the last drought in 2017, leaving very little support for new families, like Hafsa’s, who arrive searching for shelter, food and water. “I wished we could go back to our village — here in the camp there is nothing to live on,” Hafsa said.

With our local partners, Oxfam is redoubling its support for people impacted by the East Africa hunger crisis. We are aiming to reach over 1.2 million people with life-saving water, cash, shelter and sanitation facilities.



Garowe, Puntland: Hafsa waits for her husband to return to the camp for internally displaced people. Photo: Petterik Wiggers/Oxfam Novib.

ABOUT THE RESPONSE

Oxfam is responding to the conflict and hunger crisis in Somalia in the Burtinle district, aiming to reach 420,000 people this year with life-saving water, food, sanitation, health support and protection.

HIGHLIGHTS FOR 2022–2023

Oxfam Australia reached more than 6,200 people with access to safe drinking water, cash for emergency food, solar lights to protect women and girls at night, training of volunteers to protect their community, as well as education on water, sanitation and hygiene to prevent illness and disease. Oxfam Australia is continuing to work alongside local partners to **distribute hygiene and menstrual hygiene management kits to women.**



INNOVATION AT OXFAM

As Oxfam's understanding of poverty and its causes evolves, so does our understanding of the best ways to tackle it. Add some creative and original thinking into the mix, and the outcome is innovative — sometimes industry-first — ways to best support people living with inequality and poverty.

Mymensingh city, Bangladesh: Shomi works at a waste management centre established by Oxfam and NGO Forum to provide sanitation services for around 65,000 people. The project has incorporated digital monitoring systems and produced a marketable co-composting product in partnership with government, the private sector, academic institutions and local communities. It also provides training and employment opportunities for local youth to produce environmentally friendly products. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Fabeha Monir/Oxfam.



F*CK INEQUALITY™

An intentionally shocking posture formed the backbone of this campaign, designed to capture the attention of young Australians who are enraged about global issues and poverty.

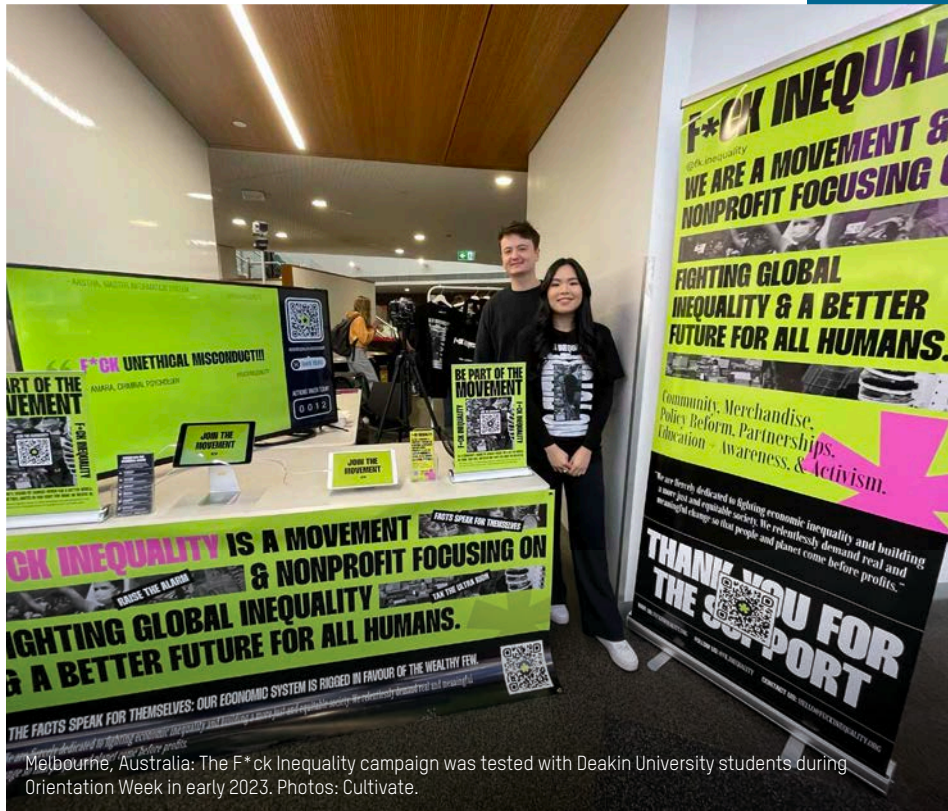
The goal of this campaign is to attract people who are more concerned with the growing levels of global inequality and poverty than any profanity expressed in the campaign, by channelling collective anger and frustration through merchandise and advocacy. Working with our partner, Cultivate, we conducted a successful research and validation phase in early 2023.

The campaign targeted Deakin University students (Gen Z) during Orientation Week with a pop-up stall featuring eye-catching banners demanding action on systemic economic inequality. We invited students to sign up to the cause via QR codes or on-site iPads and share their views in vox pops. This revealed the younger generation's motivations, understanding of the causes and consequences of economic inequality, and the actions they would be willing to take to support the cause.

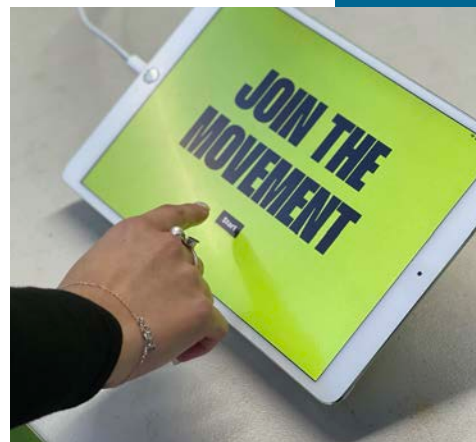
"The campaign provided invaluable understanding of this generation's feelings about the systems that are holding back society and, importantly, the youth of today. We learnt so much about how much these issues resonate with them and how frustrated they are. Overwhelmingly, the students wanted to build and join communities of youth inspired to act on issues of inequality and poverty," Oxfam's Executive Lead for Supporter Activation, Emily Wigney, said.

"There is a real sense these young people understand that the system is rigged to support corporations, not the vast majority of people (including them). It's stacked against them, and they're facing very real threats to their own futures in terms of wealth disparity, access to education, gender inequality — all issues that intersect."

The initial testing phase of the campaign saw significantly high engagement levels, as well as positive feedback on the brand. This will shape the next stage of F*ck Inequality testing. The testing aims to identify how audiences wish to support the initiative — whether through merchandise, taking action, giving donations or community building.



Melbourne, Australia: The F*ck Inequality campaign was tested with Deakin University students during Orientation Week in early 2023. Photos: Cultivate.





TRILLION DOLLAR BILL

Did you know that the 10 richest people in the world have over \$1 trillion between them? That's enough wealth to end poverty, with billions left over. And when we say richest, we're not talking about millionaires. We mean the handful of super-wealthy billionaires with so much money, they couldn't spend it all, even if they tried.

If these 10 people were taxed fairly, we could end poverty, with plenty of spare change left over to buy ... literally anything!

As absurd as it sounds, it is very much a reality. So in March 2023, we launched the Trillion Dollar Bill campaign, targeting people under the age of 35 to raise awareness about economic inequality.

Visualising this ludicrous amount of money is just about impossible, so the Trillion Dollar Bill helped break it down with a seemingly endless online receipt, containing \$1 trillion worth of items — all the crazy things that you'd have to buy to spend the wealth that

1% of the population have at their disposal, as well as items that could change the lives of communities around the world.

The futile nature of the items — including a diamond studded baby pacifier (worth \$17,000), a kilogram of Beluga caviar (worth \$6,700), Mark Zuckerberg's chunk of Hawaii (worth \$100,000,000) to name a few — really hammered home the message.

While the ridiculously wealthy can afford to buy so many "pointless" things, almost 700 million people are forced to survive on less than \$2 a day, often without food or safe drinking water. This situation is not accidental, but the result of deliberate laws that benefit the super-rich to limit the income and wealth taxes they pay — if any.

The powerful interactive campaign simplified wealth inequality in a very tangible way, and was designed to get audiences discussing the disparity at their kitchen tables, over coffee with friends and online with their networks. The campaign was a resounding success, gaining more than 1.5 million views online and collecting 1,400 signatures on a petition calling on the government to scrap the proposed Stage 3 tax cuts, increase taxes on the super-rich, and prioritise public services and aid programs that will reduce poverty.

For real change to occur, we need to build an economic system that doesn't work just for the wealthy, but benefits everyone equally. Striking campaigns like this go a long way to publicising the systemic barriers that keep people in poverty — another powerful step towards a more equal future.

Click on the QR code to see the Trillion Dollar Bill.



Champasak province, Laos: Oxfam visits community users of biogas, from left: Ms Bounheuang (biogas user), Ms Odeth (Champasak University), Dr Vannanish (Champasak University), Mr Saneth Meas (Oxfam), Mr Salongxay (Champasak University). Photo: Mr Sengsulixay.

COOKING WITH BIOGAS IN LAOS

In rural Laos, where there is limited or no electricity, communities often rely on a fire to cook meals inside their homes. Unfortunately, this process can be harmful: trapped smoke poses a risk to the family's health, and women and girls are further burdened by the task of constantly collecting firewood.

To explore safe, renewable energy options in these remote communities, Oxfam supported a six-month biogas production pilot, in partnership with Champasak University. The pilot raised the community's awareness of clean and renewable energy options — specifically on how to convert pig manure into biogas for cooking.

In collaboration with local pig farmers, Oxfam installed nine storage balloons to hold the biogas produced from pig manure. The project also developed a biogas usage handbook, highlighting how raising pigs could be both a livelihood opportunity and a source of renewable energy.

Each family in the pilot project produced around 90 to 120 cubic metres of biogas every month, which is equivalent to using 108 to 144 kilograms of firewood or charcoal, or 41 to 55 litres of fuel. Using biogas can also save a family around 15 minutes every time they cook a meal.

The project is now exploring options to scale up this successful pilot by using fixed-dome digesters, which last longer than biogas balloons.

“I’m proud of the work I’m doing. Mymensingh city gets clean, that’s why I feel very well. If the city is cleaner then no-one will get sick, children will not get sick.” – Kona

LEARNING FROM OUR WORK

Working with communities to achieve their goals requires a deep understanding of local needs, challenges and opportunities. We do this through regular consultation with our local partners and the communities we support, as well as monitoring and evaluating project outcomes.

IN BANGLADESH

Oxfam is working with local partners and communities to strengthen the resilience of people living in the densely populated city of Mymensingh, which has poor water and sanitation facilities, limited job opportunities, and is highly vulnerable to disasters. While families are likely to have their own household toilet, untreated toilet waste is released into the environment, causing a significant risk of illness and poor hygiene in the community.

Oxfam and our partner, NGO Forum, established a waste treatment plant to provide sanitation services for around 65,000 people in Mymensingh city. To inform the community about the toilet waste emptying service, project staff used loudspeakers, leaflets and awareness sessions, but many people continued to empty their septic tanks manually.

To better engage the community in using the service, Oxfam and NGO Forum organised discussions with city management, community and religious leaders, and youth volunteers. Project staff also visited households to explain the service and understand any challenges people had to using it. These face-to-face discussions helped build trust, which led to greater awareness of the waste treatment service and more people using it.

IN TIMOR-LESTE

There are limited opportunities for rural families in Timor-Leste to earn a reliable income, particularly for women and people living with a disability. Oxfam is working with local partners to establish community savings groups, which collectively save money until group members can take loans to invest in their own small businesses. The groups primarily target women and people living with a disability, as they are likely to have missed out on opportunities to gain the knowledge, skills and finance they need to start business ventures. (You can read more about this project on page 20).

Some of the savings groups have been specifically established for people living with a disability, but Oxfam saw that other project activities needed to be made more disability inclusive. So, the project partnered with Christian Blind Mission (CBM) Australia to improve disability inclusion. As a result, the project plans to strengthen staff capacity, develop disability-focused monitoring and evaluation, and ensure that disability is a focus when exploring harmful attitudes and social norms within the community.

Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

Mymensingh, Bangladesh: Kona works at an eco-friendly waste management plant, which Oxfam and NGO Forum helped to establish. The plant provides sanitation services for 65,000 people in the densely populated area. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Fabeha Monir/Oxfam.



WORKING WITH OXFAM

People are at the heart of everything we do at Oxfam — the wellbeing and safety of each individual who is supported by, or works with Oxfam Australia, is our highest priority. We continuously make assessments to find new and better ways to support the people in our offices and across our programs.

Melbourne, Australia: Oxfam staff member Jordan Steiner volunteering at the Melbourne International Comedy Festival Gala. Photo: Kirsty McCallum/Oxfam.

SHOP FOR EQUALITY



OUR STAFF

It's crucial that at Oxfam Australia, we don't just talk about gender justice, diversity and equality — we live it. That's why we employ people with a vast range of backgrounds and personal experience in the types of inequality we seek to change.

| NUMBER OF STAFF AND YEARS OF SERVICE | | | | |
|--------------------------------------|---------------|---------------|---------------|---------------|
| | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
| Less than 1 Year | 40 | 22 | 25 | 33 |
| 1-2 years | 29 | 21 | 17 | 22 |
| 2-3 years | 53 | 35 | 26 | 31 |
| 3-5 years | 28 | 24 | 26 | 18 |
| 5-7 years | 19 | 10 | 10 | 17 |
| 7+ years | 43 | 20 | 23 | 23 |
| Total staff numbers | 212 | 132 | 127 | 144 |
| FTE | 178.27 | 112.69 | 112.01 | 123.79 |



Melbourne, Australia: Oxfam staff member Tahj Richardson volunteering at Trailwalker in Melbourne. Photo: Sam Biddle/Oxfam.

SAFEGUARDING AND MONITORING MISCONDUCT

At Oxfam Australia, we are vigilant in upholding the rights of the people we work with. We do not tolerate any form of abuse, harassment, sexual misconduct, exploitation of vulnerability, or misuse of power for personal gain — and we ensure we have accessible procedures in place in all countries we work in for reporting misconduct.

Oxfam Australia is a member of the Oxfam International Safeguarding Shared Services Core Group — a group that assembles safeguarding technical experts from across the confederation with a focus on preventing, reporting and responding to sexual exploitation, abuse, harassment, and any form of child abuse perpetrated by people representing Oxfam in our work.

In June 2022, Oxfam held an annual professional development workshop, bringing together 24 safeguarding focal points from across Asia and the Pacific. These voluntary positions act as points of contact to raise awareness and share information on safeguarding, and to receive reports on allegations of sexual exploitation, abuse, harassment and child abuse. Oxfam Australia staff who travel for work as part of their role received pre-travel safeguarding briefings and safeguarding training.

Key appointments this year included a full-time Pacific Safeguarding Lead, an Oxfam International Safeguarding Director and an Oxfam International Safeguarding Global Lead.

One-page visual summaries of Oxfam's four safeguarding policies were developed in four languages, and visual resources were developed in four languages for non-administrative staff (including drivers, security and facilities staff) to support staff from diverse language and cultural groups. These resources give staff a deeper understanding of how to safeguard the people we work with and provide instructions on how and when to report safeguarding concerns. Oxfam Australia staff who travel for work as part of their role received pre-travel safeguarding briefings and safeguarding training.

In the past year, there were two reported cases involving Oxfam Australia programming or country operation staff. Oxfam continued to educate staff with training that helped people understand power and privilege, and their impact, in a personal and professional context.

The Black, First Peoples and People of Colour Justice Working Group was launched, with the aim of creating a racial justice framework and strategy, while an internal space for women of colour to discuss issues was also created, called the Women of Colour Employee Resource Group.

MEET HALIMA

As Oxfam Australia's People and Capability Administrator, Halima Habibi provides invaluable support across the organisation, drawing on her ability to connect with people from all walks of life. In addition to her professional expertise, Halima brings a unique and inspiring personal story, having recently migrated to Australia from Afghanistan.

"When I arrived in Australia, it was very challenging to find employment, but then I saw the job with Oxfam. I knew I could do it but also, I had heard a lot about Oxfam in Afghanistan and was grateful for their work. I felt trust, and I appreciated what they have done," Halima said.

"I specifically wanted to be part of the impact Oxfam is putting on in the countries they are helping. And even though my work does not directly impact the programs in these countries, it is an environment where everyone wants to make a change and make a difference, and that is so inspiring and meaningful."

Working in the People and Capability team, Halima manages Oxfam's recruitment process, guides new colleagues through the initial training and 'onboarding' procedures, and

supports staff with learning and development initiatives. She also handles human resources information systems and makes sure they function smoothly. Halima supports staff members who are travelling, by providing crucial administrative back up. She enjoys being part of a team of seven people.

"We have to be agile and be ready for whatever comes, like all of the Oxfam teams, but I feel supported every day and I feel so privileged. We are there for each other. That's what excites me, I learn from their experience and educational background."

While leaving her home country has had many challenges, Halima's positivity shines through.

"Despite what is happening there, I still love Afghanistan and I miss it; however, it was a good move to come here to feel safe. As a woman, I have more opportunities here than I would in Afghanistan. Due to recent conflicts and rise of the Taliban group, it was a fight to live each single day, and still is for those in Afghanistan, especially women," Halima said.

"Melbourne is starting to feel like home and I like that it is so diverse, so vibrant and lively. I really enjoy seeing people from all around the world here, including Afghans."

And the future is looking just as bright for Halima. "I look forward to the people I will meet, the things I will learn and life settling in. Now I am studying a Certificate IV in Human Resources and I will finish this August. I want my story to make people smile."



MEET THE OXFAMILY

It takes a mighty team of dedicated, compassionate people to bring about change — and some of the most crucial team players are those who generously donate their funds, time, energy and experience.

Say hello to some of the incredible volunteers and supporters who are helping to create a more equal world. We couldn't do what we do without them!

OXFAM'S AMAZING VOLUNTEERS

Oxfam Australia's volunteers include office volunteers, retail volunteers, board members, interns and secondees — and we simply couldn't have the same impact without them.



821 VOLUNTEERS



24,516 HOURS



\$1,222,252 VALUE

EQUIVALENT TO 14.6 FULL-TIME ROLES

WHAT DO THESE FIGURES MEAN FOR OXFAM? LET'S LOOK AT IT THIS WAY...

The funds saved through just three volunteer hours can enable Oxfam to provide a woman in Papua New Guinea with safe-house accommodation for a week, keeping her safe from violence.

Six weeks of volunteering can enable Oxfam to support a safe drinking water project for communities whose water wells are inundated by sea level rise in Solomon Islands. Access to such a basic necessity is life-changing, reducing waterborne disease and creating a healthier community overall.



Melbourne, Australia: Trailwalkers enjoy the 2023 trail in the Dandenong Ranges, walking distances of 100km, 55km or 30km to raise funds to tackle global poverty and injustice. Photo: Aimee Han/Oxfam.





MEET SHARYN

A last-minute invitation to the Trailwalker event in Melbourne sparked an inspiring commitment between Sharyn Norris and Oxfam — and she has no plans to stop.

For Sharyn, life in Gippsland, Victoria, is busy. She works three nursing jobs and has raised two children, but ever since she came across Oxfam's annual Trailwalker event seven years ago, she's wholeheartedly dedicated her time and bubbly energy to it.

"I'd never heard of it when my brother called me, asking me to be a support crew member for a group he'd joined for the walk. From that first time, I thought it was amazing, and I was hooked! For the next four years, I walked the trail, then COVID hit for a couple

of years. Last year, I became a 'Trailwalking Legend' with my fifth event, and this year, I volunteered," Sharyn said.

Sharyn's love of the event is layered. "It's the best of humanity when everybody comes together for a common goal. I've met so many people being part of Trailwalker — as support crew, a walker and a volunteer — and I love that the event gives you perspective. No matter how challenging it is to walk such long distances, it's a reminder that there are people doing it much tougher. It reminds me that I have it very good in life."

Sharyn's Trailwalker experiences have made her determined to keep being part of these uplifting fundraising events. "I've got at least another five years of volunteering in me to pay back the people who helped me get through my walks and be able to help make a difference. I want to keep giving back so that others can have the chance to help fight for a fairer world, too.

"Oxfam does a great job of helping so many people in lots of different places, and I hope that more people find a way to get involved. Imagine what we could do if we made it part of our culture, had it in schools and just as a part of life to help those in need. If we all helped just one person, we could change the world."

Melbourne, Australia: Sharyn welcomed walkers at Checkpoint 3 during the 2023 Melbourne Trailwalker event. Photo: Supplied.

MEET DAVID

After a 42-year career with an international insurance company, David Clark was never going to take retirement lying down. Within months of calling time on his project management career, David was on the lookout for meaningful ways to spend his time — and having grown up in a family with a long history of supporting people around the world, he knew the type of organisation he wanted to support.

"My parents sponsored a child in India," he said. "I knew when I was 18-years-old that I wanted to give," David said.

David got a taste of volunteering after the 2004 Boxing Day Asia Pacific tsunami, when his employer donated office space and staff to take telephone donations for a week or so.

Some years later, when he had recently retired, David was watching coverage of a cyclone in Fiji and saw that Oxfam was calling for donations. He immediately donated money, but also started thinking about donating his time and expertise. "I wanted to help people," he said.

Fast forward seven years and David is now one of Oxfam Australia's longest-serving volunteers as well as a regular donor. He has also decided to leave Oxfam a gift in his Will.

While he doesn't see his role as difficult, David uses his organisational background to make sure that what he does "is efficient and meaningful". Thank you for your support, David!



Melbourne, Australia: David is an integral part of Oxfam's Melbourne office. Photo: Jessica Magdalena/Oxfam.



Adelaide, Australia: Con celebrated 10 years of volunteering at the Oxfam bookshop in Adelaide. Photo: Aimee Han/Oxfam.

MEET CON

Con Apostolopoulos is a strong believer in social justice, and his volunteer position at the Oxfam second-hand bookshop in Adelaide allows him to put these beliefs into practice. Volunteering gives Con the opportunity to connect with people who sometimes might not talk to anyone else all week.

“Some [people] come in here, this is the only social contact they have with people with a common interest — books — and they come here, they talk. If I go out the back and get a biscuit, I’ll give them one as well, then they start telling me jokes. So, there’s that idea of connecting with the regulars.

“We were economic refugees,” Con said. “So, I can empathise with people who have struggled for some sort of sense of social justice.”

This year, Con celebrated a decade of volunteering at the shop. “I’ve been here since the beginning of about 2013. It’s getting onto 10 years. I should be getting a certificate of something ... long service leave. I’m kidding!” he said.

The bookshop has evolved over many years, having started life as a series of second-hand book sales at church halls or street stalls in the 1960s and 1970s, when Oxfam was known as Community Aid Abroad.

Today, at its permanent home in Hutt Street on the city’s eastern fringe, the shop stocks over 20,000 titles, which are available online as well as in-store. As the only Oxfam bookshop in Australia, it is staffed solely by volunteers and, since 1986, has raised almost \$2.59 million!

Con remembers the interesting way he was introduced to the shop. “I was going out with a beautiful lady and her mother used to volunteer here, and their family was one of the greenest families that I knew. She said, ‘Why don’t you go and volunteer at the Oxfam bookshop, I think you’d like it.’ And I thought, ‘What a good idea.’ And so, I did.”

Con loves getting to know the people who come through the shop each week, including some who are going through hard times.

“We trust the buyers, many of whom select books, are low on money, and come back another time to pay.”

MEET PAUL

Paul Chorlton, a small-business owner from Western Australia, is one of Oxfam's most dedicated long-term supporters.

Back in 1994, Paul made his first donation to Oxfam when we were known as Community Aid Abroad. He chose to support Oxfam "primarily because they make a real difference".

Paul also likes Oxfam's model of partnering with local organisations. "I think this leads to better outcomes," he said. "I am a great believer in advocacy and this is another area that Oxfam is very strong in."

Since writing that first cheque for Oxfam nearly 30 years ago, Paul has continued to generously give his time, skills and donations to support our work.

"I have tried to be involved as much as I can in a more hands-on way," Paul said. "At one stage I negotiated with my employer and worked a four-day week and then used the extra day to volunteer at the Oxfam office in Western Australia."

"I was part of the WA State Committee for over 10 years and am now on the committee for Friends of Oxfam ... a group who, back in the 1970s, bought a building ... for Oxfam to use rent free as their office. It also rents out space to other non-profits at very much discounted rates."

Paul is a keen hiker and loves to travel, so it's no surprise that he has managed to merge his pastimes with his passion by participating in Oxfam's Trailwalker event and visiting Oxfam projects in Indonesia after hiking Mt Rinjani.

"I have also been very fortunate in my travels to see the work of Oxfam in Guatemala, Cambodia, Laos, Thailand and Indonesia. It was amazing to see the difference that Oxfam makes firsthand."



Mt Rinjani, Indonesia: Paul combines his love of hiking with his commitment to Oxfam. Photo: Supplied.

MEET SANDRA

Sandra's caring and compassionate nature has fuelled her lifelong passion for supporting others. She has worked as a Melbourne University history tutor and an English tutor for adult migrants, volunteered for many community and environmental organisations, and is an active member of her local Anglican church.

Sandra's involvement with Oxfam started in the 1960s when she followed in her mother's footsteps to support the organisation, then called Community Aid Abroad. In 1969, she signed up for her first Walk Against Want with her husband and parents, which kickstarted a long tradition of walking and fundraising for Oxfam.

"The first Walk Against Want I did ... was from [Melbourne city] to Ringwood ... It was at night, during summer. It was quite a challenge; my parents finished first!" Sandra said.

In 1990, after returning from living in Auckland for 11 years where she was heavily involved in New Zealand's overseas aid organisation CORSO, Sandra took up the 18km Walk Against Want again. Incredibly, she has only missed her annual challenge once in more than 30 years!

"The pandemic intervened, but there was nothing to stop me doing my normal daily walk four times over to reach 17km.

I couldn't have contact with sponsors but I could do it by email and phone ... and it was quite successful."

Sandra is proud to be an Oxfam supporter because it allows her to advocate for communities experiencing poverty.

"It's so important that we listen to the communities we help, and work with them in a sharing way to lift them out of poverty by empowering them to have greater control over their lives," she said.

Sandra plans to continue walking for Oxfam for years to come and has also decided to leave a gift to Oxfam in her Will.

"I will keep [walking] as long as I can. I'm 81 now, so it depends how long my health is as good as it is at the moment."

She is steadfast in her commitment to continue living a simple and generous life. "My rule of life as a Franciscan tertiary is fundamental. The second aim of our order is to live simply. 'To live simply so that others may simply live', as Gandhi said."

"We are all connected with one another. What we do in our own lives affects others — John Donne wrote that 'no man is an island' — and we need to work together for the good of each other and the good of the planet."

Melbourne, Australia: Sandra has completed a Walk Against Want for more than 30 years to raise money for Oxfam. Photo: Supplied.



MEET DAVID AND PHILIPPA

David Thomas and Philippa Cotter have been generously donating to Oxfam for more than 20 years. Working as health professionals in Aboriginal health in Darwin, they're instilling their desire for a more just world in their children, aged 17 and 14.

"We are so lucky with all our opportunities in Australia, and we wanted to donate to an organisation that mainly works in countries with greater need. Oxfam's values and priorities match our own — it works to find longer-term solutions that tackle the underlying causes of poverty, and it works with local people and local organisations ... the assistance provided by Oxfam can make an extraordinary difference to people's lives."



Darwin, Australia: David and Philippa, with their children, who they have taken to visit some of Oxfam's programs. Photo: Supplied.

In 2016, David and Philippa took their children to Timor-Leste with Oxfam to see where their donations were being put to work.

"It seemed an obvious way to show our children why we donate to Oxfam — to meet some of the people in these communities and to see their very different opportunities.

"The kids broke down barriers faster than anyone in our group, and were quickly playing with local children. We have always talked with our children about why we donate to Oxfam and other organisations, and they have always supported these donations.

"With every year, we try to donate a bit more than previously to Oxfam. It has been rewarding to donate to the same organisation over many years. We are sure it is also useful for Oxfam to be able to count on regular donations."

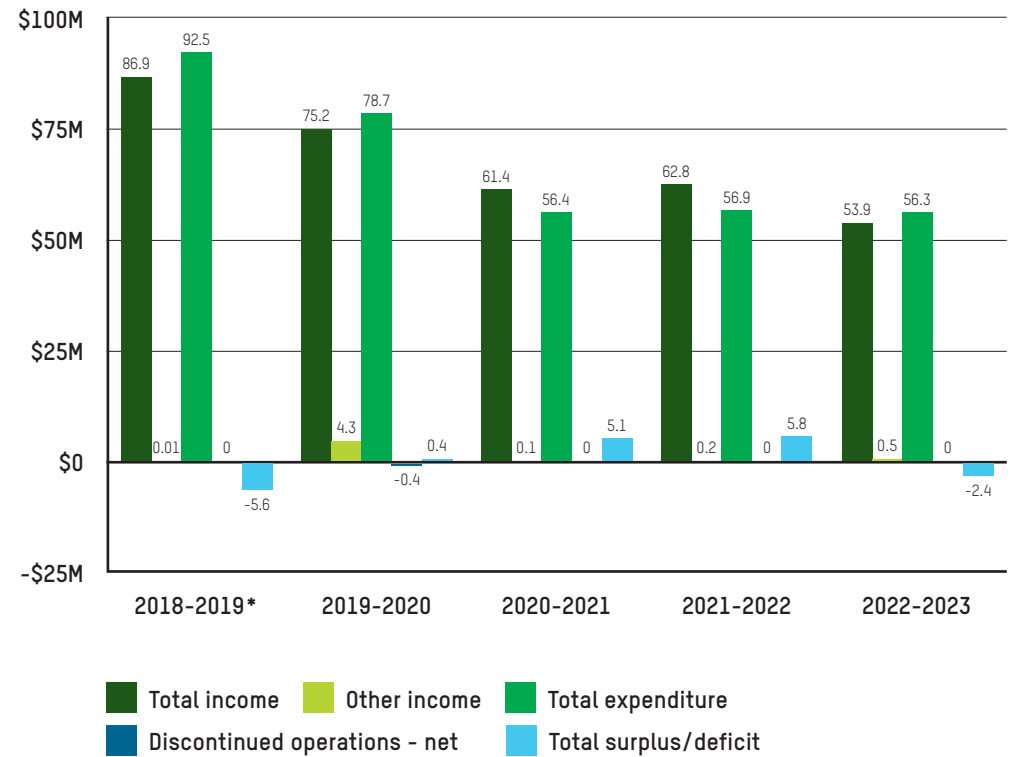
Canberra, Australia: Summer Brinkworth and Tahliesha Bennell-Mustica at the 2022 Straight Talk National Summit. Photo: Jillian Mundy/Oxfam.



FINANCIALS

FINANCIAL PERFORMANCE

This financial year, Oxfam Australia reported a consolidated operating deficit of \$2.4 million, primarily due to program implementation challenges in several regions. These challenges were caused by the complex environments where we work and the subsequent impact on releasing funds, as well as changed processes at country and regional levels. Community support income reduced by \$0.5m compared to the prior year.



*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.

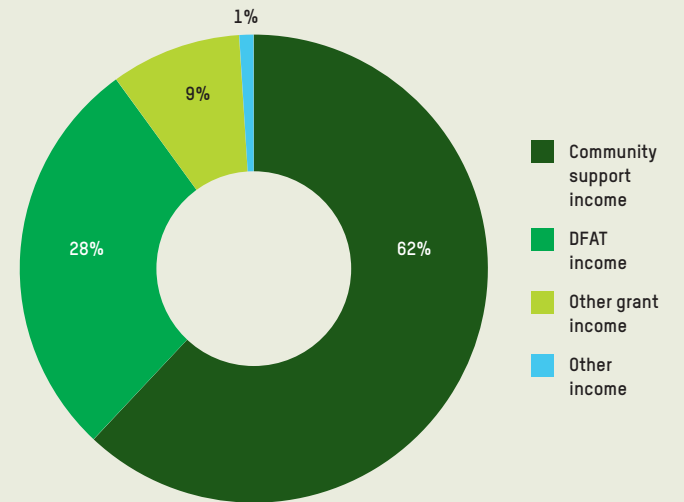


Isiolo county, Kenya. Abdia, pictured with her son, took part in a water project in Barambale, Isiolo county, where a water point was set up by Oxfam and our local partner organisation, Merti Integrated Development Program. Photo: Eyeris Communications/Oxfam.

INCOME

Our consolidated income of \$54 million was a decrease of \$8.8 million compared to the prior year. Our most significant income stream was from community support income, which contributed \$33.5 million. We also recognised \$19.9 million in grant funding, which was lower than the prior year and was partially offset by a reduction in total expenditure.

WHERE THE MONEY COMES FROM



INCOME TYPE



\$33.5 MILLION
PUBLIC DONATIONS

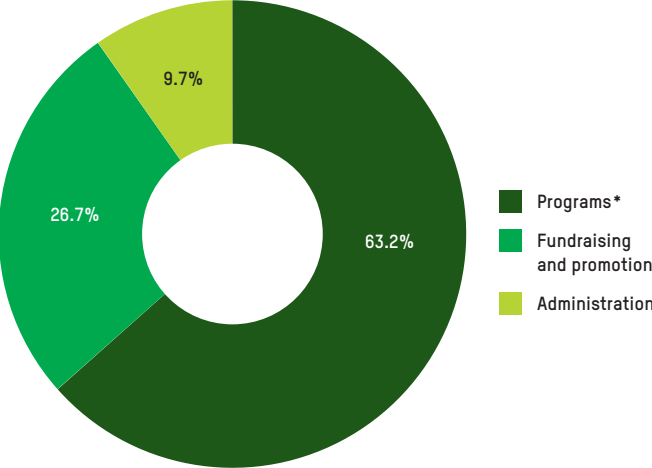


\$19.9 MILLION
GRANT FUNDING

EXPENDITURE

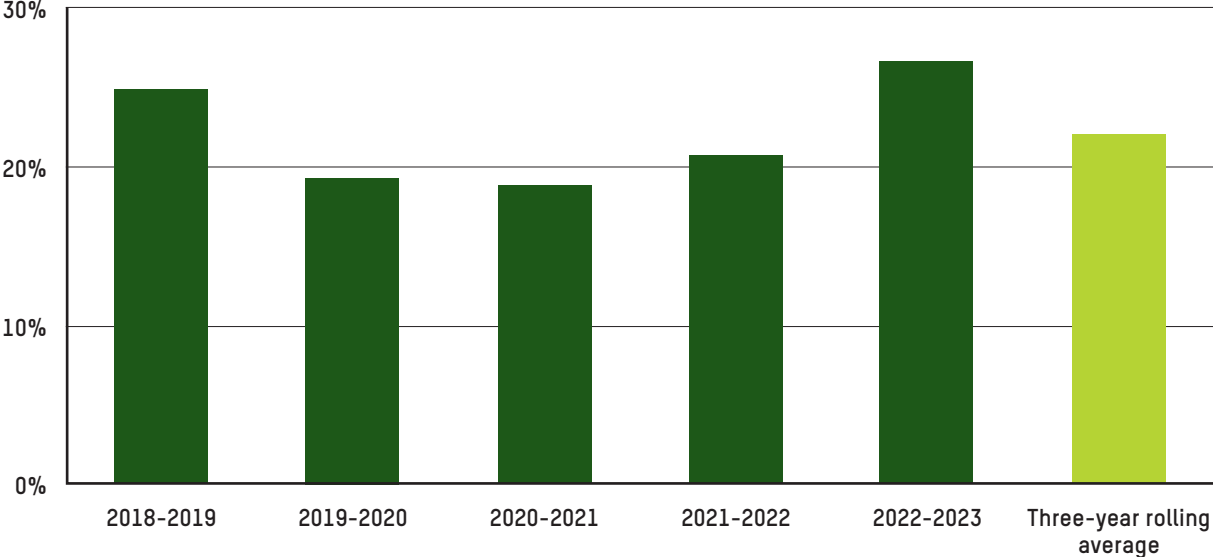
Our total expenditure was \$56.3 million, a decrease of \$0.6 million compared to the prior year. We spent \$35.6 million on our long-term program development, advocacy and emergency responses, a \$3.3 million decrease on the prior year. Fundraising expenditure was \$15.2 million, an increase of \$3.4 million. This is a 'normalising' of spend as we return to pre-COVID-19 fundraising activity levels and invest in new products that are likely to deliver results in future financial periods. Some increase in fundraising expenditure can also be attributed to the increased competition for fundraising support associated with cost-of-living pressures. Administration costs decreased due to vacancy rates resulting in reduced staffing costs.

WHERE THE MONEY GOES

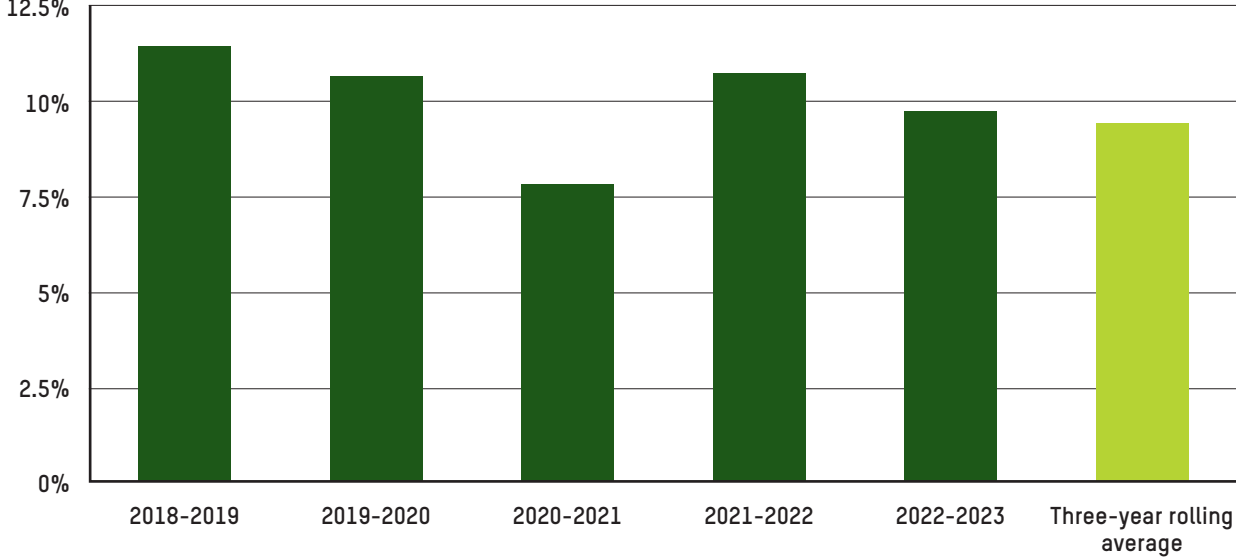


*Programs includes long-term development, humanitarian responses, and advocacy and campaigns.

FUNDRAISING COSTS (% OF TOTAL)



ADMINISTRATION COSTS (% OF TOTAL)



PROGRAMS

This year, Oxfam Australia proudly contributed \$35.6m towards alleviating poverty and inequality.

When people's lives are turned upside down by conflict or disasters, we respond with life-saving aid including food, water, sanitation, health and hygiene facilities, and livelihood training. We made significant contributions to humanitarian efforts this year, including:

- **\$3.5 million** for COVID-19 prevention, response and recovery in the Pacific and Laos.
- **\$1.2 million** for disaster preparedness in the Pacific and Timor-Leste.
- **\$350,000** for the Rohingya refugee crisis in Bangladesh.

Thanks to the generous donations Australians made through our emergency appeals, we were able to contribute \$950,000 towards Oxfam's global response to the following humanitarian emergencies:

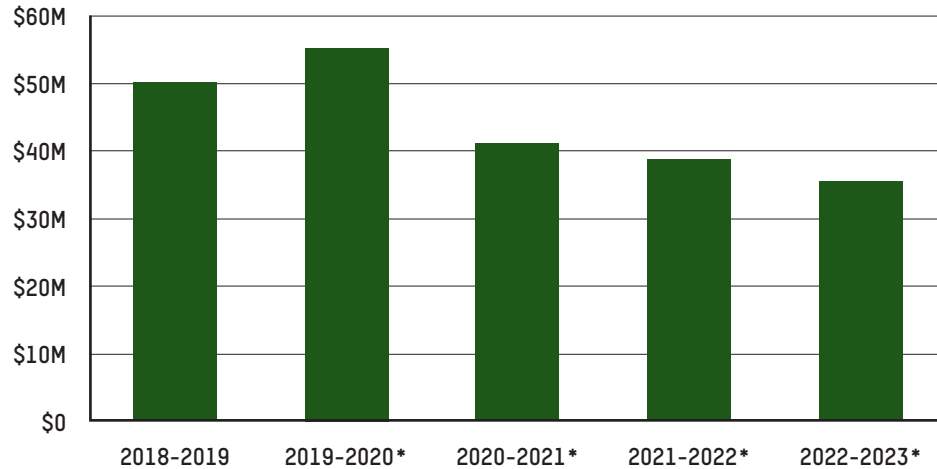
- East Africa hunger crisis
- Pakistan floods
- South Sudan, Tigray and Yemen conflicts
- Ukraine conflict.

Oxfam also supports long-term development programs, which give communities the resources, training and advocacy support they need to earn a sustainable living, have a say in the decisions that impact their lives, and fight injustice. This year, some of our life-changing investments for long-term development included:

- **\$1.4 million** to strengthen the resilience of urban communities in Bangladesh through improved access to water and sanitation services, disaster preparedness and response, and economic opportunities.
- **\$1.4 million** to support small business owners and markets in Sri Lanka.
- **\$1.3 million** to ensure vulnerable families in Indonesia have climate resilient and sustainable livelihoods and can cope with the impacts of climate change.
- **\$1.2 million** towards eliminating family and community violence and the prevention of sorcery accusation-related violence in Papua New Guinea.
- **\$1.1 million** to support women in Indonesia to earn an income and play a role in community and political decision-making.
- **\$1.1 million** to support women in Timor-Leste to earn an income through savings groups and play a role in community and political decision-making.
- **\$800,000** to support Pacific Islanders to influence climate change policies and practice.
- **\$700,000** to strengthen the climate resilience of communities living along the Mekong River.
- **\$500,000** to advance the rights of First Nations people and the political engagement of First Nations women.

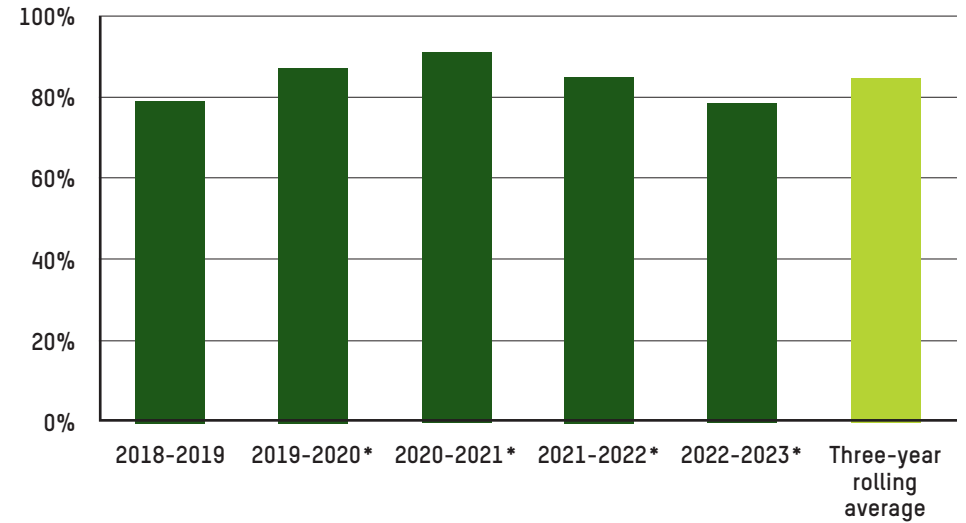
Of the \$35.6 million we invested this year in long-term development and advocacy programs and humanitarian support, \$14.9 million was funded through the Australian Government's Department of Foreign Affairs and Trade and its contractors.

PROGRAM EXPENDITURE (\$)



*Oxfam Australia Trading excluded

PROGRAM EXPENDITURE (% OF TOTAL)



PROGRAM SPEND BY REGION



GLOBAL
29.6%
\$10.5M



PACIFIC
29.4%
\$10.5M



EAST ASIA
26.5%
\$9.4M



SOUTH ASIA
7.8%
\$2.8M



AUSTRALIA
3.6%
\$1.3M



AFRICA
1.7%
\$0.6M



EASTERN EUROPE
1.2%
\$0.4M



THE MIDDLE EAST & NORTH AFRICA
0.3%
\$0.1M

FINANCIAL OUTLOOK

Our overall net asset position continues to be strong, as is our working capital position. The proceeds from the sale of the Carlton office building were deployed to an investment fund to provide ongoing long-term income for Oxfam Australia's strategic initiatives. This places Oxfam Australia in a strong financial position for the future.

We would like to acknowledge the continued support of the Australian Government and all our funders and, as always, we are proud and grateful to have the steadfast support and generosity of our many loyal donors.

Looking forward, the organisation continues to promote social justice and tackle poverty while maintaining a sound financial position to support program delivery and impact. We will continue our efforts to build an efficient, effective and resilient organisation into the future.

Karen O'Duil, Chief Financial Officer

COMPREHENSIVE INCOME STATEMENT FOR THE YEAR ENDED 31 MARCH 2023

| | NOTES | CONSOLIDATED ENTITY* | |
|--|-------|----------------------|-------------------|
| | | 31/03/23 (\$'000) | 31/03/22 (\$'000) |
| CONTINUING OPERATIONS | | | |
| REVENUE | | | |
| Donations and gifts — monetary | | 31,573 | 30,394 |
| Bequests and legacies | | 1,877 | 4,512 |
| Grants | | | |
| DFAT | | 14,914 | 12,446 |
| Other Australian non-government | | 625 | 4,961 |
| Other overseas | | 4,336 | 8,464 |
| Investment income | | 501 | 234 |
| Other income | | 145 | 1,787 |
| TOTAL REVENUE | | 53,971 | 62,798 |
| EXPENDITURE | | | |
| International aid and development programs expenditure | | | |
| International programs | | | |
| Funds to international programs | | 25,412 | 30,418 |
| Program support costs | | 7,769 | 7,130 |
| Public policy and outreach program | | 993 | 405 |
| Development effectiveness | | 227 | 315 |
| Community education | | 75 | 23 |
| Fundraising costs | | | |
| Public | | 14,675 | 11,291 |
| Government, multilateral and private | | 376 | 560 |
| Accountability and administration | 1 | 5,698 | 6,114 |
| Total international aid and development programs expenditure | | 55,225 | 56,256 |
| Domestic programs expenditure | | 1,090 | 646 |
| TOTAL EXPENDITURE | 2 | 56,315 | 56,902 |
| EXCESS OF REVENUE OVER EXPENDITURE | | (2,344) | 5,896 |
| Other comprehensive income/(loss) | | | |
| Net gain/(loss) on financial assets at FVOCI | | (30) | (87) |
| Total other comprehensive income | | (30) | (87) |
| TOTAL COMPREHENSIVE SURPLUS/(DEFICIT) FOR THE YEAR FROM CONTINUING OPERATIONS | | (2,374) | 5,809 |

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 2022-2023 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 2022-2023 audited financial report.
3. During the financial year, Oxfam Australia had no transactions in the Political or Religious Adherence Promotion programs category. There were no non-monetary revenue or expenditure transactions that were required to be brought to account by Oxfam Australia.
4. 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:



Dr Judith Slocombe AM
Chair
18 August 2023



Sally McCutchan
Director
18 August 2023

* This financial report is a summarised version of our full financial report. Copies of our 2022-2023 audited financial report can be obtained by writing to the Chief Executive Officer, 355 William St, West Melbourne VIC 3003, or by visiting www.oxfam.org.au.

STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 31 MARCH 2023

| CONSOLIDATED ENTITY* | | |
|--|-------------------|-------------------|
| | 31/03/23 (\$'000) | 31/03/22 (\$'000) |
| ASSETS | | |
| Current assets | | |
| Cash and cash equivalents | 29,572 | 35,326 |
| Trade and other receivables | 7,978 | 6,223 |
| Other financial assets | 2,247 | 2,212 |
| Term deposits | 90 | |
| Other current assets | 830 | 2,076 |
| | 40,717 | 45,837 |
| Non-current assets classified as held for sale | 2,192 | |
| Total current assets | 42,909 | 45,837 |
| Non-current assets | | |
| Property, plant and equipment | 207 | 2,479 |
| Intangibles | 1,815 | 2,857 |
| Right of use - leases | 890 | 1,291 |
| Total non-current assets | 2,912 | 6,627 |
| TOTAL ASSETS | 45,821 | 52,464 |
| LIABILITIES | | |
| Current liabilities | | |
| Trade and other payables | 3,775 | 3,327 |
| Contract liabilities | 12,863 | 16,570 |
| Lease liability | 567 | 817 |
| Provisions | 2,761 | 3,422 |
| Total current liabilities | 19,966 | 24,136 |
| Non-current liabilities | | |
| Lease liability | 346 | 480 |
| Provisions | 533 | 498 |
| Total non-current liabilities | 879 | 978 |
| TOTAL LIABILITIES | 20,845 | 25,114 |
| NET ASSETS | 24,976 | 27,350 |
| EQUITY | | |
| Reserves | 5,154 | 4,859 |
| Retained earnings | 19,822 | 22,491 |
| TOTAL EQUITY | 24,976 | 27,350 |

* 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 2022-2023 audited financial report can be obtained by writing to the Chief Executive Officer, 355 William St, West Melbourne VIC 3003, or by visiting www.oxfam.org.au.



CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2023

| CONSOLIDATED ENTITY* | | | | | | |
|---|------------------------------------|--|--|--|------------------------------|-------------------|
| | RESTRICTED RESERVES (\$'000) | FINANCIAL ASSET RESERVE (\$'000) | REVALUATION SURPLUS RESERVE (\$'000) | COLLECTIVE RESOURCE ALLOCATION RESERVE (\$'000) | RETAINED SURPLUS (\$'000) | TOTAL (\$'000) |
| At 1 April 2021 | 2,450 | 65 | 14,021 | 340 | 4,665 | 19,026 |
| Surplus for the year | | | | | 5,896 | 5,896 |
| Other comprehensive income for the year | | (87) | | | | |
| Total comprehensive surplus / (deficit) for the year | | (87) | | | 5,896 | 5,896 |
| Transfer of realised gain of financial assets at FVOCI to accumulat | | 80 | | | (80) | (80) |
| Transfer to / (from) reserves | 300 | | (12,867) | 377 | 12,010 | (300) |
| At 31 March 2022 | 2,750 | 58 | 1,334 | 717 | 22,491 | 24,542 |
| At 1 April 2022 | 2,750 | 58 | 1,334 | 717 | 22,491 | 24,542 |
| Surplus for the year | | | | | (2,344) | (2,344) |
| Other comprehensive income for the year | | (30) | | | | |
| Total comprehensive surplus / (deficit) for the year | | (30) | | | (2,344) | (2,344) |
| Transfer of realised gain of financial assets at FVOCI to accumulat | | 832 | | | (832) | (832) |
| Transfer to / (from) reserves | (104) | | | (403) | 507 | 104 |
| At 31 March 2023 | 2,646 | 860 | 1,334 | 314 | 19,822 | 21,470 |

* 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 2022-2023 audited financial report can be obtained by writing to the Chief Executive Officer, 355 William St, West Melbourne VIC 3003, or by visiting www.oxfam.org.au.



Tel: +61 3 9603 1700
Fax: +61 3 9602 3870
www.bdo.com.au

Collins Square, Tower Four
Level 18, 727 Collins Street
Melbourne VIC 3008
GPO Box 5099 Melbourne VIC 3001
Australia

INDEPENDENT AUDITOR'S REPORT ON THE SUMMARY FINANCIAL STATEMENTS

To the members of Oxfam Australia

Opinion

The summary financial statements, which comprise the summary balance sheet as at 31 March 2023, the summary comprehensive income statement and the summary statement of changes in equity for the year then ended, and related notes, are derived from the audited financial report of Oxfam Australia for the year ended 31 March 2023.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, as described in Note 4.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required Australian Accounting Standards - Simplified Disclosures and 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 18 August 2023.

Responsibilities of the Directors for the Summary Financial Statements

The directors are responsible for the preparation of the summary financial statements on the basis described in Note 4.

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*.

BDO Audit Pty Ltd

Elizabeth Blunt
Director

Melbourne, 18 August 2023

BDO Audit Pty Ltd ABN 33 134 022 870 is a member of a national association of independent entities which are all members of BDO Australia Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO Audit Pty Ltd and BDO Australia Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation.



Bima, Indonesia: Marifa is a farmer who plants corn, rice, coffee, candlenut and more. She has been able to increase her product price point with support from Oxfam's local partner, LP2DER, through training on production and marketing. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Kyo Umareta/Oxfam.

THE OXFAM CIRCLE

This list represents the generous donations made by members of the Oxfam Circle during the 2022–2023 financial year.

VISIONARIES

Anonymous x 10
Anne Miller
Annie T Rose
Dale McMenamin
Debbie and Henk Verhagen
Dr Joan Bryan
Ian H Cox
Ian Newman
John and Valerie Braithwaite
John Freeman
Krishna Somers Charitable Trust
P Thompson
Simpson Family Foundation
The Harris Charitable Foundation
The Jaramas Foundation
Thomas Goodman
Tim Mintern and Marion Matthews
Vincent Chiodo Charitable Foundation

LEADERS

Anonymous x 10
Cameron Foundation
Dick and Pip Smith
Graf Family
Jamie Simpson
Jo and Ken Higgins
Leon Ball
Paul D Chorlton
Rohit D’Costa and Nadia Chaves
The Muffin Foundation

INNOVATORS

Anonymous x 44
Ashu Jhamb and Katherine Barraclough
Biophilia Foundation
Bluesand Foundation
Brennan Family Foundation
Brenton Starkie
Chris Hartigan and Angela Scarfe
Christopher K Fairley AO
Compliance and Risk Management Recruitment
David Thomas and Philippa Cotter
Duncan Murray
Gary Alcock and Marianne Hack
Gernot Heiser and Trudy Weibel
Greg Jordan
Heather Lynne Drew
Helen Szoke AO and Jonathan Tribe

Jane Bitcon and Geoff McClellan
Jane Harper Trust
John and Michele Shanahan Charitable Foundation
Jon Jureidini and Julia Beaven
Keith Chapple
Krishna Sen
Manivannan Gopalakrishnan
Marianne Smulders
Michael and Barbara Leigh
Michael and Leanne Rogerson
Michael and Wendy Olive
Michael Jefford
Mick Harvey and Katy Beale
Paul and Susan Taylor
Pavetta Foundation Pty Ltd
Perpetual Foundation - Janet Linnell Endowment
Peter Baudish Family Foundation
Peter Hanks
Raymond Tam and Linda Castles
Rellim Foundation
Rob Guthrie and Trish Cowcher
Roy Bishop
Sarah Hill
Simon Martin
Smail Family Foundation
Surome and Genevieve Lata Singh
Susan Adams and Andrew Kirk
Trevor and Ann Kennedy

FUNDING PARTNERS

CHARITABLE CHAMPIONS

Bendigo Bank, Corrs Chambers Westgarth

PARTNERS

Corrs Chambers Westgarth, Deloitte, Bean Alliance, JB Hi-Fi, Scape Australia, Paddy Pallin, Puffing Billy Railway, Balmain Sports Medicine, Melbourne Osteopathy



PRO BONO SUPPORTERS Arnold Bloch Leibler, Corrs Chambers Westgarth, Finlaysons Lawyers, Johnson Winter Slattery, Wotton + Kearney

LEGACY ESTATES Beth England Lewis, David Bird, David Reid Taylor, Denis Stanley Klein, Donald Thomas McMahon, Jocelyn Plate, Mary Harris, Norma Margaret Crichton, Robert Arrol Craig, Roger Hugh Cook, Tito Marchetti, Wallis Ferguson Jenkyn

TRUSTS The Wilma Collie Perpetual Trust, The Fischer Darlington Trust, The Bridget Arman Perpetual Charitable Trust, Mary and Carol Webb Charitable Fund, Flinders South Australia Charitable Foundation - Edith Grace Biggs, The Bill and Joy Barrie Foundation, The R W and C M Gleeson Charitable Trust, The Walter and Muriel McConnan Memorial Trust, The Jack Jacobs Charitable Trust, Enid Helena Ryan Trust Fund, V N Sanders Charity Trust, Estate of the Late Isla Irving Macleod, The James Wallace Macarthur Estate, The Frederick and Winifred Grassick Memorial Fund, The Madeline Crump and Madeline Williams Trust

INSTITUTIONAL FUNDERS Australian Department of Foreign Affairs and Trade (DFAT); European Union; Emergency Action Alliance; French Embassy in Vanuatu; Monash University; New Zealand Ministry of Foreign Affairs and Trade (MFAT); Oxfam Affiliates; Swiss Agency for Development and Cooperation; United Nations Children's Fund (UNICEF)

COMMUNITY ACTION Diamond Valley Group, Oxfam Southern Fleurieu Group, Oxfam Bookstore Adelaide



Port Vila, Vanuatu: The staff, volunteers and board members of the Vanuatu Society for People with Disabilities. Oxfam's Together We Are Stronger project strengthens civil society organisations run by and for women and other groups at risk of marginalisation, such as people with disabilities. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Rachel Schaevitz/Oxfam.

OUR GOVERNANCE

Our skilled and dedicated executive team and Board guide us with wisdom and compassion so that Oxfam can bring about meaningful change in a supportive, safe and agile environment.

Gaudi, Beldandi municipality, Nepal: Members of a women's group celebrate the success of their garlic project. Oxfam and partner NEEDS provided technical assistance for the project, including training sessions. The women have led efforts to reduce disaster risks and bring essential services to their community. Photo: Elizabeth Stevens/Oxfam.





EXECUTIVE LEADERSHIP GROUP



LYN MORGAIN
Chief Executive

Responsibilities: strategic and operational leadership

Appointed: 2019



TAHJ RICHARDSON MSc
ORGANISATIONAL BEHAVIOUR
Director Capability and Impact

Responsibilities: operations, including CFO, CIO, People and Capability and Culture

Appointed: 2023



ANTHEA SPINKS BA (HONS), MAID
Program Director

Responsibilities: international development, First Peoples' program, humanitarian strategies

Appointed: 2018



ANDREW BUCHANAN BA (HONS)
Director Fundraising and Resource Growth

Responsibilities: revenue generation and management, supporter engagement, marketing and communications

Appointed: 2019

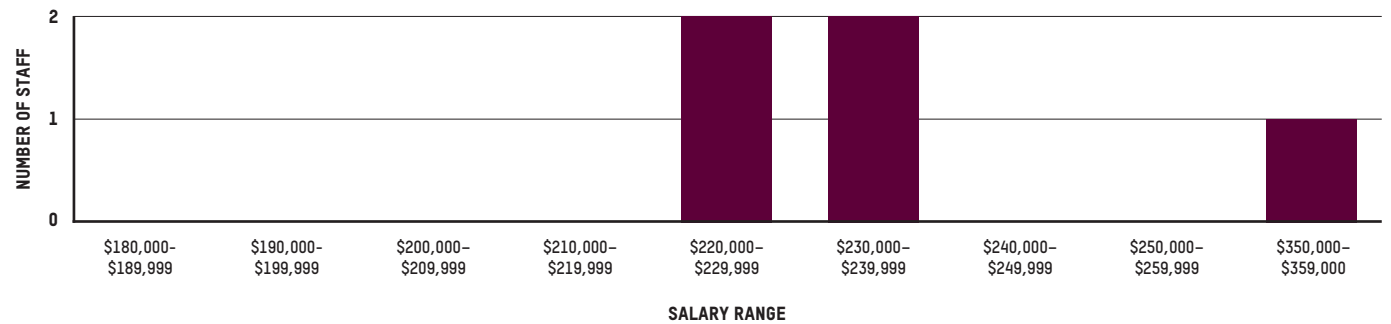


KHOI CAO-LAM LLB (HONS) BBUS, MST
Director Strategy and Innovation

Responsibilities: leading major strategy and innovation initiatives, in particular the Oxfam Beta project to shape Oxfam Australia's future form and the program of work to improve impact measurement.

Appointed: 2020

EXECUTIVE LEADERSHIP TEAM SALARIES (INCLUDING SUPERANNUATION) AS AT 31 MARCH 2023



The ratio between the highest and lowest paid permanent staff member at Oxfam Australia (including superannuation) as at 31 March 2023 was 1:5.

OXFAM AUSTRALIA BOARD



DR JUDITH SLOCOMBE AM

BVSC (MELB), POST GRAD DIP MANAGEMENT (MELB), MBA (MELB), FAICD, FAIM

Appointed: 2020

Term expires: 2023

Meeting attendance: 6/6

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



ALEEM ALI

BA, GRADDIPCOMMSERVMGMT, GRADCERTDIV, AMICDA

Appointed: 2021

Term expires: 2024

Meeting attendance: 6/6

Responsibilities: Deputy Board Chair; Finance Risk and Audit Committee



GEOFF MCCLELLAN

LLB BEC

Appointed: 2017

Term expires: 2023

Meeting attendance: 5/6

Responsibilities: Governance Committee Chair



SALLY MCCUTCHAN

OAM GRADDIP ACCFIN, BEC, CPA, GAICD

Appointed: 2018

Term expires: 2023

Meeting attendance: 6/6

Responsibilities: Finance Risk and Audit Committee Chair



DR JASMINE-KIM WESTENDORF

PHD, BA (HONS)

Appointed: 2018

Term expires: 2023

Meeting attendance: 5/6

Responsibilities: Governance Committee



ZAINAB FAZIL

BSC (SOCIOLOGY), M SOCIAL ANTHROPOLOGY

Appointed: 2021

Term expires: 2024

Meeting attendance: 6/6

Responsibilities: Finance Risk and Audit Committee



AURORA MILROY

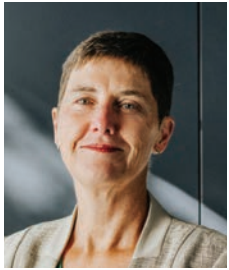
BA (HONS), LLB (HONS), MPP (OXON)

Appointed: 2021

Term expires: 2024

Meeting attendance: 6/6

Responsibilities: Governance Committee



MARGARET THOMAS

BA (HONS) MASTERS OF DEVELOPMENT STUDIES

Appointed: 2021

Term expires: 2024

Meeting attendance: 6/6

Responsibilities: Finance Risk and Audit Committee



CLIFF WEEKS

Appointed: 2021

Term expires: 2024

Meeting attendance: 4/6

Responsibilities: Finance Risk and Audit Committee



AMANDA YOUNG

LL.B, GRAD DIP LEGAL PRAC

Appointed: 2021

Term expires: 2024

Meeting attendance: 4/6

Responsibilities: Governance Committee



SARAH MADACKI

STAFF PARTICIPANT

Elected: 2022

Term expires: 2024

Meeting attendance: 3/4

Malaita province, Solomon Islands: People use canoes off the coast of Lilisiana village, which is experiencing seawater intrusion from rising tides. Oxfam is working to address climate change challenges by strengthening the influencing capacity and increasing the coordination of Pacific climate change networks. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP). Photo: Collin Leafasia/Oxfam.



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:

- Australian Charities and Not-for-Profit Commission Governance Standards and External Conduct Standards
- Australian Council for International Development
- Australian Direct Marketing Association Code of Practice
- Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief
- Department of Foreign Affairs and Trade accreditation
- Fundraising Institute of Australia Principles and Standards of Fundraising Practice
- Oxfam International Code of Conduct
- One Oxfam safeguarding core standards
- Sphere Humanitarian Charter and Minimum Standards in Disaster Response and Core Humanitarian Standard (CHS)

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

SOLICITORS

Corrs Chambers
Westgarth
Level 25, 567 Collins Street
Melbourne, VIC 3000

BANKERS

National Australia Bank
Ground Floor, 330 Collins Street
Melbourne, VIC 3000

INVESTMENT ADVISORS

JBWere
Level 31, 405 Bourke Street
Melbourne, VIC 3000

AUDITORS

BDO Audit Pty Ltd
Collins Square, Tower 4
Level 18, 727 Collins Street
Melbourne, VIC 3000

For more information about our accountability processes, supporter services and ethical and legislative requirements, visit www.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 2022, Oxfam successfully completed a Code Self-Assessment to verify compliance with the ACFID code of conduct. 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 and DFAT. Oxfam Australia underwent the reaccreditation process in February 2019, with DFAT formally confirming it has approved full accreditation in May 2019 for the next five years. Oxfam Australia will undertake the reaccreditation process again in 2024.

WE VALUE YOUR FEEDBACK

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

- www.oxfam.org.au/feedback
- enquire@oxfam.org.au
- Freecall 1800 088 110
- Oxfam Australia, Locked Bag 20004, Melbourne VIC 3001

Feedback will be directed to the relevant department for consideration and resolution. Complaints, compliments and other feedback are recorded against supporter records and reported to our Board.

SUPPORTER INFORMATION

Our Supporter Charter outlines our commitments to you, our supporters. Our Privacy Policy details the information we collect about you and how we use it. All supporters can securely access their donation details at any time at our online space, myOxfam.

Visit www.oxfam.org.au or call 1800 088 110 to access these services.

SCAN THE QR CODE TO
PROVIDE FEEDBACK





Tonle Sap Lake, Cambodia: Oxfam is working with 15 partners in the western areas of Tonle Sap to support community fishery committees. The committees monitor fishing areas, raise awareness of the harm caused by illegal fishing methods, and document violations. Photo: Banung Du/Oxfam.

BACK COVER: Hera, Timor-Leste: Elídio, from the conservation NGO, Konservasaun Flora no Fauna, during a site visit to the Hera mangrove rehabilitation space. Oxfam's Kōtui program is working with local partner Core Group Transparency to track climate finance and promote the participation of women and other groups in this work. Photo: Keith Parsons/Oxfam.



OXFAM
Australia