



ANNUAL REPORT



OXFAM
Australia

OUR VISION

AT OXFAM, WE BELIEVE ALL LIVES ARE EQUAL AND NO-ONE SHOULD LIVE IN POVERTY.

WE JOIN FORCES WITH PEOPLE WHO SHARE THIS BELIEF TO EMPOWER COMMUNITIES TO BUILD BETTER LIVES FOR THEMSELVES.

THAT'S WHY WE ARE THERE ON THE GROUND, NOT ONLY TO SAVE LIVES IN TIMES OF CRISIS, BUT ALSO TO DEVELOP LASTING SOLUTIONS.

OUR WORK SPAN IS WIDE BECAUSE THERE ARE MANY CAUSES OF POVERTY.

SO, WE'RE ALSO IN FRONT OF DECISION MAKERS, GOVERNMENTS AND CORPORATIONS, AND SPEAK OUT ON THE BIG ISSUES. TOGETHER, WE ARE TACKLING POVERTY — BY CHANGING MINDS, SYSTEMS AND LIVES.



OXFAM INTERNATIONAL

Oxfam Australia is a member of Oxfam International, a global confederation working with partners and local communities in 90 countries.

Oxfam Australia supports programs in 33 countries alongside over 365 local partners.

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.

Cover image: Canberra, Australia: Kimberley is pictured at the Museum of Australian Democracy at Old Parliament House during the 2022 Straight Talk National Summit. Photo: Jillian Mundy/OxfamAUS.

Photo (this page): Ma'an, Jordan: Jameelah sells handcrafted products in Athroh Castle. Photo: Nesma AlNsour/Oxfam.



ACFID
MEMBER

Australian
Aid 



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CHIEF EXECUTIVE'S REPORT

I am pleased to present Oxfam Australia's Annual Report for 2021–2022. These pages are filled with the challenges, progress and triumphs we have shared this year, and I hope you enjoy reading them. I sincerely thank all of our staff and supporters for the role you have played in making our fight for economic, gender, climate and First Peoples' justice possible.

This year, COVID-19 continued to ask a great deal of us all. I am very proud of the role Oxfam Australia played in responding to this ongoing challenge. With support from the Australian public and the Australian Government, we continued to implement COVID-19 response and recovery projects across Asia and the Pacific regions. For example, we ran public health campaigns in support of vaccinations, and provided cash transfers as part of social safety nets to protect people's livelihoods.

Here in Australia, we enjoyed the opportunity to engage with our supporters again after two years of restrictions, through much-loved events like Trailwalker and the Melbourne International Comedy Festival.

The COP26 meeting in Glasgow in November 2021 was another important moment this year. We were proud to support vulnerable communities to share their knowledge and voice their demands for climate justice on the world stage. Oxfam Australia joined calls for our nation to adopt an emissions reduction target of 75% by 2030 and net zero by 2035.

We had a significant planned transition in our Board this year to ensure alignment with our strategic direction.

I am deeply grateful for the service of our outgoing Board members, Peter Bars, Melissa Houghton, Dr Fiona Kotvojs, Tim McMinn, Belinda Tallis and Alan Wu, who have paved the way for six new members: Aleem Ali, Zainab Fazil, Aurora Milroy, Margaret Thomas, Cliff Weeks and Amanda Young. I am looking forward to working with this diverse and dynamic group as we continue to build on the progress made by our previous Board.

As we look ahead to 2023 and beyond, Oxfam is prioritising the response to the growing global food security crisis. We are particularly focused on the situation in the Horn of Africa, where the combined impacts of violence, human rights abuses, hunger, the effects of climate change and the COVID-19 pandemic have contributed to a humanitarian crisis, with millions at risk of famine.

While the challenges that we face may seem daunting, the collective knowledge, experience and passion that we have to seek justice is a powerful force. I sincerely thank all our staff and supporters for being part of the positive change we seek in the world.



Lyn Morgain
Chief Executive

UTIVE REPORT



Lyn Morgain, CEO Oxfam Australia. Photo: Keith Parsons/Oxfam.



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

MESSAGE FROM THE CHAIR

It is an honour to present my report as Chair of the Oxfam Australia Board for 2021–2022. Oxfam Australia has continued to work incredibly hard this year to adapt, strengthen and unite towards our shared vision of a world where all lives are equal and no-one lives in poverty.

Despite the continued challenges associated with COVID-19, I am so proud that our Board, staff and volunteers have continued to bring focus and energy to the organisation's pursuit of tackling poverty and injustice.

This report outlines just some of the powerful projects that Oxfam Australia delivered this year, and I sincerely thank our supporters for making this work possible. You are helping to improve access to clean water for First Peoples here in Australia, helping women earn an income and become leaders in Indonesia, and providing food to families impacted by conflict in Ethiopia, among many other achievements.

I am delighted to update you on some significant changes in Oxfam's governance. On a personal note, I was honoured to join the Board of Oxfam International this year — a role which is providing me with an invaluable perspective of the global confederation.

Oxfam Australia was pleased to support our colleagues at Oxfam in the Pacific as they journey towards becoming affiliate members with a stronger voice in the Oxfam confederation.

The Oxfam Australia Board embarked on its own exciting transition following an expression of interest process to ensure that we are a diverse and inclusive body. As a result, I am thrilled to welcome six new Board members: Aleem Ali, Zainab Fazil, Aurora Milroy, Margaret Thomas, Cliff Weeks and Amanda Young. They will join continuing Board members Geoff McClellan, Sally McCutchan and Dr Jasmine-Kim Westendorf. James Riturban will continue in the role of staff representative.

The range of lived experiences, knowledge and skills brought by these members will allow the Board to provide critical governance oversight, strategic foresight and deep community engagement.

I would like to thank Aleem Ali for taking on the role as the Deputy Chair, and Geoff McClellan, who was appointed as our representative to the Oxfam International Assembly.

To honour this expression of interest process, a number of our previous Board members retired in August 2021. I sincerely thank Peter Bars, Melissa Houghton, Dr Fiona Kotvojs, Tim McMinn, Belinda Tallis and Alan Wu for their service to the Board. We benefited from their commitment, fortitude and wisdom through several years of challenges and change.

I would also like to acknowledge two former Board colleagues, Dennis Goldner AM and Ann Byrne AM, whose contributions were recognised by becoming Life Members of Oxfam Australia.

Finally, I am grateful for the leadership of Chief Executive Lyn Morgain and her team, whose expertise, advice and direction have been invaluable to steering Oxfam throughout these unprecedented times.

I am looking forward to working with all of you in the year ahead as we focus on continuing to strengthen our financial position to ensure that we are delivering positive, impactful change for the communities we work to support.



Dr Judith Slocombe AM
Board Chair



THANKS

Pakistan: Samreem, left, with her mother, was involved with the She Can Lead project and attended community training sessions. She hopes to make positive changes in her community. Photo: Khaula Jamil/OxfamAUS.



TO YOU THANKS TO YOU

PEOPLE ARE NOT JUST SURVIVING, BUT THRIVING.

The world continued to be challenged by COVID-19 during the second year of the pandemic, but with big-hearted supporters like you by our side — and our partners, staff and volunteers — we helped the most vulnerable communities to be safer, and continued our work around the globe for a fairer, more just society.

Despite the ongoing trials in the second year of the COVID-19 pandemic,

AN INCREDIBLE 67,490 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.

447 INVALUABLE
VOLUNTEERS

DONATED **24,192 HOURS**

of their time and expertise this year!

For more on Oxfam's volunteers, turn to page 52.

This year, over **320,370 ACTIVISTS AND CHANGE-MAKERS** were ready to stand with Oxfam in calling for a fairer world without the inequalities that keep people in poverty — **BECAUSE ALL IT TAKES IS A GROUP OF COMMITTED PEOPLE TO CHANGE THE WORLD.**

IN TOTAL, YOU ALL MADE OVER **460,000 INDIVIDUAL GIFTS** TO SUPPORT OUR WORK. THAT'S INCREDIBLE!



Cliff Collinson. Photo: Supplied.

MEET CLIFF, ONE OF OUR INCREDIBLE SUPPORTERS

Retired school teacher Cliff Collinson is a busy man. He is a local government councillor, volunteer announcer on local radio, and avid bush walker. He's also the convenor of the Fremantle Oxfam Group.

Cliff says his core values "are basically those of Oxfam. A commitment to social justice and a fairer, sustainable, peaceful and more equal world".

"I am inspired by many ordinary people who give up their time and money to make the world a better place, not only to fight against poverty and social injustice, but also to look after the environment and our planet."

Cliff's travels in Africa and Asia exposed him to "a lot of diabolical poverty and terrible working conditions" and he resolved to do something about it.

He says his work with the Fremantle Oxfam Group not only raises awareness and money, but also helps him feel more connected to his community.

Like over 1,800 other supporters, Cliff has made the incredible decision to leave a gift to Oxfam in his Will.

"It was not a difficult decision to include Oxfam in my Will. Dollar for dollar, I believe it is the one charity that will make the most difference in improving people's lives."

In March 2022, Oxfam trialled a new virtual challenge run entirely through Facebook — it invited targeted Facebook users to **JOG 3KM A DAY** for the month of March and fundraise for Oxfam. The challenge, one of the first to be trialled in Australia, attracted **1,698 REGISTRATIONS AND RAISED \$66,583**. Our thanks to all who participated!



Malekula, Vanuatu: Lisy worked with Oxfam partner Farm Support Association on transitioning from subsistence farming to small-scale, market-oriented farming. Photo: Artur Francisco/Oxfam NZ.

In 2021–2022, the Oxfamily bought a whopping **34,350 UNWRAPPED CARDS**, ensuring their Season's Bleetings and Eggcellent gifts are benefiting people around the world. These gifts allow Oxfam to provide families with training, support and livestock, which, in turn, provide food and an income. Topping the gift list this year, proceeds from **2,825 CHRISTMAS CHICKEN CARDS** went to helping families in places like Vanuatu — while more than **\$999,450 WAS RAISED THROUGH ALL UNWRAPPED PURCHASES**, changing countless lives.

This year, the **35TH MELBOURNE INTERNATIONAL COMEDY FESTIVAL** once again partnered with Oxfam Australia. Over the last quarter of a century, our partnership has raised close to **\$2 MILLION** to help improve the lives of people living in poverty. This year, the Gala was hosted by Steph Tisdell and **RAISED MORE THAN \$31,500**.



Comedian Nazeem Hussain doing his bit for Oxfam. Photo: Keith Parsons/Oxfam.



TRAILWALKER 2022

Following two years of cancelled and postponed events due to COVID-19 restrictions, Trailwalker was back in 2022!

**1,500 WALKERS
300 + VOLUNTEERS**

**MORE THAN
\$1,344,155 RAISED**



Photo: Patrick Moran/Oxfam

VIRTUAL TRAILWALKER

Virtual Trailwalker returned in 2021 to augment the return of the physical event. Thank you to the 236 teams that walked for a month and raised an incredible \$240,000 in support of our work.

TRAILWALKER VETERAN STEFAN WALKS HIS WAY INTO LEGEND STATUS

Stefan Krakowiak loves to walk. In fact, Stefan believes walking saved his life. A Trailwalker Legend, having completed five Oxfam annual Trailwalker events, Stefan walks 10km every day and adds a 70km walk on weekends.

For many years, Stefan struggled with social anxiety, depression and suicidal thoughts, but he now credits hiking, especially Oxfam's Trailwalker event, with turning his life around.

"Hiking literally saved my life," he said. "Over the years, Oxfam Trailwalker has helped me to build really strong connections within the community. It has given me purpose whilst keeping me in great physical and mental shape."

Stefan, who lives in Victoria's Yarra Ranges, first heard about Trailwalker through his uncle, who is currently on top of the family's leaderboard, with six Trailwalkers under his belt.

"My uncle, who is now in his late 60s, has completed Trailwalker six times. He was the first one to introduce me to it, and I plan on doing it every year for the rest of my life. I love it that much."

Stefan has grand plans to bring his baby into the Trailwalker fold as soon as he's old enough, ensuring that the family tradition will continue.

"I really hope one day when my baby, Leo, is 18, he will be able to join me too," he said.

And no doubt little Leo will be proud of his dad. In the Melbourne 2022 event, Stefan and his team finished an impressive 28th out of 275 teams, passing the finish line in 21 hours and 35 minutes. As this was Stefan's fifth walk, he was sporting Oxfam's Yellow Buff, indicating that he is now officially a Trailwalker Legend.

A film of Stefan's 2022 walk is on his Healing Hikes Australia YouTube channel, and he plans to film every Trailwalker he does.

It's thanks to supporters like Stefan and thousands of other committed Trailwalker participants that Oxfam can continue to fight poverty and injustice.



Stefan has participated in Trailwalker five times. Photo: Keith Parsons/Oxfam.



Dhaka, Bangladesh: Portrait of Parvin*, who has worked in the textile industry for eighteen years. *Name changed to protect identity. Photo: Mohammad Rakibul Hasan/OxfamAUS.

THANK YOU FOR CARING ABOUT WHAT SHE MAKES

For five years, you and Oxfam have been standing with the women who make our clothes, demanding that Australian brands pay them 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. Last year's list received huge coverage via media outlets, including Channel 9 News, and was shared close to 2,000 times on Facebook and Instagram.

This International Women's Day, we turned the spotlight on brands claiming to work with women in the garment industry, including Lorna Jane and Modibodi. Supporters sent hundreds of emails to Lorna Jane, which went on to strengthen its public living wages statement and audit wages in its factories.

Both of these media splashes set up the campaign for a year of significant progress, with brands like Myer coming to the table for the first time to open up their supply chains and commit to paying a living wage.

The What She Makes team has held dozens of private meetings with brands and hosted two workshops to support them in their progress towards paying their garment workers enough to cover the basics of life — and this work has paid off!

We now call on these brands to publish their plans — keep your eye out for this year's Naughty or Nice list to see which brands have progressed.

SEEKING CLIMATE JUSTICE

From droughts to fires and floods, cyclones and sea water inundation, the climate crisis is affecting everyone, but not equally. First Nations and Pacific Islander communities have contributed the least to climate pollution, yet they are being hit the hardest – losing their homes and way of life, with the very existence of Pacific countries now under threat.

Oxfam is acting urgently to protect humanity and our planet by demanding that political leaders take action. As a wealthy country and one of the world's highest greenhouse gas emitters, Australia has a responsibility to generously assist these vulnerable communities and protect future generations across the globe.

This year, Oxfam contributed to the *Fairer Futures: Financing Global Climate Solutions* and *Breaking Through Red Lines: Ways Forward for Loss and Damage Finance in the Pacific* reports.

In the lead up to COP26 in Glasgow, we urged the Australian Government to immediately:

- commit to a 75% reduction in greenhouse gas emissions by 2030;
- halt all new coal, oil and gas projects and expedite investment in renewables;
- significantly increase climate adaptation funding;
- provide separate loss and damage compensation, including financial support, for the most affected communities in Australia and the Pacific;
- include First Peoples in climate change mitigation and adaptation strategies; and
- support the mental, emotional and social wellbeing of communities to deal with the impacts of climate change.

And we're not backing down. Work is underway for COP27 in Egypt, and Oxfam will continue to act boldly to protect humanity and our planet, and ensure that no-one is left behind.



Loreto Island, Malaita province, Solomon Islands: Judith works on shell money (a traditional form of currency still in use for celebrations and disputes) at her home. The island is under threat from rising sea levels. Photo: Collin Leafasia/Oxfam.



Solomon Islands: The Disaster READY project is supported by the Australian Government and implemented by Oxfam through the Australian Humanitarian Partnership. Photo: Ivan Utahenua.

REGGAE IS HELPING COMMUNITIES TO BE READY IN SOLOMON ISLANDS

Jah Boy is a popular musician in Solomon Islands, and has been a supporter of Oxfam’s work since 2017, when he performed in Oxfam’s youth concert roadshow.

Jah Boy, whose real name is Kirwan Hatigeva, has a strong local fan base for his reggae music, and over 20 million views on YouTube. He was named Solomon Islands’ solo artist of the year in 2011 and 2012, and has gone on to produce four albums. He’s toured Australia, New Zealand and across the Pacific.

In 2021, with funding from the Australian Humanitarian Partnership, Oxfam and Jah Boy collaborated to create a song and music video about staying safe from cyclones and other natural disasters.

The collaboration is part of the Australian Government-supported Disaster READY program, which is partnering

with a range of stakeholders to strengthen local capability in the Pacific and Timor-Leste, so that communities are better able to respond to — and recover from — disasters.

The song, titled “Be Prepared”, urges communities to “leave no-one behind, because no amount of any weather is stronger than when we are together”.

The collaboration has supported other young musicians as well — the four supporting female vocalists in “Be Prepared” are part of Oxfam’s youth and gender program, and have now produced their own music video with Oxfam on preventing violence against women and girls.



Rohingya refugee camp, Cox's Bazaar, Bangladesh: Oxfam is installing contactless handwashing devices to help curb the spread of COVID-19. Photo: Fabeha Monir/Oxfam.

RESPONDING TO COVID-19

As variants of COVID-19 continued to impact the world this year, more than 1,400 of you contributed to our response. Thank you!

COVID-19 poses a global threat, so Oxfam's response also spans the globe. In addition to supporting our Pacific Island neighbours, Oxfam helped people in densely populated urban areas and refugee camps to protect themselves with good hygiene and clean water.

Here are just some of the ways you have helped protect vulnerable people from COVID-19:

- In **Bangladesh**, we are reaching some of the most vulnerable communities with food, public health information, hygiene kits and protective equipment.
- In **Fiji**, we are working with partners to amplify public health messaging and distribute hygiene kits.
- In **India**, we are helping hospitals get oxygen tanks and other urgent medical equipment, and providing communities with food, hygiene kits and other life-saving essentials.
- In **Indonesia**, we are distributing hygiene kits, developing public handwashing facilities, and providing clean water by restoring or protecting existing water sources.
- In **Iraq**, we are training health workers, distributing personal protective equipment and hygiene kits, and delivering thousands of public information brochures.
- In Za'atari refugee camp in **Jordan**, we are working to reach 78,000 people with water, hygiene and sanitation resources.
- In **Pakistan**, with local partners, we are distributing hygiene kits and running a communications outreach campaign.
- In **Papua New Guinea**, we are increasing our hygiene awareness work and scaling up the delivery of clean water, soap and sanitation supplies. We are also sharing information with communities about the gender impacts of the pandemic.
- In **Timor-Leste**, we are delivering hundreds of handwashing kits and public health information packs.
- In **Vanuatu**, we are working with our local partner organisations to share COVID-19 preparedness messages.

OUR RESPONSE TO THE COVID-19 PANDEMIC SPANS THE WORLD.

Oxfam Australia is responding to COVID-19 in Bangladesh, Fiji, Papua New Guinea, Solomon Islands, Timor-Leste and Vanuatu.

Oxfam International is responding in Afghanistan, Algeria, Bangladesh, Central America, Chad, Colombia, Democratic Republic of Congo, El Salvador, Ethiopia, Guatemala, Honduras, India, Indonesia, Iraq, Jordan, Kenya, Lebanon, Liberia, Malawi, Mali, Myanmar, Nepal, Nicaragua, Niger, Occupied Palestinian Territory, Pakistan, Philippines, Somalia, South Sudan, Syria, Uganda, Venezuela, Vietnam, Yemen and Zimbabwe.



Yati, from Central Lombok, West Nusa Tenggara, is the treasurer of the women's producer group in her village. The women make snacks, which they sell online and locally, and since training with Oxfam's local partner, Adara, they've seen their profits rise.

Adara worked with the group as part of Oxfam's Women in Leadership program to increase their use of local ingredients and resources in their snacks. Yati hopes that more women will join the group and take on leadership positions.

YOUR SUPPORT AROUND THE WORLD

MAGHREB & THE MIDDLE EAST

Development projects: 2 **Project partners:** 3 **Project participants:** Over 250 people, including over 100 women.
Emergency responses: 3 **People reached during emergencies:** Over 289,000 people, including over 66,000 women.
Influencing and advocacy initiatives: 2 **Influencing and advocacy outcomes:** Over 62 organisations and 1 million people influenced.
Countries where we work: Jordan, Lebanon, Occupied Palestinian Territories, Syria, Yemen.

GLOBAL RESPONSES

Global responses: COVID-19 Emergency Appeal.
People reached during emergencies: Over 510,000 people including over 215,000 women.

LATIN AMERICA

Development projects: 1
Project participants: Over 100 people, including 95 women.
Emergency responses: 1 **People reached during emergencies:** Over 5,000 people.
Influencing and advocacy initiatives: 1
Influencing and advocacy outcomes: 3 organisations influenced. Over 3,000 people engaging with Oxfam's message.
Countries where we work: Colombia, Mexico.

WHERE WE WORK

- Oxfam Australia programs
- Oxfam confederation programs
- No Oxfam Programs
- Oxfam Affiliates

AFRICA

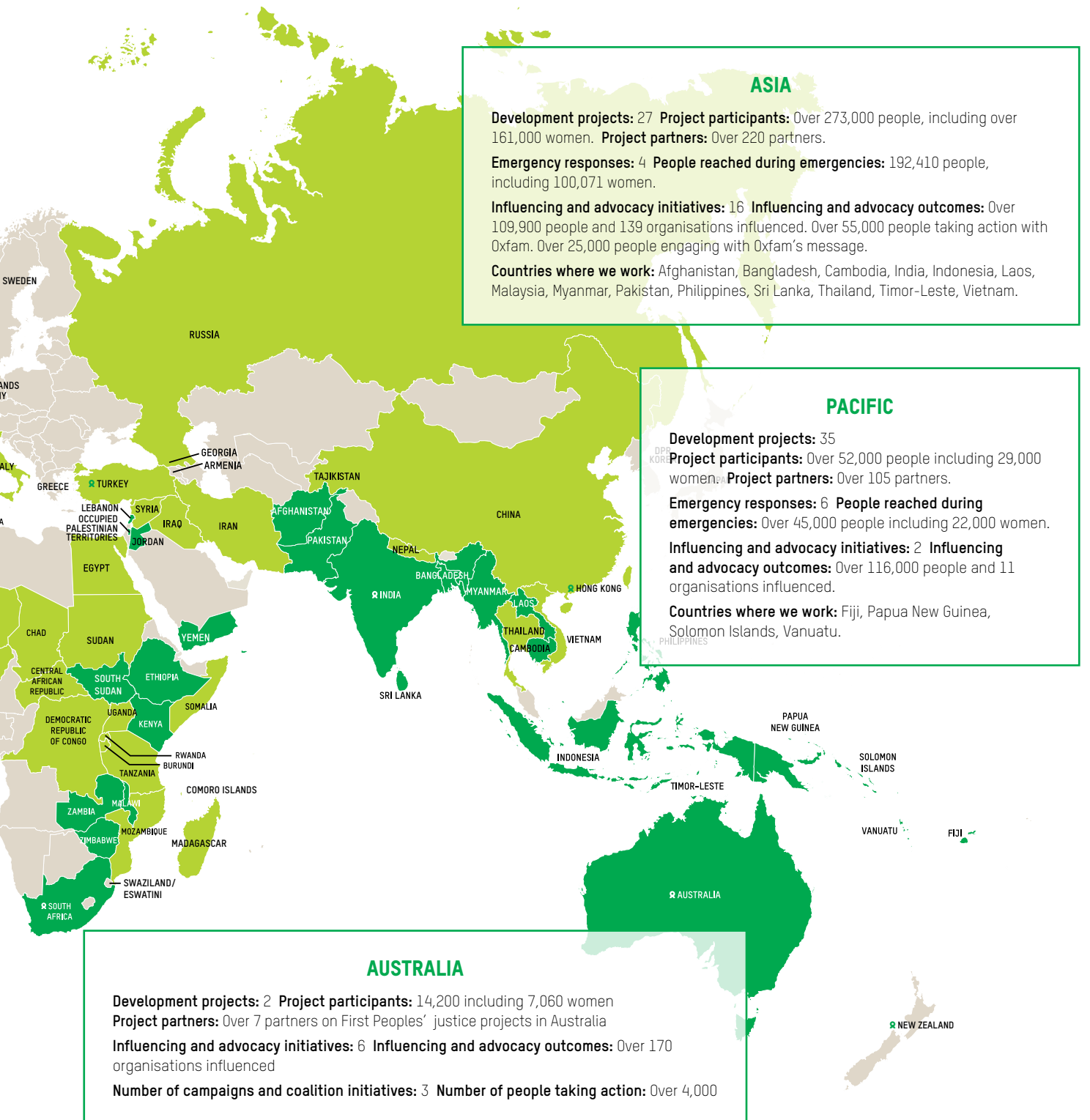
Projects: 2 **Project participants:** Over 1,600 people including over 950 women. **Project partners:** Over 15.
Emergency responses: 2 **People reached during emergencies:** Over 873,000 including over 428,000 women.
Influencing and advocacy initiatives: 1 **Influencing and advocacy outcomes:** 37 organisations and 800 people taking action.
Countries where we work: Ethiopia, Malawi, Somalia, South Africa, Zambia, Zimbabwe.



ROUND THE WORLD

Thanks to the life-changing support of people like you, the global Oxfam Confederation delivered life-saving aid, advocacy support and transformative development programs to 15.6 million people across 90 countries in 2021-2022.

Of this figure, Oxfam Australia supported over 1,740,000 people in over 33 countries, including 813,000 women. Oxfam worked with over 365 partners to directly impact the lives of over 340,000 people, as well as reaching over 1.4 million people with life-saving aid during an emergency. Oxfam Australia also helped influence over 1.3 million people and 436 organisations to advocate for a fairer world.



THE CHANGE WE SEEK

GENDER JUSTICE

Too often, women are denied their equal right to learn, earn, lead and succeed. They do the lion's share of unpaid care and domestic work, and violence against women and girls is one of the world's most common human rights abuses.

That's why we are working alongside a global movement of allies, partners and supporters to find local solutions and build a fairer future for women, girls and other marginalised people.

In 2021-2022, Oxfam Australia supported more than **57,000 PEOPLE** through our gender justice work.

HOW WE SEEK GENDER JUSTICE

End violence against
women



Support women's
networks and activism

JUSTICE



Eastern Highlands, Papua New Guinea: Eriko, the Director of Kafe Urban Settlers Women's Association (KUSWA) and a survivor of gender-based violence. Photo: OxfamAUS.

MEET MAMA DIN IN INDONESIA

Mama Din is a talented weaver, but she never imagined that her craft could earn her money. Now, she is running a business, leading a women's group, and changing the role of women in her community.

Mama Din makes beautiful handwoven cloth (tenun), but she didn't realise that her skills and hard work could also earn her an income. She had never had a job and was completely dependent on her husband's income when Oxfam's Indonesian Women in Leadership (I-WIL) project came to her village.

"I realise now that men and women are equals," Mama Din said. "The difference is that women often get less opportunity to participate in meetings or other activities to increase their knowledge, and they have no confidence to speak in a forum, and I was one of them."

With support from the Australian Government through the Australian NGO Cooperation Program, the I-WIL project established a women's group in Mama Din's village, and she was selected as the group leader. The group met regularly to participate in training,

workshops and discussions to help them start and build their own businesses.

Mama Din enjoyed the entrepreneurial training, and put her new skills straight to work. She built networks with cooperatives, women's micro-business associations and local banks to help her gain capital and marketing resources for her group. Mama Din's group is now developing a work plan with a management structure and shared workload among the members. They are also sharing their income so that each group member can support their family.

"After I joined I-WIL programs, my capacity and my confidence increased, and now as a woman group leader, I am confident to speak in public. I have opportunity to learn about business management and marketing, and it helps me and the group members to market our product and increase our income," Mama Din said.



Indonesia: Mama Din weaves cloth (tenun), which she sells through her business. Photo: Supplied.



Vanuatu: Alison far left, with his colleagues at the Vanuatu Society for People with Disabilities, has been working for 30 years to break down the barriers for people with a disability. Photo: Supplied.

MEET ELISON IN VANUATU

Elison has been working for years to support people living with a disability in Vanuatu. In partnership with Oxfam, he and his local community are influencing policies and changing lives.

In Vanuatu, people with disabilities are among the most marginalised groups in society. They are excluded from job opportunities and lack access to school, health clinics, public transport, public spaces, work sites and community events.

Oxfam’s approach to gender justice takes into account marginalisation due to race, ethnicity, ability and sexual orientation. We work with men, women, girls, boys and non-binary people to create change. Similarly, the Vanuatu Society for People with Disabilities (VSPD) has been working for 30 years to break down the barriers for people with a disability, but it hasn’t been easy to stay afloat.

In 2016, VSPD struck up a partnership with Oxfam thanks to support from the Australian Government through the Australian NGO Cooperation Program. Oxfam supported VSPD to develop networks for people with disabilities to come together to share their experiences and raise their concerns with decision-makers.

“When it seemed like hope was gone, Oxfam intervened and pushed us on. As the Director of VSPD, I never dreamed that the organisation would reach [the high] level we’re at today,” said Elison. “The number of organisations, departments and communities we work with has increased, and this has expanded opportunities for our members to build their livelihoods.”

“People with disabilities ... felt that they were being backed by an organisation that is willing to support them to achieve their dreams, so they started to speak up for their rights by participating in network meetings and advocating in public,” said Elison.

Thanks to the networks, VSPD has had a significant impact on national policies including the Vanuatu National Disability Policy, the National Sustainable Development Plan 2030, the Education Standard Building Code, the Vanuatu Education Inclusive Policy, and is advising the Vanuatu Labour Department on the recruitment of people with disabilities.

THE CHANGE WE SEEK

ECONOMIC JUSTICE

Today's economic models have failed us. Unjust systems have concentrated power and wealth in the hands of a few, at the expense of the world's most marginalised people.

That's why we're building fairer economic systems where people and planet come before profits.

In 2021-2022, Oxfam Australia supported more than **169,000 PEOPLE** through our economic justice work.

HOW WE SEEK ECONOMIC JUSTICE

Build resilience to economic adversity



Make economic systems inclusive of vulnerable groups



Support women to earn an equitable income

JUSTICE



Loreto Island, Malaita province, Solomon Islands: Mirlam and her husband, Stephen, are facing the threat of rising sea levels near their home. Photo: Collin Leafasia/Oxfam.

MEET NEHA IN BANGLADESH

Neha is an 18-year-old from Mymensingh, a very densely populated city in Bangladesh where she lives with her family. Her two sisters did not study, but she has just finished high school and has big dreams of starting her own business.

Oxfam and local partner NGO Forum for Public Health, with funding from the Australian Government's NGO Cooperation Program, are supporting communities in Mymensingh to be more resilient. Through the project, communities are improving their supply of clean water and toilets, the management of waste, and reducing the risk of disasters like fire and floods. Youth, like Neha, are also supported with training to help them earn a sustainable income.

When project staff went to Neha's ward to identify young people to participate in job skills training, Neha was a stand-out. Her enthusiasm and determination were obvious from the outset, and she was thrilled to have an opportunity to realise her dreams.

"I cannot ever tell you in words the difference getting chosen for this training made in my life already. Before, I only had a dream but now I feel I would be able to actualise it," Neha said.

She participated in the green job training program, which supports trainees to become entrepreneurs who produce environmentally friendly products.

Neha is now making and selling products out of jute — a sustainable fibre that is grown in Bangladesh and spun into coarse threads. She feels that if she teams up with the other trainees, they could apply the skills they have learned through the project to start a business, sell a variety of products, and her dream of being an entrepreneur will be realised.



Mymensingh, Bangladesh: Neha is supported with training to help her earn a sustainable income. Photo: Mehedi Hasan Didar.



Stung Treng province, Cambodia: Chantha is running an ecotourism business and protecting her local river's ecosystem. Photo: Bandidah Prum/Oxfam.

MEET CHANTHA IN CAMBODIA

Chantha's passion for the environment has led her to become a leader in her community.

Chantha's community lies in the heart of the Stung Treng province wetland site, one of the most popular tourist destinations in Cambodia. The area is known for its rich biodiversity and flooded forests that provide a home and breeding ground for fish.

In 2018, Chantha was selected as Deputy Chief of Koh Han Ecotourism, a local tourism company. She has built a successful enterprise, and encourages her community to take on roles like cooking or driving boats for tourists so they can earn an income. She also helps raise awareness about endangered species in the Mekong, and assists researchers in collecting information for fish catch monitoring.

She has also participated in Oxfam's Mekong Water Governance Project, which aims to support women and other marginalised groups to develop their leadership skills and influence water governance decisions.

"I am very much interested in community activities since I have learned about gender equality and women leadership in fishery and water resource protection," Chantha said.

"My family [husband] is an important motivator to inspire me to be able to participate in community activities, and I could play my leadership role."

However, the construction of a hydropower dam nearby has deterred tourists, and locals are finding it difficult to catch enough fish to eat and sell. With the support of her community and the new skills she has learnt, Chantha is now an active river defender and is monitoring changes in the Mekong's ecosystem.

"I am proud to be a women representative in Koh Sneng village representing other community members, especially women in ecotourism and fishery resource protection, because the Koh Sneng community cannot live without river and fishery resources," she said.

Chantha and her team aren't giving up their ecotourism business either. "We are planning to raise animal farms and to showcase the culture from our community in addition to the current status of nature we have in order to attract more tourists."

THE CHANGE WE SEEK

FIRST PEOPLES' JUSTICE

Despite being the original custodians of this country, First Peoples are often denied their fair share of its natural resources and are rarely involved in the decisions and policies that affect their lives and lands. This inequality results in low rates of life expectancy and disproportionately high rates of unemployment, poverty, incarceration, disability and chronic illness.

That's why we promote the rights of First Peoples to address the causes of inequality and take control of their destiny.

In 2021-2022, Oxfam Australia supported more than **25,000 PEOPLE** through our work seeking First Peoples' justice.

HOW WE SEEK FIRST PEOPLES' JUSTICE

Promote First Peoples' rights through advocacy and campaigns

Support Aboriginal and Torres Strait Islander women to be engaged in political, democratic and decision-making processes

Support First Peoples to address the causes of disadvantage, inequality and injustice

LES' JUSTICE



Canberra, Australia: 2022 Straight Talk National Summit visit to the National Museum of Australia's *Connection: Songlines* exhibition.
Photo: Jillian Mundy/OxfamAUS.



New South Wales, Australia: Wally, a Walbunja man and an applicant of the South Coast native title claim, shares his story about the impacts of fisheries regulations on his community. Photo: Aimee Han/Oxfam.

MEET WALLY ON THE SOUTH COAST OF NEW SOUTH WALES

For decades, First People have been unable to perform cultural fishing, a tradition that goes back over 65,000 years. Instead, they have been targeted, harassed, fined, prosecuted and jailed, simply for their cultural practices — and this has cost them greatly.

Wally, a Walbunja man and an applicant for the South Coast native title claim, shared his story. “My father was a fisherman and made a living out of fishing. We used to fish as well. Ninety percent of our diet was all seafood ... That was our way of life for coastal people,” he said.

“Over the years, as fisheries regulations came in and made it hard for us to live and stopped us from doing the things we used to do, it really impacted on our community. All of a sudden ... we’re going out diving and bringing home food and next minute, we’re being prosecuted and we weren’t given the opportunity to be part of the industry,” Wally said.

“It started getting really bad in the nineties, where they started sending people to jail for this stuff that we see as our culture. It’s not a crime to us, it’s just part of how we grew up.”

While Wally and his community are raising their voices, there is damage that can’t be undone. “We’ve already lost two generations of culture fishermen ... It’s affected everybody ... it’s affected our whole community.”

Since 2018, Oxfam has worked with communities along the South Coast of NSW, like Wally’s, and this year, we made submissions to an inquiry into the failure of NSW governments to recognise these rights, showing systemic bias against First Nations people going back 25 years.

We have called for a 2009 amendment to these laws to be acted upon, along with a community-held licence to allow a commercial quota for fisheries. We demanded that Fisheries NSW staff are trained in native title rights and interests, and the international human rights of indigenous people; that First Nations commercial fishers are provided with culturally appropriate access; and are involved in decision-making about fisheries.

MEET LUCAS IN LAKE CONDAH ON GUNDITJMARA COUNTRY

Competition for increasingly scarce fresh water is common across the world, including in Australia, where high salination affects agriculture, drinking water supplies and ecosystem health. Many First Nations communities predominantly use bore water, which poses additional health risks to pregnant women and their babies, and increased risk of chronic diseases, including heart disease, stroke and diabetes. The scarcity of water also affects the way that land and water is used, custodianship and cultural practices.

Since 2018, Oxfam has worked in partnership with Monash University to develop innovative water purifiers that are compact, low-cost to produce and solar-powered, and worked with First Nations communities to test and find new sources of clean water.

Lucas was trained as the facilities and maintenance manager at a mission on Lake Condah on Gunditjmarra Country. He says, "The water quality here is not great. There are a lot of farming practices carried out from here where the creek starts down to the coast ... So, any farming practice discharge and salinity from any water runoff comes down the line."

The toilets at the local cultural centre use creek water, but drinking water is either trucked in and stored in tanks, or people use bottled water — both are expensive. The pilot water purifier has given Lucas an opportunity to gain new skills and help his community. "A system which can eliminate all of the salinity and bad bacteria in the water is great ... We are on the ground taking and collecting water samples to take back to the lab — it is fantastic."

Lucas is also optimistic about the potential to eliminate single-use bottled water. "The clean supply that's coming out of these units will help us provide good potable water to the community."



Gunditjmarra Country, Australia: Lucas, Facilities Maintenance Manager, Gunditj Mirring Traditional Owners Aboriginal Corporation, tests for safe drinking water. Photo: Keith Parsons/Oxfam.

THE CHANGE WE SEEK

CLIMATE JUSTICE

The global climate crisis will affect all of us, but not equally. The great injustice of the climate crisis is that it hurts those who are least responsible for causing it, and who are least equipped to respond to it.

That's why we're seeking smart, sustainable solutions for at-risk communities and calling on powerful governments and companies to step up and curb the crisis.

In 2021-2022, Oxfam Australia supported more than **101,000 PEOPLE** through our climate justice work.

HOW WE SEEK CLIMATE JUSTICE

Create just and fair transitions to an environmentally sustainable economy



Build resilience to future climate and disaster risks



Ensure climate finance reaches vulnerable communities



Loreto Island, Malaita province, Solomon Islands: An aerial view from a drone of Loreto Island, which is under threat from rising sea levels. Photo: Collin Leafasia/Oxfam.

MEET SYAEUN IN INDONESIA

Severe floods are frequently damaging Syaeun's village, as well as her ability to sell her produce, but she is learning new ways to respond to disasters and earn an income.

The East Lombok district of Indonesia was already vulnerable to extreme weather events, and now climate change is making matters worse. Rural communities are frequently experiencing loss of life and livelihoods due to extreme weather.

"The natural disasters that frequently happen in Sembalun are flash floods," said local resident Syaeun. "The consequences of these disasters are particularly felt by farmers as lots of agricultural lands get buried ... farmers often can't cultivate or harvest for six months straight."

"Before [local organisation] KONSEPSI and Oxfam came to Sembalun, the people had little knowledge of how to deal with such disasters ... they just ran away, and they didn't consider their safety. As a result, there were many mass fatalities."

With the support of the Australian Government through the Australian NGO Cooperation Program, Oxfam Australia and local partner, Director of Consortium for Study and Participatory Development (KONSEPSI), are helping

vulnerable communities in East and West Nusa Tenggara to build climate and disaster resilience.

The program is providing community training in early disaster warning systems and rescue process assessments that prioritise vulnerable groups. To help build resilience, the project is also developing sustainable businesses, such as a coffee plantation that mitigates against flash flooding, encouraging product diversification and providing financial support, particularly for women.

"We from the women of small and medium enterprise [group] were trained how to make snacks from our agricultural products," says Syaeun. "When the products were produced, they assisted us by linking us to related government institutions [for food certification]."

"At first, there were three small businesses, but there are 22 now. Us as women proved ourselves to other women out there; that women can produce a lot of things and all of these 22 businesses now have their own special or unique products."



Sembalun, East Lombok district, Indonesia: Syaeun, a member of a womens' enterprise group, is learning new ways to respond to disasters and earn an income. Photo: Kyo Umareta/Oxfam.



Solomon Islands: Grace (inset) is proud to contribute to national and regional debates on climate change. Photo: Supplied.

MEET GRACE IN SOLOMON ISLANDS

As a leader of the Solomon Islands Climate Action Network (SICAN), Grace took the opportunity to share her story about climate change with the world.

Pacific Island countries are already experiencing the direct and devastating impacts of climate change, such as extreme weather, rising sea levels and saltwater intrusion. Many Pacific communities are working to overcome these issues, but their efforts are hampered by a lack of collaboration, and marginalised groups are often left out.

With support from the Australian Government through the Australian NGO Cooperation Program, Oxfam’s Pacific Islands Climate Change Collaboration, Influencing and Learning (PACCCIL) project partners with climate action networks to help them influence climate policies and include marginalised groups in their work.

SICAN is ensuring women and people with a disability are included in their meetings and trainings. Now, more and more marginalised people are participating in SICAN activities, after seeing women and people with disabilities taking climate action.

Melvina, a climate change officer with SICAN who is living with a disability, said, “SICAN is very inclusive because it includes us people with disabilities in all its activities, like meetings and learnings, reflection, and even in everyday communication from the secretariat where we become aware of ... the climate change opportunities that exist for SICAN members.”

The opportunities for marginalised groups to share their experience of climate change extends to the national stage as well. SICAN Chairperson, Grace, represented the Rock Valley community in the Climate Justice Dialogue. As a result of this exposure, she was invited to present at the COP26 side event at the Pacific Resilience Hub and the Pacific Feminist Convening in 2021.

“If it wasn’t for PACCCIL project we will never share our story and challenges of climate change that we have faced and gone through. But because of this project and the network, our voices have been represented in the national and regional spaces,” Grace said.

THE CHANGE WE SEEK

SAVING LIVES, NOW AND IN THE FUTURE

Global humanitarian need is greater now than at any time since the Second World War, and is continuing to grow. Today, crises are driven by climate change, protracted conflict, failures of global governance and growing inequality.

That's why we respond to disasters when they strike, as well as helping vulnerable communities to address the underlying causes and plan for future challenges.

In 2021-2022, Oxfam Australia supported more than **1.4 MILLION PEOPLE** through our humanitarian work.

HOW WE SEEK ENHANCED HUMANITARIAN ACTION

Address inequalities that increase conflict and disaster



Provide timely assistance to people impacted by crises



Maharashtra, India: Teams providing face masks, hand sanitiser and other protective equipment following a request from state health authorities. Photo: Ikbal Singh/Oxfam India.



Rohingya refugee camp, Cox's Bazar, Bangladesh: Nur wears a mask inside her house to protect her child from COVID-19. Photo: Fabeha Monir/Oxfam.

MEET NUR IN BANGLADESH

In our response to COVID-19, our priority is to support the most vulnerable people, especially those in higher-risk environments, such as refugee camps or crowded urban areas. Our teams are increasing the delivery of clean water, handwashing facilities and soap. We work with communities on hygiene awareness, help ensure access to food and other essentials, and get cash to those most in need.

In Cox's Bazaar refugee camp in Bangladesh — the largest refugee camp in the world — COVID-19 presents an enormous threat.

"I have been living in this refugee camp for more than three years," said Nur*. "There are many challenges we are facing, including hot weather. It's tough to live inside these tents. The water crisis is remaining here.

"I know about Coronavirus. I heard that we have to clean hands often with soap. Then, we have to dry our hands.

We have to do it to prevent the disease. We also have to maintain distance from each other. If someone gets sick, we have to take the person to hospital. If someone has pain in the throat, body pain or fever. Then we have to take them.

"We are not afraid. We know how to wash hands, how to be safe. We heard from volunteers; they told us ... If we get soap, then we can wash hands, and take shower and we can stay away from disease," Nur said.

*Name changed to protect identity.

MEET SELAMAWIT IN ETHIOPIA

Conflict erupted in northern Ethiopia in November 2020, and millions of people have been impacted by violence, displacement and hunger. From July to November 2021, nearly 2 million people were forced from their homes in the Amhara and Afar regions alone.

During conflict and crises, community members are often the first responders, and they are critical partners in humanitarian responses. In northern Ethiopia, we are working with incredible volunteers, like Selamawit*, to distribute much-needed food to families fleeing conflict.

Before the crisis, Selamawit was a government employee, but due to the escalation of conflict and destruction of government offices, she had to flee her job and her home. Although she arrived safely at a nearby town, she was unhappy sitting idle, so she decided to volunteer to help other displaced people.

"I don't volunteer to get money ... I just want to help these desperate people. We lived together, and now we are suffering together, but I get satisfaction when I volunteer with the efforts that relief organisations make for these people," she said.

Selamawit and other volunteers are provided with training, equipment and cash to cover their daily expenses. The skills they learn support the humanitarian response, but can also be used to support their community well into the future. During a food distribution facilitated by Oxfam and local partners, Selamawit was an enormous help with registration and communication because she knew the people and the area so well.

"I have no family, the people in the district were my family. I enjoyed living here during the good times. Being here with them during these difficult times is fulfilling to me as a human and as an Ethiopian," Selamawit said.

*Name changed to protect identity.



Uwwa district, northern Ethiopia: Selamawit is volunteering with Oxfam to help support her community. Photo: Serawit Atnafu/Oxfam.

INNOVATION AT OXFAM



Tanna, Vanuatu: Oxfam staff ahead of the Unblocked cash transfer program role out in Tanna Vanuatu. Photo: Arlene Bax/Oxfam Vanuatu

As Oxfam’s understanding of poverty and its causes evolve, so does our understanding of the best ways to tackle it. Add some cutting-edge technologies into the mix and the outcome is innovative — sometimes industry-first — ways to best support people living with inequality and poverty.



THE FUTURE IS NOW

It's one of the fastest-growing industries in the world, and by its very nature, technology offers us exciting new ways to engage with others. We are constantly looking for new ways to connect with the people who are the backbone of our work — our supporters — and the past year has seen significant developments in the digital space.

MAKING REGULAR DONATIONS EASIER

Without our regular supporters, who choose to donate to Oxfam Australia on a monthly basis, we would not be able to provide a positive impact for the communities we work with. This year, Oxfam has embarked on research to improve the experience for these generous supporters. As a part of this research, we've collected responses from more than one thousand people and will be using this to improve the experience going forward.

NEW IDEAS

The ever-changing economic environment means it is vital that we're always looking for new ways to sustainably do our life-changing work and involve the Australian community. This year, Oxfam established a new process for developing products. We put people at the centre of our design process, and used behavioural science and start-up methods, combined with the knowledge of our people across the organisation, to develop and test new ideas. This helped us mobilise financial and other support and achieve our impact goals.

EXPLORING WEB 3.0

There is a large and growing community of people who interact online, especially in this new era of the

internet called Web 3.0 (the 'metaverse'). This year, we have developed a strategy for Oxfam Australia to join this evolving space in an incremental and safe way, and connect with new communities in the metaverse to tackle poverty and end equality.

Web 3.0 — which is built on the concepts of decentralisation, openness and greater user utility — is characterised by ideas such as virtual and augmented reality, decentralised finance, cryptocurrencies, blockchain applications, decentralised organisations, smart contracts, non-fungible tokens or digital assets (NFTs), and more. And it is no surprise that the metaverse is particularly popular with younger generations, like Generation Z, who spend twice as much time socially interacting with peers in the metaverse than in real life.

By proactively learning about what works for Oxfam in this growing area, we are constantly looking at the future of our organisation and how to most effectively continue our work. We'll be very excited to share our exploration in the months and years to come as we innovate in new spaces to tackle poverty and end inequality.

LIFE-CHANGING ACCESS TO WATER

Fresh water that is safe for drinking is a basic and vital human need — and yet, it's a scarcity for communities worldwide — including in many parts of Australia, where salination is high.

Since 2018, Oxfam has worked with Monash University and the First Nations community of Gunditjmara in south-west Victoria on an innovative project to access clean water for rural off-grid First Nations communities, with innovative water purifiers that are low-cost to produce, solar-powered and compact enough to fit in a suitcase.

Oxfam has worked with these local communities to test and find new sources of clean water and provide training and employment, while setting baseline standards of water quality.

For the full story, please go to page 31.



Santo Espiritu, Vanuatu: An Oxfam staff member registers a participant for an e-card as part of the UnBlocked Cash Program. The program serves to rebuild the local economy, and assisted the most vulnerable people with cash transfers in the wake of Tropical Cyclone Harold and the COVID-19 crisis. Photo: Arlene Bax/Oxfam in Vanuatu.

USING ADVANCED TECHNOLOGY TO TRANSFORM HUMANITARIAN ASSISTANCE

When Tropical Cyclone Harold hit Vanuatu in 2020, Oxfam deployed a large-scale cash and voucher assistance project, called UnBlocked Cash, using a simple, transparent and instant digital cash transfer platform. One of the most practical and immediate types of support, the project distributed cash to families so they could buy food, water and sanitation items, hardware resources and other essential items.

What was initially a \$2.16 million commitment over six months became \$3.89 million over 12 months to support families to recover and rebuild, making it the largest cash transfer Oxfam has delivered in the Pacific.

The project has received two international awards celebrating it as both innovative and impactful, while gaining recognition as an alternative, viable and sustainable form of humanitarian assistance — all while improving the blockchain-backed technology used to deliver emergency support instantly, now and in the future.

For more information on the lessons learned from this project, please go to page 45.

LEARNING FROM OUR WORK



Understanding how to provide support, relief and improved outcomes most effectively for people living in poverty requires regular evaluation of our projects. This is done through consultation — not just with our partners but with the people we work to support.

Cambodia: Rany goes out on the Mekong River with her father Bros in search of fish. Photo: Savann Oeurm/Oxfam America.

IN THE MEKONG RIVER REGION

Oxfam is working in the Mekong region to ensure governments and the private sector engage with local communities when developing hydro-power and renewable energy policies and plans. The project also strengthens local capacity and the representation of women and other marginalised groups in water governance decision-making.

Working across Cambodia, Laos, Myanmar, Thailand and Vietnam, this project faced significant challenges during the COVID-19 pandemic. Many activities were delayed, cancelled or shifted to online platforms. It took time for participants to get used to engaging online, and the limited physical events for advocacy and decision-making forums presented a big challenge for this project.

A review found that indigenous women were particularly disadvantaged by the unavailability of interpreters, high travel expenses and high registration fees during this period. In-person interaction is highly valued by indigenous women, so the project is striving to continue these in-person exchanges.

The review also highlighted the need to continue to support indigenous women to build their skills and confidence in sharing their perspective, and strengthen women's networks to provide more opportunities for leadership. Communities also require more support from Oxfam and local partners in using tools to help them address gender inequality. These opportunities for improvement will be a focus for the next year.

IN VANUATU

In response to the cumulative impacts of Tropical Cyclone Harold and the COVID-19 pandemic, Oxfam deployed a large-scale cash voucher assistance project in Vanuatu, called UnBlocked Cash (UBC). The project collaborated with multiple partners – including international NGOs, local NGOs, the private sector and provincial governments – through a single platform to deliver Oxfam's largest ever cash transfer in the Pacific. The project aimed to improve the food security and livelihoods of the affected communities, as well as the capacity of local NGOs to deliver cash-based programs while demonstrating humanitarian "best practice" in cash delivery.

An evaluation indicated that the project achieved and even surpassed its main objectives, with 94% of participants stating that their needs are being met. There was a 62% reduction in recipients who were food insecure, and 61% reduction in households with high levels of stress.

On average, 82% of partners reported an increase in capacity in cash voucher assistance.

The evaluation recommended the continued use of digital cash, voucher and blockchain innovations in humanitarian action in the Pacific, as the project highlighted effectiveness and efficiency in reaching vulnerable people in remote areas.

Similarly, an independent, external evaluation of the UBC project conducted by Human Capacity Development International in 2022, concluded that the project was a valuable innovation in inclusive and constructive disaster response and social protection. The evaluation recommended that Oxfam should continue to advocate for UBC as a long-term sustainable form of humanitarian assistance, support future research on the long-term impact of the UBC project, and explore ways to expand and further trial UBC in Vanuatu.

WORKING W



Vanuatu: Oxfam staff Maurice and Sandra talk with beneficiaries Johnson Talam and Mere Johnson, joined by Rosie and son. Photo: Arlene Bax

WITH OXFAM WORKING WITH OXFAM

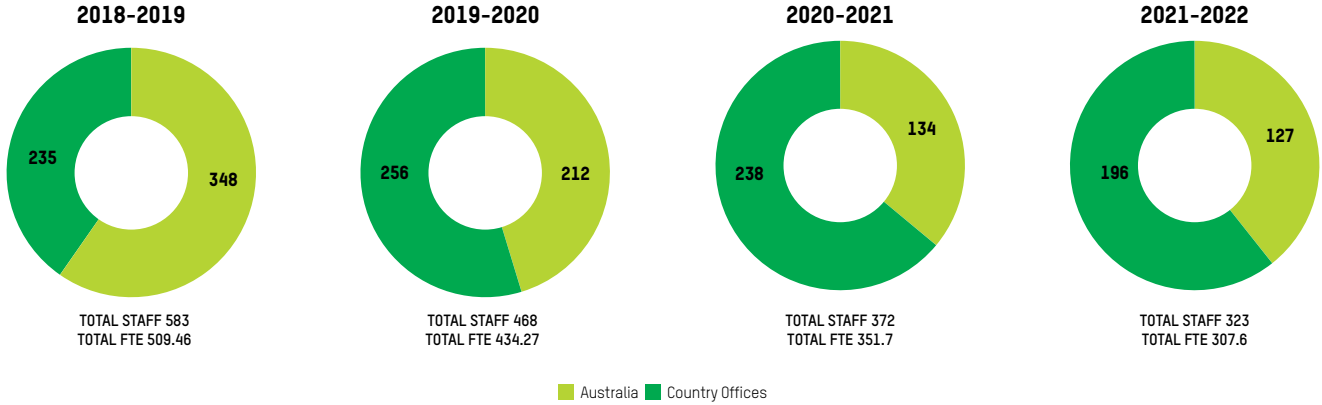
People are at the heart of everything we do at Oxfam — the wellbeing and safety of each individual who works with (and is supported by) Oxfam Australia is our highest priority. We continuously assess this to find new and better ways to support the people in our offices and across our programs.



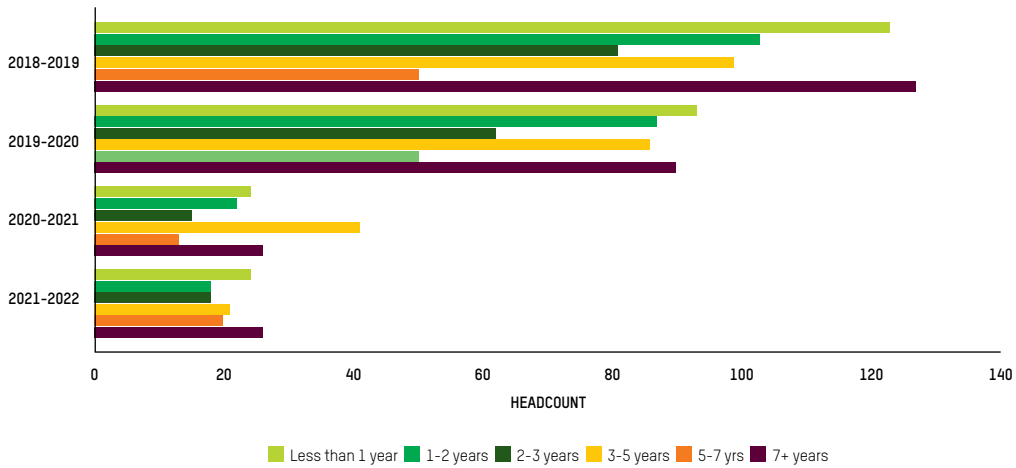
OUR STAFF

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 personal experience in the types of inequality we seek to address, and more than 58% of our staff are women.

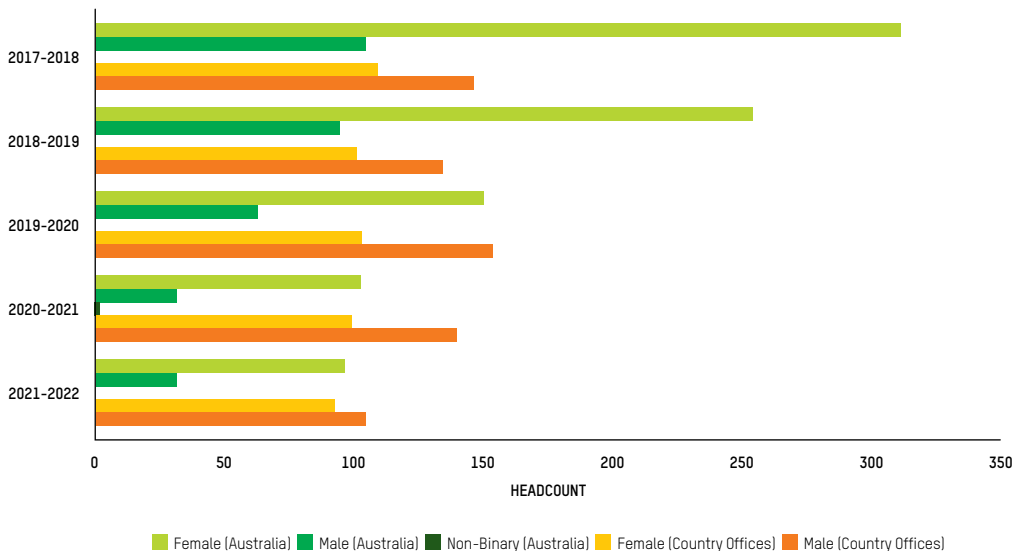
NUMBER OF STAFF



STAFF BY YEARS OF SERVICE



STAFF BY GENDER



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.

During the past year, Oxfam developed and implemented an online suite of safeguarding courses for new staff and volunteers to complete, and for all existing staff and volunteers as a refresher. We also provided in-person visual training for non-administrative support staff from diverse language and culture groups. These courses 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 prepared for the annual workshops for Safeguarding Focal Points that would be run in-person during 2022. The staff in these voluntary positions continue to act as points of contact to raise awareness and share information on safeguarding, and to receive reports on safeguarding against exploitation, abuse, harassment and child safeguarding concerns.

We are also leading the development of visual summaries of the One Oxfam Safeguarding policies and co-convoked the ACFID Safeguarding Community of Practice. We continue to implement and monitor progress against the One Oxfam Child Safeguarding and Protection from Sexual Exploitation and Abuse policies across all countries and projects that we fund. In the 2021–2022 financial year, there were three reported cases involving Oxfam Australia programming or country operation staff, which were investigated and followed up with appropriate action.

Fiji: Filippo focuses on dignity and respect in all his work.
Photo: Supplied.



FILIPPO MASAUURUA, OXFAM IN THE PACIFIC'S MULTI-STAKEHOLDER PARTNERSHIP LEAD AND SAFEGUARDING FOCAL POINT

Filippo's approach to safeguarding is all about dignity and compassion, and it's this approach that has changed the lives of marginalised people in the Pacific.

Filippo has drawn on his vast network of contacts, including leaders of local partner organisations and churches across the Pacific, to promote the inclusion and safety of vulnerable and marginalised populations in civil society and religious settings.

His determination to have those more used to watching from the fringes included in every level of society has seen not only physical changes, like ramps for people with disability being built at churches, but also attitudinal changes — big ones — where people from the LGBTQI community are now confidently attending church without fear of discrimination.

Filippo's dedication and drive truly reflects Oxfam's goal of a world where we are all equal.



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 supporters and volunteers who enable Oxfam to bring our vision of a world without poverty and injustice to life. We couldn't do what we do without them!

Victoria, Australia: Oxfam Australia supporter Chris, pictured in her beautiful garden. Chris said the decision to leave a gift to Oxfam in her Will was not a difficult one. Photo: Keith Parsons/OxfamAUS.

MEET THE OXFAMILY

MEET VALERIE AND JOHN

Valerie and John Braithwaite's connection to Oxfam spans more than half a century.

"We first became involved with the organisations that merged to form Oxfam Australia as doers rather than donors. We organised door-to-door collections for the Freedom from Hunger Campaign in the late 1960s and then worked with Community Aid Abroad, particularly in its global health campaigning.

"As our children grew up, we would talk to them about how important it was not to be rich when so many children do not have enough to eat. The family would discuss how much it should give. We concluded it was best to have family discussions also of who we should give the money to. We chose Oxfam to be one important recipient long ago because it had that focus on the most needy of Freedom from Hunger and the political edge of Community Aid Abroad, and political advocacy for structural change for a more just world.

"Family discussions about legitimate family expenditure versus donation expenditure are often contested but also provide endless amusing stories of measures taken to balance the family budget by being 'humble' consumers.

"Agreeing on rules of giving was liberating for our family because it is so important to be generous in day-to-day life if one is to persuade future generations to be givers. It has been a pleasure over 55 years to work with so many inspiring Oxfam leaders."

MEET IAN NEWMAN

A focus on community development was what attracted Tasmanian Ian Newman to support Oxfam, back in the days when it was Community Aid Abroad.

"A close university friend introduced me to Community Aid Abroad, which he supported because it provided direct contact with communities in need of development aid," Ian said. "I liked the idea, as I already supported several emergency aid agencies. Community resilience and development is important."



Photo: Supplied.

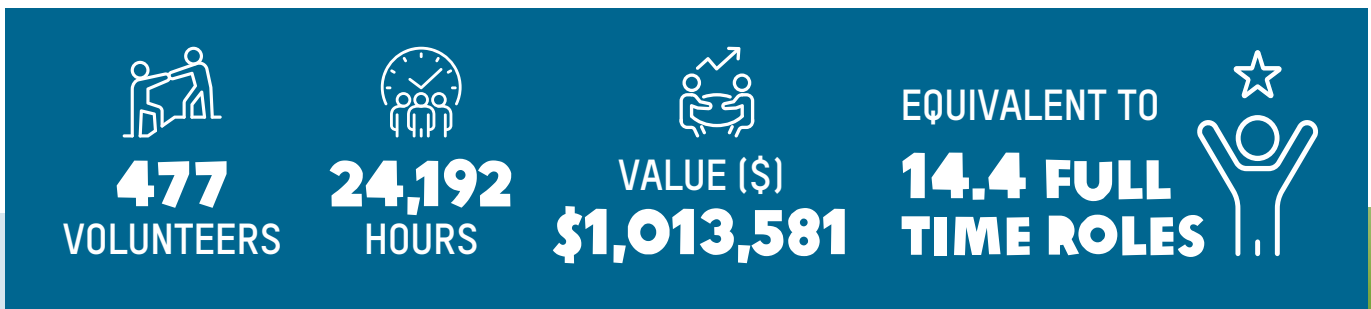
When Community Aid Abroad merged with Oxfam to form Oxfam Australia, Ian saw parallels between the two organisations. "I found that Oxfam also had a community development focus," he said. "Hence, I strengthened my support."

When Ian was 12, his family spent a year in Colombo, getting to know local customs and eating food that was considered exotic at the time. He was more than happy to join an Oxfam supporter trip to Sri Lanka many years later.

"As an Oxfam supporter, I jumped at the chance to join their 2017 trip to view community development projects that Oxfam supports in Sri Lanka," Ian said. "After more than 50 years, I still loved the fruit and pappadums."

OXFAM'S AMAZING VOLUNTEERS

Oxfam Australia volunteers include office volunteers, event volunteers, community volunteers, Board members, interns and secondees – and we simply couldn't have the same impact without them.



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

The equivalent value of just three volunteer hours can pay for 12 tree seedlings that can act as a carbon sink and help greenhouse gas mitigation in Solomon Islands.

Two full-day office shifts mean that we can provide one woman in Pakistan with a sewing machine and materials to set up a small business, making undergarments at home. Many women in rural areas cannot afford to buy sanitary supplies, and learning to make reusable items at home is life-changing – helping them to stay healthy and also earn a decent living.



Australia: Melbourne Trailwalker 2022. Photo: Sam Biddle/OxfamAUS



5
VOLUNTEER HOURS

can enable Oxfam to build an improved toilet in Bangladesh which can be used by five households during emergency floods



10
VOLUNTEER SHIFTS

can enable Oxfam to help support a delegation of Pacific Islanders to travel to, and be heard at, the UN's yearly climate conference (COP)

MEET AMANDA

If you've ever participated in Oxfam's Trailwalker event in Melbourne, chances are Amanda Pollard has ushered you into a checkpoint along the route. Amanda is one of our most dedicated volunteers, working at 10 Trailwalker events since 2008.

Amanda says she has always been motivated to stay connected to the event.

"It's because of the amazing work that Oxfam does and my desire to play a small part in helping the walkers and runners on their journey," she said.

Amanda works for Origin and first got involved with volunteering through the Origin Energy Foundation. Over the years, she has volunteered with fellow employees and members of the public. Since hearing tales of her experiences, her husband, his friends and his workmates have also joined the action.

"It is a chance to get out of the office, enjoy our beautiful natural environments and support people who are making a difference to other people's lives," Amanda said.

And what keeps her coming back?

"The wonderful reason for the event, but also the effort that the runners/walkers have put in to get there. While I may be tired at the end of the day, that is nothing compared to the participants who are running/walking 100km to complete the event."



Photo: Keith Parsons/OxfamAUS



Photo: Tammy Law/OxfamAUS

MEET BURNETT

Burnett Clarke has been a highly valued volunteer and member of the Oxfam Philanthropic Partnerships team for seven years. Burnett works on administrative tasks for Oxfam's supporter database, as well as record keeping and research in relation to major donors. Burnett originally became involved with Oxfam when he did the Brisbane Trailwalker in 2014. Not only has he completed Brisbane's trail twice, but he has done Virtual Trailwalker several times. When he's not on the trail, he has volunteered as part of pre-event briefing sessions and as a checkpoint volunteer.

Burnett said the best part of volunteering at Oxfam is seeing so many positives come out of the time he has invested into Oxfam over the years.

Burnett's long-time manager praised his generous spirit and helpful nature. "It doesn't matter how tough a day is, having Burnett help out brightens the day, eases pressures and, in a way, helps me get a new perspective and gives me hope — that if volunteers believe in the work that we do and come in readily to help us, then we must be doing something right."



FINANCIALS

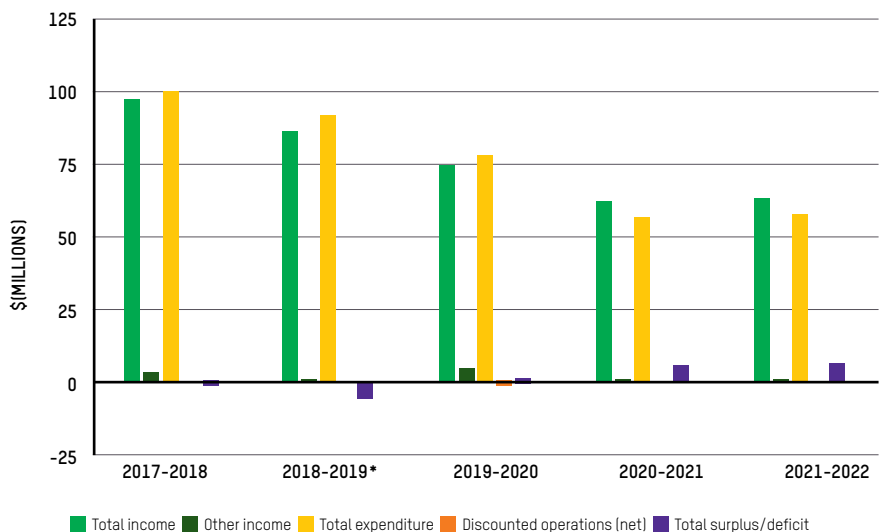
Pakistan: Samreem is involved in Oxfam's She Can Lead project. Photo: Khula Jamil/OxfamAUS



FINANCIAL PERFORMANCE

This financial year, Oxfam Australia reported a consolidated operating surplus of \$5.9 million after a strong increase in Legacy community support income and a reduction in program expenditure. This reduction was primarily driven by the impact of COVID-19 restrictions across the region that resulted in a slowing down of program expenditure.

Our total comprehensive position for the year is a surplus of \$5.8 million after recognising a small loss on revaluation of investments held.



*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.

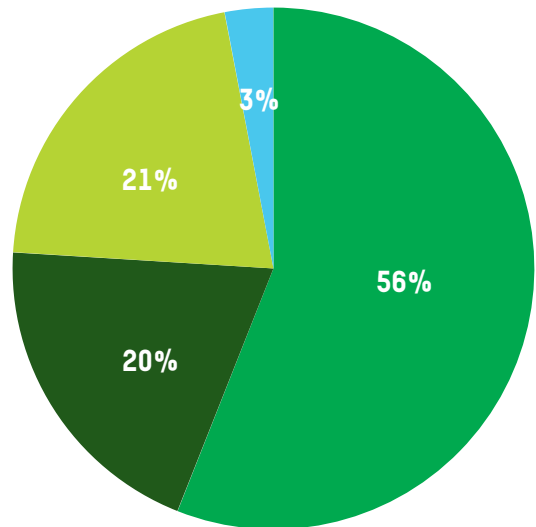
INCOME

This year's income of \$62.8 million was an increase of \$1.4 million from the prior year. Our most significant income stream was community support, which contributed \$34.9 million, even though it was impacted by COVID-19 restrictions limiting in-person fundraising initiatives like Trailwalker. We also received \$25.9 million of grant funding, which was slightly lower than the prior year and offset by a matched reduction in expenditure.

INCOME TYPE



WHERE THE MONEY COMES FROM



- Community support income
- DFAT income
- Other grant income
- Other income

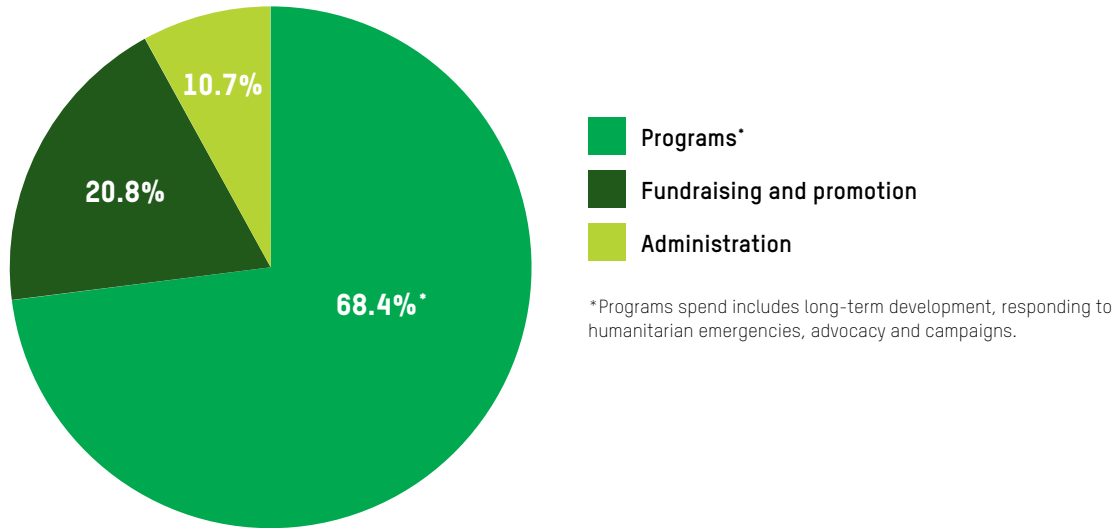


Muhammad Soomar Jamali, Badin, (Pakistan); Muhammad Luqman Jamali at a local village meeting. He has received training on Climate Change Adaptation (CAA), Disaster Risk Reduction (DRR), UDMC formation and meetings. Muhammad is seen here working with his wife in their fields. Photo: Khaula Jamil/OxfamAUS.

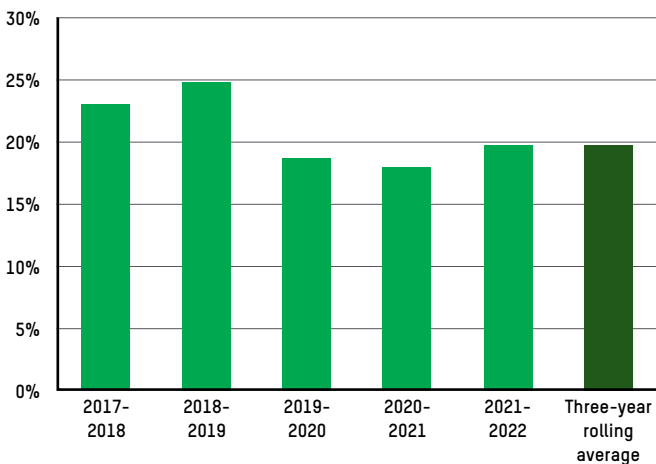
EXPENDITURE

Our total expenditure was \$56.9 million, an increase of \$0.5 million compared to the prior year. We spent \$38.9 million on long-term program development, advocacy and emergency responses — a \$2.4 million decrease. This decrease was primarily driven by the impact of COVID-19 restrictions across the region that resulted in a slowing down of programs and associated expenditure. Expenditure on fundraising activity increased by \$1.2 million to \$11.9 million, primarily reflecting increased income. Administration costs increased by \$1.8 million to \$6.0 million.

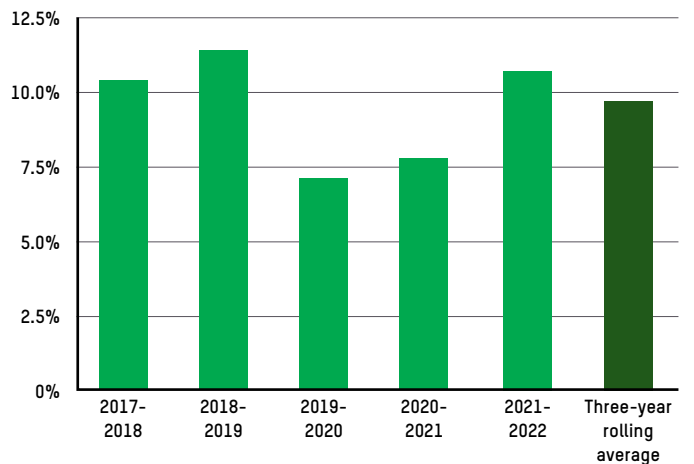
WHERE THE MONEY GOES



FUNDRAISING COSTS EXPRESSED AS A PERCENTAGE OF TOTAL EXPENDITURE



ADMINISTRATION COSTS EXPRESSED AS A PERCENTAGE OF TOTAL EXPENDITURE



PROGRAMS

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, or livelihood support and training. Oxfam Australia made significant contributions to relief efforts this year, including:

- \$7.9 million to support communities in Fiji, Papua New Guinea and Solomon Islands with improved water and sanitation facilities, food supplies and the opportunity to earn a reliable income to help people recover from the COVID-19 pandemic.

Thanks to generous support from the Australian public provided through emergency appeals, we were also able to provide funding towards Oxfam's global response to the following humanitarian emergencies:

- \$452,000 contributed towards Oxfam's global response to COVID-19, which is supporting the most marginalised communities in the world with food, water, sanitation services, health supplies and unconditional cash transfers.

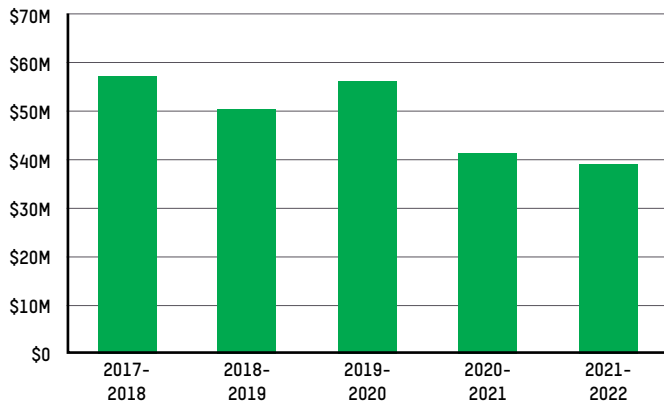
In addition to the life-saving assistance Oxfam provides in humanitarian crises, we support longer-term development programs. These programs give communities the resources, training and advocacy support they need to earn a sustainable living, have a say in the decisions that impact their lives and live without the injustices and inequalities that keep people in poverty.

This year, some of our life-changing investments for sustainable development included:

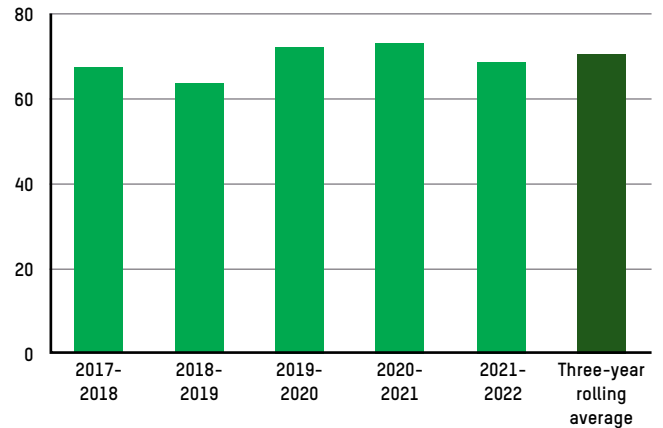
- \$2 million to ensure that community needs and knowledge are incorporated into water governance and decision-making in the Mekong region.
- \$1.2 million to support small business owners in Sri Lanka.
- \$934,000 to support women in Timor-Leste to earn an income through savings groups, and play a role in community and political decision-making.
- \$650,000 to support women in Indonesia to earn an income and play a role in community and political decision-making.
- \$569,000 to ensure vulnerable families in Indonesia have climate-resilient and sustainable livelihoods and can cope with climate change impacts.
- \$545,000 to strengthen the resilience of urban communities in Bangladesh through improved access to water and sanitation services, disaster preparedness and response, and job opportunities.
- \$512,000 to help women and other marginalised groups to take on political leadership positions in Philippines.

Of the \$25.871 million we invested this year in international and domestic long-term development and advocacy programs, and humanitarian support, \$17.24 million was funded through the Australian Government's Department of Foreign Affairs and Trade and its contractors.

PROGRAM EXPENDITURE



PROGRAM EXPENDITURE EXPRESSED AS A PERCENTAGE OF TOTAL EXPENDITURE



PROGRAM SPEND BY REGION



PACIFIC
\$17,551,019
45.1%



EAST ASIA
\$7,629,157
19.6%



SOUTH ASIA
\$6,266,905
16.1%



GLOBAL
\$4,837,276
12.4%



AUSTRALIA
\$1,509,096
3.9%



AFRICA
\$424,052
1.1%



THE MIDDLE EAST & NORTH AFRICA
\$699,879
1.8%



LATIN AMERICA AND THE CARIBBEAN
\$19,891
0.1%

FINANCIAL OUTLOOK

Our overall net asset position is strong, with a solid improvement in our working capital position compared to the prior year, primarily due to the sale of our Carlton property, which has increased reserves. This has put Oxfam Australia in a stronger financial position for the future.

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

Our impact in the world's most vulnerable communities hinges on the compassion and kindness of people like you.

Looking forward, the organisation continues to promote social justice and fight poverty while maintaining a sound financial position. We need to ensure we continue to focus on building an efficient, effective and resilient organisation into the future.

Khoi Cao-Lam
Acting Chief Financial Officer

COMPREHENSIVE INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2022

	NOTES	CONSOLIDATED ENTITY*	
		31/03/22 \$'000	31/03/21 \$'000
CONTINUING OPERATIONS			
REVENUE			
Donations and gifts – monetary		30,394	30,666
Bequests and legacies		4,512	2,101
Grants			
DFAT		12,446	10,949
Other Australian non-government		4,961	7,103
Other overseas		8,464	8,954
Investment income		234	105
Other income		1,787	1,541
TOTAL REVENUE		62,798	61,420
EXPENDITURE			
International aid and development programs expenditure			
International programs			
Funds to international programs		30,418	34,222
Program support costs		7,130	5,551
Public policy and outreach program		405	640
Development effectiveness		315	319
Community education		23	23
Fundraising costs			
Public		11,291	10,162
Government, multilateral and private		560	514
Accountability and administration	1	6,114	4,380
Total international aid and development programs expenditure		56,256	55,810
Domestic programs expenditure		646	568
TOTAL EXPENDITURE	2	56,902	56,378
EXCESS OF REVENUE OVER EXPENDITURE		5,896	5,042
Other comprehensive income/(loss)			
Net gain/(loss) on financial assets at FVOCI		(87)	105
Total other comprehensive income		(87)	105
TOTAL COMPREHENSIVE SURPLUS/(DEFICIT) FOR THE YEAR FROM CONTINUING OPERATIONS		5,809	5,147

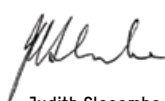
* Consolidated Entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd. This entity ceased trading and was discontinued in 2020.

** Comparative information does not correspond to the 2020 financial statements and reflects a cost allocation review that was undertaken and benchmarked to the NGO sector to ensure that the basis of allocation is fair and equitable. FY20 has been restated utilising this approach to provide a reasonable comparative.

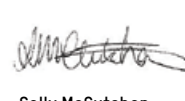
1. Accountability and Administration expenditure is for both international and domestic programs.
2. Total expenditure identified in the Summary Income Statement above is derived from the full 2021-22 financial report. Certain types of expenditure have been categorised in line with the requirements of 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 2021-22 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:



Judith Slocombe
Chair
12 August 2022



Sally McCutchan
Director
12 August 2022

This financial report is a summarised version of our full financial report. Copies of our 2021-22 audited financial report can be obtained by writing to the Chief Executive, Locked Bag 20004 Melbourne Victoria 3001, or by visiting www.oxfam.org.au.

BALANCE SHEET

AS AT 31 MARCH 2022

	CONSOLIDATED ENTITY*	
	31/03/22 \$'000	31/03/21 \$'000
ASSETS		
Current assets		
Cash and cash equivalents	35,326	20,400
Trade and other receivables	6,223	29,891
Other financial assets	2,212	237
Other current assets	2,076	903
Total current assets	45,837	51,431
Non-current assets		
Other financial assets	-	20
Property, plant and equipment	2,479	2,250
Intangibles	2,857	3,875
Right of use - leases	1,291	-
Total non-current assets	6,627	6,145
TOTAL ASSETS	52,464	57,576
LIABILITIES		
Current liabilities		
Trade and other payables	3,327	5,483
Contract liabilities	16,570	17,136
Loans and borrowings	-	9,649
Lease liability	817	-
Provisions	3,422	3,136
Total current liabilities	24,136	35,404
Non-current liabilities		
Lease liability	480	-
Provisions	498	631
Total non-current liabilities	978	631
TOTAL LIABILITIES	25,114	36,035
NET ASSETS	27,350	21,541
EQUITY		
Retained earnings	22,491	4,665
Reserves	4,859	16,876
TOTAL EQUITY	27,350	21,541

* Consolidated Entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd. This entity ceased trading and was discontinued in 2020.

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

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

This financial report is a summarised version of our full financial report. Copies of our 2021-22 audited financial report can be obtained by writing to the Chief Executive, Locked Bag 20004 Melbourne Victoria 3001, or by visiting www.oxfam.org.au.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2021

CONSOLIDATED ENTITY*						
	RETAINED SURPLUS \$'000	RESTRICTED RESERVES \$'000	FINANCIAL ASSET RESERVE \$'000	REVALUATION SURPLUS RESERVE \$'000	COLLECTIVE RESOURCE ALLOCATION RESERVE \$'000	TOTAL \$'000
At 1 April 2021	(611)	2,684	(40)	14,021	340	16,394
Surplus for the year	5,042					105
Other comprehensive income for the year			105			-
						5,042
Total comprehensive surplus / (deficit) for the year	5,042	-	105	-	-	5,147
<i>Transactions with members in their capacity as members</i>	-	-	-	-	-	-
Transfer to / (from) reserves	234	(234)	-	-	-	-
At 31 March 2021	4,665	2,450	65	14,021	340	21,541
At 1 April 2022	4,655	2,450	65	14,021	340	21,541
Surplus for the year	5,896					5,896
Other comprehensive income for the year			(87)			(87)
Total comprehensive surplus / (deficit) for the year	5,896	-	(87)	-	-	5,809
<i>Transactions with members in their capacity as members</i>	12,010	300		(12,687)	377	-
Transfer to / (from) reserves	(80)					(80)
At 31 March 2022	22,491	2,750	(22)	1,334	717	27,270

* Consolidated Entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd. This entity ceased trading and was discontinued in 2020.

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 2021-22 audited financial report can be obtained by writing to the Chief Executive, Locked Bag 20004 Melbourne Victoria 3001, or by visiting www.oxfam.org.au.



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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 2022, 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 2022.

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 12 August 2022.

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

BDO


Elizabeth Blunt
Director

Melbourne, 12 August 2022

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PARTNERING FOR IMPACT

THE OXFAM CIRCLE

This list represents the generous donations made by members of the Oxfam Circle during the 2021–2022 financial year.

LEADERS

Annie T Rose
Barlow Impact Group
Claire Bamford
Debbie and Henk Verhagen
Dick and Pip Smith
Dr Joan Bryan
Ian H Cox
Jaramas Foundation Pty Ltd
Kim Williams AM
Krishna Somers Charitable Trust
Rohan Wolfers
Ross and Marianne Allan
Simpson Family Foundation
Susan Maple-Brown
Tim Mintern and Marion Matthews
Vincent Chiodo Charitable Foundation
Anonymous (7)

INNOVATORS

Dale McMenamin
Graf Family
Greg Jordan
Jo and Ken Higgins
John and Valerie Braithwaite
Leon Ball
Moonstream Information Services

Pam Petschack
Rohit D'Costa and Nadia Chaves
The Harris Charitable Foundation
The Muffin Foundation
Thomas Goodman
Anonymous (8)

INFLUENCERS

Alan Gardiner
Amy and Paul Jasper
Anne Miller
Ash Jhamb and Katherine Barraclough
Biophilia Foundation
Birchall Family Foundation Trust
Bluesand Foundation
Brennan Family Foundation
Brenton Starkie
Chris Hartigan and Angela Scarfe
Christopher K Fairley AO
Community Aid Abroad Women's Development Fund
Compliance and Risk Management Recruitment
David Thomas and Philippa Cotter
Dennis Altman AM
Dr M K Tandon
Duncan Murray
Frantel Pty Ltd
Gary Alcock and Marianne Hack
Gernot Heiser and Trudy Weibel
Heather Lynne Drew
Helen Szoke AO and Jonathan Tribe
Jane Bitcon and Geoff McClellan
Jane Harper Trust
John and Michele Shanahan

Charitable Foundation
John Freeman
Jon Jureidini and Julia Beaven
Keith Chapple
Krishna Sen
Les Hiboux Pty Ltd
Manivannan Gopalakrishnan
Marianne Smulders
Marion Singer and Andy Wong
Michael and Leanne Rogerson
Michael and Wendy Olive
Mick Harvey and Katy Beale
Mike and Yve Carter
Mr AC and Dr JC Tomlinson
Neurospace
Owen Ritson and Anne Machin
P Thompson
Paul and Susan Taylor
Pavetta Foundation Pty Ltd
Peter Hanks
Raymond Tam and Linda Castles
Rellim Foundation
Rob Guthrie and Trish Cowcher
Roy Bishop
Ryan Martyn and Hanna Marton
Sarah Hill
Simon Martin
Smail Family Foundation
Susan Adams and Andrew Kirk
The Anthony Family
The Cameron Foundation
The Red Rocketship Foundation
Trevor and Ann Kennedy
Anonymous (33)



FUNDING PARTNERS

CHARITABLE CHAMPIONS

Bendigo Bank, Corrs Chambers Westgarth, World Nomads (The Footprints Network).

PRIMARY PARTNER Deloitte

NATIONAL PARTNERS Paddy Pallin and Kane Constructions

PRO BONO SUPPORTERS Arnold Bloch Leibler, Corrs Chambers Westgarth, Finlaysons, Herbert Smith Freehills, Johnson Winter Slattery.

LEGACY ESTATES Bernard C Luxton, Colin E Terry, David Jaffray, Dorothy AR Attwood, Donald T McMahon, Donald H Mitchell, Elizabeth E Carolan, Faye Stredwick, Prof John and Dr Silva Newton, Marion I Jennings, Marjory J Jones, Valerie Beers.

TRUSTS The Bill and Joy Barrie Foundation, The Bridget Arman Perpetual Charitable Trust, The Fischer Darlington Trust, Flinders South Australia Charitable Foundation – Edith Grace Biggs, The Frederick and Winifred Grassick Memorial Fund, The Jack Jacobs Charitable Trust, The James Wallace Macarthur Estate, The Madeline Crump and Madeline Williams Trust, Mary and Carol Webb Charitable Fund, Pauline Louise Curwen Charitable Trust, The Peter Leith Riddell Memorial, The RW and CM Gleeson Charitable Trust, The Therapon Foundation, The Wilma Collie Perpetual Trust.

LIFE MEMBERS Dennis Goldner AM, Ann Byrne AM.

INSTITUTIONAL FUNDERS Alinea International; American Employee Association Dili; Asian Development Bank;

Cardno Emerging Markets; CARE Australia; CARE International in Papua New Guinea; CARE Osterreich; Chrysalis; Climate Action Network Int.; DDA – Henganofi District (Papua New Guinea); Australian Government; Eastern Highlands Provincial Government, Papua New Guinea; Emergency Action Alliance; European Union; Foreign and Commonwealth Office; French Embassy in Vanuatu; GHD Australia; GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit); Goroka District Development Authority, Papua New Guinea; Handicap International; International Organisation for Migration; King & Wood Mallesons; M.A. Cargill Foundation; Monash University; Ministry of Foreign Affairs and Trade, New Zealand; Plan International Australia; Save the Children Australia; Start Fund; STIFTUNG BASE (Basel Agency for Sustainable Energy); Swedish International Development Cooperation Agency; Swiss Agency for Development and Cooperation; Thank You Group; United Nations Children’s Fund (UNICEF); United Nations Population Fund; United Nations Women (UN Women); The Whitlam Group; World Bank; World Vision UK; Yangoru Saussia District, Papua New Guinea.

COMMUNITY FUNDRAISERS Despite some long periods of lockdown that forced shop closures throughout the year, Oxfam Bookshop raised a fantastic \$140,000 to support our work. The Bookshop in Adelaide is run by a management committee and volunteer group of more than 130 people who share a belief in Oxfam’s work tackling poverty and inequality. Some members have been with the organisation for 45 years or more, since the shop started as a little book stall in front of an Adelaide supermarket.



GOVERNANCE 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.

Phul Mullah, Badin, Pakistan: Zebunissa is a member of a community group and has benefited from a kitchen garden. She grows seasonal vegetables, which allows her to save money and give her family nutritious food. Photo: Khaula Jamil/OxfamAUS

EXECUTIVE LEADERSHIP GROUP



LYN MORGAIN

Chief Executive

Responsibilities: strategic and operational leadership

Appointed: 2019



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 Capability and Impact

Responsibilities: finance, technology, buildings and premises, executing affiliate support, organisational transformation and innovation

Appointed: 2020



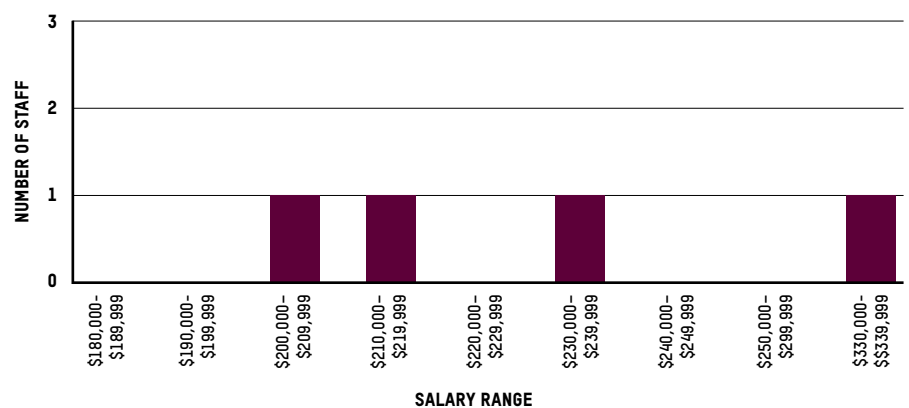
ANTHEA SPINKS BA (Hons), MAID

Program Director

Responsibilities: international development, First Peoples program, humanitarian strategies, policy, advocacy, campaigns and media strategies

Appointed: 2018

EXECUTIVE LEADERSHIP TEAM SALARIES (INCLUDING SUPERANNUATION) AS AT 31 MARCH 2022



Salary ratio: The ratio between the highest and lowest paid permanent staff member at Oxfam Australia (including superannuation) as at 31 March 2022 was 4.98:1.

OXFAM AUSTRALIA BOARD



DR. JUDITH SLOCOMBE AM BVSc (Melb), Post Grad Dip Management (Melb), MBA (Melb), FAICD, FAIM

Appointed: 2020

Term expires: 2023

2021–2022 meeting attendance: 8/8

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

2021–2022 meeting attendance: 4/4

Responsibilities: Board Deputy Chair; Finance Risk and Audit Committee



GEOFF MCCLELLAN LLB BEc

Appointed: 2017

Term Expires: 2023

2021–2022 meeting attendance: 6/8

Responsibilities: Governance Committee Chair; Nominations Committee; Remuneration Committee



SALLY MCCUTCHAN OAM GradDip AccFin, BEc, CPA, GAICD

Appointed: 2018

Term Expires: 2023

2021–2022 meeting attendance: 8/8

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



DR JASMINE-KIM WESTENDORF Phd, BA (Hons)

Appointed: 2018

Term Expires: 2023

2021–2022 meeting attendance: 6/8

Responsibilities: Governance Committee



ZAINAB FAZIL BSc (Sociology), M Social Anthropology

Appointed: 2021

Term Expires: 2024

2021–2022 meeting attendance: 4/4

Responsibilities: Finance Risk and Audit Committee



AURORA MILROY BA (Hons), LLB (Hons), MPP (Oxon)

Appointed: 2021

Term Expires: 2024

2021–2022 meeting attendance: 4/4

Responsibilities: Governance Committee



MARGARET THOMAS BA (Hons) Masters of Development Studies

Appointed: 2021

Term Expires: 2024

2021–2022 meeting attendance: 4/4

Responsibilities: Finance Risk and Audit Committee



CLIFF WEEKS

Appointed: 2021

Term Expires: 2024

2021–2022 meeting attendance: 4/4

Responsibilities: Finance Risk and Audit Committee



AMANDA YOUNG LL.B, Grad Dip Legal Prac

Appointed: 2021

Term Expires: 2024

2021–2022 meeting attendance: 4/4

Responsibilities: Governance Committee



JAMES RITURBAN Staff Participant, MA, BS

Elected: 2020

Term expires: 2022

2021–2022 meeting attendance: 7/8



Tanna, Vanuatu: Tanna volcano. Photo: Oxfam in Vanuatu/Arlene Bax

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 St
Melbourne, Victoria 3000

INVESTMENT ADVISERS

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

BANKERS

Westpac Banking
Corporation
GPO Box 3433
Sydney, NSW 2001

AUDITORS

BDO
Collins Square, Tower 4
Level 18, 727 Collins St
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.

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 Victoria 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.



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