

THE FUTURE IS EQUAL

ANNUAL REPORT 2025



OXFAM
Australia

OUR VISION AN EQUAL WORLD WITHOUT POVERTY

OXFAM AUSTRALIA

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

With our partner organisations on the ground, local communities and dedicated supporters, we are changing the world for the better every day, to relieve and eliminate poverty.

Oxfam Australia works almost exclusively through a partnership development model. This year, we worked with 226 partners across 33 countries. We supported development and advocacy initiatives and contributed to 22 Oxfam Confederation emergency responses, reaching 1.4 million people, including 740,000 women.

The future is equal.

ACKNOWLEDGEMENTS

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

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

Photo (cover image): Moulvibazar, Bangladesh: Dani works as a tailor, and both of her parents are tea garden workers. She attended training sessions run by Oxfam partner organisation, Breaking the Silence, and discussed things such as women's rights, gender, and the prevention of child marriage. Photo: Fabeha Monir/Oxfam. Funded by the European Union.

Photo (this page): Sanasomboun, Lao People's Democratic Republic: Phoukeo, a biogas project participant, with his livestock. With the biogas digester connected, he has stopped burning firewood and now uses gas to cook. Photo: Patrick Moran/Oxfam.





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

CHIEF EXECUTIVE'S REPORT



Photo: Heidi Demond/Oxfam.

I'm proud to share Oxfam Australia's 2025 Annual Report with you.

This past year has been marked by growing inequality, increasing global instability and an escalating climate emergency, making Oxfam's work more important than ever. This year, we supported 1.3 million people through our humanitarian responses, while our long-term development programs supported 175,000 people.

Globally, humanitarian need has never been greater. A record 295 million people are facing acute hunger — double the numbers we were

seeing just five years ago. Oxfam has responded by delivering life-saving humanitarian aid in regions such as Sudan, where brutal conflict has displaced more than 12 million people and pushed nearly half the population into hunger.

Meanwhile, Australia continues to lag behind our global peers in international aid, ranking less generous than 84% of OECD nations. We've urged the Australian Government to lift its aid contribution to 1% of overall spending, so we can tackle our shared global challenges with the courage they demand.

We continued our campaign and advocacy work through our What She Makes campaign, which celebrated activewear brand Lorna Jane's milestone achievement of auditing its salaries, identifying a living wage gap, and successfully closing it. Our analysis of the Australian Financial Review's Rich List revealed a doubling of billionaires since 2015, with their wealth growing by more than \$137 million each day. Through our Make Tax Fair campaign, we continued to push for urgent tax reform to address the stark divide between billionaires, big business and the rest of society.

We will continue to demand a more equal, compassionate and just world, and sincerely thank you for standing firm with us.

Dr Chrisanta Muli
Acting Chief Executive

MESSAGE FROM THE CHAIR

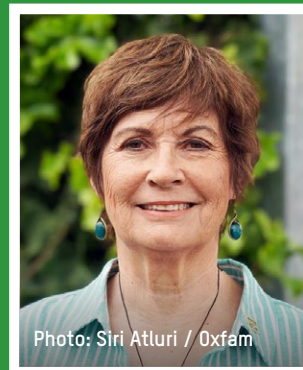


Photo: Siri Atluri / Oxfam

I'm pleased to present Oxfam Australia's 2025 Annual Report, marking the close of our Strategic Framework 2020–2025. We look forward to engaging with our new five-year strategy, as we explore innovative ways of achieving our goal of a world without poverty.

This year, we marked a major transition in leadership. In March, after six years of outstanding service, Lyn Morgain stepped down as Chief Executive. On behalf of the Board and the entire Oxfam community, I extend my deepest thanks to Lyn for her leadership and commitment to justice.

Lyn led Oxfam through a global pandemic, escalating climate crises, and a dramatic surge in global inequality. Through it all, she remained steadfast in putting people first — the communities we work alongside, our passionate supporters, and our dedicated staff.

Under her guidance, Oxfam Australia has been a powerful voice for fairer tax systems, climate justice, self-determination for the First Peoples of Australia, and stronger support for our Pacific neighbours.

I'd like to thank Dr Chrisanta Muli, our Director of Programs and Transformation, for stepping into the role of Acting Chief Executive as we transition to our next Chief Executive.

We farewelled three incredible Board members in the year ending 31 March 2025 — Sally McCutchan, Zainab Fazil and Amanda Young. We would like to extend our deep gratitude for their invaluable contributions to Oxfam Australia.

To all who have served on our Board and moved on during the past year, my heartfelt thanks for your service. And to our staff and supporters — thank you for continuing to work together as we pursue a future without poverty.

Dr Judith Slocombe AM
Board Chair

THIS YEAR

MORE
THAN **42,000**

incredible people like you donated to our vital work, helping communities around the world lift themselves out of poverty, rebuild after disasters, advocate for their rights, and tackle the climate crisis head on.

IN TOTAL, YOU MADE MORE THAN

370,000

individual gifts to support our work.

237 VOLUNTEERS DONATED

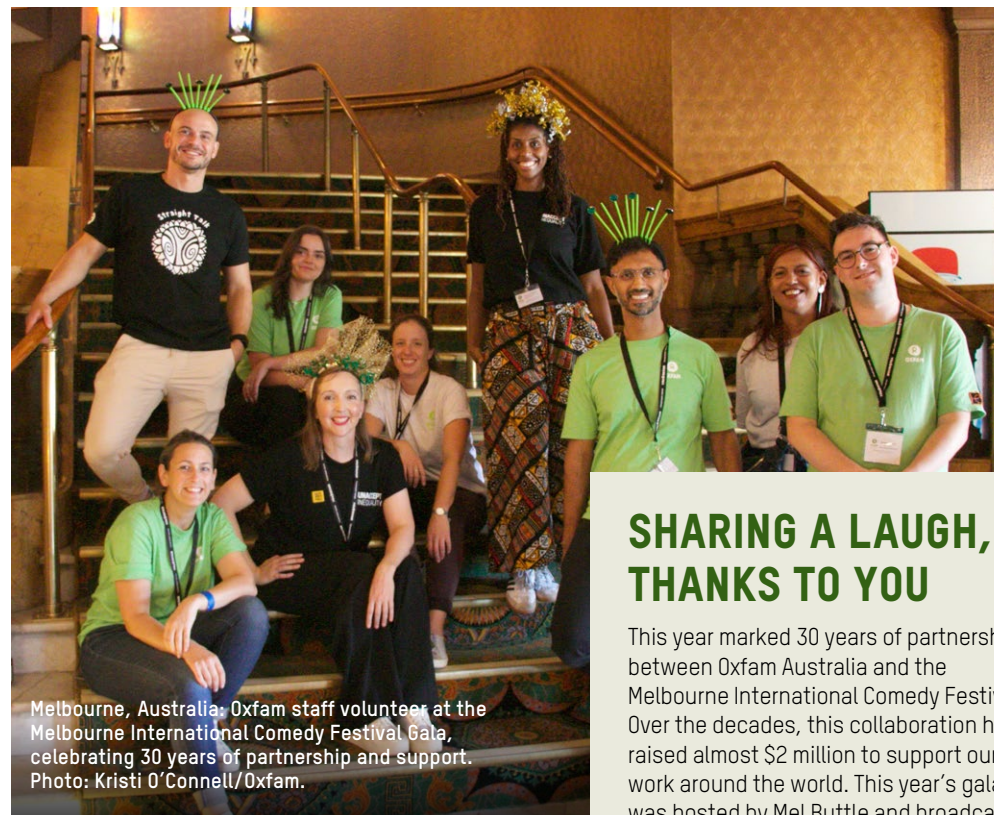
17,195 HOURS

of their time this year.

MORE
THAN **40,000**

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

For more on Oxfam's volunteers, turn to page 26.



Melbourne, Australia: Oxfam staff volunteer at the Melbourne International Comedy Festival Gala, celebrating 30 years of partnership and support. Photo: Kristi O'Connell/Oxfam.

SHARING A LAUGH, THANKS TO YOU

This year marked 30 years of partnership between Oxfam Australia and the Melbourne International Comedy Festival. Over the decades, this collaboration has raised almost \$2 million to support our work around the world. This year's gala was hosted by Mel Buttler and broadcast to thousands of viewers on ABC television.

THANK YOU FOR BUYING UNWRAPPED

In 2024–2025, our Oxfamily bought more than 20,000 Unwrapped cards to give their loved ones. This raised \$563,454 to support Oxfam's work.

Once again, the top-selling card was the Christmas chicken! Our supporters bought 3,586 clucky chook cards to help tackle the inequalities that keep people in poverty.



Photo: Michelle Jarni/Oxfam.

Thanks to the generous support of people like you, the global Oxfam Confederation delivered life-saving aid, advocacy support and transformative development programs to more than 14.25 million people across 76 countries in 2024-2025.

Oxfam Australia works almost exclusively through a partnership development model with local civil society organisations. We work closely with communities on the ground because these are the people who know what's needed. During 2024-2025, we worked with 226 partners in 33 countries to directly impact the lives of more than 175,500 people, including 82,300 women.

We contributed to 22 Oxfam Confederation emergency responses, reaching more than 1.3 million people with life-saving aid during an emergency, including more than 660,200 women.

Oxfam Australia also helped influence more than 5,400 people and 640 organisations to advocate for a fairer world.

MAGHREB & THE MIDDLE EAST

Countries where Oxfam Australia worked: Morocco, Occupied Palestinian Territories, Syria, Yemen.

Number of initiatives: 5

Project partners: 5

Emergency responses contributed to: 5

People reached during emergencies: More than 467,000 people including 227,400 women.

EASTERN EUROPE

Countries where Oxfam Australia worked: Türkiye.

Number of initiatives: 2

Project partners: 2

Emergency responses contributed to: 1

People reached during emergencies: More than 362,800 people including 177,900 women.

AFRICA

Countries where Oxfam Australia worked: Chad, Democratic Republic of the Congo, Ethiopia, Kenya, Malawi, Somalia, South Sudan, Uganda, Zimbabwe.

Number of initiatives: 12

Project partners: 19

Development project participants: More than 19,000 people including 7,900 women.

Emergency responses contributed to: 7

People reached during emergencies: More than 252,700 people including 131,300 women.

PACIFIC

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

Number of initiatives: 13

Project partners: 44

Development project participants: More than 10,300 people including 4,000 women.

Emergency responses contributed to: 2

People reached during emergencies: More than 1,180 people including 470 women.

ASIA

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

Number of initiatives: 40

Project partners: 158

Development project participants: More than 146,000 people including 70,400 women.

Emergency responses contributed to: 7

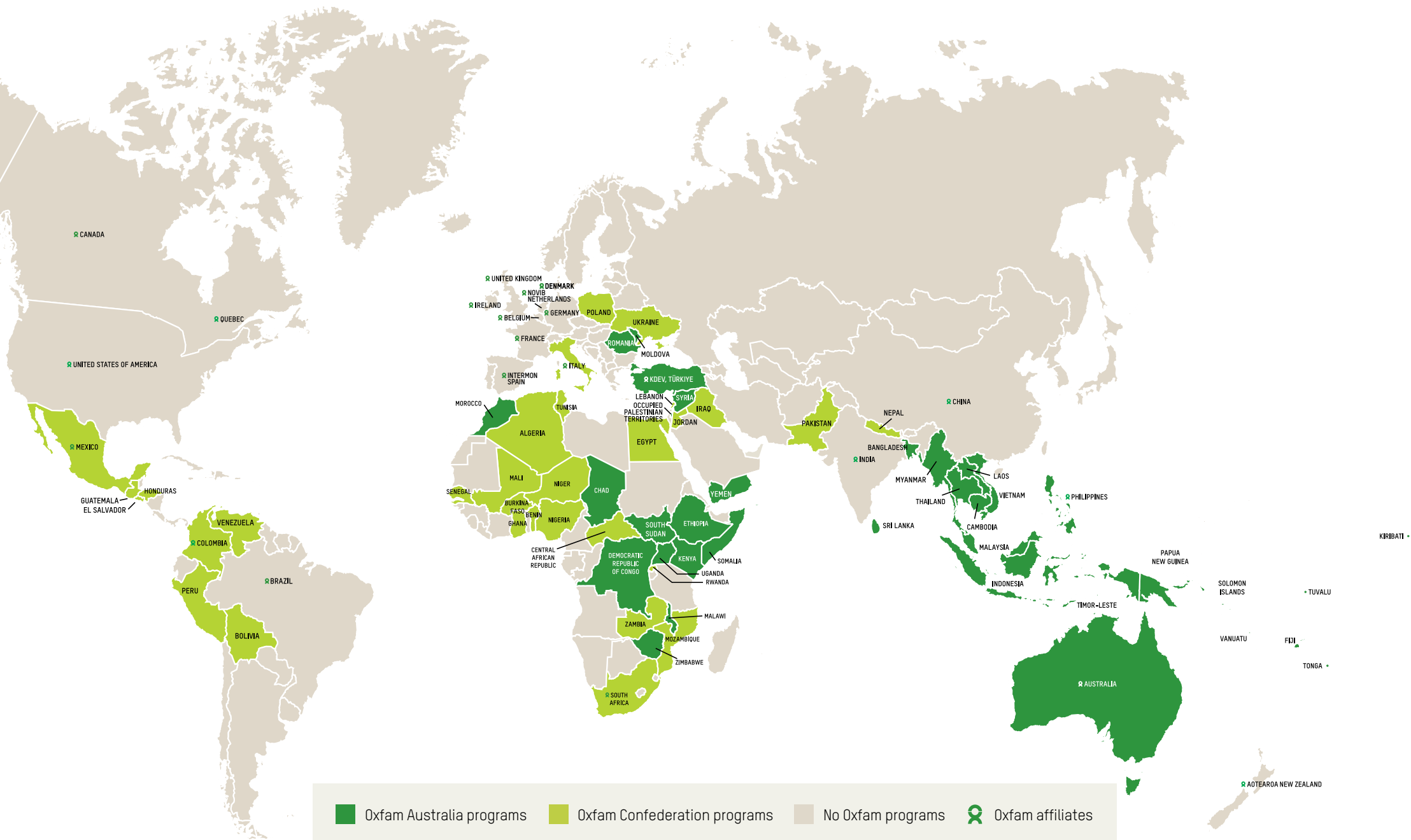
People reached during emergencies: More than 220,300 people including 123,100 women.

Influencing and advocacy outcomes: More than 5,400 people and 380 organisations influenced, and 4,200 people mobilised to take action.

AUSTRALIA

Influencing and advocacy initiatives: 5

Influencing and advocacy outcomes: More than 260 organisations influenced and 41,300 people mobilised to take action.



PROGRAMS SNAPSHOT

This year, Oxfam Australia proudly contributed \$39.5 million towards alleviating poverty and inequality through international development, humanitarian assistance, advocacy and campaigns and working alongside First Nations communities in Australia.

Kup, Papua New Guinea: Mary Kini MBE is a human rights and peace activist. She is the director of the Highlands Women Human Rights Defenders Network. Photo: Aimee Han/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



Oxfam made significant contributions to the following humanitarian efforts:

- \$5.5 million for the East Africa hunger crisis
- \$1.9 million for Bangladesh Rohingya refugee support and Noakhali and Feni flood response
- \$1.1 million for Myanmar's protracted crisis
- \$1.2 million for disaster preparedness in the Pacific and Timor-Leste
- \$500,000 for the Philippines cyclone response

Oxfam contributed \$797,767 to the following humanitarian emergencies:

- Gaza and West Bank conflict response
- Chad food security response
- South Sudan cholera response
- Uganda Ebola responses
- Democratic Republic of Congo conflict response
- Philippines flood response
- Bangladesh cyclone response

Working in partnership with local civil society organisations and communities across Asia and the Pacific, Oxfam supported a number of long-term development initiatives, including:

- \$2.6 million towards protecting ecosystems, defending rights and strengthening communities' engagement in decision-making on climate change and water governance along the Mekong river
- \$1.1 million supporting women in Bangladesh to uphold their dignity and rights in the workplace; and \$700,000 supporting coastal communities to have an equal share in the benefits of a healthy ecosystem and a sustainable economy

- \$860,000 towards influencing a gender-just and socially inclusive energy transition in Indonesia
- \$800,000 towards supporting women in Timor-Leste to earn an income through savings groups and play a role in community and political decision-making; \$640,000 towards building climate-resilient livelihoods of subsistence farmers through reforestation and carbon farming; and \$400,000 towards strengthening disability-inclusive governance
- \$800,000 towards eliminating family and community violence and the prevention of sorcery accusation-related violence in Papua New Guinea
- \$700,000 towards supporting people in the Pacific to influence climate change policies and practice
- \$600,000 towards building resilient and gender-inclusive enterprise systems in Sri Lanka
- \$600,000 towards creating safe spaces and challenging harmful social norms for women, LGBTQIA+ people, and people living with disability in Vanuatu
- \$500,000 towards improving education access and outcomes for adolescent girls in Malawi and Zimbabwe
- \$350,000 towards anticipatory action to reduce disaster impacts in Indonesia, Bangladesh and Timor-Leste
- \$300,000 towards challenging harmful attitudes and norms that hinder women's economic empowerment in Fiji

In Australia, Oxfam walked alongside First Nations communities as they work towards realising their visions for generational change. This included contributing \$1 million to support:

- The Kimberley Aboriginal Women's Council (KAWC) and South West Aboriginal Women's Collective roundtables
- Local Bundjalung community leaders to participate in the Unnatural Disasters tour with Uncle Pabai and Uncle Paul, visiting community leaders from the Guda Maluligal nation of the Torres Strait Islands
- The Currie Country Social Change Aboriginal Corporation, with funding for First Nations Women to attend COP29 in Baku
- KAWC Chief Executive Janine Dureau to attend the Women and Rivers Congress in Thailand

Oxfam Australia led numerous advocacy and campaign initiatives. This included contributing \$1.3 million to:

- Campaign for a fairer tax system
- Increase the Australian Government's investment in climate adaptation and response to damage from climate disasters
- Make big polluters pay for the climate damage they have caused
- Influence Australian fashion brands to pay a living wage to workers in their supply chains

Of the \$39.5 million invested this year in Oxfam's programs, \$18.7 million was funded by the Australian Government's Department of Foreign Affairs and Trade through the Australian Humanitarian Partnership, the Australian NGO Cooperation Program, and via managing contractors.

At Oxfam Australia, we have the courage to act on injustice whenever and wherever it happens. We hold decision-makers to account, support people who are denied their rights, and resource activists who are demanding change. We refuse to accept an unequal world.

IN 2024–2025, MORE THAN 52,000 ACTIONS WERE TAKEN IN SUPPORT OF OUR ADVOCACY AND CAMPAIGNS.

WHAT SHE MAKES

Inequality is stark in the fashion industry: while brands make massive profits, the workers in their supply chains can be living in poverty.

The fashion industry often relies on a system of entrenched exploitation. In 2024, Kmart Group's after-tax profit was close to \$1 billion, while some of the workers producing their clothes in Bangladesh are paid as little as \$6 per day.

Paying workers a living wage is an essential part of tackling the inequalities that lead to poverty. For seven years, Oxfam's What She Makes campaign has pushed Australian brands further on living wage commitments than any other campaign in the world.

This year, the campaign reached a huge milestone when Lorna Jane became the first brand to reach the final stage of the What She Makes Company Tracker by paying all workers a living wage. When the activewear brand was added to the list of brands we were watching, they responded by making living wages a priority.

After committing to check if there was a pay gap, they identified one and closed it.

This is a massive milestone for the What She Makes campaign, and for the women who make clothes for Lorna Jane. It means they can afford a decent standard of living for themselves and their family, including food, housing, healthcare, clothing, education, transportation, utilities and savings.

We continued to call out other fashion brands who made billions in revenue, while paying the women who make their clothes poverty wages. This year, nearly 10,000 people signed the What She Makes petition, demanding brands urgently pay a living wage. On Black Friday in November last year, ahead of the holiday shopping season, we highlighted the companies who brought in more than \$1 billion in revenue in 2023 — Kmart Group, Big W, Cotton On Group, Myer, Just Jeans and Peter Alexander owner Premier Investments, Bonds owner Hanes Australasia, and Kathmandu and Rip Curl owner KMD. As these and other brands benefit from significant sales, there is no excuse to not prioritise paying their workers a living wage.

While many of the brands we're watching have made a commitment to pay a living wage, they're yet to start actually paying it. We demand that these brands rapidly accelerate their journey towards paying a living wage and expedite action on their commitments to improve purchasing practices.

MAKE TAX FAIR

Around the world, more and more people are battling rising prices and struggling to feed their families, while real wages are declining.

People living in extreme poverty are being hit hardest. Meanwhile, big corporations are making huge profits and billionaire wealth is sky rocketing. In Australia, there is a new billionaire every three months, while the number of people globally who live below the poverty line has not changed since 1990.



Dhaka, Bangladesh: Mother of three, Sabana*, has worked in a garment factory for nearly 10 years. Oxfam's What She Makes campaign demands big clothing brands pay the women who make our clothes a living wage. Photo: Fabeha Monir/Oxfam.
*Name changed to protect identity.



We are determined to expose this growing inequality and call for systemic solutions to address it. Our annual *Inequality Report* highlighted that Australian billionaire wealth surged by \$28 billion in 2024 — an average of \$3.2 million every hour. We achieved our highest media coverage ever for this report, with more than 400 media mentions, as well as strong engagement and coverage on social media.

We also launched the *Australia Cashing in on Crisis* report, which exposed \$98 billion in corporate crisis profits during the COVID-19 pandemic. The report reached more than 2.1 million people and received 128 media mentions. We collaborated with content creator and director Jack Toohey, who created an engaging video for his 220,000 followers on Instagram, receiving almost 2,000 likes.

Our tireless work, alongside a small number of other organisations, calling for strong transparency laws relating to the profits and tax paid by multinational corporations operating in Australia was rewarded when corporate tax transparency laws passed in the Australian Parliament. To achieve this monumental outcome, we wrote parliamentary submissions, appeared before a parliamentary inquiry, wrote to ministers, and lobbied members of parliament to ensure the legislation passed without being watered down by big corporations. This world-leading legislation is now in place and will shed a light on companies shifting their profits to tax havens to avoid paying their fair share of tax, potentially saving Australia and low-income countries billions in lost revenue.

We continued our global advocacy with a focus on the G20 meetings, where Oxfam was successful in pressuring leaders to cooperate on taxing the super-rich. Australia joined other G20 countries in agreeing to ensure that ultra-high-net-worth people are effectively taxed. This is a big step forward on our campaign agenda to reduce inequality through system change, including tax reform.



Canberra, Australia: Climate activists Tanya Afu from the Solomon Islands, Grace Ann Enriquez from the Philippines, and Peter Griffiths-Sebastian and Eduardo Maher from the Kimberley. Photo: Heidi Demond/Oxfam.



SAFE CLIMATE, EQUAL FUTURE

This year, as governments met to decide a new global climate finance goal at the COP29 climate talks, Oxfam continued to advocate on the inequality caused by climate change and the need for climate finance for low-income countries experiencing climate disasters.

We collaborated with leading development and climate agencies in Australia and the Pacific, met regularly with the Australian Government, and pushed for funding for low-income communities most impacted by climate change, particularly in the Pacific.

In the lead up to COP29, Oxfam Australia launched a media brief on the escalating impacts of climate disasters in the Pacific, showing a 700% increase in the number of people impacted in the last decade. We attended the COP29 climate talks in Azerbaijan to maintain the pressure, and received coverage on ABC News Breakfast TV, the Guardian Australia and France24 News.

At COP29, governments agreed to a new global climate finance goal of \$300 billion by 2035, while the Australian Government committed to providing \$50 million to the Global Fund for Responding to Loss and Damage. While this was well short of what we had advocated for, global governments also agreed to several much-needed improvements to how climate finance is delivered, such as making it more accessible to Pacific nations and least-developed countries, and ensuring funding reaches the community level.

We held the Safe Climate, Equal Future Speakers Tour again this year, in partnership with Seed Indigenous Youth Climate Network. Four activists from the Kimberley, Philippines and Solomon Islands met with Australian members of parliament and the public to explain how their communities were being impacted by climate change, and to call for change.

GAZA CEASEFIRE NOW

Oxfam joined ActionAid, Amnesty International, Plan International and other organisations for a global day of action for governments to stop sending arms to Israel and to protect civilians amid the humanitarian catastrophe in Gaza.

We called on all states to halt the transfer of weapons, parts and ammunition used to fuel atrocity crimes in Gaza. We demanded that perpetrators of international humanitarian law violations and atrocity crimes be held to account and urged governments not to be complicit in ongoing violations of international law by fulfilling their legal obligations to secure a permanent ceasefire.

SAFER WORLD FOR ALL

In our role co-chairing the Australian Council for International Development (ACFID) Public Engagement and Campaigns Committee, we contributed to the development and launch of the Safer World for All campaign, calling for a commitment to increase overseas aid from 0.68% to 1% of the federal budget.

The campaign was launched at the high-profile Global Citizen Melbourne NOW event and supporters were encouraged to email their local member of parliament. Every federal member of parliament was reached by the campaign.

LONG-TERM DEVELOPMENT

At Oxfam, we believe everyone is equal and no-one should live in poverty. That's why we work with local communities to tackle poverty today, and build a better tomorrow.

Our approach goes beyond short-term aid by addressing the structural inequalities that fuel poverty and advocating for equal rights and opportunities, particularly for women and people of diverse genders and sexual orientations.

We recognise that the global climate crisis disproportionately impacts those least responsible for it, so we call for urgent global action at this critical time.

We believe in building fairer economic systems that prioritise people and the planet over profits, tackling the concentration of power and wealth that keeps people trapped in poverty.

IN 2024–2025, OXFAM AUSTRALIA REACHED MORE THAN 175,500 PEOPLE THROUGH OUR LONG-TERM DEVELOPMENT WORK.



Mawanella, Sri Lanka: Anusha is combining farming with administration and management. She is also a busy parent, balancing work with family life. You can read Anusha's story on page 17. Photo: Manta Ray Productions/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



MEET JOYCE FROM PAPUA NEW GUINEA

Joyce is a passionate leader dedicated to empowering women and driving change in her community. Her leadership journey began when she joined the Goroka District Council of Women, a local partner of Oxfam's Active Citizenship Fostering Government Accountability project in Papua New Guinea (PNG).

The project worked with communities like Joyce's to collaborate with local authorities and improve transparency. It also helped women and youth leaders to learn about their rights under the PNG Constitution.

Joyce's involvement began with leadership and governance training, which gave her the tools and confidence to take action.

"I was privileged to be trained and certified at the Somare Institute of Leadership and Good Governance, which empowered me to become a vibrant leader," Joyce said.

She soon put her leadership skills to use, seeking further support from Oxfam to organise the first election meeting for the Goroka District Council of Women in August 2023.

Reviving the Goroka District Council of Women was a key achievement, boosting civic engagement, educating youth and women leaders on their rights, and ensuring local women had an equal voice in decision-making. As a result, three women, including Joyce, were elected as presidents at the local government level, advising the government and developing strategic plans, while 17 women were elected as representatives. Joyce now serves as both the women's



representative from her community and president of the Goroka District Council of Women in Kamaufa.

Before Joyce's tenure, the Goroka District Council of Women struggled with a lack of funding and resources from the local government.

Unfortunately, the assembly of women was dormant due to a lack of funding and resourcing from the district and provincial government," Joyce said. "Oxfam, through the Good Governance and Social Accountability project, stepped in to support through financing and brokering several meetings, which boosted the organisation and led to the formation of the assembly of women."

Joyce has used her platform on the council to map out solutions to the challenges faced by women and girls.

"I spoke highly of women's empowerment support, and trending issues that are affecting women and girls in the district," she said.

Oxfam Australia is committed to working with women like Joyce, who can lead and create lasting change in their communities.

REVIVING COASTAL RESILIENCE IN BANGLADESH

To stop the devastating effects of climate change, we need to tackle its root causes. That's why Oxfam and local partners are tackling environmental challenges in a mangrove forest in Sonadia, in Moheshkhali division, Bangladesh.

This vital ecosystem recently suffered significant degradation, threatening biodiversity and coastal resilience. In response, Oxfam and the Community Development Centre (CODEC) launched the Blue Economy and Inclusive Development for Climate Justice (BID4CJ) project, a community-driven effort to restore 100 hectares of mangrove habitat. By restoring key coastal and marine ecosystems, the project creates jobs, protects against climate impacts, and supports green businesses. This approach fosters sustainable livelihoods while reducing vulnerability to climate change and pollution.

In partnership with CODEC, Oxfam restored 100 hectares of mudflats, planting 600,000 seedlings to transform government-owned land into thriving mangrove habitats. These mangroves will boost biodiversity, protect coastlines, improve local fisheries, and help sequester carbon.

With 300 people from the community involved, the project exceeded the original 50-hectare target. A forester from the Coastal Forest Department trained the participants on mangrove ecology, planting techniques, and ongoing care, while awareness meetings helped monitor progress and address challenges. Local volunteers are now managing the nursery and planting area, ensuring the restored area will remain a community-run mangrove forest for years to come.

This project takes a holistic approach that not only ensures sustainable livelihoods but also protects against future climate risks. By harnessing local knowledge and dedication, it has revived a vital ecosystem and built stronger community resilience, showing the power of community-led restoration. Its success highlights the benefits of collaborative efforts in tackling environmental degradation and creating lasting change.



Sonadia Bangladesh: [Top]: Community members inspect a mangrove seedling preservation shed in May 2024. [Middle]: Community group formation meeting, discussing the mangrove ecosystem restoration program. [Bottom]: Community members participating in mangrove forest regeneration. All photos: Kahinor Akter, CODEC.



Mawanella, Sri Lanka: Anusha is combining farming with administration and management. She is also a busy parent, balancing work with family life. Photo: Manta Ray Productions/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

MEET ANUSHA FROM SRI LANKA

Anusha's story is one of resilience, determination and success. A married mother of three, she inherited her father's three-acre pepper farm in Mawanella in 2012 and initially sold her produce at wholesale prices.

Her life changed when Oxfam's partner organisation, DevPro, began a training program through the Resilient and Gender Inclusive Enterprise Systems project. The project supports small businesses and farmers by working with them to improve their farming and business skills, boosting their income, and driving regional economic growth.

Anusha attended every session at the Matale Institute, learning about organic fertilisers, trimming, and how to balance work with motherhood. The program helped farmers maximise their time and provided valuable tools, like lawnmowers. It also connected them with mass pepper buyers and explained more efficient methods, like dehydrating pepper.

Anusha was appointed secretary for 65 farmers in the training program, managing the books, documents and collaborating with institute officials.

Determined to succeed, two farmers invested in wood-fired dehydrators with a 30% grant from the Department of Export Agriculture. Anusha herself invested in two dehydrators to dry jackfruit, mango and pepper, which she sold locally at a good price.

"I take great care to deliver only the best quality and safe-to-consume products, ensuring complete customer satisfaction," Anusha said.

Encouraged by DevPro trainers, Anusha registered her business, created a plan and secured the necessary licenses. With the new dehydrators, production time has plummeted from several days to just two. Her business has expanded, with turmeric samples sent to China and Korea. Looking ahead, Anusha plans to switch to glass packaging and expand into the Malaysian market.

Anusha also sells kurakkan, a cereal grain, which is in high demand. She packages and labels it under her brand and sells it locally. She now has her sights set on supermarkets, and she has already applied for barcodes.

Anusha continues to work closely with DevPro, eager to expand her skills and support fellow farmers.

HUMANITARIAN AID SAVING LIVES, NOW AND IN THE FUTURE

At Oxfam Australia, we respond to emergencies and conflict situations where people's lives are threatened.

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

IN 2024–2025, OXFAM AUSTRALIA SUPPORTED MORE THAN 1.3 MILLION PEOPLE THROUGH OUR HUMANITARIAN WORK.



Renk, South Sudan: Shaima and her baby at the refugee camp.
Photo: Herison Philip Osfaldo/Oxfam.



MEET SHAIMA IN SOUTH SUDAN

Shaima and her family are among more than 975,000 Sudanese refugees, and returning South Sudanese residents, who fled violent conflict to seek shelter in South Sudan. The violence, which began in April 2023, has contributed to a famine, leaving half of Sudan's 24.6 million people facing high levels of acute food insecurity.

Shaima left Sudan with her family when she was six months pregnant. The journey was difficult, and their arrival in Renk, a major entry point for people fleeing the conflict, brought even more challenges.

"The situation was so difficult then, when we arrived," Shaima said. The main transit camps in Renk, which were meant to hold 5,000 people, are now accommodating at least 22,000. The severe overcrowding was taking a significant toll on people's health, and in October 2024, the Ministry of Health in South Sudan declared a cholera outbreak in Renk, with hundreds of cases reported.

Oxfam is installing emergency drinking water systems, toilets and bathing facilities to help prevent water-borne diseases like cholera. We are also distributing hygiene and dignity kits, which include essential items like soap, laundry detergent, toothbrushes and toothpaste. The dignity kits for women contain underwear, menstrual hygiene items and a solar-powered torch.

For Shaima, there's another dire concern in the camp.

"The most challenging thing here is the lack of food," Shaima said. "Every home is facing hunger. Sometimes, as we are sleeping, you will hear a child crying loudly. When you ask why the child is crying, they will tell you the child has not eaten any food. Lack of food is the biggest problem."

With her husband ill, Shaima was left solely responsible for her family's survival. To secure food, she walked for three hours to gather firewood in the forest, then hauled it back to the camp to sell, all while pregnant.

"There was no-one to help me," she said. "I was the one responsible for everything at home."

To improve safety and food security for women, Oxfam distributed cash assistance to more than 30,000 people in this area of South Sudan.

"When Oxfam helped me, I stopped going to the forest and started a small business," Shaima said, explaining that she now buys and sells charcoal. With her first cash disbursement of \$122 from Oxfam, Shaima also bought clothes for her newborn daughter, and with the second disbursement of \$76, she invested in some bedding.

"When I gave birth, I was sleeping down on the floor (with just a mat) with my daughter, and an insect bit her. So, I used the money Oxfam gave me to buy a bed and mattress where all my children now sleep."

Thanks to her business and cash assistance, Shaima can now afford enough food for her family. "After I got support from Oxfam, my children have never gone hungry. Every time I get profit from the business, I buy some food for them."

Their meals usually consist of sorghum, okra and beans. While their income remains limited, having enough money for food and a more comfortable sleeping arrangement has brought some relief and happiness to Shaima and her family.

"The cash has changed my life for the better."

By the end of 2024, Oxfam had assisted more than 140,000 people like Shaima, who are seeking refuge in South Sudan.

FIRST PEOPLES' PROGRAM

The First Peoples of Australia have lived with inequality and injustice for more than 230 years. Despite being the original custodians of this country, Aboriginal and Torres Strait Islander communities are often denied their fair share of its natural resources. They are rarely invited to the table to make decisions that affect their lives and lands, and despite surviving colonisation with great resilience, the First Peoples of Australia still face stark disadvantage.

Together, we can work alongside Aboriginal and Torres Strait Islander people as they pursue equality.



Wardandi Boodja Country, Western Australia: Michelle Woosnam addresses women during the roundtable event. Photo: Aimee Han/Oxfam.



USING THE POWERFUL VOICES OF WOMEN TO SHARE INDIGENOUS KNOWLEDGE WITH THE WORLD

The South West Aboriginal Women's Collective has big plans to share the voices of local women on the global stage.

This year, Oxfam Australia's First Peoples' program supported the collective to host a roundtable in Western Australia, bringing together 90 women from across the south west region.

During the roundtable, the group established a planning committee, a board, and co-designed their first regional action plan. The session promoted the women's ability to share their voice, amplify their leadership, and use tools, platforms and networks to realise their vision for change.

Co-founder of the collective, Michelle Woosnam, is a Bandjima Whadjuk Balardong woman living on Wardandi Country.

"I think the tangible changes that we will see in this community is a real strength-based change in, one, ourselves, but also collectively as a community. The ripple effect that will happen is stronger relationships, people turning out for one another. It will open up the world to our community," Michelle said.

"I think by also having our voices heard, it will encourage us to move forward and take the opportunities that are there — so when national conferences come up — we will see women representing the south west for the very first time, and coming back and using that information to create change in our community."

The roundtable was a mixture of known and new faces, all keen to contribute to the work of the collective.

"There are lots of women here that I haven't met before, so that's wonderful to see a blend of women that are here for action. They're ready. They've got a voice and they're ready to use it," Michelle said.

"I'm really excited to open up the pathway, or to create a space where women can do that. I think probably my proudest moment is that we're creating this space," she added.

"And where to from here? It's all up to our women."

Working with communities to achieve their goals requires a deep understanding of local needs, challenges and opportunities. It also demands flexibility and the willingness to change and adapt plans based on feedback and results.

RESPONDING TO DIFFERING NEEDS IN TIMOR-LESTE COMMUNITIES

To help communities in Fiji, Solomon Islands, Timor-Leste and Vanuatu prepare for the impacts of climate change, the Disaster Ready Phase II project, funded by the Australian Humanitarian Partnership, works with communities to become more resilient and adapt to a changing climate.

In Timor-Leste, the project is supporting the establishment of disaster management committees, which help local leaders build the skills they need to respond to disasters. These groups plan and carry out activities to reduce disaster risk, adapt to climate change, and tackle climate-related challenges in their communities.

The project is supporting communities to build gabion boxes, which are rectangular bamboo containers filled with rocks, to strengthen riverbeds. In many areas, communities have built the boxes themselves, which has promoted inclusivity by involving women and people with disabilities in learning sustainable building techniques.

However, the approach did not work for all communities, as some lacked access to the necessary materials. One community also raised concerns that the smaller, locally made gabion boxes offered by the project did not meet their needs and requested help to obtain larger industrial gabion boxes.

In response, Oxfam's partners took on the feedback and worked with the local government to provide the larger boxes for these communities, while continuing to support residents with activities like planting trees to protect land and water from degradation.



Timor-Leste: Gabion boxes are used to strengthen riverbeds. Local communities have joined forces to make their own. Photo: Supplied.



Oxfam's innovative Incubator Lab projects boosted the confidence and employability of the people who took part. Photo: Supplied.

INNOVATION AT OXFAM

Oxfam is boldly working towards a fair, just future, where everyone is equal and nobody lives in poverty. This critical mission demands that we do things differently, dismantle broken systems and build a better world. Innovation is central to how we can reach this goal.

FOSTERING INNOVATION IN THE INCUBATOR LAB

This year, Oxfam staff and partners from around the globe came together to work on innovation initiatives and develop their skills in the Incubator Lab, an 18-month program led by Oxfam in Asia. Oxfam Australia staff mentored teams and ran a leadership camp in Bangkok, where the top four teams developed roadmaps to scale their ground-breaking initiatives.

One of the ideas to come out of the Incubator Lab was the People for People project, which focuses on increasing disaster resilience in Bangladesh. The project includes mentorship groups for peer-to-peer learning, an online platform and a comic book. The comic shares stories of resilience and locally led efforts to adapt to disasters, with the goal of inspiring and educating communities who are facing similar challenges.

The Inclusive Economy project also emerged from the Incubator Lab to support women in rural Bangladesh to earn a fair income. It has already tested two key initiatives, reaching more than 150 women. SkillSync is a skills development program created to bridge the gap between the skills women learn and what's needed in the job market. It focuses on technical skills, career development and professional growth, while She Leads is a leadership training program designed to equip young women with the skills, confidence and networks to take on leadership roles.

These two initiatives have helped women build relevant, marketable skills while boosting their confidence and employability. The program's inclusive and interactive approach encouraged active participation and offered real-world career insights.

WORKING WITH OXFAM

People are at the heart of everything we do at Oxfam. The wellbeing and safety of each individual who is supported by or works with Oxfam Australia is our highest priority. We continuously assess and find new ways to support people in our team and across our programs and activities.

At Oxfam Australia we employ people from a wide range of backgrounds and with personal experience of the types of inequality we seek to change, because it's crucial that we don't just talk equality and diversity, we live it.

NUMBER OF STAFF AND YEARS OF SERVICE				
	2021-2022	2022-2023	2023-2024	2024-2025
Less than 1 year	31	35	34	21
1-2 years	22	22	25	25
2-3 years	14	14	15	17
3-5 years	24	36	26	21
5-7 years	20	18	13	17
7+ years	29	21	30	33
Total staff numbers	140	146	143	134
FTE	127.94	131.34	123.40	127.79



Melbourne, Australia: Oxfam Australia hosted staff from its Timor-Leste partner organisation, Open the Books. The group was in Australia to meet community organisations and government departments to discuss access and inclusion for people with disabilities. Photo: Heidi Demond/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

MEET KENYAH

Kenyah Hura loves Oxfam so much, she recently completed her fourth internship! Kenyah is studying youth work at Victoria University and joined Oxfam through CareerTrackers, an organisation that teams First Nations tertiary students with internship opportunities.

"I'm really open to learning anything and everything while I'm here," Kenyah said. "For this internship, I'm working alongside Anila, Oxfam's Gender Justice Strategic Lead, in the disability inclusion space and it's been so rewarding, so fulfilling."

"Being able to work in that space and gaining my own knowledge, and I guess expanding on what I already know, has been really wonderful. And seeing the work that Oxfam is doing to help include people with disability is really amazing."

While Oxfam's work is not youth-specific, Kenyah was drawn to Oxfam's values, which align with her own values and reasons for choosing to work with young people.

"I wanted to be able to advocate and empower young people, and that's exactly what Oxfam does every single day through communities," she said.

"I have been so fulfilled within Oxfam and couldn't recommend it highly enough. I couldn't have asked for a better internship and it's why I've continued to come back here."

Melbourne, Australia: Kenyah made the most of her opportunities while doing internships at Oxfam. Photo: Heidi Demond/Oxfam.



MEET THE OXFAM TEAM

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 time, energy and experience.

OXFAM'S AMAZING VOLUNTEERS

Oxfam Australia's volunteers include office volunteers, event and community volunteers, board members, interns and secondees — and we simply could not do what we do without them.



237 VOLUNTEERS



17,195 HOURS



\$855,736 VALUE

Volunteers who were active in **2024-2025** collectively hold **160 YEARS** of service to Oxfam

We had volunteers based in **SIX STATES AND TERRITORIES** across Australia

Volunteers held **32 DIFFERENT ROLES** across Oxfam and in the community



Perth, Australia: One of our wonderful volunteers, Jennifer, at the Fair Trade Shop in Perth. Completely volunteer-run, the Fair Trade Shop sells handmade, fair trade, eco-friendly products sourced from skilled artisans all around the world, with all profits supporting Oxfam's work. Photo: Heidi Demond/Oxfam.

SAFEGUARDING AND PREVENTING MISCONDUCT

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

This year, Oxfam launched the Safeguarding Strategy 2024–2028 to reflect our evolving safeguarding practice and align with best practice and Oxfam values. The strategy outlines our commitment to uphold an organisational culture that prioritises safeguarding and aligns practices across all locations where we work. It directs our efforts towards working with our diverse partners to strengthen safeguarding capacity and expertise, and to respond to local needs and feedback to ensure safeguarding practices remain effective.

We continued to support safeguarding focal points to effectively carry out their function in promoting safeguarding awareness and appropriately responding to any concerns. This included a four-day safeguarding focal point training for representatives from the Asia region, and bi-monthly community of practice meetings.

Training and awareness activities were also held at country level with implementing partners, communities and people reached through our

programs. This was to ensure everyone was aware of the expected behaviours of Oxfam employees and representatives, how to raise any concerns, and what happens when reports are received. This year, there were two reported cases involving Oxfam Australia programming or country operations personnel or representatives. Both cases were assessed, and appropriate action was taken.

Annual country and regional safeguarding plans were prepared, outlining activities to meet expected standards and mainstream safeguarding preventative activities, while six-monthly reports were completed to support ongoing monitoring of practice. A number of policy and guidance documents, including the Oxfam Australia Child Safeguarding Toolkit, were updated and refreshed to support staff and partners to effectively implement safeguarding requirements.

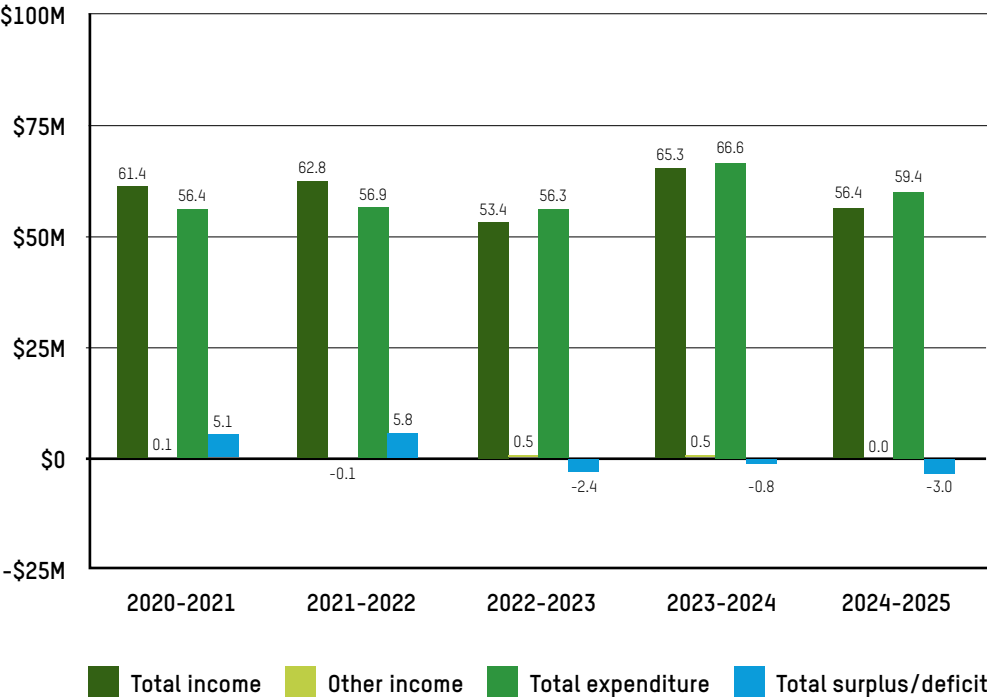
Henganofi, Papua New Guinea: Maigao Nigo, WASH Program Quality Officer, using a tap recently installed in the hamlet. Prior to the tap installation, the community had to walk hours every day to fetch water. Photo: Aimee Han/Oxfam.



FINANCIALS

FINANCIAL PERFORMANCE

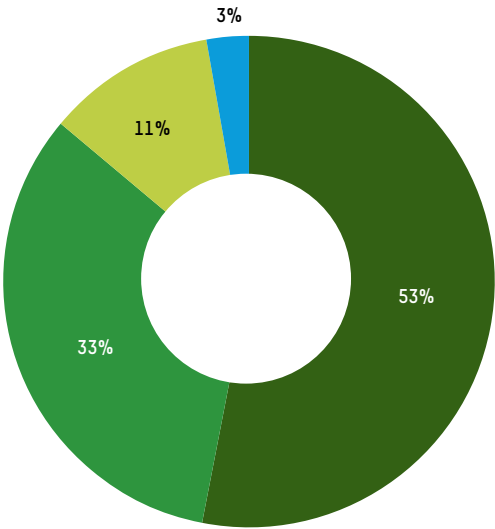
In the past financial year, Oxfam Australia recorded a deficit of \$2.9 million from its core operations, and a total consolidated deficit of \$3.0 million after accounting for revaluation of equity instruments through other comprehensive income. This deficit mainly reflects higher administration and operating costs, as Oxfam continued to fund the delivery of programs in the Pacific region. Overall program spending was \$4.3 million lower than the previous year. This reduction was mostly due to underspending in Pacific programs, though it was partly offset by certain Australian Humanitarian Partnership (AHP) grants being used earlier than expected.



INCOME

Our consolidated income of \$56.4 million is a decrease of \$8.9 million from the prior year. Our most significant income stream was from community support income contributing \$29.9 million and we are very grateful for the ongoing support of all our donors. We also recognised grant funding of \$24.9 million during the year, a year-on-year decrease of \$4.4 million.

WHERE THE MONEY COMES FROM



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

INCOME TYPE



\$29.9 MILLION
PUBLIC DONATIONS



\$24.9 MILLION
GRANT FUNDING

Pak Ou, Lao People’s Democratic Republic: Bouatham is the leader of the Fermented Fish Processing Group in the village. She has seen an increase in her income through joining the group, and enjoys the social benefits of being able to communicate and catch up with other women regularly. Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).



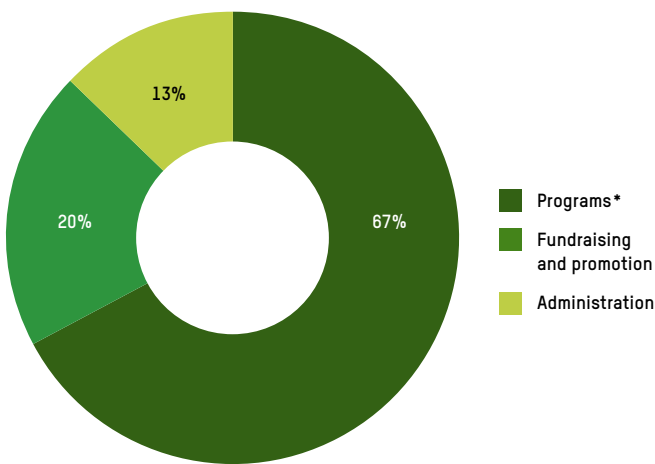
EXPENDITURE

Our consolidated expenditure was \$59.4 million, a decrease of \$7.2 million from the prior year. We spent \$39.5 million on our long-term development programs, advocacy, and emergency responses during the year, a \$4.4 million decrease on the prior year. Expenditure on fundraising activity of \$11.9 million was a decrease on the prior year spend by \$2.5 million. Administration costs increased by \$0.2 million compared to the prior year, primarily due to CPI-linked salary adjustments and broader rises in service delivery costs.

Our Fundraising Cost ratio decreased compared to the prior year as a result of continuous cost reviews. This ensured more funds were directed to program delivery.

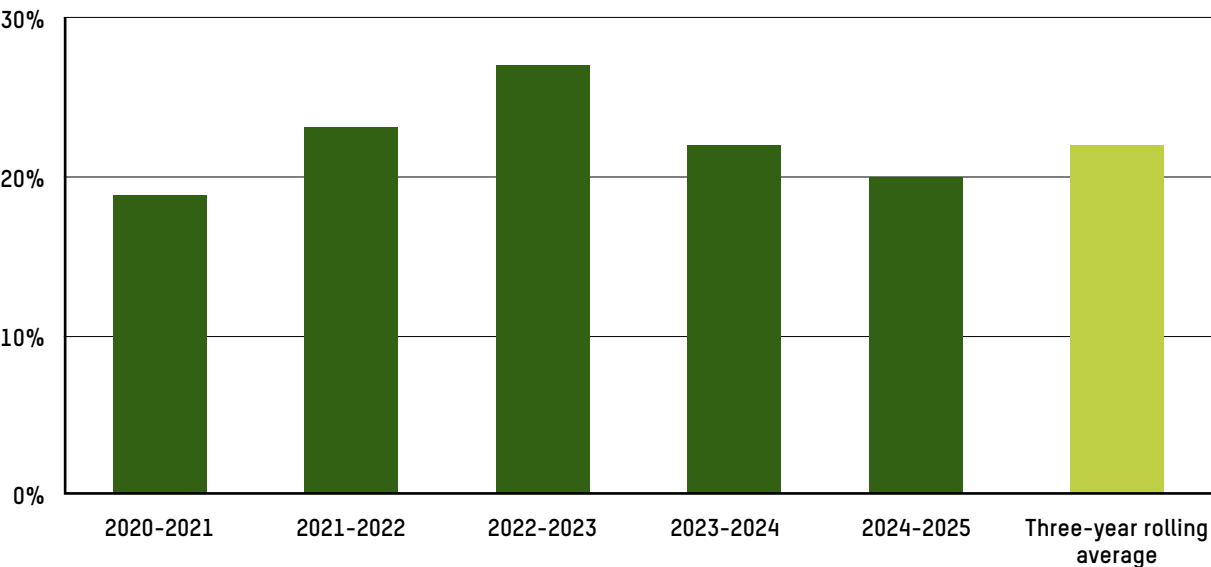
WHERE THE MONEY GOES

(Expressed as a percentage of total expenditure)

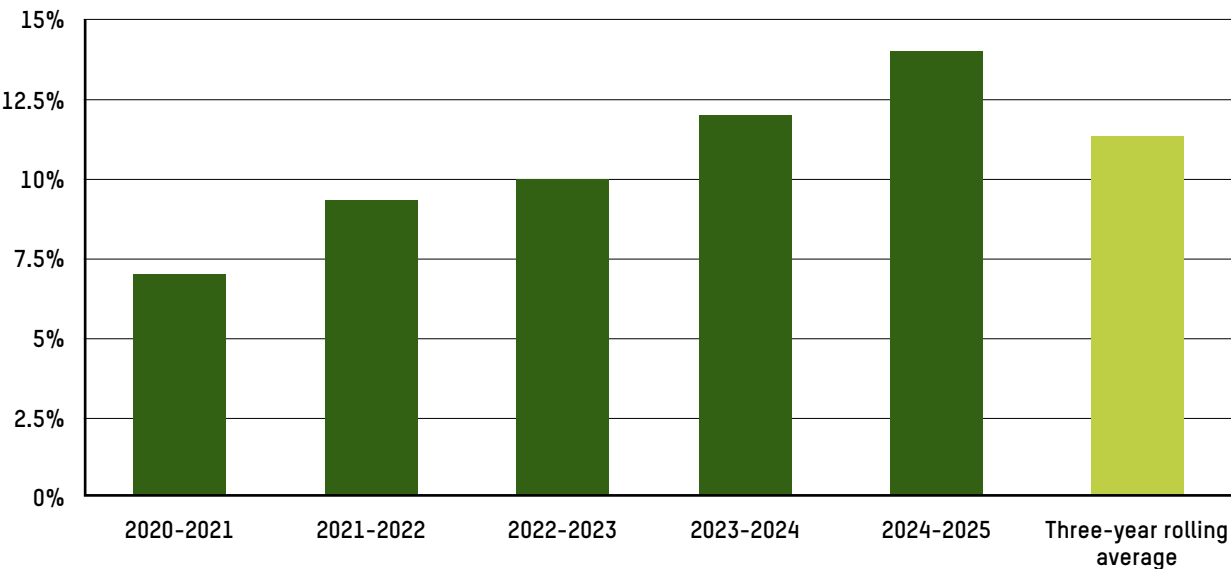


*Programs includes long-term development, humanitarian responses, and advocacy and campaigns.

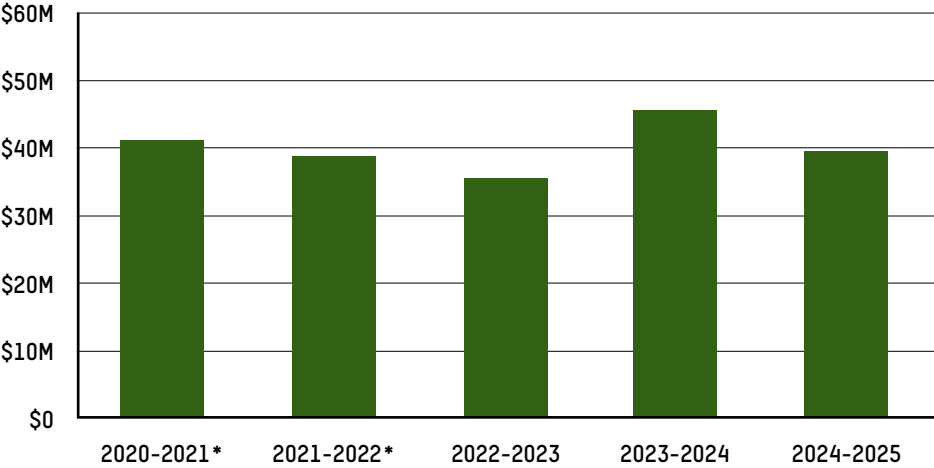
FUNDRAISING COSTS (% OF TOTAL)



ADMINISTRATION COSTS (% OF TOTAL)

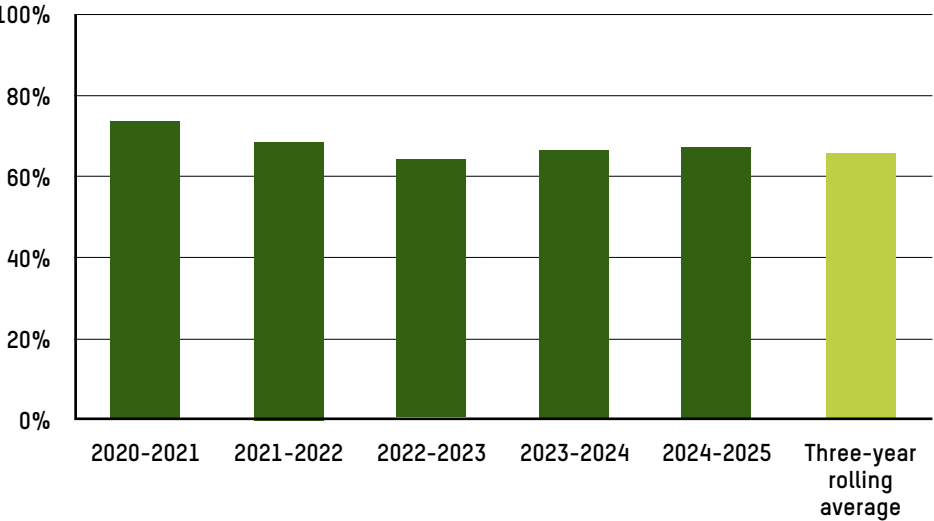


PROGRAM EXPENDITURE (\$)



*Oxfam Australia Trading excluded

PROGRAM EXPENDITURE (% OF TOTAL)



PROGRAM SPEND BY REGION



GLOBAL
21%
\$8.4M



PACIFIC
21%
\$8.1M



EAST ASIA
27%
\$10.6M



SOUTH ASIA
14%
\$5.8M



AUSTRALIA
3%
\$1.0M



AFRICA
11%
\$4.4M



THE MIDDLE EAST &
NORTH AFRICA
3%
\$1.2M

FINANCIAL OUTLOOK


Our overall net asset position continues to be strong, as is our working capital position. Assets include the investment portfolio of \$18.4 million and \$13.3 million Cash in Bank. The investment portfolio provides an ongoing unrestricted income stream for Oxfam.

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2025

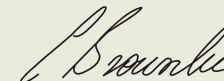
	NOTES	CONSOLIDATED ENTITY*	
CONTINUING OPERATIONS		2025 (\$'000)	2024 (\$'000)
REVENUE			
Donations and gifts - monetary		27,284	31,283
Bequests and legacies		2,605	3,451
Grants			
DFAT		18,692	19,744
Other Australian non government		11	1,164
Other overseas		6,187	8,353
Investment income		1,606	1,150
Other income		46	166
TOTAL REVENUE		56,431	65,311
EXPENDITURE			
International aid & development programs expenditure			
International programs			
Funds to international programs		29,823	33,623
Program support costs		6,204	6,997
Public policy and outreach program		1,331	1,218
Development effectiveness		1,125	919
Fundraising costs			
Public		10,996	13,548
Government, multilateral and private		888	897
Accountability and administration	1	7,968	8,263
Total international aid and development programs expenditure		58,335	65,465
Domestic programs expenditure		1,041	1,122
TOTAL EXPENDITURE	2	59,376	66,587
EXCESS OF REVENUE OVER EXPENDITURE		(2,945)	(1,276)
Other comprehensive income / (loss)			
Net gain / (loss) on financial assets at FVOCI		(27)	456
Total other comprehensive income		(27)	456
TOTAL COMPREHENSIVE SURPLUS / (DEFICIT) FOR THE YEAR FROM CONTINUING OPERATIONS		(2,972)	(820)

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 2024-25 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 2024-25 audited financial report.
3. During the financial year, Oxfam Australia had no transactions in the Political or Religious Adherence Promotion programs category. There were no non-monetary revenue or expenditure transactions that were required to be brought to account by Oxfam Australia.
4. This Summary Financial Report has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au.

This Summary Financial report is approved on behalf of the Board.



Dr Judith Slocombe AM
Chair
21 August 2025



Carole Brownlee
Director
21 August 2025

* This Statement of Financial Position 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.

Goroka, Papua New Guinea: Philemon took part in the Good Governance program run by Oxfam in PNG. The program supports communities to form coalitions and raise their concerns with local authorities, while also working with power holders on responding in a transparent and equitable way. Photo: Aimee Han/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

STATEMENT OF FINANCIAL POSITION AS OF 31 MARCH 2025

	NOTES	CONSOLIDATED	
		2025 (\$'000)	2024 (\$'000)
ASSETS			
Current assets			
Cash and cash equivalents	9	11,289	8,057
Trade and other receivables	10	11,307	7,872
Other financial assets	11	18,419	17,411
Term deposits		2,000	7,093
Other assets		876	976
		43,891	41,409
Non-current assets			
Property, plant and equipment		271	110
Right-of-use assets	12	162	569
Intangibles		-	867
Total non-current assets		433	1,546
TOTAL ASSETS		44,324	42,955
LIABILITIES			
Current liabilities			
Trade and other payables	13	2,548	3,614
Contract liabilities	14	15,444	11,507
Lease liabilities	15	159	414
Provisions	16	4,620	2,646
Total current liabilities		22,771	18,181
Non-current liabilities			
Lease liabilities	15	11	166
Provisions	16	358	452
Total non-current liabilities		369	618
TOTAL LIABILITIES		23,140	18,799
NET ASSETS		21,184	24,156
EQUITY			
Reserves	17	2,818	3,562
Retained surpluses	18	18,366	20,594
TOTAL EQUITY		21,184	24,156

* This financial report is a summarised version of our full financial report. Copies of our 2024-2025 audited financial report can be obtained by writing to the Chief Executive Officer, 355 William St, West Melbourne VIC 3003, or by visiting www.oxfam.org.au.



CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2025

CONSOLIDATED ENTITY*						
	RESTRICTED RESERVES (\$'000)	FINANCIAL ASSET RESERVE (\$'000)	REVALUATION SURPLUS RESERVE (\$'000)	COLLECTIVE RESOURCE ALLOCATION RESERVE (\$'000)	RETAINED SURPLUS (\$'000)	TOTAL (\$'000)
Balance at 1 April 2023	2,646	860	1,334	314	19,822	24,976
Deficit for the year	-	-	-	-	(1,276)	(1,276)
Other comprehensive income for the year	-	456	-	-	-	456
Total comprehensive income for the year	-	456	-	-	(1,276)	(820)
Transfer to / (from) reserves	104	(832)	(1,334)	14	2,048	0
Balance at 31 March 2024	2,750	484	-	328	20,594	24,156
Balance at 1 April 2024	2,750	484	-	328	20,594	24,156
Deficit for the year	-	-	-	-	(2,945)	(2,945)
Other comprehensive income for the year	-	(27)	-	-	-	(27)
Total comprehensive income for the year	-	(27)	-	-	(2,945)	(2,972)
Transfer to / (from) reserves	(632)	-	-	(45)	677	0
Transfer of realised gain of financial assets at FVOCI to accumulated surplus	-	(40)	-	-	40	0
Balance at 31 March 2025	2,118	417	0	283	18,366	21,184

KEY MANAGEMENT PERSONNEL DISCLOSURES FOR THE YEAR ENDED 31 MARCH 2025

COMPENSATION

The aggregate compensation made to the executive team and other members of key management personnel of the consolidated entity is set out below:

CONSOLIDATED		
	2025 \$	2024 \$
Aggregate compensation	1,620,968	1,657,463

Noting in the 2025 and 2024 financial years there were changes in the executive structure, and a number of staff in acting executive positions.

COMPENSATION STRUCTURE

The compensation made to the executive team and other members of key management personnel of the consolidated entity is set out below:

CONSOLIDATED		
	2025 \$	2024 \$
Short-term employee benefits	1,463,824	1,507,614
Superannuation	157,144	149,849
Total	1,620,968	1,657,463

This financial report is a summarised version of our full financial report. Copies of our 2024-2025 audited financial report can be obtained by writing to the Chief Executive Officer, 355 William St, West Melbourne VIC 3003, or by visiting www.oxfam.org.au.



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

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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 consolidated statement of financial position as at 31 March 2025, the consolidated statement of profit or loss and other comprehensive income and the consolidated 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 2025.

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 21 August 2025.

Responsibilities of the Directors for the Summary Financial Statements

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

Auditor's Responsibility

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

BDO Audit Pty Ltd

Elizabeth Blunt
Director

Melbourne, 21 August 2025

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THE OXFAM CIRCLE

This list represents the generous donations made by members of the Oxfam Circle during the 2024–2025 financial year.

VISIONARIES

Adelaide Charity Books
Annie Rose
Bean Alliance Group
Comic Relief Australia
Debbie and Henk Verhagen
Jaramas Foundation
John and Margot Hansen
Krishna Somers Charitable Trust
Marianne Smulders
Ross and Marianne Allan
Scape Australia Management
Simpson Family Foundation
The Harris Charitable Foundation
The Noel and Carmel O'Brien Family Foundation
Valerie and John Braithwaite
Vincent Chiodo Charitable Foundation

LEADERS

Alan Gardiner
Anonymous (Canberra)
Cameron Foundation
Ian H Cox
Isaacson Davis Foundation
Joanne Higgins
Mary Ballard Dixon
Rohan Wolfers
The Muffin Foundation

INNOVATORS

Amy and Paul Jasper
Ann and Trevor Kennedy
Anne and Michael Wilkinson
Anne Miller
Ashu Jhamb and Katherine Barraclough
Biophilia Foundation
Brennan Family Foundation
Chris Hartigan and Angela Scarfe
Christopher Holden
Christopher K Fairley AO
Colin Hauff
David Thomas and Philippa Cotter

Dr Joan Bryan
Dr Manivannan Gopalakrishnan
Duncan Murray
Gary Alcock and Marianne Hack
Gernot Heiser and Trudy Weibel
Greengib Foundation
Greg Jordan
Heather Drew
Helen Szoke AO and Jonathan Tribe
Ian Newman
Jeffrey Appleton
John Freeman
Jon Jureidini and Julia Beaven
Judith Neilson Foundation
Keith Chapple
Kevin M Crank
Krishna Sen
Leon Ball
Marquill Foundation
Michael and Leanne Rogerson
Michael Olive and Wendy Smith
Mick Harvey and Katy Beale
Mr Phillip Kelly
Owen and Shirlie Siegel Endowment, a giving fund in the APS Foundation

P Thompson
Paul and Susan Taylor
Peter Hanks
Poorcountry Charitable Trust
Prof Michael Jefford
Raymond Tam and Linda Castles
Rellim Foundation
Rosalind Fournier
Simon Martin
Starkie Family
Susan Adams and Andrew Kirk
The Dick and Pip Smith Foundation
The Russell Foundation
Thomas Goodman
Tim Minter and Marion Matthews
Vi Garood

FUNDING PARTNERS

CHARITABLE CHAMPIONS

Corrs Chambers Westgarth, Bean Alliance, JB Hi-Fi, Scape Australia

PRO BONO SUPPORTERS Johnson Winter Slattery, Wotton & Kearney, Levant Consulting, Risk Logic

TRUSTS Australian Unity Trustees Foundation - Edith Grace Biggs, The Bill and Joy Barrie Foundation, The Bridget Arman Perpetual Charitable Trust, The Ruby Matthews Memorial Fund, The Enid Helena Ryan Trust Fund, The Esdale Foundation, The Fischer Darlington Trust, The Frederick and Winifred Grassick Memorial Fund, The Ian Berry Foundation, The Jack Jacobs Charitable Trust, The Madeline Crump and Madeline Williams Trust, The Mary Janette Pearce Endowment, The Pauline Louise Curwen Charitable Trust, The Peter Leith Riddell Memorial, The R W and C M Gleeson Charitable Trust, The Walter and Muriel McConnan Memorial Trust, The Wilma Collie Perpetual Trust, V N Sanders Charity Trust

GIFT IN WILLS The Estate of the late: Anthony John Byrne, Lorraine Joan Waters, Pamela Mary Marx, Patricia Ann Grainger, Petrus Cornelis Heyligers, Roger Hugh Cook, Timothy James Colebatch

INSTITUTIONAL FUNDERS Australian Department of Foreign Affairs and Trade (DFAT), Emergency Action Alliance, European Union, Monash University, Swiss Agency for Development and Cooperation, United Nations Children's Fund (UNICEF), World Food Programme

COMMUNITY ACTION Adelaide Charity Books, Films for Change, Friends of Oxfam WA, Oxfam at Monash, Oxfam at UniMelb, Oxfam Group Alliance for Change, Oxfam Group Diamond Valley, Oxfam Group Essendon, Oxfam Group Fair Trade WA, Oxfam Group Fremantle, Oxfam Group Ocean Grove, Oxfam Group Queenscliff/Point Lonsdale, Oxfam Group Wangaratta, Oxfam Group Warrnambool



Oecusse, Timor-Leste: Virginia runs a kiosk out of her home and wants to expand it with the savings she has made from the ROMANSA savings group. Photo: Heidi Demond/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

EXECUTIVE LEADERSHIP GROUP (AS AT 31 MARCH 2025)



DR CHRISANTA MULI

Acting Chief Executive

Responsibilities: Strategic and operational leadership, with expertise in programs and development

Joined: 2024, appointed Acting Chief Executive in March 2025



SARAH MADACKI

Acting Director Programs and Transformation

Responsibilities: International development, humanitarian response and Pacific transition project; operations including information technology, people, capability and culture, risk, compliance and integrity

Joined: 2016



PRASAD COORAY

Head of Finance

Responsibilities: Financial strategy and sustainability, financial reporting and governance, business partnering and transactional services

Joined: 2023



ANDREW BUCHANAN

Director Fundraising, Partnerships and Community

Responsibilities: Revenue generation and management; supporter engagement; marketing and communications, First Peoples' program and public engagement

Joined: 2019



TAHJ RICHARDSON

Chief Strategy and Transformation Officer

Responsibilities: Strategic planning, organisational collaboration, change management

Joined: 2022



LYN MORGAIN

Chief Executive (until March 2025)

Responsibilities: Strategic and operational leadership

Joined: 2019



KAREN O'DUIL

Chief Financial Officer (until December 2024)

Responsibilities: Financial strategy and sustainability, financial reporting and governance, business partnering and transactional services

Joined: 2023



Stung Treng, Cambodia: Chanthourn and her husband Savorn, a fisherman, near the lake that their community has successfully patrolled to protect it from over-use and other illegal activities. Oxfam's Mekong Inclusion Project Phase-II works with communities and civil society in Laos, Cambodia, Myanmar, Vietnam and Thailand to ensure continued access to essential river resources for their livelihoods, health and wellbeing. Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).

OXFAM AUSTRALIA BOARD



DR JUDITH SLOCOMBE AM

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

Appointed: 2020
Term expires: 2026
2024–2025 Director's meeting attendance: 6/6
Responsibilities: Board Chair, Finance, Risk and Audit Committee; Governance Committee; Nominations Committee, Remuneration Committee



ALEEM ALI

BA, GRAD DIP COMM SERV MGMT, GRAD CERT DIV, AMICDA

Appointed: 2021
Term expires: 2027
2024–2025 Director's meeting attendance: 6/6
Responsibilities: Deputy Board Chair, Finance Risk and Audit Committee



MARGARET THOMAS

BA (HONS), MASTERS OF DEVELOPMENT STUDIES

Appointed: 2021
Term expires: 2027
2024–2025 Director's meeting attendance: 6/6
Responsibilities: Finance Risk and Audit Committee



GEOFF MCCLELLAN

LLB BEC

Appointed: 2017
Term expires: 2026
2024–2025 Director's meeting attendance: 6/6
Responsibilities: Governance Committee Chair



DR JASMINE-KIM WESTENDORF

PHD, BA (HONS)

Appointed: 2018
Term expires: 2026
2024–2025 Director's meeting attendance: 3/5
Responsibilities: Governance Committee



CAROLE BROWNLEE

BCOM (QLD), FCPA, AICD

Appointed: 2024
Term expires: 2027
2024–2025 Director's meeting attendance: 2/2
Responsibilities: Finance Risk and Audit Committee Chair



SIOBHAN VIVIAN

BA, GRAD DIP (HUMAN RESOURCES MANAGEMENT)

Appointed: 2024
Term expires: 2027
2024–2025 Director's meeting attendance: 2/2
Responsibilities: Governance Committee



JAMES MORGAN

DIPLOMA OF GOVERNMENT, CERT IV TRAINING & DEVELOPMENT

Appointed: 2024
Term expires: 2027
2024–2025 Director's meeting attendance: 2/2
Responsibilities: Finance Risk and Audit Committee



NATALIE SIEGEL-BROWN

BA, LLB, G CERT (CORP MANAGEMENT), MASTERS OF POLITICS

Appointed: 2025
Term expires: 2028
2024–2025 Director's meeting attendance: 1/1
Responsibilities: Finance Risk and Audit Committee



ELIZABETH GRINSTON

BA, LLB, GAICD

Appointed: 2025

Term expires: 2028

2024–2025 Director's meeting
attendance: 1/1

Responsibilities: Governance
Committee



SACHIE SENEVIRATNE

BA (DEVELOPMENT STUDIES), BCOM
STAFF PARTICIPANT

Appointed: 2024

Term expires: 2026

2024–2025 meeting attendance: 3/3

OTHER BOARD MEMBERS DURING THE REPORTING PERIOD



SALLY MCCUTCHAN

GRAD DIP ACC FIN, BEC, CPA, GAICD

Appointed: 2018

Term expires: 2024

2024–2025 Director's meeting
attendance: 3/3

Responsibilities: Finance Risk and
Audit Committee Chair



AMANDA YOUNG

LLB, GRAD DIP LEGAL PRAC

Appointed: 2021

Term expires: 2024

2024–2025 Director's meeting
attendance: 1/3

Responsibilities: Governance
Committee



ZAINAB FAZIL

BSC (SOCIOLOGY), M SOCIAL
ANTHROPOLOGY

Appointed: 2021

Term expires: 2024

2024–2025 Director's meeting
attendance: 4/4

Responsibilities: Finance Risk and
Audit Committee

WE ARE ACCOUNTABLE TO YOU

CODES AND STANDARDS

Our work is guided by these codes of conduct and standards:

- Australian Charities and Not-for-Profit Commission Governance Standards and External Conduct Standards
- Australian Council for International Development Code of Conduct
- 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 requirements
- Fundraising Institute of Australia Principles and Standards of Fundraising Practice
- Oxfam International Code of Conduct
- One Oxfam Safeguarding Core Standards
- Sphere Humanitarian Charter and Minimum Standards in Disaster Response and Core Humanitarian Standard (CHS)

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

SOLICITORS

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

BANKERS

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

INVESTMENT ADVISORS

JBWere
Level 31, 405 Bourke Street
Melbourne, VIC 3000

AUDITORS

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

For more information about our accountability processes, supporter services and ethical and legislative requirements, visit www.oxfam.org.au

ACCREDITATION

Oxfam Australia is an active member of the Australian Council for International Development (ACFID). We are a signatory to, and compliant with the ACFID Code of Conduct and are committed to adhering to its high standards of corporate governance, public accountability and financial management. Complaints relating to alleged breaches of the Code can be made to the ACFID Code of Conduct Committee via <https://acfid.asn.au/code-of-conduct/complaints/>

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 2024, with DFAT formally confirming it approved full accreditation in December 2024 for the following 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/contact-us/
- enquire@oxfam.org.au
- Freecall 1800 088 110
- Oxfam Australia, Locked Bag 20004, Melbourne VIC 3001

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

SUPPORTER INFORMATION

Our Supporter Charter outlines our commitments to you, our supporters. 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.

PRIVACY POLICY

Our Privacy Policy details the information we collect about you and how we use it. Visit www.oxfam.org.au/privacy for details.

SCAN THE QR CODE TO
PROVIDE FEEDBACK





Pak Ou, Lao PDR: Members of the native chicken production group (from left), Mon, Somchan and Bouathong. Oxfam's Mekong Regional Water Governance Program works with local civil society organisations and regional networks, offering training on agricultural practices to increase and enhance production. Photo: Patrick Moran/ Oxfam. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).



OXFAM
Australia

The future is equal

Dasan Geria, Indonesia: Mariani and Satria support their community in anticipatory action. Mariani measures and documents water levels using an obrometer and Satria is the village secretary and chief of the Village Disaster Preparedness Team (TSBD). Photo: Aimee Han/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).