



# IMPACT

REPORT 2019



**OXFAM**  
New Zealand

# SNAPSHOT 2018-2019



## CLIMATE ADAPTATION IN VANUATU

"I used the money that I earned from the crops that FSA supported me with to pay for the materials to build a house. The house is a big one. It fits everyone." Lisy, from Malekula in Vanuatu, grows succulent, golden pineapples to sell at the local market thanks to the tools and techniques she received from Oxfam's partnership with FSA. She now has a higher and more consistent income to support her extended family.

Read more on Page 7

## PAPUA NEW GUINEA

In PNG, Oxfam is supporting families like Maria's to earn a decent living. "With the income we get from bulb onions, we get things we need like mattresses and blankets, plates and cups. We even buy our soap. When children want to return to school, we are provided with our bus fare."

Read more on Page 11



## FAIR TAX NOW

Oxfam's report *Prescription for Poverty* highlighted large-scale tax avoidance practices of four big, multinational pharmaceutical companies and launched our Fair Tax Now campaign, demanding greater transparency in corporate financial reporting. More than a thousand people emailed Minister of Revenue Stuart Nash to make this demand, and 10,000 people signed the petition.

Read more on Page 8

## OXFAM TRAILWALKER

Over 1000 people took part in Oxfam Trailwalker 2019, walking between 50km and 100km to raise money for Oxfam's work fighting poverty and injustice around the world. This year, the event raised over one million dollars – an amazing achievement that will make a difference to the lives of many!

Read more on Page 15





**Whāia te iti kahurangi ki te tūohu  
koe me he maunga teitei**

*Seek the treasure you value most  
dearly: if you bow your head, let it  
be to a lofty mountain*

In 2018-19, Oxfam continued its  
life-saving work in communities  
affected by crisis and poverty, as

the world shifted its attention in an unprecedented way  
towards the biggest crisis of all – climate breakdown.

We see the effects of climate destruction on people's  
livelihoods, homes and families every day in our work  
in the Pacific. In Tonga, where thousands of people are still  
recovering from Gita (the worst cyclone to hit in decades)  
our long-term humanitarian response is ongoing. In  
Vanuatu, we are working with women farmer groups to  
provide training and tools to grow more climate-resilient  
crops, so they can continue to have a consistent income  
despite the prolonged dry seasons. This work will be even  
more vital in coming years as growing numbers of people  
need to adapt to our ever-changing climate reality.

Underpinning our work in these communities,  
Oxfam's advocacy work continued to tackle the root  
causes of climate breakdown. Thousands more supporters  
joined us to campaign for a robust Zero Carbon Act.  
Together we demanded action to truly turn around New  
Zealand's dismaying current emissions path and ensure  
we are pulling our weight – following the lead of many of  
our neighbouring Pacific nations.

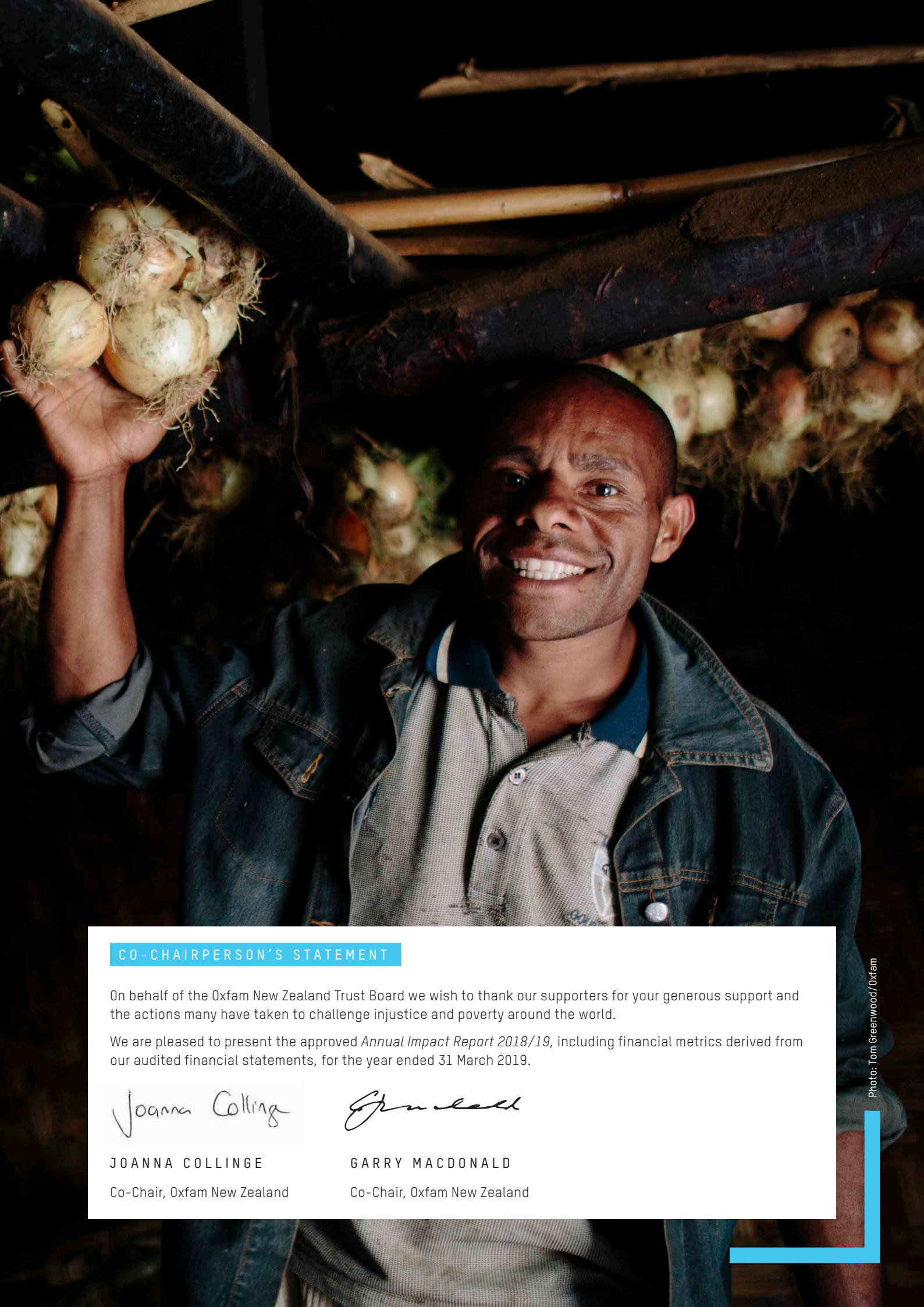
Oxfam also continued its global journey to change our  
organisational culture, moving towards one where  
all those we work with, from staff to volunteers  
and communities, can feel safe and respected. The  
Independent Commission, established by Oxfam to  
examine our own safeguarding processes and culture,  
published its final report with a series of valuable  
recommendations and signalling that we are moving in the  
right direction. The strong focus for Oxfam New Zealand  
is now in redoubling our efforts in this area and ensuring  
that not only what we do, but how we do it lives up to the  
values we espouse in our work around the world.

The support we received from donors in 2018-19 was  
particularly special to us. Thanks to your unfaltering  
support, we have been able to transform who we are and  
continue to challenge injustice and save lives in the face  
of some of the toughest challenges around the world.  
Your belief in how we speak truth to power and fight the  
causes of poverty is the treasure we seek and we bow our  
heads to the lofty trust you have shown in Oxfam.

**RACHAEL LE MESURIER**  
Executive Director, Oxfam New Zealand

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Simbu province, Papua New Guinea: Kem Michael, 29, an onion farmer, in a storeroom used for drying onions. With support from Oxfam's local partner, Kem has been given seeds, tools and techniques to improve the quality and quantity of his yield.



#### CO-CHAIRPERSON'S STATEMENT

On behalf of the Oxfam New Zealand Trust Board we wish to thank our supporters for your generous support and the actions many have taken to challenge injustice and poverty around the world.

We are pleased to present the approved *Annual Impact Report 2018/19*, including financial metrics derived from our audited financial statements, for the year ended 31 March 2019.

Joanna Collinge

JOANNA COLLINGE

Co-Chair, Oxfam New Zealand

Garry Macdonald

GARRY MACDONALD

Co-Chair, Oxfam New Zealand

# STRENGTH IN PARTNERSHIPS

## OUTCOME 1:

### STRENGTHEN OUR PARTNERSHIPS TO SUPPORT THE IMPACT OF OUR PROGRAMMES

Oxfam continued to strengthen relationships with our partners this year, working alongside the Oxfam country and regional offices to create positive change through our development and humanitarian work.

We supported long-term development projects focusing on improving nutrition, food security, livelihoods, inclusive employment and entrepreneurship services for young women and men; as well as designing a new water, sanitation and hygiene project in Papua New Guinea.

Our humanitarian support spanned crises in Syria, South Sudan and Nigeria; Cyclone Idai in Southern Africa; Tropical Cyclone Gita in Tonga; the Ambae volcanic evacuation in Vanuatu; earthquake and tsunami responses in Indonesia; and the Rohingya crisis in Bangladesh.

## AIMS FOR 2018/19:

Oxfam New Zealand sought to support our partners to deliver on Oxfam's change goals in development and humanitarian programming, through a range of mechanisms.

## ACHIEVEMENTS

### Humanitarian Emergencies

- Oxfam continued its long-term response to Cyclone Gita in Tonga by helping a further 7,500 farmers and their families to recover their livelihoods with organic seeds, fertiliser and farming support.
- Food security improved for over 2,000 people displaced by volcanic eruptions in Ambae, Vanuatu with seeds and planting material provided by Oxfam.
- Water piping and storage systems, toilet facilities and hygiene promotion reached over 500 people displaced by volcanic eruptions in Kadovar, Papua New Guinea.
- Vulnerable Rohingya women in refugee camps in Bangladesh, who experienced or are at risk of gender-based violence, are aware of and have access to vital protection services and safe community spaces. This is a result of Oxfam's community engagement activities with thousands of Rohingya men, women, girls and boys as well as community and religious leaders.
- 3,255 survivors displaced by a powerful earthquake and tsunami in Sulawesi, Indonesia were provided with access to life-saving safe water and sanitation services in displaced-person camps.

### Development Partnerships

- 96 ni-Vanuatu youth attended employment, business and self-management courses with Oxfam's partner Youth Challenge Vanuatu (YCV). 34 trainees found employment through YCV. 100% of focus group participants said they had learned new skills and grown in confidence and motivation, and 97% said they had taken on new roles within their community.
- Oxfam worked with 1530 farmers in rural areas of Timor-Leste to increase the quantity and quality of their yields. Farmers received higher prices for crops, using the extra income to pay their children's school expenses. Oxfam's partners also successfully introduced nutritious crops like red beans and peanuts into areas where they haven't previously been grown, with some farmers supplying beans for children's lunches at their local schools.
- 94% of farmers participating in Oxfam's HARVEST project in PNG now have more money to buy food and have a better diet, after being supported to learn new farming techniques and grow their financial literacy.
- Oxfam worked with partners to design a new four-year water, sanitation and hygiene project, to improve health, resilience and quality of life for 30,000 remote and vulnerable communities. Implementing partners include, among others, New Zealand-based engineering consultancy, Lautrec.
- 723 farmers in Vanuatu – women and men – have been given access to supplies, training and support to grow their incomes.



KELLY INAE • HIGHLANDS, PAPUA NEW GUINEA

Oxfam is working alongside Kelly Inae, one of our local partners in Papua New Guinea. Kelly started supporting local beekeepers several years ago, but through his partnership with Oxfam he has scaled up his programme and is now able to reach many more farming families.

With Oxfam's support, Kelly works with aspiring beekeepers by providing inexpensive beekeeping equipment, training and access to the lucrative honey market. With these extra resources, many beekeepers in the highlands of PNG now generate enough income to support their families, save for the future and even provide employment for other locals.

"In a year of working with Oxfam I've trained almost 80 people. I supply them with my bee boxes and train them. They can bring their honey to me and I pay them in cash.

"This is greatly helping their living standards. I have managed to help all of these people through the support that Oxfam has given me. It motivates me to look at families and friends who have been able to build houses.

"It's my dream to continue this work. In the future someone will say, 'This house was built from honey money' and I will love hearing that."

# GROWING PACIFIC LEADERSHIP

## OUTCOME 2:

SUPPORT THE GROWTH OF PACIFIC LEADERSHIP IN CHALLENGING LOCAL ISSUES OF INJUSTICE AND POVERTY

Oxfam's presence in the Pacific dates back to the 1980s. Over recent years, the Oxfam confederation has recognised the importance of strengthening our accountability, legitimacy and relevance by being more grounded in the countries and regions in which we work. As a result, Oxfam in the Pacific was established in 2015 as a regional hub, and since that time has been evolving as a strong Pacific-led voice at both country and regional levels, committed to the principles of self-determination and solidarity.

In 2018-19, we continued to support Oxfam in the Pacific's evolution to becoming a more independent, Pacific-led entity, particularly through engaging in new strategic thinking and supporting ongoing organisational change.

## AIMS FOR 2018/19:

Oxfam planned to ensure ongoing and relevant support for the effective transition of Oxfam in the Pacific to a more independent, Pacific-led organisation.

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## ACHIEVEMENTS

- With Oxfam New Zealand's support, Oxfam in the Pacific has developed a new Pacific regional strategy, focused on three core thematic pillars: resilience (including climate change adaptation, disaster risk reduction and humanitarian response); gender equality and social inclusion; and oceans (including custodianship and the Blue Economy). By focusing on these areas, Oxfam in the Pacific hopes to challenge existing power structures that exclude and marginalise, to strengthen social accountability, and to build an evidence, learning and innovation hub so we can learn and grow from our collective work.
- The Oxfam New Zealand Board and Executive Director have been involved in the exciting journey for the Oxfam in the Pacific office to become a new, independent Oxfam entity with a Pacific-led Trust Board, and a real peer and partner for Oxfam New Zealand. We remain very committed to ensuring people from developing countries have an equal place at the decision table within Oxfam around the world.
- Oxfam New Zealand has embarked on a scoping exercise to identify potential new Pacific partnerships in Aotearoa New Zealand so that we can enrich and support the Oxfam in the Pacific regional vision through stronger ties with Pacific communities in New Zealand. We have also strengthened our connections to universities and think-tanks engaged in international development issues, particularly focused on the Pacific.



LISY LINGI • LARVAT, MALEKULA, VANUATU

Oxfam is helping to tackle poverty by arming strong women with smart solutions – including the tools and knowledge they need to protect their fragile farming livelihoods from the ravages of climate breakdown. Through local partner Farm Support Association, Oxfam is supporting small-scale farmers like Lisy to growing climate-resilient crops, such as hardy pineapples that can withstand extreme weather.

“After the cyclone last year, there was no more rain until now, so the place is very dry and the crops are not growing. The sun has been strong for very long period of time since last year until this year.

“But the pineapples are growing. Because when we plant pineapples even if there is no rain and there’s strong sun, they still grow.

“I would like to say a big thank you to Oxfam, and to the donors who have supported FSA through the funds they are giving. It was through them that I have received the support that I am getting and it was through them I was able to plant my produce and sell it. Now I can build a house of my own, and it’s small but it’s a good house that can shelter me and my family.”



# VOICES FOR CHANGE

## OUTCOME 3:

INFLUENCE GOVERNMENT POLICY AND PRACTICE TO FOCUS ON SOLUTIONS TO THE INJUSTICE OF POVERTY

While Oxfam works to alleviate the symptoms of poverty, we also campaign to tackle the causes of it. We advocate on behalf of the world's most vulnerable people to encourage those who make the decisions in governments and corporations to change the systems and policies that keep people poor.

## AIMS FOR 2018/19:

Oxfam New Zealand aimed to contribute effectively to policy debate and change on New Zealand's response to climate breakdown, with a focus on the impacts of climate breakdown across Pacific Island countries and territories. We also wanted to effectively contribute to Oxfam's global campaigning actions to reduce inequality and poverty.

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## ACHIEVEMENTS

- Oxfam New Zealand continued its leading role in tackling international tax avoidance. We launched the report *Prescription for Poverty*, which highlighted the large-scale tax avoidance practices of four big, multinational pharmaceutical companies. The report received good media coverage and kicked off our Fair Tax Now campaign, demanding greater transparency in corporate financial reporting. Over 1,300 people emailed Revenue Minister Stuart Nash to make this demand, and more than 10,000 people signed the petition. Oxfam New Zealand also engaged with the Tax Working Group's report, and built alliances with other organisations and people working on tax justice in New Zealand.
- This year Oxfam built on the success of the Back the Plan coalition, which helped to get a Zero Carbon Act commitment from the new government in 2017. Over the past year we supported Oxfam climate campaigners to submit to the government's consultation document on the Zero Carbon Act, with 56 supporters making a detailed submission. The petition continues, with over 4,000 signatures to add to the collective tally with other organisations when we submit it to parliament.
- Oxfam New Zealand's voice remained strong on the need to reduce inequality. Our annual inequality report, launched during the World Economic Forum (WEF) where the world's rich and powerful gather, hit the front pages of newspapers and kept the conversation about wealth inequality alive. Oxfam International's Executive Director, Winnie Byanyima met with Prime Minister Ardern during the WEF, who confirmed that she shares Oxfam's concern about global inequality. The Finance Minister, Grant Robertson, co-chaired with Senegal an Oxfam-organised discussion with like-minded Finance Ministers at the World Bank and International Monetary Fund annual meetings about how to best reduce inequality. We launched our Commitment to Reducing Inequality Index for the second year running, and this is serving as a useful tool in stimulating discussion about what governments can do to stop inequality.
- Oxfam worked to strengthen the Government of New Zealand's Pacific climate change-induced displacement strategy, conducting research, engaging with politicians and policy makers and bringing voices from affected Pacific communities to New Zealand into policy workshops with New Zealand experts and officials. Oxfam enriched the policy discussion in New Zealand, and the new Government policy is aligned with the preferences of Oxfam's Pacific community partners – expressing the need to support affected communities to first and foremost stay as long as they can where they are, with adaptation and cultural preservation as the key community priorities.
- A senior leader from Oxfam New Zealand was selected, based on their expertise, to be on the Ministry of Foreign Affairs and Trade 'Partnering for Impact' Reference Group. This group provided input and advice to the Government on new and evolving mechanisms for working with New Zealand-based NGOs on international development issues.



LILIANY BUKTAN • PINALUM, MALEKULA, VANUATU

Vanuatu is already in the grips of climate breakdown. Farmers are experiencing prolonged dry seasons, unusually hot spells and more intense cyclones than before. Even the hardiest plants sometimes struggle to survive and traditional crops are no longer as reliable as before.

Oxfam is supporting local communities to adapt their farming techniques to cope with the negative impacts of climate breakdown, by providing advice, tools and seeds to transition to more climate-resilient crops and income sources.

Ni-Vanuatu woman Liliany Buktan lost her livelihood to Cyclone Hola when it destroyed her chicken coop.

Like many, Liliany relies on her farming income to keep her children, like Elizabeth\*, healthy and in school.

“We have seen the changes. In the past, we would just go to the garden and plant banana, taro, and cabbage and that’s all, but when FSA talked to us about vegetables and we planted them, we saw that there is more money coming in. I go to the garden and plant my crops, and when they are ready I harvest them and get money to feed my kids and pay for school fees.”

\*Name has been changed

# INCREASING IMPACT

## OUTCOME 4:

INCREASE THE QUANTITY OF INCOME, AND DIVERSITY OF SOURCES,  
FOR IMPROVED IMPACT FOR OUR LOCAL PARTNERS AND COMMUNITIES

This year, the kindness and generosity of Oxfam New Zealand's supporters have enabled thousands of people to lift themselves out of poverty. Oxfam worked with communities around the Pacific and beyond to equip them with the resources, tools, skills and knowledge to improve their lives and thrive. Without the vital funds raised by a variety of sources, Oxfam would not be able to continue this life-saving work.

Oxfam New Zealand continued to focus on diversifying its income sources over the past year, leading to fruitful partnerships and thousands more dedicated supporters standing by our work.

## AIMS FOR 2018/19:

Oxfam aimed to meet or exceed its fundraising goals, diversify income sources and generate new peer-to-peer partnerships, and to sustain a sound institutional funding base while responsibly managing the requirements for co-investment from public donations.

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## ACHIEVEMENTS

- Net contribution from engagement activities for the year was 3% higher than budget with a net-total raised of \$2.2 million.
- Oxfam piloted a new peer-to-peer fundraising partnership, Ration Challenge, which exceeded expectations by generating in excess of \$600,000 in revenue, against a target of \$361,000. As a result, more support was able to be provided to refugees from Syria for their basic needs.
- Oxfam New Zealand commissioned an independent review of Oxfam Trailwalker and made considerable changes to this mature fundraising event. These changes contributed to an improvement in net contributions of \$238,000 between the 2018 and 2019 events at year end.
- Over 4000 people joined Oxfam New Zealand's committed supporter base to give monthly to Oxfam's vision, meaning more reliable funding available when committing to future Oxfam development projects.
- Five new grants and contracts were secured from institutional funders, providing substantial financial backing for long-term programmes when matched with public donations.



MARIA • SIMBU PROVINCE, PAPUA NEW GUINEA

Maria, a high school student, is continuing her education thanks to the increased income her family makes from bulb onions. With Oxfam's support, they are increasing the quality and quantity of their yields to sell at market, meaning more money to cover costs associated with her schooling.

"It helps with the bus fare to return to school, and we are also given money to buy stationery like books or pens, and soap or other needs to take back to school. With the income we get from bulb onions, we get things we need like mattresses and blankets, plates and cups. We are benefiting a lot from this.

"In the past when I was in my primary school days, I was not able buy basic needs like soap. Our parents would struggle to collect greens and other food such as beans and sweet potato to sell so that we could make money.

"But when we were introduced to bulb onions, we were able to get more money to meet our needs. Now that we are planting bulb onions, we see changes in our society and community."



# PEOPLE POWER

## **OUTCOME 5:**

**INCREASE THE OPPORTUNITIES FOR NEW ZEALANDERS TO SUPPORT OUR WORK**

Oxfam works to alleviate poverty and injustice at all levels – from changing individual lives to campaigning on a global scale to tackle the root causes. This is made possible through the generosity of public donations towards Oxfam’s vision.

Oxfam New Zealand also knows that people power is one of the most effective ways to enact change – so we aim to get New Zealanders more actively engaged in the issues that impact on poverty and inequality in developing countries.

## **AIMS FOR 2018/19:**

Oxfam New Zealand aimed to deepen commitment from our existing supporters, aiming for 850 regular givers to also contribute to Oxfam via other channels at an average added value of \$200; and for 700 one-time givers to also contribute to Oxfam via other channels at an average added value of \$80. In addition, we aimed to increase our campaigner base by 20%.

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## **ACHIEVEMENTS**

- Oxfam New Zealand proactively sought to connect supporters with a wider range of ways to support Oxfam’s work. This included expanding how, in our campaign asks to financial donors, we described our challenges to the systems of injustice. It also involved promoting single gifts to our regular donors, which resulted in a deepening of support from our existing base.
- 965 regular givers contributed an average of an additional \$267. 1,040 one-time givers supported Oxfam through multiple avenues, donating an average of \$169 more than people who donated via only one channel.
- This year Oxfam aimed to expand the relationship we have with campaigners, supporting people to take more than two actions. We exceeded our target by 100%, with over 300 people taking multiple actions to change the systems that trap people in poverty and inequality.
- Oxfam New Zealand expanded our campaigner base by 30%, well above expectations, indicating that people everywhere are keen to take political action to stop inequality and poverty.



**SUMANIA • MOINNARGHONA CAMP, BANGLADESH**

Sumania\* is a Rohingya refugee who fled across the border from Myanmar to Bangladesh, where she now lives with her seven children. Oxfam recently installed latrines and water pumps in the refugee camp, including several just a short walk from Sumania's home.

"We are getting all kinds of benefits (from the water pump). We can drink water whenever we need to.

We can add medicine to the water. We are feeling better that now we can take a shower anytime and drink safe water. The children can go and fetch water, we do not have to go far. It is more convenient."

"It makes me very happy that my children are getting better, they can wash their body, they can drink safe water from the pipe too. We are happy."

\*Name has been changed



# PEOPLE POWER

## **OUTCOME 6:**

**INCREASE THE ORGANISATIONAL HEALTH AND SUSTAINABILITY OF  
OXFAM NEW ZEALAND**

Oxfam understands that the impact we can deliver is reliant on the values, skills and expertise our staff and volunteers bring to our work. To work most effectively and to honour the trust our supporters and donors have in us, our staff and volunteers need reliable tools and budgets that can maximise their talent, a safe working environment and to know that they are valued.

We also know that to achieve a world without poverty or injustice we need to be an organisation that is resilient, sustainable and can take the knocks that a rapidly changing world will bring.

## **AIMS FOR 2018/19:**

Over the course of the year, Oxfam aimed to improve the financial health and sustainability of our organisation, as well as ensuring we continue to retain motivated, committed, engaged and high-performing staff.

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## **ACHIEVEMENTS**

- The annual Oxfam New Zealand staff survey demonstrated that we have made significant improvements over the previous year to improve both our culture and living our values on a day-to-day basis. In 2018, 81% of staff felt that we lived our values, as opposed to only 42% the year before. 76% felt supported by their manager, and no Oxfam staff felt that there was bullying or harassment in the workplace. This was the first time we have asked about these latter two metrics, and we will continue to monitor these annually.
- Oxfam New Zealand's Operating Reserves grew from \$518,000 to \$660,000 over the course of the year, taking us one step closer to the nominal target of \$1.5 million at year-end. Achieving this target would allow us to ride through a worst-case scenario of three months of operation with no additional income, at the lowest point in the year – a necessary buffer to ensure sustainable operation of the organisation even when we hit occasional speed bumps.
- In 2018 we replaced our IT server farm and office phone system, as the manufacturer's warranty and support had expired for both and they were no longer fit for secure operation. As part of this exercise, we also updated our IT disaster recovery processes and increased cyber security on our IT network, in recognition of current operating risks.



### CHALLENGING POVERTY AT OXFAM TRAILWALKER

On 23-24 March, 2019, over a thousand brave people from around the country set out on a journey – walking 50km or 100km for the annual Oxfam Trailwalker. Many teams walked through the night to reach their goals, experiencing beautiful scenery from native bush to coastal landscapes in the stunning Whakatāne region.

The total amount contributed this year surpassed an incredible one million dollars. Funds go towards supporting Oxfam's vital work in the Pacific and beyond, fighting injustice and helping people lift themselves out poverty.

Oxfam Trailwalker is the only team challenge charity event in New Zealand, where teams of four endure 100km or 50km to raise vital funds to end the injustices of poverty in the Pacific region. Since it began in 2005, more than 13,000 people have taken part and together raised more than 11 million dollars for Oxfam.



# OXFAM'S KAUPAPA

Our values are woven through our kaupapa, the way we work. Oxfam New Zealand is committed to ensuring we lead with our values, not only in what we do but in how we do it. Our behaviour and our approach is fundamental to the value Oxfam brings to all our work, and we believe our supporters expect nothing less.

We know that a workforce that feels safe and appreciated will be better able to behave as a valued and effective support for our partners and communities in the countries where Oxfam works.

We expect to be held to account by our supporters, partners and stakeholders regarding how we spend the funds entrusted to Oxfam, and how we behave towards those we work alongside, wherever we are.

## EQUITABLE AND RESPECTFUL

### WORKING ENVIRONMENT

#### EQUITABLE PAYMENT OF STAFF

- Oxfam New Zealand was re-accredited as a New Zealand Living Wage Employer in 2018-2019, confirming all employees are paid at least a Living Wage.
- A 'salary tilt' ensures senior managers' salaries are tilted below the not-for-profit sector benchmark and the lowest pay scale is tilted above the not-for-profit sector benchmark to help close the gap between lowest and highest paid.

#### WORKFORCE DIVERSITY

- We supported a global (and local) staff-led initiative for a Sexual Diversity and Gender Identity (SDGI) group to promote and progress SDGI issues across the Oxfam confederation.

#### A SAFE WORKPLACE FOR ALL

- Globally, Oxfam updated our policy on preventing sexual exploitation and abuse. We also updated our recruitment referencing processes.
- We updated our Domestic Violence policy to accommodate up to 10 days of leave. Annual leave, sick leave, long service leave, special leave and parental leave allowances continue to be above statutory minimums. Our budget also allows for a small Wellness Fund to support staff facing a significant personal life event that could be or is impacting on their ability to work.

## EFFICIENT AND RESPONSIBLE

### USE OF DONOR FUNDS

#### NO PAID 'PERKS' FOR STAFF

- No staff receive funded or subsidised: staff parking, cars, medical or life insurance, airline lounge passes or business class travel.

#### NO ALCOHOL PURCHASED WITH DONOR FUNDS

- When alcohol was provided at an Oxfam event, it was either supplied by a sponsor or directly paid for by the event participants.

## OXFAM'S VISION

Our vision is a just world without poverty. We want a world where people are valued and treated equally, enjoy their human rights, and can influence decisions affecting their lives.

## OXFAM'S VALUES

- Connectedness/Manaaki
- Courage/Māia
- Justice/Tika



### UNALOTO SAULO • TONGA

Una works for Tongan National Youth Congress (TNYC), who are at the forefront of providing organic certification in Tonga. TNYC buys coconuts from farmers and, using traditional and modern processes, turns them into Virgin Coconut Oil, soap and desiccated coconut. TNYC also supports farmers to produce vanilla.

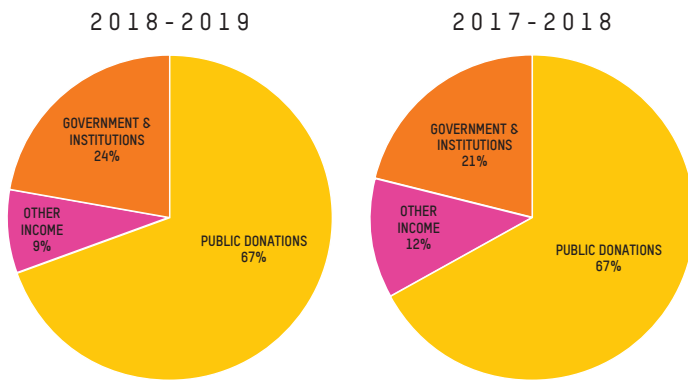
All of TNYC's products are sold in local markets, providing an income for rural communities. Oxfam and TNYC work together to ensure that farmers understand the benefits of organic farming. In the future, TNYC hopes to export virgin coconut oil and vanilla overseas.

# FINANCIALS

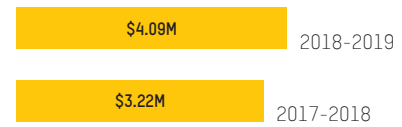
## A NOTE TO OUR SUPPORTERS

Oxfam is incredibly grateful for the generous support of all of our donors. Your commitment and passion is an inspiration.

### PUBLIC DONATIONS VS INSTITUTIONAL FUNDS

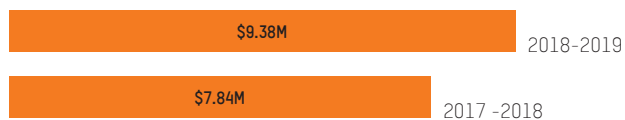


### PROGRAMME, ADVOCACY & CAMPAIGNS EXPENDITURE

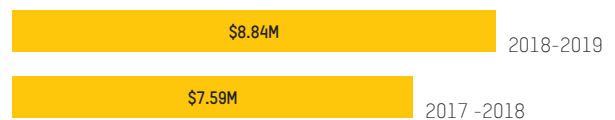


### FINANCIAL PERFORMANCE

#### TOTAL INCOME



#### TOTAL EXPENDITURE



For information on how to obtain a copy of the full financial report for the year ending March 2019, contact [oxfam@oxfam.org.nz](mailto:oxfam@oxfam.org.nz)

## SAFEGUARDING TRANSPARENCY REPORT

Oxfam New Zealand remains committed to transparency on allegations of sexual harassment, exploitation and abuse. We had three allegations of sexual misconduct against one of our New Zealand-based employees in the 2018-19 financial year and these allegations were promptly investigated. Immediate support was offered to the complainants. The allegations were upheld and appropriate disciplinary action was taken by Oxfam. Statutory authorities were also involved, with an external investigation undertaken independent of Oxfam's own processes.

## ACCOUNTABILITY

Oxfam New Zealand is a Trust Board incorporated under the Charitable Trust Act 1957 and is registered under the Charities Act 2005. Our charity registration number is CC24641.

Oxfam New Zealand is a member of the Council for International Development (CID) and is a signatory to the CID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. In May 2019, Oxfam New Zealand received re-accreditation for a further three years.

Oxfam New Zealand's financial accounts are independently audited by RSM Hayes Audit. The auditor's opinion on the full annual financial statements is available on request and can also be found as part of Oxfam's Annual Return published on the Charities Services website ([www.charities.govt.nz](http://www.charities.govt.nz)). Globally, Oxfam applies best-practice accountability aimed at reducing the risk of corruption and fraud. All Oxfam offices are regularly peer-reviewed for adherence to governance and management standards.

Oxfam New Zealand has a formal process for handling any complaints. Please direct your complaint in writing to [oxfam@oxfam.org.nz](mailto:oxfam@oxfam.org.nz), or alternatively contact us by phone on 0800 600 700. More information on the complaints process can be found at [www.oxfam.org.nz/contact-us/your-feedback](http://www.oxfam.org.nz/contact-us/your-feedback)

Alternatively, CID offers an independent mechanism to address concerns relating to breaches of the CID Code of Conduct, and complainants are encouraged to contact them directly if Oxfam New Zealand is believed to have made such a breach. This can be done at [www.cid.org.nz/make-a-complaint](http://www.cid.org.nz/make-a-complaint) where additional information is also available on their complaints process, or by emailing [office@cid.org.nz](mailto:office@cid.org.nz)



### UMBELINA • COVA LIMA, TIMOR-LESTE

Umbelina and her son Aniceto\*. Her village have a savings for change group and all work on the same garden, sharing the work and increasing their yield.

\*Name has been changed



### UCE • SULAWESI, INDONESIA

On 28 September 2018, a massive earthquake followed by a tsunami hit Central Sulawesi, Indonesia. More than 2,000 people lost their lives and over two million people were affected across a large area.

The scale of the damage was huge. The earthquake triggered major landslides and caused thousands of houses and buildings to collapse. More than 300,000 people lost their homes and were in immediate need of food, clean water and shelter.

Together with local partners, Oxfam provided 500,000 people with essential aid supplies like ready-to-eat food, hygiene kits, clothing and emergency shelters, as well as equipment such as tap stands and water tanks.

Thanks to the generous support of Oxfam New Zealand supporters, life-saving aid was available to people like Uce, pictured here, at an Oxfam distribution of hygiene kits outside of Palu.

Photo: Hariandi Hafid/Oxfam

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