



IMPACT

REPORT 2020



OXFAM
New Zealand



CLERENCE TAMARA – VANUATU

Clerence Tamara is a leader on disaster preparedness and risk reduction in her island community in Vanuatu. "In my community, we blow the conch shell in emergencies, and it means 'act now!' I would like to blow the conch shell so everyone in the world can hear it, because climate change is an emergency, and to stop it, we all need to act now."

MESSAGE FROM OUR BOARD CHAIRS

**Manaaki moana, manaaki whenua,
manaaki tangata, haere whakamua.**

*Care for the oceans, care for the
land, care for the people, moving
into the future*

Tēnā koutou katoa,

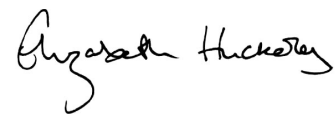
As the co-chairs of the Oxfam New Zealand Trust Board, we are pleased to share with you our Annual Impact Report for 2019/2020 year. We also wish to acknowledge the massive disruption Covid-19 has since had on all of our lives. Cancelling our March Oxfam Trailwalker at such short notice was tough. We particularly wish to thank the Whakatāne community and were sorry we could not celebrate together their warm manaakitanga, by bringing the event to their whenua for the fifth time.

We wish to honour the loss of our much-loved Board Trustee, Fran McGrath, who died in November 2019. Fran joined us in 2014 and epitomised our values in all that she did for Oxfam: in her sense of tika, her māia and in every way her manaaki for our staff, Trustee colleagues, volunteers, supporters and community partners. She was a wāhine toa for social justice in all that she did.

*Kua hinga te tōtara i Te Waonui a
Tāne.*

We also wish to thank Joanna Collinge, whose nine-year term ended in March 2020 (Co-Chair from 2015-2019). In addition to her work on our affiliate Board, she provided exceptional guidance to the Oxfam International Board of Supervisors as they re-designed the global governance structure of Oxfam's confederation.

Lastly, we thank our supporters, campaigners and community partners who continue to believe in our work together. It is our care and connectedness to each other, here and around the world, that gives us all hope that we can overcome the challenges facing our world, now and for the generations to come.



LIZ HUCKERBY

Co-chairperson
Oxfam New Zealand Board of Trustees



GARRY MACDONALD

Co-chairperson
Oxfam New Zealand Board of Trustees



IFFAT - KUTUPALONG REFUGEE CAMP, BANGLADESH

Iffat is a humanitarian public health promoter for Oxfam, supporting Rohingya refugees in Cox's Bazar, Bangladesh. She is part of the Oxfam emergency response team working to provide gender-sensitive vital aid including safe water, food vouchers and toilets to more than 230,000 people.

"I really like the Oxfam environment and my colleagues. In the beginning, I sometimes felt a bit down because ... what's happened to the Rohingya people really upset me. I have never seen people living with so little. It really hurt me. Having an encouraging and

supportive team gives me energy and motivation to carry on my work helping the Rohingya refugees."

Part of Iffat's role is talking to women about their experiences using the latrines and bathing facilities. Oxfam's project aims to put users at the centre of the design process, and brings in the expertise of architects to help create facilities and spaces that meet the needs of women and girls. The project aims to showcase how stronger collaboration with refugees can create facilities that are more appropriate in terms of gender, culture, safety and dignity.

MESSAGE FROM OUR EXECUTIVE DIRECTOR



Tēnā koutou katoa,

This annual Impact Report provides the last progress report on our six-year Strategic Plan 2014-2020. It has been a crucial time to pause, reflect, listen and learn from our supporters,

our partners in the Pacific and Timor-Leste and our colleagues in the global Oxfam. Our new Te Pae Tawhiti/Vision and Te Whāinga/Mission are clear guides for us as we all face into the waves of challenges such as climate breakdown and the global pandemic in the coming years.

A key event that informed our thinking was Oxfam New Zealand's Climate Change Tour in August 2019. We travelled across New Zealand to listen to your thoughts on climate change and be inspired by the local activism in each community. I was delighted to hear these messages be affirmed with passion by António Guterres, the UN Secretary-General, when we joined him at a meeting in South Auckland.

Spending time with Kate Raworth, author of Doughnut Economics and former Oxfam colleague, was a real

highlight for us all. Her economic model gives hope that we can create a safe and just space for humanity with a regenerative and distributive economy that protects and sustains our planet. We are encouraged to know that just in the last year, governments in several countries around the world are discussing this alternative economic model.

From Dunedin, via Suva, New York, Cambridge and back to Dili the message is shared – climate injustice, economic injustice and gender injustice must be challenged if we are to achieve our new Te Pae Tawhiti/Vision:

A just, inclusive and sustainable world for everyone, now and for future generations.

In strength and in hope,

RACHAEL LE MESURIER

Executive Director, Oxfam New Zealand



JULITA NUNES – COVA LIMA, TIMOR-LESTE

Julita is proud of her efforts to save money for her children's futures, especially so for her son, who has recently graduated from university. Julita is part of Oxfam's Haforsa project, which aims to support women and men in rural communities to improve their food and income security.

"I have four children and six grandchildren, two other grandchildren passed away. They were ill, with diarrhoea, they suddenly got diarrhoea and they passed away. During 1999 [post-independence referendum] we fled to Indonesia, so we lost our

land and when we came back, we were just staying somewhere, but then the owners came back so we had to move.

"I joined the Saving for Change group to be able to send my children to school. I also joined for one of my kids to go to university, he graduated last year so we are also saving for our everyday needs.

"When he graduated, I was really happy, he studied public health and is going to promote health from village to village."

STRENGTH IN PARTNERSHIPS

OUTCOME

STRENGTHEN OUR PARTNERSHIPS TO SUPPORT THE IMPACT OF OUR PROGRAMMES
AND HUMANITARIAN RESPONSES

Oxfam works at a local level to promote development and help people challenge the injustices that keep them in poverty. We carefully select our partners to ensure that we work with organisations and groups that share our vision and are well-placed to help us achieve our goals. Because our partners understand the local context and help us to connect with their communities, those we work with have a say in the decisions that affect them and the work we implement together.

AIM

To support long-term development projects in the Pacific and Timor-Leste led by local partner organisations.

ACHIEVEMENTS

- In PNG, Oxfam worked with local key partner Touching the Untouchables (TTU) to successfully complete the first year of Project FLOW – a project that improves health, resilience and quality of life for vulnerable communities, in particular women and children. This phase included community consultations and site visits resulting in 32 schools, healthcare facilities and community groups selected to participate in the delivery of the programme.
- The Mana Pacific scoping project was initiated, with the aim for Oxfam New Zealand to lead and scope the feasibility of developing a programme that bridges work in New Zealand with the Pacific diaspora and beyond. It included the establishment of an indigenous Pacific and Māori practitioners' network for the INGO sector, which was achieved with the successful launch of Pacific Koloa Collective in October 2019. The Collective was formally recognised by the Ministry of Foreign Affairs & Trade (MFAT) and continues to challenge the INGO sector to recognise the value that Pacific voices in the sector in Aotearoa bring to 'thinking development differently'.
- The IMPACT project in Timor-Leste reached 1859 people over three years, improving both food security and gender equality. Oxfam worked with farmers to: diversify their income sources, identify 32 market opportunities for six target crops across four municipalities, and introduce low-cost innovations to improve soil fertility and post-harvest processing. At the end of the project farmers told us that project results included increased crop production, greater access to markets, significantly more income from crop sales (211% average increase!), a reduced incidence of food insecurity, and higher confidence in the ability of women and people with disabilities to influence their communities.
- 397 young people in Port Vila accessed employment, business and life-skills training, including 98% of employment focused trainees gaining practical work experience through our partner Youth Challenge Vanuatu (YCV). Meanwhile, with Oxfam's support, YCV revamped its jobs website to support youth employment and doubled the number of employers advertising, lifting YCV's ability to raise funds for its core youth services and improving its long-term sustainability.

UMBELINA – COVA LIMA, TIMOR-LESTE

In Umbelina's village, locals have a Savings for Change group and all work on the same community garden, sharing the work and increasing their yield. They have learnt to save money, support each other's small businesses and increased their knowledge about their gardens so they can improve their harvests.

"The best thing about joining the group is that before the group, we grew and sold vegetables, but we would just spend the money quickly. Now in the group we know how to save and we can plan for the future and save for our children.

"We are so happy to form this group. Now we are going to be able to realise our dreams."



SAVING LIVES

OUTCOME

STRENGTHEN OUR PARTNERSHIPS TO SUPPORT THE IMPACT OF OUR PROGRAMMES
AND HUMANITARIAN RESPONSES (CONT'D)

Whether it's a natural disaster compounded by climate change, a global pandemic or political conflict, our job is to help people survive and stay resilient against further suffering. Through 2019-2020, Oxfam New Zealand concluded three major humanitarian operations in Vanuatu, Indonesia and Mozambique, while sustaining or initiating new responses in Syrian refugee camps, Tonga, Bangladesh and Burkina Faso. Oxfam's supporters provided a generous \$185,000 to our humanitarian appeals. These donations allowed Oxfam to unlock an additional \$140,000 in match funding from the New Zealand government for our life-saving work.

AIM

To work with local communities to save lives and protect rights of the most vulnerable in emergencies, while building disaster resilience for communities on the front lines of climate change in the Pacific.

ACHIEVEMENTS

- In the Rohingya refugee camps of Cox's Bazar, Bangladesh, Oxfam New Zealand enabled some of the earliest protection programming in the camps by any organisation, establishing 36 women's and men's groups (over 800 refugees are directly involved) within the camps, to strengthen women's voices and to support Rohingya men to tackle gender-based violence in the community (trafficking, domestic violence, and early forced marriage). As a result of these efforts, for the first time in their lives, Rohingya women have a voice and a role in community decision-making.
- In Burkina Faso, Oxfam New Zealand led a real-time review of our newest humanitarian operations in a new and rapidly evolving conflict environment. Conducting interviews and community sessions with over a hundred conflict-affected people across the north of Burkina Faso, Oxfam New Zealand led a team of experts to advise on Oxfam's humanitarian response in the country. The recommendations are strengthening the gender sensitivity of Oxfam's programmes, which currently reach over 130,000 people.

ROMU YAKA – SULAWESI, INDONESIA

In the aftermath of the earthquake and consequent tsunami that rocked Sulawesi, Oxfam worked to help survivors pick up the pieces and rebuild their lives.

We worked in close partnership with the Humanitarian Knowledge Hub, or JMK, a consortium of 23 Indonesian organisations, to ensure that local and national NGOs played central roles in the response.

Together we reached more than 200,000 people with assistance; we widely distributed hygiene kits to people like Romu, and worked with hard-hit communities on more complex interventions, like installing and repairing water systems and distributing cash.



Photo: Harianda Hamed/Oxfam

GROWING PACIFIC LEADERSHIP

OUTCOME

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 led by local expertise in the countries and regions in which we work. As a result, Oxfam in the Pacific was established in 2015 as our first 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.

AIM

To support the organisational changes needed for Oxfam in the Pacific to become a regional, locally led model.

ACHIEVEMENTS

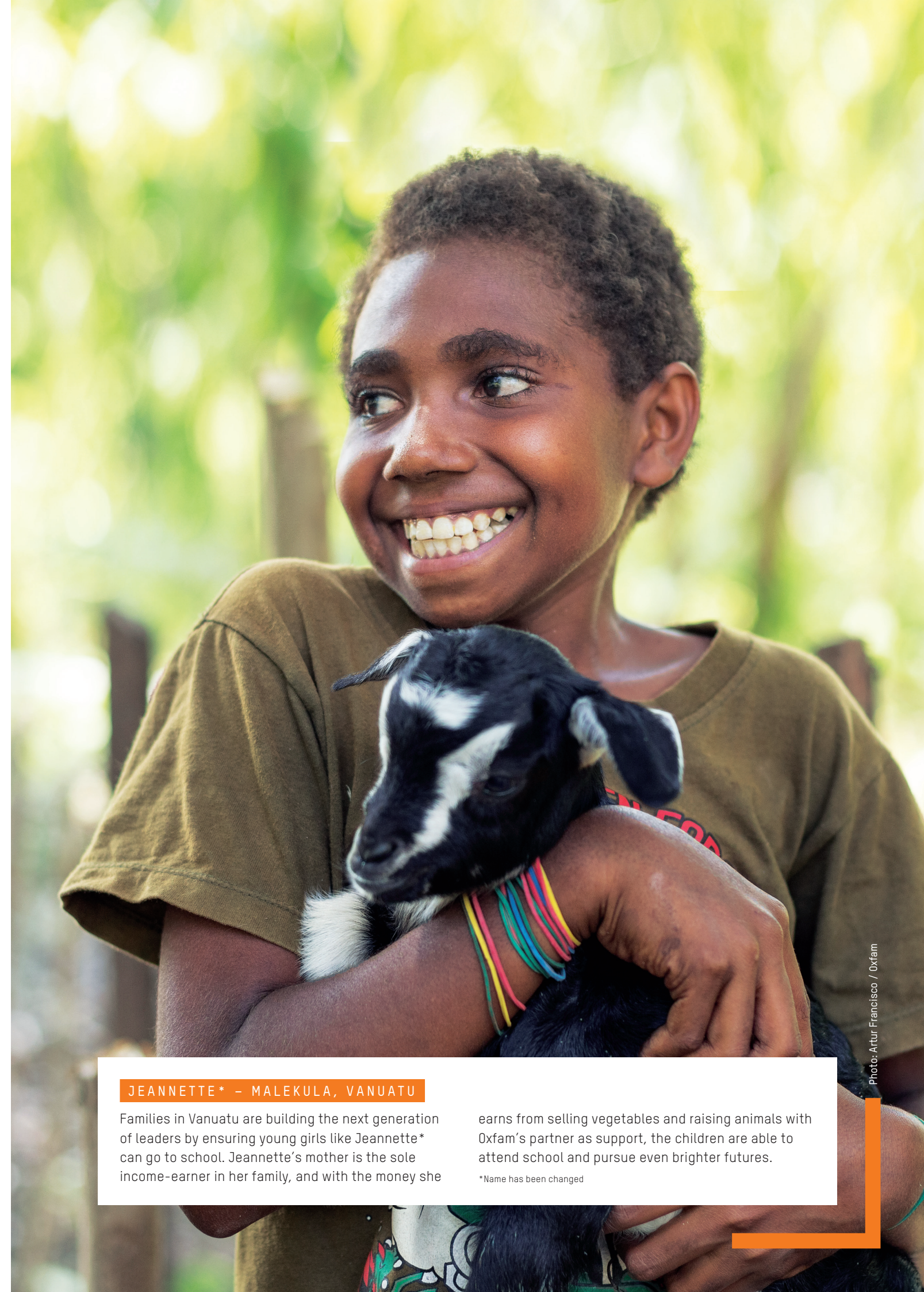
- Oxfam New Zealand, Oxfam Australia and Oxfam International worked together to prepare the necessary detail for Oxfam in the Pacific to be the first regional (as opposed to country-based) model of locally led, strategic and operational delivery of campaigns and programme development. (Delayed by Covid-19 but to be completed by October 2020).
- Oxfam New Zealand supported the implementation of Oxfam in the Pacific's Regional Strategy for operational change, which meant shifting the traditional development model of a 'bricks and mortar' country office to a model based on thematic clusters of expertise and programme management by Pacific Islanders across the region, leading the way for the rest of the Oxfam confederation.

AIM

To provide strong guidance and support for the emergence of Pacific leadership.

ACHIEVEMENTS

- All key Oxfam stakeholders committed to a 50% Pacific leadership on the transition Trust Board for Oxfam in the Pacific
- Funding was secured for a scoping project that provided external guidance on possible establishment of an independent Oxfam in the Pacific. This covered: the possible legal models;
- the institutional funding pipeline opportunities and the key stakeholder's perspectives (within Oxfam and externally). This report was undertaken between December 2019 to May 2020.
- Oxfam in the Pacific was listed as a potential new stand-alone Oxfam entity/member with Oxfam International.



JEANNETTE* – MALEKULA, VANUATU

Families in Vanuatu are building the next generation of leaders by ensuring young girls like Jeannette* can go to school. Jeannette's mother is the sole income-earner in her family, and with the money she

earns from selling vegetables and raising animals with Oxfam's partner as support, the children are able to attend school and pursue even brighter futures.

*Name has been changed

Photo: Artur Francisco / Oxfam

VOICES FOR CHANGE

OUTCOME

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

Oxfam believes that it is not adequate to just alleviate the symptoms of poverty and injustice - we must campaign to tackle the causes of them. We advocate alongside and on behalf of the world's most vulnerable people to get those who make the decisions in governments and corporations to change the systems and policies that drive injustice and poverty.

AIM

To help create New Zealand government policies that promote global climate and economic justice.

ACHIEVEMENTS

- The Fair Tax Now petition with 8,000 signatures asking for greater tax transparency from global corporations was delivered to MP Deborah Russell. Oxfam was then invited to make a submission to the Finance and Expenditure Committee about global corporate tax transparency – a crucial opportunity to educate parliamentarians on an important international issue.
- With Oxfam's support, 242 individuals personally addressed Minister Peters to demand a ten-fold increase in New Zealand's multilateral funding for global climate action, which saw New Zealand's contribution increase by five times.
- Oxfam supporters wrote a further 700 letters to government Ministers and agencies, asking them to take action on the climate crisis and get global corporations to pay their fair share in tax.

AIM

Amplify the voices of people worst-affected by war and natural disaster for stronger New Zealand action and support for global crises.

ACHIEVEMENTS

- With research, relationship-building and leadership Oxfam created a new professional network of humanitarian specialists spanning 14 agencies and government Ministries. The network has been sharing and developing good practices for the New Zealand humanitarian sector for more gender-sensitive humanitarian operations.
- Oxfam has led efforts to bring together a diverse group of civil society actors – peace activists, security experts and humanitarians – to push for stronger New Zealand engagement on the issue of Women, Peace and Security. In 2019, at Oxfam's urging, New Zealand's Permanent Representative to the UN contributed to UN Security Council debates on the topic of Women, Peace and Security, joining other Member States to fight for increased attention on the issue of women's sexual and reproductive rights in conflict situations.



SHOMPA* - BALUKHALI REFUGEE CAMP, BANGLADESH

Oxfam is supporting women like Shompa*, 20 years old, with her daughter Iffat*, to have a voice in their communities so they can be involved in decisions that affect them.

"I found out I was pregnant three months after getting married. I was very happy because it was my first baby – I didn't even mind the morning sickness. At that time, I could never have imagined that I would end up having my baby in Bangladesh.

"We left home with nothing. Our daughter is the most important thing we have now. She means more to me than wealth, more than property or any other riches.

"My mother and mother-in-law are teaching me how to care for the baby, how to clean her and change her clothes. She only sleeps when I hold her, and wakes up when I put her down, so I'm very tired. But I am no longer afraid."

*Name has been changed

INCREASING IMPACT

OUTCOME

INCREASE INCOME AND DIVERSITY OF INCOME SOURCES

FOR IMPROVED IMPACT FOR OUR LOCAL PARTNERS AND COMMUNITIES

The kindness and generosity of Oxfam New Zealand's supporters over the past year have enabled people around the world 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, working to refresh and expand on the ways we can engage with our supporters and fundraise for the vital work we do fighting poverty and injustice.

AIM

Further diversify our fundraising streams, to better achieve our public fundraising targets.

ACHIEVEMENTS

- In 2019, we piloted the launch of our first e-commerce website - Oxfam Shop (www.oxfam.org.nz/shop) - selling ethically produced goods from around the world. The results from this pilot were encouraging; we will continue to grow this site further in 2020.

AIM

Further enhance our online digital presence, to better engage with our supporters.

ACHIEVEMENTS

- Alongside our new e-commerce site, we also completely re-built our main website, www.oxfam.org.nz. It now has a fresh new look, is easier to navigate with exciting new content, and is fully mobile friendly!

AIM

To revitalise and build on our existing flagship fundraising event, Oxfam Trailwalker, with a successful and safe 2020 event and a recruitment strategy to grow registered teams to 275.

ACHIEVEMENTS

- In 2019/20 we built on the recommendations from the Oxfam Trailwalker evaluation completed in 2018, and increased our total registrations to 271 teams. While it was hard to have to cancel the last Oxfam Trailwalker in Whakatāne just a week before the event weekend due to Covid-19 lockdown restrictions, we still managed to fundraise \$823,000 by year-end compared to the previous year's \$1,012,000. This success demonstrates the incredible loyalty of our supporters despite their immense disappointment.



SONIA - BEIRA, MOZAMBIQUE

Through 2019, New Zealand supporters rallied to raise nearly \$50,000 to provide access to safe water, emergency toilets and restore livelihoods for poor families displaced by one of the deadliest storms ever to strike the Southern Hemisphere. Oxfam's wider response to Cyclone Idai in Mozambique, Malawi and Zimbabwe reached nearly half a million crisis-affected people across three countries.

Sonia, 19, has started her own business, a shop, with the money she earns working for Oxfam. "Before Idai hit my job was encouraging women who had just had babies to register their children and to go to a post-natal follow up session.

"When Idai hit our house was destroyed. We were a group of 7 people including my parents and my 3-year-old daughter, Serafina*. We all climbed up a tree and stayed there all night. At 5 am we came down and started walking. We went to the road that was higher ground.

"The next day we walked and resettled here in Kura resettlement camp. I work a few days at a time for Oxfam as an Activista explaining why good hygiene is very important and how clean water reduces diseases."

PEOPLE POWER

OUTCOME

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 work 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 have an impact on poverty and inequality in developing countries.

AIM

To increase the number of campaigners that have taken action with Oxfam New Zealand.

ACHIEVEMENTS

- Oxfam New Zealand increased the number of campaigners registered on our database from 17,785 in March 2019 to 21,061 in March 2020, an increase of 18%.

AIM

To gain feedback from supporters about the issues Oxfam works on.

ACHIEVEMENTS

- 2019 saw the launch of Oxfam New Zealand’s first all-supporter survey in a number of years. The results affirmed that climate change was a key area that supporters were most concerned about, and one Oxfam should continue focusing on. Oxfam has ensured that this is a global priority in the refreshed 10-year Strategic Plan.
- Through our first-ever country-wide tour of the motu in August, we met face-to-face with over 200 Oxfam supporters to discuss the urgency of action on climate change; from local movements in Aotearoa to the actions being taken in the Pacific.



LOID – PORT VILA, VANUATU

From her modest storefront in Pango, Port Vila, Loid stocks essential foods and household goods for the people in her community. She also has a hi-tech solution at her fingertips, in case disaster strikes.

Together with tech start-up Sempo and ConsenSys, Oxfam is working with Loid’s community to pilot an innovative cash transfer program, powered by blockchain, which helps people bounce back faster and stronger from disasters.

The program equips local vendors like Loid to receive “smart vouchers” that are distributed to disaster-affected communities. Rather than wait weeks on end for help to arrive, recipients can exchange their vouchers for essential supplies from local markets.

Loid is a super vendor, so she also reimburses smaller participating shops in the village. She says, “A program like this will make a big change and a huge impact on the lives of the locals if a disaster happens again.”

A SOLID FOUNDATION

OUTCOME

INCREASE THE ORGANISATIONAL HEALTH AND SUSTAINABILITY
OF OXFAM NEW ZEALAND

Oxfam understands that our impact relies on the values, skills and expertise our staff and volunteers bring to our work. For them to work effectively, efficiently and honour the trust our supporters and donors have in us, they need to have 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.

AIM

To achieve the goal of three months' operating reserves.

ACHIEVEMENTS

- For the first time in many years, through the generosity of our supporters Oxfam New Zealand reached the goal of three months' minimum cash operating reserves. These operating reserves enable the organisation to more easily ride through the peaks and troughs of fundraising. So,

when our ability to generate funds is adversely impacted (such as during the Covid-19 lockdown), there is a level of financial security to ensure that the organisation can successfully keep operating, and continue delivering our work where it is most needed.



MARIAM – KAYA, BURKINA FASO

Mariam Ouedraogo (25) was living near Dablo (Center-Nord region of Burkina Faso), when attacks by armed groups forced her to flee with her family. Since then she has been staying at the Kaya site where Oxfam works, together with tens of thousands of other internally displaced people.

"My dream was to have a high school diploma. I became a mother while still in school but I hung on and continued until 10th grade. However, in April they closed the school because of insecurity and classes stopped completely. When attacks by armed groups

became more and more frequent, I preferred to flee so as not to be another victim of violence or rape."

"Everyday life is not easy. We don't have enough to eat, I have to ration the lunch if I want something left to eat in the evening. There is no firewood and I am afraid as a woman when I have to go get it in the bush, I do not feel safe."

In Burkina Faso, Oxfam and partners are prioritising gender-sensitive assistance for people who are internally displaced by conflict as well as the communities hosting them.

OXFAM'S KAUPAPA

Te Whāinga / Our Mission: Together we are challenging, changing and transforming climate breakdown, gender inequality and unfair economies.

Oxfam New Zealand is committed to ensuring we lead with our kaupapa (values), not only in what we do but in how we do it. Our commitment to tika (justice), manaaki (connectedness) and māia (courage) is fundamental to the value Oxfam brings to all our work and how we behave towards each other, and we believe our supporters expect nothing less.

We know that employees who feel safe, respected and valued for our differences will be better able to work in effective collaboration with partners, the communities in the countries where Oxfam works and with our supporters, event participants and campaigners.

We know that it is not enough to merely report our progress against our strategic goals. How we look after the donations you give us, the staff and volunteers who work for us and the partners and communities we work alongside is crucial to being valued and trusted.

EQUITABLE AND RESPECTFUL

WORKING ENVIRONMENT

EQUITABLE PAYMENT OF STAFF

- Oxfam New Zealand was re-accredited as a New Zealand Living Wage Employer in 2019-2020.
- Our Executive Leadership Team continues to ask to be paid below the market average compared to other non-profit organisations in New Zealand.
- Our Remuneration Policy was revised alongside the PSA Union. In the interests of equitable pay, Oxfam deliberately keeps the ratio between lowest and highest paid in the organisation to a minimum (3.96/1 in 2019-2020).

WORKFORCE DIVERSITY

- Building on Oxfam's first Sexual Diversity and Gender Identity policy for the global workforce last year, Oxfam New Zealand has been enhancing and reinforcing our understanding of gender equality, feminist principles and in particular how 'intersectionality' is core to ensuring racism and other forms of discrimination are challenged internally and externally.
- Our Oxfam New Zealand Board of Trustees is focused on diversity and gender equality. Currently of the 6 Trustees: we have 4 women and 2 men; with 3 of the 6 identifying as – Pacific Island, Indian and/or Māori New Zealanders.

A SAFE WORKPLACE FOR ALL

- In June 2019, we welcomed the final report from the Independent Commission set up by Oxfam, providing recommendations on how, globally, we can continue to improve our safeguarding for staff and the communities we work with. We continue to prioritise this work.

EFFICIENT AND RESPONSIBLE

USE OF DONOR FUNDS

WE CONTINUED TO ENSURE THERE ARE NO PAID 'PERKS' FOR STAFF. IN 2019/2020:

- No staff received funded or subsidised: staff parking, Oxfam-branded cars, medical or life insurance, airline lounge passes or business class travel.
- No alcohol was 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.

SAFEGUARDING TRANSPARENCY REPORT

Safeguarding our staff, partners and others we work and interact with remains a key priority for us. We remain committed to transparency on allegations of sexual harassment, exploitation and abuse.

In the 2019-2020 financial year, one of our New Zealand-based employees was accused of initiating an inappropriate conversation with a member of the public, that was viewed as sexual harassment. This complaint was promptly investigated, and immediate support was offered to the complainant. The allegation was upheld and appropriate disciplinary action was taken by Oxfam.

TE PAE TAWHITI / OXFAM'S VISION

Our vision is a just, inclusive and sustainable world for everyone, now and for future generations.

OXFAM'S VALUES

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

MAKIN LINGI – MALEKULA, VANUATU

Makin is new to the pineapple trade, but watching her family work with Oxfam's team to improve their planting techniques, she has seen how small changes to traditional crop-growing can lead to fruitful results.

She is being supported with new planting techniques by Oxfam partner FSA. Pineapples are hardier than other crops and improved growing techniques usually mean a higher profit margin and more consistent income throughout the year.

After the last pineapple harvest, the women in the community used some of the proceeds to install a brand-new water tank to store precious water locally for the first time in the community's history.

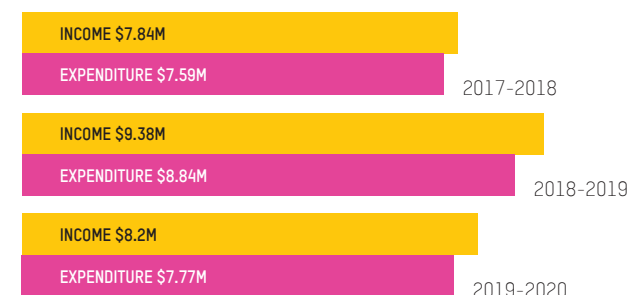
"If the tank is full, the community will be very lucky because we won't have to go get water from elsewhere," says Makin.

FINANCIALS

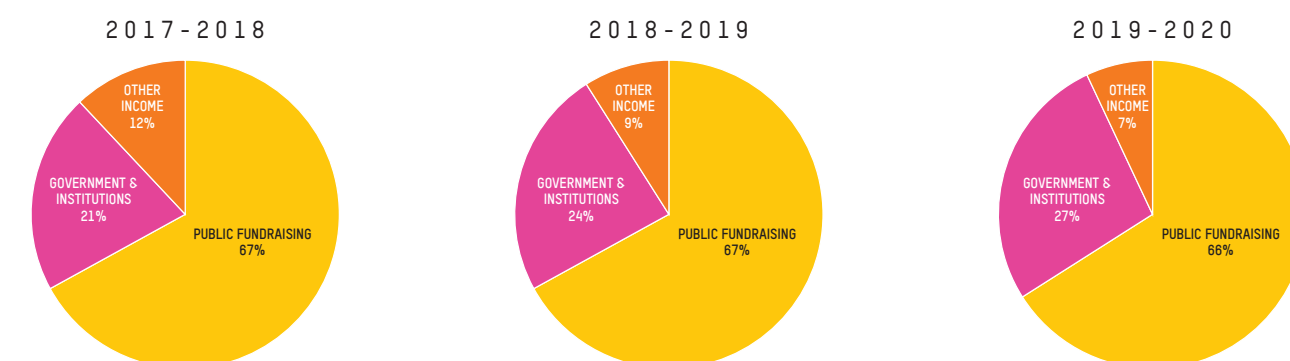
PROGRAMME, ADVOCACY & CAMPAIGNS EXPENDITURE



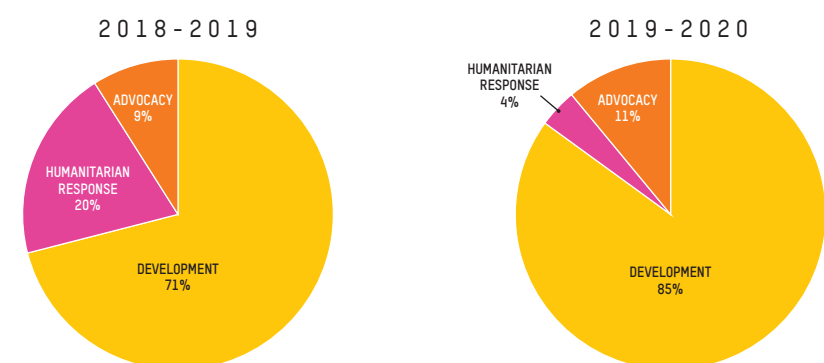
FINANCIAL PERFORMANCE



PUBLIC DONATIONS VS INSTITUTIONAL FUNDS



PROGRAMME, ADVOCACY & CAMPAIGNS EXPENDITURE



For information on how to obtain a copy of the full financial report for the year ending 31 March 2020, please contact oxfam@oxfam.org.nz

ACCOUNTABILITY

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

Oxfam New Zealand is also 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.

In December 2019, Oxfam New Zealand was confirmed as meeting the capacity mapping and due diligence requirements set by MFAT to apply for a Negotiated Partnership. This assessment stands for five 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 (<https://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, 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.

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 where additional information is also available on their complaints process, or by emailing office@cid.org.nz.

MORSEN AND LEITAMAT - MALEKULA, VANUATU

Vanuatu is already in the grips of climate breakdown, with farmers experiencing prolonged dry seasons, unusually hot spells and more intense cyclones than before. Oxfam is supporting local communities to adapt their farming techniques by providing advice, tools and seeds to transition to more climate-resilient crops and income sources.

Morsen and Leitamat, a husband and wife team who together own a sizeable vegetable garden and poultry farm, say their long-time involvement with FSA has changed their lives for the better.

"Compared to the other crops, copra and cacao, where sometimes the price is good and sometimes it drops, with the poultry that we started we see that the income is good."

They have four grown children together, who all finished school and went on to university and skilled jobs thanks to income from their parents' vegetable gardens.

"Once we started our poultry farm, that's where we got money to pay for our children's school fees.

"So we would like to say a very big thank you to Oxfam and FSA for the support that they have given us."



Photo: Artur Francisco/Oxfam



THANK YOU

Disclaimer: All case studies used throughout this report are examples of Oxfam's work around the world. Donations made to Oxfam New Zealand may not have directly funded these programmes.

