Oxfam Ireland

Northern Ireland · Charity number 100848

Details

Status	Received
Registered	2015-07-03
Register	View on the Charity Commission for Northern Ireland register

Contact

Address	Oxfam Ireland 42 The Cuts Dunmurray Belfast Bt17 9hn BT17 9HN
Phone	02890230220
Email	irl-ceo@oxfam.org
Website	www.oxfamireland.org

Activities

Purposes: With the view to carrying on the charitable activities mentioned in the sub-clause (B) of this clause to take over and acquire whole or any part of the real and personal property of Oxfam relating to the activities of Oxfam in Northern Ireland and to co-operate (inter alia) with Oxfam International and Oxfam ROI to ensure that such activities are effectively conducted. To relieve poverty, distress suffering in any part of the world(including starvation, sickness or any physical disability or affliction) and primarily when arising from any public calamity (including famine, earthquake, pestilence, war or civil disturbance) or the immediate or continuing results of want of natural or artificial resources or the means to develop them and whether acting alone or in association with others; and in particular, but without prejudice to the generality of the foregoing, for that purpose to provide food, healing, clothing, shelter, training and education and to or assist in work calculated directly to achieve that purpose; and in connection therewith to educate the public concerning the nature, causes and effects of poverty , distress and suffering as aforesaid, to conduct and procure research concerning these and to publish or otherwise make the results thereof available to the public.

What the charity does: The prevention or relief of poverty,The advancement of health or the saving of lives,The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

How the charity works: Advice/advocacy/information,Community development,Community enterprise,Counselling/support,Disability,Economic development,Education/training,Environment/sustainable development/conservation,Gender,Grant making,Human rights/equality,Overseas aid/famine relief,Relief of

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poverty,Research/evaluation,Rural development,Volunteer development,Youth development

Who the charity helps: Asylum seekers/refugees,Hiv/aids,Men,Overseas/developing countries,Specific areas of deprivation,Victim support,Voluntary and community sector,Volunteers,Women,Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£18,968,000	£20,453,000	£-4,744,293	194

Trustees

Name	Role	Appointed
Damien Dwyer		
Liam Doherty		
Mr Donal Rooney		
Ms Catherine Gaynor		
Ms Joyce Bourne		
Ms Nellie Nyang'wa		
Prof Mary Murphy		

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Oxfam Ireland

Northern Ireland - Charity number 100848

Accounts

OXFAM IRELAND

CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

Registration number NI 33800

Charity number XN 89651

CCNI number NIC 100848

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OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2025
LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Prof Mary Murphy	Chair
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	Chair of Programme Performance and Impact Committee
Nellie Nyang'wa	
Donal Rooney	Secretary
Joyce Bourne	
Damien Dwyer	(appointed 9 September 2024)
Liam Doherty	(appointed 6 December 2024)
Yvonne Byrne	(resigned 19 April 2024)
Deirdre Grant	(resigned 9 September 2024)
Andrew McCracken	(resigned 9 September 2024)

Chief Executive Officer
Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing
Bríd McGrath	Public Affairs
Anne Carlisle	Chief Financial Officer
Colin Carey	Director of Innovation

**These Directors, although designated as Directors, are not statutory Directors*

Secretary

Donal Rooney	(appointed 9 September 2024)
Andrew McCracken	(resigned 9 September 2024)

Registered Office	Unit 2, 42 The Cutts, Dunmurry, Belfast, BT17 9HN, Northern Ireland
Company Number	NI033800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell, Murray House, Murray Street, Belfast, BT1 6DN
Bankers	Bank of Ireland, University Road, Belfast
Independent auditors	Forvis Mazars, Chartered Accountants & Statutory Audit Firm, Harcourt Centre, Block 3, Harcourt Road, Dublin 2

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2025
LETTER FROM OUR CHAIR

This year, we have continued with our mission of fighting inequality to end poverty and injustice. As we do this, it is against a backdrop of unrest around the world. War rages in many parts of the globe and the effects of the climate crisis are being felt most by those least responsible for causing it.

The landscape for international aid is changing significantly. The shutting down of USAID, the largest donor of international aid has meant that the spotlight on the importance of our work shines stronger than ever. We continue our development, humanitarian and influencing work, while building solidarity and creating change through a network of partners, campaigners and supporters.

This work is made possible by funding from Irish Aid, the European Union, and our supporters. People generously donating their money and time to help us carry out our work in collaboration with partner organisations, gives me hope that the future is bright.

Just some of our many areas of work include digital rights, empowering people with training in sustainable farming practices, issuing of cash transfers to people affected by droughts, working to supply water and sanitation services and supplying basic needs to people who have been displaced. All of this work is carried out through the lens of feminist leadership. Our focus on this reflects that women and girls are often hardest hit by poverty and disaster.

We have partnered with a variety of different groups, including non-governmental organisations (NGOs) in programme countries we work in, as well as grassroots organisations. At the end of the financial year here in Ireland, we partnered with An Post on our Postback initiative. This makes it easier and more accessible for people to donate their pre-loved items to Oxfam shops and displays our commitment to promoting a circular economy. It also displays the diversity of our partnerships.

As an organisation, we are progressing into the second three-year Horizon process (2024-2027). This will bring challenges and opportunities, as we look to strengthen our organisation and ensure we are living our values. As we progress this work, my fellow Board members and I will continue to work for greater focus, coordination, impact and accountability to Oxfam Ireland's great work across the entire organisation.

Over the past year, we have become a more prominent voice in Ireland when it comes to the assault on Gaza, and I am particularly proud of this. We will continue to call for an immediate and permanent ceasefire and for the end to war crimes.

We also continue to highlight global inequality and how our tax system perpetuates fiscal injustice and related inequality, particularly through our work on a wealth tax.

Everything we do is made possible by the people in the organisation. The volunteers who give up their time to work in our network of 45 shops across the island of Ireland, our staff, our partners, Board members and our supporters.

The Board of Oxfam Ireland and its committees continue to strive for good governance and work to be accountable and transparent. The Board works with and through the organisation's management team to ensure the organisation is fit for purpose and able to live up to its values.

We are continuously seeking to improve our internal organisation and look to empower external partners in a variety of different ways.

On behalf of the Board of Oxfam Ireland, let me thank all of you- staff and volunteers, across the island of Ireland and in our programme countries, donors and supporters for all you do. It is so heartening to witness the work of people who strive to change the world.

Prof Mary Murphy,
Chairperson, Oxfam Ireland

Our world is in turmoil.

Two billion people now live in regions affected by conflict. We are witnessing the highest number of conflicts since World War II. Israel's assault on Gaza is no less than a genocide and an entirely man-made famine has Gazans now dying of starvation alongside the airstrikes and bombs.

The conflict in the Democratic Republic of the Congo has become more protracted with recent surges of violence. More than 150,000 have died in the Sudanese civil war and over 12 million people have been forced to flee their homes. The climate crisis continues unabated and is eroding development gains that were so hard won. In Southern Africa, more than 27 million people are now in acute food insecurity or worse due to climate-induced extreme weather events, crop failures and rising food prices. Gender equality is suffering a historic reversal in many countries as increasingly anti-rights governments and movements row back on hard-won rights, including sexual and reproductive rights and gender-based violence is on the rise.

Billionaire wealth has risen three times faster in 2024 than in 2023. At least five trillionaires are now expected within a decade. Meanwhile, the number of people living in poverty has barely changed since 1990. Oxfam Ireland is leading the fight-back with our programmatic work – at home and abroad.

Our four strategic goals of economic justice, climate justice, gender justice and good governance are more relevant and necessary than ever. Our work on Gaza has been on the ground, on the streets and in the corridors of power. We were glad to help reach 1.2 million people in Gaza since October 2023, through local partners. We attended every national march in solidarity with the Palestinian people and our #CeasefireNow campaign was supported by over 60,000 Irish people. We urged the EU to suspend the EU-Israel Association Agreement and the Irish Government to pass the Occupied Territories Bill. We continue to push for measures to address economic inequality globally and in Ireland to put economies on a more secure footing and fund public services for those who need them.

Nobody knows the needs and context of communities like the communities themselves. The positive results of this approach are visible in our Irish Aid-funded, Ireland's Civil Society Partnership (ICSP) for A Better World programme, which is being implemented in seven African countries.

We kicked off our groundbreaking work promoting digital rights in 10 countries around the world with our EU-funded ReCIPE programme.

In Southern Africa, we worked to mitigate the effects of the climate crisis, training farmers in sustainable farming practices. Our partners run innovative programmes with men and women to promote gender equality.

We reached 2.8 million people across 17 countries with development, humanitarian, influencing, global citizenship education and public engagement projects and initiatives. This past year we progressed our second three-year 'horizon' process – a way of working that challenges us to deliver in an even more focused and coordinated manner as we strive to drive greater impact.

We are so grateful to our partners and to the communities we serve for continuing to increase our reach and impact. To the Irish people, who have come out in record numbers to support us in our network of 45 shops across the island and those who donate to us: we say a heartfelt Thank You. We could not operate without your faith, trust and generosity.

I would like to thank all the extraordinary volunteers, staff and the Board of Oxfam Ireland for their dedication over the last year. Every single member of staff and volunteer contributes to our mission of fighting inequality to end poverty and injustice.

MESSAGE FROM THE CEO

Together with our dedicated donors and supporters, and our inspiring partners, we will continue to fight for a better world.

Jim Clarken,

Chief Executive,

Oxfam Ireland

The Directors of the company, present their directors' report and strategic report for the year ended 31 March 2025.

Governance and leadership

The information with respect to the Board members and advisors forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland** a not-for-profit company limited by guarantee where there is common control through one Board for both entities and,
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Board members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Board members.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon.

The Board has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Board and senior management to whom the Board delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Board. The Board then oversees the implementation of the budgets, policies and plans once they are approved.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Board. Internal control systems are designed to provide reasonable assurance against material misstatement or loss. They include:

- A strategic plan and annual budget approved by the Directors;
- Regular consideration by the Directors of financial results, variances from budgets, and non-financial performance indicators;
- Delegation of day-to-day management authority and segregation of duties; and
- Identification and management of risks.

Our Board

As a not-for-profit, charitable status company, Oxfam Ireland is governed to national and international standards by an independent Board of Directors from the public, private and academic sectors. The Board comprises a maximum of 11 unpaid members, who oversee strategic planning and delivery, budgeting, organisational development and risk management. New members are recruited through advertisements in Northern Ireland and the Republic of Ireland while other potential candidates are identified by the existing members and the Chief Executive Officer.

The Board members were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Board members are also the members of the company. A formal interview takes place to establish the candidate's eligibility which includes a commitment to Oxfam's core values and mission as well as professional experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Board members are provided with induction training shortly after joining the Board, involving the provision of written materials, meetings with senior management and staff and visits to workplaces, retail units and programme work. This ensures that the Directors become familiar with their role and responsibilities and understand the governance structure and risk management processes of the organisation and the nature of the work it does. Members are appointed for a maximum of two three-year terms through open competition. The Board holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

The Board meets at least four times annually. The Board is committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Director is limited to €1.27.

Board members who served during the period are:

Prof. Mary Murphy (Chair)

Mary Murphy is a Professor in Irish Politics and Society in Maynooth University's Department of Sociology. Her research interests include eco-social welfare, social security policy, power and civil society, and gender equality. Her latest book, Creating an Ecosocial Welfare Future (Policy Press) was published in 2016. A contributor to national policy debate, she has been a member of various national policy groups including the National Economic and Social Council. She was a commissioner on the Irish Human Rights and Equality Commission (2013-2017) and is a member of the Council of State.

Appointed 20 April 2018

Deirdre Grant

Deirdre Grant is the Managing Director of communications consultancy firm, Red Flag. She provides strategic advice to her clients' Leadership Teams, bringing her 20 years' experience in communications and public affairs to assist them in securing business and media wins. Previously she worked as a special adviser to two Cabinet ministers, a director of public affairs, a head of communications for international NGOs and as a national broadcast journalist. She has worked in international development in South Africa and Haiti, including being part of an emergency response team in Haiti following the 2010 earthquake there. Deirdre has a Masters in HIV/AIDS from the University of Cape Town.

Appointed 20 April 2018; Term ended 9 September 2024

Dónal Rooney

Dónal Rooney is a chartered accountant, experienced business leader, non-executive director, and highly accomplished Group CFO. He currently acts as an independent business advisor and is also a non-executive director with Enterprise Ireland. Dónal has over 25 years' experience operating in plc, large-cap private equity and public sector environments. He has significant board-level experience and is highly skilled across financial management, treasury, tax, M&A, investor/exit readiness, investor relations and transformational change. He has a demonstrable track record of success across four Group CFO roles including NAMA and Amaris Hospitality, a Lone Star portfolio company. He also has 12 years prior senior-level professional services experience, with KPMG and Arthur Andersen.

Appointed 27 September 2021

Andrew McCracken

Andrew McCracken is Global Director of WaterAid International; the world's largest NGO focused on getting clean water, decent toilets, and good hygiene to everyone, everywhere. After originally studying Physics, he has worked on major organisational development projects, led highly successful national fundraising campaigns, facilitated significant change within local and international charities, and provided advice and support for charity leaders on people and fundraising issues. His previous roles include leading the Community Foundation in Northern Ireland and serving as Global Fundraising Director for Tearfund.

Appointed 20 April 2018; Term ended 9 September 2024

Joyce Bourne

Joyce Bourne has worked for over 30 years in senior positions in the Foreign Service of Barbados, including postings in Miami and the Permanent Mission of Barbados to the United Nations in New York. With extensive diplomatic experience particularly on social, political, economic and environmental issues; she is an advocate for development issues, focusing on improving people's lives, poverty eradication and global sustainability. She holds a bachelor's degree in Language and Linguistics from the University of the West Indies; a post-graduate diploma in International Relations from the University of the West Indies; a master's degree in Linguistics from Georgetown University, Washington, DC and a Master's degree in Business Administration from Johns Hopkins University, Washington, DC. She relocated to Ireland in 2020.

Appointed 25 June 2021

Yvonne Byrne

Yvonne Byrne is a Partner in Deloitte Digital in Dublin, Ireland. Yvonne works with clients across industry on their customer and digital transformation agenda, specialising in customer experience analysis and design, channel strategy and management, sales and service transformation and new proposition development. She has over 20 years within the UK Financial Services and consulting industry, having previously worked with the Royal Bank of Scotland, Tesco Bank and KPMG UK. Yvonne has extensive experience in all aspects of customer experience, growth strategy, product management, customer and channel strategy and new proposition development.

Appointed 13 October 2021; Resigned on 19 April 2024

Catherine Gaynor

Catherine (Cathy) Gaynor has worked as a planner, evaluator, researcher, trainer and technical director in development programmes spanning many countries for 40 years. This has included nine years across three full-time assignments in Lesotho, Zimbabwe and Malawi and multiple short- and long-term assignments for a range of multilateral, bilateral and non-governmental organisations in Africa (mostly), Asia and Latin America. She has a BSc from NUIG and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. She has conducted a number of global evaluations and assessments of and for multilateral and bilateral organisations and has worked on cutting-edge programmes, generating learning in areas such as changing gender norms and the measurement of change.

Appointed 19 June 2020

Nellie Nyang'wa

For over 30 years, Nellie has held various roles in the development sector, many within the Oxfam family. Prior to joining Oxfam, Nellie worked for World Vision International as Associate Director of Micro Finance. She joined the Oxfam Malawi country office in 1999 as Programme Coordinator and was later appointed Malawi Country Director. In 2006, Nellie was appointed Regional Programme and Campaigns Manager for Oxfam, based in the Southern Africa office in Pretoria, South Africa. In 2010, she moved back into a Country Director role in the Zambia country office in order to be with her family. In 2015, Nellie was appointed Oxfam International Regional Director for Southern Africa based in Lilongwe, Malawi. Nellie left Oxfam in 2021, having led the region to transform its operating model from a country-based programme to a regional approach. Nellie now spends her time supporting the development of family business interests in hospitality, farming and consultancy. She is also serving on a number of Boards; Board member for CEPA, Chair of the Board for Gates of Hope, Board member for PC Mark, and Member of Advisory Panel for Tilitonse Foundation.

Appointed 13 October 2021

Alf Smiddy

Alf is a chartered accountant who trained with PwC. He was Chairman and Managing Director of Beamish & Crawford plc for over 12 years and on the Board of its parent company, Scottish & Newcastle (UK) Ltd. He is a member of the National Executive Council of IBEC, Director of Cork Chamber of Commerce, Chairman of the Cork Local Government Committee and served on the Board of Cork Airport Authority. He is a Fellow of the Irish Marketing Institute and a Commerce graduate from University College Cork (UCC), with a Masters in Executive Leadership from Boston College and the University of Ulster. External appointments include; Adjunct Professor at the College of Business and Law, UCC; Director of the Government-backed Rethink Ireland (Social Innovation); Chairman and/or Director of various independent companies including Bridgewater Construction Ltd, Aperee Ltd (Healthcare) and Granite Digital (Digital Marketing). Alf served as Senior Independent Non-Executive Director at The Dalata Hotel Group Plc. and as a Non-Executive Director of the ESB.

Appointed 28 June 2019

Damien Dwyer

Damien Dwyer is CEO of Woodie's - Ireland's leading DIY, Home & Garden retailer. In his role, Damien leads a team of 1,500 colleagues across 35 stores. Damien is a Chartered Accountant and had previously held senior finance roles in retail and technology companies in Ireland. Damien has extensive commercial experience and prior to his current role was Commercial Director at Woodie's for 10 years. Damien is a Board Member of Retail Ireland, an IBEC organisation, representing Ireland's Retail Industry at National level. Having worked in the retail industry for 20 years, Damien has extensive experience of all aspects of retail and has hands on experience of supporting sustainable business in high governance environments.

Appointed 9 September 2024

Dr. Liam Doherty

Liam Doherty is an environmental expert with a range of experience across academia and the public and civil service. Liam has worked in the areas of environmental research, regulation, environmental policy, and corporate sustainability. He has extensive experience on governance committees and on national and European policy advisory committees. During his career he has assessed the efficiency and effectiveness of national projects and policies and advised on the design and implementation of sustainability strategies. His research looked at nature-based solutions to wastewater treatment, energy recovery from wastewater treatment, and public participation in national policy.

Appointed 6 December 2024

A summary of the attendance of our board members at the board and committee meetings is as follows:

Board Name	Board Meeting Attended	FARC Meetings Attended	PPIC Meetings Attended
Andrew McCracken *	2	-	-
Alf Smiddy	5	5	-
Prof. Mary Murphy	6	-	4
Deirdre Grant *	3	-	-
Catherine Gaynor	5	-	5
Dónal Rooney	5	5	-
Yvonne Byrne *	-	-	-
Damien Dwyer *	2	2	-
Dr. Liam Doherty *	1	-	-
Nellier Nyang'wa	6	-	5
Joyce Bourne	6	-	4

**** These board members were appointed or left during the term, see member profiles for details.***

Directors who served during the year

Prof Mary Murphy	Chair
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	Chair of Programme Performance and Impact Committee
Nellie Nyang'wa	
Donal Rooney	
Damien Dwyer	Joined as a Director on 9 September 2024
Joyce Bourne	
Liam Doherty	Joined as a Director on 6 December 2024
Yvonne Byrne	Yvonne Byrne resigned as a Director on 19 April 2024
Deirdre Grant	Deirdre Grant's term ended on 9 September 2024
Andrew McCracken	Andrew McCracken's term ended on 9 September 2024

Our Leadership Team

Chief Executive Officer	Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing
Bríd McGrath	Public Affairs
Anne Carlisle	Chief Financial Officer
Colin Carey	Innovation

**These Directors, although designated as Directors, are not statutory Directors.*

Secretary	Donal Rooney
Registered Office	Unit 2, 42 The Cutts, Dunmurry, Belfast, BT17 9HN, Northern Ireland
Company Number	NI33800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell, Murray House, Murray Street Belfast, BT1 6DN
Bankers	Bank of Ireland, University Road, Belfast
Independent auditors	Forvis Mazars, Chartered Accountants & Statutory Audit Firm, Harcourt Centre, Block 3, Harcourt Road, Dublin 2

Committees

Directors participate from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Finance, Audit and Risk Committee, the Programme Performance and Impact Committee, and the Performance and Remuneration Committee.

Individual Directors are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Board. The Chair of the Committee is appointed by the Board. In addition to the Chair, the Committee comprises up to three other Directors appointed by the Board as members, with scope to co-opt additional external expertise as required.

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Board.
- Take responsibility on behalf of the Board for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance, Audit & Risk Committee also monitors the effectiveness of the external and internal audit functions and is responsible for liaison with the external auditors.

Programme Performance and Impact Committee

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Board and liaising with other Board groups as appropriate. It is composed of three Directors with scope to co-opt additional external expertise as required.

The members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Directors and staff.

Performance and Remuneration Committee

This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

Internal Audit

Our internal audit function plays a key role in supporting our commitment to transparency, accountability and continuous improvement. The internal auditor reports to the FARC and provides objective and independent assurance and advice in the areas of governance, risk management and controls.

An organisation wide risk assessment was conducted in the first quarter of the year. Based on the results of the risk assessment, a three-year audit plan was created. The plan was approved by the FARC in June 2024 and is reviewed at quarterly meetings.

During the financial year, audits were completed and reports issued, covering a range of areas including, Policies and Procedures, Cyber Maturity, Regulatory and Legislative Compliance, Payroll, Risk Management and Donor Compliance. There is also a retail audit programme which covers our network of shops across the island. Several recommendations have been made as a result of the completed audits. Management has responded proactively with action plans for remediation.

Organisational Strategy and Management

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources based on a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the senior management team, reviewed by the Finance, Audit and Risk Committee and approved by the Board.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at www.oxfamireland.org/how-our-money-is-spent

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Board meeting. Where a particular KPI needs further investigation or explanation the Board then receives more detailed information from management on the specific area concerned.

The high level KPIs that are currently in use and the performance in the last three years against each of the targets set are summarised as follows:

Area	Key Performance Indicator	2025 Result	2024 Result	2023 Result
Programme	Value of Grant Income	17% below target	1% below target	20% above target
Finance	Unrestricted Net Contribution	12% above target	70% above target	Over 100% above target.
Trading	Total Income	6% above target	7% above target	13% above target
People	Staff Satisfaction as measured in survey	5% above target	5% above target	10% below target
Supporters	Levels of Trust	7% above target	3% below target	5% above target
Fundraising	Total Income	7% above target	2% above target	23% above target

Our Grant Income ended the year below an ambitious target. While we continue to have success in accessing EU funding, a difficult funding environment limited the number of opportunities for our Institutional Funding team to target. – **17% below**

Unrestricted Net Contribution is above target thanks to the strong performances in income generation in both Trading and Fundraising while absorbing unavoidable increases in costs in payroll and overheads. **– 12% above**

Total Income in Trading reflected high quality stock with a continuation of high levels of donations of new goods from corporate partners and continued strong demand from our climate conscious customers. **– 6% above**

Our measurement of Staff Satisfaction is ahead of target, and we hope to increase it even further in the future by continuing our efforts on staff wellbeing initiatives and updating our policies, terms and conditions of employment.

We are pleased to see the Levels of Trust KPI reflecting an improvement of market sentiment to the sector in general and our ongoing commitment to transparency, accountability and good governance. **– 7% above targe**

Total Income in Fundraising was achieved despite a low level of legacy income in the period and reflects significant efforts to grow our regular giving pool of donors. **– 7% above**

Future Plans

Horizon Planning and Annual Operating Plans

Annual Operating Plans for each department have been completed under our 10 Year Strategic Framework. Quarterly updates on these plans are then brought to the Leadership Team and any areas of underperformance are identified and addressed.

A number of cross organisational working groups have been established to develop policy and practices in areas such as Income Generation, Private Sector Engagement and Climate Justice.

We continue to work on developing a Learning and Accountability Framework to design and put in place progress markers and key performance indicators to effectively measure the change we achieve against our goals.

Income Growth

We will continue to target ways to increase our income to fund our work. Our Trading division will continue to target growth through careful management of existing shops and targeting opportunities to open new shops where appropriate, while continuing to position Oxfam Ireland as a sustainability partner with unique solutions for Irish and international businesses. Our Institutional Funding team will focus on growing restricted income by successfully applying for grants from a broad range of institutional donors, while our Public Fundraising team will grow our pool of regular donors through effective Face to Face and digital fundraising initiatives.

Cyber Security and Data Privacy

We continue to invest further in our systems and procedures to protect our data and comply with relevant legislation and best practice. A project to implement full monitoring of our systems on a managed service basis is underway which will further improve our protection from cyber-attack.

Our projects to migrate our remaining IT applications into Cloud based solutions have been somewhat delayed but we expect our finance system to go live in 2025 and our Customer Relationship Management (CRM) system in 2026.

Culture and People

We recognise that our organisational culture continues to develop and change. We are committed to a continuous process of internal communication to develop and improve our culture while ensuring it aligns with and embraces our values.

Hybrid Working Environment

We continue to embrace the ability for staff to combine working remotely. During the period to March 2025, we sublet our Belfast office and now provide hot desk facilities to our Northern Ireland based staff from an office space at our Belfast distribution centre.

Artificial Intelligence

We are exploring the use of Artificial Intelligence in our day-to-day activities in a carefully controlled manner to ensure we benefit from possible efficiencies without compromising data security.

Risk, Fraud and Compliance

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with publication of Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website in addition to information about our Board. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes, and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Governance codes

We adhere to and implement the following

- Charity Commission for N.I. Code of Good Governance
- The Charities Regulatory Authority Governance Code
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance
- Republic of Ireland Charities Act
- Northern Ireland Charities Acts
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice
- The Charities Regulator Guidelines for Charitable Organisations on Fundraising from the Public
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK
- Dóchas Code of Conduct on the use of images and messages

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes www.oxfamireland.org/accountable-to-you

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include:

- The Oxfam Code of Conduct
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions
- The Core Humanitarian Standard
- The Grand Bargain
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action
- Call for Action on Commitment to Disability Inclusive Humanitarian Action
- The Charter 4 Change
- IASC Guidelines for GBV Interventions in Humanitarian Settings
- The Call to Action on Protection from GBV in Emergencies
- The Sustainable Development Goals
- Irish Aid Security Management Guidelines
- Oxfam Partnership Principles
- The Climate and Environment Charter for Humanitarian Organizations

Fraud

Oxfam Ireland does not tolerate fraud and corruption, and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across program locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously, and promptly investigated and appropriate action taken.

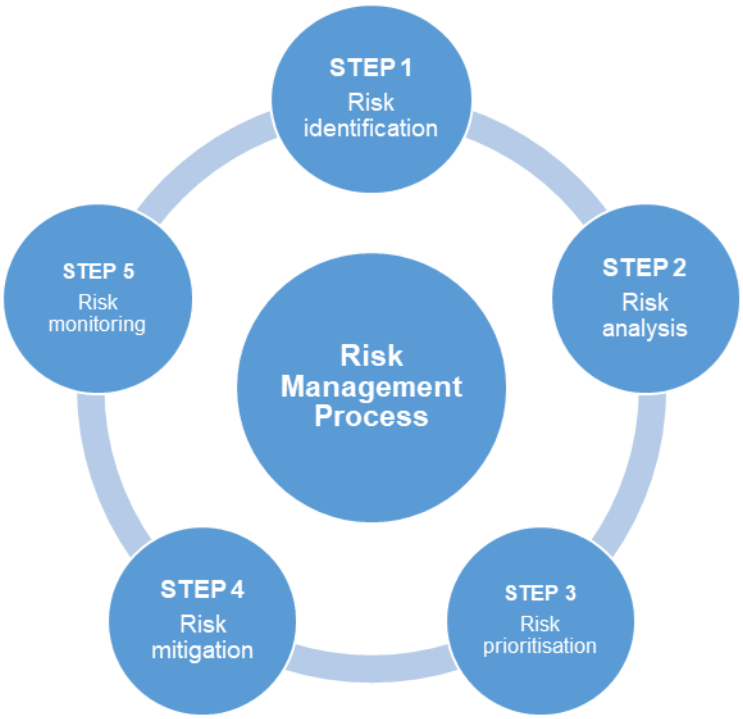
If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2025, there were several minor instances of theft of stock from our shops but there were no significant thefts or instances of other fraud in our operations.

Risk Management

During the period we continued to use the existing risk management framework to systematically and proactively manage risk across the organisation and also, with the support of our insurers, developed a new more comprehensive framework incorporating up to date approaches developed by the risk management sector.

Under our new framework our risk management process consists of five steps:



We have also simplified the categorisation of risks into the following categories which encompass all the eleven categories previously used.

Governance

Governance risks are uncertain future events that could negatively impact on the strategic direction, decision making, effiency, reputation and overall control of the Organisation.

Operational

Operational risks are uncertain future events that could negatively impact the day to day operations of our organisation e.g. people, processes and systems.

Legal/Regulatory

Legal/regulatory risks are uncertain future events that could negatively impact on our ability to comply with the legal and regulatory landscape.

Financial

Financial risks are uncertain future events that could negatively impact our finances.

External

External risks are uncertain future events external to the Organisation that have the ability to negatively impact the delivery of our strategic aims.

We recognise it is impossible to fully manage all identified risks, due to limited time and resources, so following risk identification and risk analysis, risks are evaluated and prioritised based on a matrix which scores each risk based on the likelihood of the risk occurring and the potential impact of the risk and its consequences.

Once a risk is scored and the impact on the score of any mitigation measures that can be put in place is assessed, the residual risk is assessed against our risk appetite for the area of risk involved.

Our risk appetite for the key themes of risk are as follows:

Key Risk Appetite Themes	Risk Appetite	
	Level	Description
Finance	Cautious	We have a **Cautious risk appetite** for financial risks. We are cautious in our financial decisions, prioritising the preservation of its assets and the stability of its financial position. We are willing to accept some level of risk to achieve its strategic goals, but we avoid high-risk financial ventures.
Safeguarding	Adverse/Zero Tolerance	We have an **Adverse to Zero Tolerance** risk appetite for safeguarding risks. We prioritise the highest standards of safety and protection, striving to minimise any potential risks to individuals. We are committed to implementing robust safeguarding policies and practices, and we are unwilling to compromise on these standards.
Reputation	Minimal / Cautious	We have a **Minimal to Cautious risk appetite** for reputational risks. We prioritise actions and decisions that protect and enhance our reputation. We are committed to transparency, integrity, and ethical behaviour, and we are unwilling to engage in activities that could compromise our reputation.
Compliance	Minimal	We have a Minimal **risk appetite** for compliance risks. We prioritise strict adherence to all legal and regulatory requirements, and we are unwilling to engage in activities that could result in non-compliance. We are committed to maintaining a culture of compliance and ethical behaviour.
Health & Safety	Minimal	We have a **Minimal risk appetite** for health and safety risks. We prioritise the highest standards of health and safety, striving to minimise any potential risks to individuals. We are committed to implementing robust health and safety policies and practices, and we are unwilling to compromise on these standards.
Projects	Cautious / Open	We have a **Cautious to Open risk appetite** for projects. We are open to pursuing opportunities that align with our objectives and offer potential benefits, while carefully managing associated risks. We are willing to accept some level of risk for projects that have clear strategic value and long-term impact.

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key prioritised risks identified, and the mitigating actions being taken in each case is reviewed by the Directors at every Board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any kind of harassment of staff, partners, volunteers or those we serve.	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal, and we have a robust whistleblowing policy in place. We also have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.
Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We also have a whistle blowing policy to facilitate staff and members of the public to bring to our attention any activities of concern. Our Internal Audit function carries out regular reviews of controls in place to assess their effectiveness.
Health & Safety of Staff The risk of injury or harm to our staff is ever present and, in some areas where we work, is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is an international concern, while organisations transmit sensitive data across networks and to other devices while doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst-case scenario. We are in the process of putting full monitoring and response in place as part of a managed service and we also have insurance against the costs of any cyber-attack.

Prevention of intrusive practices in our Fundraising

Protecting the public from the risk of intrusion/excessive persistence/undue pressure in our fundraising practices.

We are committed to upholding the highest ethical standards in all our fundraising activities. We ensure that our engagement with the public is respectful, transparent, and compliant with both Irish and UK regulatory frameworks.

To protect the public from the risk of intrusion, excessive persistence, or undue pressure we have the following in place.

- **Respectful engagement**: All fundraising activities are conducted with respect for individual privacy and dignity. We strictly avoid tactics that are unreasonably persistent or coercive. This is embedded in our Fundraising Policy and reinforced through regular staff training.
- **Welcome call checks**: For all door-to-door regular giving acquisitions, we conduct a follow-up welcome call to confirm the donor's intent and ensure they did not feel pressured during the interaction. This serves as a key safeguard against undue influence.
- **Staff training and awareness**: All fundraising staff and third-party representatives are trained on Oxfam Ireland's Fundraising Policy and are required to adhere to the Charity Regulatory Authority's, "Guidelines for Charitable Organisations on Fundraising from the Public" and the UK Fundraising Regulator's, "Code of Fundraising Practice." These guidelines are central to our operations and are reviewed regularly.
- **Clear communication**: Fundraisers are trained to clearly communicate whether donations are for general or specific purposes, and to avoid any misleading or ambiguous messaging.
- **Ethical oversight**: Our Fundraising Policy outlines strict criteria for accepting donations, ensuring that all contributions align with our mission and values. Donations from sources that could compromise our integrity or independence are declined.
- **Accountability and complaints**: We maintain open channels for feedback and have a clear complaints procedure available on our website. Any concerns raised are addressed promptly and transparently.

These measures reflect our commitment to ethical fundraising and to building long-term, trust-based relationships with our supporters.

Exemptions from disclosure
There are no omissions of the names of any Directors, executive officers or senior staff members for any extenuating personal circumstances.

Funds held as Custodian Trustee on behalf of Others
The Charity does not act as Custodian Trustee on behalf of others.

Events after the end of the reporting period

There are no adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2025.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Complaints

During the reporting period, we received a total of 72 complaints via both email and phone related to the following areas.

- Shops: 38
- Fundraising: 25
- Advocacy Work: 9

We take all complaints received very seriously and work to ensure that they are resolved as soon as possible.

Public Benefit

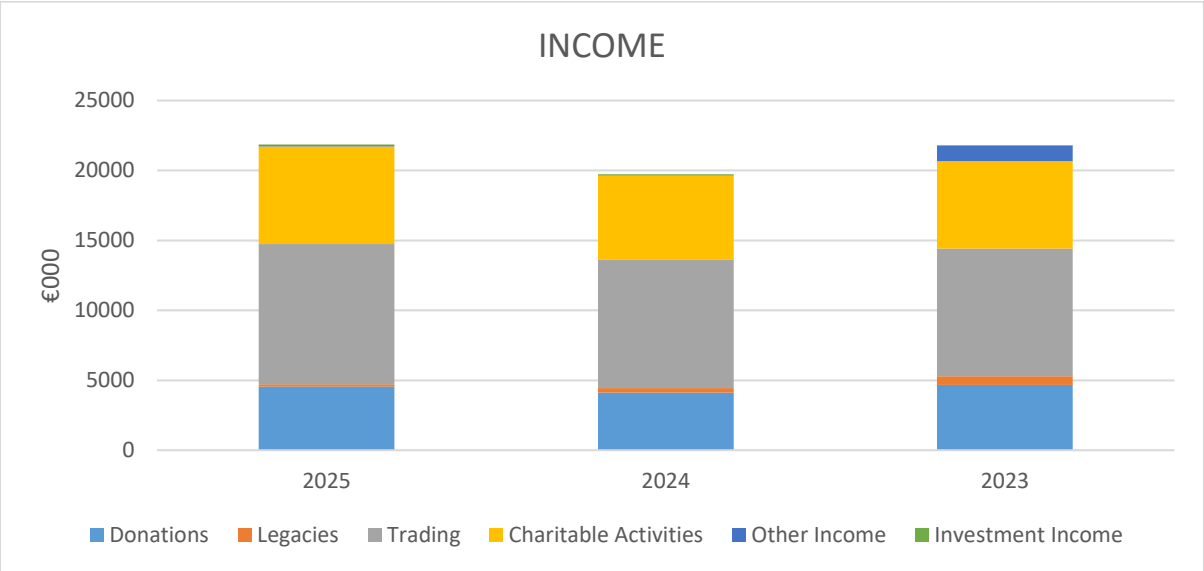
The Directors' report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded.

The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

Financial Review

Our overall income has grown significantly in 2025 with an increase in Trading income from our new superstore and from high-quality stock and strong demand as we continue to provide a sustainable fashion alternative to climate conscious shoppers of all ages. Our fundraising income continues to benefit from additional investment in growing our pool of regular givers that will also generate additional income in future years. On the institutional funding front, we continue to have success in growing our grants from the EU and other donors.

INCOME



In 2025, we generated income of €21.8M which was a 10.7% increase on 2024.

Voluntary Income from Donations and Legacies saw a 6.2% increase on 2024 or €275K despite a reduction in Legacies of €150K which is an income category that tends to vary significantly from year to year depending on the timing of receipt of significant legacies. Core income from Regular Giving in 2025 was significantly up on the previous year as we continue to focus efforts on growing income from this area.

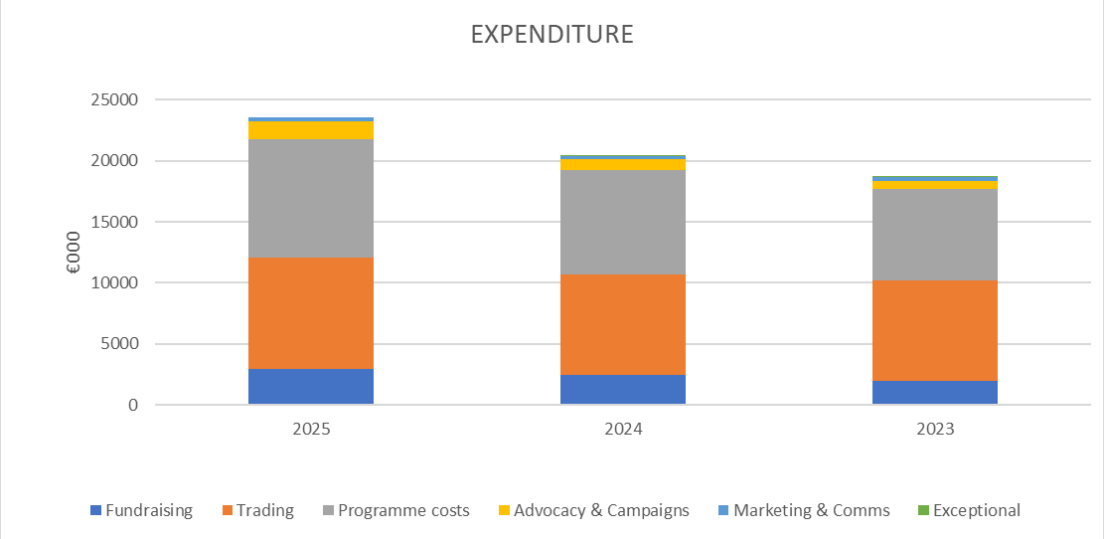
Trading Income grew by 9.0% over 2024 reflecting a full year of trading from our new superstore in Holywood, Co. Down and strong results from other stores driven by sourcing of high-quality stock from corporate partners and the continuing support of our donors and customers.

Income from **Charitable Activities** which represents funds received from Institutional Fundraising increased by 16.9% or €1M compared to 2024. The Irish Government, through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland, while we made good progress in sourcing funds from other donors particularly the EU.

Other Income in the period reduced by 24% to €60K. This reflects increased fee income from other Oxfam affiliates for hosting members of staff in Ireland.

Investment Income increased by 51.4% to €53K in the period.

EXPENDITURE



Total expenditure in 2025 was €23.5M which was a 14.9% increase on 2024.

Trading expenditure was up 11.1% on the previous year reflecting a full year of costs for the new Superstore, lease renewal costs and upgrades to store interiors.

Fundraising expenditure increased by 18.6% or €453K. Most of this increase continues to come from additional expenditure on face-to-face fundraising activities which will have a direct impact on future income from regular giving.

The 13.4% or €1.1M increase in **Programme costs** reflects an increase in grants to partners of almost €750K and additional investment in our Programme and Institutional Funding teams.

The 52.2% or €619K increase in **Advocacy & Campaigns** expenditure represents a full complement in our Communications and Policy and Advocacy teams during the period whereas there were several vacant positions in the previous year.

Exceptional Expenditure there was no expenditure in this category in the current year.

BALANCE SHEET

Funds carried forward at 31 March 2025 of €7.2M includes €897K of Restricted funds which is €215K lower than 2024 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €6.3M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work.

Reserves policy

Oxfam seeks to maintain its Charitable Funds at a minimum level that protects our programme work from risks of unforeseen disruption, ensuring we have sufficient working capital and balancing the need to make sure that we do not retain income for longer than required. The basis of calculation of these minimum reserves is kept under periodic review and adjusted as perceptions of risk and other factors change. Our minimum reserves level of €2.7M is based on a calculation of three months of key operational costs.

As a result of continued operational surpluses, we currently have reserves more than this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support income generation and organisational development.

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds

Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds

Currently we are carrying €2.7M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds

General Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

(iv) Revaluation Reserve

Revaluation reserve represents the increase in the value of our freehold property. As a result of the completion of the sale of the freehold property, this reserve has transferred to General Funds.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

While the company balance sheet shows a net liability position, Oxfam Ireland and Oxfam Republic of Ireland effectively operate as a single entity and Oxfam Republic of Ireland does not intend to call in the amount owing from Oxfam Ireland.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2025
DIRECTORS' RESPONSIBILITY STATEMENT

Statement of Directors' responsibilities

The Directors (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law, the Directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland."

Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP (FRS 102).
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

In accordance with company law, as the company's Directors, we certify that:

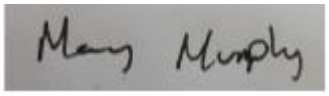
-There is no relevant audit information of which the company's auditors are unaware.

-We have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Board,





…….. ……..
Prof Mary Murphy – Chair Donal Rooney – Secretary
Date: 5th September 2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Opinion

We have audited the financial statements of Oxfam Ireland (the "Company") and its subsidiary undertaking ("the Group") for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Company's and the Group's affairs as at 31 March 2025 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

As explained more fully in the Directors' Responsibilities Statement set out on page 25, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the Company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Acts 20211 and 2022, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes related to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006 and the Charities Statement of Recommended Practice.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Aedín Morkan
Senior Statutory Auditor
for and on behalf of Forvis Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre, Block 3
Harcourt Road
Dublin 2

Date: 11 September 2025

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2025
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (including an income and expenditure account)

	Notes	Unrestricted funds €'000	Restricted funds €'000	Total 2025 €'000	Total 2024 €'000
Income from					
Donations and legacies	5	**4,373**	**351**	**4,724**	4,449
Trading activities	7	**9,970**	**57**	**10,027**	9,198
Charitable activities	6	**13**	**6,960**	**6,973**	5,964
Investments	8	**53**	**-**	**53**	35
Other income	9	**60**	**-**	**60**	79
Total income		**14,469**	**7,368**	**21,837**	19,725
Expenditure on					
Raising funds	10, 38	**(2,849)**	**(44)**	**(2,893)**	(2,440)
Trading activities	11, 38	**(9,146)**	**(29)**	**(9,175)**	(8,262)
Charitable activities	12, 38	**(3,968)**	**(7,511)**	**(11,479)**	(9,718)
Other	36	**-**	**-**	**-**	(71)
Total expenditure		**(15,963)**	**(7,584)**	**(23,547)**	(20,491)
Net (deficit) / income for the year		**(1,494)**	**(216)**	**(1,710)**	(766)
Unrealised currency movement		**(63)**	**4**	**(59)**	(57)
Net movement in funds		**(1,557)**	**(212)**	**(1,769)**	(823)
Reconciliation of funds:					
Total funds brought forward	32	**7,824**	**1,112**	**8,936**	9,759
Transfer from unrestricted	32	**3**	**(3)**	**-**	-
Total funds carried forward	32	**6,270**	**897**	**7,167**	8,936

There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

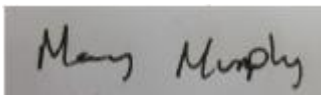
The notes on pages 34 to 59 form part of these financial statements.

OXFAM IRELAND
AS AT 31 MARCH 2025
CONSOLIDATED BALANCE SHEET

	Notes	2025	2024
		€'000	€'000
Fixed assets			
Tangible assets	17	**820**	628
Investments	19	**59**	80
		879	708
Current assets			
Stocks and work in progress	20	**59**	57
Debtors	21	**2,872**	2,725
Cash at bank and in hand	22	**8,819**	10,967
		11,750	13,749
Liabilities			
Creditors: amount falling due within one year	23, 38	**(5,101)**	(5,183)
Net current assets		**6,649**	8,566
Total assets less current liabilities		**7,528**	9,274
Creditors: amount falling due after one year	25, 38	**(361)**	(338)
Net assets		**7,167**	8,936
Funds			
Restricted funds	32,34	**897**	1,112
Designated funds	32,34	**2,665**	2,665
Unrestricted funds	32,34	**3,605**	5,159
Total charity funds		**7,167**	8,936

The notes on pages 34 to 59 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Donal Rooney
Secretary

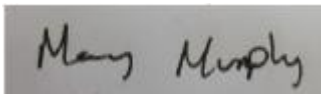
Date: 5th September 2025

OXFAM IRELAND
AS AT 31 MARCH 2025
COMPANY BALANCE SHEET

	Notes	2025	2024
		€'000	€'000
Fixed assets			
Tangible assets	17	**544**	357
		544	357
Current assets			
Stocks and work in progress	20	**59**	56
Debtors	21	**417**	373
Cash at bank and in hand	22	**425**	656
		901	1,085
Liabilities			
Creditors: amount falling due within one year	23	**(4,757)**	(3,745)
Net current liabilities		**(3,856)**	(2,660)
Total assets less current liabilities		**(3,312)**	(2,303)
Creditors: amount falling due after one year	25	**(163)**	(154)
Net liabilities		**(3,475)**	(2,457)
Funds			
Restricted funds	32,33	**207**	201
Unrestricted funds	32,33	**(3,682)**	(2,658)
Total charity funds		**(3,475)**	(2,457)

The notes on pages 34 to 59 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Donal Rooney
Secretary

Date: 5th September 2025

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2025
CONSOLIDATED STATEMENT OF CASH FLOWS

	Notes	2025	2024
		€'000	€'000
Net cash (used in) / provided by operating activities	27	**(1,835)**	597
Cash flow from investing activities			
Purchase of tangible assets	17	**(393)**	(232)
Disposal of tangible assets	17	**6**	-
Purchase of investments		**-**	(80)
Interest received	8	**74**	35
Net cash used in investing activities		**(313)**	(277)
(Decrease) / increase in cash and cash equivalents in the reporting period		**(2,148)**	320
Cash and cash equivalents at the beginning of the reporting period		**10,967**	10,647
Cash and cash equivalents at the end of the reporting period		**8,819**	10,967

1. General information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 39 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2025.

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status, and it is a public benefit entity. It is a company limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is 42 the Cutts, Dunmurry, Belfast, BT17 9HN

2. Statement of compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102).

3. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousand, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2025.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable, and the amount can be measured reliably.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivables are accounted for when the Company's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Income from charitable trading activities is accounted for when earned.

3. Accounting policies (continued)

c) Income (continued)

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company's bank accounts.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised, and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contract.

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

g) Foreign currencies

Functional and presentation currency:
The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:
Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

g) Foreign currencies (continued)

Transactions and balances (continued)
Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

The foreign exchange rates used to prepare these financial statements were as follows:

	2025	2024
	€	€
Average Rate Pounds Sterling	1.19	1.16
Closing Rate Pounds Sterling	1.20	1.17

h) Employee benefits
Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:
Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:
Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:
The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the company has agreed with the plan to participate in a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities. The unwinding of the discount is recognised as a finance cost.

i) Taxation
The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets
Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Depreciation and residual values:
Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

3. Accounting policies (continued)

j) Tangible assets (continued)

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:
Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:
Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Leased assets
At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:
Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:
Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

Rental income/expenditure:
Rental income/expenditure is recognised on a straight-line basis over the lease term (length of the lease) or to the break clause if in place.

l) Investments in subsidiaries
Investments in subsidiaries are held at cost less accumulated impairment losses.

3. Accounting policies (continued)

m) Inventories
Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand
Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

o) Provisions and contingencies

Provisions:
Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:
Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

p) Financial instruments
The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets
Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

3. Accounting policies (continued)

p) Financial instruments (continued)

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities
Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting
Financial assets and liabilities are offset, and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

q) Related party transactions
Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Critical accounting judgements and estimation uncertainty

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

4. Critical accounting judgements and estimation uncertainty (continued)

Deferral of grant income
Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. For example, if it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period, then one quarter of the grant income is recognized in that period, and the remaining three quarters are deferred. The amount of grant income deferred at 31 March 2025 amounts to €505K (31 March 2024: €1,881K).

Preparation of the accounts on a going concern basis
Budgets and cash flows were prepared by the Directors and reviewed by the Directors for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Tele fundraising teams.

Our levels of accessible reserves remain strong, and we expect to continue to achieve at or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

On the basis of the assessments and the underlying assumptions the Council Members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

5. Donations and legacies

	Unrestricted funds 2025 €'000	**Restricted funds 2025 €'000**	**Total charitable funds 2025 €'000**	Unrestricted funds 2024 €'000	Restricted funds 2024 €'000	Total charitable funds 2024 €'000
Individual giving	**4,067**	**200**	**4,267**	3,708	166	3,874
Corporates, major donors and trusts	**135**	**6**	**141**	86	13	99
Grants	**-**	**58**	**58**	-	-	-
Emergency & DEC*/IEA**	**-**	**87**	**87**	1	154	155
Legacies and gifts in kind	**171**	**-**	**171**	321	-	321
	4,373	**351**	**4,724**	4,116	333	4,449

*DEC is an umbrella group of UK charities which coordinates and launches collective appeals to raise funds to provide emergency aid and rapid relief to people caught up in disasters and humanitarian crises around the world.

**IEA is an umbrella group of Irish charities which coordinates and launches collective appeals to raise funds to provide emergency aid and rapid relief to people caught up in disasters and humanitarian crises around the world.

6. Income from charitable activities

	Unrestricted funds 2025 €'000	**Restricted funds 2025 €'000**	**Total charitable funds 2025 €'000**	Unrestricted funds 2024 €'000	Restricted funds 2024 €'000	Total charitable funds 2024 €'000
Irish Aid programme grant income	**13**	**4,420**	**4,433**	252	4,420	4,672
European Union grant income	**-**	**2,540**	**2,540**	-	1,292	1,292
	13	**6,960**	**6,973**	252	5,712	5,964

Income from government grants comprises grants to fund the charitable activities of Oxfam Ireland.

7. Income from trading activities

	Unrestricted funds 2025 €'000	**Restricted funds 2025 €'000**	**Total Trading funds 2025 €'000**	Unrestricted fund 2024 €'000	Restricted fund 2024 €'000	Total Trading funds 2024 €'000
Donated goods	**6,679**	**36**	**6,715**	6,516	38	6,554
Sale of purchased goods	**2,691**	**-**	**2,691**	2,203	-	2,203
Government grants	**-**	**21**	**21**	-	72	72
Other income	**600**	**-**	**600**	369	-	369
Total	**9,970**	**57**	**10,027**	9,088	110	9,198

This represents the income from the sale of donated goods and commercial trading activity through Oxfam Shops.

8. Investment Income

	2025 €'000	2024 €'000
Interest income	**74**	35
Investment loss	**(21)**	-
	53	35

9. Other income and other gains

	2025 €'000	2024 €'000
Rental income	**55**	41
Hosting arrangements and others	**5**	38
	60	79

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

10. Costs of raising funds

	Unrestricted funds 2025 €'000	**Restricted funds 2025 €'000**	**Total charitable funds 2025 €'000**	Unrestricted funds 2024 €'000	Restricted funds 2024 €'000	Total charitable funds 2024 €'000
Staff costs	**1,336**	**-**	**1,336**	1,209	-	1,209
Property costs	**-**	**-**	**-**	18	-	18
Administration costs	**393**	**4**	**397**	310	6	316
Other costs	**592**	**40**	**632**	388	14	402
Finance & depreciation	**52**	**-**	**52**	53	-	53
Support costs (note 14)	**476**	**-**	**476**	442	-	442
	2,849	**44**	**2,893**	2,420	20	2,440

11. Cost of Trading Activities

	Unrestricted funds 2025 €'000	**Restricted funds 2025 €'000**	**Total charitable funds 2025 €'000**	Unrestricted funds 2024 €'000	Restricted funds 2024 €'000	Total charitable funds 2024 €'000
Cost of Sales	**570**	**-**	**570**	588	-	588
Staff costs	**4,193**	**21**	**4,214**	3,541	10	3,551
Property costs	**2,594**	**-**	**2,594**	2,481	3	2,484
Administration costs	**320**	**4**	**324**	311	-	311
Other costs	**12**	**-**	**12**	25	37	62
Finance & depreciation	**177**	**4**	**181**	167	3	170
Support costs (note 14)	**1,280**	**-**	**1,280**	1,096	-	1,096
	9,146	**29**	**9,175**	8,209	53	8,262

12. Charitable activities

	Unrestricted funds 2025 €'000	**Restricted funds 2025 €'000**	**Total charitable funds 2025 €'000**	Unrestricted funds 2024 €'000	Restricted funds 2024 €'000	Total charitable Funds 2024 €'000
International programmes						
Programme country costs	**1,183**	**7,025**	**8,208**	1,470	5,818	7,288
Programme activities	**849**	**373**	**1,222**	612	451	1,063
Finance & depreciation	**2**	**1**	**3**	1	(2)	(1)
Governance costs (note 13)	**207**	**-**	**207**	149	-	149
Support costs (note 14)	**36**	**-**	**36**	33	-	33
	2,277	**7,399**	**9,676**	2,265	6,267	8,532
Domestic public affairs						
Programme activities	**1,575**	**112**	**1,687**	1,022	79	1,101
Finance & depreciation	**15**	**-**	**15**	10	2	12
Support costs (note 14)	**101**	**-**	**101**	73	-	73
	1,691	**112**	**1,803**	1,105	81	1,186
	3,968	**7,511**	**11,479**	3,370	6,348	9,718

12. Charitable activities (continued)

Costs of Charitable Activities by theme

	Unrestricted funds 2025 €'000	**Restricted funds 2025 €'000**	**Total charitable funds 2025 €'000**	Unrestricted funds 2024 €'000	Restricted funds 2024 €'000	Total charitable funds 2024 €'000
Gender	**-**	**1,077**	**1,077**		404	404
Inequality	**-**	**466**	**466**	100	190	290
Humanitarian	**1,117**	**4,635**	**5,752**	1,359	4,536	5,895
Digital innovation	**66**	**793**	**859**	11	251	262
Climate	**68**	**79**	**147**		485	485
Advocacy	**1,522**	**112**	**1,634**	1,031	81	1,112
Ways of working	**851**	**375**	**1,226**	614	449	1,063
	3,624	**7,537**	**11,161**	3,115	6,396	9,511

The table includes costs related to the trading grant that fall under these themes.

13. Governance costs

	2025 €'000	2024 €'000
Staff costs	**71**	58
Administrative costs	**21**	1
Legal and professional fees	**5**	-
Audit fees – statutory audit (including VAT)	**51**	30
Council expenses	**-**	2
Consultancy	**8**	13
Other costs (note 14)	**51**	45
	207	149

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Company and include the audit fees and costs linked to the strategic management of the Company.

Governance costs are fully funded from unrestricted funds.

14. Allocation of support costs and overheads

Allocation to activities by number of staff:

Cost type	**Total allocated €'000**	**Governance activities €'000**	**Fundraising activities €'000**	**Trading activities €'000**	**Programme activities €'000**	**Public affairs activities €'000**
Staff costs	**989**	**3**	**263**	**646**	**19**	**58**
Property costs	**295**	**15**	**77**	**183**	**5**	**15**
Administrative costs	**576**	**29**	**115**	**398**	**10**	**24**
Legal & professional expenses	**35**	**2**	**12**	**18**	**1**	**2**
Finance and Depreciation	**49**	**2**	**9**	**35**	**1**	**2**
	1,944	**51**	**476**	**1,280**	**36**	**101**

In respect of prior year:

Cost type	Total allocated €'000	Governance Activities €'000	Fundraising activities €'000	Trading activities €'000	Programme activities €'000	Public affairs activities €'000
Staff costs	854	3	236	553	17	45
Property costs	304	15	82	190	6	11
Administrative costs	481	24	112	321	9	15
Legal & professional expenses	12	1	4	6	-	1
Finance and Depreciation	38	2	8	26	1	1
	1,689	45	442	1,096	33	73

These costs have been apportioned among trading activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

15. Analysis of staff costs, Directors' remuneration and expenses, and the cost of key management personnel

The average monthly number of persons employed by the company in the financial year was 194 (2024: 174) analysed as follows.

	2025 Average number	2024 Average number
Trading	**113**	100
Fundraising	**42**	44
Administration	**19**	15
Public affairs	**9**	6
Management	**8**	6
Programme	**3**	3
	194	174

15. Analysis of staff costs, Directors' remuneration and expenses, and the cost of key management personnel (continued)

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out-of-pocket expenses may be reimbursed. These amounted to €nil in 2025 (2024: €2), which includes a refund to one member for expenses incurred in the prior year.

	2025 €'000	2024 €'000
Staff costs are comprised of:		
Wages and salaries	**6,990**	5,739
Temporary staff	**49**	94
Social welfare costs	**780**	604
Pension costs	**318**	277
	8,137	6,714

These costs have been apportioned among trading activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO, excluding pension and other benefits, amounts to €143k (2024: €140k).

Key management compensation

Key management includes the Directors and members of senior management. The compensation paid or payable to key management for employee services is shown below:

	2025 €'000	2024 €'000
Salary	**824**	659
Employer's pension contributions	**105**	82
Employer's social security contributions	**92**	74
Health Insurance and other	**13**	54
	1,034	869

The remuneration of higher paid employees	**2025 No.**	2024 No
The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:		
€60,000 to €69,999	**10**	5
€70,000 to €79,999	**2**	1
€80,000 to €89,999	**1**	4
€90,000 to €99,999	**3**	-
€100,000 to €109,999	**2**	2
€110,000 to €119,999	**-**	-
€120,000 to €129,999	**1**	1
€130,000 to €139,999	**-**	1
€140,000 to €149,999	**1**	-
	20	14

Remuneration includes salary but excludes pension scheme contributions.

16. Net movement in funds for the year

	2025	2024
	€'000	€'000
Net (deficit) / income for the year is stated after charging:		
Depreciation on tangible fixed assets	**202**	176
Operating lease rentals		
- Property	**1,791**	1,826
Fees payable to the company's auditors for audit of the financial statements (inclusive of VAT)		
Audit fee	**51**	30
Non-audit fee – tax services	**1**	1

17. Tangible assets

Group	**Leasehold property**	**Furniture and fixtures**	**Equipment**	**Motor vehicles**	**Total**
	€'000	**€'000**	**€'000**	**€'000**	**€'000**
Cost					
At 1 April 2024	2,273	3,413	1,678	128	7,492
Currency movements	37	3	23	1	64
Additions	251	3	139	-	393
Disposal	-	-	(6)	-	(6)
At 31 March 2025	**2,561**	**3,419**	**1,834**	**129**	**7,943**
Accumulated depreciation					
At 1 April 2024	(1,864)	(3,313)	(1,568)	(119)	(6,864)
Currency movements	(30)	(3)	(23)	(1)	(57)
Charge for the year	(98)	(24)	(78)	(2)	(202)
Disposal	-	-	-	-	-
At 31 March 2025	**(1,992)**	**(3,340)**	**(1,669)**	**(122)**	**(7,123)**
Net book values					
At 1 April 2024	409	100	110	9	628
At 31 March 2025	**569**	**79**	**165**	**7**	**820**

Company	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2024	1,687	150	1,054	40	2,931
Currency movements	37	4	23	1	65
Additions	181	1	98	-	280
Disposal	-	-	-	-	-
At 31 March 2025	**1,905**	**155**	**1,175**	**41**	**3,276**
Accumulated depreciation					
At 1 April 2024	(1,385)	(136)	(1,022)	(31)	(2,574)
Currency movements	(31)	(3)	(23)	(1)	(58)
Charge for the year	(55)	(11)	(32)	(2)	(100)
Disposal	-	-	-	-	-
At 31 March 2025	**(1,471)**	**(150)**	**(1,077)**	**(34)**	**(2,732)**
Net book values					
At 1 April 2024	302	14	32	9	357
At 31 March 2025	**434**	**5**	**98**	**7**	**544**

18. Holding Company

Oxfam Ireland has two subsidiary undertakings as follows:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	Oxfam Properties (Ireland) Limited
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid and also from their many shops across the country where they sell clothes.	Dormant, activity ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%

18. Holding Company (continued)

	2025	2024
Oxfam Republic of Ireland	**€'000**	€'000
Total assets	**11,184**	13,014
Total liabilities	**4,344**	4,678
Deficit for the year	**(1,496)**	(619)
Total funds at 31 March	**6,840**	8,336

19. Investments

	2025	2024
	€'000	€'000
At beginning of year	**80**	-
Additions	**-**	80
Unrealised loss on investment	**(21)**	-
	59	80

Financial investments represent the market value of 2,903 shares of Diageo plc donated to the Company, with a closing market value of €20.14 per share as at 31 March 2025.

20. Stocks and work in progress

	Group	Group	**Company**	Company
	2025	2024	**2025**	2024
	€'000	€'000	**€'000**	€'000
Finished goods for resale	**59**	57	**59**	56

A provision for stock obsolescence of nil (2024: nil) has been recognised during the year.

21. Debtors

	Group	Group	**Company**	Company
	2025	2024	**2025**	2024
	€'000	€'000	**€'000**	€'000
Prepayments and accrued income	**2,768**	2,595	**343**	289
Trade debtors	**19**	1	**12**	-
Other debtors	**41**	66	**18**	21
VAT repayable	**44**	63	**44**	63
	2,872	2,725	**417**	373

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days. Trade debtors are shown net of impairment in respect of doubtful debts.

22. Cash at bank and in hand

	Group	Group	**Company**	Company
	2025	2024	**2025**	2024
	€'000	€'000	**€'000**	€'000
Cash on short term deposit	**7,108**	7,000	**-**	-
Cash and bank balances	**1,711**	3,967	**425**	656
	8,819	10,967	**425**	656

23. Creditors: amounts falling due within one year

Group and company	**Group 2025 €'000**	Group 2024 €'000	**Company 2025 €'000**	Company 2024 €'000
Trade creditors	**1,746**	892	**282**	211
Tax and Social security	**236**	204	**106**	63
Accrued expenses	**2,552**	1,794	**555**	406
Amounts owed to Oxfam ROI (note 28)	**-**	-	**3,802**	3,057
Deferred income (note 24)	**505**	1,853	**-**	-
Other creditors	**31**	440	**12**	8
Provision (note 25)	**31**	-	**-**	-
	5,101	5,183	**4,757**	3,745

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

24. Deferred Income

	Group 2025 €'000	Group 2024 €'000	**Company 2025 €'000**	Company 2024 €'000
At 1 April	**1,853**	265	-	-
Credited to Statement of Financial Activities	**(1,853)**	(265)	-	-
Deferred during the year	**505**	1,853	-	-
At 31 March	**505**	1,853	**-**	-

25. Creditors: amount falling due after one year

	Group 2025 €'000	Group 2024 €'000	**Company 2025 €'000**	Company 2024 €'000
Provisions	**361**	338	**163**	154

25. Creditors: amount falling due after one year (continued)

Total provisions are made up as follows:

	Group 2025 €'000	Group 2024 €'000	**Company 2025 €'000**	Company 2024 €'000
Falling due within one year (Note 23)	**31**	-	-	-
Falling due after one year	**361**	338	**163**	154
	392	338	**163**	154

Provisions	**Group 2025 €'000**	Group 2024 €'000	**Company 2025 €'000**	Company 2024 €'000
At 1 April	**338**	305	**154**	141
Recognised during the year	**54**	33	**9**	13
At 31 March	**392**	338	**163**	154

Provisions falling due within one year include estimated legal claims, expected to be settled within the next 12 months.

Provisions falling due after one year have been made for estimated dilapidation costs under lease agreements, usually settled at the end of the lease term.

26. Financial instruments

Oxfam Ireland (the Group) has the following financial instruments:

Financial assets held at amortised cost	**2025 €'000**	2024 €'000
Cash at bank and in hand	**8,819**	10,967
Trade debtors	**19**	1
Other debtors	**41**	66

Financial liabilities held at amortised cost	**2025 €'000**	2024 €'000
Trade creditors	**1,746**	892
Accrued expenses	**2,552**	1,794
Deferred income	**505**	1,853

The company has the following financial instruments:

Financial assets held at amortised cost	**2025 €'000**	2024 €'000
Cash at bank and in hand	**425**	656
Trade debtors	**12**	-
Other debtors	**18**	21

Financial liabilities held at amortised cost		
Trade creditors	**282**	211
Accrued expenses	**555**	406
Amounts owed to Oxfam ROI	**3,802**	3,057

27. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 €'000	2024 €'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	**(1,769)**	(823)
Adjustments for:		
Depreciation charges	**202**	176
Deposit interest receivable	**(74)**	(35)
Loss on investments	**21**	-
Increase in stocks	**(2)**	(20)
(Increase) in debtors	**(147)**	(7)
(Decrease) /Increase in creditors	**(59)**	1,313
Currency movements	**(7)**	(7)
Net cash (used in) / provided by operating activities	**(1,835)**	597

28. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in note 23.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel
The disclosures in respect of key management compensation are set out in note 15.

29. Commitments

Operating leases

At 31 March 2025 the total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 €'000	2024 €'000
Land & Buildings		
Operating leases which expire:		
Within one year	**1,209**	1,209
In the second to fifth years inclusive	**3,562**	2,968
After five years	**2,986**	2,671
	7,757	6,848

30. Pension commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5% or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme, and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon as of 31 March 2025, on which the valuation of the scheme was based.

Financial assumptions

	At 31 March 2025 %	At 31 March 2024 %
Rate of increase in salaries	**2.00**	2.00
Rate of increase of pensions (deferred and in payment)	**3.15**	3.15
Rate of inflation (RPI)	**3.15**	3.15
Rate used to discount scheme liabilities*	**4.90**	4.90

*Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields.
The mortality assumptions adopted imply the following life expectancies at age 65.

	At 31 March 2025 Years	At 31 March 2024 Years
Non-pensioners:		
Males	**23.2**	23.2
Females	**25.3**	25.3
Pensioners:		
Males	**21.6**	21.6
Females	**23.9**	23.9

Scheme assets	**At 31 March 2025 £m**	At 31 March 2024 £m
Equities	**0.2**	0.1
Government Bonds	**127.2**	120.6
Property	**18.0**	18.8
Cash	**1.1**	19.5
Total fair value of assets	**146.5**	159.0

30. Pension commitments (continued)

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets £m	Present value of scheme liabilities £m	Scheme assets less scheme liabilities £m
Scheme assets/(liabilities) at the start of the year	**159.0**	(154.7)	4.3
Current service cost and expenses	(0.2)	(0.2)	(0.4)
Experience on plan assets – gain (loss)	(13.9)	-	(13.9)
Interest income/(cost)	7.6	(7.4)	0.2
Actuarial gain/ (loss)	-	15.0	15.0
Contributions by employer	0.5	-	0.5
Contributions by scheme participants	-	-	-
Benefits paid	(6.6)	6.6	-
Scheme assets/(liabilities) at the end of the year	**146.4**	**(140.7)**	5.7
Unrecognised surplus scheme assets			(5.7)
Scheme assets/(liabilities) at the end of the year			**-**

The total return on scheme assets for the year was £5.7m (2024: £4.3m).

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable is charged to the profit and loss account.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

31. Restricted Irish Aid and EU funded programmes

	Irish Aid €'000	European Union €'000	Total 2025	Irish Aid €'000	European Union €'000	Total 2024
Opening restricted Irish Aid and EU funds	**(82)**	**287**	**205**	20	668	688
Income						-
Restricted grant income	**4,420**	**2,540**	**6,960**	4,420	1,292	5,712
Expenditure						
Operational						
Overseas grants						
Democratic Republic of the Congo	**604**	**-**	**604**	500	-	500
Global	**-**	**53**	**53**	-	43	43
Horn, East, and Central Africa	**121**	**-**	**121**	-	-	-
Ireland / OI	**-**	**-**	**-**	20	-	20
Kenya	**-**	**75**	**75**	-	19	19
Malawi	**653**	**1,112**	**1,765**	681	840	1,521
Occupied Palestine territory and Israel	**113**	**75**	**188**	-	19	19
Somalia	**565**	**-**	**565**	565	19	584
South Sudan	**500**	**75**	**575**	610	-	610
Syria	**-**	**-**	**-**	135	-	135
Uganda	**545**	**212**	**757**	545	19	564
Zambia	**510**	**293**	**803**	510	186	696
Zimbabwe	**479**	**-**	**479**	545		545
Rwanda	**-**	**-**	**-**	-	309	309
Retail	**-**	**-**	**-**	-	36	36
Senegal	**-**	**70**	**70**	-	19	19
Tunisia	**-**	**75**	**75**	-	19	19
Cambodia	**-**	**74**	**74**	-	19	19
Vietnam	**-**	**74**	**74**	-	19	19
El Salvador	**-**	**74**	**74**	-	19	19
Bolivia	**-**	**74**	**74**	-	19	19
	4,090	**2,336**	**6,426**	4,111	1,604	5,715
Trading Activities	**-**	**25**	**25**	-	29	29
Domestic Public Affairs	**76**	**26**	**102**	81	-	81
Management	**136**	**240**	**376**	330	40	370
Total expenditure	**4,302**	**2,627**	**6,929**	4,522	1,673	6,195
Closing restricted Irish Aid and EU funds 31 March	**36**	**200**	**236**	(82)	287	205

The Group receives a number of funds from donors which are restricted in nature, along with donations from the general public. We acknowledge all forms of donations and thank you.

31. Restricted Irish Aid and EU funded programmes (continued)

Analysis of Grants – Activities & Projects Being Funded

Oxfam Ireland received funding from Irish Aid for the 'Ireland's Civil Society Partnership for A Better World' programme. A total of €4.7 million was received, of which €4.2 million was recognised as income in the Statement of Financial Activities. This funding is restricted to supporting programmes in Uganda, Malawi, Zimbabwe, Zambia, Somalia, the Democratic Republic of Congo (DRC), South Sudan, and Global Citizenship Education in Ireland.

Funding received from the European Union supports the implementation of the following programmes across various countries:

- *Beyond the Numbers: Making Budgets Work for the People*
- *Circular & Sustainable Textiles & Clothing*
- *Enhanced Evidence-based Research to Inform Policy Decision Making in Public Financial Management*
- *European Solidarity Corps*
- *From Mines to School: Eliminating Hazardous Child Labour in Karamoja Mines*
- *Imagining Forum Theatre for a Climate-just Future*
- *Promoting Equitable Access to Clean Energy*
- *Promoting Gender Transformative and Youth Inclusive Democracy in Malawi*
- *ReCIPE: Recentering the Civic Internet through Partner Engagement*

Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies

There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

Oxfam Ireland is compliant with the relevant Circulars, including Circular 13/2014 "Management of and accountability for grant from Exchequer Funds".

32. Statement of movement in funds

Group	Restricted	Unrestricted		Total
	Overseas Programme €'000	Designated Reserve €'000	General Funds €'000	Total Charitable Funds €'000
At 1 April 2023	**1,372**	**2,511**	**5,876**	**9,759**
Total income	6,155	-	13,570	19,725
Total expenditure	(6,420)	-	(14,071)	(20,491)
Transfers	-	154	(154)	-
Currency gains & losses	5	-	(62)	(57)
At 31 March 2024	**1,112**	**2,665**	**5,159**	**8,936**
Total income	7,368	-	14,469	21,837
Total expenditure	(7,584)	-	(15,963)	(23,547)
Transfers	(3)	-	3	-
Currency gains & losses	4	-	(63)	(59)
At 31 March 2025	**897**	**2,665**	**3,605**	**7,167**

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes.

33. Movement in company charitable funds

Company	Restricted	Unrestricted		Total
	Overseas Programme €'000	Designated Reserve €'000	General Funds €'000	Total Charitable Funds €'000
At 1 April 2023	**152**	**-**	**(1,799)**	**(1,647)**
Total income	139	-	3,388	3,527
Total expenditure	(95)	-	(4,185)	(4,280)
Gains & losses	5	-	(62)	(57)
At 31 March 2024	**201**	**-**	**(2,658)**	**(2,457)**
Total income	137	-	4,093	4,230
Total expenditure	(132)	-	(5,057)	(5,189)
Transfers	(3)		3	-
Gains & losses	4	-	(63)	(59)
At 31 March 2025	**207**	**-**	**(3,682)**	**(3,475)**

34. Analysis of net assets between funds

Group

	Unrestricted funds €'000	Designated Funds €'000	Restricted funds €'000	Total charitable funds €'000
Tangible fixed assets	**879**	**-**	**-**	**879**
Current assets	**7,683**	**2,665**	**1,402**	**11,750**
Total liabilities	**(4,957)**	**-**	**(505)**	**(5,462)**
Net assets at 31 March 2025	**3,605**	**2,665**	**897**	**7,167**
Net assets at 31 March 2024	5,159	2,665	1,112	8,936

Company

	Unrestricted funds €'000	Designated funds €'000	Restricted funds €'000	Total charitable funds €'000
Tangible fixed assets	**544**	**-**	**-**	**544**
Current assets	**694**	**-**	**207**	**901**
Total liabilities	**(4,920)**	**-**	**-**	**(4,920)**
Net assets at 31 March 2025	**(3,682)**	**-**	**207**	**(3,475)**
Net assets at 31 March 2024	(2,658)	-	201	(2,457)

35. Movement in net cash

Consolidated	At 1 April 2024 €'000	Net Cash flows €'000	**At 31 March 2025 €'000**
Cash in hand and in bank	10,967	(2,148)	**8,819**
Total	10,967	(2,148)	**8,819**

Company	At 1 April 2024 €'000	Net Cash flows €'000	**At 31 March 2025 €'000**
Cash in hand and in bank	656	(231)	**425**
Total	656	(231)	**425**

36. Other expenditure

	2025 €'000	2024 €'000
Hosting	-	35
Other expenditure	-	36
	-	71

37. Subsequent events

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

38. Reclassification

Certain prior year comparatives have been regrouped and reclassified on a basis consistent with the current year.

39. Approval of financial statements

The financial statements were approved by the Council on 5th September 2025.

Oxfam Ireland

Northern Ireland - Charity number 100848

Accounts

ANNUAL REPORT

1 APRIL 2023 - 31 MARCH 2024

OXFAM
Ireland



CHARITY NUMBER: XN89651
COMPANY NUMBER: NI33800

COMPANY LIMITED BY GUARANTEE

WE FIGHT INEQUALITY TO END POVERTY AND INJUSTICE

Cover image: Victoria Chikonde, from Zambia received non-food items (NFIs) from Oxfam partner organisation, Keepers Zambia Foundation. The project took place during the Cholera outbreak in early 2024. With Keepers Zambia Foundation, we responded to the cholera outbreak by providing cholera hygiene kits to the affected communities and schools. *Photo: Loliwe Phiri / Oxfam*



Shamsa Bishar Ahmed from Modogashe in Kenya received dignity kits from Oxfam and partner organisations. During drought, when water is limited, women face increased dangers to their health and safety. Seven out of 10 girls miss up to a week of school every month because they can't access sanitary pads. Oxfam in partnership with MID-P responded to these hygiene needs by offering dignity kits to 600 adolescent girls in Isiolo county.

Photo: Mark Wahwai/ Oxfam

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ABOUT US

Oxfam is a global movement of people who fight inequality to end poverty and injustice. We're committed to ending poverty in the long-term, as well as addressing its devastating impacts right now. Together, we improve and save the lives of those hardest hit by poverty and injustice and campaign for a fairer, more sustainable world.

Oxfam Ireland is one of 21 Oxfam affiliates working together to provide support in 81 countries across the world. We're part of a global confederation of independent and interconnected affiliates, each with their own areas of activity and expertise. We combine to achieve shared goals.

Oxfam Ireland mobilises the power of people to create lasting change. We believe that everyone has the right to thrive in a just and sustainable world and we work collaboratively to challenge the inequalities that undermine this. When someone is denied their rights – to education, healthcare, land or essentials like water and food – the result is predictable, it's poverty.

OUR FOUR GLOBAL GOALS:

1. **Just Economies:** People and the planet are at the centre of just and sustainable economic systems.
2. **Gender Justice:** Women and girls in all their diversity live free from gender oppression, discrimination and violence.
3. **Accountable Governance:** Governance systems and governments are people-centred, just, inclusive, accountable and planet-focused.
4. **Climate Justice:** The climate crisis is abated; environmental 'tipping points' are averted by radical solutions which improve well-being, and there is environmental justice for all.

As part of the Oxfam confederation, Oxfam Ireland delivers specific programmes in Africa and the Middle East – in the Democratic Republic of Congo (DRC), Malawi, South Sudan, Somalia and Somaliland, Uganda, Zimbabwe, Zambia, Occupied Palestinian Territory, Rwanda and Syria.

In 2023, we secured a multi-year, multi country project under the EU-funded ReCIPE: 'Recentering the Civic Internet through Partner Engagement' grant. This will expand our programme reach in Bolivia, El Salvador, Cambodia, Kenya, Senegal, Somalia, the Occupied Palestinian Territory, Tunisia, Uganda, and Vietnam.

We also advocate and campaign at national and EU level for change that will tackle inequality, poverty and injustice across the world.

Supported by people across the island of Ireland for more than six decades, we are an independent, secular and not-for-profit organisation. We have 46 shops across the island, offices in Belfast and Dublin, a warehouse in Dunmurry, Belfast and more than 900 volunteers supporting our fight against poverty and inequality.



VISION

A just and sustainable world.

MISSION

We fight inequality to end poverty and injustice.

OUR VALUES

Equality: We believe everyone has the right to be treated fairly and to have the same rights and opportunities.

Empowerment: We acknowledge and seek to expand people's agency over their lives and the decisions that impact them.

Solidarity: We join hands, support and collaborate across boundaries for a just and sustainable world.

Inclusiveness: We embrace diversity and difference and the value the perspectives and contributions of all people and communities in their fight against poverty and injustice.

Accountability: We take responsibility for our action and inaction and hold ourselves accountable to the people we work with and for.

Courage: We speak truth to power and act with a conviction that stems from the justice of our causes.

WHO WE ARE

OUR ROLE

We challenge injustice and inequalities, shaping collective understandings and solutions: We work with people to build more equal and sustainable systems. We tackle the economic inequalities that drive poverty. We speak out in solidarity on unpaid care work, tax justice, climate justice, and harmful business practices.

We work humanitarian, development influencing approaches: We work with people and communities experiencing crisis, disaster, poverty and injustice. We support people to protect and rebuild their lives as well as find sustainable ways to live independently, free from disadvantage and inequality. We mobilise people to stand up and speak out and to influence those in power.

We amplify the agency and leadership of people experiencing exclusion, exploitation and crises: We support individuals, communities and movements to demand social justice. We work with local, grassroots, feminist and youth-led organisations to call for an end to the injustices and inequalities that perpetuate poverty and crisis. Together, we demand an end to violence against women and girls and for equal access to education, employment, healthcare and other essential services for all.

We hold state and non-state actors, including corporations, to account: We engage and work with governments, corporations and other duty bearers to ensure their policies and practices provide sustainable solutions to poverty, inequality, injustice and crises.

We leverage our reach and resources to connect, convene and build momentum for our causes: We connect activists, organisations and movements across the world, opening spaces, sharing knowledge and resources and building solidarity. We are a reliable partner and know when to follow, when to lead and when to stand side-by-side with others.

OUR IDENTITY

We are rights-based: Our work is grounded in our commitment to human rights and respect for protective legal frameworks.

We are feminist and anti-racist: We recognise that there is no justice without justice-for-all. Our feminist and anti-racist principles guide everything we do.

We fight inequality: We stand firm against poverty and injustice everywhere, working with people, communities, partners, and allies for just and sustainable development and solutions.

We are humanitarian: We work with communities before, during and after crises. We work to build their resilience; protect and save lives, and address together the root causes of conflict and disaster.

We are both local and global: We are a global network of locally rooted, interdependent civil society organisations.

We are driven by diversity: We are a multicultural organisation that brings together people of different socio-cultural backgrounds, sex, genders, abilities and ages.

We are a knowledge organisation: We consistently seek to generate new research that can drive solutions to complex problems. Our programmes, advocacy and campaigning asks are grounded in evidence and experience.

STORIES FROM 2023-2024

CASE STUDY 1

MaMoyo owns and runs a restaurant in a caravan, helped by the skills she learned from an Oxfam programme. The profit she makes funds her two children's education. In Matobo, southwestern Zimbabwe, Oxfam and partner organisation, Hope for a Child in Christ (HOCIC), run the Income Savings and Lending Scheme programme, as part of "Self-help groups" training. This has helped women with skills in budgeting, saving and investing. Those taking part learned how to create sustainable sources of income and build financial independence.

Photo: Oxfam Zimbabwe/Oxfam



CASE STUDY 2

Mathieu Ushindi is a farmer from Mweso in eastern Democratic Republic of the Congo. He's learned new skills and practices to help with his tomato garden. Before he had training from Oxfam and local partner organisation FOPAC NK, he struggled with crop failure. At the training, Mathieu learned good farming planning techniques, like preparing the soil for harvest. He learned the importance of market research so he can target and adapt to customer expectations. Now his crops are of good quality and sell easily at the market. He earns a stable and good income. Mathieu is 25 years old, is married and has three children to support. With determination and training, Mathieu transformed his farming business into a thriving, sustainable success.

Photo: Castro Mwisha, FOPAC NK, Oxfam partner/Oxfam





Click here to read the Impact story on our website

CASE STUDY 3

Greenhouses have given a village in Ainabo in western Somaliland, better access to food. Asha Mohamed is the Farmers Committee Leader. Working with a local partner organisation, Oxfam started a project in the village. This has taught people climate-smart farming techniques. This region has been affected by a prolonged drought, so growing crops can sometimes be difficult. People used to entirely rely on fodder production and rainfed farming systems. When the Oxfam project introduced people to greenhouses for the first time, people learned skills such as the best way to plant, water, transplant and prune their crops. The greenhouses are mainly used for growing tomatoes, but people use their new skills to grow things like onions and carrots in the fields. They don't have to import vegetables anymore.

Photo: Oxfam Somalia/Oxfam



CASE STUDY 4

Hekima Mousa is a 19-year-old Sudanese refuge in South Sudan. She fled her country with her two children because of the recent fighting. In Akobo, she volunteered to help older refugees by cleaning and cooking for them. Working with local partners, Oxfam addresses people's needs. This work includes drilling and repairing boreholes for clean water, as well as providing food and sanitation facilities.

Photo: Fatuma Noor/Oxfam

OXFAM'S GLOBAL REACH AND SCALE 2023 – 2024

Oxfam Ireland contributes to the 15.3 million people directly reached through the Oxfam global confederation.

Last year, Oxfam Ireland directly and indirectly reached 2.3 million people across 11 countries through our own programme work.*

This includes our development and humanitarian work, including programmes funded by Irish Aid and the European Union. It also includes the number of people reached through our influencing, campaigning and global citizenship education work across the island of Ireland.

This last financial year saw the beginning of a new five-year grant with Irish Aid which saw significant reach and progress in Year One. The last year also saw the completion of a three-year grant with the European Union, which over the lifetime of the grant reached over 9.6 million directly and indirectly.

*This figure is based on both the calendar year and financial year, as per reporting period parameters.



Countries Oxfam Ireland worked in last year:

- Democratic Republic of Congo
- Malawi
- South Sudan
- Somalia and Somaliland
- Uganda
- Zimbabwe
- Zambia
- Rwanda
- Syria
- Occupied Palestinian Territory
- Northern Ireland and the Republic of Ireland

MESSAGE FROM THE CHAIR

The last year has not been a good one for our collective world. The now three-year-old war in Ukraine continues, while Israel's bombardment of Gaza has shocked the world. The world's fragile food system has been disrupted by real-time climate related drought and flooding across the world, including in Southern Africa. Through all of this, Oxfam Ireland has continued its work. This includes development, humanitarian and influencing work, while building solidarity and creating change through a network of partners, campaigners and supporters.

We have supported families, working to supply water and sanitation services and other basic needs to people displaced by war, conflict, famine and climate catastrophes. We have helped people to cope with trauma and shown solidarity and care to those we work with. We prioritised working with local partners to bring life-changing support to communities across our programme countries, ensuring people have access to the finance, tools and training needed to lift themselves out of poverty and build resilience. We showed solidarity with communities facing discrimination, exclusion and exploitation, especially with women, girls and people with disabilities. We partnered with feminist, youth and grassroots movements to hold those in power to account for essential services like healthcare and education and for an end to the policies and practices that perpetuate violence and injustice. We delivered all of this through a lens of feminist leadership and an awareness that women and girls are often the hardest hit by poverty and disaster.

I am particularly proud of Oxfam's voice through the annual reports at the World Economic Forum in Davos, an important counter-voice bringing attention to inequality as the world's wealthy meet at their annual gathering. Over the last year, Oxfam Ireland made great strides in drawing attention to Ireland's role in global inequality and to evidence how our tax system perpetuates fiscal injustice and related inequality, particularly through work on a wealth tax.

All of this is only possible because of the people who underpin Oxfam's work. Our expert and effective staff work hard to make Oxfam what it is in Ireland, in our international programmes and across the global confederation. Not to mention our network of volunteers, who give their time and talent to further Oxfam Ireland's vision and mission.

We know our work relies on our capacity to access funding for programmes and on the generosity and kindness of our donors and supporters. We are very grateful for the support we are given across the island of Ireland and I want to take this opportunity to say thank you.

We are now at the end of the first three-year period of our 10 Year Strategic Framework and my fellow Board members and I have been working with Oxfam Ireland's staff and management to build a robust plan for the next three years. This plan, Horizon Plan 2024 – 2027, aligns with Oxfam International's overarching strategic direction and ambition and will bring greater focus, coordination, impact and accountability to Oxfam Ireland's great work across the entire organisation. I want to thank my fellow Board members for their efforts in this and for all they've delivered. Over the last year, the previous Chair Susan Murphy stood down from her role in both Oxfam Ireland and the Confederation, where she played a key leadership role stewarding transformation of Oxfam's structures. We are indebted to her work and offer her our deep gratitude. The Board of Oxfam Ireland and its committees continue to strive for good governance, and work to be accountable and transparent, working with and through Oxfam Ireland's management team to ensure the organisation is fit for purpose, nimble and able to play an effective role in stewarding the organisation to live up to its values and to empower global south communities through localisation and other processes including feminist leadership. We are actively listening to our international partners and our staff and continually mindful of the need to improve our culture and safeguarding processes, to ensure a good workplace for our staff, to promote the dignity of our volunteers, and the wellbeing of all who work to make us who we are and contribute to our efforts.

The staff of Oxfam represent the diversity and strength of the organisation. They do such incredible work, and often work remotely, it is inspiring to see them collectively inspiring and motivating each other to do the wonderful work they do.

On behalf of the Board of Oxfam Ireland, let me thank all of you, staff and volunteers, across the island of Ireland and in our programme countries, donors and supporters for all you do, for your passion for justice and steadfast commitment for better world.

Prof. Mary Murphy,
Chairperson,
Oxfam Ireland



Professor Mary Murphy
Chairperson
Oxfam Ireland

MESSAGE FROM THE CEO

The close of this financial year brought us to the end of the first three years of our 10 Year Strategic Framework, “Let’s End Inequality and Poverty Together.” A three-year period that began just as the Covid-19 pandemic swept across the globe, causing widespread devastation but hitting the poorest and most vulnerable hardest. Much uncertainty and instability followed: the climate crisis escalated unabated, Russia’s war on Ukraine started and tragically continues. And following the despicable attacks in Israel on October 7th last year, we are witnessing the bombardment and destruction of Gaza at a human cost unprecedented in recent times. It has sparked global outrage, but disgracefully still no sign of a ceasefire or adequate humanitarian support for millions who are suffering with a man-made famine looming.

As we reflected on the last three years and planned for the next three, we were struck by all that unites us and the global movement of people who share our values, courageously working together for justice, equality, empowerment and inclusiveness. It can be easy to think the news headlines and the hate and division we see as we scroll through social media is the truest thing about the world we now live in, but it isn’t.

In the last year alone, we reached 2.3 million people across 11 countries with development, humanitarian, influencing, global citizenship education and public engagement projects and initiatives. Across our programmes, we worked with local partners, grassroots organisations and communities to tackle the worst impacts of inequality, climate, conflict and disaster. This was particularly crucial in Gaza where, as humanitarian access is restricted and denied, we wouldn’t have been able to reach anyone without our network of local partners. We’ve reached 262,424 people in Gaza since October 2023. We worked with allies and friends in civil society across the island of Ireland and mobilised with countless campaigners and supporters to call for justice, equality and peace.

I would also like to pay tribute to the staff, volunteers and Board of Oxfam Ireland for their hard work and dedication over the last year. Thanks to committed, creative and collective work throughout all parts of the organisation, we have continued to increase awareness, action, engagement, support and funds for people facing poverty and inequality across the world. I am so grateful to work alongside you. Thank you.
It is our mission to fight inequality to end poverty and injustice. It’s been proven time and time again that where there is inequality, there is poverty.

But we’re working to combat inequality and we continued that work in the last year with notable progress, including in helping to start a national conversation on tackling extreme wealth. We hope to see this conversation translated into action this year.

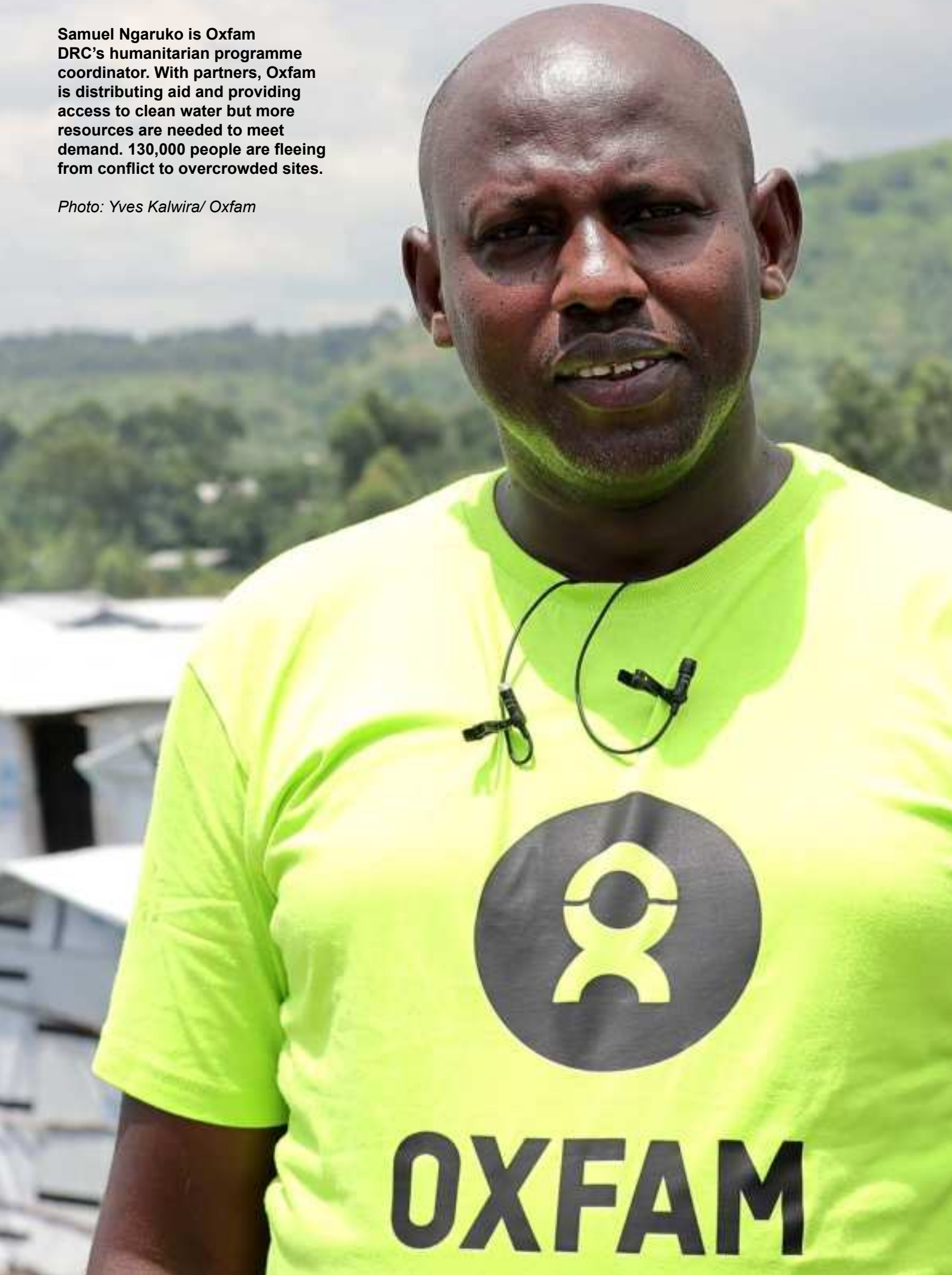
To combat the effects of poverty, we live out our commitment to equality and empowerment. This includes championing development and humanitarian work that is locally-led. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty. The benefits of this commitment are particularly visible in our Irish Aid funded, Ireland’s Civil Society Partnership (ICSP) for A Better World programme , which is being implemented in seven African countries. This is also being implemented in Ireland, through the Global Citizenship Education (GCE) programme, which is empowering people in Ireland to critically explore global issues of inequality and take action for positive change. Over the past year, we’ve also continued to increase our European Union grant portfolio, and are very grateful for EU support. We are particularly excited with the ReCIPE programme working across 10 countries which focuses on promoting and defending rights online.

I am proud of the work we’ve completed over the past year and in the last three years. As we look ahead to the next three-year period of our 10 Year Strategic Framework, Horizon Plan 2024 – 2027, we are committed to new ways of working that will make us more focused, connected and a stronger force for positive change in the world. We will continue to tackle inequality, injustice and poverty through a culture of collective planning, accountability and learning while always being true to our values as together with our dedicated donors and supporters, and our inspiring partners, we fight for a better world.

Jim Clarken,
Chief Executive,
Oxfam Ireland



Jim Clarken
Chief Executive
Oxfam Ireland



Samuel Ngaruko is Oxfam DRC's humanitarian programme coordinator. With partners, Oxfam is distributing aid and providing access to clean water but more resources are needed to meet demand. 130,000 people are fleeing from conflict to overcrowded sites.

Photo: Yves Kalwira/ Oxfam

OUR VISION FOR 2030

Horizon Plan

2024 – 2027

In 2020 we embarked on a **10 Year Strategic Framework**, *Let's End Inequality and Poverty Together*. Our Strategic Framework lays out a bold and ambitious vision for 2030 that builds on our existing work while developing and delivering new approaches that make us more connected, collaborative and focused yet adaptive. It also aligns with the Oxfam confederation's Global Strategic Framework.

Ending inequality as a root cause of poverty and injustice is central to our Strategic Framework and to achieving its **four key goals**:

- Just Economies
- Gender Justice
- Climate Justice
- Accountable Governance

Our **Theory of Change** guides our ways of working, including a strong focus on **Systemic Change**, People Power and a Feminist and Anti-racist Approach. Through the lens of Systemic Change, we're working in partnership to transform the unequal and harmful social, political, economic and cultural systems that perpetuate poverty and injustice. By leveraging **People Power**, we're prioritising solidarity and partnership, ensuring the voices, stories and actions of those most impacted by poverty and injustice are amplified. When we talk about a **Feminist and Anti-racist Approach**, we mean we will share power, challenge our behaviour, prioritise partnerships, ensure everyone is heard and champion safety, diversity and inclusion.

Horizon Planning

To ensure we deliver on our overarching goals by 2030, we are implementing our Strategic Framework in a block of three or four years called a Horizon Plan. This mirrors implementation of the Global Strategic Framework and aims to align affiliate Horizon Plans across the confederation.

Horizon Plan 2024 – 2027

The close of this financial year saw us complete our first three-year Horizon Plan and begin a new one, **Horizon Plan 2024 – 2027**. This will guide our cross-organisational work over the next three years.

In reviewing the Horizon Plan 2020 – 2023 we concluded it was largely dominated by responding to the Covid-19 pandemic across the organisation and adapting where necessary. This included across our development, humanitarian and influencing programme, our public engagement and our financial stability. In terms of our Strategic Framework, we began to transition systems and structures from the previous organisational strategy and review our ways of working, including across cross-organisational agendas and our cultures and values.

Under Horizon 2024 – 2027, we want to ensure that our work is more focused and aligned across all parts of the organisation – programming, influencing, public affairs, digital, fundraising and marketing, trading and operational support. We also want to enhance our collective planning, accountability and learning culture and build a robust monitoring and evaluation framework that allows us to clearly measure impact across the organisation.

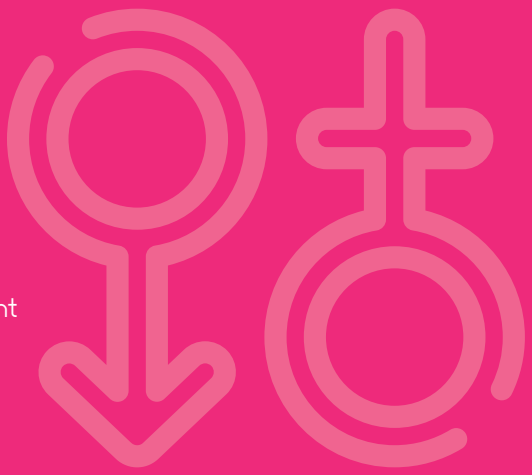
In 2023/2024, we progressed Horizon Plan 2024 – 2027 in the following ways:

- Reviewed and collated learnings from Horizon Plan 2023 – 2024
- Explored Oxfam International's Horizon Planning Process for 2024 – 2027 and agreed how that would inform our process in Oxfam Ireland
- Held a cross-organisational workshop and determined six Focus Areas that would underpin Horizon Plan 2024 - 2027
- Established an internal, cross-organisational Steering Group to develop the Focus Areas in detail and determine a number of Outcomes under each. (By Outcomes we mean objectives that determine where we want to be at the end of 2027).
- Developed Focus Areas and Outcomes and communicated to key stakeholders and cross-organisationally

THE SIX FOCUS AREAS

Focus Area 1:

Gender



Summary of Focus Area

- Ending gender-based violence,
- Ensuring the rights of women, girls and the LGBTQIA+ community are recognised and upheld, including their right to bodily autonomy and reproductive justice,
- Confronting sexist, patriarchal, unfair and harmful norms and practices across all our work.

Focus Area 2:

Inequality



Summary of Focus Area

- Fighting inequality and its root causes,
- Realising fair tax systems and a more sustainable economy,
- Protecting human rights, including in business and across migration issues.

Focus Area 3:

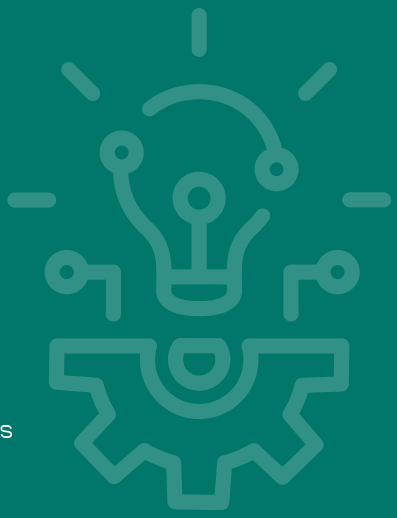
Enhanced Humanitarian Action

Summary of Focus Area

- Contributing to more collaborative, inclusive, principled, and effective humanitarian action that tackles gender inequality,
- Ensuring humanitarian action is locally led, more prepared and better resourced so that it can support everyone in crisis without discrimination.

Focus Area 4:

Digital Innovation



Summary of Focus Area

- Contributing to the creation of a digvironment that respects and upholdople's rigs and promotes eq, gender justice and social well-being and protects civic space,
- Leveraggvation technologes to unlock opprtunities and find solutions to the problems facing the communities and partners we work with.

Focus Area 5:

Confronting Climate Breakdown



Summary of Focus Area

- Confronting climate breakdown with decolonial feminist action,
- Addessing ineqes in climate action, includoss climate finance and Loss and Damage,
- Swer and prioritising partnerships and the voices of those most impacted

Focus Area 6:

Ways of Working



Summary of Focus Area

- Championing solidartnership,
- Protecting civic space,
- Embracing our values,
- Addessing the root causes of poverty, injustice and disaster,
- Ensuring an enabling and well-resourcedvironment.

HORIZON PLAN - NEXT STEPS

This work was concluded by the end of March 2024. The next steps will see each department using the six Focus Areas and their Outcomes to develop Annual Operational Plans (AOPs) for 2024 – 2025. These AOPs will build on the Focus Area Outcomes by developing Outputs, Activities and Indicators. The Indicators will enable us to clearly and tangibly track progress and measure impact. All AOPs will recognise synergies and cross-organisational collaborations and we will prioritise shared work.

Through Horizon Plan 2024 - 2027, we aim to make a greater collective impact both in programme countries and across the island of Ireland. We will also strengthen our own ways of working to ensure everything we do is in line with the values and approaches we committed to in our Strategic Framework. At the end of the three years, we plan to be more a more focused, more joined up and more thoughtful organisation with a strong and sustainable resource base and a work environment that even better enables all of us to give our very best.

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist

Years one to four: 2020–2024

Milestone	Notes on Status
2020	
Develop first Three-Year Horizon Plan for 2020-2023	Developed and delivered by the end of 2023.
Review and adapt Trading Strategy in response to the ongoing impact of the Covid-19 pandemic	
Enhance our Management Information Systems to enable staff to work more effectively as a flexible, dispersed and well-connected team	
2021	
Define and embed an organisational culture	Work began on this in 2021 as part of the transition to our new 10 Year Strategic Framework. We aim to complete this work under Horizon Plan 2024 – 2027.
Begin to transition existing programmes and influencing work according to the new strategic framework and invest in new initiatives to achieve our goals	This will be further enhanced under Horizon Plan 2024 – 2027.
Develop a new fundraising strategy to support Oxfam Ireland to grow and diversify its income up to 2030	This will be further enhanced under Horizon Plan 2024 – 2027. A key output under the Ways of Working Focus Area is delivering an **ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding.**
Deploy a new influencing agenda which challenges inequality, climate change and promotes gender justice.	In 2024, we established a Public Affairs Department which brought the Communications and Campaigns and Policy and Advocacy teams together under one strategic function. This department's work under Horizon Plan 2024 – 2027 will further enhance work delivered under this milestone, including cross-organisationally.

On Track | Largely on Track | Off Track

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist (Contd)

Years one to four: 2020–2024

Milestone	Notes on Status
Develop a monitoring and reporting framework for measuring results and impact	This will be further enhanced under Horizon Plan 2024 – 2027. A key priority under Horizon Plan 2024 – 2027 is further establishing a robust planning, monitoring, learning and accountability culture.
2022	
Implement learning and knowledge approaches to help us understand how we contribute to systems change	
Further strengthen organisational systems, policies and processes aligned to restricted funding obligations	This will be progressed under Horizon Plan 2024 – 2027.
Develop and implement a new supporter engagement strategy	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop a new partnership strategy	
2023	
Achieve formal recognition for our top-class governance processes	We have seen significant improvement in this area since 2020, including by being shortlisted for the Good Governance Awards several times. It is our ambition to continue to improve across all our governance processes and structures and become award-winning.
Complete and evaluate first Three-Year Horizon Plan for 2020 - 2023	
2024	
Financial position has stabilised	
Stock take on organisational culture	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop second Three-Year Horizon Plan for 2024 - 2027	The Focus Areas and Outcomes under Horizon Plan 2024 – 2027 have been established. The next step is to use these to develop cross-organisational Annual Operational Plans and metrics.

On Track | Largely on Track | Off Track



Ciciliya Simati, a Cyclone Freddy survivor, looking at a photo taken a few days after Cyclone Freddy at her home in a village in southern Malawi on 3 October 2023. Shortly after the cyclone, Oxfam provided cash support to help people meet their urgent needs.

Photo: Thoko Chikondi / Oxfam

OUR VISION FOR 2030

OUR FOUR GOALS AND STRATEGIC OBJECTIVES

SUMMARY OF PROGRESS

In line with our 10 Year Strategic Framework, we delivered a range of programme work, including long-term development projects, humanitarian action, influencing and campaigning, to achieve our four goals – Just Economies, Gender Justice, Climate Justice and Accountable Governance.

Our overarching objective across our programme work was, and is, to enable communities to realise their rights, exercise leadership and build resilience for a life free from poverty, violence, and discrimination. In the last financial year across EU and Irish Aid funded development, humanitarian and influencing programmes, we directly reached 109,370 people and indirectly reached 2,184,366 people. In addition to this, we reached a further 20,223 people through our influencing, campaigning and global citizenship education work across the island of Ireland. Combined this means we reached 2.3 million people directly and indirectly in the last year alone.

The last financial year saw the beginning of a new five-year programme response under Irish Aid's Irish Civil Society Programme (ICSP). This built on the success of our development, humanitarian, influencing and public engagement work under the previous six-year Irish Aid grant. It incorporated key learnings. The ICSP (2023 – 2027) represents a new, blended programme that works across development, humanitarian, and acute crisis streams to bring greater coordination and effectiveness. It also includes a Global Citizenship Education programme that increases awareness and understanding about development and humanitarian issues and

facilitates critical exploration and action by people in Ireland. Despite being in its fledgling stages, the ICSP has delivered significant scope and progress. In Year One it reached 60,155 people directly and an estimated 839,366 people indirectly across the seven programme countries. The ICSP can also spotlight some early achievements in terms of best practice, for example, the pilot Farmer Field Schools in Zimbabwe, Malawi and Zambia established to promote climate-smart agricultural technologies while providing communities with fresh food and income.

In the last year, we also secured funding from the European Commission to deliver an innovative programme focusing on digital rights. The ReCIPE (Recentering the Civic Internet through Partner Engagement) project will contribute to the creation of a digital environment that respects and upholds people's rights and promotes equality, gender justice and social well-being and protects civic space. It will leverage digital innovation technologies to unlock opportunities and find solutions to the problems facing the communities and partners we work with. This work began in January 2024 and will scale up across 2024/2025.

Across our programme work, we follow a Localisation Model and this continued to be a priority over the last year. Localisation means supporting local and national organisations, or partners, to respond to the issues impacting their communities and develop their own solutions. Local partners are embedded in the communities we work with so they can respond quickly when crises happen. They also best understand the cultural context where they are working. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty.

Embedding a "Triple Nexus Approach" also remained a priority for us over the last year. This means delivering a humanitarian response that supports communities before, during and after crisis, while also enhancing opportunities for peace. The Nexus Approach combines humanitarian, development and peace-building work to ensure that individuals can enjoy the full spectrum of human rights. For example, in the last year, we supported three projects in Malawi, South Sudan, and Syria, which focused on access to food, WASH (Water, Sanitation, and Hygiene), and protection (ensuring people are safe and that their rights are upheld). We also supported the establishment of Peacebuilding Committees in Somaliland.

Over the last year we continued to focus on tackling systemic change across all our programme work. In the countries we work in, we engaged with a range of local and national leaders and duty-bearers across the community and political spectrum. For example, in order to eliminate the systems and structures that perpetuate violence against women and girls and other vulnerable groups in South Sudan, we secured roundtable discussions with government and community leaders.

At home on the island of Ireland, we also continued to work for systemic change in order to fight inequality. We worked on a range of issues that tackle the root causes of poverty and injustice, including calls for more progressive taxation, confronting climate breakdown and supporting people forced to flee their homes. We amplified the voices and stories of those most impacted by poverty and inequality, especially our partners. We held political leaders and decision-makers to account for their action and inaction. We showed solidarity, working with our supporters, with local and grassroots organisations, and with partners. For example, we developed and delivered a Global Citizenship Education campaign to support people to critically explore and respond to the unprecedented humanitarian catastrophe

in Gaza. Over 2,800 people meaningfully engaged with the content and a number went on to attend a webinar entitled, *Conflict Hits the Poorest Hardest.*

Challenges and Learnings

During the reporting period of ICSP, the programme had to operate in situations where political and security issues are high in certain countries. In DRC, the volatile security context resulted in large-scale population movements and internal displacements, making it difficult to access communities.

Changes to government policies in programme-supported countries regarding the work and activities of international non-governmental organisations and civil society organisations, limited our ability to work with certain populations.

These challenges have been recognised as pre-identified risks and teams had mitigation strategies in place. Dealing with these risks however, has provided valuable learning for OIE and country teams and will help to strengthen programming moving forward.

Locally-Led development had mixed response from local authorities, as they were used to working with Oxfam in the past as the direct implementer of the response and programmes. There is a possibility that reduced visibility of Oxfam may reduce funding and make it difficult to explain Oxfam's role.

Future Plans

To support implementation of the Oxfam Ireland Framework for Action on Localisation, we have established a dedicated investment fund. This provides funding that countries can apply for annually for initiatives/processes that embed and support localisation. The Localisation investment fund for 2024/25 will be launched in its pilot year to inform how we can best and most effectively increase such support for the future.

GOAL 1 - JUST ECONOMIES

People and planet are at the centre of feminist and sustainable economic systems that address inequality and end poverty.



Abdilahi Shire is a farmer from the Sanag region in eastern Somaliland. He received seeds from Oxfam. This helps his family in times of drought, as they have stored food.

Photo: Ahmed Osman/Oxfam

GOAL 1 - JUST ECONOMIES

Economic inequality hits the poorest hardest. We want to see just economies that promote equality, protect the planet and end poverty. Together, we want to build an economy that works for everyone, not just the richest elite. Across our programmes, we support the economic empowerment of women, young people and marginalised groups.

Across the island of Ireland and globally, we work to ensure that governments and the private sector fulfil their obligations in implementing fair, sustainable and responsible business policies and practices. We work to ensure that they are held accountable whenever they contribute to inequality or the climate crisis.



1. Transformed economic models and practices that address poverty and inequality, prevent exploitation and abuse, and advance environmental and social well-being.
2. Fairer tax systems in Ireland and globally and an end to tax avoidance by corporations and wealthy individuals.
3. Better mechanisms to help communities prevent, mitigate and respond to shocks and crises while supporting resilience and early recovery.
4. The private sector aligns its core business strategies and purpose with the Sustainable Development Goals and human rights principles.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

400 Households in South Sudan were provided with fishing gear and 300 households were provided with seeds and tools for food-producing economic activities.

348 Households were given cash assistance during the lean season in South Sudan. The lean season is the time of year when it's most difficult to find enough food.

105 People were trained on early warning and early action, disaster management, and community fund handling in Somalia (land). Oxfam, along with the National Disaster Preparedness and Food Reserve Authority (NADFOR), formed Disaster Risk Management committees in 15 project areas. Each village received $1,000 as seed capital. Committees oversee fund management.

Through our influencing and campaigning work:

We continued our work on economic justice, in particular our advocacy work on taxing extreme wealth and on corporations

- In January, our report – Inequality Inc – published to coincide with the World Economic Forum in Davos showed how corporate power divides our world and argued for a new era of public action. It showed how, since the beginning of the decade the richest five men in the world have doubled their fortunes. During the same period, almost five billion people globally have become poorer. This report calls for a wealth tax and moves to curb excess corporate power received widespread coverage and was raised on the floor of the Dáil.
- Our pre-budget submission strengthened our call for a permanent wealth tax and temporary windfall taxes to yield income that could address national issues as well as our international commitments on Overseas Development Assistance, climate finance and humanitarian action.
- Oxfam Ireland was a guest of the Budgetary Oversight Committee where we presented evidence and argued for smarter taxation of assets and wealth.
- We met directly with a Vice President of the World Bank, alongside other NGOs and pressed the need for the institution to publish international inequality statistics and to work with countries on policy plans to reduce income inequality.
- We were happy to play our part in the Tax Justice coalition culminating in the report of UN's Economic, Social and Cultural Rights Committee calling on Ireland to strengthen measures to combat tax evasion and tax fraud, with a particular focus on wealthy individuals and businesses.
- With our partners in the Coalition for Business and Human Rights we lobbied MEPs to maintain the strength of the EU's Corporate Sustainability Due Diligence Directive in the face of major corporate pushback. This Directive is designed to ensure that large companies would be legally required to demonstrate how they are adhering to human rights and climate obligations.

GOAL 2 - GENDER JUSTICE

Women and girls in all their diversity live free from gender oppression, discrimination and violence.



Amina Mohammed Abdi lives in Gol'Anod village in Ethiopia. The 35-year-old runs a small tea shop across the street from one of the water points Oxfam installed in her village. By providing water close to people's homes, people don't have to spend as much time, or travel as far to get water. This helps to reduce the risk of gender-based violence for women and girls. It used to take Amina four hours to get water and she would have to carry it on her back, as she didn't always have a donkey or camel to carry it.

Photo: Petterik Wiggers/Oxfam

GOAL 2 - GENDER JUSTICE

Ending poverty means tackling all of the discriminations and inequalities that fuel it. We want to see a just society where women and girls in all their diversity live free from gender oppression, discrimination and violence. We want to see them meaningfully contribute to political processes and spaces, and participate in decent work for fair wages.

Across the island of Ireland and globally, we work to challenge harmful social norms and belief systems that impact women living in poverty the most. We focus on supporting women and girls to practice agency and choice in their lives and to challenge the patriarchal practices that prevent them from realising their rights. We're working to end the unequal and oppressive policies and practices that prevent women, girls and the LGBTQI+ community from living full, free lives.



1. Women and girls lead and meaningfully participate, safely and freely, in social, economic, cultural and political life with full respect for their rights and dignity. They exercise agency and autonomy over their bodies and lives.

2. Women and girls live free from all forms of sexual and gender-based violence and any such threats. Social norms, legal frameworks, policies and practices prevent violence and hold perpetrators accountable. Survivors have access to free quality support, services and justice at all levels including within customary and religious laws.

3. Women are represented equally in leadership positions – receiving the same recognition and reward as men. They drive public policy, including decision-making on peace and security.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

8,600 People were reached in advocating for improved gender-based violence services in Malawi.

180 Survivors of gender-based violence received training in technical and entrepreneurial skills in Malawi.

140 People took part in community gatherings in 14 villages in Somalia (land). These events were to promote support for women's economic and leadership rights. The events aimed to raise awareness for gender equality in decision-making, accessing resources and resolving conflict. One village was unable to host an event due to accessibility issues caused by local conflicts.

11 Radio talk shows were organised on topics about women and child rights, education policies, and human rights in the mining sector in Uganda.

791 People were reached through community engagements addressing harmful social norms that contribute to violence against women and girls in Zambia.

3,501 People were reached by our partner in Zimbabwe, Bethany, during the 16 Days of Activism against Gender-based Violence. They conducted door-to-door calls and held 91 village meetings. These provided information on GBV prevention services and support for survivors. Other partner organisations raised awareness of gender-based violence also. Hope for a Child in Christ (HOCIC) reached 650 people through roadshows, providing access to services.

256 People attended conflict resolution skills training in Somalia (land). This included women who were given a platform to express their needs and views. Local leaders also took part and can now advocate for the rights of all.

Through our influencing and campaigning work:

We joined a platform of feminist, equality and children's rights NGOs calling for a Yes Yes in the family and care referendums. We took part in platform events, held an information webinar and amplified the messages of our partners.

We took this position to help remove outdated, stereotypical language from the Irish constitution, to argue for true equality for women and men and to campaign for Government investment in all forms of care and support for people in need.

GOAL 3 - CLIMATE JUSTICE

The climate crisis is abated, environmental 'tipping points' are averted through well-resourced, radical solutions which improve people's well-being, and there is environmental justice for all.



In a village in north eastern Somaliland, Deka Aden gets water from a water point that was newly built as part of an Oxfam project. Recurrent droughts mean that access to clean and reliable water remains one of the most urgent challenges for communities in Somaliland. Oxfam in Somalia, with support from the German Federal Foreign Office (GFFO), is providing access to clean water and better sanitation facilities. Through this project, six boreholes have been constructed and rehabilitated, including two solar-powered ones. Additionally, 60 emergency household latrines have been built in four villages, improving sanitation and reducing health risks. Before, families had to travel long distances using donkey carts to get water. Now they can access water close to their homes.

Photo Ahmed Osman/Oxfam

GOAL 3 - CLIMATE JUSTICE

The climate crisis affects all of us, but it hits the poorest people hardest, those least responsible for causing it. We want to see governments and big business across the world do more to protect our planet, recognising that climate change is a man-made disaster that is already reversing progress made in the fight against poverty and inequality. Globally, we want a sustainable food system that ensures no person goes hungry and a circular economy that eliminates waste and tackles over-production and over-consumption.

Across the island of Ireland and globally, we work to tackle the impact of climate change by holding governments and corporations to account, calling on them to stop destructive practices and instead invest in sustainable solutions. We work to ensure that the voices of feminist organisations, youth and indigenous peoples are amplified in climate negotiations and lead the transition towards greener and fairer economic solutions. We also work with local communities most impacted by the climate crisis to prevent, mitigate and respond to climatic shocks and disasters, building resilience and long-term solutions.



1. The systems and practices that drive the climate crisis are transformed while guaranteeing the rights of those most impacted.

2. Governments and corporations are held to account and take responsibility for adaptive responses.

3. Local knowledge, expertise and leadership ensure governments at all levels are held accountable for just, equitable and timely responses, which consider the gendered impacts of the climate crisis and how it impacts conflict and fragility.

4. All productive systems, especially the food and textile sectors, are transformed to operate within planetary boundaries and enable all people working within them to live with dignity, earn a living wage and adapt to the impacts of the climate crisis, protecting the rights of those most affected.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

421 People reached in Zambia through community awareness meetings at seven "agricultural camps" across four districts. Farmers were equipped with the knowledge and resources needed to adapt to climate change and improve their crop harvests.

557 People were trained in Uganda by our partner, The Uganda National Apiculture Development Organisation (TUNADO). Beekeepers were trained in sustainable apiculture. "Bee champions" passed on their training to 407 beekeepers.

150 Farmer households in Somalia(land) received greenhouse technology support and training. Each greenhouse supported 1,000 tomato plants

18,045 People increased their ability to avert environmental protection risks in Democratic Republic of the Congo (DRC). There has also been an increase in the ability to prevent and respond to causes of violence, inequality, and conflict, with 50% of people reporting improvement.

2,963 People benefited from the construction of water channels to avert flooding in South Sudan, with a focus on gender equality. Rainwater collection systems were installed in four institutions to enhance water supply to surrounding communities. There was also a focus on establishing an early warning system in Pibor to provide timely information about potential hazards using Solar powered radio. These initiatives aim to minimise the impact of disasters and improve water access in the area.

500 People actively contributed to climate adaptation plans in Somalia(land). These were aligned with existing national and regional early warning contingency plans. Additionally, a group of people from 14 villages received training on collecting and using data from early warning information systems.

Through our influencing and campaigning work:

- We continued our long-term lobbying for a Loss and Damage fund – a fund to assist countries most vulnerable and most impacted by climate change. We held a briefing including partner NGOs with Minister Ryan, the lead EU negotiator at COP28. The Loss and Damage fund was announced in COP28 UN Climate Change Conference in Dubai and we welcomed this move, while stressing the scale of the Fund needs to exponentially increase and the monies dispersed via grants to those countries most in need.

- In advance of COP28 we presented at the Joint Oireachtas Committee on Environment and Climate Action with Fati N'Zi-Hassane the Oxfam in Africa Director. We used this opportunity to highlight the need for a Loss and Damage Fund and to stress the responsibilities on rich polluting countries and systems towards the global south.

- We worked closely with Dóchas to include our asks on climate financing and for Ireland to lead the way in global financial reform by reallocating its IMF Special Drawing Rights (SDRs) to countries of the global south.

- We directly lobbied Irish politicians with our 7% campaign calling for accountability in the implementation of Irish climate targets.
- We began building a network of Youth Ambassadors for Climate Justice and undertaking a capacity-building programme with these activists for the future.
- We marched with our partners in the Global Day of Action in advance of COP28.
- We held a night of action-planning and drama with Comhlámh to highlight our campaign on climate and biodiversity and how everyone can play their part.

GOAL 4 - ACCOUNTABLE GOVERNANCE

Governance systems and governments are people and planet-centred, just, inclusive and accountable.



With help from Oxfam partner JAGO NARI, Dulu Begum from Bangladesh became a community leader and an outspoken advocate for reducing disaster risks.

Credit: Elizabeth Stevens/Oxfam

GOAL 4 - ACCOUNTABLE GOVERNANCE

We want the systems and structures that govern our world to be transformed to tackle poverty and inequality, instead of often perpetuating them. We demand accountable and inclusive governance, that upholds the hard-won gains achieved by global movements across human rights and women's rights. A just and sustainable future depends on safe and vibrant spaces that allow all people to hold the powerful to account.

Across the island of Ireland and globally, we work to influence and hold the Irish government and world leaders accountable for their obligation to uphold protective international norms, including international humanitarian law, human rights and refugee law.



1. People, particularly those who experience exploitation, exclusion and crises, can exercise their agency to defend, claim and realise their rights and can challenge structures of inequality and injustice to build democratic, equal and sustainable societies.

2. Digital rights are respected and digital technology is accessible to all, surveillance free, and can be used safely without fear to claim and access rights from governmental, corporate and other duty bearers safely.

3. Governments uphold people's right to essential services such as healthcare, water, education, and social protection in gender-responsive ways that do not exclude the poorest and most vulnerable populations.

4. Governments respect and enable safe democratic and civic society space, so that people can hold governments accountable for their actions and their duty to protect and uphold human rights

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

1.2M People from marginalised groups (women, youth and people with disabilities) were reached through social media, radio, TV and print channels on the reforms of the energy sector and clean energy solutions in Malawi.

46% of people in the project in Democratic Republic of the Congo (DRC), were better informed about their rights and laws. This percentage could name and explain at least two laws after the first year of the project.

50 Puppeteers were trained to raise awareness about different issues in Uganda. Puppet shows raise awareness of the dangers of child labour, mining governance and climate change.

450 People were engaged in three round table discussions in South Sudan. The discussions identified issues related to protecting people from harmful cultural norms and practices. Community leaders and government stakeholders committed to preventing and responding to any act of violence perpetrated against women and girls and other groups.

Through our Global Citizenship Education programme:

2,845 People in the Republic of Ireland directly engaged with a campaign exploring how conflict, inequality and poverty intersect and almost half of those signed up to continue the conversation with us through a series of webinars and workshops.

Through our influencing and campaigning work in Ireland:

- We lobbied the Irish Government to work within the EU to stop illegal pushbacks at the European border and inhumane detention camps.
- We coordinated an open letter signed by all Irish MEPs to the European Commission asking for urgent action on pushbacks at EU borders.
- We organised a seminar series with Comhlámh with guest speakers including survivors, journalists, NGO partners and academics on the reality of migrants' experiences at the EU border.
- We met with officials from the Department of Justice on pushbacks at EU borders, the external aspects of EU migration policy and the need for search and rescue.
- We began a partnership with the Irish Refugee Council on a project "Activists and Advocates" to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.
- As part of our ongoing pushbacks campaign, we joined with Comhlámh to run an event at the Dublin International Film Festival screening of the Polish film about pushbacks, 'Green Border' in Lighthouse cinema.

RESOURCING TO DELIVER

Fundraising & Marketing

Looking back on this year, we see our generous supporters and partners behind everything we do in the fight against poverty and inequality.

Over the past year, support from all donors through their donations and legacies realised €4.3M. This funds our programmes, advocacy and influencing activities as well as the supports and funding generation campaigns needed to deliver a sustainable organisation.

We are deeply grateful to everyone who made, and continues to make our mission possible. The contribution to our mission-delivery from all our public fundraising, private sector, communities and trusts and foundations in 23/24 was 4.5% ahead of budget.

Our fundraising teams are driven by the vison and mission of Oxfam Ireland and the people we work with work with, as well as our responsibility to our donors and supporters. We hold ourselves to the highest standards of integrity and accountability and operate in compliance with the Irish Charity Regulator's Guidance for Charitable Organisations on Fundraising from the Public and the Fundraising Regulator's code in Northern Ireland. Oxfam Ireland was awarded the Charities Institute Ireland's Triple Lock Standard for best practice in transparency and accountability again in 2023/24.

Over 15,000 people supported our work on a monthly basis via direct debit or standing orders. Over the past year, the Regular Giving Team exceeded its growth target for new monthly supporters by more than 100%. This regular committed income allows us to plan our work to help people build better lives for themselves. It also means that when disaster strikes, we can mobilise quickly and be there to save lives and help rebuild communities.

Our teams were also inspired by the thousands who donated to our appeals including the East Africa Appeal in 2023 and the ongoing Gaza Emergency Appeal.

Tax effective giving, where donations are augmented by a government refund of the related income tax, also delivered substantial additional income during 2023/24.

We were so grateful for the support of those people around Ireland who organised collections, took part in sporting events, various marathons and mini marathons, coffee mornings and many other creative ways to raise funds to support our work.

We were proud to continue several major multi-annual funding partnerships with Trusts, Foundations and companies including Electric Aid, Dalata, EVAD, Gowan Group, Hibernia, Kore Energy, Marsh, Mazars, McInerney Saunders, Osbourne King, PPFS, Red Flag, Stonebridge Commercial Estates, SYSCO Software, to name just a few.

Digital Engagement

Across 2023/2024, we achieved over 19 million impressions through our various digital engagement activities and over 610,239 took direct actions. That's a 68% increase in direct actions compared to the previous year. This is a testament to Oxfam Ireland's ability to engage and mobilise Irish society in digital spaces.

This level of engagement shows how well we leverage digital platforms and behaviour trends to spread our message, enable action and mobilise. It also highlights the extent of our influence and the united strength of individuals rallying behind our cause. Each impression helps fight the root causes of poverty, as it sparks awareness and builds empathy.

During this year, we successfully launched a new website, resulting in a substantial 10% reduction in bounce rate. This was due to us putting the user experience at the core of the changes, reviewing our content and making the navigation more intuitive. We also transitioned to analytics service, Google Analytics 4 (GA4), for enhanced cross-tracking capability. This data will help us make more informed decisions on our strategy and further understand our users' needs and interests.

We supported income generation totalling over €435,000 in digital and digital-assisted income. As part of a team effort across departments, we successfully launched multiple emergency appeals through the year in response to global crises. Our #CeasefireNow digital campaign garnered over 12,000 signatures.



Artist and musician Tolü Makay participating in our Second Hand September campaign 2023

Photo: Sasko Lazarov Photocall Ireland

RESOURCING TO DELIVER (CONTD)

Our efficiency to act when an emergency hits like last year's earthquake in Türkiye and Syria led us to take part in Oxfam International's content production for the Gaza response. This meant we could support colleagues and affiliates that don't have the capacity to act when a crisis hits, as well as expanding our capacity to respond to the emergency.

We helped deliver the best-performing #SecondhandSeptember campaign to date, creating a tailored, immersive landing page and a strong social strategy. We used competitions and influencers to drive engagement and reach, and to increase our campaign awareness.

We focused on a design centric user experience to develop a website for our ReCIPE programme. We supported the development of the ReCIPE website and branding. ReCIPE stands for "Recentering the Civic Internet through Partner Engagement." This EU-funded grant covers 10 countries and focuses on promoting and defending rights online. This project will be a flagship programme as part of our Horizon plan.

In 2022/2023 it was agreed that local partners would benefit from Digital and storytelling capacity building and it was made a key priority for the digital team this year. We provided training in building digital capacity in Rwanda and Uganda. We're looking forward to continuing this initiative next year.

Trading

Performance

Over the past financial year, we've had an outstanding performance, beating budget across all departments. Over €9 million income was achieved, with a contribution of over €2 million being delivered.

Following a successful pilot last year in 2022/2023 selling vintage clothing and accessories in selected stores, we invested more resources into this department across more shops. This achieved significant growth on the previous year.

Our list of partnerships with brands and retailers continues to grow, as our support for the circular economy builds momentum and recognition across the island of Ireland and Europe.

People

We're continuing our drive to attract a younger demographic across our staff, donors, customers and volunteers. We now have over 900 volunteers across the shop network. This figure is lower than it was in pre-Covid years. However, our current volunteers are of all ages, more fashion conscious, very energetic and enthusiastic. The largest cohort are aged under 25 years old.

Of our volunteers, 299 or 33% are aged between 16 and 25 years. 171 or 18% are aged between 26 and 40 years. There are 224 or 24% in the 41-65 age bracket. 207 or 23% are 65 years old or above.

We continued our relationship with the European Solidarity Corps. We hosted two volunteers from Spain and Italy in Wexford and Castlebar for six months.

In terms of our brand, we refitted our Malahide shop with new messaging to highlight our circular economy work. We plan to roll out this messaging across the shop network over the next few years.

Following internal digital training, more shops are now posting content across several social media platforms. This is helping us to increase our influence in local communities where our shops are and beyond.

At the start of 2024, we began to publicise our plans to open Oxfam's first superstore in the country. This store is located in Holywood, Co Down. The official opening took place in May.

We continued to collaborate with several stakeholder groups across the island of Ireland and further afield. These collaborations included CISUTAC, Textiles 2030, Circle Economy, UCD Innovation Academy, Rathmines College, APARTO, Hibernia Windmill Lane, Textiles Advisory Group/ EPA.

RESOURCING TO DELIVER (CONTD)

Institutional Funding

Over the last year, we continued to implement our Institutional Funding Strategy in line with our organisational 10 Year Strategic Framework. This strategy seeks to strengthen our engagement with Irish Aid and Irish institutions, while diversifying our institutional funding portfolio and increasing institutional funding capacity.

In the last financial year we have reached our income record, securing Institutional grants for a total value of €11.7m. The EU became, for the first time, the primary source of institutional funds, with Oxfam Ireland winning two large contracts amounting to €7m. In addition to this, Oxfam managed to secure an extra €1m funding from the Irish government through the Embassy of Vietnam, for Oxfam's work in Cambodia.

The Irish Aid funded Irish Civil Society Programme (ICSP), which supports our development, humanitarian and global citizenship education work, entered its second year of implementation. It began in January 2023 and will run until December 2027. ICSP is a multi-year, multi-country programme that implements €4.7m every year and targets more than 300,000 people.

To improve our management of all these new funds, the Institutional Funding team welcomed its third member, our Grants Manager this year. They will oversee all the different contracts secured by Oxfam Ireland over the last few years.



Jade Augis and her band 'ALL THINGS EVE' organised a Gig for Palestine in April 2024. Plans for this were underway in March. Money donated went to Oxfam's work in Gaza.

RESOURCING TO DELIVER (CONTD)

Challenges

When we embarked on our 10-Year Strategic Framework in 2020, we referred to the world as being in a state of polycrisis. This is the idea that there were simultaneous occurrences of several catastrophic events happening worldwide. Now experts and thought leaders prefer to use the terms permacrisis. This is an extended and ongoing period of instability and insecurity, especially one resulting from a series of catastrophic events.

This contributes to a challenging fundraising landscape for organisations like ours. With extended and ongoing crises across the world, including as a result of climate breakdown and conflict, we rely on the generosity of the public more than ever. At the same time, it can be difficult to effectively communicate how people can show support and contribute to solutions in the face of multiple crises requiring attention, including many specific to the island of Ireland. This is something we navigate across all our public-facing departments, including fundraising and marketing, trading, public affairs and digital. We are exploring how we can communicate in a more coordinated way through our Horizon Planning process, including how to better amplify the voices of the people and partners we work with across our programme countries.

Specifically in terms of digital, we continue to see an impact from the privacy changes in digital marketing as well as the increase in content created and posted across digital platforms. As content volume continues to increase, we need to look at fresh and innovative ways to reach new and existing audiences and develop strategies to retain them. We also continue to evaluate the risk and opportunities of utilising new technologies and tools, like Artificial Intelligence (AI), throughout the digital journey.

Future Plans

Under the Ways of Working Focus Area as part of our Horizon Plan 2024 – 2027, we have a specific Outcome to develop an ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding. This strategy will align with our decolonial, feminist values and approaches, and will deliver diverse and sustainable income that enables impact across all Focus Areas.

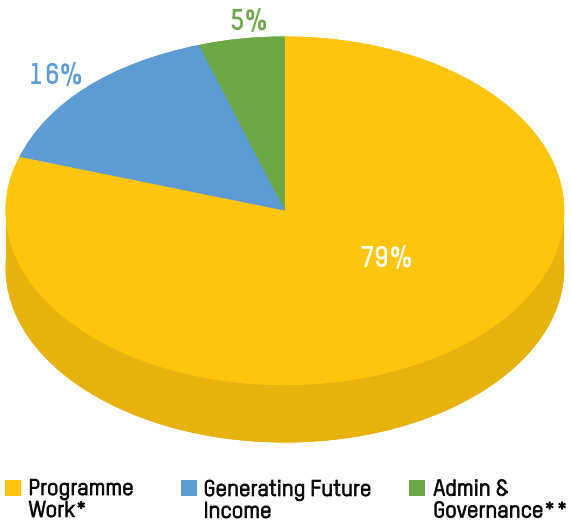
This is a key priority for the next financial year, beginning with a working group with key stakeholders to start strategy development.

Across all departments, increasing staff coordination and capacity will help us to address challenges and achieve greater impact across our income generation. As we seek to bring all of our work under the six Horizon Plan Focus Areas, we will also address our internal structure to ensure maximum efficiency and effectiveness.

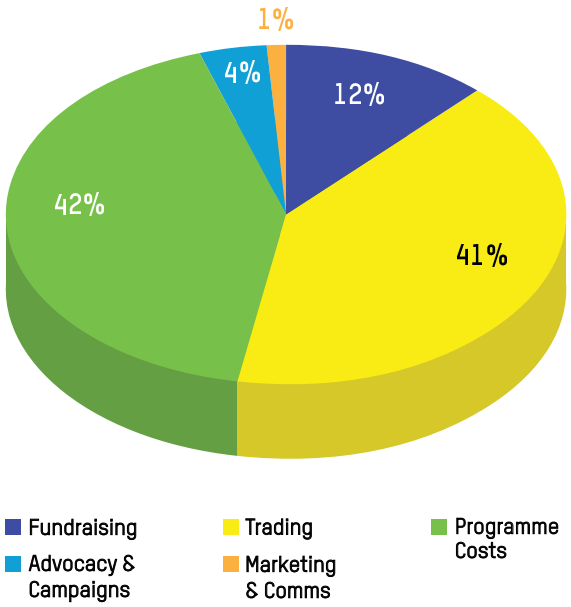
For example, we are increasing the digital team's capacity as part of our Trading Digital Strategy to better support our brick-and-mortar shops through online communications, social media and driving our e-commerce work.

Across all of income generation functions, we will continue to contribute to the global Oxfam confederation. We'll do this through continued relationship building, knowledge sharing and learning and using our capacity and experience to support on global projects. This includes focusing our efforts on digital capacity building for local and country partners.

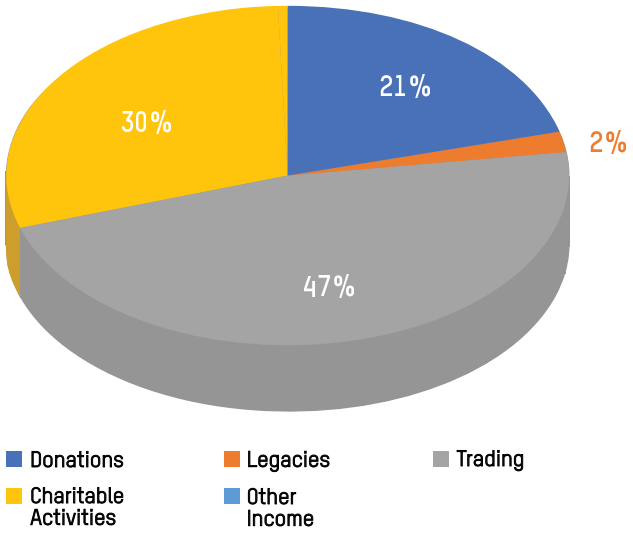
How we spent our money in 2023 / 2024



Where our money goes:



Where our money comes from:



*Our programme work includes long-term development projects, humanitarian action, influencing and campaigning work.

** Excludes support costs allocated to our shop network.



Oxfam Ireland staff with other organisations, participating in the Global Day of Action for a Ceasefire in Gaza.

Public Affairs

New Department of Public Affairs

This year, we established a Public Affairs Department bringing Communications and Campaigns and Policy and Advocacy together. Our main goal in this amalgamation is for Oxfam Ireland to have greater impact on domestic audiences – the public and policymakers – in order to have a truly transformative impact tackling inequality as the root cause of poverty and injustice.

Policy and Advocacy

Wealth inequality: We lobbied policymakers to introduce a tax on extreme wealth and to implement the recommendations of the Commission on Taxation and Welfare, appearing before the Oireachtas Committee on Budgetary Oversight and via our Inequality Inc report.

Climate breakdown: We emphasised the need to agree a Loss and Damage fund for countries of the global south in advance of COP28 in Dubai. We need this via in person briefings, including with the Minister for Climate, and in front of the Oireachtas Committee on Environment and Climate Action. COP28 did agree a Loss and Damage fund, albeit with very small amounts pledged. We began an EU-funded campaign to work with grassroots groups demanding action and accountability from the Irish government on climate change and biodiversity loss.

Migration: We lobbied Irish MEPs against the Pact on Migration and Asylum demonstrating the significant human rights issues with the legislation and proposed. We began a partnership with the Irish Refugee Council called “Activists and Advocates” to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.

Business and Human Rights / Occupied Palestinian Territory: Irish taxpayer’s money was being invested in companies operating in illegal settlement in Palestinian land. We made a submission to the Joint Oireachtas Committee on Finance, Public Expenditure, Reform, and Taoiseach and lobbied policymakers to stop this practice.

Communications and Campaigns

Our communications work continued to support our organisation-wide objectives across brand, profile, income and influence.

In terms of media, we had just over 2,130 mentions across online, print and broadcast media with the third largest share of voice across the sector. We laid claim to the month of September with our Second Hand September campaign across traditional and new media. Once again with our Davos report we provided a strong counter narrative on extreme wealth inequality. Our work and that of our partners in Greece was featured in top tier media.

38,389 actions were taken in support of our Campaigns, which included our Ceasefire Now Campaign, Rights in Crisis, Stop Starving Yemen and Pushbacks not Protected.

This year, we continued our work on Global Citizenship Education (GCE). GCE is part of the Irish Civil Society Programme (ICSP) five-year Irish Aid-funded grant. It began in 2023 and runs until 2027. Under GCE, we aim to increase awareness and understanding about development and humanitarian issues. Ultimately, we want people to become active and empowered global citizens who can effect meaningful change in the fight against inequality to end poverty and injustice.

We ran a campaign this year entitled, “Conflict Hits the Poorest Hardest.” This campaign explored how inequality fuels poverty and how it means people and communities living in poverty are hardest hit by crises. This involved an informative webpage and video, where people signed up to participate in a webinar, which took place in February. Over 2,800 people engaged directly with this campaign, with almost half of those signing up to attend a series of webinars and workshops. 54 people attended our first webinar.

Our Future Plans

Guided by our Horizon Plan II we will further integrate the teams and our campaigning, communications and policy work. We aim to increase the profile of our partners in the global south or those most affected by the crises we address while at the same time increasing public awareness of the work of Oxfam Ireland. All of this will contribute to greater ability to influence policy change to challenge injustice.

TO ALL OUR

SUPPORTERS
VOLUNTEERS
CAMPAIGNERS
CORPORATE SPONSORS
LEGACY DONORS
PARTNERS
AMBASSADORS AND
INSTITUTIONAL DONORS

THANK YOU



Yangjee Sherpa is a gardener at a nursery cooperative in Nepal. Sowing Diversity= Harvesting Security (SDHS) project helps smallholder farmers adapt to changing climatic conditions by developing seed varieties of climate-resilient crops and varieties.

Photo: Kishor Sharma / Oxfam

OUR COMMITMENT TO THE ENVIRONMENT

Organisation

We continue to work hard to improve sustainability within our organisation.

This period saw continued use of online meetings in place of in-person meetings. The hybrid office/remote working model continued where possible, reducing staff journeys to the office and to meetings. We continue to promote tax saver commuter and bike to work schemes to staff to promote cycling and use of public transport.

There has been a conscious effort from staff all over the island of Ireland to submit metre reads. Staff also aim to limit use of air conditioning and heating where possible, switch off computers, lights and screens when not in use. Some other measures include boiling the amount of water required for one cup of tea per person, using recycled paper for printing, recycling printing cartridges and batteries and travelling less.

We have seen a decrease of oil consumption in this reporting period. We have also seen a decrease of kilometres that staff vehicles travelled.

Flights

There was a rise in number of flights taken this year compared to the previous reporting period, with a 39.15% increase recorded. Substantially more air kilometres overall were travelled this year, compared to the previous reporting period, with a 67.58% increase. There was also a significant rise in international long-haul flights this year compared to the previous reporting period, with an increase of 102.22%. Therefore, there was a significant rise in kilometres for long-haul flights this year from last, with a rise of 82.58%. There was a rise in the number of medium-haul flights taken (30.77% difference) and therefore a rise in kilometres travelled (42.09% difference) compared to the previous reporting period.

However, there was a significant decrease in number of short-haul flights taken (85.71%) and therefore a decrease of short-haul air kilometres travelled (80.16%) compared to the previous reporting period.

35.19% reduction of air KMs travelled this year from pre-covid figures (namely April 2019 - March 2020 period). There was a 35.29% reduction of flights taken this year from pre-covid figures (namely April 2019 – March 2020 period).

From the data collected for 23/24, there has been noticeably less short-haul flights taken and more long-haul flights visits to our programme countries – Uganda, Rwanda, and Kenya.

Short Haul (less than 500km)	4,476.24km	10 flights
Medium Haul (between 500-3,500 km)	128,466.01km	90 flights
Long Haul (more than 3,500km)	358,836.5km	68 flights
TOTALS	**491,779 KM**	168 flights

Vehicles



Our consumption recorded for this reporting period was 93093.98 km. This is from the five Oxfam vehicles owned or leased by us, which are in the Trading department. Two members of staff got company vehicles halfway through the reporting year, so there are actually now seven company vehicles but as they are electric no diesel or petrol was purchased. There was a 2.60% decrease from the last reporting period and also 26.80% decrease since pre-covid figures (namely April 2019-March 2020 period).

Energy



During this reporting period we occupied 48 premises, (two offices, one distribution centre, one warehouse and 44 shops). We use electricity sourced from renewable sources except our Belfast office billed indirectly so cannot opt for green energy. We saw a decrease of oil used in the reporting period compared to last year.

Electricity use



Our energy usage this period was 637,546.11 kwh.
There was an increase in electricity usage of 21,046.11 (3.36%) KWH from last year. Pre-pandemic figures for electricity was 834,000 kwh which means there is still a decrease of kwh used since pre-pandemic (namely April 2019-March 2020 period) figures of 196,454 kwh (26.70%).

Figures may be at a higher level due to meters, especially in the North, not being read and submitted.There is an ongoing programme for LED lights to be installed in all the shops across Ireland, which could explain figures being lower than pre-pandemic.

Gas



Total for gas usage for this reporting period was 10,190 kwh. There was an increase in gas usage of 9,121 kwh (162.02%) from last year. A replacement boiler has been fitted which should reduce consumption going forward. Pre-pandemic (namely April 2019-March 2020 period) gas usage was 19,323 kwh, so this year saw a decrease of 9,133 kwh (61.89%) since then.

Kerosene Oil



The total figure for this reporting period was 3,213 litres. There was a decrease between 2022/2023 and 2023/2024 in oil of 129 litres (3.94%). These figures are for one shop and the distribution centre.

Future Plans



We will continue to work with our Carbon Partner, Auditel, to develop carbon reporting and reduction. As a result of our carbon footprint being certified with Auditel, we have identified waste management, and the distribution network to and from the distribution centre to our shops, as areas we are going to target to achieve reductions. OIE is considering supporting the Global Oxfam Fund to provide investment captial to country teams for carbon reduction projects over the coming years.

Across the island, we are changing to EnviroGreen Waste. This is to improve consistency across all sites - one Mixed Waste, one Recycled Waste, and one General Waste. Each of the shops will then have a report on how much has gone to waste.

We have an ongoing programme for LED light fittings to be installed across all shops across the island, helping to reduce KWH for electricity.

We will continue to replace petrol and diesel driven vehicles with more carbon neutral vehicles as they come up for renewal.



Hygiene kits were distributed in the South Gaza Strip by Oxfam and its local partner in Gaza The Palestinian Environment Friends (PEF). This was part of the emergency response to the crisis in Gaza. These kits contained items like toothbrushes, toothpaste, soap, sanitary pads, shampoo, sponges, cloths, cleaning detergent for toilets.
Our partner organisations work in an extremely challenging context in Gaza.

Credit: Palestinian Environment Friends (PEF)/ Oxfam

PROTECTING OUR PEOPLE

Oxfam Ireland are committed to creating a safe, inclusive and respectful environment for everyone. The expectations among staff, donors, communities, and political entities have shifted, and Oxfam Ireland must ensure comprehensive preventative measures are in place.

Safeguarding



By implementing effective safeguarding measures, we have a zero tolerance to inaction on sexual abuse, exploitation, and harassment. It goes against our values and everything we stand for. When any concern or allegation of abuse is raised, it is dealt with rigorously, enabled by strong processes of reporting, investigation and action, holding those responsible to account.

In the last financial year (2023-2024), we received no safeguarding complaints in Oxfam Ireland and no safeguarding cases were reported during the period in programmes funded by Oxfam Ireland.
Online safeguarding training for all staff continues to be compulsory and completion rates are tracked, shared, and acted on to ensure all staff complete the required training. Risk assessment templates and guidance are also in place to support countries to mitigate risks relating to safeguarding during change processes. Training webinars in different languages are held for staff across the confederation on the Safeguarding Core Standards and on the Safeguarding Case Management Standard Operating Procedures.

Over the past 12 months we've made significant progress towards the key objectives that we set for the last financial year. Not all targets were fully achieved last year but this was mainly down to other tasks that took priority.

Key areas of success included a review of the staff handbook to ensure all policies are fit for purpose and in line with legislative requirements. This was also integrated into our new HR Information System which allows all staff to access the documentation on their handheld devices. From a talent management perspective, we successfully appointed 40 new employees to the team and with the help off other affiliates, this included success in USA and Europe. Safeguarding was also key and we continue to work with the Global Safeguarding Team to ensure we adhere to international best practice in this field. Employee benefits was also an area where we invested a lot of resource throughout the year, with our benefits package having been further enhanced demonstrating our commitment to staff engagement and retention.

Health and Safety



The health and safety and wellbeing of staff remains an ongoing priority for our management and Board. A strong Health and Safety culture is driven by our Chief Executive who ensures that adequate resources are available to achieve all our keyHealth and Safety objectives.

Health and Safety training is provided to all staff, workplace audits take place and our policies are reviewed regularly to ensure statutory compliance.

A Health and Safety Steering group, which includes staff representation, meets monthly to review and progress Health and Safety management systems.

Our proactive Health and Safety team continues to identify and apply best practice initiatives to further improve on a safe working environment for both staff and customers.

Gender Pay Gap Reporting



As an organisation with less than 150 employees we are not required to publish our Gender Pay Gap until 2025. We continue to gather relevant data and prepare so that we can publish a meaningful report in 2025 on any gap that exists and our plans to address it.



Fridah Musiime, Head of Programmes at Resource Rights Africa (RRA), a partner organisation we work with in Uganda.

Photo: Colin Carey/ Oxfam Ireland

MANAGEMENT STRUCTURE

As a not-for-profit, charitable status company, Oxfam Ireland is governed by a maximum of 11 unpaid Board members. New members are recruited through advertisements in Northern Ireland and the Republic of Ireland while other potential candidates are identified by the existing Council and the Chief Executive Officer.

Members are appointed for a maximum of two three-year terms.

After a potential candidate has been interviewed, the Chair decides whether to recommend a candidate for appointment. This is discussed at the next Board meeting where a decision is taken. If appointed, the new member is given a letter of appointment and induction materials including a copy of the Code of Conduct – which they must sign – and a copy of the Conflict of Interest policy. A formal induction process is designed for the new Board member to ensure that they get information on the organisation and its operations over the first three months of their tenure. This includes spending time in different areas of the organisation and if possible, going on a field visit to Oxfam Ireland's programme work within the first year.

A Board committee on remuneration and performance selects the Chief Executive and sets pay rates for the Chief Executive and senior staff. For every paid member of staff, Oxfam Ireland has the support of approximately 10 volunteers. We could not carry out our work without this key support from people countrywide and we value it greatly.

Board members who served during the period are:

Prof. Mary Murphy (Chair)

Appointed 20/04/2018



Mary Murphy is a Professor in Irish Politics and Society in Maynooth University's Department of Sociology. Her research interests include eco-social welfare, social security policy, power and civil society, and gender equality. Her latest book, Creating an Ecosocial Welfare Future (Policy Press) was published in 2016. A contributor to national policy debate, she has been a member of various national policy groups including the National Economic and Social Council. She was a commissioner on the Irish Human Rights and Equality Commission (2013-2017) and is a member of the Council of State.

Deirdre Grant

Appointed 20/04/2018



Deirdre Grant is the Managing Director of communications consultancy firm Red Flag. She provides strategic advice to her clients' Leadership Teams, bringing her 20 years' experience in communications and public affairs to assist them in winning in business and media. Before she joined Red Flag, she worked as a special adviser to two Cabinet ministers, as a director of public affairs, a head of communications for international NGOs and as a national broadcast journalist. She has extensive contacts in politics, media and the corporate world. Her experience in government means she is acutely aware of how policy and legislation is formed and influenced. She has worked in international development in South Africa and Haiti, including being part of an emergency response team in Haiti following the 2010 earthquake there. She also has a Masters in HIV/AIDS from the University of Cape Town.

Dónal Rooney

Appointed 27/09/2021



Dónal Rooney is a chartered accountant, experienced business leader, non-executive director, and highly accomplished Group CFO. He currently acts as an independent business advisor and is also a non-executive director with Enterprise Ireland.

Dónal has over 25-years' experience operating in plc, large-cap private equity and public sector environments. He has significant board-level experience and is highly skilled across financial management, treasury, tax, M&A, investor/exit readiness, investor relations and transformational change. He has a demonstrable track record of success across four Group CFO roles including NAMA (deleveraging a €74 billion highly distressed, real estate-backed loan portfolio) and Amaris Hospitality, a Lone Star portfolio company (delivering a £2 billion enterprise value private equity exit process). He also has 12-years' prior senior-level professional services experience, with KPMG and Arthur Andersen, working with large plcs and other blue-chip companies.

Andrew McCracken

Appointed 20/04/2018



Andrew McCracken is Global Director of WaterAid International, the world's largest NGO focused on getting clean water, decent toilets, and good hygiene to everyone, everywhere. After originally studying Physics, he has worked on major organisational development projects, led highly successful national fundraising campaigns, facilitated significant change within local and international charities, and provided advice and support for charity leaders on people and fundraising issues. His previous roles include leading the Community Foundation in Northern Ireland and serving as Global Fundraising Director for Tearfund. Andrew and his partner Harriet are based in Belfast and have a large and noisy family of fostered, adopted and birth children.

Joyce Bourne

Appointed 27/09/2021



Joyce Bourne worked for over 30 years in diplomacy and public service. She served in senior positions in the Foreign Service of Barbados, including postings at the Permanent Mission of Barbados to the Organisation of American States; the Consulate-General of Barbados at Miami; and the Permanent Mission of Barbados to the United Nations in New York. She has extensive experience in bilateral and multilateral diplomacy as well as the implementation of foreign policy, particularly on social, political, economic and environmental issues. She is an advocate for development issues, focusing on improving people's lives, poverty eradication and global sustainability. She has a strong background in administration and management, having served as Deputy Permanent Secretary in the Ministry of Foreign Affairs and Foreign Trade of Barbados and Deputy Permanent Secretary in the Office of the Attorney General of Barbados. Ms Bourne holds a Bachelor's degree in Language and Linguistics from the University of the West Indies, Cave Hill campus; a post-graduate diploma in international relations from the University of the West Indies, St. Augustine campus; a Master's degree in Linguistics from Georgetown University, Washington, DC and a Master's degree in Business Administration from Johns Hopkins University, Washington, DC. She relocated to Ireland in 2020.

Yvonne Byrne

Appointed 13/10/2021



Yvonne Byrne is a Partner in Deloitte Digital in Dublin, Ireland. Yvonne works with clients across industry on their customer and digital transformation agenda, specialising in customer experience analysis and design, channel strategy and management, sales and service transformation and new proposition development. She has over 20 years within the UK Financial Services and consulting industry, having previously worked with the Royal Bank of Scotland, Tesco Bank and KPMG UK. Yvonne has extensive experience in all aspects of customer experience, growth strategy, product management, customer and channel strategy and new proposition development.

Susan Murphy

Appointed 20/04/2018
Susan Murphy's term ended on 8th September 2023



Dr Susan Murphy is an Associate Professor in development practice with the Department of Geography, School of Natural Sciences, Trinity College Dublin. Her research interests are in development ethics, governance, and practice. She is a European Research Council (ERC) funded principal investigator on the GEOFORMATIONS project examining dynamic governance assemblages in transnational development cooperation and leads a research group on Climate Justice in Development. She teaches and publishes on matters related to development, climate justice, poverty, inequality, gender, and social inclusion. Susan is also a member of the Department of Foreign Affairs Audit Committee.

Catherine Gaynor

Appointed 19/06/2020



Catherine (Cathy) Gaynor has worked as a planner, evaluator, researcher, trainer and technical director in development programmes spanning many countries for 40 years. This has included nine years across three full-time assignments in Lesotho, Zimbabwe and Malawi and multiple short- and long-term assignments for a range of multilateral, bilateral and non-governmental organisations in Africa (mostly), Asia and Latin America. She has a BSc from NUIG and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. She has conducted a number of global evaluations and assessments of and for multilateral and bilateral organisations and has worked on cutting-edge programmes, generating learning in areas such as changing gender norms and the measurement of change. Cathy recently went back to her roots in Co. Clare and currently engages both locally and globally on development issues and also enjoys her year-round daily sea swim.

Nellie Nyang'wa

Appointed 13/10/2021



For over 30 years, Nellie has held various roles in the development sector. For 21 of those years, the roles were within the Oxfam family. Prior to joining Oxfam, Nellie worked for World Vision International as Associate Director of Micro Finance where she advocated and successfully led in the setting up of an independent Micro Finance Organisation which focused on micro and small enterprises. Nellie joined the Oxfam Malawi country office in 1999 as Programme Coordinator, responsible for managing grants to partners and two years later was appointed Malawi Country Director. Nellie successfully ran, for the first time in the history of the country office, a major humanitarian response in 2001/2002, and later in 2004/2005 advocated to Oxfam to have a locally-led response which eventually transformed the way Oxfam resourced humanitarian responses. In 2006, Nellie was appointed Regional Programme and Campaigns Manager for Oxfam, based in the Southern Africa office in Pretoria, South Africa. In 2010, she moved back into a Country Director role in the Zambia country office in order to be with her family. In 2015, Nellie was appointed Oxfam International Regional Director for Southern Africa based in Lilongwe, Malawi. Nellie left Oxfam in 2021, having led the region to transform its operating model from a country-based programme model to a regional approach which has offered Oxfam an innovative and alternative approach within the context of shrinking resources. Nellie now spends her time supporting the development of family business interests in hospitality, farming and consultancy. She is also serving on a number of Boards; Board member for CEPA, Chair of the Board for Gates of Hope, Board member for PC Mark, and Member of Advisory Panel for Tilitonse Foundation.

Alf Smiddy

Appointed 28/06/2019



Alf is a chartered accountant who trained with PwC. He was Chairman and Managing Director of Beamish & Crawford plc for over 12 years and on the Board of its parent company, Scottish & Newcastle (UK) Ltd. He is a member of the National Executive Council of IBEC, Director of Cork Chamber of Commerce, Chairman of the Cork Local Government Committee and served on the Board of Cork Airport Authority. He is a Fellow of the Irish Marketing Institute and a Commerce graduate from University College Cork (UCC), with a Masters in Executive Leadership from Boston College and the University of Ulster. External appointments include: Adjunct Professor at the College of Business and Law, UCC; Director of the Government-backed Rethink Ireland (Social Innovation); Non-Executive Director of the ESB; Chairman and/or Director of various independent companies including Bridgewater Construction Ltd, Aperee Ltd (healthcare) and Granite Digital (Digital Marketing). Alf served as Senior Independent Non-Executive Director and Director with designated responsibility for workforce engagement at The Dalata Hotel Group Plc.

GOVERNANCE:

A summary of the attendance of our board members at the board and committee meetings is as follows:

Trustee Name	Board Meetings Attended	FARC Meetings Attended	PPIC Meetings Attended
Dr. Susan Murphy*	1		
Andrew McCracken	3	3	
Alf Smiddy	3	4	
Prof. Mary Murphy	4		4
Deirdre Grant	4		4
Cathy Gaynor	3		4
Donal Rooney	4	4	
Yvonne Byrne	2	3	
Neilie N'yangwa	3		4
Joyce Bourne	4		

**Susan Murphy's term ended on 8th September 2023*

LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Susan Murphy's term ended on 8th September 2023
Andrew McCracken	
Prof Mary Murphy	Chair
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	Chair of Programme Performance and Impact Committeee
Nellie Nyang'wa	
Donal Rooney	
Joyce Bourne	
Yvonne Byrne	

Chief Executive Officer
Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing
Bríd McGrath	Public Affairs

**These Directors, although designated as Directors, are not statutory Directors.*

Secretary
Andrew McCracken

Registered Office	Elizabeth House, Suite 1, 116-118 Holywood Road Belfast, BT4 1NY
Company Number	NI33800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell, Murray House, Murray Street Belfast, BT1 6DN
Bankers	Bank of Ireland, University Road, Belfast
Independent auditors	Forvis Mazars, Chartered Accountants & Statutory Audit Firm, Harcourt Centre, Block 3, Harcourt Road, Dublin 2



A mother and her young son sitting in their tent in Turkiye, surrounded by boxes of materials provided by Oxfam and KEDV. Oxfam is worked with communities to meet the needs of people displaced by the earthquakes in February 2023. Oxfam KEDV has worked with both refugee and Turkish communities for years and are reached those worst-affected by this disaster in the months that followed.

Photo: Delizia Flaccavento/Oxfam

DIRECTORS' REPORT AND STRATEGIC REPORT

DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2023 - 2024

	Irish Aid	EU	Other	Total
Bolivia	-	19	1	20
Cambodia	-	19	1	20
Democratic Republic of the Congo	500	-	65	565
El Salvador	-	19	1	20
Global	-	43	-	43
Horn East & Central Africa	-	-	60	60
Kenya	-	19	34	53
Malawi	681	840	283	1,804
Occupied Palestinian Territory & Israel	-	19	201	220
Rwanda	-	309	150	459
Senegal	-	19	1	20
Somalia	565	19	66	650
South Africa	-	-	153	153
South Sudan	610	-	90	700
Syria	135	-	56	191
Tunisia	-	19	1	20
Uganda	545	19	98	662
Vietnam	-	19	1	20
Zambia	510	187	129	826
Zimbabwe	545	-	97	642
Ireland	20	36	150	206
Ireland Management	411	123	618	1,152
Oxfam Collective Resource Allocation	-	-	100	100
	4,522	1,727	2,357	8,606

The Oxfam Collective Funding Mechanism is the contribution that all Oxfam affiliates make to cover the minimum management costs of our programme work at country level and the core investment needed to support programme quality.

DIRECTORS' REPORT AND STRATEGIC REPORT

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 3 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland** a not-for-profit company limited by guarantee where there is common control through one Council for both entities and,
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Council members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Council members.

Our Board

Oxfam Ireland is governed to national and international standards by an independent Board of Directors from the public, private and academic sectors. The Board comprises a maximum of 11 unpaid Directors, who oversee strategic planning and delivery, budgeting, organisational development and risk management.

Directors are appointed for a maximum of two three-year terms through open competition. The Board holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council Selection, Appointment and Competence

The Directors were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Directors are also the members of the company. New Directors are recruited through online advertisements and through selection based on applicants, and other potential candidates identified by the existing Directors and CEO. A formal interview takes place to establish the candidate's eligibility which includes a commitment to Oxfam's core values and mission as well as professional experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Directors are provided with induction training shortly after joining the Board, involving the provision of written materials, meetings with senior management and staff and visits to workplaces, retail units and programme work. This ensures that the Directors become familiar with their role and responsibilities and understand the governance structure and risk management processes of the organisation and the nature of the work it does.

The Board meets at least four times annually. A formal evaluation mechanism for each meeting is in place.

The Directors are committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Director is limited to €1.27.

DIRECTORS' REPORT AND STRATEGIC REPORT

Committees

Directors have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee, the Programme Performance and Impact Committee, and the Finance, Audit and Risk Committee which oversees the financial health of the organisation.

Individual Directors are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Council. The Chair of the Committee is appointed by the Council. In addition to the Chair, the Committee comprises up to three other Directors appointed by the Council as members with scope to co-opt additional external expertise as required.

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Council.
- Take responsibility on behalf of the Council for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance, Audit & Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

Programme Performance and Impact Working Group

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Council and liaising with other Council groups as appropriate. It is composed of three Directors with scope to co-opt additional external expertise as required.

The Members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Council and staff.

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon.

The Council has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Council and Leadership Team to whom the Council delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Council. The Council then oversees the implementation of the budgets, policies and plans once they are approved.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Council. Internal control systems are designed to provide reasonable assurance against material misstatement or loss.

They include;

- A strategic plan and annual budget approved by the Directors,
- Regular consideration by the Directors of financial results, variances from budgets, and non-financial performance indicators,
- Delegation of day-to-day management authority and segregation of duties,
- Identification and management of risks.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources on the basis of a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the Leadership Team, reviewed by the Finance, Audit and Risk committee and approved by Council.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at **oxfamireland.org/how-our-money-is-spent.**

Monitoring our work for impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality. We assess the progress we are making in changing people's lives as the result of our overseas programmes, advocacy initiatives and campaigns.

DIRECTORS' REPORT AND STRATEGIC REPORT

Monitoring and evaluation occur in several ways, from project visits and participatory data collection to in-depth internal and external reviews and evaluations. We undertake impact assessments, peer reviews, audits and regular reflections with staff, partners, allies and community members.

During these reviews, we consider the broader context contributing to change, the views, needs and interests of the women and men we seek to benefit, and the perspectives of other stakeholders.

We continue with our efforts to improve the monitoring, evaluation and learning that we see as critical to the success of our programme.

We carry out:

- Real time evaluations: In emergencies we need to act quickly, so Oxfam conducts rapid real time evaluations in the early stages of the relief effort, to be able to fix problems that arise while providing life-saving assistance.
- Peer reviews: By bringing together a group of people from different Oxfam entities, and occasionally external organisations, we evaluate and audit our development programme, to view the effects of the work from a wider range of perspectives and share best practices.
- Impact evaluations: Performed retrospectively, this kind of evaluation helps compare the situation before and after a project is implemented. The focus is on the long-term changes in people's lives.
- Reviews of financial controls: With the support of internal and external audit teams, we strive to be as efficient as possible. Performance is constantly monitored, and appropriate management reports are prepared and reviewed regularly by executive management and the board of Directors.

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include;

- The Oxfam Code of Conduct.
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response.
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief.
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency.
- Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions.
- The Core Humanitarian Standard.
- The Grand Bargain.
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action.
- Call for Action on Commitment to Disability Inclusive Humanitarian Action.
- The Charter 4 Change.
- IASC Guidelines for GBV Interventions in Humanitarian Settings.
- The Call to Action on Protection from GBV in Emergencies.
- The Sustainable Development Goals.
- Irish Aid Security Management Guidelines.
- Oxfam Partnership Principles.
- The Climate and Environment Charter for Humanitarian Organizations.

DIRECTORS' REPORT AND STRATEGIC REPORT

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with publication of the Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website, in addition to information about our Board. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes, and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Board meeting. Where a particular KPI needs further investigation or explanation the Board then receives more detailed information from management on the specific area concerned.

The high level KPIs that are currently in use and the performance in the years to March 2024 and March 2023 against each of the targets set are summarised as follows:

Area	Key Performance Indicator	2024 Result	2023 Result
Programme	Value of Grant Income	1% below target	20% Above target
Finance	Unrestricted Net Contribution	70% above target	More than 100% above target
Trading	Total Income	7% above target	13% Above target
People	Staff Satisfaction as measured in survey	At 105% of target	At 90% of target
Supporters	Levels of Trust	At 97% of target	At 105% of target
Fundraising	Total Income	2% above target	23% Above target

We continue to perform very well against most of our core KPIs with a particularly positive result in the Staff Satisfaction indicator where it reached its highest level to date. However, the Levels of Trust indicator was disappointing at only 97% of target, albeit a higher target than last year.

Our Grant Income ended the year just 1% below an ambitious target. We continue to have success in accessing EU funding and our Institutional Funding team will continue its efforts in this area.

Unrestricted Net Contribution is 70% above our target for the period thanks to the strong performances in income generation in both Trading and Fundraising but also to the tight management of costs across the organisation with the income results generated despite some teams being under the full budgeted number of employees.

DIRECTORS' REPORT AND STRATEGIC REPORT

Total Income in Trading achieved a result 7% above target for the period, reflecting high quality stock with a continuation of high levels of donations of new goods from corporate partners and strong demand from younger shoppers with an increased awareness of the importance of shopping sustainably.

Our continued focus on staff wellbeing initiatives and updating our policies and terms and conditions of employment, saw Staff Satisfaction rise to 105% of target which was a significant increase on the prior year level of 90%. Our most recent staff survey highlighted a couple of areas of concern which we are committed to addressing through workshops with staff and an improved level of performance feedback and management.

We are disappointed to see the Levels of Trust KPI revert to a below target performance. This target was increased last year as an upward trend in the KPI was observed. While we are still at 100% of the previous target the reversal of the trend is concerning, and further work is needed to understand and address the reasons for it.

Total Income in Fundraising was 2% above target in the period. While this was significantly down on last year, this was due to high income levels in 2023 in areas such as Legacies and Emergencies that were not expected to repeat and therefore not budgeted for.

Governance

We adhere to and implement:

- Charity Commission for N.I. Code of Good Governance.
- The Charities Regulatory Authority Governance Code.
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance.
- Republic of Ireland Charities Act.
- Northern Ireland Charities Acts.
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice.
- The Charities Regulator Guidelines for Charitable Organisations on Fundraising from the Public.
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK.
- Dóchas Code of Conduct on the use of images and messages.

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes **oxfamireland.org/accountable-to-you**.

Public Benefit

The Directors' report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded.

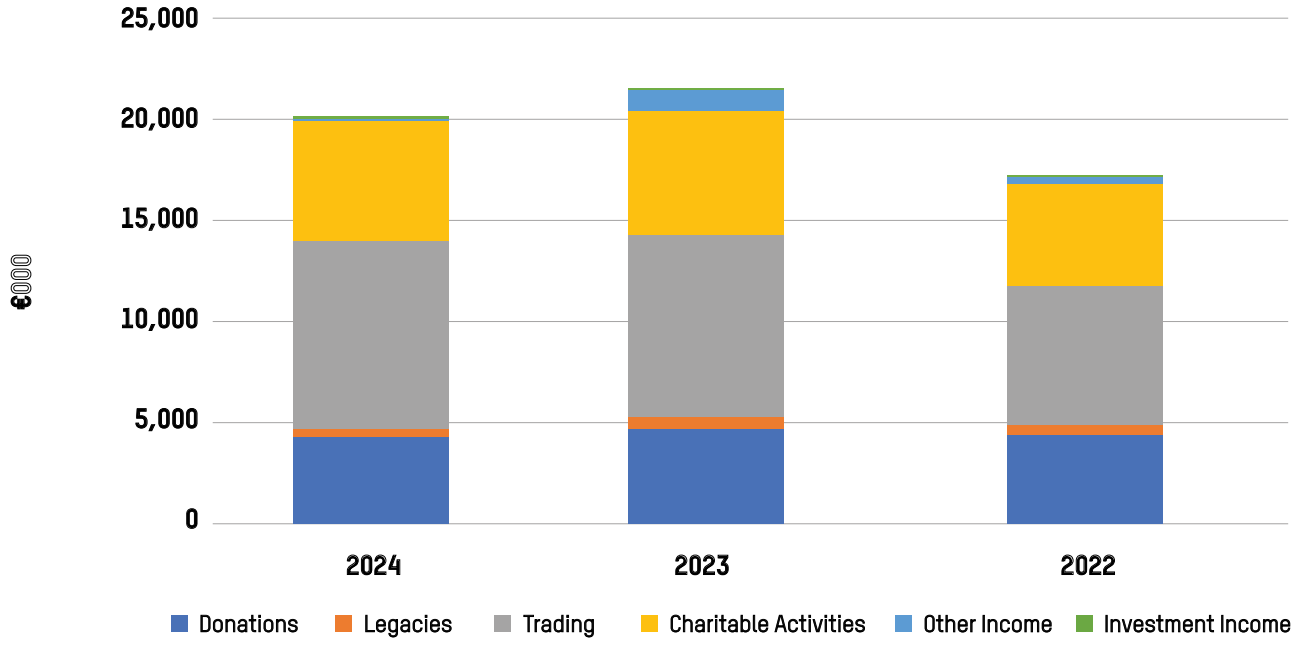
The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

DIRECTORS' REPORT AND STRATEGIC REPORT

Financial Review

Our Trading and Fundraising divisions continued to perform very well in the period. Trading income continued to grow and benefit from availability of high-quality stock and strong demand from young, sustainably aware shoppers. Increased investment in our fundraising teams and additional support from agencies has generated a significant increase in regular givers that will generate additional income in future years. Our institutional funding team continued to focus on growing our grants from the EU and other donors.

INCOME



In 2024 we generated income of €19.7M which was a 9.6% decrease on 2023.

Voluntary Income from Donations and Legacies saw a 15.8% decrease on 2023 or €833K. Almost €300K of this reduction was in Legacies and another €250K in Emergency Income, which are income categories that tend to vary significantly from year to year depending on the timing of receipt of significant legacies and the occurrence of global humanitarian emergencies. Some of the other voluntary income categories failed to achieve the same levels as 2023, however the core income from Regular Giving in 2024 was marginally up on the previous year.

Trading Income grew by 0.8% over 2023 with similar numbers of shops and continued support from corporate donors as well as the public.

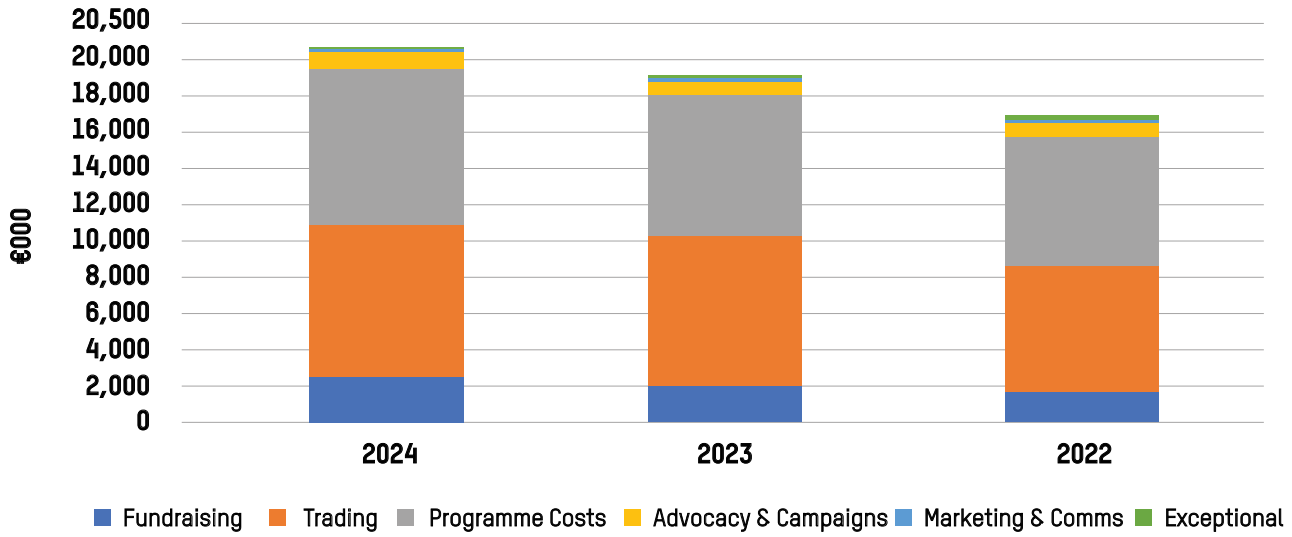
Income from **Charitable Activities** which represents funds received from Institutional Fundraising decreased by 4.6% or €286K compared to 2023. However, we had significant success in the year in sourcing funding which will be recognised in future years. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland, while we continue to make progress in sourcing funds from other donors particularly the EU.

Other Income in the current period decreased by 96% to €38K. In 2023 this category included income from a Covid Business Interruption insurance claim, whereas in 2024 the only income in this category is for hosting of Oxfam International employees in Ireland.

Investment Income increased by 85.4% to €76K. The increase is explained by interest earned on bank deposits in 2024. This also includes rental income from another business operating from one of our ex-shop premises.

DIRECTORS' REPORT AND STRATEGIC REPORT

EXPENDITURE



Total expenditure in 2024 was €20.4M which was up 8.9% on the previous year.

Trading expenditure was almost the same as last year with only a 0.2% or €18K reduction.

Fundraising expenditure increased by 24.6% or €482K. Most of this increase is additional expenditure on face-to-face fundraising activities which will have a direct impact on future income from regular giving.

The 14.2% or €1M increase in **Programme costs** reflects an increase in grants to partners of almost €700K and additional investment in our Programme and Institutional Funding teams.

The 26.8% or €186K increase in **Advocacy & Campaigns expenditure** is due to successful recruitment to fill positions in our Communications and Policy and Advocacy teams, which were vacant for some time in the prior year.

Exceptional Expenditure reflects €35K relating to costs incurred with other Oxfam affiliates for hosting Oxfam Ireland employees and an additional €37K of costs relating to the processing of our Covid Business Interruption Insurance claim.

Balance Sheet

Funds carried forward of €8.9M includes €1.1M of Restricted funds, which is €259K lower than 2023 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €7.8M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work. .

Reserves Policy

As a result of continued operational surpluses , we currently have reserves in excess of this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support income generation and organisational development.

DIRECTORS' REPORT AND STRATEGIC REPORT

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds

Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds

Currently we are carrying €2.7M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds

General Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

Future Plans

Horizon Plans

We have recently completed a Horizon Planning Process under our 10 Year Strategic Framework which has resulted in a detailed three-year operational plan for every area of the organisation.

These plans are built around six focus areas:

Confronting Climate Breakdown

Tackling Inequality and its root causes

Digital Innovation

Enhanced Humanitarian Action

Gender Inequality

Ways of Working

With specific defined outcomes for every department in each relevant focus area, we are currently developing metrics for each outcome so that monitoring and evaluation can be facilitated.

Income Growth

We will continue to target ways to increase our income to fund our work. Our Institutional Funding team will focus on growing restricted income by successfully applying for grants from a broad range of institutional donors, while our Public Fundraising team will grow our pool of regular donors through effective Face-to-Face and digital fundraising

initiatives. Our Trading division will continue to target growth through careful management of existing shops and targeting opportunities to open new shops where appropriate, while continuing to position Oxfam Ireland as a sustainability partner with unique solutions for Irish and international businesses.

Cyber Security and Data Privacy

We are planning to invest further in our systems and procedures to protect our data and comply with relevant legislation and best practice. We recognise that this is an area where there are significant risks and continued vigilance, and effort is necessary to ensure that we meet all requirements and that our data is kept safe and private.

Our projects to migrate our remaining IT applications into Cloud based solutions continue to make progress with our new financial system due to go live before the end of December 2024 and our CRM system in 2025.

Culture and People

We recognise that our organisational culture continues to develop and change. We are committed to a continuous process of internal communication to develop and improve our culture while ensuring it aligns with and embraces our values.

Hybrid Working Environment

We have embraced the ability for staff to combine working remotely as well as in our Belfast and Dublin offices. This has allowed us to recruit and retain high calibre teams in critical areas. We plan to continue to develop our systems and procedures to facilitate hybrid working while providing opportunities for regular face to face interaction at frequent intervals.

Operationally we will continue to embrace the benefits that hybrid working brings while providing high quality office spaces and regular opportunities for face-to-face meetings. We are continuing with a project to move all of our IT systems into the Cloud to improve security and facilitate remote access.

Fraud

Oxfam Ireland does not tolerate fraud and corruption, and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across programme locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously and promptly investigated, and appropriate action taken.

If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2024, there were no significant thefts or instances of fraud in our operations.

Risk Management

Oxfam Ireland uses a risk management framework to systematically and proactively manage risk across the organisation.

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty that can result in positive and negative consequences, and it is critical that they

DIRECTORS REPORT AND STRATEGIC REPORT

are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

We believe that effective risk management involves 6 key steps:

1. Preparation and understanding of the context in which the risk assessment is carried out: What are we trying to accomplish? What areas of concern will we be looking at?
2. Identification of potential risks and outcomes: What could happen and what would be the result if it did happen?
3. Identification and valuing of controls in place which have a mitigating effect on the risk: What is in place now that reduces either the likelihood of the risk occurring or the consequence if the risk does occur?
4. Analysis of the risk in terms of its likelihood to occur and consequence if it does occur thus producing a risk that is either acceptable or unacceptable, this is determined by using the assessment matrix.
5. Development and implementation of an appropriate strategy and action plan to reduce the unacceptable risks: What action can we take to reduce either the likelihood or consequence of the risk?
6. Appropriate monitoring and reporting of the treatment strategy and overall effect of the Risk Management process.

The risk principles included in the framework are balance, innovation, future-relevance, transparency and trust.

Risk is categorised into eleven areas set out below with the level of appetite Oxfam Ireland attaches to each:

Risk Area	Appetite
Safeguarding – Sexual exploitation, harassment, abuse	Zero tolerance
Fraud & Corruption – Aid diversion, shop theft, nepotism	Zero tolerance
Compliance - legislative requirements, regulatory codes	Very low
Security of staff and people we work with – Health & Safety	Very low
Information Systems – Cyber-crime, network failure	Very Low
Financial – Going concern, stewardship of public funds	Low
Human Resources – Staff wellbeing, fairness and communication	Low
Program – Donor requirements, partner selection and management	Medium
Public Fundraising – legal requirements, public perception	Medium
Reputational – Safeguarding, working with partners	Medium
Strategic – flexibility, agility, resourcing, alignment	Medium

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key risks identified, and the mitigating actions being taken in each case is reviewed by the Directors at every Board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

DIRECTORS REPORT AND STRATEGIC REPORT

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any kind of harassment of staff, partners, volunteers or those we serve.	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal, and we have a robust whistleblowing policy in place. We have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.
Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistleblowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.
Health & Safety of Staff The risk of injury or harm to our staff is ever present and, in some areas, where we work is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is an international concern, while organisations transmit sensitive data across networks and to other devices over the course of doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, to identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst-case scenario.

Events after the end of the reporting period

There are no adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2024.

DIRECTORS REPORT AND STRATEGIC REPORT

Statement of Directors responsibilities

The Directors (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to;

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP (FRS 102),
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

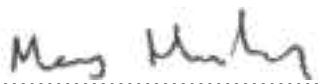
In accordance with company law, as the company's Directors, we certify that:

- There is no relevant audit information of which the company's auditors are unaware, and;
- We have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Council,



……..

Prof. Mary Murphy – Chair

Date: 8 Sept 2024



……..

Andrew McCracken – Secretary

Date: 8 Sept 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Oxfam Ireland ("the company") and its subsidiary undertaking ("the group") for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cashflows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's and the group's affairs as at 31 March 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic report and the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company, the group and its environment obtained in the course of the audit, we have not identified material misstatements in the "Strategic Report" or the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Responsibilities of Directors

As explained more fully in the statement of council members' responsibilities set out on page 74, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the NI charity regulation, NI tax legislation, employment legislation, health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the Directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Directors and management on whether they had knowledge of any actual, suspected or alleged fraud;

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

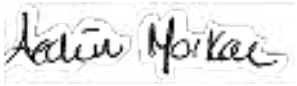
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at **www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Aedín Morkan

Date: 8 Sept 2024

Senior Statutory Auditor
for and on behalf of Forvis Mazars
Chartered Accountants and Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

Consolidated Statement of Financial Activities for the year ended 31 March 2024 (Including an Income and Expenditure Account)

	Notes	Unrestricted funds	Restricted funds	**Total 2024**	Total 2023
		€'000	€'000	€'000	€'000
Income from					
Donations and legacies	5	4,116	333	4,449	5,284
Other trading activities	6	9,088	110	9,198	9,126
Investments	7	76	-	76	41
Charitable activities	8	252	5,712	5,964	6,250
Other income	9	38	-	38	1,120
Total income		**13,570**	**6,155**	**19,725**	**21,821**
Expenditure on Raising funds:					
Fundraising	10	2,420	20	2,440	1,958
Trading activities	6	8,210	52	8,262	8,244
		10,630	72	10,702	10,202
Charitable activities					
Overseas programme costs	11	2,266	6,266	8,532	7,487
Advocacy and campaigns	11	863	35	898	693
Marketing and communications	11	241	47	288	269
Exceptional expenditure	36	71	-	71	88
Total expenditure		**14,071**	**6,420**	**20,491**	**18,739**
Net income for the year		(501)	(265)	(766)	3,082
Transfers between funds		-	-	-	-
Unrealised currency movement		(62)	5	(57)	68
Net movement in funds		**(563)**	(260)	(823)	3,150
Reconciliation of funds:					
Total funds brought forward	29	8,387	1,372	9,759	6,609
Total funds carried forward	29	**7,824**	**1,112**	**8,936**	**9,759**

There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

The notes on pages 83 to 106 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	628	566
Investments	18	80	-
		708	566
Current assets			
Stocks and work in progress	19	57	37
Debtors	20	2,725	2,718
Cash at bank and in hand	21	10,967	10,647
		13,749	13,402
Current liabilities			
Creditors: amount falling due within one year	22	(5,521)	(4,209)
Net current assets		**8,228**	**9,193**
Total assets less current liabilities		**8,936**	**9,759**
Net assets		**8,936**	**9,759**
Funds			
Restricted funds	29	1,112	1,372
Designated funds	29	2,665	2,511
Unrestricted funds	29	5,159	5,876
Total charity funds		**8,936**	**9,759**

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Andrew McCracken
Secretary

Date: 8 Sept 2024

Company Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	357	233
		357	233
Current assets			
Stocks and work in progress	19	56	35
Debtors	20	373	288
Cash at bank and in hand	21	656	976
		1,085	1,299
Current liabilities			
Creditors: amount falling due within one year	22	(3,899)	(3,179)
Net current liabilities		**(2,814)**	**(1,880)**
Total assets less current liabilities		**(2,457)**	**(1,647)**
Net liabilities		**(2,457)**	**(1,647)**
Funds			
Restricted funds	30	201	152
Unrestricted funds	30	(2,658)	(1,799)
Total funds		**(2,457)**	**(1,647)**

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,

Prof Mary Murphy
Chair

Andrew McCracken
Director

Date: 8 Sept 2024

Consolidated Statement of Cash Flow for the year ended 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Net cash provided by / (used in) operating activities	25	**597**	**(210)**
Cash flow from investing activities			
Purchase of tangible assets	16	(232)	(163)
Investments		(80)	-
Interest received		35	-
Net cash used in investing activities		**(277)**	**(163)**
Cash flow from financing activities			
Repayment of bank loans		-	-
Cash used in financing activities		**-**	**-**
(Decrease) / Increase in cash and cash equivalents in the reporting period		320	(373)
Cash and cash equivalents at the beginning of the reporting period		**10,647**	**11,020**
Cash and cash equivalents at the end of the reporting period		**10,967**	**10,647**

TO READ MORE ABOUT OUR FINANCES AND THE GOVERNANCE CODES WE ADHERE TO, VISIT WWW.OXFAMIRELAND.ORG

NOTES TO THE FINANCIAL STATEMENTS

1. General Information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 36 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2024.

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is a company limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 INY.

2. Statement of Compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102).

3. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousand, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2024.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

NOTES TO THE FINANCIAL STATEMENTS

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable and the amount can be measured reliably.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivable are accounted for when the Company's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Income from charitable trading activities is accounted for when earned.

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company's bank accounts.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as

Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contrac**t.**

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

g) Foreign currencies

Functional and presentation currency:

The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

The foreign exchange rates used to prepare these financial statements were as follows:

	Total 2024	Total 2023
	€	€
Average Rate Pounds Sterling	1.16	1.16
Closing Rate Pounds Sterling	1.17	1.14

h) Employee benefits

Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:

Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:

Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:

The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the company has agreed, with the plan, to participate in a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities.mThe unwinding of the discount is recognised as a finance cost.

NOTES TO THE FINANCIAL STATEMENTS

i) Taxation

The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets

Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Depreciation and residual values:

Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:

Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Leased assets

At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:

Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

l) Investments in subsidiaries

Investments in subsidiaries are held at cost less accumulated impairment losses.

m) Inventories

Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

o) Provisions and contingencies

Provisions:

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:

Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

p) Financial instruments

The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate.The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

q) Related party transactions

Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Critical Accounting Judgements and Estimation Uncertainty

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Deferral of grant income

Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2023 amounts to €265K (31 March 2022: €2,490K).

Preparation of the accounts on a going concern basis

Budgets and cash flows were prepared by the Directors and reviewed by the Directors for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including: increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Telefundraising teams.

Our levels of accessible reserves remain strong and we expect to continue to achieve at/ or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

On the basis of the assessments and the underlying assumptions the Council Members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

NOTES TO THE FINANCIAL STATEMENTS

5. Donations and Legacies

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	U f 2023	R f 2023	Total charitable funds
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	321	-	321	619	-	619
Donations, gifts & corporate sponsorships	3,795	333	4,128	3,997	668	4,665
	4,116	**333**	**4,449**	**4,616**	**668**	**5,284**

6. Net income on donated and commercial trading activities

This represents the net income from the sale of donated goods and commercial trading activity through Oxfam Shops, after deduction of operating and administration expenses. Oxfam Ireland believes this most fairly represents the value to the charity of donated goods.

	Unrestricted funds 2024	Restricted funds 2024	Total Trading Activites 2024	Total Trading Activites 2023
	€'000	€'000	€'000	€'000
Turnover from donated goods & commercial trading activity	9,088	110	9,198	9,126
Operating expenses	(7,113)	(52)	(7,165)	(7,137)
Support costs (note 13)	(1,097)	-	(1,097)	(1,107)
Net income	**878**	**58**	**936**	**882**

Operating expenses include €120,398 (2023: €114,876) for depreciation on fixtures and fittings, and leasehold property specific to the sale of donated goods.

7. Investment Income

	Total 2024	Total 2023
	€'000	€'000
Rent receivable	41	41
Interest receivable	35	-
	76	**41**

NOTES TO THE FINANCIAL STATEMENTS

8. Income from Charitable Activities

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	252	5,712	5,964	424	5,826	6,250
Grant income by donor						
Government bodies	252	5,712	5,964	424	5,826	6,250
Major donors	-	-	-	-	-	-
	252	5,712	5,964	424	5,826	6,250

9. Other Income and Other Gains

	Total 2024	Total 2023
	€'000	€
Hosting arrangement	38	75
Miscellaneous income	-	1
Insurance claim	-	1,044
	38	**1,120**

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

10. Costs of raising funds

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	1,155	-	1,155	969	-	969
Travel and subsistence	4	-	4	3	-	3
Other fundraising costs	616	5	621	289	27	316
Direct fundraising costs:						
- Direct marketing	2	15	17	-	-	-
- Events	59	-	59	112	-	112
- Committed givers	142	-	142	72	-	72
Support costs (note 13)	442	-	442	486	-	486
	2,420	**20**	**2,440**	**1,931**	**27**	**1,958**

NOTES TO THE FINANCIAL STATEMENTS

11. Charitable activities

	Unrestricted funds 2024	Restricted income funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted income funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	1,455	5,823	7,278	870	5,621	6,491
Operation costs	629	443	1,072	396	435	831
Governance costs (note 12)	149	-	149	130	-	130
Support costs (note 13)	33	-	33	35	-	35
	2,266	**6,266**	**8,532**	**1,431**	**6,056**	**7,487**
Advocacy and Campaign Programme (A&C)						
Operation costs	288	13	301	246	14	260
Advocacy and Campaign Programme	537	22	559	377	44	421
Support costs (note 13)	38	-	38	12	-	12
	863	**35**	**898**	**635**	**58**	**693**
Marketing and Communications Programme						
Operation costs	206	47	253	162	86	248
Support costs (note 13)	35	-	35	21	-	21
	241	**47**	**288**	**183**	**86**	**269**

12. Governance Costs

	Total 2024	Total 2023
	€'000	€
Legal & professional fees	14	15
Audit fees	30	31
Council expenses	2	3
Other costs	103	81
	149	**130**

Governance costs are fully funded from unrestricted funds.

13. Allocation of Support Costs and Overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	802	-	521	222	26	16	17
Property costs	648	32	416	165	9	13	13
Office running costs	7	-	6	1	-	-	-
Computer & equipment costs	174	9	122	35	2	3	3
Legal & professional expenses	36	1	21	11	1	1	1
Depreciation	21	1	11	8	-	-	1
	1,688	**43**	**1,097**	**442**	**38**	**33**	**35**

In respect of prior year:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	788	-	520	247	-	17	4
Property costs	672	34	415	186	10	13	14
Office running costs	14	1	11	2	-	-	-
Computer & equipment costs	189	9	131	40	2	4	3
Legal & professional expenses	27	1	21	4	-	1	-
Depreciation	17	1	9	7	-	-	-
	1,707	**46**	**1,107**	**486**	**12**	**35**	**21**

These costs have been apportioned among retail activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

14. Analysis of staff costs, Directors Remuneration and Expenses, and the Cost of Key Management Personnel

The average monthly number of persons employed by the company in the financial year was 174 (2023: 163) analysed as follows.

	2024 Average Number	2023 Average Number
Retail	100	96
Administration	15	15
Public Engagement	50	45
Programme	3	2
Management	6	5
	174	**163**

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €nil (2023: 3k). Directly incurred out of pocket expenses may be reimbursed.

	Total 2024	Total 2023
	€'000	€
Staff costs are comprised of:		
Wages and salaries	5,859	5,389
Social welfare costs	604	551
Termination costs	-	16
Pension costs	277	237
	6,740	**6,193**

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO amounts to €140k (2023: 126k)

Key management compensation

Key management includes the Directors and members of senior management. The compensation paid or payable to key management for employee services is shown below:

	Total 2024	Total 2023
	€	€
Salary	659	586
Health Insurance	4	4
Employer Contributions	56	67
Pensions	73	46
	792	**703**

The remuneration of higher paid employees

The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:

	Total 2024	Total 2023
	Number	Number
€60,000 to €70,000	5	5
€70,001 to €80,000	1	1
€80,001 to €90,000	4	2
€90,001 to €100,000	-	2
€100,001 to €110,000	2	-
€110,001 to €120,000	-	1
€120,001 to €130,000	1	1
€130,001 to €140,000	1	-
€140,001 to €150,000	-	-
	14	**12**

Remuneration includes salary but excludes pension scheme contributions.

15. Net Income for the Year

	2024	2023
	€'000	€'000
Net income for the year is stated after charging:		
Depreciation on tangible fixed assets	176	164
Stock obsolescence	-	-
Operating lease rentals		
- Property	1,826	1,865
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	30	31
Non-audit fee – tax services	1	1
Realised loss on foreign exchange transactions	-	3
Stock recognised as an expense	167	150

16. Tangible Assets

Group	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	**2,075**	**3,400**	**1,588**	**118**	**7,181**
Currency movements	44	4	30	1	79
Additions	154	9	60	9	232
Disposal	-	-	-	-	-
At 31 March 2024	**2,273**	**3,413**	**1,678**	**128**	**7,492**
Accumulated depreciation					
At 1 April 2023	**(1,731)**	**(3,281)**	**(1,485)**	**(118)**	**(6,615)**
Currency movements	(39)	(4)	(29)	(1)	(73)
Charge for the year	(94)	(28)	(54)	-	(176)
Disposal	-	-	-	-	-
At 31 March 2024	**(1,864)**	**(3,313)**	**(1,568)**	**(119)**	**(6,864)**
Net book values					
At 1 April 2023	**344**	**119**	**103**	**-**	**566**
At 31 March 2024	**409**	**100**	**110**	**9**	**628**

Company	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	**1,489**	**142**	**1,016**	**30**	**2,677**
Currency movements	44	4	30	1	79
Additions	154	4	8	9	175
Disposals	-	-	-	-	-
At 31 March 2024	**1,687**	**150**	**1,054**	**40**	**2,931**
Accumulated depreciation					
At 1 April 2023	**(1,319)**	**(118)**	**(977)**	**(30)**	**(2,444)**
Currency movements	(39)	(3)	(29)	(1)	(72)
Charge for the year	(27)	(15)	(16)	-	(58)
Disposal	-	-	-	-	-
At 31 March 2024	**(1,385)**	**(136)**	**(1,022)**	**(31)**	**(2,574)**
Net book values					
At 1 April 2023	**170**	**24**	**39**	**-**	**233**
At 31 March 2024	**302**	**14**	**32**	**9**	**357**

17. Investments in Subsidiaries

Oxfam Ireland has two subsidiary undertakings as follow:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	Oxfam Properties (Ireland) Limited
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities:	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid, the EU and also from their many shops across the country where they sell clothes.	Dormant, ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%

Oxfam Republic of Ireland	**2024** **€'000**	2023 €'000
Total assets	13,041	12,435
Total liabilities	4,678	3,480
(Deficit) / Surplus for the year	(619)	3,017
Total funds at 31 March	**8,336**	**8,955**

18. Investments

Financial investments represent the market value of 2,903 shares of Diageo plc donated to the Company as at 31 March 2024.

19. Sork in Progress

	Group 2024	Group 2023	**Company 2024**	Company 2023
	€'000	€'000	€'000	€'000
Finished goods for resale	**57**	37	**56**	35

A provision for stock obsolescence of nil (2022: nil) has been recognised during the year.

NOTES TO THE FINANCIAL STATEMENTS

20. Debtors

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€'000	€'000	€'000
Prepayments and accrued income	**2,595**	2,522	**289**	162
Trade debtors	**1**	98	**-**	51
Other debtors	**65**	34	**22**	11
VAT repayable	**63**	64	**63**	64
	2,725	2,718	**373**	288

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days.

21.

	Group 2024	Group 2023	Company 2024	Company 2023
	€ 0	€'000	€'000	€'000
Cash on short term deposit	**7,000**	501	**-**	-
Cash and bank balances	**3,967**	10,146	**656**	976
	10,967	10,647	**656**	976

22. Creditors: Amounts Falling due within One Year

	Group 2024	Group 2023	Company 2024	Company 2023
Group and Company	**€'000**	€ 000	**€'000**	€'000
Trade creditors	**894**	1,137	**211**	246
Tax and Social Security	**210**	185	**71**	61
Accrued expenses	**2,564**	2,622	**560**	420
Amounts owed to Oxfam ROI (note 27)	**-**	-	**3,057**	2,452
Deferred Income (note 23)	**1,853**	265	**-**	-
	5,521	4,209	**3,899**	3,179

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

NOTES TO THE FINANCIAL STATEMENTS

23. D

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€ 000	€'000	€'000
At 1 April	265	2,490	-	-
Credited to Statement of Financial Activities	(265)	(2,490)	-	-
Deferred during the year	1,853	265	-	-
At 31 March	**1,853**	**265**	**-**	-

24. Financial Instruments

Oxfam Ireland (the Group) has the following financial instruments:

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	10,967	10,647
Trade debtors	1	98
Other debtors	66	34
Financial liabilities held at amortised cost		
Trade creditors	894	1,137
Accrued expenses	2,564	2,622
Deferred income	1,853	265

The company has the following financial instruments:

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	656	976
Financial liabilities held at amortised cost		
Trade creditors	211	246
Accrued expenses	560	420
Amounts owed to Oxfam ROI	3,057	2,452

25. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	Total 2024	Total 2023
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	(823)	3,150
Adjustments for:		
Depreciation charges	176	164
Deposit interest receivable	(35)	-
(Increase) / Decrease in stocks	(20)	54
Decrease / (Increase) in debtors	(7)	(1,042)
Increase / (Decrease) in creditors	1,313	(2,545)
Currency movements	(7)	9
Net cash provided by / (used in) operating activities	**597**	**(210)**

26. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in note 22.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel

The disclosures in respect of key management compensation are set out in note 14.

27. C

Operating leases

At 31 March 2024 the total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2024	Total 2023
	€'000	€'000
Land & Buildings Operating leases which expire:		
Within one year	1,209	1,231
In the second to fifth years inclusive	2,968	3,020
After five years	2,671	2,626
	6,848	6,877

28. Pension Commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5 % or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

Financial assumptions	**At 31 March 2024**	At 31 March 2023
	%	**%**
Rate of increase in salaries	2.00	1.90
Rate of increase of pensions (deferred and in payment)	3.15	3.18
Rate of inflation (RPI)	3.15	3.18
Rate used to discount scheme liabilities*	4.90	4.87

**Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields. The mortality assumptions adopted imply the following life expectancies at age 65.*

	At 31 March 2024	At 31 March 2023
	Years	Years
Non-pensioners:		
Males	23.2	23.3
Females	25.3	25.4
Pensioners:		
Males	21.6	21.7
Females	23.9	24.0

	At 31 March 2023	At 31 March 2022
Scheme assets	**£m**	£m
Equities	0.1	-
Government Bonds	120.6	137.2
Property	18.8	22.4
Cash	19.5	9.4
Total fair value of assets	**159.0**	**169.0**

NOTES TO THE FINANCIAL STATEMENTS

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets	Present value of scheme liabilities	Scheme assets less scheme liabilities
	£m	£m	£m
Scheme assets/(liabilities) at the start of the year	169.0	(154.4)	14.6
Current service cost and expenses	(0.2)	(0.2)	(0.4)
Experience on plan assets – gain (loss)	(12.3)	-	(12.3)
Interest income/(cost)	8.1	(7.5)	0.6
Actuarial gain/ (loss)	-	1.1	1.1
Contributions by employer	0.7	-	0.7
Contributions by scheme participants	-	-	-
Benefits paid	(6.3)	6.3	-
Scheme assets/(liabilities) at the end of the year	159.0	(154.7)	4.3
Unrecognised surplus scheme assets			(4.3)
Scheme assets/(liabilities) at the end of the year			-

The total return on scheme assets for the year was £4.3m (2023: £68.7m).

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable are charged to the profit and loss account.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

NOTES TO THE FINANCIAL STATEMENTS

29. Movement in Consolidated Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	1,024	2,257	3,328	6,609
Total income	6,585	-	15,236	21,821
Total expenditure	(6,230)	-	(12,509)	(18,739)
Transfers	-	254	(254)	-
Currency gains & losses	(7)	-	75	68
At 31 March 2023	**1,372**	**2,511**	**5,876**	**9,759**
Total income	6,155	-	13,570	19,725
Total expenditure	(6,420)	-	(14,071)	(20,491)
Transfers	-	154	(154)	-
Currency gains & losses	5	-	(62)	(57)
At 31 March 2024	**1,112**	**2,665**	**5,159**	**8,936**

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. Funds amounting to €154k were transferred to the designated funds to meet the working capital requirements at the end of the financial year.

30. Movement in Company Charitable Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	164	-	(1,599)	(1,435)
Total income	178	-	3,895	4,073
Total expenditure	(183)	-	(4,170)	(4,353)
Gains & losses	(7)	-	75	68
At 31 March 2023	**152**	**-**	**(1,799)**	**(1,647)**
Total income	139	-	3,388	3,527
Total expenditure	(95)	-	(4,185)	(4,280)
Gains & losses	5	-	(62)	(57)
At 31 March 2024	**201**	**-**	**(2,658)**	**(2,457)**

31. Analysis of Net Assets between Funds

GROUP	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Fixed assets	708	-	-	708
Current assets	9,972	2,665	1,112	13,749
Current liabilities	(5,521)	-	-	(5,521)
Net assets at 31 March 2024	**5,159**	**2,665**	**1,112**	**8,936**
Net assets at 31 March 2023	5,876	2,511	1,372	9,759

COMPANY	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible Fixed assets	357	-	-	357
Current assets	884	-	201	1,085
Current liabilities	(3,899)	-	-	(3,899)
Net assets at 31 March 2024	**(2,658)**	**-**	**201**	**(2,457)**
Net assets at 31 March 2023	(1,799)	-	152	(1,647)

32. Irish Aid Funded Programmes

	2024	2023
	€'000	€'000
Opening Restricted Irish Aid funds 1 April	**20**	15
Income		
Restricted grant income	**4,420**	4,746
	4,420	4,746
Expenditure		
Operational Overseas grants		
Democratic Republic of the Congo	**500**	397
Ireland/OI	**20**	-
Kenya	**-**	691
Malawi	**681**	638
Occupied Palestine territory and Israel	**-**	185
Rwanda	**-**	322
Somalia	**565**	261
South Sudan	**610**	397
Syria	**135**	
Tanzania	**-**	(5)
Uganda	**545**	857
Zambia	**510**	128
Zimbabwe	**545**	556
	4,111	4,427
Management and administration costs	**411**	314
	4,522	4,741
Closing restricted Irish Aid funds 31 March	**(82)**	20

The Group receives a number of funds from donors which are restricted in nature, along with donations from the general public. We acknowledge all forms of donations and thank you.

Analysis of Grants – Activities & Projects Being Funded

Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

NOTES TO THE FINANCIAL STATEMENTS

A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies

There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

33. S

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

34. M

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	10,647	320	10,967
Total	**10,647**	320	**10,967**

35. Movement in Company Net Debt

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	976	(320)	656
Total	**976**	(320)	**656**

36. Exceptional Expenditure

	2024	2023
	€'000	€'000
Redundancies	-	16
Hosting	35	72
Other Expenditure	36	-

37. Approval of Financial Statements

The financial statements were approved by the Council on 8th of September 2024

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OXFAM
Ireland

This report is produced on
a Sustainable Mixed stock

Oxfam Ireland

Northern Ireland - Charity number 100848

Annual report

ANNUAL REPORT

1 APRIL 2023 - 31 MARCH 2024

OXFAM
Ireland



CHARITY NUMBER: XN89651
COMPANY NUMBER: NI33800

COMPANY LIMITED BY GUARANTEE

WE FIGHT INEQUALITY TO END POVERTY AND INJUSTICE

Cover image: Victoria Chikonde, from Zambia received non-food items (NFIs) from Oxfam partner organisation, Keepers Zambia Foundation. The project took place during the Cholera outbreak in early 2024. With Keepers Zambia Foundation, we responded to the cholera outbreak by providing cholera hygiene kits to the affected communities and schools. *Photo: Loliwe Phiri / Oxfam*



Shamsa Bishar Ahmed from Modogashe in Kenya received dignity kits from Oxfam and partner organisations. During drought, when water is limited, women face increased dangers to their health and safety. Seven out of 10 girls miss up to a week of school every month because they can't access sanitary pads. Oxfam in partnership with MID-P responded to these hygiene needs by offering dignity kits to 600 adolescent girls in Isiolo county.

Photo: Mark Wahwai/ Oxfam

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ABOUT US

Oxfam is a global movement of people who fight inequality to end poverty and injustice. We're committed to ending poverty in the long-term, as well as addressing its devastating impacts right now. Together, we improve and save the lives of those hardest hit by poverty and injustice and campaign for a fairer, more sustainable world.

Oxfam Ireland is one of 21 Oxfam affiliates working together to provide support in 81 countries across the world. We're part of a global confederation of independent and interconnected affiliates, each with their own areas of activity and expertise. We combine to achieve shared goals.

Oxfam Ireland mobilises the power of people to create lasting change. We believe that everyone has the right to thrive in a just and sustainable world and we work collaboratively to challenge the inequalities that undermine this. When someone is denied their rights – to education, healthcare, land or essentials like water and food – the result is predictable, it's poverty.

OUR FOUR GLOBAL GOALS:

1. **Just Economies:** People and the planet are at the centre of just and sustainable economic systems.
2. **Gender Justice:** Women and girls in all their diversity live free from gender oppression, discrimination and violence.
3. **Accountable Governance:** Governance systems and governments are people-centred, just, inclusive, accountable and planet-focused.
4. **Climate Justice:** The climate crisis is abated; environmental 'tipping points' are averted by radical solutions which improve well-being, and there is environmental justice for all.

As part of the Oxfam confederation, Oxfam Ireland delivers specific programmes in Africa and the Middle East – in the Democratic Republic of Congo (DRC), Malawi, South Sudan, Somalia and Somaliland, Uganda, Zimbabwe, Zambia, Occupied Palestinian Territory, Rwanda and Syria.

In 2023, we secured a multi-year, multi country project under the EU-funded ReCIPE: 'Recentering the Civic Internet through Partner Engagement' grant. This will expand our programme reach in Bolivia, El Salvador, Cambodia, Kenya, Senegal, Somalia, the Occupied Palestinian Territory, Tunisia, Uganda, and Vietnam.

We also advocate and campaign at national and EU level for change that will tackle inequality, poverty and injustice across the world.

Supported by people across the island of Ireland for more than six decades, we are an independent, secular and not-for-profit organisation. We have 46 shops across the island, offices in Belfast and Dublin, a warehouse in Dunmurry, Belfast and more than 900 volunteers supporting our fight against poverty and inequality.



VISION

A just and sustainable world.

MISSION

We fight inequality to end poverty and injustice.

OUR VALUES

Equality: We believe everyone has the right to be treated fairly and to have the same rights and opportunities.

Empowerment: We acknowledge and seek to expand people's agency over their lives and the decisions that impact them.

Solidarity: We join hands, support and collaborate across boundaries for a just and sustainable world.

Inclusiveness: We embrace diversity and difference and the value the perspectives and contributions of all people and communities in their fight against poverty and injustice.

Accountability: We take responsibility for our action and inaction and hold ourselves accountable to the people we work with and for.

Courage: We speak truth to power and act with a conviction that stems from the justice of our causes.

WHO WE ARE

OUR ROLE

We challenge injustice and inequalities, shaping collective understandings and solutions: We work with people to build more equal and sustainable systems. We tackle the economic inequalities that drive poverty. We speak out in solidarity on unpaid care work, tax justice, climate justice, and harmful business practices.

We work humanitarian, development influencing approaches: We work with people and communities experiencing crisis, disaster, poverty and injustice. We support people to protect and rebuild their lives as well as find sustainable ways to live independently, free from disadvantage and inequality. We mobilise people to stand up and speak out and to influence those in power.

We amplify the agency and leadership of people experiencing exclusion, exploitation and crises: We support individuals, communities and movements to demand social justice. We work with local, grassroots, feminist and youth-led organisations to call for an end to the injustices and inequalities that perpetuate poverty and crisis. Together, we demand an end to violence against women and girls and for equal access to education, employment, healthcare and other essential services for all.

We hold state and non-state actors, including corporations, to account: We engage and work with governments, corporations and other duty bearers to ensure their policies and practices provide sustainable solutions to poverty, inequality, injustice and crises.

We leverage our reach and resources to connect, convene and build momentum for our causes: We connect activists, organisations and movements across the world, opening spaces, sharing knowledge and resources and building solidarity. We are a reliable partner and know when to follow, when to lead and when to stand side-by-side with others.

OUR IDENTITY

We are rights-based: Our work is grounded in our commitment to human rights and respect for protective legal frameworks.

We are feminist and anti-racist: We recognise that there is no justice without justice-for-all. Our feminist and anti-racist principles guide everything we do.

We fight inequality: We stand firm against poverty and injustice everywhere, working with people, communities, partners, and allies for just and sustainable development and solutions.

We are humanitarian: We work with communities before, during and after crises. We work to build their resilience; protect and save lives, and address together the root causes of conflict and disaster.

We are both local and global: We are a global network of locally rooted, interdependent civil society organisations.

We are driven by diversity: We are a multicultural organisation that brings together people of different socio-cultural backgrounds, sex, genders, abilities and ages.

We are a knowledge organisation: We consistently seek to generate new research that can drive solutions to complex problems. Our programmes, advocacy and campaigning asks are grounded in evidence and experience.

STORIES FROM 2023-2024

CASE STUDY 1

MaMoyo owns and runs a restaurant in a caravan, helped by the skills she learned from an Oxfam programme. The profit she makes funds her two children's education. In Matobo, southwestern Zimbabwe, Oxfam and partner organisation, Hope for a Child in Christ (HOCIC), run the Income Savings and Lending Scheme programme, as part of "Self-help groups" training. This has helped women with skills in budgeting, saving and investing. Those taking part learned how to create sustainable sources of income and build financial independence.

Photo: Oxfam Zimbabwe/Oxfam



CASE STUDY 2

Mathieu Ushindi is a farmer from Mweso in eastern Democratic Republic of the Congo. He's learned new skills and practices to help with his tomato garden. Before he had training from Oxfam and local partner organisation FOPAC NK, he struggled with crop failure. At the training, Mathieu learned good farming planning techniques, like preparing the soil for harvest. He learned the importance of market research so he can target and adapt to customer expectations. Now his crops are of good quality and sell easily at the market. He earns a stable and good income. Mathieu is 25 years old, is married and has three children to support. With determination and training, Mathieu transformed his farming business into a thriving, sustainable success.

Photo: Castro Mwisha, FOPAC NK, Oxfam partner/Oxfam





Click here to read the Impact story on our website

CASE STUDY 3

Greenhouses have given a village in Ainabo in western Somaliland, better access to food. Asha Mohamed is the Farmers Committee Leader. Working with a local partner organisation, Oxfam started a project in the village. This has taught people climate-smart farming techniques. This region has been affected by a prolonged drought, so growing crops can sometimes be difficult. People used to entirely rely on fodder production and rainfed farming systems. When the Oxfam project introduced people to greenhouses for the first time, people learned skills such as the best way to plant, water, transplant and prune their crops. The greenhouses are mainly used for growing tomatoes, but people use their new skills to grow things like onions and carrots in the fields. They don't have to import vegetables anymore.

Photo: Oxfam Somalia/Oxfam



CASE STUDY 4

Hekima Mousa is a 19-year-old Sudanese refuge in South Sudan. She fled her country with her two children because of the recent fighting. In Akobo, she volunteered to help older refugees by cleaning and cooking for them. Working with local partners, Oxfam addresses people's needs. This work includes drilling and repairing boreholes for clean water, as well as providing food and sanitation facilities.

Photo: Fatuma Noor/Oxfam

OXFAM'S GLOBAL REACH AND SCALE 2023 – 2024

Oxfam Ireland contributes to the 15.3 million people directly reached through the Oxfam global confederation.

Last year, Oxfam Ireland directly and indirectly reached 2.3 million people across 11 countries through our own programme work.*

This includes our development and humanitarian work, including programmes funded by Irish Aid and the European Union. It also includes the number of people reached through our influencing, campaigning and global citizenship education work across the island of Ireland.

This last financial year saw the beginning of a new five-year grant with Irish Aid which saw significant reach and progress in Year One. The last year also saw the completion of a three-year grant with the European Union, which over the lifetime of the grant reached over 9.6 million directly and indirectly.

*This figure is based on both the calendar year and financial year, as per reporting period parameters.



Countries Oxfam Ireland worked in last year:

- Democratic Republic of Congo
- Malawi
- South Sudan
- Somalia and Somaliland
- Uganda
- Zimbabwe
- Zambia
- Rwanda
- Syria
- Occupied Palestinian Territory
- Northern Ireland and the Republic of Ireland

MESSAGE FROM THE CHAIR

The last year has not been a good one for our collective world. The now three-year-old war in Ukraine continues, while Israel's bombardment of Gaza has shocked the world. The world's fragile food system has been disrupted by real-time climate related drought and flooding across the world, including in Southern Africa. Through all of this, Oxfam Ireland has continued its work. This includes development, humanitarian and influencing work, while building solidarity and creating change through a network of partners, campaigners and supporters.

We have supported families, working to supply water and sanitation services and other basic needs to people displaced by war, conflict, famine and climate catastrophes. We have helped people to cope with trauma and shown solidarity and care to those we work with. We prioritised working with local partners to bring life-changing support to communities across our programme countries, ensuring people have access to the finance, tools and training needed to lift themselves out of poverty and build resilience. We showed solidarity with communities facing discrimination, exclusion and exploitation, especially with women, girls and people with disabilities. We partnered with feminist, youth and grassroots movements to hold those in power to account for essential services like healthcare and education and for an end to the policies and practices that perpetuate violence and injustice. We delivered all of this through a lens of feminist leadership and an awareness that women and girls are often the hardest hit by poverty and disaster.

I am particularly proud of Oxfam's voice through the annual reports at the World Economic Forum in Davos, an important counter-voice bringing attention to inequality as the world's wealthy meet at their annual gathering. Over the last year, Oxfam Ireland made great strides in drawing attention to Ireland's role in global inequality and to evidence how our tax system perpetuates fiscal injustice and related inequality, particularly through work on a wealth tax.

All of this is only possible because of the people who underpin Oxfam's work. Our expert and effective staff work hard to make Oxfam what it is in Ireland, in our international programmes and across the global confederation. Not to mention our network of volunteers, who give their time and talent to further Oxfam Ireland's vision and mission.

We know our work relies on our capacity to access funding for programmes and on the generosity and kindness of our donors and supporters. We are very grateful for the support we are given across the island of Ireland and I want to take this opportunity to say thank you.

We are now at the end of the first three-year period of our 10 Year Strategic Framework and my fellow Board members and I have been working with Oxfam Ireland's staff and management to build a robust plan for the next three years. This plan, Horizon Plan 2024 – 2027, aligns with Oxfam International's overarching strategic direction and ambition and will bring greater focus, coordination, impact and accountability to Oxfam Ireland's great work across the entire organisation. I want to thank my fellow Board members for their efforts in this and for all they've delivered. Over the last year, the previous Chair Susan Murphy stood down from her role in both Oxfam Ireland and the Confederation, where she played a key leadership role stewarding transformation of Oxfam's structures. We are indebted to her work and offer her our deep gratitude. The Board of Oxfam Ireland and its committees continue to strive for good governance, and work to be accountable and transparent, working with and through Oxfam Ireland's management team to ensure the organisation is fit for purpose, nimble and able to play an effective role in stewarding the organisation to live up to its values and to empower global south communities through localisation and other processes including feminist leadership. We are actively listening to our international partners and our staff and continually mindful of the need to improve our culture and safeguarding processes, to ensure a good workplace for our staff, to promote the dignity of our volunteers, and the wellbeing of all who work to make us who we are and contribute to our efforts.

The staff of Oxfam represent the diversity and strength of the organisation. They do such incredible work, and often work remotely, it is inspiring to see them collectively inspiring and motivating each other to do the wonderful work they do.

On behalf of the Board of Oxfam Ireland, let me thank all of you, staff and volunteers, across the island of Ireland and in our programme countries, donors and supporters for all you do, for your passion for justice and steadfast commitment for better world.

Prof. Mary Murphy,
Chairperson,
Oxfam Ireland



Professor Mary Murphy
Chairperson
Oxfam Ireland

MESSAGE FROM THE CEO

The close of this financial year brought us to the end of the first three years of our 10 Year Strategic Framework, “Let’s End Inequality and Poverty Together.” A three-year period that began just as the Covid-19 pandemic swept across the globe, causing widespread devastation but hitting the poorest and most vulnerable hardest. Much uncertainty and instability followed: the climate crisis escalated unabated, Russia’s war on Ukraine started and tragically continues. And following the despicable attacks in Israel on October 7th last year, we are witnessing the bombardment and destruction of Gaza at a human cost unprecedented in recent times. It has sparked global outrage, but disgracefully still no sign of a ceasefire or adequate humanitarian support for millions who are suffering with a man-made famine looming.

As we reflected on the last three years and planned for the next three, we were struck by all that unites us and the global movement of people who share our values, courageously working together for justice, equality, empowerment and inclusiveness. It can be easy to think the news headlines and the hate and division we see as we scroll through social media is the truest thing about the world we now live in, but it isn’t.

In the last year alone, we reached 2.3 million people across 11 countries with development, humanitarian, influencing, global citizenship education and public engagement projects and initiatives. Across our programmes, we worked with local partners, grassroots organisations and communities to tackle the worst impacts of inequality, climate, conflict and disaster. This was particularly crucial in Gaza where, as humanitarian access is restricted and denied, we wouldn’t have been able to reach anyone without our network of local partners. We’ve reached 262,424 people in Gaza since October 2023. We worked with allies and friends in civil society across the island of Ireland and mobilised with countless campaigners and supporters to call for justice, equality and peace.

I would also like to pay tribute to the staff, volunteers and Board of Oxfam Ireland for their hard work and dedication over the last year. Thanks to committed, creative and collective work throughout all parts of the organisation, we have continued to increase awareness, action, engagement, support and funds for people facing poverty and inequality across the world. I am so grateful to work alongside you. Thank you.
It is our mission to fight inequality to end poverty and injustice. It’s been proven time and time again that where there is inequality, there is poverty.

But we’re working to combat inequality and we continued that work in the last year with notable progress, including in helping to start a national conversation on tackling extreme wealth. We hope to see this conversation translated into action this year.

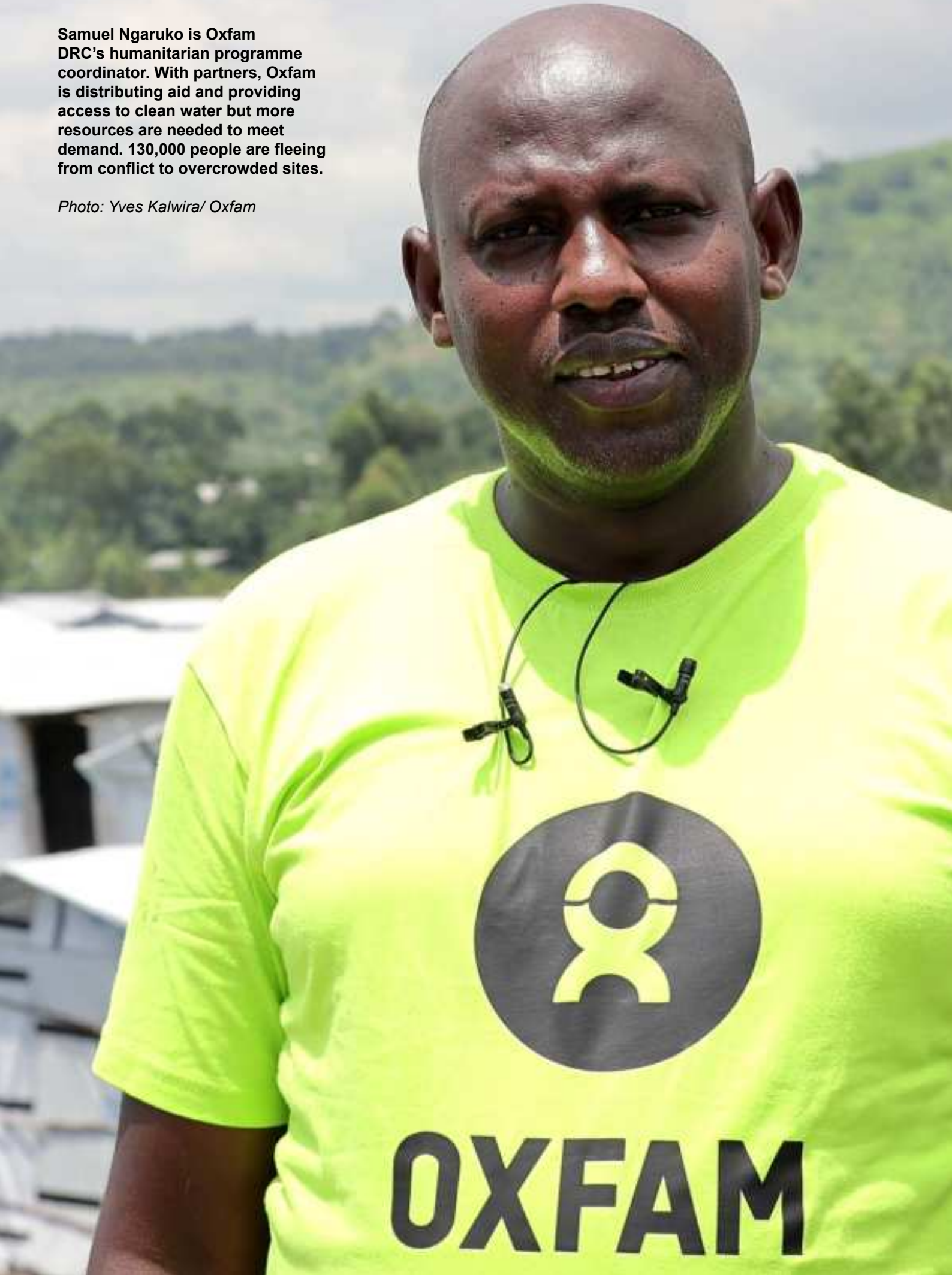
To combat the effects of poverty, we live out our commitment to equality and empowerment. This includes championing development and humanitarian work that is locally-led. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty. The benefits of this commitment are particularly visible in our Irish Aid funded, Ireland’s Civil Society Partnership (ICSP) for A Better World programme , which is being implemented in seven African countries. This is also being implemented in Ireland, through the Global Citizenship Education (GCE) programme, which is empowering people in Ireland to critically explore global issues of inequality and take action for positive change. Over the past year, we’ve also continued to increase our European Union grant portfolio, and are very grateful for EU support. We are particularly excited with the ReCIPE programme working across 10 countries which focuses on promoting and defending rights online.

I am proud of the work we’ve completed over the past year and in the last three years. As we look ahead to the next three-year period of our 10 Year Strategic Framework, Horizon Plan 2024 – 2027, we are committed to new ways of working that will make us more focused, connected and a stronger force for positive change in the world. We will continue to tackle inequality, injustice and poverty through a culture of collective planning, accountability and learning while always being true to our values as together with our dedicated donors and supporters, and our inspiring partners, we fight for a better world.

Jim Clarken,
Chief Executive,
Oxfam Ireland



Jim Clarken
Chief Executive
Oxfam Ireland



Samuel Ngaruko is Oxfam DRC's humanitarian programme coordinator. With partners, Oxfam is distributing aid and providing access to clean water but more resources are needed to meet demand. 130,000 people are fleeing from conflict to overcrowded sites.

Photo: Yves Kalwira/ Oxfam

OUR VISION FOR 2030

Horizon Plan

2024 – 2027

In 2020 we embarked on a **10 Year Strategic Framework**, *Let's End Inequality and Poverty Together*. Our Strategic Framework lays out a bold and ambitious vision for 2030 that builds on our existing work while developing and delivering new approaches that make us more connected, collaborative and focused yet adaptive. It also aligns with the Oxfam confederation's Global Strategic Framework.

Ending inequality as a root cause of poverty and injustice is central to our Strategic Framework and to achieving its **four key goals**:

- Just Economies
- Gender Justice
- Climate Justice
- Accountable Governance

Our **Theory of Change** guides our ways of working, including a strong focus on **Systemic Change**, People Power and a Feminist and Anti-racist Approach. Through the lens of Systemic Change, we're working in partnership to transform the unequal and harmful social, political, economic and cultural systems that perpetuate poverty and injustice. By leveraging **People Power**, we're prioritising solidarity and partnership, ensuring the voices, stories and actions of those most impacted by poverty and injustice are amplified. When we talk about a **Feminist and Anti-racist Approach**, we mean we will share power, challenge our behaviour, prioritise partnerships, ensure everyone is heard and champion safety, diversity and inclusion.

Horizon Planning

To ensure we deliver on our overarching goals by 2030, we are implementing our Strategic Framework in a block of three or four years called a Horizon Plan. This mirrors implementation of the Global Strategic Framework and aims to align affiliate Horizon Plans across the confederation.

Horizon Plan 2024 – 2027

The close of this financial year saw us complete our first three-year Horizon Plan and begin a new one, **Horizon Plan 2024 – 2027**. This will guide our cross-organisational work over the next three years.

In reviewing the Horizon Plan 2020 – 2023 we concluded it was largely dominated by responding to the Covid-19 pandemic across the organisation and adapting where necessary. This included across our development, humanitarian and influencing programme, our public engagement and our financial stability. In terms of our Strategic Framework, we began to transition systems and structures from the previous organisational strategy and review our ways of working, including across cross-organisational agendas and our cultures and values.

Under Horizon 2024 – 2027, we want to ensure that our work is more focused and aligned across all parts of the organisation – programming, influencing, public affairs, digital, fundraising and marketing, trading and operational support. We also want to enhance our collective planning, accountability and learning culture and build a robust monitoring and evaluation framework that allows us to clearly measure impact across the organisation.

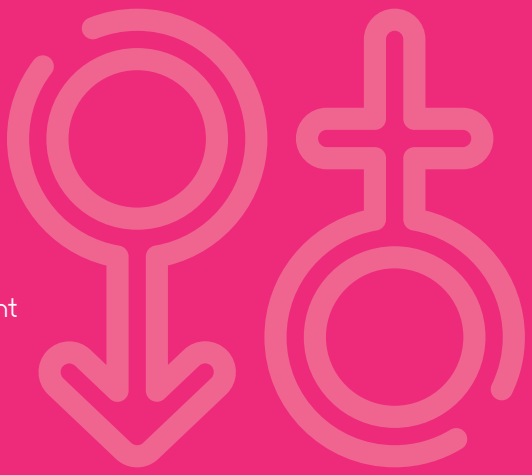
In 2023/2024, we progressed Horizon Plan 2024 – 2027 in the following ways:

- Reviewed and collated learnings from Horizon Plan 2023 – 2024
- Explored Oxfam International's Horizon Planning Process for 2024 – 2027 and agreed how that would inform our process in Oxfam Ireland
- Held a cross-organisational workshop and determined six Focus Areas that would underpin Horizon Plan 2024 - 2027
- Established an internal, cross-organisational Steering Group to develop the Focus Areas in detail and determine a number of Outcomes under each. (By Outcomes we mean objectives that determine where we want to be at the end of 2027).
- Developed Focus Areas and Outcomes and communicated to key stakeholders and cross-organisationally

THE SIX FOCUS AREAS

Focus Area 1:

Gender



Summary of Focus Area

- Ending gender-based violence,
- Ensuring the rights of women, girls and the LGBTQIA+ community are recognised and upheld, including their right to bodily autonomy and reproductive justice,
- Confronting sexist, patriarchal, unfair and harmful norms and practices across all our work.

Focus Area 2:

Inequality



Summary of Focus Area

- Fighting inequality and its root causes,
- Realising fair tax systems and a more sustainable economy,
- Protecting human rights, including in business and across migration issues.

Focus Area 3:

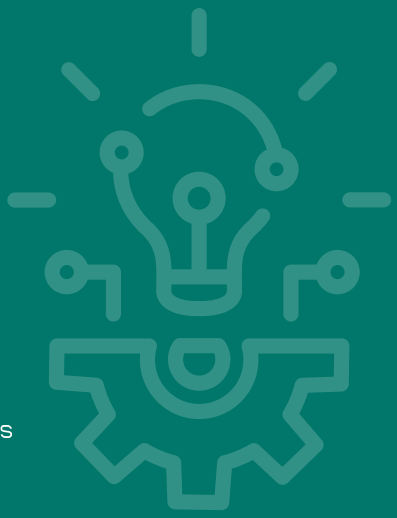
Enhanced Humanitarian Action

Summary of Focus Area

- Contributing to more collaborative, inclusive, principled, and effective humanitarian action that tackles gender inequality,
- Ensuring humanitarian action is locally led, more prepared and better resourced so that it can support everyone in crisis without discrimination.

Focus Area 4:

Digital Innovation



Summary of Focus Area

- Contributing to the creation of a digvironment that respects and upholdople's rigs and promotes eq, gender justice and social well-being and protects civic space,
- Leveraggvation technologes to unlock opprtunities and find solutions to the problems facing the communities and partners we work with.

Focus Area 5:

Confronting Climate Breakdown



Summary of Focus Area

- Confronting climate breakdown with decolonial feminist action,
- Addessing ineqes in climate action, includoss climate finance and Loss and Damage,
- Swer and prioritising partnerships and the voices of those most impacted

Focus Area 6:

Ways of Working



Summary of Focus Area

- Championing solidartnership,
- Protecting civic space,
- Embracing our values,
- Addessing the root causes of poverty, injustice and disaster,
- Ensuring an enabling and well-resourcedvironment.

HORIZON PLAN - NEXT STEPS

This work was concluded by the end of March 2024. The next steps will see each department using the six Focus Areas and their Outcomes to develop Annual Operational Plans (AOPs) for 2024 – 2025. These AOPs will build on the Focus Area Outcomes by developing Outputs, Activities and Indicators. The Indicators will enable us to clearly and tangibly track progress and measure impact. All AOPs will recognise synergies and cross-organisational collaborations and we will prioritise shared work.

Through Horizon Plan 2024 - 2027, we aim to make a greater collective impact both in programme countries and across the island of Ireland. We will also strengthen our own ways of working to ensure everything we do is in line with the values and approaches we committed to in our Strategic Framework. At the end of the three years, we plan to be more a more focused, more joined up and more thoughtful organisation with a strong and sustainable resource base and a work environment that even better enables all of us to give our very best.

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist

Years one to four: 2020–2024

Milestone	Notes on Status
2020	
Develop first Three-Year Horizon Plan for 2020-2023	Developed and delivered by the end of 2023.
Review and adapt Trading Strategy in response to the ongoing impact of the Covid-19 pandemic	
Enhance our Management Information Systems to enable staff to work more effectively as a flexible, dispersed and well-connected team	
2021	
Define and embed an organisational culture	Work began on this in 2021 as part of the transition to our new 10 Year Strategic Framework. We aim to complete this work under Horizon Plan 2024 – 2027.
Begin to transition existing programmes and influencing work according to the new strategic framework and invest in new initiatives to achieve our goals	This will be further enhanced under Horizon Plan 2024 – 2027.
Develop a new fundraising strategy to support Oxfam Ireland to grow and diversify its income up to 2030	This will be further enhanced under Horizon Plan 2024 – 2027. A key output under the Ways of Working Focus Area is delivering an **ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding.**
Deploy a new influencing agenda which challenges inequality, climate change and promotes gender justice.	In 2024, we established a Public Affairs Department which brought the Communications and Campaigns and Policy and Advocacy teams together under one strategic function. This department's work under Horizon Plan 2024 – 2027 will further enhance work delivered under this milestone, including cross-organisationally.

On Track | Largely on Track | Off Track

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist (Contd)

Years one to four: 2020–2024

Milestone	Notes on Status
Develop a monitoring and reporting framework for measuring results and impact	This will be further enhanced under Horizon Plan 2024 – 2027. A key priority under Horizon Plan 2024 – 2027 is further establishing a robust planning, monitoring, learning and accountability culture.
2022	
Implement learning and knowledge approaches to help us understand how we contribute to systems change	
Further strengthen organisational systems, policies and processes aligned to restricted funding obligations	This will be progressed under Horizon Plan 2024 – 2027.
Develop and implement a new supporter engagement strategy	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop a new partnership strategy	
2023	
Achieve formal recognition for our top-class governance processes	We have seen significant improvement in this area since 2020, including by being shortlisted for the Good Governance Awards several times. It is our ambition to continue to improve across all our governance processes and structures and become award-winning.
Complete and evaluate first Three-Year Horizon Plan for 2020 - 2023	
2024	
Financial position has stabilised	
Stock take on organisational culture	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop second Three-Year Horizon Plan for 2024 - 2027	The Focus Areas and Outcomes under Horizon Plan 2024 – 2027 have been established. The next step is to use these to develop cross-organisational Annual Operational Plans and metrics.

On Track | Largely on Track | Off Track



Ciciliya Simati, a Cyclone Freddy survivor, looking at a photo taken a few days after Cyclone Freddy at her home in a village in southern Malawi on 3 October 2023. Shortly after the cyclone, Oxfam provided cash support to help people meet their urgent needs.

Photo: Thoko Chikondi / Oxfam

OUR VISION FOR 2030

OUR FOUR GOALS AND STRATEGIC OBJECTIVES

SUMMARY OF PROGRESS

In line with our 10 Year Strategic Framework, we delivered a range of programme work, including long-term development projects, humanitarian action, influencing and campaigning, to achieve our four goals – Just Economies, Gender Justice, Climate Justice and Accountable Governance.

Our overarching objective across our programme work was, and is, to enable communities to realise their rights, exercise leadership and build resilience for a life free from poverty, violence, and discrimination. In the last financial year across EU and Irish Aid funded development, humanitarian and influencing programmes, we directly reached 109,370 people and indirectly reached 2,184,366 people. In addition to this, we reached a further 20,223 people through our influencing, campaigning and global citizenship education work across the island of Ireland. Combined this means we reached 2.3 million people directly and indirectly in the last year alone.

The last financial year saw the beginning of a new five-year programme response under Irish Aid's Irish Civil Society Programme (ICSP). This built on the success of our development, humanitarian, influencing and public engagement work under the previous six-year Irish Aid grant. It incorporated key learnings. The ICSP (2023 – 2027) represents a new, blended programme that works across development, humanitarian, and acute crisis streams to bring greater coordination and effectiveness. It also includes a Global Citizenship Education programme that increases awareness and understanding about development and humanitarian issues and

facilitates critical exploration and action by people in Ireland. Despite being in its fledgling stages, the ICSP has delivered significant scope and progress. In Year One it reached 60,155 people directly and an estimated 839,366 people indirectly across the seven programme countries. The ICSP can also spotlight some early achievements in terms of best practice, for example, the pilot Farmer Field Schools in Zimbabwe, Malawi and Zambia established to promote climate-smart agricultural technologies while providing communities with fresh food and income.

In the last year, we also secured funding from the European Commission to deliver an innovative programme focusing on digital rights. The ReCIPE (Recentering the Civic Internet through Partner Engagement) project will contribute to the creation of a digital environment that respects and upholds people's rights and promotes equality, gender justice and social well-being and protects civic space. It will leverage digital innovation technologies to unlock opportunities and find solutions to the problems facing the communities and partners we work with. This work began in January 2024 and will scale up across 2024/2025.

Across our programme work, we follow a Localisation Model and this continued to be a priority over the last year. Localisation means supporting local and national organisations, or partners, to respond to the issues impacting their communities and develop their own solutions. Local partners are embedded in the communities we work with so they can respond quickly when crises happen. They also best understand the cultural context where they are working. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty.

Embedding a "Triple Nexus Approach" also remained a priority for us over the last year. This means delivering a humanitarian response that supports communities before, during and after crisis, while also enhancing opportunities for peace. The Nexus Approach combines humanitarian, development and peace-building work to ensure that individuals can enjoy the full spectrum of human rights. For example, in the last year, we supported three projects in Malawi, South Sudan, and Syria, which focused on access to food, WASH (Water, Sanitation, and Hygiene), and protection (ensuring people are safe and that their rights are upheld). We also supported the establishment of Peacebuilding Committees in Somaliland.

Over the last year we continued to focus on tackling systemic change across all our programme work. In the countries we work in, we engaged with a range of local and national leaders and duty-bearers across the community and political spectrum. For example, in order to eliminate the systems and structures that perpetuate violence against women and girls and other vulnerable groups in South Sudan, we secured roundtable discussions with government and community leaders.

At home on the island of Ireland, we also continued to work for systemic change in order to fight inequality. We worked on a range of issues that tackle the root causes of poverty and injustice, including calls for more progressive taxation, confronting climate breakdown and supporting people forced to flee their homes. We amplified the voices and stories of those most impacted by poverty and inequality, especially our partners. We held political leaders and decision-makers to account for their action and inaction. We showed solidarity, working with our supporters, with local and grassroots organisations, and with partners. For example, we developed and delivered a Global Citizenship Education campaign to support people to critically explore and respond to the unprecedented humanitarian catastrophe

in Gaza. Over 2,800 people meaningfully engaged with the content and a number went on to attend a webinar entitled, *Conflict Hits the Poorest Hardest.*

Challenges and Learnings

During the reporting period of ICSP, the programme had to operate in situations where political and security issues are high in certain countries. In DRC, the volatile security context resulted in large-scale population movements and internal displacements, making it difficult to access communities.

Changes to government policies in programme-supported countries regarding the work and activities of international non-governmental organisations and civil society organisations, limited our ability to work with certain populations.

These challenges have been recognised as pre-identified risks and teams had mitigation strategies in place. Dealing with these risks however, has provided valuable learning for OIE and country teams and will help to strengthen programming moving forward.

Locally-Led development had mixed response from local authorities, as they were used to working with Oxfam in the past as the direct implementer of the response and programmes. There is a possibility that reduced visibility of Oxfam may reduce funding and make it difficult to explain Oxfam's role.

Future Plans

To support implementation of the Oxfam Ireland Framework for Action on Localisation, we have established a dedicated investment fund. This provides funding that countries can apply for annually for initiatives/processes that embed and support localisation. The Localisation investment fund for 2024/25 will be launched in its pilot year to inform how we can best and most effectively increase such support for the future.

GOAL 1 - JUST ECONOMIES

People and planet are at the centre of feminist and sustainable economic systems that address inequality and end poverty.



Abdilahi Shire is a farmer from the Sanag region in eastern Somaliland. He received seeds from Oxfam. This helps his family in times of drought, as they have stored food.

Photo: Ahmed Osman/Oxfam

GOAL 1 - JUST ECONOMIES

Economic inequality hits the poorest hardest. We want to see just economies that promote equality, protect the planet and end poverty. Together, we want to build an economy that works for everyone, not just the richest elite. Across our programmes, we support the economic empowerment of women, young people and marginalised groups.

Across the island of Ireland and globally, we work to ensure that governments and the private sector fulfil their obligations in implementing fair, sustainable and responsible business policies and practices. We work to ensure that they are held accountable whenever they contribute to inequality or the climate crisis.



1. Transformed economic models and practices that address poverty and inequality, prevent exploitation and abuse, and advance environmental and social well-being.
2. Fairer tax systems in Ireland and globally and an end to tax avoidance by corporations and wealthy individuals.
3. Better mechanisms to help communities prevent, mitigate and respond to shocks and crises while supporting resilience and early recovery.
4. The private sector aligns its core business strategies and purpose with the Sustainable Development Goals and human rights principles.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

400 Households in South Sudan were provided with fishing gear and 300 households were provided with seeds and tools for food-producing economic activities.

348 Households were given cash assistance during the lean season in South Sudan. The lean season is the time of year when it's most difficult to find enough food.

105 People were trained on early warning and early action, disaster management, and community fund handling in Somalia (land). Oxfam, along with the National Disaster Preparedness and Food Reserve Authority (NADFOR), formed Disaster Risk Management committees in 15 project areas. Each village received $1,000 as seed capital. Committees oversee fund management.

Through our influencing and campaigning work:

We continued our work on economic justice, in particular our advocacy work on taxing extreme wealth and on corporations

- In January, our report – Inequality Inc – published to coincide with the World Economic Forum in Davos showed how corporate power divides our world and argued for a new era of public action. It showed how, since the beginning of the decade the richest five men in the world have doubled their fortunes. During the same period, almost five billion people globally have become poorer. This report calls for a wealth tax and moves to curb excess corporate power received widespread coverage and was raised on the floor of the Dáil.
- Our pre-budget submission strengthened our call for a permanent wealth tax and temporary windfall taxes to yield income that could address national issues as well as our international commitments on Overseas Development Assistance, climate finance and humanitarian action.
- Oxfam Ireland was a guest of the Budgetary Oversight Committee where we presented evidence and argued for smarter taxation of assets and wealth.
- We met directly with a Vice President of the World Bank, alongside other NGOs and pressed the need for the institution to publish international inequality statistics and to work with countries on policy plans to reduce income inequality.
- We were happy to play our part in the Tax Justice coalition culminating in the report of UN's Economic, Social and Cultural Rights Committee calling on Ireland to strengthen measures to combat tax evasion and tax fraud, with a particular focus on wealthy individuals and businesses.
- With our partners in the Coalition for Business and Human Rights we lobbied MEPs to maintain the strength of the EU's Corporate Sustainability Due Diligence Directive in the face of major corporate pushback. This Directive is designed to ensure that large companies would be legally required to demonstrate how they are adhering to human rights and climate obligations.

GOAL 2 - GENDER JUSTICE

Women and girls in all their diversity live free from gender oppression, discrimination and violence.



Amina Mohammed Abdi lives in Gol'Anod village in Ethiopia. The 35-year-old runs a small tea shop across the street from one of the water points Oxfam installed in her village. By providing water close to people's homes, people don't have to spend as much time, or travel as far to get water. This helps to reduce the risk of gender-based violence for women and girls. It used to take Amina four hours to get water and she would have to carry it on her back, as she didn't always have a donkey or camel to carry it.

Photo: Petterik Wiggers/Oxfam

GOAL 2 - GENDER JUSTICE

Ending poverty means tackling all of the discriminations and inequalities that fuel it. We want to see a just society where women and girls in all their diversity live free from gender oppression, discrimination and violence. We want to see them meaningfully contribute to political processes and spaces, and participate in decent work for fair wages.

Across the island of Ireland and globally, we work to challenge harmful social norms and belief systems that impact women living in poverty the most. We focus on supporting women and girls to practice agency and choice in their lives and to challenge the patriarchal practices that prevent them from realising their rights. We're working to end the unequal and oppressive policies and practices that prevent women, girls and the LGBTQI+ community from living full, free lives.



1. Women and girls lead and meaningfully participate, safely and freely, in social, economic, cultural and political life with full respect for their rights and dignity. They exercise agency and autonomy over their bodies and lives.

2. Women and girls live free from all forms of sexual and gender-based violence and any such threats. Social norms, legal frameworks, policies and practices prevent violence and hold perpetrators accountable. Survivors have access to free quality support, services and justice at all levels including within customary and religious laws.

3. Women are represented equally in leadership positions – receiving the same recognition and reward as men. They drive public policy, including decision-making on peace and security.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

8,600 People were reached in advocating for improved gender-based violence services in Malawi.

180 Survivors of gender-based violence received training in technical and entrepreneurial skills in Malawi.

140 People took part in community gatherings in 14 villages in Somalia (land). These events were to promote support for women's economic and leadership rights. The events aimed to raise awareness for gender equality in decision-making, accessing resources and resolving conflict. One village was unable to host an event due to accessibility issues caused by local conflicts.

11 Radio talk shows were organised on topics about women and child rights, education policies, and human rights in the mining sector in Uganda.

791 People were reached through community engagements addressing harmful social norms that contribute to violence against women and girls in Zambia.

3,501 People were reached by our partner in Zimbabwe, Bethany, during the 16 Days of Activism against Gender-based Violence. They conducted door-to-door calls and held 91 village meetings. These provided information on GBV prevention services and support for survivors. Other partner organisations raised awareness of gender-based violence also. Hope for a Child in Christ (HOCIC) reached 650 people through roadshows, providing access to services.

256 People attended conflict resolution skills training in Somalia (land). This included women who were given a platform to express their needs and views. Local leaders also took part and can now advocate for the rights of all.

Through our influencing and campaigning work:

We joined a platform of feminist, equality and children's rights NGOs calling for a Yes Yes in the family and care referendums. We took part in platform events, held an information webinar and amplified the messages of our partners.

We took this position to help remove outdated, stereotypical language from the Irish constitution, to argue for true equality for women and men and to campaign for Government investment in all forms of care and support for people in need.

GOAL 3 - CLIMATE JUSTICE

The climate crisis is abated, environmental 'tipping points' are averted through well-resourced, radical solutions which improve people's well-being, and there is environmental justice for all.



In a village in north eastern Somaliland, Deka Aden gets water from a water point that was newly built as part of an Oxfam project. Recurrent droughts mean that access to clean and reliable water remains one of the most urgent challenges for communities in Somaliland. Oxfam in Somalia, with support from the German Federal Foreign Office (GFFO), is providing access to clean water and better sanitation facilities. Through this project, six boreholes have been constructed and rehabilitated, including two solar-powered ones. Additionally, 60 emergency household latrines have been built in four villages, improving sanitation and reducing health risks. Before, families had to travel long distances using donkey carts to get water. Now they can access water close to their homes.

Photo Ahmed Osman/Oxfam

GOAL 3 - CLIMATE JUSTICE

The climate crisis affects all of us, but it hits the poorest people hardest, those least responsible for causing it. We want to see governments and big business across the world do more to protect our planet, recognising that climate change is a man-made disaster that is already reversing progress made in the fight against poverty and inequality. Globally, we want a sustainable food system that ensures no person goes hungry and a circular economy that eliminates waste and tackles over-production and over-consumption.

Across the island of Ireland and globally, we work to tackle the impact of climate change by holding governments and corporations to account, calling on them to stop destructive practices and instead invest in sustainable solutions. We work to ensure that the voices of feminist organisations, youth and indigenous peoples are amplified in climate negotiations and lead the transition towards greener and fairer economic solutions. We also work with local communities most impacted by the climate crisis to prevent, mitigate and respond to climatic shocks and disasters, building resilience and long-term solutions.



1. The systems and practices that drive the climate crisis are transformed while guaranteeing the rights of those most impacted.

2. Governments and corporations are held to account and take responsibility for adaptive responses.

3. Local knowledge, expertise and leadership ensure governments at all levels are held accountable for just, equitable and timely responses, which consider the gendered impacts of the climate crisis and how it impacts conflict and fragility.

4. All productive systems, especially the food and textile sectors, are transformed to operate within planetary boundaries and enable all people working within them to live with dignity, earn a living wage and adapt to the impacts of the climate crisis, protecting the rights of those most affected.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

421 People reached in Zambia through community awareness meetings at seven "agricultural camps" across four districts. Farmers were equipped with the knowledge and resources needed to adapt to climate change and improve their crop harvests.

557 People were trained in Uganda by our partner, The Uganda National Apiculture Development Organisation (TUNADO). Beekeepers were trained in sustainable apiculture. "Bee champions" passed on their training to 407 beekeepers.

150 Farmer households in Somalia(land) received greenhouse technology support and training. Each greenhouse supported 1,000 tomato plants

18,045 People increased their ability to avert environmental protection risks in Democratic Republic of the Congo (DRC). There has also been an increase in the ability to prevent and respond to causes of violence, inequality, and conflict, with 50% of people reporting improvement.

2,963 People benefited from the construction of water channels to avert flooding in South Sudan, with a focus on gender equality. Rainwater collection systems were installed in four institutions to enhance water supply to surrounding communities. There was also a focus on establishing an early warning system in Pibor to provide timely information about potential hazards using Solar powered radio. These initiatives aim to minimise the impact of disasters and improve water access in the area.

500 People actively contributed to climate adaptation plans in Somalia(land). These were aligned with existing national and regional early warning contingency plans. Additionally, a group of people from 14 villages received training on collecting and using data from early warning information systems.

Through our influencing and campaigning work:

- We continued our long-term lobbying for a Loss and Damage fund – a fund to assist countries most vulnerable and most impacted by climate change. We held a briefing including partner NGOs with Minister Ryan, the lead EU negotiator at COP28. The Loss and Damage fund was announced in COP28 UN Climate Change Conference in Dubai and we welcomed this move, while stressing the scale of the Fund needs to exponentially increase and the monies dispersed via grants to those countries most in need.

- In advance of COP28 we presented at the Joint Oireachtas Committee on Environment and Climate Action with Fati N'Zi-Hassane the Oxfam in Africa Director. We used this opportunity to highlight the need for a Loss and Damage Fund and to stress the responsibilities on rich polluting countries and systems towards the global south.

- We worked closely with Dóchas to include our asks on climate financing and for Ireland to lead the way in global financial reform by reallocating its IMF Special Drawing Rights (SDRs) to countries of the global south.

- We directly lobbied Irish politicians with our 7% campaign calling for accountability in the implementation of Irish climate targets.
- We began building a network of Youth Ambassadors for Climate Justice and undertaking a capacity-building programme with these activists for the future.
- We marched with our partners in the Global Day of Action in advance of COP28.
- We held a night of action-planning and drama with Comhlámh to highlight our campaign on climate and biodiversity and how everyone can play their part.

GOAL 4 - ACCOUNTABLE GOVERNANCE

Governance systems and governments are people and planet-centred, just, inclusive and accountable.



With help from Oxfam partner JAGO NARI, Dulu Begum from Bangladesh became a community leader and an outspoken advocate for reducing disaster risks.

Credit: Elizabeth Stevens/Oxfam

GOAL 4 - ACCOUNTABLE GOVERNANCE

We want the systems and structures that govern our world to be transformed to tackle poverty and inequality, instead of often perpetuating them. We demand accountable and inclusive governance, that upholds the hard-won gains achieved by global movements across human rights and women's rights. A just and sustainable future depends on safe and vibrant spaces that allow all people to hold the powerful to account.

Across the island of Ireland and globally, we work to influence and hold the Irish government and world leaders accountable for their obligation to uphold protective international norms, including international humanitarian law, human rights and refugee law.



1. People, particularly those who experience exploitation, exclusion and crises, can exercise their agency to defend, claim and realise their rights and can challenge structures of inequality and injustice to build democratic, equal and sustainable societies.

2. Digital rights are respected and digital technology is accessible to all, surveillance free, and can be used safely without fear to claim and access rights from governmental, corporate and other duty bearers safely.

3. Governments uphold people's right to essential services such as healthcare, water, education, and social protection in gender-responsive ways that do not exclude the poorest and most vulnerable populations.

4. Governments respect and enable safe democratic and civic society space, so that people can hold governments accountable for their actions and their duty to protect and uphold human rights

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

1.2M People from marginalised groups (women, youth and people with disabilities) were reached through social media, radio, TV and print channels on the reforms of the energy sector and clean energy solutions in Malawi.

46% of people in the project in Democratic Republic of the Congo (DRC), were better informed about their rights and laws. This percentage could name and explain at least two laws after the first year of the project.

50 Puppeteers were trained to raise awareness about different issues in Uganda. Puppet shows raise awareness of the dangers of child labour, mining governance and climate change.

450 People were engaged in three round table discussions in South Sudan. The discussions identified issues related to protecting people from harmful cultural norms and practices. Community leaders and government stakeholders committed to preventing and responding to any act of violence perpetrated against women and girls and other groups.

Through our Global Citizenship Education programme:

2,845 People in the Republic of Ireland directly engaged with a campaign exploring how conflict, inequality and poverty intersect and almost half of those signed up to continue the conversation with us through a series of webinars and workshops.

Through our influencing and campaigning work in Ireland:

- We lobbied the Irish Government to work within the EU to stop illegal pushbacks at the European border and inhumane detention camps.
- We coordinated an open letter signed by all Irish MEPs to the European Commission asking for urgent action on pushbacks at EU borders.
- We organised a seminar series with Comhlámh with guest speakers including survivors, journalists, NGO partners and academics on the reality of migrants' experiences at the EU border.
- We met with officials from the Department of Justice on pushbacks at EU borders, the external aspects of EU migration policy and the need for search and rescue.
- We began a partnership with the Irish Refugee Council on a project "Activists and Advocates" to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.
- As part of our ongoing pushbacks campaign, we joined with Comhlámh to run an event at the Dublin International Film Festival screening of the Polish film about pushbacks, 'Green Border' in Lighthouse cinema.

RESOURCING TO DELIVER

Fundraising & Marketing

Looking back on this year, we see our generous supporters and partners behind everything we do in the fight against poverty and inequality.

Over the past year, support from all donors through their donations and legacies realised €4.3M. This funds our programmes, advocacy and influencing activities as well as the supports and funding generation campaigns needed to deliver a sustainable organisation.

We are deeply grateful to everyone who made, and continues to make our mission possible. The contribution to our mission-delivery from all our public fundraising, private sector, communities and trusts and foundations in 23/24 was 4.5% ahead of budget.

Our fundraising teams are driven by the vison and mission of Oxfam Ireland and the people we work with work with, as well as our responsibility to our donors and supporters. We hold ourselves to the highest standards of integrity and accountability and operate in compliance with the Irish Charity Regulator's Guidance for Charitable Organisations on Fundraising from the Public and the Fundraising Regulator's code in Northern Ireland. Oxfam Ireland was awarded the Charities Institute Ireland's Triple Lock Standard for best practice in transparency and accountability again in 2023/24.

Over 15,000 people supported our work on a monthly basis via direct debit or standing orders. Over the past year, the Regular Giving Team exceeded its growth target for new monthly supporters by more than 100%. This regular committed income allows us to plan our work to help people build better lives for themselves. It also means that when disaster strikes, we can mobilise quickly and be there to save lives and help rebuild communities.

Our teams were also inspired by the thousands who donated to our appeals including the East Africa Appeal in 2023 and the ongoing Gaza Emergency Appeal.

Tax effective giving, where donations are augmented by a government refund of the related income tax, also delivered substantial additional income during 2023/24.

We were so grateful for the support of those people around Ireland who organised collections, took part in sporting events, various marathons and mini marathons, coffee mornings and many other creative ways to raise funds to support our work.

We were proud to continue several major multi-annual funding partnerships with Trusts, Foundations and companies including Electric Aid, Dalata, EVAD, Gowan Group, Hibernia, Kore Energy, Marsh, Mazars, McInerney Saunders, Osbourne King, PPFS, Red Flag, Stonebridge Commercial Estates, SYSCO Software, to name just a few.

Digital Engagement

Across 2023/2024, we achieved over 19 million impressions through our various digital engagement activities and over 610,239 took direct actions. That's a 68% increase in direct actions compared to the previous year. This is a testament to Oxfam Ireland's ability to engage and mobilise Irish society in digital spaces.

This level of engagement shows how well we leverage digital platforms and behaviour trends to spread our message, enable action and mobilise. It also highlights the extent of our influence and the united strength of individuals rallying behind our cause. Each impression helps fight the root causes of poverty, as it sparks awareness and builds empathy.

During this year, we successfully launched a new website, resulting in a substantial 10% reduction in bounce rate. This was due to us putting the user experience at the core of the changes, reviewing our content and making the navigation more intuitive. We also transitioned to analytics service, Google Analytics 4 (GA4), for enhanced cross-tracking capability. This data will help us make more informed decisions on our strategy and further understand our users' needs and interests.

We supported income generation totalling over €435,000 in digital and digital-assisted income. As part of a team effort across departments, we successfully launched multiple emergency appeals through the year in response to global crises. Our #CeasefireNow digital campaign garnered over 12,000 signatures.



Artist and musician Tolü Makay participating in our Second Hand September campaign 2023

Photo: Sasko Lazarov Photocall Ireland

RESOURCING TO DELIVER (CONTD)

Our efficiency to act when an emergency hits like last year's earthquake in Türkiye and Syria led us to take part in Oxfam International's content production for the Gaza response. This meant we could support colleagues and affiliates that don't have the capacity to act when a crisis hits, as well as expanding our capacity to respond to the emergency.

We helped deliver the best-performing #SecondhandSeptember campaign to date, creating a tailored, immersive landing page and a strong social strategy. We used competitions and influencers to drive engagement and reach, and to increase our campaign awareness.

We focused on a design centric user experience to develop a website for our ReCIPE programme. We supported the development of the ReCIPE website and branding. ReCIPE stands for "Recentering the Civic Internet through Partner Engagement." This EU-funded grant covers 10 countries and focuses on promoting and defending rights online. This project will be a flagship programme as part of our Horizon plan.

In 2022/2023 it was agreed that local partners would benefit from Digital and storytelling capacity building and it was made a key priority for the digital team this year. We provided training in building digital capacity in Rwanda and Uganda. We're looking forward to continuing this initiative next year.

Trading

Performance

Over the past financial year, we've had an outstanding performance, beating budget across all departments. Over €9 million income was achieved, with a contribution of over €2 million being delivered.

Following a successful pilot last year in 2022/2023 selling vintage clothing and accessories in selected stores, we invested more resources into this department across more shops. This achieved significant growth on the previous year.

Our list of partnerships with brands and retailers continues to grow, as our support for the circular economy builds momentum and recognition across the island of Ireland and Europe.

People

We're continuing our drive to attract a younger demographic across our staff, donors, customers and volunteers. We now have over 900 volunteers across the shop network. This figure is lower than it was in pre-Covid years. However, our current volunteers are of all ages, more fashion conscious, very energetic and enthusiastic. The largest cohort are aged under 25 years old.

Of our volunteers, 299 or 33% are aged between 16 and 25 years. 171 or 18% are aged between 26 and 40 years. There are 224 or 24% in the 41-65 age bracket. 207 or 23% are 65 years old or above.

We continued our relationship with the European Solidarity Corps. We hosted two volunteers from Spain and Italy in Wexford and Castlebar for six months.

In terms of our brand, we refitted our Malahide shop with new messaging to highlight our circular economy work. We plan to roll out this messaging across the shop network over the next few years.

Following internal digital training, more shops are now posting content across several social media platforms. This is helping us to increase our influence in local communities where our shops are and beyond.

At the start of 2024, we began to publicise our plans to open Oxfam's first superstore in the country. This store is located in Holywood, Co Down. The official opening took place in May.

We continued to collaborate with several stakeholder groups across the island of Ireland and further afield. These collaborations included CISUTAC, Textiles 2030, Circle Economy, UCD Innovation Academy, Rathmines College, APARTO, Hibernia Windmill Lane, Textiles Advisory Group/ EPA.

RESOURCING TO DELIVER (CONTD)

Institutional Funding

Over the last year, we continued to implement our Institutional Funding Strategy in line with our organisational 10 Year Strategic Framework. This strategy seeks to strengthen our engagement with Irish Aid and Irish institutions, while diversifying our institutional funding portfolio and increasing institutional funding capacity.

In the last financial year we have reached our income record, securing Institutional grants for a total value of €11.7m. The EU became, for the first time, the primary source of institutional funds, with Oxfam Ireland winning two large contracts amounting to €7m. In addition to this, Oxfam managed to secure an extra €1m funding from the Irish government through the Embassy of Vietnam, for Oxfam's work in Cambodia.

The Irish Aid funded Irish Civil Society Programme (ICSP), which supports our development, humanitarian and global citizenship education work, entered its second year of implementation. It began in January 2023 and will run until December 2027. ICSP is a multi-year, multi-country programme that implements €4.7m every year and targets more than 300,000 people.

To improve our management of all these new funds, the Institutional Funding team welcomed its third member, our Grants Manager this year. They will oversee all the different contracts secured by Oxfam Ireland over the last few years.



Jade Augis and her band 'ALL THINGS EVE' organised a Gig for Palestine in April 2024. Plans for this were underway in March. Money donated went to Oxfam's work in Gaza.

RESOURCING TO DELIVER (CONTD)

Challenges

When we embarked on our 10-Year Strategic Framework in 2020, we referred to the world as being in a state of polycrisis. This is the idea that there were simultaneous occurrences of several catastrophic events happening worldwide. Now experts and thought leaders prefer to use the terms permacrisis. This is an extended and ongoing period of instability and insecurity, especially one resulting from a series of catastrophic events.

This contributes to a challenging fundraising landscape for organisations like ours. With extended and ongoing crises across the world, including as a result of climate breakdown and conflict, we rely on the generosity of the public more than ever. At the same time, it can be difficult to effectively communicate how people can show support and contribute to solutions in the face of multiple crises requiring attention, including many specific to the island of Ireland. This is something we navigate across all our public-facing departments, including fundraising and marketing, trading, public affairs and digital. We are exploring how we can communicate in a more coordinated way through our Horizon Planning process, including how to better amplify the voices of the people and partners we work with across our programme countries.

Specifically in terms of digital, we continue to see an impact from the privacy changes in digital marketing as well as the increase in content created and posted across digital platforms. As content volume continues to increase, we need to look at fresh and innovative ways to reach new and existing audiences and develop strategies to retain them. We also continue to evaluate the risk and opportunities of utilising new technologies and tools, like Artificial Intelligence (AI), throughout the digital journey.

Future Plans

Under the Ways of Working Focus Area as part of our Horizon Plan 2024 – 2027, we have a specific Outcome to develop an ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding. This strategy will align with our decolonial, feminist values and approaches, and will deliver diverse and sustainable income that enables impact across all Focus Areas.

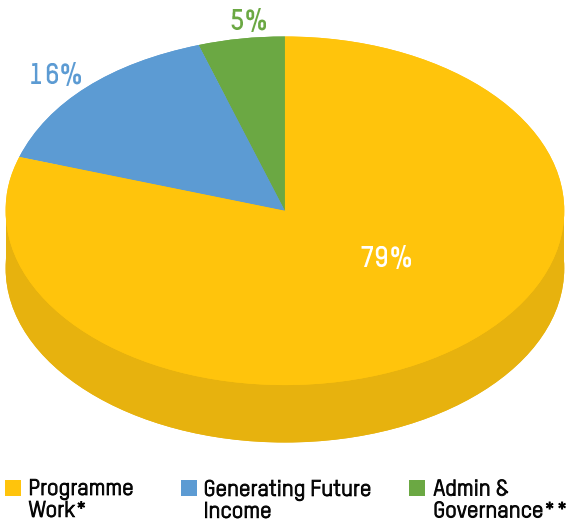
This is a key priority for the next financial year, beginning with a working group with key stakeholders to start strategy development.

Across all departments, increasing staff coordination and capacity will help us to address challenges and achieve greater impact across our income generation. As we seek to bring all of our work under the six Horizon Plan Focus Areas, we will also address our internal structure to ensure maximum efficiency and effectiveness.

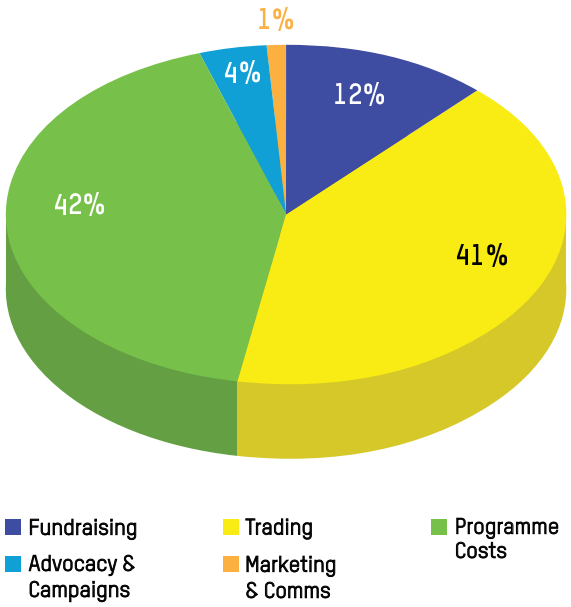
For example, we are increasing the digital team's capacity as part of our Trading Digital Strategy to better support our brick-and-mortar shops through online communications, social media and driving our e-commerce work.

Across all of income generation functions, we will continue to contribute to the global Oxfam confederation. We'll do this through continued relationship building, knowledge sharing and learning and using our capacity and experience to support on global projects. This includes focusing our efforts on digital capacity building for local and country partners.

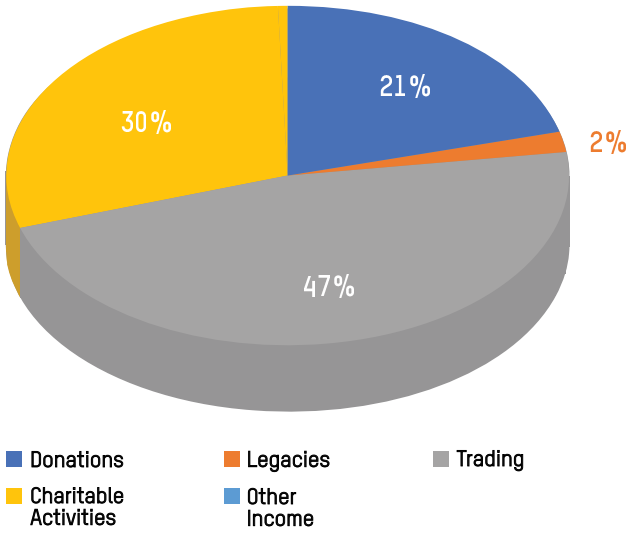
How we spent our money in 2023 / 2024



Where our money goes:



Where our money comes from:



*Our programme work includes long-term development projects, humanitarian action, influencing and campaigning work.

** Excludes support costs allocated to our shop network.



Oxfam Ireland staff with other organisations, participating in the Global Day of Action for a Ceasefire in Gaza.

Public Affairs

New Department of Public Affairs

This year, we established a Public Affairs Department bringing Communications and Campaigns and Policy and Advocacy together. Our main goal in this amalgamation is for Oxfam Ireland to have greater impact on domestic audiences – the public and policymakers – in order to have a truly transformative impact tackling inequality as the root cause of poverty and injustice.

Policy and Advocacy

Wealth inequality: We lobbied policymakers to introduce a tax on extreme wealth and to implement the recommendations of the Commission on Taxation and Welfare, appearing before the Oireachtas Committee on Budgetary Oversight and via our Inequality Inc report.

Climate breakdown: We emphasised the need to agree a Loss and Damage fund for countries of the global south in advance of COP28 in Dubai. We need this via in person briefings, including with the Minister for Climate, and in front of the Oireachtas Committee on Environment and Climate Action. COP28 did agree a Loss and Damage fund, albeit with very small amounts pledged. We began an EU-funded campaign to work with grassroots groups demanding action and accountability from the Irish government on climate change and biodiversity loss.

Migration: We lobbied Irish MEPs against the Pact on Migration and Asylum demonstrating the significant human rights issues with the legislation and proposed. We began a partnership with the Irish Refugee Council called “Activists and Advocates” to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.

Business and Human Rights / Occupied Palestinian Territory: Irish taxpayer’s money was being invested in companies operating in illegal settlement in Palestinian land. We made a submission to the Joint Oireachtas Committee on Finance, Public Expenditure, Reform, and Taoiseach and lobbied policymakers to stop this practice.

Communications and Campaigns

Our communications work continued to support our organisation-wide objectives across brand, profile, income and influence.

In terms of media, we had just over 2,130 mentions across online, print and broadcast media with the third largest share of voice across the sector. We laid claim to the month of September with our Second Hand September campaign across traditional and new media. Once again with our Davos report we provided a strong counter narrative on extreme wealth inequality. Our work and that of our partners in Greece was featured in top tier media.

38,389 actions were taken in support of our Campaigns, which included our Ceasefire Now Campaign, Rights in Crisis, Stop Starving Yemen and Pushbacks not Protected.

This year, we continued our work on Global Citizenship Education (GCE). GCE is part of the Irish Civil Society Programme (ICSP) five-year Irish Aid-funded grant. It began in 2023 and runs until 2027. Under GCE, we aim to increase awareness and understanding about development and humanitarian issues. Ultimately, we want people to become active and empowered global citizens who can effect meaningful change in the fight against inequality to end poverty and injustice.

We ran a campaign this year entitled, “Conflict Hits the Poorest Hardest.” This campaign explored how inequality fuels poverty and how it means people and communities living in poverty are hardest hit by crises. This involved an informative webpage and video, where people signed up to participate in a webinar, which took place in February. Over 2,800 people engaged directly with this campaign, with almost half of those signing up to attend a series of webinars and workshops. 54 people attended our first webinar.

Our Future Plans

Guided by our Horizon Plan II we will further integrate the teams and our campaigning, communications and policy work. We aim to increase the profile of our partners in the global south or those most affected by the crises we address while at the same time increasing public awareness of the work of Oxfam Ireland. All of this will contribute to greater ability to influence policy change to challenge injustice.

TO ALL OUR

SUPPORTERS
VOLUNTEERS
CAMPAIGNERS
CORPORATE SPONSORS
LEGACY DONORS
PARTNERS
AMBASSADORS AND
INSTITUTIONAL DONORS

THANK YOU



Yangjee Sherpa is a gardener at a nursery cooperative in Nepal. Sowing Diversity= Harvesting Security (SDHS) project helps smallholder farmers adapt to changing climatic conditions by developing seed varieties of climate-resilient crops and varieties.

Photo: Kishor Sharma / Oxfam

OUR COMMITMENT TO THE ENVIRONMENT

Organisation

We continue to work hard to improve sustainability within our organisation.

This period saw continued use of online meetings in place of in-person meetings. The hybrid office/remote working model continued where possible, reducing staff journeys to the office and to meetings. We continue to promote tax saver commuter and bike to work schemes to staff to promote cycling and use of public transport.

There has been a conscious effort from staff all over the island of Ireland to submit metre reads. Staff also aim to limit use of air conditioning and heating where possible, switch off computers, lights and screens when not in use. Some other measures include boiling the amount of water required for one cup of tea per person, using recycled paper for printing, recycling printing cartridges and batteries and travelling less.

We have seen a decrease of oil consumption in this reporting period. We have also seen a decrease of kilometres that staff vehicles travelled.

Flights

There was a rise in number of flights taken this year compared to the previous reporting period, with a 39.15% increase recorded. Substantially more air kilometres overall were travelled this year, compared to the previous reporting period, with a 67.58% increase. There was also a significant rise in international long-haul flights this year compared to the previous reporting period, with an increase of 102.22%. Therefore, there was a significant rise in kilometres for long-haul flights this year from last, with a rise of 82.58%. There was a rise in the number of medium-haul flights taken (30.77% difference) and therefore a rise in kilometres travelled (42.09% difference) compared to the previous reporting period.

However, there was a significant decrease in number of short-haul flights taken (85.71%) and therefore a decrease of short-haul air kilometres travelled (80.16%) compared to the previous reporting period.

35.19% reduction of air KMs travelled this year from pre-covid figures (namely April 2019 - March 2020 period). There was a 35.29% reduction of flights taken this year from pre-covid figures (namely April 2019 – March 2020 period).

From the data collected for 23/24, there has been noticeably less short-haul flights taken and more long-haul flights visits to our programme countries – Uganda, Rwanda, and Kenya.

Short Haul (less than 500km)	4,476.24km	10 flights
Medium Haul (between 500-3,500 km)	128,466.01km	90 flights
Long Haul (more than 3,500km)	358,836.5km	68 flights
TOTALS	**491,779 KM**	168 flights

Vehicles



Our consumption recorded for this reporting period was 93093.98 km. This is from the five Oxfam vehicles owned or leased by us, which are in the Trading department. Two members of staff got company vehicles halfway through the reporting year, so there are actually now seven company vehicles but as they are electric no diesel or petrol was purchased. There was a 2.60% decrease from the last reporting period and also 26.80% decrease since pre-covid figures (namely April 2019-March 2020 period).

Energy



During this reporting period we occupied 48 premises, (two offices, one distribution centre, one warehouse and 44 shops). We use electricity sourced from renewable sources except our Belfast office billed indirectly so cannot opt for green energy. We saw a decrease of oil used in the reporting period compared to last year.

Electricity use



Our energy usage this period was 637,546.11 kwh.
There was an increase in electricity usage of 21,046.11 (3.36%) KWH from last year. Pre-pandemic figures for electricity was 834,000 kwh which means there is still a decrease of kwh used since pre-pandemic (namely April 2019-March 2020 period) figures of 196,454 kwh (26.70%).

Figures may be at a higher level due to meters, especially in the North, not being read and submitted.There is an ongoing programme for LED lights to be installed in all the shops across Ireland, which could explain figures being lower than pre-pandemic.

Gas



Total for gas usage for this reporting period was 10,190 kwh. There was an increase in gas usage of 9,121 kwh (162.02%) from last year. A replacement boiler has been fitted which should reduce consumption going forward. Pre-pandemic (namely April 2019-March 2020 period) gas usage was 19,323 kwh, so this year saw a decrease of 9,133 kwh (61.89%) since then.

Kerosene Oil



The total figure for this reporting period was 3,213 litres. There was a decrease between 2022/2023 and 2023/2024 in oil of 129 litres (3.94%). These figures are for one shop and the distribution centre.

Future Plans



We will continue to work with our Carbon Partner, Auditel, to develop carbon reporting and reduction. As a result of our carbon footprint being certified with Auditel, we have identified waste management, and the distribution network to and from the distribution centre to our shops, as areas we are going to target to achieve reductions. OIE is considering supporting the Global Oxfam Fund to provide investment captial to country teams for carbon reduction projects over the coming years.

Across the island, we are changing to EnviroGreen Waste. This is to improve consistency across all sites - one Mixed Waste, one Recycled Waste, and one General Waste. Each of the shops will then have a report on how much has gone to waste.

We have an ongoing programme for LED light fittings to be installed across all shops across the island, helping to reduce KWH for electricity.

We will continue to replace petrol and diesel driven vehicles with more carbon neutral vehicles as they come up for renewal.



Hygiene kits were distributed in the South Gaza Strip by Oxfam and its local partner in Gaza The Palestinian Environment Friends (PEF). This was part of the emergency response to the crisis in Gaza. These kits contained items like toothbrushes, toothpaste, soap, sanitary pads, shampoo, sponges, cloths, cleaning detergent for toilets.
Our partner organisations work in an extremely challenging context in Gaza.

Credit: Palestinian Environment Friends (PEF)/ Oxfam

PROTECTING OUR PEOPLE

Oxfam Ireland are committed to creating a safe, inclusive and respectful environment for everyone. The expectations among staff, donors, communities, and political entities have shifted, and Oxfam Ireland must ensure comprehensive preventative measures are in place.

Safeguarding



By implementing effective safeguarding measures, we have a zero tolerance to inaction on sexual abuse, exploitation, and harassment. It goes against our values and everything we stand for. When any concern or allegation of abuse is raised, it is dealt with rigorously, enabled by strong processes of reporting, investigation and action, holding those responsible to account.

In the last financial year (2023-2024), we received no safeguarding complaints in Oxfam Ireland and no safeguarding cases were reported during the period in programmes funded by Oxfam Ireland.
Online safeguarding training for all staff continues to be compulsory and completion rates are tracked, shared, and acted on to ensure all staff complete the required training. Risk assessment templates and guidance are also in place to support countries to mitigate risks relating to safeguarding during change processes. Training webinars in different languages are held for staff across the confederation on the Safeguarding Core Standards and on the Safeguarding Case Management Standard Operating Procedures.

Over the past 12 months we've made significant progress towards the key objectives that we set for the last financial year. Not all targets were fully achieved last year but this was mainly down to other tasks that took priority.

Key areas of success included a review of the staff handbook to ensure all policies are fit for purpose and in line with legislative requirements. This was also integrated into our new HR Information System which allows all staff to access the documentation on their handheld devices. From a talent management perspective, we successfully appointed 40 new employees to the team and with the help off other affiliates, this included success in USA and Europe. Safeguarding was also key and we continue to work with the Global Safeguarding Team to ensure we adhere to international best practice in this field. Employee benefits was also an area where we invested a lot of resource throughout the year, with our benefits package having been further enhanced demonstrating our commitment to staff engagement and retention.

Health and Safety



The health and safety and wellbeing of staff remains an ongoing priority for our management and Board. A strong Health and Safety culture is driven by our Chief Executive who ensures that adequate resources are available to achieve all our keyHealth and Safety objectives.

Health and Safety training is provided to all staff, workplace audits take place and our policies are reviewed regularly to ensure statutory compliance.

A Health and Safety Steering group, which includes staff representation, meets monthly to review and progress Health and Safety management systems.

Our proactive Health and Safety team continues to identify and apply best practice initiatives to further improve on a safe working environment for both staff and customers.

Gender Pay Gap Reporting



As an organisation with less than 150 employees we are not required to publish our Gender Pay Gap until 2025. We continue to gather relevant data and prepare so that we can publish a meaningful report in 2025 on any gap that exists and our plans to address it.



Fridah Musiime, Head of Programmes at Resource Rights Africa (RRA), a partner organisation we work with in Uganda.

Photo: Colin Carey/ Oxfam Ireland

MANAGEMENT STRUCTURE

As a not-for-profit, charitable status company, Oxfam Ireland is governed by a maximum of 11 unpaid Board members. New members are recruited through advertisements in Northern Ireland and the Republic of Ireland while other potential candidates are identified by the existing Council and the Chief Executive Officer.

Members are appointed for a maximum of two three-year terms.

After a potential candidate has been interviewed, the Chair decides whether to recommend a candidate for appointment. This is discussed at the next Board meeting where a decision is taken. If appointed, the new member is given a letter of appointment and induction materials including a copy of the Code of Conduct – which they must sign – and a copy of the Conflict of Interest policy. A formal induction process is designed for the new Board member to ensure that they get information on the organisation and its operations over the first three months of their tenure. This includes spending time in different areas of the organisation and if possible, going on a field visit to Oxfam Ireland's programme work within the first year.

A Board committee on remuneration and performance selects the Chief Executive and sets pay rates for the Chief Executive and senior staff. For every paid member of staff, Oxfam Ireland has the support of approximately 10 volunteers. We could not carry out our work without this key support from people countrywide and we value it greatly.

Board members who served during the period are:

Prof. Mary Murphy (Chair)

Appointed 20/04/2018



Mary Murphy is a Professor in Irish Politics and Society in Maynooth University's Department of Sociology. Her research interests include eco-social welfare, social security policy, power and civil society, and gender equality. Her latest book, Creating an Ecosocial Welfare Future (Policy Press) was published in 2016. A contributor to national policy debate, she has been a member of various national policy groups including the National Economic and Social Council. She was a commissioner on the Irish Human Rights and Equality Commission (2013-2017) and is a member of the Council of State.

Deirdre Grant

Appointed 20/04/2018



Deirdre Grant is the Managing Director of communications consultancy firm Red Flag. She provides strategic advice to her clients' Leadership Teams, bringing her 20 years' experience in communications and public affairs to assist them in winning in business and media. Before she joined Red Flag, she worked as a special adviser to two Cabinet ministers, as a director of public affairs, a head of communications for international NGOs and as a national broadcast journalist. She has extensive contacts in politics, media and the corporate world. Her experience in government means she is acutely aware of how policy and legislation is formed and influenced. She has worked in international development in South Africa and Haiti, including being part of an emergency response team in Haiti following the 2010 earthquake there. She also has a Masters in HIV/AIDS from the University of Cape Town.

Dónal Rooney

Appointed 27/09/2021



Dónal Rooney is a chartered accountant, experienced business leader, non-executive director, and highly accomplished Group CFO. He currently acts as an independent business advisor and is also a non-executive director with Enterprise Ireland.

Dónal has over 25-years' experience operating in plc, large-cap private equity and public sector environments. He has significant board-level experience and is highly skilled across financial management, treasury, tax, M&A, investor/exit readiness, investor relations and transformational change. He has a demonstrable track record of success across four Group CFO roles including NAMA (deleveraging a €74 billion highly distressed, real estate-backed loan portfolio) and Amaris Hospitality, a Lone Star portfolio company (delivering a £2 billion enterprise value private equity exit process). He also has 12-years' prior senior-level professional services experience, with KPMG and Arthur Andersen, working with large plcs and other blue-chip companies.

Andrew McCracken

Appointed 20/04/2018



Andrew McCracken is Global Director of WaterAid International, the world's largest NGO focused on getting clean water, decent toilets, and good hygiene to everyone, everywhere. After originally studying Physics, he has worked on major organisational development projects, led highly successful national fundraising campaigns, facilitated significant change within local and international charities, and provided advice and support for charity leaders on people and fundraising issues. His previous roles include leading the Community Foundation in Northern Ireland and serving as Global Fundraising Director for Tearfund. Andrew and his partner Harriet are based in Belfast and have a large and noisy family of fostered, adopted and birth children.

Joyce Bourne

Appointed 27/09/2021



Joyce Bourne worked for over 30 years in diplomacy and public service. She served in senior positions in the Foreign Service of Barbados, including postings at the Permanent Mission of Barbados to the Organisation of American States; the Consulate-General of Barbados at Miami; and the Permanent Mission of Barbados to the United Nations in New York. She has extensive experience in bilateral and multilateral diplomacy as well as the implementation of foreign policy, particularly on social, political, economic and environmental issues. She is an advocate for development issues, focusing on improving people's lives, poverty eradication and global sustainability. She has a strong background in administration and management, having served as Deputy Permanent Secretary in the Ministry of Foreign Affairs and Foreign Trade of Barbados and Deputy Permanent Secretary in the Office of the Attorney General of Barbados. Ms Bourne holds a Bachelor's degree in Language and Linguistics from the University of the West Indies, Cave Hill campus; a post-graduate diploma in international relations from the University of the West Indies, St. Augustine campus; a Master's degree in Linguistics from Georgetown University, Washington, DC and a Master's degree in Business Administration from Johns Hopkins University, Washington, DC. She relocated to Ireland in 2020.

Yvonne Byrne

Appointed 13/10/2021



Yvonne Byrne is a Partner in Deloitte Digital in Dublin, Ireland. Yvonne works with clients across industry on their customer and digital transformation agenda, specialising in customer experience analysis and design, channel strategy and management, sales and service transformation and new proposition development. She has over 20 years within the UK Financial Services and consulting industry, having previously worked with the Royal Bank of Scotland, Tesco Bank and KPMG UK. Yvonne has extensive experience in all aspects of customer experience, growth strategy, product management, customer and channel strategy and new proposition development.

Susan Murphy

Appointed 20/04/2018
Susan Murphy's term ended on 8th September 2023



Dr Susan Murphy is an Associate Professor in development practice with the Department of Geography, School of Natural Sciences, Trinity College Dublin. Her research interests are in development ethics, governance, and practice. She is a European Research Council (ERC) funded principal investigator on the GEOFORMATIONS project examining dynamic governance assemblages in transnational development cooperation and leads a research group on Climate Justice in Development. She teaches and publishes on matters related to development, climate justice, poverty, inequality, gender, and social inclusion. Susan is also a member of the Department of Foreign Affairs Audit Committee.

Catherine Gaynor

Appointed 19/06/2020



Catherine (Cathy) Gaynor has worked as a planner, evaluator, researcher, trainer and technical director in development programmes spanning many countries for 40 years. This has included nine years across three full-time assignments in Lesotho, Zimbabwe and Malawi and multiple short- and long-term assignments for a range of multilateral, bilateral and non-governmental organisations in Africa (mostly), Asia and Latin America. She has a BSc from NUIG and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. She has conducted a number of global evaluations and assessments of and for multilateral and bilateral organisations and has worked on cutting-edge programmes, generating learning in areas such as changing gender norms and the measurement of change. Cathy recently went back to her roots in Co. Clare and currently engages both locally and globally on development issues and also enjoys her year-round daily sea swim.

Nellie Nyang'wa

Appointed 13/10/2021



For over 30 years, Nellie has held various roles in the development sector. For 21 of those years, the roles were within the Oxfam family. Prior to joining Oxfam, Nellie worked for World Vision International as Associate Director of Micro Finance where she advocated and successfully led in the setting up of an independent Micro Finance Organisation which focused on micro and small enterprises. Nellie joined the Oxfam Malawi country office in 1999 as Programme Coordinator, responsible for managing grants to partners and two years later was appointed Malawi Country Director. Nellie successfully ran, for the first time in the history of the country office, a major humanitarian response in 2001/2002, and later in 2004/2005 advocated to Oxfam to have a locally-led response which eventually transformed the way Oxfam resourced humanitarian responses. In 2006, Nellie was appointed Regional Programme and Campaigns Manager for Oxfam, based in the Southern Africa office in Pretoria, South Africa. In 2010, she moved back into a Country Director role in the Zambia country office in order to be with her family. In 2015, Nellie was appointed Oxfam International Regional Director for Southern Africa based in Lilongwe, Malawi. Nellie left Oxfam in 2021, having led the region to transform its operating model from a country-based programme model to a regional approach which has offered Oxfam an innovative and alternative approach within the context of shrinking resources. Nellie now spends her time supporting the development of family business interests in hospitality, farming and consultancy. She is also serving on a number of Boards; Board member for CEPA, Chair of the Board for Gates of Hope, Board member for PC Mark, and Member of Advisory Panel for Tilitonse Foundation.

Alf Smiddy

Appointed 28/06/2019



Alf is a chartered accountant who trained with PwC. He was Chairman and Managing Director of Beamish & Crawford plc for over 12 years and on the Board of its parent company, Scottish & Newcastle (UK) Ltd. He is a member of the National Executive Council of IBEC, Director of Cork Chamber of Commerce, Chairman of the Cork Local Government Committee and served on the Board of Cork Airport Authority. He is a Fellow of the Irish Marketing Institute and a Commerce graduate from University College Cork (UCC), with a Masters in Executive Leadership from Boston College and the University of Ulster. External appointments include: Adjunct Professor at the College of Business and Law, UCC; Director of the Government-backed Rethink Ireland (Social Innovation); Non-Executive Director of the ESB; Chairman and/or Director of various independent companies including Bridgewater Construction Ltd, Aperee Ltd (healthcare) and Granite Digital (Digital Marketing). Alf served as Senior Independent Non-Executive Director and Director with designated responsibility for workforce engagement at The Dalata Hotel Group Plc.

GOVERNANCE:

A summary of the attendance of our board members at the board and committee meetings is as follows:

Trustee Name	Board Meetings Attended	FARC Meetings Attended	PPIC Meetings Attended
Dr. Susan Murphy*	1		
Andrew McCracken	3	3	
Alf Smiddy	3	4	
Prof. Mary Murphy	4		4
Deirdre Grant	4		4
Cathy Gaynor	3		4
Donal Rooney	4	4	
Yvonne Byrne	2	3	
Neilie N'yangwa	3		4
Joyce Bourne	4		

**Susan Murphy's term ended on 8th September 2023*

LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Susan Murphy's term ended on 8th September 2023
Andrew McCracken	
Prof Mary Murphy	Chair
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	Chair of Programme Performance and Impact Committeee
Nellie Nyang'wa	
Donal Rooney	
Joyce Bourne	
Yvonne Byrne	

Chief Executive Officer
Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing
Bríd McGrath	Public Affairs

**These Directors, although designated as Directors, are not statutory Directors.*

Secretary
Andrew McCracken

Registered Office	Elizabeth House, Suite 1, 116-118 Holywood Road Belfast, BT4 1NY
Company Number	NI33800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell, Murray House, Murray Street Belfast, BT1 6DN
Bankers	Bank of Ireland, University Road, Belfast
Independent auditors	Forvis Mazars, Chartered Accountants & Statutory Audit Firm, Harcourt Centre, Block 3, Harcourt Road, Dublin 2



A mother and her young son sitting in their tent in Turkiye, surrounded by boxes of materials provided by Oxfam and KEDV. Oxfam is worked with communities to meet the needs of people displaced by the earthquakes in February 2023. Oxfam KEDV has worked with both refugee and Turkish communities for years and are reached those worst-affected by this disaster in the months that followed.

Photo: Delizia Flaccavento/Oxfam

DIRECTORS' REPORT AND STRATEGIC REPORT

DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2023 - 2024

	Irish Aid	EU	Other	Total
Bolivia	-	19	1	20
Cambodia	-	19	1	20
Democratic Republic of the Congo	500	-	65	565
El Salvador	-	19	1	20
Global	-	43	-	43
Horn East & Central Africa	-	-	60	60
Kenya	-	19	34	53
Malawi	681	840	283	1,804
Occupied Palestinian Territory & Israel	-	19	201	220
Rwanda	-	309	150	459
Senegal	-	19	1	20
Somalia	565	19	66	650
South Africa	-	-	153	153
South Sudan	610	-	90	700
Syria	135	-	56	191
Tunisia	-	19	1	20
Uganda	545	19	98	662
Vietnam	-	19	1	20
Zambia	510	187	129	826
Zimbabwe	545	-	97	642
Ireland	20	36	150	206
Ireland Management	411	123	618	1,152
Oxfam Collective Resource Allocation	-	-	100	100
	4,522	1,727	2,357	8,606

The Oxfam Collective Funding Mechanism is the contribution that all Oxfam affiliates make to cover the minimum management costs of our programme work at country level and the core investment needed to support programme quality.

DIRECTORS' REPORT AND STRATEGIC REPORT

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 3 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland** a not-for-profit company limited by guarantee where there is common control through one Council for both entities and,
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Council members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Council members.

Our Board

Oxfam Ireland is governed to national and international standards by an independent Board of Directors from the public, private and academic sectors. The Board comprises a maximum of 11 unpaid Directors, who oversee strategic planning and delivery, budgeting, organisational development and risk management.

Directors are appointed for a maximum of two three-year terms through open competition. The Board holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council Selection, Appointment and Competence

The Directors were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Directors are also the members of the company. New Directors are recruited through online advertisements and through selection based on applicants, and other potential candidates identified by the existing Directors and CEO. A formal interview takes place to establish the candidate's eligibility which includes a commitment to Oxfam's core values and mission as well as professional experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Directors are provided with induction training shortly after joining the Board, involving the provision of written materials, meetings with senior management and staff and visits to workplaces, retail units and programme work. This ensures that the Directors become familiar with their role and responsibilities and understand the governance structure and risk management processes of the organisation and the nature of the work it does.

The Board meets at least four times annually. A formal evaluation mechanism for each meeting is in place.

The Directors are committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Director is limited to €1.27.

DIRECTORS' REPORT AND STRATEGIC REPORT

Committees

Directors have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee, the Programme Performance and Impact Committee, and the Finance, Audit and Risk Committee which oversees the financial health of the organisation.

Individual Directors are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Council. The Chair of the Committee is appointed by the Council. In addition to the Chair, the Committee comprises up to three other Directors appointed by the Council as members with scope to co-opt additional external expertise as required.

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Council.
- Take responsibility on behalf of the Council for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance, Audit & Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

Programme Performance and Impact Working Group

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Council and liaising with other Council groups as appropriate. It is composed of three Directors with scope to co-opt additional external expertise as required.

The Members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Council and staff.

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon.

The Council has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Council and Leadership Team to whom the Council delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Council. The Council then oversees the implementation of the budgets, policies and plans once they are approved.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Council. Internal control systems are designed to provide reasonable assurance against material misstatement or loss.

They include;

- A strategic plan and annual budget approved by the Directors,
- Regular consideration by the Directors of financial results, variances from budgets, and non-financial performance indicators,
- Delegation of day-to-day management authority and segregation of duties,
- Identification and management of risks.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources on the basis of a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the Leadership Team, reviewed by the Finance, Audit and Risk committee and approved by Council.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at **oxfamireland.org/how-our-money-is-spent.**

Monitoring our work for impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality. We assess the progress we are making in changing people's lives as the result of our overseas programmes, advocacy initiatives and campaigns.

DIRECTORS' REPORT AND STRATEGIC REPORT

Monitoring and evaluation occur in several ways, from project visits and participatory data collection to in-depth internal and external reviews and evaluations. We undertake impact assessments, peer reviews, audits and regular reflections with staff, partners, allies and community members.

During these reviews, we consider the broader context contributing to change, the views, needs and interests of the women and men we seek to benefit, and the perspectives of other stakeholders.

We continue with our efforts to improve the monitoring, evaluation and learning that we see as critical to the success of our programme.

We carry out:

- Real time evaluations: In emergencies we need to act quickly, so Oxfam conducts rapid real time evaluations in the early stages of the relief effort, to be able to fix problems that arise while providing life-saving assistance.
- Peer reviews: By bringing together a group of people from different Oxfam entities, and occasionally external organisations, we evaluate and audit our development programme, to view the effects of the work from a wider range of perspectives and share best practices.
- Impact evaluations: Performed retrospectively, this kind of evaluation helps compare the situation before and after a project is implemented. The focus is on the long-term changes in people's lives.
- Reviews of financial controls: With the support of internal and external audit teams, we strive to be as efficient as possible. Performance is constantly monitored, and appropriate management reports are prepared and reviewed regularly by executive management and the board of Directors.

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include;

- The Oxfam Code of Conduct.
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response.
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief.
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency.
- Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions.
- The Core Humanitarian Standard.
- The Grand Bargain.
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action.
- Call for Action on Commitment to Disability Inclusive Humanitarian Action.
- The Charter 4 Change.
- IASC Guidelines for GBV Interventions in Humanitarian Settings.
- The Call to Action on Protection from GBV in Emergencies.
- The Sustainable Development Goals.
- Irish Aid Security Management Guidelines.
- Oxfam Partnership Principles.
- The Climate and Environment Charter for Humanitarian Organizations.

DIRECTORS' REPORT AND STRATEGIC REPORT

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with publication of the Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website, in addition to information about our Board. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes, and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Board meeting. Where a particular KPI needs further investigation or explanation the Board then receives more detailed information from management on the specific area concerned.

The high level KPIs that are currently in use and the performance in the years to March 2024 and March 2023 against each of the targets set are summarised as follows:

Area	Key Performance Indicator	2024 Result	2023 Result
Programme	Value of Grant Income	1% below target	20% Above target
Finance	Unrestricted Net Contribution	70% above target	More than 100% above target
Trading	Total Income	7% above target	13% Above target
People	Staff Satisfaction as measured in survey	At 105% of target	At 90% of target
Supporters	Levels of Trust	At 97% of target	At 105% of target
Fundraising	Total Income	2% above target	23% Above target

We continue to perform very well against most of our core KPIs with a particularly positive result in the Staff Satisfaction indicator where it reached its highest level to date. However, the Levels of Trust indicator was disappointing at only 97% of target, albeit a higher target than last year.

Our Grant Income ended the year just 1% below an ambitious target. We continue to have success in accessing EU funding and our Institutional Funding team will continue its efforts in this area.

Unrestricted Net Contribution is 70% above our target for the period thanks to the strong performances in income generation in both Trading and Fundraising but also to the tight management of costs across the organisation with the income results generated despite some teams being under the full budgeted number of employees.

DIRECTORS' REPORT AND STRATEGIC REPORT

Total Income in Trading achieved a result 7% above target for the period, reflecting high quality stock with a continuation of high levels of donations of new goods from corporate partners and strong demand from younger shoppers with an increased awareness of the importance of shopping sustainably.

Our continued focus on staff wellbeing initiatives and updating our policies and terms and conditions of employment, saw Staff Satisfaction rise to 105% of target which was a significant increase on the prior year level of 90%. Our most recent staff survey highlighted a couple of areas of concern which we are committed to addressing through workshops with staff and an improved level of performance feedback and management.

We are disappointed to see the Levels of Trust KPI revert to a below target performance. This target was increased last year as an upward trend in the KPI was observed. While we are still at 100% of the previous target the reversal of the trend is concerning, and further work is needed to understand and address the reasons for it.

Total Income in Fundraising was 2% above target in the period. While this was significantly down on last year, this was due to high income levels in 2023 in areas such as Legacies and Emergencies that were not expected to repeat and therefore not budgeted for.

Governance

We adhere to and implement:

- Charity Commission for N.I. Code of Good Governance.
- The Charities Regulatory Authority Governance Code.
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance.
- Republic of Ireland Charities Act.
- Northern Ireland Charities Acts.
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice.
- The Charities Regulator Guidelines for Charitable Organisations on Fundraising from the Public.
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK.
- Dóchas Code of Conduct on the use of images and messages.

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes **oxfamireland.org/accountable-to-you**.

Public Benefit

The Directors' report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded.

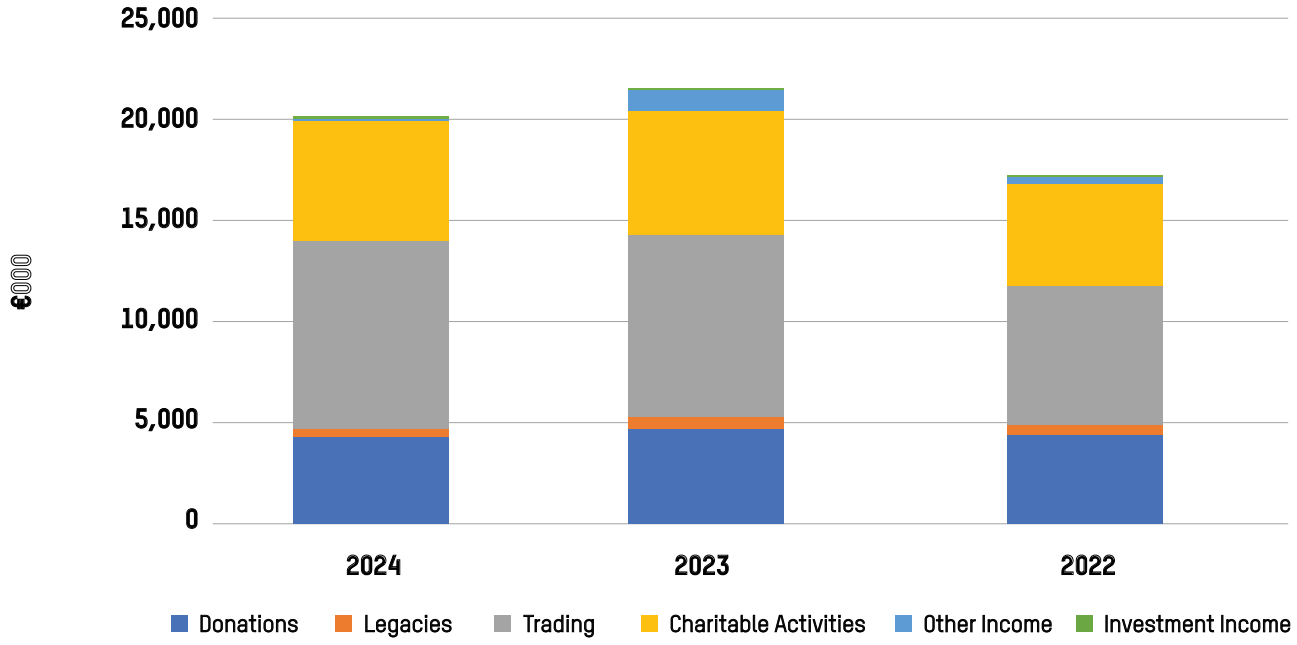
The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

DIRECTORS' REPORT AND STRATEGIC REPORT

Financial Review

Our Trading and Fundraising divisions continued to perform very well in the period. Trading income continued to grow and benefit from availability of high-quality stock and strong demand from young, sustainably aware shoppers. Increased investment in our fundraising teams and additional support from agencies has generated a significant increase in regular givers that will generate additional income in future years. Our institutional funding team continued to focus on growing our grants from the EU and other donors.

INCOME



In 2024 we generated income of €19.7M which was a 9.6% decrease on 2023.

Voluntary Income from Donations and Legacies saw a 15.8% decrease on 2023 or €833K. Almost €300K of this reduction was in Legacies and another €250K in Emergency Income, which are income categories that tend to vary significantly from year to year depending on the timing of receipt of significant legacies and the occurrence of global humanitarian emergencies. Some of the other voluntary income categories failed to achieve the same levels as 2023, however the core income from Regular Giving in 2024 was marginally up on the previous year.

Trading Income grew by 0.8% over 2023 with similar numbers of shops and continued support from corporate donors as well as the public.

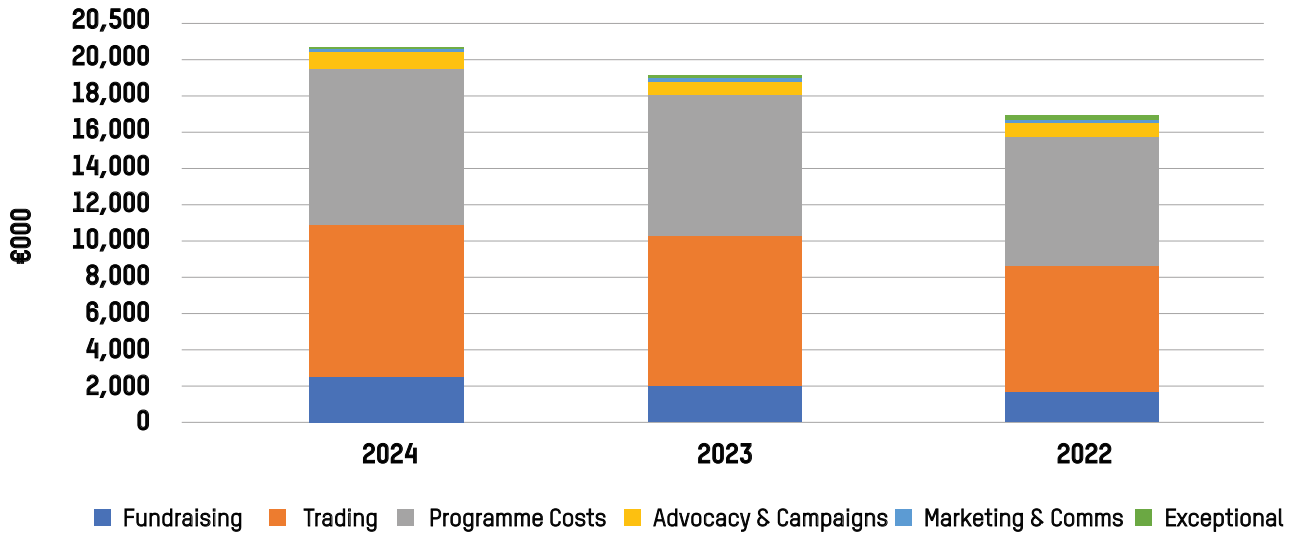
Income from **Charitable Activities** which represents funds received from Institutional Fundraising decreased by 4.6% or €286K compared to 2023. However, we had significant success in the year in sourcing funding which will be recognised in future years. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland, while we continue to make progress in sourcing funds from other donors particularly the EU.

Other Income in the current period decreased by 96% to €38K. In 2023 this category included income from a Covid Business Interruption insurance claim, whereas in 2024 the only income in this category is for hosting of Oxfam International employees in Ireland.

Investment Income increased by 85.4% to €76K. The increase is explained by interest earned on bank deposits in 2024. This also includes rental income from another business operating from one of our ex-shop premises.

DIRECTORS' REPORT AND STRATEGIC REPORT

EXPENDITURE



Total expenditure in 2024 was €20.4M which was up 8.9% on the previous year.

Trading expenditure was almost the same as last year with only a 0.2% or €18K reduction.

Fundraising expenditure increased by 24.6% or €482K. Most of this increase is additional expenditure on face-to-face fundraising activities which will have a direct impact on future income from regular giving.

The 14.2% or €1M increase in **Programme costs** reflects an increase in grants to partners of almost €700K and additional investment in our Programme and Institutional Funding teams.

The 26.8% or €186K increase in **Advocacy & Campaigns expenditure** is due to successful recruitment to fill positions in our Communications and Policy and Advocacy teams, which were vacant for some time in the prior year.

Exceptional Expenditure reflects €35K relating to costs incurred with other Oxfam affiliates for hosting Oxfam Ireland employees and an additional €37K of costs relating to the processing of our Covid Business Interruption Insurance claim.

Balance Sheet

Funds carried forward of €8.9M includes €1.1M of Restricted funds, which is €259K lower than 2023 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €7.8M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work. .

Reserves Policy

As a result of continued operational surpluses , we currently have reserves in excess of this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support income generation and organisational development.

DIRECTORS' REPORT AND STRATEGIC REPORT

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds

Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds

Currently we are carrying €2.7M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds

General Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

Future Plans

Horizon Plans

We have recently completed a Horizon Planning Process under our 10 Year Strategic Framework which has resulted in a detailed three-year operational plan for every area of the organisation.

These plans are built around six focus areas:

Confronting Climate Breakdown

Tackling Inequality and its root causes

Digital Innovation

Enhanced Humanitarian Action

Gender Inequality

Ways of Working

With specific defined outcomes for every department in each relevant focus area, we are currently developing metrics for each outcome so that monitoring and evaluation can be facilitated.

Income Growth

We will continue to target ways to increase our income to fund our work. Our Institutional Funding team will focus on growing restricted income by successfully applying for grants from a broad range of institutional donors, while our Public Fundraising team will grow our pool of regular donors through effective Face-to-Face and digital fundraising

initiatives. Our Trading division will continue to target growth through careful management of existing shops and targeting opportunities to open new shops where appropriate, while continuing to position Oxfam Ireland as a sustainability partner with unique solutions for Irish and international businesses.

Cyber Security and Data Privacy

We are planning to invest further in our systems and procedures to protect our data and comply with relevant legislation and best practice. We recognise that this is an area where there are significant risks and continued vigilance, and effort is necessary to ensure that we meet all requirements and that our data is kept safe and private.

Our projects to migrate our remaining IT applications into Cloud based solutions continue to make progress with our new financial system due to go live before the end of December 2024 and our CRM system in 2025.

Culture and People

We recognise that our organisational culture continues to develop and change. We are committed to a continuous process of internal communication to develop and improve our culture while ensuring it aligns with and embraces our values.

Hybrid Working Environment

We have embraced the ability for staff to combine working remotely as well as in our Belfast and Dublin offices. This has allowed us to recruit and retain high calibre teams in critical areas. We plan to continue to develop our systems and procedures to facilitate hybrid working while providing opportunities for regular face to face interaction at frequent intervals.

Operationally we will continue to embrace the benefits that hybrid working brings while providing high quality office spaces and regular opportunities for face-to-face meetings. We are continuing with a project to move all of our IT systems into the Cloud to improve security and facilitate remote access.

Fraud

Oxfam Ireland does not tolerate fraud and corruption, and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across programme locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously and promptly investigated, and appropriate action taken.

If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2024, there were no significant thefts or instances of fraud in our operations.

Risk Management

Oxfam Ireland uses a risk management framework to systematically and proactively manage risk across the organisation.

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty that can result in positive and negative consequences, and it is critical that they

DIRECTORS REPORT AND STRATEGIC REPORT

are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

We believe that effective risk management involves 6 key steps:

1. Preparation and understanding of the context in which the risk assessment is carried out: What are we trying to accomplish? What areas of concern will we be looking at?
2. Identification of potential risks and outcomes: What could happen and what would be the result if it did happen?
3. Identification and valuing of controls in place which have a mitigating effect on the risk: What is in place now that reduces either the likelihood of the risk occurring or the consequence if the risk does occur?
4. Analysis of the risk in terms of its likelihood to occur and consequence if it does occur thus producing a risk that is either acceptable or unacceptable, this is determined by using the assessment matrix.
5. Development and implementation of an appropriate strategy and action plan to reduce the unacceptable risks: What action can we take to reduce either the likelihood or consequence of the risk?
6. Appropriate monitoring and reporting of the treatment strategy and overall effect of the Risk Management process.

The risk principles included in the framework are balance, innovation, future-relevance, transparency and trust.

Risk is categorised into eleven areas set out below with the level of appetite Oxfam Ireland attaches to each:

Risk Area	Appetite
Safeguarding – Sexual exploitation, harassment, abuse	Zero tolerance
Fraud & Corruption – Aid diversion, shop theft, nepotism	Zero tolerance
Compliance - legislative requirements, regulatory codes	Very low
Security of staff and people we work with – Health & Safety	Very low
Information Systems – Cyber-crime, network failure	Very Low
Financial – Going concern, stewardship of public funds	Low
Human Resources – Staff wellbeing, fairness and communication	Low
Program – Donor requirements, partner selection and management	Medium
Public Fundraising – legal requirements, public perception	Medium
Reputational – Safeguarding, working with partners	Medium
Strategic – flexibility, agility, resourcing, alignment	Medium

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key risks identified, and the mitigating actions being taken in each case is reviewed by the Directors at every Board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

DIRECTORS REPORT AND STRATEGIC REPORT

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any kind of harassment of staff, partners, volunteers or those we serve.	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal, and we have a robust whistleblowing policy in place. We have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.
Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistleblowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.
Health & Safety of Staff The risk of injury or harm to our staff is ever present and, in some areas, where we work is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is an international concern, while organisations transmit sensitive data across networks and to other devices over the course of doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, to identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst-case scenario.

Events after the end of the reporting period

There are no adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2024.

DIRECTORS REPORT AND STRATEGIC REPORT

Statement of Directors responsibilities

The Directors (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to;

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP (FRS 102),
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

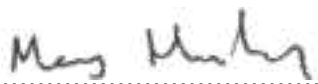
In accordance with company law, as the company's Directors, we certify that:

- There is no relevant audit information of which the company's auditors are unaware, and;
- We have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Council,



……..

Prof. Mary Murphy – Chair

Date: 8 Sept 2024



……..

Andrew McCracken – Secretary

Date: 8 Sept 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Oxfam Ireland ("the company") and its subsidiary undertaking ("the group") for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cashflows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's and the group's affairs as at 31 March 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic report and the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company, the group and its environment obtained in the course of the audit, we have not identified material misstatements in the "Strategic Report" or the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Responsibilities of Directors

As explained more fully in the statement of council members' responsibilities set out on page 74, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the NI charity regulation, NI tax legislation, employment legislation, health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the Directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Directors and management on whether they had knowledge of any actual, suspected or alleged fraud;

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

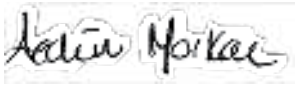
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at **www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Aedín Morkan

Date: 8 Sept 2024

Senior Statutory Auditor
for and on behalf of Forvis Mazars
Chartered Accountants and Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

Consolidated Statement of Financial Activities for the year ended 31 March 2024 (Including an Income and Expenditure Account)

	Notes	Unrestricted funds	Restricted funds	**Total 2024**	Total 2023
		€'000	€'000	€'000	€'000
Income from					
Donations and legacies	5	4,116	333	4,449	5,284
Other trading activities	6	9,088	110	9,198	9,126
Investments	7	76	-	76	41
Charitable activities	8	252	5,712	5,964	6,250
Other income	9	38	-	38	1,120
Total income		**13,570**	**6,155**	**19,725**	**21,821**
Expenditure on Raising funds:					
Fundraising	10	2,420	20	2,440	1,958
Trading activities	6	8,210	52	8,262	8,244
		10,630	72	10,702	10,202
Charitable activities					
Overseas programme costs	11	2,266	6,266	8,532	7,487
Advocacy and campaigns	11	863	35	898	693
Marketing and communications	11	241	47	288	269
Exceptional expenditure	36	71	-	71	88
Total expenditure		**14,071**	**6,420**	**20,491**	**18,739**
Net income for the year		(501)	(265)	(766)	3,082
Transfers between funds		-	-	-	-
Unrealised currency movement		(62)	5	(57)	68
Net movement in funds		**(563)**	(260)	(823)	3,150
Reconciliation of funds:					
Total funds brought forward	29	8,387	1,372	9,759	6,609
Total funds carried forward	29	**7,824**	**1,112**	**8,936**	**9,759**

There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

The notes on pages 83 to 106 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	628	566
Investments	18	80	-
		708	566
Current assets			
Stocks and work in progress	19	57	37
Debtors	20	2,725	2,718
Cash at bank and in hand	21	10,967	10,647
		13,749	13,402
Current liabilities			
Creditors: amount falling due within one year	22	(5,521)	(4,209)
Net current assets		**8,228**	**9,193**
Total assets less current liabilities		**8,936**	**9,759**
Net assets		**8,936**	**9,759**
Funds			
Restricted funds	29	1,112	1,372
Designated funds	29	2,665	2,511
Unrestricted funds	29	5,159	5,876
Total charity funds		**8,936**	**9,759**

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Andrew McCracken
Secretary

Date: 8 Sept 2024

Company Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	357	233
		357	233
Current assets			
Stocks and work in progress	19	56	35
Debtors	20	373	288
Cash at bank and in hand	21	656	976
		1,085	1,299
Current liabilities			
Creditors: amount falling due within one year	22	(3,899)	(3,179)
Net current liabilities		**(2,814)**	**(1,880)**
Total assets less current liabilities		**(2,457)**	**(1,647)**
Net liabilities		**(2,457)**	**(1,647)**
Funds			
Restricted funds	30	201	152
Unrestricted funds	30	(2,658)	(1,799)
Total funds		**(2,457)**	**(1,647)**

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,

Prof Mary Murphy
Chair

Andrew McCracken
Director

Date: 8 Sept 2024

Consolidated Statement of Cash Flow for the year ended 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Net cash provided by / (used in) operating activities	25	**597**	**(210)**
Cash flow from investing activities			
Purchase of tangible assets	16	(232)	(163)
Investments		(80)	-
Interest received		35	-
Net cash used in investing activities		**(277)**	**(163)**
Cash flow from financing activities			
Repayment of bank loans		-	-
Cash used in financing activities		**-**	**-**
(Decrease) / Increase in cash and cash equivalents in the reporting period		320	(373)
Cash and cash equivalents at the beginning of the reporting period		**10,647**	**11,020**
Cash and cash equivalents at the end of the reporting period		**10,967**	**10,647**

TO READ MORE ABOUT OUR FINANCES AND THE GOVERNANCE CODES WE ADHERE TO, VISIT WWW.OXFAMIRELAND.ORG

NOTES TO THE FINANCIAL STATEMENTS

1. General Information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 36 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2024.

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is a company limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 INY.

2. Statement of Compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102).

3. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousand, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2024.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

NOTES TO THE FINANCIAL STATEMENTS

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable and the amount can be measured reliably.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivable are accounted for when the Company's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Income from charitable trading activities is accounted for when earned.

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company's bank accounts.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as

Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contrac**t.**

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

g) Foreign currencies

Functional and presentation currency:

The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

The foreign exchange rates used to prepare these financial statements were as follows:

	Total 2024	Total 2023
	€	€
Average Rate Pounds Sterling	1.16	1.16
Closing Rate Pounds Sterling	1.17	1.14

h) Employee benefits

Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:

Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:

Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:

The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the company has agreed, with the plan, to participate in a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities.mThe unwinding of the discount is recognised as a finance cost.

NOTES TO THE FINANCIAL STATEMENTS

i) Taxation

The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets

Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Depreciation and residual values:

Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:

Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Leased assets

At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:

Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

l) Investments in subsidiaries

Investments in subsidiaries are held at cost less accumulated impairment losses.

m) Inventories

Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

o) Provisions and contingencies

Provisions:

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:

Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

p) Financial instruments

The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate.The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

q) Related party transactions

Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Critical Accounting Judgements and Estimation Uncertainty

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Deferral of grant income

Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2023 amounts to €265K (31 March 2022: €2,490K).

Preparation of the accounts on a going concern basis

Budgets and cash flows were prepared by the Directors and reviewed by the Directors for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including: increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Telefundraising teams.

Our levels of accessible reserves remain strong and we expect to continue to achieve at/ or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

On the basis of the assessments and the underlying assumptions the Council Members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

NOTES TO THE FINANCIAL STATEMENTS

5. Donations and Legacies

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	U f 2023	R f 2023	Total charitable funds
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	321	-	321	619	-	619
Donations, gifts & corporate sponsorships	3,795	333	4,128	3,997	668	4,665
	4,116	**333**	**4,449**	**4,616**	**668**	**5,284**

6. Net income on donated and commercial trading activities

This represents the net income from the sale of donated goods and commercial trading activity through Oxfam Shops, after deduction of operating and administration expenses. Oxfam Ireland believes this most fairly represents the value to the charity of donated goods.

	Unrestricted funds 2024	Restricted funds 2024	Total Trading Activites 2024	Total Trading Activites 2023
	€'000	€'000	€'000	€'000
Turnover from donated goods & commercial trading activity	9,088	110	9,198	9,126
Operating expenses	(7,113)	(52)	(7,165)	(7,137)
Support costs (note 13)	(1,097)	-	(1,097)	(1,107)
Net income	**878**	**58**	**936**	**882**

Operating expenses include €120,398 (2023: €114,876) for depreciation on fixtures and fittings, and leasehold property specific to the sale of donated goods.

7. Investment Income

	Total 2024	Total 2023
	€'000	€'000
Rent receivable	41	41
Interest receivable	35	-
	76	**41**

NOTES TO THE FINANCIAL STATEMENTS

8. Income from Charitable Activities

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	252	5,712	5,964	424	5,826	6,250
Grant income by donor						
Government bodies	252	5,712	5,964	424	5,826	6,250
Major donors	-	-	-	-	-	-
	252	5,712	5,964	424	5,826	6,250

9. Other Income and Other Gains

	Total 2024	Total 2023
	€'000	€
Hosting arrangement	38	75
Miscellaneous income	-	1
Insurance claim	-	1,044
	38	**1,120**

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

10. Costs of raising funds

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	1,155	-	1,155	969	-	969
Travel and subsistence	4	-	4	3	-	3
Other fundraising costs	616	5	621	289	27	316
Direct fundraising costs:						
- Direct marketing	2	15	17	-	-	-
- Events	59	-	59	112	-	112
- Committed givers	142	-	142	72	-	72
Support costs (note 13)	442	-	442	486	-	486
	2,420	**20**	**2,440**	**1,931**	**27**	**1,958**

NOTES TO THE FINANCIAL STATEMENTS

11. Charitable activities

	Unrestricted funds 2024	Restricted income funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted income funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	1,455	5,823	7,278	870	5,621	6,491
Operation costs	629	443	1,072	396	435	831
Governance costs (note 12)	149	-	149	130	-	130
Support costs (note 13)	33	-	33	35	-	35
	2,266	**6,266**	**8,532**	**1,431**	**6,056**	**7,487**
Advocacy and Campaign Programme (A&C)						
Operation costs	288	13	301	246	14	260
Advocacy and Campaign Programme	537	22	559	377	44	421
Support costs (note 13)	38	-	38	12	-	12
	863	**35**	**898**	**635**	**58**	**693**
Marketing and Communications Programme						
Operation costs	206	47	253	162	86	248
Support costs (note 13)	35	-	35	21	-	21
	241	**47**	**288**	**183**	**86**	**269**

12. Governance Costs

	Total 2024	Total 2023
	€'000	€
Legal & professional fees	14	15
Audit fees	30	31
Council expenses	2	3
Other costs	103	81
	149	**130**

Governance costs are fully funded from unrestricted funds.

13. Allocation of Support Costs and Overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	802	-	521	222	26	16	17
Property costs	648	32	416	165	9	13	13
Office running costs	7	-	6	1	-	-	-
Computer & equipment costs	174	9	122	35	2	3	3
Legal & professional expenses	36	1	21	11	1	1	1
Depreciation	21	1	11	8	-	-	1
	1,688	**43**	**1,097**	**442**	**38**	**33**	**35**

In respect of prior year:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	788	-	520	247	-	17	4
Property costs	672	34	415	186	10	13	14
Office running costs	14	1	11	2	-	-	-
Computer & equipment costs	189	9	131	40	2	4	3
Legal & professional expenses	27	1	21	4	-	1	-
Depreciation	17	1	9	7	-	-	-
	1,707	**46**	**1,107**	**486**	**12**	**35**	**21**

These costs have been apportioned among retail activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

14. Analysis of staff costs, Directors Remuneration and Expenses, and the Cost of Key Management Personnel

The average monthly number of persons employed by the company in the financial year was 174 (2023: 163) analysed as follows.

	2024 Average Number	2023 Average Number
Retail	100	96
Administration	15	15
Public Engagement	50	45
Programme	3	2
Management	6	5
	174	**163**

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €nil (2023: 3k). Directly incurred out of pocket expenses may be reimbursed.

	Total 2024	Total 2023
	€'000	€
Staff costs are comprised of:		
Wages and salaries	5,859	5,389
Social welfare costs	604	551
Termination costs	-	16
Pension costs	277	237
	6,740	**6,193**

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO amounts to €140k (2023: 126k)

Key management compensation

Key management includes the Directors and members of senior management. The compensation paid or payable to key management for employee services is shown below:

	Total 2024	Total 2023
	€	€
Salary	659	586
Health Insurance	4	4
Employer Contributions	56	67
Pensions	73	46
	792	**703**

The remuneration of higher paid employees

The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:

	Total 2024	Total 2023
	Number	Number
€60,000 to €70,000	5	5
€70,001 to €80,000	1	1
€80,001 to €90,000	4	2
€90,001 to €100,000	-	2
€100,001 to €110,000	2	-
€110,001 to €120,000	-	1
€120,001 to €130,000	1	1
€130,001 to €140,000	1	-
€140,001 to €150,000	-	-
	14	**12**

Remuneration includes salary but excludes pension scheme contributions.

15. Net Income for the Year

	2024	2023
	€'000	€'000
Net income for the year is stated after charging:		
Depreciation on tangible fixed assets	176	164
Stock obsolescence	-	-
Operating lease rentals		
- Property	1,826	1,865
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	30	31
Non-audit fee – tax services	1	1
Realised loss on foreign exchange transactions	-	3
Stock recognised as an expense	167	150

16. Tangible Assets

Group	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	**2,075**	**3,400**	**1,588**	**118**	**7,181**
Currency movements	44	4	30	1	79
Additions	154	9	60	9	232
Disposal	-	-	-	-	-
At 31 March 2024	**2,273**	**3,413**	**1,678**	**128**	**7,492**
Accumulated depreciation					
At 1 April 2023	**(1,731)**	**(3,281)**	**(1,485)**	**(118)**	**(6,615)**
Currency movements	(39)	(4)	(29)	(1)	(73)
Charge for the year	(94)	(28)	(54)	-	(176)
Disposal	-	-	-	-	-
At 31 March 2024	**(1,864)**	**(3,313)**	**(1,568)**	**(119)**	**(6,864)**
Net book values					
At 1 April 2023	**344**	**119**	**103**	**-**	**566**
At 31 March 2024	**409**	**100**	**110**	**9**	**628**

Company	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	**1,489**	**142**	**1,016**	**30**	**2,677**
Currency movements	44	4	30	1	79
Additions	154	4	8	9	175
Disposals	-	-	-	-	-
At 31 March 2024	**1,687**	**150**	**1,054**	**40**	**2,931**
Accumulated depreciation					
At 1 April 2023	**(1,319)**	**(118)**	**(977)**	**(30)**	**(2,444)**
Currency movements	(39)	(3)	(29)	(1)	(72)
Charge for the year	(27)	(15)	(16)	-	(58)
Disposal	-	-	-	-	-
At 31 March 2024	**(1,385)**	**(136)**	**(1,022)**	**(31)**	**(2,574)**
Net book values					
At 1 April 2023	**170**	**24**	**39**	**-**	**233**
At 31 March 2024	**302**	**14**	**32**	**9**	**357**

17. Investments in Subsidiaries

Oxfam Ireland has two subsidiary undertakings as follow:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	Oxfam Properties (Ireland) Limited
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities:	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid, the EU and also from their many shops across the country where they sell clothes.	Dormant, ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%

Oxfam Republic of Ireland	**2024** **€'000**	2023 €'000
Total assets	13,041	12,435
Total liabilities	4,678	3,480
(Deficit) / Surplus for the year	(619)	3,017
Total funds at 31 March	**8,336**	**8,955**

18. Investments

Financial investments represent the market value of 2,903 shares of Diageo plc donated to the Company as at 31 March 2024.

19. Sork in Progress

	Group 2024	Group 2023	**Company 2024**	Company 2023
	€'000	€'000	€'000	€'000
Finished goods for resale	**57**	37	**56**	35

A provision for stock obsolescence of nil (2022: nil) has been recognised during the year.

NOTES TO THE FINANCIAL STATEMENTS

20. Debtors

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€'000	€'000	€'000
Prepayments and accrued income	**2,595**	2,522	**289**	162
Trade debtors	**1**	98	**-**	51
Other debtors	**65**	34	**22**	11
VAT repayable	**63**	64	**63**	64
	2,725	2,718	**373**	288

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days.

21.

	Group 2024	Group 2023	Company 2024	Company 2023
	€ 0	€'000	€'000	€'000
Cash on short term deposit	**7,000**	501	**-**	-
Cash and bank balances	**3,967**	10,146	**656**	976
	10,967	10,647	**656**	976

22. Creditors: Amounts Falling due within One Year

	Group 2024	Group 2023	Company 2024	Company 2023
Group and Company	**€'000**	€ 000	**€'000**	€'000
Trade creditors	**894**	1,137	**211**	246
Tax and Social Security	**210**	185	**71**	61
Accrued expenses	**2,564**	2,622	**560**	420
Amounts owed to Oxfam ROI (note 27)	**-**	-	**3,057**	2,452
Deferred Income (note 23)	**1,853**	265	**-**	-
	5,521	4,209	**3,899**	3,179

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

NOTES TO THE FINANCIAL STATEMENTS

23. D

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€ 000	€'000	€'000
At 1 April	265	2,490	-	-
Credited to Statement of Financial Activities	(265)	(2,490)	-	-
Deferred during the year	1,853	265	-	-
At 31 March	**1,853**	**265**	**-**	-

24. Financial Instruments

Oxfam Ireland (the Group) has the following financial instruments:

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	10,967	10,647
Trade debtors	1	98
Other debtors	66	34
Financial liabilities held at amortised cost		
Trade creditors	894	1,137
Accrued expenses	2,564	2,622
Deferred income	1,853	265

The company has the following financial instruments:

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	656	976
Financial liabilities held at amortised cost		
Trade creditors	211	246
Accrued expenses	560	420
Amounts owed to Oxfam ROI	3,057	2,452

25. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	Total 2024	Total 2023
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	(823)	3,150
Adjustments for:		
Depreciation charges	176	164
Deposit interest receivable	(35)	-
(Increase) / Decrease in stocks	(20)	54
Decrease / (Increase) in debtors	(7)	(1,042)
Increase / (Decrease) in creditors	1,313	(2,545)
Currency movements	(7)	9
Net cash provided by / (used in) operating activities	**597**	**(210)**

26. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in note 22.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel

The disclosures in respect of key management compensation are set out in note 14.

27. C

Operating leases

At 31 March 2024 the total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2024	Total 2023
	€'000	€'000
Land & Buildings Operating leases which expire:		
Within one year	1,209	1,231
In the second to fifth years inclusive	2,968	3,020
After five years	2,671	2,626
	6,848	6,877

28. Pension Commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5 % or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

Financial assumptions	**At 31 March 2024**	At 31 March 2023
	%	**%**
Rate of increase in salaries	2.00	1.90
Rate of increase of pensions (deferred and in payment)	3.15	3.18
Rate of inflation (RPI)	3.15	3.18
Rate used to discount scheme liabilities*	4.90	4.87

**Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields. The mortality assumptions adopted imply the following life expectancies at age 65.*

	At 31 March 2024	At 31 March 2023
	Years	Years
Non-pensioners:		
Males	23.2	23.3
Females	25.3	25.4
Pensioners:		
Males	21.6	21.7
Females	23.9	24.0

	At 31 March 2023	At 31 March 2022
Scheme assets	**£m**	£m
Equities	0.1	-
Government Bonds	120.6	137.2
Property	18.8	22.4
Cash	19.5	9.4
Total fair value of assets	**159.0**	**169.0**

NOTES TO THE FINANCIAL STATEMENTS

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets	Present value of scheme liabilities	Scheme assets less scheme liabilities
	£m	£m	£m
Scheme assets/(liabilities) at the start of the year	169.0	(154.4)	14.6
Current service cost and expenses	(0.2)	(0.2)	(0.4)
Experience on plan assets – gain (loss)	(12.3)	-	(12.3)
Interest income/(cost)	8.1	(7.5)	0.6
Actuarial gain/ (loss)	-	1.1	1.1
Contributions by employer	0.7	-	0.7
Contributions by scheme participants	-	-	-
Benefits paid	(6.3)	6.3	-
Scheme assets/(liabilities) at the end of the year	159.0	(154.7)	4.3
Unrecognised surplus scheme assets			(4.3)
Scheme assets/(liabilities) at the end of the year			-

The total return on scheme assets for the year was £4.3m (2023: £68.7m).

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable are charged to the profit and loss account.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

NOTES TO THE FINANCIAL STATEMENTS

29. Movement in Consolidated Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	1,024	2,257	3,328	6,609
Total income	6,585	-	15,236	21,821
Total expenditure	(6,230)	-	(12,509)	(18,739)
Transfers	-	254	(254)	-
Currency gains & losses	(7)	-	75	68
At 31 March 2023	**1,372**	**2,511**	**5,876**	**9,759**
Total income	6,155	-	13,570	19,725
Total expenditure	(6,420)	-	(14,071)	(20,491)
Transfers	-	154	(154)	-
Currency gains & losses	5	-	(62)	(57)
At 31 March 2024	**1,112**	**2,665**	**5,159**	**8,936**

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. Funds amounting to €154k were transferred to the designated funds to meet the working capital requirements at the end of the financial year.

30. Movement in Company Charitable Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	164	-	(1,599)	(1,435)
Total income	178	-	3,895	4,073
Total expenditure	(183)	-	(4,170)	(4,353)
Gains & losses	(7)	-	75	68
At 31 March 2023	**152**	**-**	**(1,799)**	**(1,647)**
Total income	139	-	3,388	3,527
Total expenditure	(95)	-	(4,185)	(4,280)
Gains & losses	5	-	(62)	(57)
At 31 March 2024	**201**	**-**	**(2,658)**	**(2,457)**

31. Analysis of Net Assets between Funds

GROUP	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Fixed assets	708	-	-	708
Current assets	9,972	2,665	1,112	13,749
Current liabilities	(5,521)	-	-	(5,521)
Net assets at 31 March 2024	**5,159**	**2,665**	**1,112**	**8,936**
Net assets at 31 March 2023	5,876	2,511	1,372	9,759

COMPANY	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible Fixed assets	357	-	-	357
Current assets	884	-	201	1,085
Current liabilities	(3,899)	-	-	(3,899)
Net assets at 31 March 2024	**(2,658)**	**-**	**201**	**(2,457)**
Net assets at 31 March 2023	(1,799)	-	152	(1,647)

32. Irish Aid Funded Programmes

	2024	2023
	€'000	€'000
Opening Restricted Irish Aid funds 1 April	**20**	15
Income		
Restricted grant income	**4,420**	4,746
	4,420	4,746
Expenditure		
Operational Overseas grants		
Democratic Republic of the Congo	**500**	397
Ireland/OI	**20**	-
Kenya	**-**	691
Malawi	**681**	638
Occupied Palestine territory and Israel	**-**	185
Rwanda	**-**	322
Somalia	**565**	261
South Sudan	**610**	397
Syria	**135**	
Tanzania	**-**	(5)
Uganda	**545**	857
Zambia	**510**	128
Zimbabwe	**545**	556
	4,111	4,427
Management and administration costs	**411**	314
	4,522	4,741
Closing restricted Irish Aid funds 31 March	**(82)**	20

The Group receives a number of funds from donors which are restricted in nature, along with donations from the general public. We acknowledge all forms of donations and thank you.

Analysis of Grants – Activities & Projects Being Funded

Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

NOTES TO THE FINANCIAL STATEMENTS

A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies

There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

33. S

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

34. M

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	10,647	320	10,967
Total	**10,647**	320	**10,967**

35. Movement in Company Net Debt

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	976	(320)	656
Total	**976**	(320)	**656**

36. Exceptional Expenditure

	2024	2023
	€'000	€'000
Redundancies	-	16
Hosting	35	72
Other Expenditure	36	-

37. Approval of Financial Statements

The financial statements were approved by the Council on 8th of September 2024

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OXFAM
Ireland

This report is produced on
a Sustainable Mixed stock

Oxfam Ireland

Northern Ireland - Charity number 100848

Annual return

ANNUAL REPORT

1 APRIL 2023 - 31 MARCH 2024

OXFAM
Ireland



CHARITY NUMBER: XN89651
COMPANY NUMBER: NI33800

COMPANY LIMITED BY GUARANTEE

WE FIGHT INEQUALITY TO END POVERTY AND INJUSTICE

Cover image: Victoria Chikonde, from Zambia received non-food items (NFIs) from Oxfam partner organisation, Keepers Zambia Foundation. The project took place during the Cholera outbreak in early 2024. With Keepers Zambia Foundation, we responded to the cholera outbreak by providing cholera hygiene kits to the affected communities and schools. *Photo: Loliwe Phiri / Oxfam*



Shamsa Bishar Ahmed from Modogashe in Kenya received dignity kits from Oxfam and partner organisations. During drought, when water is limited, women face increased dangers to their health and safety. Seven out of 10 girls miss up to a week of school every month because they can't access sanitary pads. Oxfam in partnership with MID-P responded to these hygiene needs by offering dignity kits to 600 adolescent girls in Isiolo county.

Photo: Mark Wahwai/ Oxfam

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ABOUT US

Oxfam is a global movement of people who fight inequality to end poverty and injustice. We're committed to ending poverty in the long-term, as well as addressing its devastating impacts right now. Together, we improve and save the lives of those hardest hit by poverty and injustice and campaign for a fairer, more sustainable world.

Oxfam Ireland is one of 21 Oxfam affiliates working together to provide support in 81 countries across the world. We're part of a global confederation of independent and interconnected affiliates, each with their own areas of activity and expertise. We combine to achieve shared goals.

Oxfam Ireland mobilises the power of people to create lasting change. We believe that everyone has the right to thrive in a just and sustainable world and we work collaboratively to challenge the inequalities that undermine this. When someone is denied their rights – to education, healthcare, land or essentials like water and food – the result is predictable, it's poverty.

OUR FOUR GLOBAL GOALS:

1. **Just Economies:** People and the planet are at the centre of just and sustainable economic systems.
2. **Gender Justice:** Women and girls in all their diversity live free from gender oppression, discrimination and violence.
3. **Accountable Governance:** Governance systems and governments are people-centred, just, inclusive, accountable and planet-focused.
4. **Climate Justice:** The climate crisis is abated; environmental 'tipping points' are averted by radical solutions which improve well-being, and there is environmental justice for all.

As part of the Oxfam confederation, Oxfam Ireland delivers specific programmes in Africa and the Middle East – in the Democratic Republic of Congo (DRC), Malawi, South Sudan, Somalia and Somaliland, Uganda, Zimbabwe, Zambia, Occupied Palestinian Territory, Rwanda and Syria.

In 2023, we secured a multi-year, multi country project under the EU-funded ReCIPE: 'Recentering the Civic Internet through Partner Engagement' grant. This will expand our programme reach in Bolivia, El Salvador, Cambodia, Kenya, Senegal, Somalia, the Occupied Palestinian Territory, Tunisia, Uganda, and Vietnam.

We also advocate and campaign at national and EU level for change that will tackle inequality, poverty and injustice across the world.

Supported by people across the island of Ireland for more than six decades, we are an independent, secular and not-for-profit organisation. We have 46 shops across the island, offices in Belfast and Dublin, a warehouse in Dunmurry, Belfast and more than 900 volunteers supporting our fight against poverty and inequality.



VISION

A just and sustainable world.

MISSION

We fight inequality to end poverty and injustice.

OUR VALUES

Equality: We believe everyone has the right to be treated fairly and to have the same rights and opportunities.

Empowerment: We acknowledge and seek to expand people's agency over their lives and the decisions that impact them.

Solidarity: We join hands, support and collaborate across boundaries for a just and sustainable world.

Inclusiveness: We embrace diversity and difference and the value the perspectives and contributions of all people and communities in their fight against poverty and injustice.

Accountability: We take responsibility for our action and inaction and hold ourselves accountable to the people we work with and for.

Courage: We speak truth to power and act with a conviction that stems from the justice of our causes.

WHO WE ARE

OUR ROLE

We challenge injustice and inequalities, shaping collective understandings and solutions: We work with people to build more equal and sustainable systems. We tackle the economic inequalities that drive poverty. We speak out in solidarity on unpaid care work, tax justice, climate justice, and harmful business practices.

We work humanitarian, development influencing approaches: We work with people and communities experiencing crisis, disaster, poverty and injustice. We support people to protect and rebuild their lives as well as find sustainable ways to live independently, free from disadvantage and inequality. We mobilise people to stand up and speak out and to influence those in power.

We amplify the agency and leadership of people experiencing exclusion, exploitation and crises: We support individuals, communities and movements to demand social justice. We work with local, grassroots, feminist and youth-led organisations to call for an end to the injustices and inequalities that perpetuate poverty and crisis. Together, we demand an end to violence against women and girls and for equal access to education, employment, healthcare and other essential services for all.

We hold state and non-state actors, including corporations, to account: We engage and work with governments, corporations and other duty bearers to ensure their policies and practices provide sustainable solutions to poverty, inequality, injustice and crises.

We leverage our reach and resources to connect, convene and build momentum for our causes: We connect activists, organisations and movements across the world, opening spaces, sharing knowledge and resources and building solidarity. We are a reliable partner and know when to follow, when to lead and when to stand side-by-side with others.

OUR IDENTITY

We are rights-based: Our work is grounded in our commitment to human rights and respect for protective legal frameworks.

We are feminist and anti-racist: We recognise that there is no justice without justice-for-all. Our feminist and anti-racist principles guide everything we do.

We fight inequality: We stand firm against poverty and injustice everywhere, working with people, communities, partners, and allies for just and sustainable development and solutions.

We are humanitarian: We work with communities before, during and after crises. We work to build their resilience; protect and save lives, and address together the root causes of conflict and disaster.

We are both local and global: We are a global network of locally rooted, interdependent civil society organisations.

We are driven by diversity: We are a multicultural organisation that brings together people of different socio-cultural backgrounds, sex, genders, abilities and ages.

We are a knowledge organisation: We consistently seek to generate new research that can drive solutions to complex problems. Our programmes, advocacy and campaigning asks are grounded in evidence and experience.

STORIES FROM 2023-2024

CASE STUDY 1

MaMoyo owns and runs a restaurant in a caravan, helped by the skills she learned from an Oxfam programme. The profit she makes funds her two children's education. In Matobo, southwestern Zimbabwe, Oxfam and partner organisation, Hope for a Child in Christ (HOCIC), run the Income Savings and Lending Scheme programme, as part of "Self-help groups" training. This has helped women with skills in budgeting, saving and investing. Those taking part learned how to create sustainable sources of income and build financial independence.

Photo: Oxfam Zimbabwe/Oxfam



CASE STUDY 2

Mathieu Ushindi is a farmer from Mweso in eastern Democratic Republic of the Congo. He's learned new skills and practices to help with his tomato garden. Before he had training from Oxfam and local partner organisation FOPAC NK, he struggled with crop failure. At the training, Mathieu learned good farming planning techniques, like preparing the soil for harvest. He learned the importance of market research so he can target and adapt to customer expectations. Now his crops are of good quality and sell easily at the market. He earns a stable and good income. Mathieu is 25 years old, is married and has three children to support. With determination and training, Mathieu transformed his farming business into a thriving, sustainable success.

Photo: Castro Mwisha, FOPAC NK, Oxfam partner/Oxfam





Click here to read the Impact story on our website

CASE STUDY 3

Greenhouses have given a village in Ainabo in western Somaliland, better access to food. Asha Mohamed is the Farmers Committee Leader. Working with a local partner organisation, Oxfam started a project in the village. This has taught people climate-smart farming techniques. This region has been affected by a prolonged drought, so growing crops can sometimes be difficult. People used to entirely rely on fodder production and rainfed farming systems. When the Oxfam project introduced people to greenhouses for the first time, people learned skills such as the best way to plant, water, transplant and prune their crops. The greenhouses are mainly used for growing tomatoes, but people use their new skills to grow things like onions and carrots in the fields. They don't have to import vegetables anymore.

Photo: Oxfam Somalia/Oxfam



CASE STUDY 4

Hekima Mousa is a 19-year-old Sudanese refuge in South Sudan. She fled her country with her two children because of the recent fighting. In Akobo, she volunteered to help older refugees by cleaning and cooking for them. Working with local partners, Oxfam addresses people's needs. This work includes drilling and repairing boreholes for clean water, as well as providing food and sanitation facilities.

Photo: Fatuma Noor/Oxfam

OXFAM'S GLOBAL REACH AND SCALE 2023 – 2024

Oxfam Ireland contributes to the 15.3 million people directly reached through the Oxfam global confederation.

Last year, Oxfam Ireland directly and indirectly reached 2.3 million people across 11 countries through our own programme work.*

This includes our development and humanitarian work, including programmes funded by Irish Aid and the European Union. It also includes the number of people reached through our influencing, campaigning and global citizenship education work across the island of Ireland.

This last financial year saw the beginning of a new five-year grant with Irish Aid which saw significant reach and progress in Year One. The last year also saw the completion of a three-year grant with the European Union, which over the lifetime of the grant reached over 9.6 million directly and indirectly.

*This figure is based on both the calendar year and financial year, as per reporting period parameters.



Countries Oxfam Ireland worked in last year:

- Democratic Republic of Congo
- Malawi
- South Sudan
- Somalia and Somaliland
- Uganda
- Zimbabwe
- Zambia
- Rwanda
- Syria
- Occupied Palestinian Territory
- Northern Ireland and the Republic of Ireland

MESSAGE FROM THE CHAIR

The last year has not been a good one for our collective world. The now three-year-old war in Ukraine continues, while Israel's bombardment of Gaza has shocked the world. The world's fragile food system has been disrupted by real-time climate related drought and flooding across the world, including in Southern Africa. Through all of this, Oxfam Ireland has continued its work. This includes development, humanitarian and influencing work, while building solidarity and creating change through a network of partners, campaigners and supporters.

We have supported families, working to supply water and sanitation services and other basic needs to people displaced by war, conflict, famine and climate catastrophes. We have helped people to cope with trauma and shown solidarity and care to those we work with. We prioritised working with local partners to bring life-changing support to communities across our programme countries, ensuring people have access to the finance, tools and training needed to lift themselves out of poverty and build resilience. We showed solidarity with communities facing discrimination, exclusion and exploitation, especially with women, girls and people with disabilities. We partnered with feminist, youth and grassroots movements to hold those in power to account for essential services like healthcare and education and for an end to the policies and practices that perpetuate violence and injustice. We delivered all of this through a lens of feminist leadership and an awareness that women and girls are often the hardest hit by poverty and disaster.

I am particularly proud of Oxfam's voice through the annual reports at the World Economic Forum in Davos, an important counter-voice bringing attention to inequality as the world's wealthy meet at their annual gathering. Over the last year, Oxfam Ireland made great strides in drawing attention to Ireland's role in global inequality and to evidence how our tax system perpetuates fiscal injustice and related inequality, particularly through work on a wealth tax.

All of this is only possible because of the people who underpin Oxfam's work. Our expert and effective staff work hard to make Oxfam what it is in Ireland, in our international programmes and across the global confederation. Not to mention our network of volunteers, who give their time and talent to further Oxfam Ireland's vision and mission.

We know our work relies on our capacity to access funding for programmes and on the generosity and kindness of our donors and supporters. We are very grateful for the support we are given across the island of Ireland and I want to take this opportunity to say thank you.

We are now at the end of the first three-year period of our 10 Year Strategic Framework and my fellow Board members and I have been working with Oxfam Ireland's staff and management to build a robust plan for the next three years. This plan, Horizon Plan 2024 – 2027, aligns with Oxfam International's overarching strategic direction and ambition and will bring greater focus, coordination, impact and accountability to Oxfam Ireland's great work across the entire organisation. I want to thank my fellow Board members for their efforts in this and for all they've delivered. Over the last year, the previous Chair Susan Murphy stood down from her role in both Oxfam Ireland and the Confederation, where she played a key leadership role stewarding transformation of Oxfam's structures. We are indebted to her work and offer her our deep gratitude. The Board of Oxfam Ireland and its committees continue to strive for good governance, and work to be accountable and transparent, working with and through Oxfam Ireland's management team to ensure the organisation is fit for purpose, nimble and able to play an effective role in stewarding the organisation to live up to its values and to empower global south communities through localisation and other processes including feminist leadership. We are actively listening to our international partners and our staff and continually mindful of the need to improve our culture and safeguarding processes, to ensure a good workplace for our staff, to promote the dignity of our volunteers, and the wellbeing of all who work to make us who we are and contribute to our efforts.

The staff of Oxfam represent the diversity and strength of the organisation. They do such incredible work, and often work remotely, it is inspiring to see them collectively inspiring and motivating each other to do the wonderful work they do.

On behalf of the Board of Oxfam Ireland, let me thank all of you, staff and volunteers, across the island of Ireland and in our programme countries, donors and supporters for all you do, for your passion for justice and steadfast commitment for better world.

Prof. Mary Murphy,
Chairperson,
Oxfam Ireland



Professor Mary Murphy
Chairperson
Oxfam Ireland

MESSAGE FROM THE CEO

The close of this financial year brought us to the end of the first three years of our 10 Year Strategic Framework, “Let’s End Inequality and Poverty Together.” A three-year period that began just as the Covid-19 pandemic swept across the globe, causing widespread devastation but hitting the poorest and most vulnerable hardest. Much uncertainty and instability followed: the climate crisis escalated unabated, Russia’s war on Ukraine started and tragically continues. And following the despicable attacks in Israel on October 7th last year, we are witnessing the bombardment and destruction of Gaza at a human cost unprecedented in recent times. It has sparked global outrage, but disgracefully still no sign of a ceasefire or adequate humanitarian support for millions who are suffering with a man-made famine looming.

As we reflected on the last three years and planned for the next three, we were struck by all that unites us and the global movement of people who share our values, courageously working together for justice, equality, empowerment and inclusiveness. It can be easy to think the news headlines and the hate and division we see as we scroll through social media is the truest thing about the world we now live in, but it isn’t.

In the last year alone, we reached 2.3 million people across 11 countries with development, humanitarian, influencing, global citizenship education and public engagement projects and initiatives. Across our programmes, we worked with local partners, grassroots organisations and communities to tackle the worst impacts of inequality, climate, conflict and disaster. This was particularly crucial in Gaza where, as humanitarian access is restricted and denied, we wouldn’t have been able to reach anyone without our network of local partners. We’ve reached 262,424 people in Gaza since October 2023. We worked with allies and friends in civil society across the island of Ireland and mobilised with countless campaigners and supporters to call for justice, equality and peace.

I would also like to pay tribute to the staff, volunteers and Board of Oxfam Ireland for their hard work and dedication over the last year. Thanks to committed, creative and collective work throughout all parts of the organisation, we have continued to increase awareness, action, engagement, support and funds for people facing poverty and inequality across the world. I am so grateful to work alongside you. Thank you.
It is our mission to fight inequality to end poverty and injustice. It’s been proven time and time again that where there is inequality, there is poverty.

But we’re working to combat inequality and we continued that work in the last year with notable progress, including in helping to start a national conversation on tackling extreme wealth. We hope to see this conversation translated into action this year.

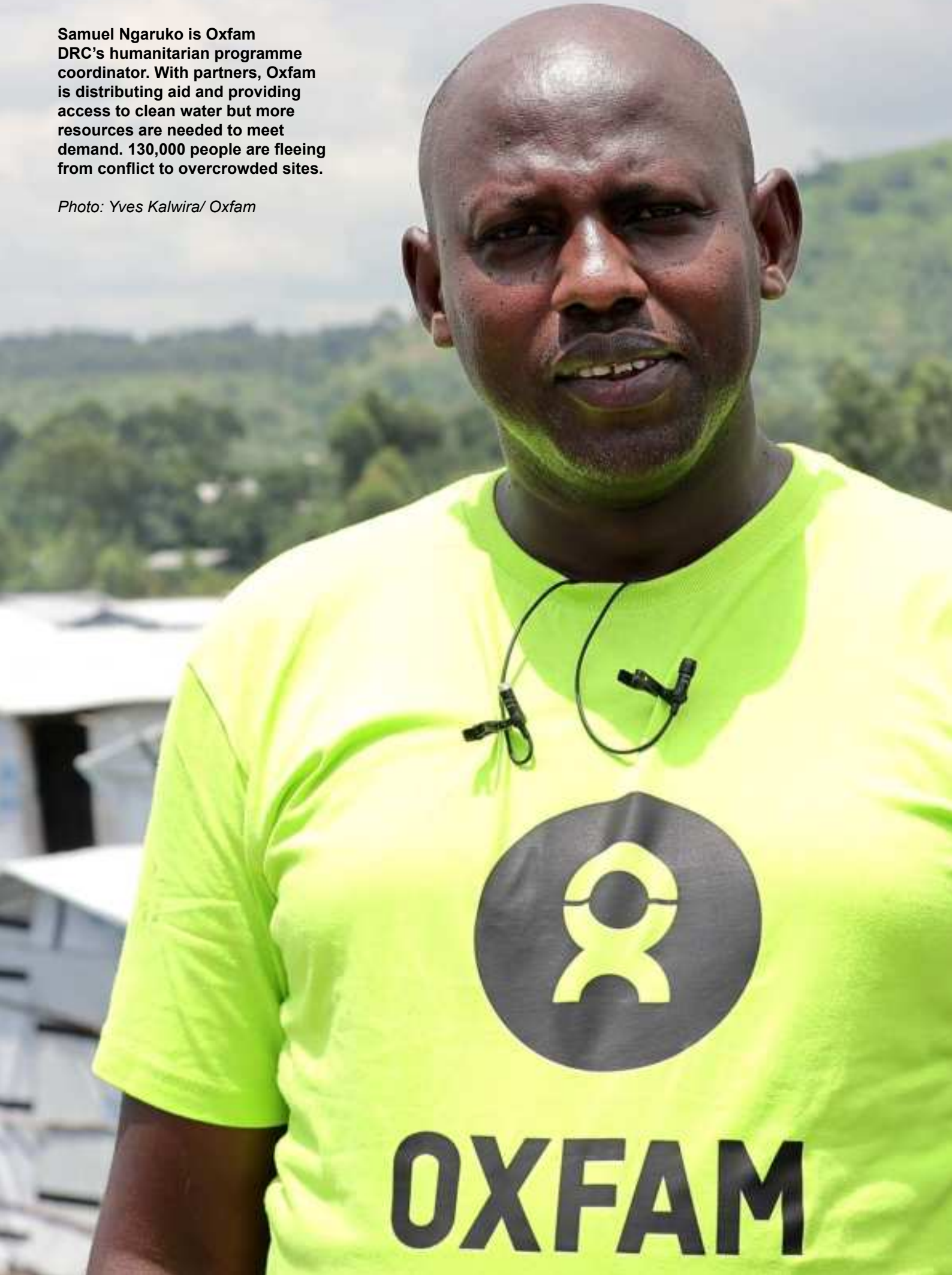
To combat the effects of poverty, we live out our commitment to equality and empowerment. This includes championing development and humanitarian work that is locally-led. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty. The benefits of this commitment are particularly visible in our Irish Aid funded, Ireland’s Civil Society Partnership (ICSP) for A Better World programme , which is being implemented in seven African countries. This is also being implemented in Ireland, through the Global Citizenship Education (GCE) programme, which is empowering people in Ireland to critically explore global issues of inequality and take action for positive change. Over the past year, we’ve also continued to increase our European Union grant portfolio, and are very grateful for EU support. We are particularly excited with the ReCIPE programme working across 10 countries which focuses on promoting and defending rights online.

I am proud of the work we’ve completed over the past year and in the last three years. As we look ahead to the next three-year period of our 10 Year Strategic Framework, Horizon Plan 2024 – 2027, we are committed to new ways of working that will make us more focused, connected and a stronger force for positive change in the world. We will continue to tackle inequality, injustice and poverty through a culture of collective planning, accountability and learning while always being true to our values as together with our dedicated donors and supporters, and our inspiring partners, we fight for a better world.

Jim Clarken,
Chief Executive,
Oxfam Ireland



Jim Clarken
Chief Executive
Oxfam Ireland



Samuel Ngaruko is Oxfam DRC's humanitarian programme coordinator. With partners, Oxfam is distributing aid and providing access to clean water but more resources are needed to meet demand. 130,000 people are fleeing from conflict to overcrowded sites.

Photo: Yves Kalwira/ Oxfam

OUR VISION FOR 2030

Horizon Plan

2024 – 2027

In 2020 we embarked on a **10 Year Strategic Framework**, *Let's End Inequality and Poverty Together*. Our Strategic Framework lays out a bold and ambitious vision for 2030 that builds on our existing work while developing and delivering new approaches that make us more connected, collaborative and focused yet adaptive. It also aligns with the Oxfam confederation's Global Strategic Framework.

Ending inequality as a root cause of poverty and injustice is central to our Strategic Framework and to achieving its **four key goals**:

- Just Economies
- Gender Justice
- Climate Justice
- Accountable Governance

Our **Theory of Change** guides our ways of working, including a strong focus on **Systemic Change**, People Power and a Feminist and Anti-racist Approach. Through the lens of Systemic Change, we're working in partnership to transform the unequal and harmful social, political, economic and cultural systems that perpetuate poverty and injustice. By leveraging **People Power**, we're prioritising solidarity and partnership, ensuring the voices, stories and actions of those most impacted by poverty and injustice are amplified. When we talk about a **Feminist and Anti-racist Approach**, we mean we will share power, challenge our behaviour, prioritise partnerships, ensure everyone is heard and champion safety, diversity and inclusion.

Horizon Planning

To ensure we deliver on our overarching goals by 2030, we are implementing our Strategic Framework in a block of three or four years called a Horizon Plan. This mirrors implementation of the Global Strategic Framework and aims to align affiliate Horizon Plans across the confederation.

Horizon Plan 2024 – 2027

The close of this financial year saw us complete our first three-year Horizon Plan and begin a new one, **Horizon Plan 2024 – 2027**. This will guide our cross-organisational work over the next three years.

In reviewing the Horizon Plan 2020 – 2023 we concluded it was largely dominated by responding to the Covid-19 pandemic across the organisation and adapting where necessary. This included across our development, humanitarian and influencing programme, our public engagement and our financial stability. In terms of our Strategic Framework, we began to transition systems and structures from the previous organisational strategy and review our ways of working, including across cross-organisational agendas and our cultures and values.

Under Horizon 2024 – 2027, we want to ensure that our work is more focused and aligned across all parts of the organisation – programming, influencing, public affairs, digital, fundraising and marketing, trading and operational support. We also want to enhance our collective planning, accountability and learning culture and build a robust monitoring and evaluation framework that allows us to clearly measure impact across the organisation.

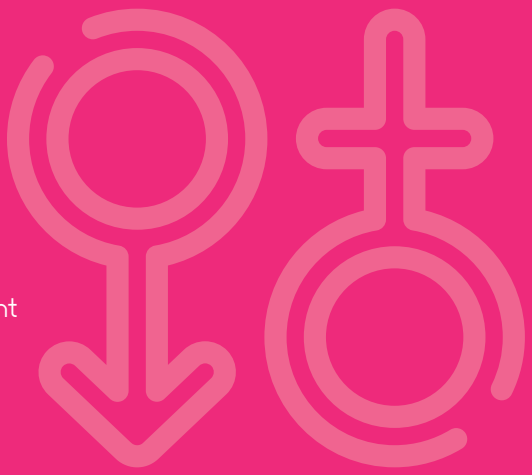
In 2023/2024, we progressed Horizon Plan 2024 – 2027 in the following ways:

- Reviewed and collated learnings from Horizon Plan 2023 – 2024
- Explored Oxfam International's Horizon Planning Process for 2024 – 2027 and agreed how that would inform our process in Oxfam Ireland
- Held a cross-organisational workshop and determined six Focus Areas that would underpin Horizon Plan 2024 - 2027
- Established an internal, cross-organisational Steering Group to develop the Focus Areas in detail and determine a number of Outcomes under each. (By Outcomes we mean objectives that determine where we want to be at the end of 2027).
- Developed Focus Areas and Outcomes and communicated to key stakeholders and cross-organisationally

THE SIX FOCUS AREAS

Focus Area 1:

Gender



Summary of Focus Area

- Ending gender-based violence,
- Ensuring the rights of women, girls and the LGBTQIA+ community are recognised and upheld, including their right to bodily autonomy and reproductive justice,
- Confronting sexist, patriarchal, unfair and harmful norms and practices across all our work.

Focus Area 2:

Inequality



Summary of Focus Area

- Fighting inequality and its root causes,
- Realising fair tax systems and a more sustainable economy,
- Protecting human rights, including in business and across migration issues.

Focus Area 3:

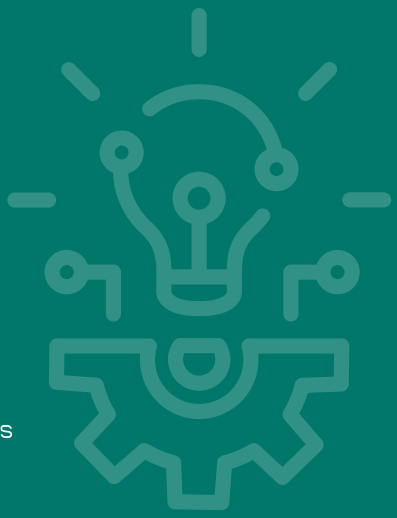
Enhanced Humanitarian Action

Summary of Focus Area

- Contributing to more collaborative, inclusive, principled, and effective humanitarian action that tackles gender inequality,
- Ensuring humanitarian action is locally led, more prepared and better resourced so that it can support everyone in crisis without discrimination.

Focus Area 4:

Digital Innovation



Summary of Focus Area

- Contributing to the creation of a digvironment that respects and upholdople's rigs and promotes eq, gender justice and social well-being and protects civic space,
- Leveraggvation technologes to unlock opprtunities and find solutions to the problems facing the communities and partners we work with.

Focus Area 5:

Confronting Climate Breakdown



Summary of Focus Area

- Confronting climate breakdown with decolonial feminist action,
- Addessing ineqes in climate action, includoss climate finance and Loss and Damage,
- Swer and prioritising partnerships and the voices of those most impacted

Focus Area 6:

Ways of Working



Summary of Focus Area

- Championing solidartnership,
- Protecting civic space,
- Embracing our values,
- Addessing the root causes of poverty, injustice and disaster,
- Ensuring an enabling and well-resourcedvironment.

HORIZON PLAN - NEXT STEPS

This work was concluded by the end of March 2024. The next steps will see each department using the six Focus Areas and their Outcomes to develop Annual Operational Plans (AOPs) for 2024 – 2025. These AOPs will build on the Focus Area Outcomes by developing Outputs, Activities and Indicators. The Indicators will enable us to clearly and tangibly track progress and measure impact. All AOPs will recognise synergies and cross-organisational collaborations and we will prioritise shared work.

Through Horizon Plan 2024 - 2027, we aim to make a greater collective impact both in programme countries and across the island of Ireland. We will also strengthen our own ways of working to ensure everything we do is in line with the values and approaches we committed to in our Strategic Framework. At the end of the three years, we plan to be more a more focused, more joined up and more thoughtful organisation with a strong and sustainable resource base and a work environment that even better enables all of us to give our very best.

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist

Years one to four: 2020–2024

Milestone	Notes on Status
2020	
Develop first Three-Year Horizon Plan for 2020-2023	Developed and delivered by the end of 2023.
Review and adapt Trading Strategy in response to the ongoing impact of the Covid-19 pandemic	
Enhance our Management Information Systems to enable staff to work more effectively as a flexible, dispersed and well-connected team	
2021	
Define and embed an organisational culture	Work began on this in 2021 as part of the transition to our new 10 Year Strategic Framework. We aim to complete this work under Horizon Plan 2024 – 2027.
Begin to transition existing programmes and influencing work according to the new strategic framework and invest in new initiatives to achieve our goals	This will be further enhanced under Horizon Plan 2024 – 2027.
Develop a new fundraising strategy to support Oxfam Ireland to grow and diversify its income up to 2030	This will be further enhanced under Horizon Plan 2024 – 2027. A key output under the Ways of Working Focus Area is delivering an **ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding.**
Deploy a new influencing agenda which challenges inequality, climate change and promotes gender justice.	In 2024, we established a Public Affairs Department which brought the Communications and Campaigns and Policy and Advocacy teams together under one strategic function. This department's work under Horizon Plan 2024 – 2027 will further enhance work delivered under this milestone, including cross-organisationally.

On Track | Largely on Track | Off Track

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist (Contd)

Years one to four: 2020–2024

Milestone	Notes on Status
Develop a monitoring and reporting framework for measuring results and impact	This will be further enhanced under Horizon Plan 2024 – 2027. A key priority under Horizon Plan 2024 – 2027 is further establishing a robust planning, monitoring, learning and accountability culture.
2022	
Implement learning and knowledge approaches to help us understand how we contribute to systems change	
Further strengthen organisational systems, policies and processes aligned to restricted funding obligations	This will be progressed under Horizon Plan 2024 – 2027.
Develop and implement a new supporter engagement strategy	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop a new partnership strategy	
2023	
Achieve formal recognition for our top-class governance processes	We have seen significant improvement in this area since 2020, including by being shortlisted for the Good Governance Awards several times. It is our ambition to continue to improve across all our governance processes and structures and become award-winning.
Complete and evaluate first Three-Year Horizon Plan for 2020 - 2023	
2024	
Financial position has stabilised	
Stock take on organisational culture	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop second Three-Year Horizon Plan for 2024 - 2027	The Focus Areas and Outcomes under Horizon Plan 2024 – 2027 have been established. The next step is to use these to develop cross-organisational Annual Operational Plans and metrics.

On Track | Largely on Track | Off Track



Ciciliya Simati, a Cyclone Freddy survivor, looking at a photo taken a few days after Cyclone Freddy at her home in a village in southern Malawi on 3 October 2023. Shortly after the cyclone, Oxfam provided cash support to help people meet their urgent needs.

Photo: Thoko Chikondi / Oxfam

OUR VISION FOR 2030

OUR FOUR GOALS AND STRATEGIC OBJECTIVES

SUMMARY OF PROGRESS

In line with our 10 Year Strategic Framework, we delivered a range of programme work, including long-term development projects, humanitarian action, influencing and campaigning, to achieve our four goals – Just Economies, Gender Justice, Climate Justice and Accountable Governance.

Our overarching objective across our programme work was, and is, to enable communities to realise their rights, exercise leadership and build resilience for a life free from poverty, violence, and discrimination. In the last financial year across EU and Irish Aid funded development, humanitarian and influencing programmes, we directly reached 109,370 people and indirectly reached 2,184,366 people. In addition to this, we reached a further 20,223 people through our influencing, campaigning and global citizenship education work across the island of Ireland. Combined this means we reached 2.3 million people directly and indirectly in the last year alone.

The last financial year saw the beginning of a new five-year programme response under Irish Aid's Irish Civil Society Programme (ICSP). This built on the success of our development, humanitarian, influencing and public engagement work under the previous six-year Irish Aid grant. It incorporated key learnings. The ICSP (2023 – 2027) represents a new, blended programme that works across development, humanitarian, and acute crisis streams to bring greater coordination and effectiveness. It also includes a Global Citizenship Education programme that increases awareness and understanding about development and humanitarian issues and

facilitates critical exploration and action by people in Ireland. Despite being in its fledgling stages, the ICSP has delivered significant scope and progress. In Year One it reached 60,155 people directly and an estimated 839,366 people indirectly across the seven programme countries. The ICSP can also spotlight some early achievements in terms of best practice, for example, the pilot Farmer Field Schools in Zimbabwe, Malawi and Zambia established to promote climate-smart agricultural technologies while providing communities with fresh food and income.

In the last year, we also secured funding from the European Commission to deliver an innovative programme focusing on digital rights. The ReCIPE (Recentering the Civic Internet through Partner Engagement) project will contribute to the creation of a digital environment that respects and upholds people's rights and promotes equality, gender justice and social well-being and protects civic space. It will leverage digital innovation technologies to unlock opportunities and find solutions to the problems facing the communities and partners we work with. This work began in January 2024 and will scale up across 2024/2025.

Across our programme work, we follow a Localisation Model and this continued to be a priority over the last year. Localisation means supporting local and national organisations, or partners, to respond to the issues impacting their communities and develop their own solutions. Local partners are embedded in the communities we work with so they can respond quickly when crises happen. They also best understand the cultural context where they are working. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty.

Embedding a "Triple Nexus Approach" also remained a priority for us over the last year. This means delivering a humanitarian response that supports communities before, during and after crisis, while also enhancing opportunities for peace. The Nexus Approach combines humanitarian, development and peace-building work to ensure that individuals can enjoy the full spectrum of human rights. For example, in the last year, we supported three projects in Malawi, South Sudan, and Syria, which focused on access to food, WASH (Water, Sanitation, and Hygiene), and protection (ensuring people are safe and that their rights are upheld). We also supported the establishment of Peacebuilding Committees in Somaliland.

Over the last year we continued to focus on tackling systemic change across all our programme work. In the countries we work in, we engaged with a range of local and national leaders and duty-bearers across the community and political spectrum. For example, in order to eliminate the systems and structures that perpetuate violence against women and girls and other vulnerable groups in South Sudan, we secured roundtable discussions with government and community leaders.

At home on the island of Ireland, we also continued to work for systemic change in order to fight inequality. We worked on a range of issues that tackle the root causes of poverty and injustice, including calls for more progressive taxation, confronting climate breakdown and supporting people forced to flee their homes. We amplified the voices and stories of those most impacted by poverty and inequality, especially our partners. We held political leaders and decision-makers to account for their action and inaction. We showed solidarity, working with our supporters, with local and grassroots organisations, and with partners. For example, we developed and delivered a Global Citizenship Education campaign to support people to critically explore and respond to the unprecedented humanitarian catastrophe

in Gaza. Over 2,800 people meaningfully engaged with the content and a number went on to attend a webinar entitled, *Conflict Hits the Poorest Hardest.*

Challenges and Learnings

During the reporting period of ICSP, the programme had to operate in situations where political and security issues are high in certain countries. In DRC, the volatile security context resulted in large-scale population movements and internal displacements, making it difficult to access communities.

Changes to government policies in programme-supported countries regarding the work and activities of international non-governmental organisations and civil society organisations, limited our ability to work with certain populations.

These challenges have been recognised as pre-identified risks and teams had mitigation strategies in place. Dealing with these risks however, has provided valuable learning for OIE and country teams and will help to strengthen programming moving forward.

Locally-Led development had mixed response from local authorities, as they were used to working with Oxfam in the past as the direct implementer of the response and programmes. There is a possibility that reduced visibility of Oxfam may reduce funding and make it difficult to explain Oxfam's role.

Future Plans

To support implementation of the Oxfam Ireland Framework for Action on Localisation, we have established a dedicated investment fund. This provides funding that countries can apply for annually for initiatives/processes that embed and support localisation. The Localisation investment fund for 2024/25 will be launched in its pilot year to inform how we can best and most effectively increase such support for the future.

GOAL 1 - JUST ECONOMIES

People and planet are at the centre of feminist and sustainable economic systems that address inequality and end poverty.



Abdilahi Shire is a farmer from the Sanag region in eastern Somaliland. He received seeds from Oxfam. This helps his family in times of drought, as they have stored food.

Photo: Ahmed Osman/Oxfam

GOAL 1 - JUST ECONOMIES

Economic inequality hits the poorest hardest. We want to see just economies that promote equality, protect the planet and end poverty. Together, we want to build an economy that works for everyone, not just the richest elite. Across our programmes, we support the economic empowerment of women, young people and marginalised groups.

Across the island of Ireland and globally, we work to ensure that governments and the private sector fulfil their obligations in implementing fair, sustainable and responsible business policies and practices. We work to ensure that they are held accountable whenever they contribute to inequality or the climate crisis.



1. Transformed economic models and practices that address poverty and inequality, prevent exploitation and abuse, and advance environmental and social well-being.
2. Fairer tax systems in Ireland and globally and an end to tax avoidance by corporations and wealthy individuals.
3. Better mechanisms to help communities prevent, mitigate and respond to shocks and crises while supporting resilience and early recovery.
4. The private sector aligns its core business strategies and purpose with the Sustainable Development Goals and human rights principles.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

400 Households in South Sudan were provided with fishing gear and 300 households were provided with seeds and tools for food-producing economic activities.

348 Households were given cash assistance during the lean season in South Sudan. The lean season is the time of year when it's most difficult to find enough food.

105 People were trained on early warning and early action, disaster management, and community fund handling in Somalia (land). Oxfam, along with the National Disaster Preparedness and Food Reserve Authority (NADFOR), formed Disaster Risk Management committees in 15 project areas. Each village received $1,000 as seed capital. Committees oversee fund management.

Through our influencing and campaigning work:

We continued our work on economic justice, in particular our advocacy work on taxing extreme wealth and on corporations

- In January, our report – Inequality Inc – published to coincide with the World Economic Forum in Davos showed how corporate power divides our world and argued for a new era of public action. It showed how, since the beginning of the decade the richest five men in the world have doubled their fortunes. During the same period, almost five billion people globally have become poorer. This report calls for a wealth tax and moves to curb excess corporate power received widespread coverage and was raised on the floor of the Dáil.
- Our pre-budget submission strengthened our call for a permanent wealth tax and temporary windfall taxes to yield income that could address national issues as well as our international commitments on Overseas Development Assistance, climate finance and humanitarian action.
- Oxfam Ireland was a guest of the Budgetary Oversight Committee where we presented evidence and argued for smarter taxation of assets and wealth.
- We met directly with a Vice President of the World Bank, alongside other NGOs and pressed the need for the institution to publish international inequality statistics and to work with countries on policy plans to reduce income inequality.
- We were happy to play our part in the Tax Justice coalition culminating in the report of UN's Economic, Social and Cultural Rights Committee calling on Ireland to strengthen measures to combat tax evasion and tax fraud, with a particular focus on wealthy individuals and businesses.
- With our partners in the Coalition for Business and Human Rights we lobbied MEPs to maintain the strength of the EU's Corporate Sustainability Due Diligence Directive in the face of major corporate pushback. This Directive is designed to ensure that large companies would be legally required to demonstrate how they are adhering to human rights and climate obligations.

GOAL 2 - GENDER JUSTICE

Women and girls in all their diversity live free from gender oppression, discrimination and violence.



Amina Mohammed Abdi lives in Gol'Anod village in Ethiopia. The 35-year-old runs a small tea shop across the street from one of the water points Oxfam installed in her village. By providing water close to people's homes, people don't have to spend as much time, or travel as far to get water. This helps to reduce the risk of gender-based violence for women and girls. It used to take Amina four hours to get water and she would have to carry it on her back, as she didn't always have a donkey or camel to carry it.

Photo: Petterik Wiggers/Oxfam

GOAL 2 - GENDER JUSTICE

Ending poverty means tackling all of the discriminations and inequalities that fuel it. We want to see a just society where women and girls in all their diversity live free from gender oppression, discrimination and violence. We want to see them meaningfully contribute to political processes and spaces, and participate in decent work for fair wages.

Across the island of Ireland and globally, we work to challenge harmful social norms and belief systems that impact women living in poverty the most. We focus on supporting women and girls to practice agency and choice in their lives and to challenge the patriarchal practices that prevent them from realising their rights. We're working to end the unequal and oppressive policies and practices that prevent women, girls and the LGBTQI+ community from living full, free lives.



1. Women and girls lead and meaningfully participate, safely and freely, in social, economic, cultural and political life with full respect for their rights and dignity. They exercise agency and autonomy over their bodies and lives.

2. Women and girls live free from all forms of sexual and gender-based violence and any such threats. Social norms, legal frameworks, policies and practices prevent violence and hold perpetrators accountable. Survivors have access to free quality support, services and justice at all levels including within customary and religious laws.

3. Women are represented equally in leadership positions – receiving the same recognition and reward as men. They drive public policy, including decision-making on peace and security.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

8,600 People were reached in advocating for improved gender-based violence services in Malawi.

180 Survivors of gender-based violence received training in technical and entrepreneurial skills in Malawi.

140 People took part in community gatherings in 14 villages in Somalia (land). These events were to promote support for women's economic and leadership rights. The events aimed to raise awareness for gender equality in decision-making, accessing resources and resolving conflict. One village was unable to host an event due to accessibility issues caused by local conflicts.

11 Radio talk shows were organised on topics about women and child rights, education policies, and human rights in the mining sector in Uganda.

791 People were reached through community engagements addressing harmful social norms that contribute to violence against women and girls in Zambia.

3,501 People were reached by our partner in Zimbabwe, Bethany, during the 16 Days of Activism against Gender-based Violence. They conducted door-to-door calls and held 91 village meetings. These provided information on GBV prevention services and support for survivors. Other partner organisations raised awareness of gender-based violence also. Hope for a Child in Christ (HOCIC) reached 650 people through roadshows, providing access to services.

256 People attended conflict resolution skills training in Somalia (land). This included women who were given a platform to express their needs and views. Local leaders also took part and can now advocate for the rights of all.

Through our influencing and campaigning work:

We joined a platform of feminist, equality and children's rights NGOs calling for a Yes Yes in the family and care referendums. We took part in platform events, held an information webinar and amplified the messages of our partners.

We took this position to help remove outdated, stereotypical language from the Irish constitution, to argue for true equality for women and men and to campaign for Government investment in all forms of care and support for people in need.

GOAL 3 - CLIMATE JUSTICE

The climate crisis is abated, environmental 'tipping points' are averted through well-resourced, radical solutions which improve people's well-being, and there is environmental justice for all.



In a village in north eastern Somaliland, Deka Aden gets water from a water point that was newly built as part of an Oxfam project. Recurrent droughts mean that access to clean and reliable water remains one of the most urgent challenges for communities in Somaliland. Oxfam in Somalia, with support from the German Federal Foreign Office (GFFO), is providing access to clean water and better sanitation facilities. Through this project, six boreholes have been constructed and rehabilitated, including two solar-powered ones. Additionally, 60 emergency household latrines have been built in four villages, improving sanitation and reducing health risks. Before, families had to travel long distances using donkey carts to get water. Now they can access water close to their homes.

Photo Ahmed Osman/Oxfam

GOAL 3 - CLIMATE JUSTICE

The climate crisis affects all of us, but it hits the poorest people hardest, those least responsible for causing it. We want to see governments and big business across the world do more to protect our planet, recognising that climate change is a man-made disaster that is already reversing progress made in the fight against poverty and inequality. Globally, we want a sustainable food system that ensures no person goes hungry and a circular economy that eliminates waste and tackles over-production and over-consumption.

Across the island of Ireland and globally, we work to tackle the impact of climate change by holding governments and corporations to account, calling on them to stop destructive practices and instead invest in sustainable solutions. We work to ensure that the voices of feminist organisations, youth and indigenous peoples are amplified in climate negotiations and lead the transition towards greener and fairer economic solutions. We also work with local communities most impacted by the climate crisis to prevent, mitigate and respond to climatic shocks and disasters, building resilience and long-term solutions.



1. The systems and practices that drive the climate crisis are transformed while guaranteeing the rights of those most impacted.

2. Governments and corporations are held to account and take responsibility for adaptive responses.

3. Local knowledge, expertise and leadership ensure governments at all levels are held accountable for just, equitable and timely responses, which consider the gendered impacts of the climate crisis and how it impacts conflict and fragility.

4. All productive systems, especially the food and textile sectors, are transformed to operate within planetary boundaries and enable all people working within them to live with dignity, earn a living wage and adapt to the impacts of the climate crisis, protecting the rights of those most affected.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

421 People reached in Zambia through community awareness meetings at seven "agricultural camps" across four districts. Farmers were equipped with the knowledge and resources needed to adapt to climate change and improve their crop harvests.

557 People were trained in Uganda by our partner, The Uganda National Apiculture Development Organisation (TUNADO). Beekeepers were trained in sustainable apiculture. "Bee champions" passed on their training to 407 beekeepers.

150 Farmer households in Somalia(land) received greenhouse technology support and training. Each greenhouse supported 1,000 tomato plants

18,045 People increased their ability to avert environmental protection risks in Democratic Republic of the Congo (DRC). There has also been an increase in the ability to prevent and respond to causes of violence, inequality, and conflict, with 50% of people reporting improvement.

2,963 People benefited from the construction of water channels to avert flooding in South Sudan, with a focus on gender equality. Rainwater collection systems were installed in four institutions to enhance water supply to surrounding communities. There was also a focus on establishing an early warning system in Pibor to provide timely information about potential hazards using Solar powered radio. These initiatives aim to minimise the impact of disasters and improve water access in the area.

500 People actively contributed to climate adaptation plans in Somalia(land). These were aligned with existing national and regional early warning contingency plans. Additionally, a group of people from 14 villages received training on collecting and using data from early warning information systems.

Through our influencing and campaigning work:

- We continued our long-term lobbying for a Loss and Damage fund – a fund to assist countries most vulnerable and most impacted by climate change. We held a briefing including partner NGOs with Minister Ryan, the lead EU negotiator at COP28. The Loss and Damage fund was announced in COP28 UN Climate Change Conference in Dubai and we welcomed this move, while stressing the scale of the Fund needs to exponentially increase and the monies dispersed via grants to those countries most in need.

- In advance of COP28 we presented at the Joint Oireachtas Committee on Environment and Climate Action with Fati N'Zi-Hassane the Oxfam in Africa Director. We used this opportunity to highlight the need for a Loss and Damage Fund and to stress the responsibilities on rich polluting countries and systems towards the global south.

- We worked closely with Dóchas to include our asks on climate financing and for Ireland to lead the way in global financial reform by reallocating its IMF Special Drawing Rights (SDRs) to countries of the global south.

- We directly lobbied Irish politicians with our 7% campaign calling for accountability in the implementation of Irish climate targets.
- We began building a network of Youth Ambassadors for Climate Justice and undertaking a capacity-building programme with these activists for the future.
- We marched with our partners in the Global Day of Action in advance of COP28.
- We held a night of action-planning and drama with Comhlámh to highlight our campaign on climate and biodiversity and how everyone can play their part.

GOAL 4 - ACCOUNTABLE GOVERNANCE

Governance systems and governments are people and planet-centred, just, inclusive and accountable.



With help from Oxfam partner JAGO NARI, Dulu Begum from Bangladesh became a community leader and an outspoken advocate for reducing disaster risks.

Credit: Elizabeth Stevens/Oxfam

GOAL 4 - ACCOUNTABLE GOVERNANCE

We want the systems and structures that govern our world to be transformed to tackle poverty and inequality, instead of often perpetuating them. We demand accountable and inclusive governance, that upholds the hard-won gains achieved by global movements across human rights and women's rights. A just and sustainable future depends on safe and vibrant spaces that allow all people to hold the powerful to account.

Across the island of Ireland and globally, we work to influence and hold the Irish government and world leaders accountable for their obligation to uphold protective international norms, including international humanitarian law, human rights and refugee law.



1. People, particularly those who experience exploitation, exclusion and crises, can exercise their agency to defend, claim and realise their rights and can challenge structures of inequality and injustice to build democratic, equal and sustainable societies.

2. Digital rights are respected and digital technology is accessible to all, surveillance free, and can be used safely without fear to claim and access rights from governmental, corporate and other duty bearers safely.

3. Governments uphold people's right to essential services such as healthcare, water, education, and social protection in gender-responsive ways that do not exclude the poorest and most vulnerable populations.

4. Governments respect and enable safe democratic and civic society space, so that people can hold governments accountable for their actions and their duty to protect and uphold human rights

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

1.2M People from marginalised groups (women, youth and people with disabilities) were reached through social media, radio, TV and print channels on the reforms of the energy sector and clean energy solutions in Malawi.

46% of people in the project in Democratic Republic of the Congo (DRC), were better informed about their rights and laws. This percentage could name and explain at least two laws after the first year of the project.

50 Puppeteers were trained to raise awareness about different issues in Uganda. Puppet shows raise awareness of the dangers of child labour, mining governance and climate change.

450 People were engaged in three round table discussions in South Sudan. The discussions identified issues related to protecting people from harmful cultural norms and practices. Community leaders and government stakeholders committed to preventing and responding to any act of violence perpetrated against women and girls and other groups.

Through our Global Citizenship Education programme:

2,845 People in the Republic of Ireland directly engaged with a campaign exploring how conflict, inequality and poverty intersect and almost half of those signed up to continue the conversation with us through a series of webinars and workshops.

Through our influencing and campaigning work in Ireland:

- We lobbied the Irish Government to work within the EU to stop illegal pushbacks at the European border and inhumane detention camps.
- We coordinated an open letter signed by all Irish MEPs to the European Commission asking for urgent action on pushbacks at EU borders.
- We organised a seminar series with Comhlámh with guest speakers including survivors, journalists, NGO partners and academics on the reality of migrants' experiences at the EU border.
- We met with officials from the Department of Justice on pushbacks at EU borders, the external aspects of EU migration policy and the need for search and rescue.
- We began a partnership with the Irish Refugee Council on a project "Activists and Advocates" to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.
- As part of our ongoing pushbacks campaign, we joined with Comhlámh to run an event at the Dublin International Film Festival screening of the Polish film about pushbacks, 'Green Border' in Lighthouse cinema.

RESOURCING TO DELIVER

Fundraising & Marketing

Looking back on this year, we see our generous supporters and partners behind everything we do in the fight against poverty and inequality.

Over the past year, support from all donors through their donations and legacies realised €4.3M. This funds our programmes, advocacy and influencing activities as well as the supports and funding generation campaigns needed to deliver a sustainable organisation.

We are deeply grateful to everyone who made, and continues to make our mission possible. The contribution to our mission-delivery from all our public fundraising, private sector, communities and trusts and foundations in 23/24 was 4.5% ahead of budget.

Our fundraising teams are driven by the vison and mission of Oxfam Ireland and the people we work with work with, as well as our responsibility to our donors and supporters. We hold ourselves to the highest standards of integrity and accountability and operate in compliance with the Irish Charity Regulator's Guidance for Charitable Organisations on Fundraising from the Public and the Fundraising Regulator's code in Northern Ireland. Oxfam Ireland was awarded the Charities Institute Ireland's Triple Lock Standard for best practice in transparency and accountability again in 2023/24.

Over 15,000 people supported our work on a monthly basis via direct debit or standing orders. Over the past year, the Regular Giving Team exceeded its growth target for new monthly supporters by more than 100%. This regular committed income allows us to plan our work to help people build better lives for themselves. It also means that when disaster strikes, we can mobilise quickly and be there to save lives and help rebuild communities.

Our teams were also inspired by the thousands who donated to our appeals including the East Africa Appeal in 2023 and the ongoing Gaza Emergency Appeal.

Tax effective giving, where donations are augmented by a government refund of the related income tax, also delivered substantial additional income during 2023/24.

We were so grateful for the support of those people around Ireland who organised collections, took part in sporting events, various marathons and mini marathons, coffee mornings and many other creative ways to raise funds to support our work.

We were proud to continue several major multi-annual funding partnerships with Trusts, Foundations and companies including Electric Aid, Dalata, EVAD, Gowan Group, Hibernia, Kore Energy, Marsh, Mazars, McInerney Saunders, Osbourne King, PPFS, Red Flag, Stonebridge Commercial Estates, SYSCO Software, to name just a few.

Digital Engagement

Across 2023/2024, we achieved over 19 million impressions through our various digital engagement activities and over 610,239 took direct actions. That's a 68% increase in direct actions compared to the previous year. This is a testament to Oxfam Ireland's ability to engage and mobilise Irish society in digital spaces.

This level of engagement shows how well we leverage digital platforms and behaviour trends to spread our message, enable action and mobilise. It also highlights the extent of our influence and the united strength of individuals rallying behind our cause. Each impression helps fight the root causes of poverty, as it sparks awareness and builds empathy.

During this year, we successfully launched a new website, resulting in a substantial 10% reduction in bounce rate. This was due to us putting the user experience at the core of the changes, reviewing our content and making the navigation more intuitive. We also transitioned to analytics service, Google Analytics 4 (GA4), for enhanced cross-tracking capability. This data will help us make more informed decisions on our strategy and further understand our users' needs and interests.

We supported income generation totalling over €435,000 in digital and digital-assisted income. As part of a team effort across departments, we successfully launched multiple emergency appeals through the year in response to global crises. Our #CeasefireNow digital campaign garnered over 12,000 signatures.



Artist and musician Tolü Makay participating in our Second Hand September campaign 2023

Photo: Sasko Lazarov Photocall Ireland

RESOURCING TO DELIVER (CONTD)

Our efficiency to act when an emergency hits like last year's earthquake in Türkiye and Syria led us to take part in Oxfam International's content production for the Gaza response. This meant we could support colleagues and affiliates that don't have the capacity to act when a crisis hits, as well as expanding our capacity to respond to the emergency.

We helped deliver the best-performing #SecondhandSeptember campaign to date, creating a tailored, immersive landing page and a strong social strategy. We used competitions and influencers to drive engagement and reach, and to increase our campaign awareness.

We focused on a design centric user experience to develop a website for our ReCIPE programme. We supported the development of the ReCIPE website and branding. ReCIPE stands for "Recentering the Civic Internet through Partner Engagement." This EU-funded grant covers 10 countries and focuses on promoting and defending rights online. This project will be a flagship programme as part of our Horizon plan.

In 2022/2023 it was agreed that local partners would benefit from Digital and storytelling capacity building and it was made a key priority for the digital team this year. We provided training in building digital capacity in Rwanda and Uganda. We're looking forward to continuing this initiative next year.

Trading

Performance

Over the past financial year, we've had an outstanding performance, beating budget across all departments. Over €9 million income was achieved, with a contribution of over €2 million being delivered.

Following a successful pilot last year in 2022/2023 selling vintage clothing and accessories in selected stores, we invested more resources into this department across more shops. This achieved significant growth on the previous year.

Our list of partnerships with brands and retailers continues to grow, as our support for the circular economy builds momentum and recognition across the island of Ireland and Europe.

People

We're continuing our drive to attract a younger demographic across our staff, donors, customers and volunteers. We now have over 900 volunteers across the shop network. This figure is lower than it was in pre-Covid years. However, our current volunteers are of all ages, more fashion conscious, very energetic and enthusiastic. The largest cohort are aged under 25 years old.

Of our volunteers, 299 or 33% are aged between 16 and 25 years. 171 or 18% are aged between 26 and 40 years. There are 224 or 24% in the 41-65 age bracket. 207 or 23% are 65 years old or above.

We continued our relationship with the European Solidarity Corps. We hosted two volunteers from Spain and Italy in Wexford and Castlebar for six months.

In terms of our brand, we refitted our Malahide shop with new messaging to highlight our circular economy work. We plan to roll out this messaging across the shop network over the next few years.

Following internal digital training, more shops are now posting content across several social media platforms. This is helping us to increase our influence in local communities where our shops are and beyond.

At the start of 2024, we began to publicise our plans to open Oxfam's first superstore in the country. This store is located in Holywood, Co Down. The official opening took place in May.

We continued to collaborate with several stakeholder groups across the island of Ireland and further afield. These collaborations included CISUTAC, Textiles 2030, Circle Economy, UCD Innovation Academy, Rathmines College, APARTO, Hibernia Windmill Lane, Textiles Advisory Group/ EPA.

RESOURCING TO DELIVER (CONTD)

Institutional Funding

Over the last year, we continued to implement our Institutional Funding Strategy in line with our organisational 10 Year Strategic Framework. This strategy seeks to strengthen our engagement with Irish Aid and Irish institutions, while diversifying our institutional funding portfolio and increasing institutional funding capacity.

In the last financial year we have reached our income record, securing Institutional grants for a total value of €11.7m. The EU became, for the first time, the primary source of institutional funds, with Oxfam Ireland winning two large contracts amounting to €7m. In addition to this, Oxfam managed to secure an extra €1m funding from the Irish government through the Embassy of Vietnam, for Oxfam's work in Cambodia.

The Irish Aid funded Irish Civil Society Programme (ICSP), which supports our development, humanitarian and global citizenship education work, entered its second year of implementation. It began in January 2023 and will run until December 2027. ICSP is a multi-year, multi-country programme that implements €4.7m every year and targets more than 300,000 people.

To improve our management of all these new funds, the Institutional Funding team welcomed its third member, our Grants Manager this year. They will oversee all the different contracts secured by Oxfam Ireland over the last few years.



Jade Augis and her band 'ALL THINGS EVE' organised a Gig for Palestine in April 2024. Plans for this were underway in March. Money donated went to Oxfam's work in Gaza.

RESOURCING TO DELIVER (CONTD)

Challenges

When we embarked on our 10-Year Strategic Framework in 2020, we referred to the world as being in a state of polycrisis. This is the idea that there were simultaneous occurrences of several catastrophic events happening worldwide. Now experts and thought leaders prefer to use the terms permacrisis. This is an extended and ongoing period of instability and insecurity, especially one resulting from a series of catastrophic events.

This contributes to a challenging fundraising landscape for organisations like ours. With extended and ongoing crises across the world, including as a result of climate breakdown and conflict, we rely on the generosity of the public more than ever. At the same time, it can be difficult to effectively communicate how people can show support and contribute to solutions in the face of multiple crises requiring attention, including many specific to the island of Ireland. This is something we navigate across all our public-facing departments, including fundraising and marketing, trading, public affairs and digital. We are exploring how we can communicate in a more coordinated way through our Horizon Planning process, including how to better amplify the voices of the people and partners we work with across our programme countries.

Specifically in terms of digital, we continue to see an impact from the privacy changes in digital marketing as well as the increase in content created and posted across digital platforms. As content volume continues to increase, we need to look at fresh and innovative ways to reach new and existing audiences and develop strategies to retain them. We also continue to evaluate the risk and opportunities of utilising new technologies and tools, like Artificial Intelligence (AI), throughout the digital journey.

Future Plans

Under the Ways of Working Focus Area as part of our Horizon Plan 2024 – 2027, we have a specific Outcome to develop an ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding. This strategy will align with our decolonial, feminist values and approaches, and will deliver diverse and sustainable income that enables impact across all Focus Areas.

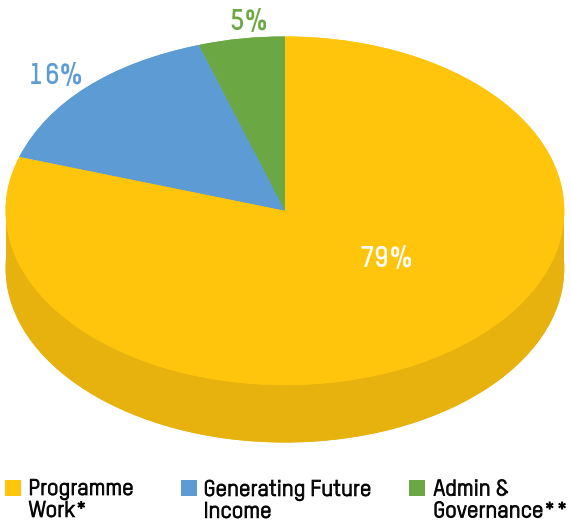
This is a key priority for the next financial year, beginning with a working group with key stakeholders to start strategy development.

Across all departments, increasing staff coordination and capacity will help us to address challenges and achieve greater impact across our income generation. As we seek to bring all of our work under the six Horizon Plan Focus Areas, we will also address our internal structure to ensure maximum efficiency and effectiveness.

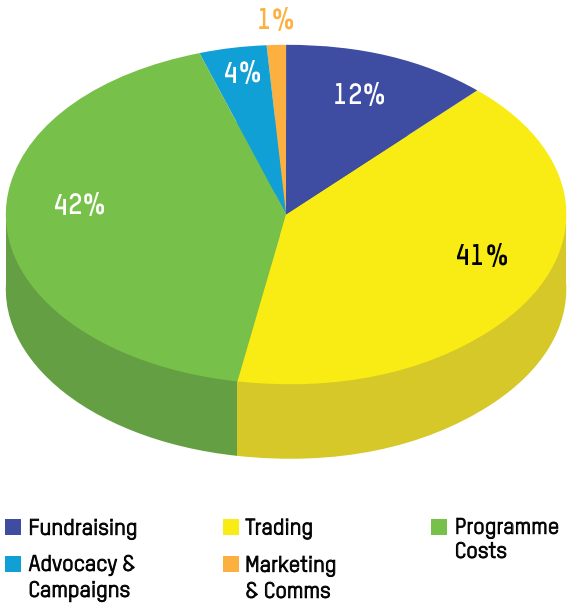
For example, we are increasing the digital team's capacity as part of our Trading Digital Strategy to better support our brick-and-mortar shops through online communications, social media and driving our e-commerce work.

Across all of income generation functions, we will continue to contribute to the global Oxfam confederation. We'll do this through continued relationship building, knowledge sharing and learning and using our capacity and experience to support on global projects. This includes focusing our efforts on digital capacity building for local and country partners.

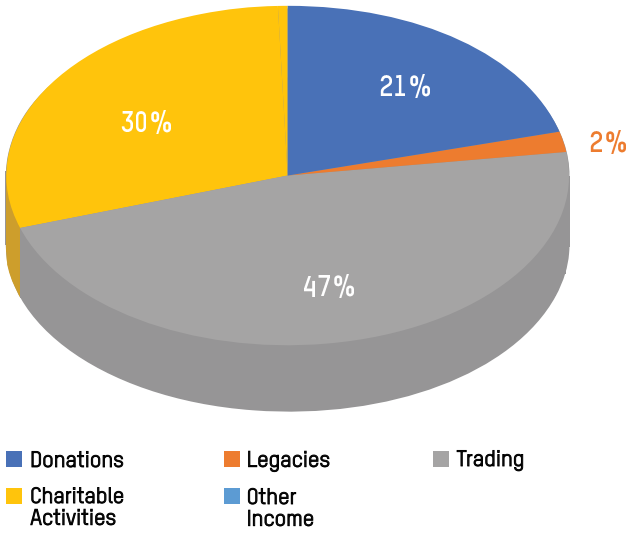
How we spent our money in 2023 / 2024



Where our money goes:



Where our money comes from:



*Our programme work includes long-term development projects, humanitarian action, influencing and campaigning work.

** Excludes support costs allocated to our shop network.



Oxfam Ireland staff with other organisations, participating in the Global Day of Action for a Ceasefire in Gaza.

Public Affairs

New Department of Public Affairs

This year, we established a Public Affairs Department bringing Communications and Campaigns and Policy and Advocacy together. Our main goal in this amalgamation is for Oxfam Ireland to have greater impact on domestic audiences – the public and policymakers – in order to have a truly transformative impact tackling inequality as the root cause of poverty and injustice.

Policy and Advocacy

Wealth inequality: We lobbied policymakers to introduce a tax on extreme wealth and to implement the recommendations of the Commission on Taxation and Welfare, appearing before the Oireachtas Committee on Budgetary Oversight and via our Inequality Inc report.

Climate breakdown: We emphasised the need to agree a Loss and Damage fund for countries of the global south in advance of COP28 in Dubai. We need this via in person briefings, including with the Minister for Climate, and in front of the Oireachtas Committee on Environment and Climate Action. COP28 did agree a Loss and Damage fund, albeit with very small amounts pledged. We began an EU-funded campaign to work with grassroots groups demanding action and accountability from the Irish government on climate change and biodiversity loss.

Migration: We lobbied Irish MEPs against the Pact on Migration and Asylum demonstrating the significant human rights issues with the legislation and proposed. We began a partnership with the Irish Refugee Council called “Activists and Advocates” to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.

Business and Human Rights / Occupied Palestinian Territory: Irish taxpayer’s money was being invested in companies operating in illegal settlement in Palestinian land. We made a submission to the Joint Oireachtas Committee on Finance, Public Expenditure, Reform, and Taoiseach and lobbied policymakers to stop this practice.

Communications and Campaigns

Our communications work continued to support our organisation-wide objectives across brand, profile, income and influence.

In terms of media, we had just over 2,130 mentions across online, print and broadcast media with the third largest share of voice across the sector. We laid claim to the month of September with our Second Hand September campaign across traditional and new media. Once again with our Davos report we provided a strong counter narrative on extreme wealth inequality. Our work and that of our partners in Greece was featured in top tier media.

38,389 actions were taken in support of our Campaigns, which included our Ceasefire Now Campaign, Rights in Crisis, Stop Starving Yemen and Pushbacks not Protected.

This year, we continued our work on Global Citizenship Education (GCE). GCE is part of the Irish Civil Society Programme (ICSP) five-year Irish Aid-funded grant. It began in 2023 and runs until 2027. Under GCE, we aim to increase awareness and understanding about development and humanitarian issues. Ultimately, we want people to become active and empowered global citizens who can effect meaningful change in the fight against inequality to end poverty and injustice.

We ran a campaign this year entitled, “Conflict Hits the Poorest Hardest.” This campaign explored how inequality fuels poverty and how it means people and communities living in poverty are hardest hit by crises. This involved an informative webpage and video, where people signed up to participate in a webinar, which took place in February. Over 2,800 people engaged directly with this campaign, with almost half of those signing up to attend a series of webinars and workshops. 54 people attended our first webinar.

Our Future Plans

Guided by our Horizon Plan II we will further integrate the teams and our campaigning, communications and policy work. We aim to increase the profile of our partners in the global south or those most affected by the crises we address while at the same time increasing public awareness of the work of Oxfam Ireland. All of this will contribute to greater ability to influence policy change to challenge injustice.

TO ALL OUR

SUPPORTERS
VOLUNTEERS
CAMPAIGNERS
CORPORATE SPONSORS
LEGACY DONORS
PARTNERS
AMBASSADORS AND
INSTITUTIONAL DONORS

THANK YOU



Yangjee Sherpa is a gardener at a nursery cooperative in Nepal. Sowing Diversity= Harvesting Security (SDHS) project helps smallholder farmers adapt to changing climatic conditions by developing seed varieties of climate-resilient crops and varieties.

Photo: Kishor Sharma / Oxfam

OUR COMMITMENT TO THE ENVIRONMENT

Organisation

We continue to work hard to improve sustainability within our organisation.

This period saw continued use of online meetings in place of in-person meetings. The hybrid office/remote working model continued where possible, reducing staff journeys to the office and to meetings. We continue to promote tax saver commuter and bike to work schemes to staff to promote cycling and use of public transport.

There has been a conscious effort from staff all over the island of Ireland to submit metre reads. Staff also aim to limit use of air conditioning and heating where possible, switch off computers, lights and screens when not in use. Some other measures include boiling the amount of water required for one cup of tea per person, using recycled paper for printing, recycling printing cartridges and batteries and travelling less.

We have seen a decrease of oil consumption in this reporting period. We have also seen a decrease of kilometres that staff vehicles travelled.

Flights

There was a rise in number of flights taken this year compared to the previous reporting period, with a 39.15% increase recorded. Substantially more air kilometres overall were travelled this year, compared to the previous reporting period, with a 67.58% increase. There was also a significant rise in international long-haul flights this year compared to the previous reporting period, with an increase of 102.22%. Therefore, there was a significant rise in kilometres for long-haul flights this year from last, with a rise of 82.58%. There was a rise in the number of medium-haul flights taken (30.77% difference) and therefore a rise in kilometres travelled (42.09% difference) compared to the previous reporting period.

However, there was a significant decrease in number of short-haul flights taken (85.71%) and therefore a decrease of short-haul air kilometres travelled (80.16%) compared to the previous reporting period.

35.19% reduction of air KMs travelled this year from pre-covid figures (namely April 2019 - March 2020 period). There was a 35.29% reduction of flights taken this year from pre-covid figures (namely April 2019 – March 2020 period).

From the data collected for 23/24, there has been noticeably less short-haul flights taken and more long-haul flights visits to our programme countries – Uganda, Rwanda, and Kenya.

Short Haul (less than 500km)	4,476.24km	10 flights
Medium Haul (between 500-3,500 km)	128,466.01km	90 flights
Long Haul (more than 3,500km)	358,836.5km	68 flights
TOTALS	**491,779 KM**	168 flights

Vehicles



Our consumption recorded for this reporting period was 93093.98 km. This is from the five Oxfam vehicles owned or leased by us, which are in the Trading department. Two members of staff got company vehicles halfway through the reporting year, so there are actually now seven company vehicles but as they are electric no diesel or petrol was purchased. There was a 2.60% decrease from the last reporting period and also 26.80% decrease since pre-covid figures (namely April 2019-March 2020 period).

Energy



During this reporting period we occupied 48 premises, (two offices, one distribution centre, one warehouse and 44 shops). We use electricity sourced from renewable sources except our Belfast office billed indirectly so cannot opt for green energy. We saw a decrease of oil used in the reporting period compared to last year.

Electricity use



Our energy usage this period was 637,546.11 kwh.
There was an increase in electricity usage of 21,046.11 (3.36%) KWH from last year. Pre-pandemic figures for electricity was 834,000 kwh which means there is still a decrease of kwh used since pre-pandemic (namely April 2019-March 2020 period) figures of 196,454 kwh (26.70%).

Figures may be at a higher level due to meters, especially in the North, not being read and submitted.There is an ongoing programme for LED lights to be installed in all the shops across Ireland, which could explain figures being lower than pre-pandemic.

Gas



Total for gas usage for this reporting period was 10,190 kwh. There was an increase in gas usage of 9,121 kwh (162.02%) from last year. A replacement boiler has been fitted which should reduce consumption going forward. Pre-pandemic (namely April 2019-March 2020 period) gas usage was 19,323 kwh, so this year saw a decrease of 9,133 kwh (61.89%) since then.

Kerosene Oil



The total figure for this reporting period was 3,213 litres. There was a decrease between 2022/2023 and 2023/2024 in oil of 129 litres (3.94%). These figures are for one shop and the distribution centre.

Future Plans



We will continue to work with our Carbon Partner, Auditel, to develop carbon reporting and reduction. As a result of our carbon footprint being certified with Auditel, we have identified waste management, and the distribution network to and from the distribution centre to our shops, as areas we are going to target to achieve reductions. OIE is considering supporting the Global Oxfam Fund to provide investment captial to country teams for carbon reduction projects over the coming years.

Across the island, we are changing to EnviroGreen Waste. This is to improve consistency across all sites - one Mixed Waste, one Recycled Waste, and one General Waste. Each of the shops will then have a report on how much has gone to waste.

We have an ongoing programme for LED light fittings to be installed across all shops across the island, helping to reduce KWH for electricity.

We will continue to replace petrol and diesel driven vehicles with more carbon neutral vehicles as they come up for renewal.



Hygiene kits were distributed in the South Gaza Strip by Oxfam and its local partner in Gaza The Palestinian Environment Friends (PEF). This was part of the emergency response to the crisis in Gaza. These kits contained items like toothbrushes, toothpaste, soap, sanitary pads, shampoo, sponges, cloths, cleaning detergent for toilets.
Our partner organisations work in an extremely challenging context in Gaza.

Credit: Palestinian Environment Friends (PEF)/ Oxfam

PROTECTING OUR PEOPLE

Oxfam Ireland are committed to creating a safe, inclusive and respectful environment for everyone. The expectations among staff, donors, communities, and political entities have shifted, and Oxfam Ireland must ensure comprehensive preventative measures are in place.

Safeguarding



By implementing effective safeguarding measures, we have a zero tolerance to inaction on sexual abuse, exploitation, and harassment. It goes against our values and everything we stand for. When any concern or allegation of abuse is raised, it is dealt with rigorously, enabled by strong processes of reporting, investigation and action, holding those responsible to account.

In the last financial year (2023-2024), we received no safeguarding complaints in Oxfam Ireland and no safeguarding cases were reported during the period in programmes funded by Oxfam Ireland.
Online safeguarding training for all staff continues to be compulsory and completion rates are tracked, shared, and acted on to ensure all staff complete the required training. Risk assessment templates and guidance are also in place to support countries to mitigate risks relating to safeguarding during change processes. Training webinars in different languages are held for staff across the confederation on the Safeguarding Core Standards and on the Safeguarding Case Management Standard Operating Procedures.

Over the past 12 months we've made significant progress towards the key objectives that we set for the last financial year. Not all targets were fully achieved last year but this was mainly down to other tasks that took priority.

Key areas of success included a review of the staff handbook to ensure all policies are fit for purpose and in line with legislative requirements. This was also integrated into our new HR Information System which allows all staff to access the documentation on their handheld devices. From a talent management perspective, we successfully appointed 40 new employees to the team and with the help off other affiliates, this included success in USA and Europe. Safeguarding was also key and we continue to work with the Global Safeguarding Team to ensure we adhere to international best practice in this field. Employee benefits was also an area where we invested a lot of resource throughout the year, with our benefits package having been further enhanced demonstrating our commitment to staff engagement and retention.

Health and Safety



The health and safety and wellbeing of staff remains an ongoing priority for our management and Board. A strong Health and Safety culture is driven by our Chief Executive who ensures that adequate resources are available to achieve all our keyHealth and Safety objectives.

Health and Safety training is provided to all staff, workplace audits take place and our policies are reviewed regularly to ensure statutory compliance.

A Health and Safety Steering group, which includes staff representation, meets monthly to review and progress Health and Safety management systems.

Our proactive Health and Safety team continues to identify and apply best practice initiatives to further improve on a safe working environment for both staff and customers.

Gender Pay Gap Reporting



As an organisation with less than 150 employees we are not required to publish our Gender Pay Gap until 2025. We continue to gather relevant data and prepare so that we can publish a meaningful report in 2025 on any gap that exists and our plans to address it.



Fridah Musiime, Head of Programmes at Resource Rights Africa (RRA), a partner organisation we work with in Uganda.

Photo: Colin Carey/ Oxfam Ireland

MANAGEMENT STRUCTURE

As a not-for-profit, charitable status company, Oxfam Ireland is governed by a maximum of 11 unpaid Board members. New members are recruited through advertisements in Northern Ireland and the Republic of Ireland while other potential candidates are identified by the existing Council and the Chief Executive Officer.

Members are appointed for a maximum of two three-year terms.

After a potential candidate has been interviewed, the Chair decides whether to recommend a candidate for appointment. This is discussed at the next Board meeting where a decision is taken. If appointed, the new member is given a letter of appointment and induction materials including a copy of the Code of Conduct – which they must sign – and a copy of the Conflict of Interest policy. A formal induction process is designed for the new Board member to ensure that they get information on the organisation and its operations over the first three months of their tenure. This includes spending time in different areas of the organisation and if possible, going on a field visit to Oxfam Ireland's programme work within the first year.

A Board committee on remuneration and performance selects the Chief Executive and sets pay rates for the Chief Executive and senior staff. For every paid member of staff, Oxfam Ireland has the support of approximately 10 volunteers. We could not carry out our work without this key support from people countrywide and we value it greatly.

Board members who served during the period are:

Prof. Mary Murphy (Chair)

Appointed 20/04/2018



Mary Murphy is a Professor in Irish Politics and Society in Maynooth University's Department of Sociology. Her research interests include eco-social welfare, social security policy, power and civil society, and gender equality. Her latest book, Creating an Ecosocial Welfare Future (Policy Press) was published in 2016. A contributor to national policy debate, she has been a member of various national policy groups including the National Economic and Social Council. She was a commissioner on the Irish Human Rights and Equality Commission (2013-2017) and is a member of the Council of State.

Deirdre Grant

Appointed 20/04/2018



Deirdre Grant is the Managing Director of communications consultancy firm Red Flag. She provides strategic advice to her clients' Leadership Teams, bringing her 20 years' experience in communications and public affairs to assist them in winning in business and media. Before she joined Red Flag, she worked as a special adviser to two Cabinet ministers, as a director of public affairs, a head of communications for international NGOs and as a national broadcast journalist. She has extensive contacts in politics, media and the corporate world. Her experience in government means she is acutely aware of how policy and legislation is formed and influenced. She has worked in international development in South Africa and Haiti, including being part of an emergency response team in Haiti following the 2010 earthquake there. She also has a Masters in HIV/AIDS from the University of Cape Town.

Dónal Rooney

Appointed 27/09/2021



Dónal Rooney is a chartered accountant, experienced business leader, non-executive director, and highly accomplished Group CFO. He currently acts as an independent business advisor and is also a non-executive director with Enterprise Ireland.

Dónal has over 25-years' experience operating in plc, large-cap private equity and public sector environments. He has significant board-level experience and is highly skilled across financial management, treasury, tax, M&A, investor/exit readiness, investor relations and transformational change. He has a demonstrable track record of success across four Group CFO roles including NAMA (deleveraging a €74 billion highly distressed, real estate-backed loan portfolio) and Amaris Hospitality, a Lone Star portfolio company (delivering a £2 billion enterprise value private equity exit process). He also has 12-years' prior senior-level professional services experience, with KPMG and Arthur Andersen, working with large plcs and other blue-chip companies.

Andrew McCracken

Appointed 20/04/2018



Andrew McCracken is Global Director of WaterAid International, the world's largest NGO focused on getting clean water, decent toilets, and good hygiene to everyone, everywhere. After originally studying Physics, he has worked on major organisational development projects, led highly successful national fundraising campaigns, facilitated significant change within local and international charities, and provided advice and support for charity leaders on people and fundraising issues. His previous roles include leading the Community Foundation in Northern Ireland and serving as Global Fundraising Director for Tearfund. Andrew and his partner Harriet are based in Belfast and have a large and noisy family of fostered, adopted and birth children.

Joyce Bourne

Appointed 27/09/2021



Joyce Bourne worked for over 30 years in diplomacy and public service. She served in senior positions in the Foreign Service of Barbados, including postings at the Permanent Mission of Barbados to the Organisation of American States; the Consulate-General of Barbados at Miami; and the Permanent Mission of Barbados to the United Nations in New York. She has extensive experience in bilateral and multilateral diplomacy as well as the implementation of foreign policy, particularly on social, political, economic and environmental issues. She is an advocate for development issues, focusing on improving people's lives, poverty eradication and global sustainability. She has a strong background in administration and management, having served as Deputy Permanent Secretary in the Ministry of Foreign Affairs and Foreign Trade of Barbados and Deputy Permanent Secretary in the Office of the Attorney General of Barbados. Ms Bourne holds a Bachelor's degree in Language and Linguistics from the University of the West Indies, Cave Hill campus; a post-graduate diploma in international relations from the University of the West Indies, St. Augustine campus; a Master's degree in Linguistics from Georgetown University, Washington, DC and a Master's degree in Business Administration from Johns Hopkins University, Washington, DC. She relocated to Ireland in 2020.

Yvonne Byrne

Appointed 13/10/2021



Yvonne Byrne is a Partner in Deloitte Digital in Dublin, Ireland. Yvonne works with clients across industry on their customer and digital transformation agenda, specialising in customer experience analysis and design, channel strategy and management, sales and service transformation and new proposition development. She has over 20 years within the UK Financial Services and consulting industry, having previously worked with the Royal Bank of Scotland, Tesco Bank and KPMG UK. Yvonne has extensive experience in all aspects of customer experience, growth strategy, product management, customer and channel strategy and new proposition development.

Susan Murphy

Appointed 20/04/2018
Susan Murphy's term ended on 8th September 2023



Dr Susan Murphy is an Associate Professor in development practice with the Department of Geography, School of Natural Sciences, Trinity College Dublin. Her research interests are in development ethics, governance, and practice. She is a European Research Council (ERC) funded principal investigator on the GEOFORMATIONS project examining dynamic governance assemblages in transnational development cooperation and leads a research group on Climate Justice in Development. She teaches and publishes on matters related to development, climate justice, poverty, inequality, gender, and social inclusion. Susan is also a member of the Department of Foreign Affairs Audit Committee.

Catherine Gaynor

Appointed 19/06/2020



Catherine (Cathy) Gaynor has worked as a planner, evaluator, researcher, trainer and technical director in development programmes spanning many countries for 40 years. This has included nine years across three full-time assignments in Lesotho, Zimbabwe and Malawi and multiple short- and long-term assignments for a range of multilateral, bilateral and non-governmental organisations in Africa (mostly), Asia and Latin America. She has a BSc from NUIG and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. She has conducted a number of global evaluations and assessments of and for multilateral and bilateral organisations and has worked on cutting-edge programmes, generating learning in areas such as changing gender norms and the measurement of change. Cathy recently went back to her roots in Co. Clare and currently engages both locally and globally on development issues and also enjoys her year-round daily sea swim.

Nellie Nyang'wa

Appointed 13/10/2021



For over 30 years, Nellie has held various roles in the development sector. For 21 of those years, the roles were within the Oxfam family. Prior to joining Oxfam, Nellie worked for World Vision International as Associate Director of Micro Finance where she advocated and successfully led in the setting up of an independent Micro Finance Organisation which focused on micro and small enterprises. Nellie joined the Oxfam Malawi country office in 1999 as Programme Coordinator, responsible for managing grants to partners and two years later was appointed Malawi Country Director. Nellie successfully ran, for the first time in the history of the country office, a major humanitarian response in 2001/2002, and later in 2004/2005 advocated to Oxfam to have a locally-led response which eventually transformed the way Oxfam resourced humanitarian responses. In 2006, Nellie was appointed Regional Programme and Campaigns Manager for Oxfam, based in the Southern Africa office in Pretoria, South Africa. In 2010, she moved back into a Country Director role in the Zambia country office in order to be with her family. In 2015, Nellie was appointed Oxfam International Regional Director for Southern Africa based in Lilongwe, Malawi. Nellie left Oxfam in 2021, having led the region to transform its operating model from a country-based programme model to a regional approach which has offered Oxfam an innovative and alternative approach within the context of shrinking resources. Nellie now spends her time supporting the development of family business interests in hospitality, farming and consultancy. She is also serving on a number of Boards; Board member for CEPA, Chair of the Board for Gates of Hope, Board member for PC Mark, and Member of Advisory Panel for Tilitonse Foundation.

Alf Smiddy

Appointed 28/06/2019



Alf is a chartered accountant who trained with PwC. He was Chairman and Managing Director of Beamish & Crawford plc for over 12 years and on the Board of its parent company, Scottish & Newcastle (UK) Ltd. He is a member of the National Executive Council of IBEC, Director of Cork Chamber of Commerce, Chairman of the Cork Local Government Committee and served on the Board of Cork Airport Authority. He is a Fellow of the Irish Marketing Institute and a Commerce graduate from University College Cork (UCC), with a Masters in Executive Leadership from Boston College and the University of Ulster. External appointments include: Adjunct Professor at the College of Business and Law, UCC; Director of the Government-backed Rethink Ireland (Social Innovation); Non-Executive Director of the ESB; Chairman and/or Director of various independent companies including Bridgewater Construction Ltd, Aperee Ltd (healthcare) and Granite Digital (Digital Marketing). Alf served as Senior Independent Non-Executive Director and Director with designated responsibility for workforce engagement at The Dalata Hotel Group Plc.

GOVERNANCE:

A summary of the attendance of our board members at the board and committee meetings is as follows:

Trustee Name	Board Meetings Attended	FARC Meetings Attended	PPIC Meetings Attended
Dr. Susan Murphy*	1		
Andrew McCracken	3	3	
Alf Smiddy	3	4	
Prof. Mary Murphy	4		4
Deirdre Grant	4		4
Cathy Gaynor	3		4
Donal Rooney	4	4	
Yvonne Byrne	2	3	
Neilie N'yangwa	3		4
Joyce Bourne	4		

**Susan Murphy's term ended on 8th September 2023*

LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Susan Murphy's term ended on 8th September 2023
Andrew McCracken	
Prof Mary Murphy	Chair
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	Chair of Programme Performance and Impact Committeee
Nellie Nyang'wa	
Donal Rooney	
Joyce Bourne	
Yvonne Byrne	

Chief Executive Officer
Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing
Bríd McGrath	Public Affairs

**These Directors, although designated as Directors, are not statutory Directors.*

Secretary
Andrew McCracken

Registered Office	Elizabeth House, Suite 1, 116-118 Holywood Road Belfast, BT4 1NY
Company Number	NI33800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell, Murray House, Murray Street Belfast, BT1 6DN
Bankers	Bank of Ireland, University Road, Belfast
Independent auditors	Forvis Mazars, Chartered Accountants & Statutory Audit Firm, Harcourt Centre, Block 3, Harcourt Road, Dublin 2



A mother and her young son sitting in their tent in Turkiye, surrounded by boxes of materials provided by Oxfam and KEDV. Oxfam is worked with communities to meet the needs of people displaced by the earthquakes in February 2023. Oxfam KEDV has worked with both refugee and Turkish communities for years and are reached those worst-affected by this disaster in the months that followed.

Photo: Delizia Flaccavento/Oxfam

DIRECTORS' REPORT AND STRATEGIC REPORT

DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2023 - 2024

	Irish Aid	EU	Other	Total
Bolivia	-	19	1	20
Cambodia	-	19	1	20
Democratic Republic of the Congo	500	-	65	565
El Salvador	-	19	1	20
Global	-	43	-	43
Horn East & Central Africa	-	-	60	60
Kenya	-	19	34	53
Malawi	681	840	283	1,804
Occupied Palestinian Territory & Israel	-	19	201	220
Rwanda	-	309	150	459
Senegal	-	19	1	20
Somalia	565	19	66	650
South Africa	-	-	153	153
South Sudan	610	-	90	700
Syria	135	-	56	191
Tunisia	-	19	1	20
Uganda	545	19	98	662
Vietnam	-	19	1	20
Zambia	510	187	129	826
Zimbabwe	545	-	97	642
Ireland	20	36	150	206
Ireland Management	411	123	618	1,152
Oxfam Collective Resource Allocation	-	-	100	100
	4,522	1,727	2,357	8,606

The Oxfam Collective Funding Mechanism is the contribution that all Oxfam affiliates make to cover the minimum management costs of our programme work at country level and the core investment needed to support programme quality.

DIRECTORS' REPORT AND STRATEGIC REPORT

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 3 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland** a not-for-profit company limited by guarantee where there is common control through one Council for both entities and,
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Council members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Council members.

Our Board

Oxfam Ireland is governed to national and international standards by an independent Board of Directors from the public, private and academic sectors. The Board comprises a maximum of 11 unpaid Directors, who oversee strategic planning and delivery, budgeting, organisational development and risk management.

Directors are appointed for a maximum of two three-year terms through open competition. The Board holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council Selection, Appointment and Competence

The Directors were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Directors are also the members of the company. New Directors are recruited through online advertisements and through selection based on applicants, and other potential candidates identified by the existing Directors and CEO. A formal interview takes place to establish the candidate's eligibility which includes a commitment to Oxfam's core values and mission as well as professional experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Directors are provided with induction training shortly after joining the Board, involving the provision of written materials, meetings with senior management and staff and visits to workplaces, retail units and programme work. This ensures that the Directors become familiar with their role and responsibilities and understand the governance structure and risk management processes of the organisation and the nature of the work it does.

The Board meets at least four times annually. A formal evaluation mechanism for each meeting is in place.

The Directors are committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Director is limited to €1.27.

DIRECTORS' REPORT AND STRATEGIC REPORT

Committees

Directors have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee, the Programme Performance and Impact Committee, and the Finance, Audit and Risk Committee which oversees the financial health of the organisation.

Individual Directors are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Council. The Chair of the Committee is appointed by the Council. In addition to the Chair, the Committee comprises up to three other Directors appointed by the Council as members with scope to co-opt additional external expertise as required.

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Council.
- Take responsibility on behalf of the Council for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance, Audit & Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

Programme Performance and Impact Working Group

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Council and liaising with other Council groups as appropriate. It is composed of three Directors with scope to co-opt additional external expertise as required.

The Members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Council and staff.

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon.

The Council has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Council and Leadership Team to whom the Council delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Council. The Council then oversees the implementation of the budgets, policies and plans once they are approved.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Council. Internal control systems are designed to provide reasonable assurance against material misstatement or loss.

They include;

- A strategic plan and annual budget approved by the Directors,
- Regular consideration by the Directors of financial results, variances from budgets, and non-financial performance indicators,
- Delegation of day-to-day management authority and segregation of duties,
- Identification and management of risks.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources on the basis of a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the Leadership Team, reviewed by the Finance, Audit and Risk committee and approved by Council.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at **oxfamireland.org/how-our-money-is-spent.**

Monitoring our work for impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality. We assess the progress we are making in changing people's lives as the result of our overseas programmes, advocacy initiatives and campaigns.

DIRECTORS' REPORT AND STRATEGIC REPORT

Monitoring and evaluation occur in several ways, from project visits and participatory data collection to in-depth internal and external reviews and evaluations. We undertake impact assessments, peer reviews, audits and regular reflections with staff, partners, allies and community members.

During these reviews, we consider the broader context contributing to change, the views, needs and interests of the women and men we seek to benefit, and the perspectives of other stakeholders.

We continue with our efforts to improve the monitoring, evaluation and learning that we see as critical to the success of our programme.

We carry out:

- Real time evaluations: In emergencies we need to act quickly, so Oxfam conducts rapid real time evaluations in the early stages of the relief effort, to be able to fix problems that arise while providing life-saving assistance.
- Peer reviews: By bringing together a group of people from different Oxfam entities, and occasionally external organisations, we evaluate and audit our development programme, to view the effects of the work from a wider range of perspectives and share best practices.
- Impact evaluations: Performed retrospectively, this kind of evaluation helps compare the situation before and after a project is implemented. The focus is on the long-term changes in people's lives.
- Reviews of financial controls: With the support of internal and external audit teams, we strive to be as efficient as possible. Performance is constantly monitored, and appropriate management reports are prepared and reviewed regularly by executive management and the board of Directors.

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include;

- The Oxfam Code of Conduct.
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response.
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief.
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency.
- Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions.
- The Core Humanitarian Standard.
- The Grand Bargain.
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action.
- Call for Action on Commitment to Disability Inclusive Humanitarian Action.
- The Charter 4 Change.
- IASC Guidelines for GBV Interventions in Humanitarian Settings.
- The Call to Action on Protection from GBV in Emergencies.
- The Sustainable Development Goals.
- Irish Aid Security Management Guidelines.
- Oxfam Partnership Principles.
- The Climate and Environment Charter for Humanitarian Organizations.

DIRECTORS' REPORT AND STRATEGIC REPORT

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with publication of the Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website, in addition to information about our Board. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes, and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Board meeting. Where a particular KPI needs further investigation or explanation the Board then receives more detailed information from management on the specific area concerned.

The high level KPIs that are currently in use and the performance in the years to March 2024 and March 2023 against each of the targets set are summarised as follows:

Area	Key Performance Indicator	2024 Result	2023 Result
Programme	Value of Grant Income	1% below target	20% Above target
Finance	Unrestricted Net Contribution	70% above target	More than 100% above target
Trading	Total Income	7% above target	13% Above target
People	Staff Satisfaction as measured in survey	At 105% of target	At 90% of target
Supporters	Levels of Trust	At 97% of target	At 105% of target
Fundraising	Total Income	2% above target	23% Above target

We continue to perform very well against most of our core KPIs with a particularly positive result in the Staff Satisfaction indicator where it reached its highest level to date. However, the Levels of Trust indicator was disappointing at only 97% of target, albeit a higher target than last year.

Our Grant Income ended the year just 1% below an ambitious target. We continue to have success in accessing EU funding and our Institutional Funding team will continue its efforts in this area.

Unrestricted Net Contribution is 70% above our target for the period thanks to the strong performances in income generation in both Trading and Fundraising but also to the tight management of costs across the organisation with the income results generated despite some teams being under the full budgeted number of employees.

DIRECTORS' REPORT AND STRATEGIC REPORT

Total Income in Trading achieved a result 7% above target for the period, reflecting high quality stock with a continuation of high levels of donations of new goods from corporate partners and strong demand from younger shoppers with an increased awareness of the importance of shopping sustainably.

Our continued focus on staff wellbeing initiatives and updating our policies and terms and conditions of employment, saw Staff Satisfaction rise to 105% of target which was a significant increase on the prior year level of 90%. Our most recent staff survey highlighted a couple of areas of concern which we are committed to addressing through workshops with staff and an improved level of performance feedback and management.

We are disappointed to see the Levels of Trust KPI revert to a below target performance. This target was increased last year as an upward trend in the KPI was observed. While we are still at 100% of the previous target the reversal of the trend is concerning, and further work is needed to understand and address the reasons for it.

Total Income in Fundraising was 2% above target in the period. While this was significantly down on last year, this was due to high income levels in 2023 in areas such as Legacies and Emergencies that were not expected to repeat and therefore not budgeted for.

Governance

We adhere to and implement:

- Charity Commission for N.I. Code of Good Governance.
- The Charities Regulatory Authority Governance Code.
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance.
- Republic of Ireland Charities Act.
- Northern Ireland Charities Acts.
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice.
- The Charities Regulator Guidelines for Charitable Organisations on Fundraising from the Public.
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK.
- Dóchas Code of Conduct on the use of images and messages.

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes **oxfamireland.org/accountable-to-you**.

Public Benefit

The Directors' report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded.

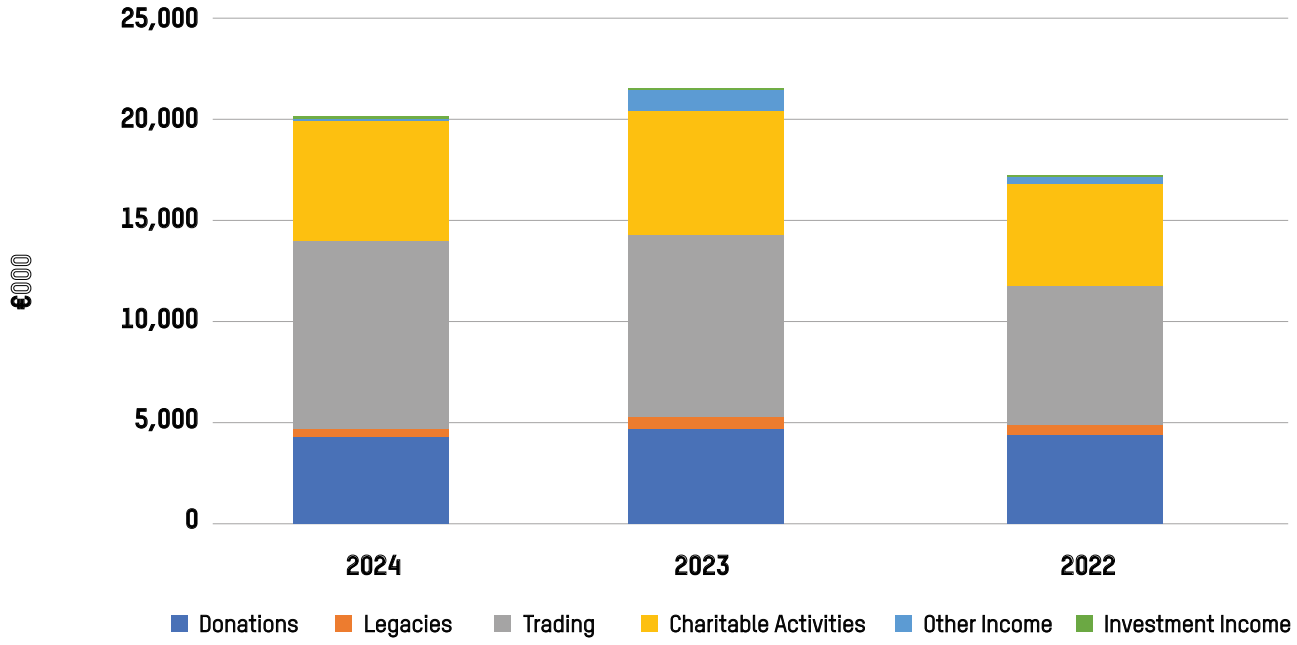
The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

DIRECTORS' REPORT AND STRATEGIC REPORT

Financial Review

Our Trading and Fundraising divisions continued to perform very well in the period. Trading income continued to grow and benefit from availability of high-quality stock and strong demand from young, sustainably aware shoppers. Increased investment in our fundraising teams and additional support from agencies has generated a significant increase in regular givers that will generate additional income in future years. Our institutional funding team continued to focus on growing our grants from the EU and other donors.

INCOME



In 2024 we generated income of €19.7M which was a 9.6% decrease on 2023.

Voluntary Income from Donations and Legacies saw a 15.8% decrease on 2023 or €833K. Almost €300K of this reduction was in Legacies and another €250K in Emergency Income, which are income categories that tend to vary significantly from year to year depending on the timing of receipt of significant legacies and the occurrence of global humanitarian emergencies. Some of the other voluntary income categories failed to achieve the same levels as 2023, however the core income from Regular Giving in 2024 was marginally up on the previous year.

Trading Income grew by 0.8% over 2023 with similar numbers of shops and continued support from corporate donors as well as the public.

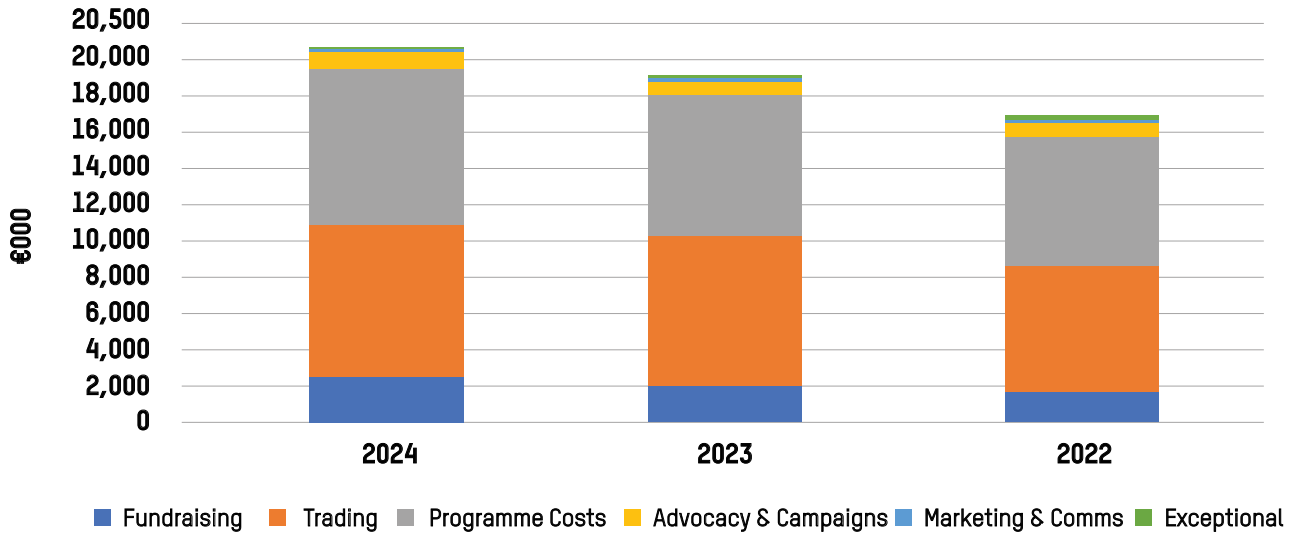
Income from **Charitable Activities** which represents funds received from Institutional Fundraising decreased by 4.6% or €286K compared to 2023. However, we had significant success in the year in sourcing funding which will be recognised in future years. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland, while we continue to make progress in sourcing funds from other donors particularly the EU.

Other Income in the current period decreased by 96% to €38K. In 2023 this category included income from a Covid Business Interruption insurance claim, whereas in 2024 the only income in this category is for hosting of Oxfam International employees in Ireland.

Investment Income increased by 85.4% to €76K. The increase is explained by interest earned on bank deposits in 2024. This also includes rental income from another business operating from one of our ex-shop premises.

DIRECTORS' REPORT AND STRATEGIC REPORT

EXPENDITURE



Total expenditure in 2024 was €20.4M which was up 8.9% on the previous year.

Trading expenditure was almost the same as last year with only a 0.2% or €18K reduction.

Fundraising expenditure increased by 24.6% or €482K. Most of this increase is additional expenditure on face-to-face fundraising activities which will have a direct impact on future income from regular giving.

The 14.2% or €1M increase in **Programme costs** reflects an increase in grants to partners of almost €700K and additional investment in our Programme and Institutional Funding teams.

The 26.8% or €186K increase in **Advocacy & Campaigns expenditure** is due to successful recruitment to fill positions in our Communications and Policy and Advocacy teams, which were vacant for some time in the prior year.

Exceptional Expenditure reflects €35K relating to costs incurred with other Oxfam affiliates for hosting Oxfam Ireland employees and an additional €37K of costs relating to the processing of our Covid Business Interruption Insurance claim.

Balance Sheet

Funds carried forward of €8.9M includes €1.1M of Restricted funds, which is €259K lower than 2023 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €7.8M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work. .

Reserves Policy

As a result of continued operational surpluses , we currently have reserves in excess of this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support income generation and organisational development.

DIRECTORS' REPORT AND STRATEGIC REPORT

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds

Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds

Currently we are carrying €2.7M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds

General Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

Future Plans

Horizon Plans

We have recently completed a Horizon Planning Process under our 10 Year Strategic Framework which has resulted in a detailed three-year operational plan for every area of the organisation.

These plans are built around six focus areas:

Confronting Climate Breakdown

Tackling Inequality and its root causes

Digital Innovation

Enhanced Humanitarian Action

Gender Inequality

Ways of Working

With specific defined outcomes for every department in each relevant focus area, we are currently developing metrics for each outcome so that monitoring and evaluation can be facilitated.

Income Growth

We will continue to target ways to increase our income to fund our work. Our Institutional Funding team will focus on growing restricted income by successfully applying for grants from a broad range of institutional donors, while our Public Fundraising team will grow our pool of regular donors through effective Face-to-Face and digital fundraising

initiatives. Our Trading division will continue to target growth through careful management of existing shops and targeting opportunities to open new shops where appropriate, while continuing to position Oxfam Ireland as a sustainability partner with unique solutions for Irish and international businesses.

Cyber Security and Data Privacy

We are planning to invest further in our systems and procedures to protect our data and comply with relevant legislation and best practice. We recognise that this is an area where there are significant risks and continued vigilance, and effort is necessary to ensure that we meet all requirements and that our data is kept safe and private.

Our projects to migrate our remaining IT applications into Cloud based solutions continue to make progress with our new financial system due to go live before the end of December 2024 and our CRM system in 2025.

Culture and People

We recognise that our organisational culture continues to develop and change. We are committed to a continuous process of internal communication to develop and improve our culture while ensuring it aligns with and embraces our values.

Hybrid Working Environment

We have embraced the ability for staff to combine working remotely as well as in our Belfast and Dublin offices. This has allowed us to recruit and retain high calibre teams in critical areas. We plan to continue to develop our systems and procedures to facilitate hybrid working while providing opportunities for regular face to face interaction at frequent intervals.

Operationally we will continue to embrace the benefits that hybrid working brings while providing high quality office spaces and regular opportunities for face-to-face meetings. We are continuing with a project to move all of our IT systems into the Cloud to improve security and facilitate remote access.

Fraud

Oxfam Ireland does not tolerate fraud and corruption, and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across programme locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously and promptly investigated, and appropriate action taken.

If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2024, there were no significant thefts or instances of fraud in our operations.

Risk Management

Oxfam Ireland uses a risk management framework to systematically and proactively manage risk across the organisation.

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty that can result in positive and negative consequences, and it is critical that they

DIRECTORS REPORT AND STRATEGIC REPORT

are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

We believe that effective risk management involves 6 key steps:

1. Preparation and understanding of the context in which the risk assessment is carried out: What are we trying to accomplish? What areas of concern will we be looking at?
2. Identification of potential risks and outcomes: What could happen and what would be the result if it did happen?
3. Identification and valuing of controls in place which have a mitigating effect on the risk: What is in place now that reduces either the likelihood of the risk occurring or the consequence if the risk does occur?
4. Analysis of the risk in terms of its likelihood to occur and consequence if it does occur thus producing a risk that is either acceptable or unacceptable, this is determined by using the assessment matrix.
5. Development and implementation of an appropriate strategy and action plan to reduce the unacceptable risks: What action can we take to reduce either the likelihood or consequence of the risk?
6. Appropriate monitoring and reporting of the treatment strategy and overall effect of the Risk Management process.

The risk principles included in the framework are balance, innovation, future-relevance, transparency and trust.

Risk is categorised into eleven areas set out below with the level of appetite Oxfam Ireland attaches to each:

Risk Area	Appetite
Safeguarding – Sexual exploitation, harassment, abuse	Zero tolerance
Fraud & Corruption – Aid diversion, shop theft, nepotism	Zero tolerance
Compliance - legislative requirements, regulatory codes	Very low
Security of staff and people we work with – Health & Safety	Very low
Information Systems – Cyber-crime, network failure	Very Low
Financial – Going concern, stewardship of public funds	Low
Human Resources – Staff wellbeing, fairness and communication	Low
Program – Donor requirements, partner selection and management	Medium
Public Fundraising – legal requirements, public perception	Medium
Reputational – Safeguarding, working with partners	Medium
Strategic – flexibility, agility, resourcing, alignment	Medium

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key risks identified, and the mitigating actions being taken in each case is reviewed by the Directors at every Board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

DIRECTORS REPORT AND STRATEGIC REPORT

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any kind of harassment of staff, partners, volunteers or those we serve.	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal, and we have a robust whistleblowing policy in place. We have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.
Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistleblowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.
Health & Safety of Staff The risk of injury or harm to our staff is ever present and, in some areas, where we work is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is an international concern, while organisations transmit sensitive data across networks and to other devices over the course of doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, to identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst-case scenario.

Events after the end of the reporting period

There are no adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2024.

DIRECTORS REPORT AND STRATEGIC REPORT

Statement of Directors responsibilities

The Directors (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to;

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP (FRS 102),
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

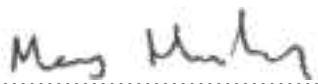
In accordance with company law, as the company's Directors, we certify that:

- There is no relevant audit information of which the company's auditors are unaware, and;
- We have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Council,



……..

Prof. Mary Murphy – Chair

Date: 8 Sept 2024



……..

Andrew McCracken – Secretary

Date: 8 Sept 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Oxfam Ireland ("the company") and its subsidiary undertaking ("the group") for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cashflows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's and the group's affairs as at 31 March 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic report and the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company, the group and its environment obtained in the course of the audit, we have not identified material misstatements in the "Strategic Report" or the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Responsibilities of Directors

As explained more fully in the statement of council members' responsibilities set out on page 74, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the NI charity regulation, NI tax legislation, employment legislation, health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the Directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Directors and management on whether they had knowledge of any actual, suspected or alleged fraud;

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

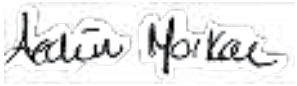
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at **www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Aedín Morkan

Date: 8 Sept 2024

Senior Statutory Auditor
for and on behalf of Forvis Mazars
Chartered Accountants and Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

Consolidated Statement of Financial Activities for the year ended 31 March 2024 (Including an Income and Expenditure Account)

	Notes	Unrestricted funds	Restricted funds	**Total 2024**	Total 2023
		€'000	€'000	€'000	€'000
Income from					
Donations and legacies	5	4,116	333	4,449	5,284
Other trading activities	6	9,088	110	9,198	9,126
Investments	7	76	-	76	41
Charitable activities	8	252	5,712	5,964	6,250
Other income	9	38	-	38	1,120
Total income		**13,570**	**6,155**	**19,725**	**21,821**
Expenditure on Raising funds:					
Fundraising	10	2,420	20	2,440	1,958
Trading activities	6	8,210	52	8,262	8,244
		10,630	72	10,702	10,202
Charitable activities					
Overseas programme costs	11	2,266	6,266	8,532	7,487
Advocacy and campaigns	11	863	35	898	693
Marketing and communications	11	241	47	288	269
Exceptional expenditure	36	71	-	71	88
Total expenditure		**14,071**	**6,420**	**20,491**	**18,739**
Net income for the year		(501)	(265)	(766)	3,082
Transfers between funds		-	-	-	-
Unrealised currency movement		(62)	5	(57)	68
Net movement in funds		**(563)**	(260)	(823)	3,150
Reconciliation of funds:					
Total funds brought forward	29	8,387	1,372	9,759	6,609
Total funds carried forward	29	**7,824**	**1,112**	**8,936**	**9,759**

There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

The notes on pages 83 to 106 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	628	566
Investments	18	80	-
		708	566
Current assets			
Stocks and work in progress	19	57	37
Debtors	20	2,725	2,718
Cash at bank and in hand	21	10,967	10,647
		13,749	13,402
Current liabilities			
Creditors: amount falling due within one year	22	(5,521)	(4,209)
Net current assets		**8,228**	**9,193**
Total assets less current liabilities		**8,936**	**9,759**
Net assets		**8,936**	**9,759**
Funds			
Restricted funds	29	1,112	1,372
Designated funds	29	2,665	2,511
Unrestricted funds	29	5,159	5,876
Total charity funds		**8,936**	**9,759**

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Andrew McCracken
Secretary

Date: 8 Sept 2024

Company Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	357	233
		357	233
Current assets			
Stocks and work in progress	19	56	35
Debtors	20	373	288
Cash at bank and in hand	21	656	976
		1,085	1,299
Current liabilities			
Creditors: amount falling due within one year	22	(3,899)	(3,179)
Net current liabilities		**(2,814)**	**(1,880)**
Total assets less current liabilities		**(2,457)**	**(1,647)**
Net liabilities		**(2,457)**	**(1,647)**
Funds			
Restricted funds	30	201	152
Unrestricted funds	30	(2,658)	(1,799)
Total funds		**(2,457)**	**(1,647)**

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,

Prof Mary Murphy
Chair

Andrew McCracken
Director

Date: 8 Sept 2024

Consolidated Statement of Cash Flow for the year ended 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Net cash provided by / (used in) operating activities	25	**597**	**(210)**
Cash flow from investing activities			
Purchase of tangible assets	16	(232)	(163)
Investments		(80)	-
Interest received		35	-
Net cash used in investing activities		**(277)**	**(163)**
Cash flow from financing activities			
Repayment of bank loans		-	-
Cash used in financing activities		**-**	**-**
(Decrease) / Increase in cash and cash equivalents in the reporting period		320	(373)
Cash and cash equivalents at the beginning of the reporting period		**10,647**	**11,020**
Cash and cash equivalents at the end of the reporting period		**10,967**	**10,647**

TO READ MORE ABOUT OUR FINANCES AND THE GOVERNANCE CODES WE ADHERE TO, VISIT WWW.OXFAMIRELAND.ORG

NOTES TO THE FINANCIAL STATEMENTS

1. General Information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 36 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2024.

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is a company limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 INY.

2. Statement of Compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102).

3. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousand, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2024.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

NOTES TO THE FINANCIAL STATEMENTS

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable and the amount can be measured reliably.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivable are accounted for when the Company's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Income from charitable trading activities is accounted for when earned.

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company's bank accounts.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as

Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contrac**t.**

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

g) Foreign currencies

Functional and presentation currency:

The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

The foreign exchange rates used to prepare these financial statements were as follows:

	Total 2024	Total 2023
	€	€
Average Rate Pounds Sterling	1.16	1.16
Closing Rate Pounds Sterling	1.17	1.14

h) Employee benefits

Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:

Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:

Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:

The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the company has agreed, with the plan, to participate in a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities.mThe unwinding of the discount is recognised as a finance cost.

NOTES TO THE FINANCIAL STATEMENTS

i) Taxation

The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets

Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Depreciation and residual values:

Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:

Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Leased assets

At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:

Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

l) Investments in subsidiaries

Investments in subsidiaries are held at cost less accumulated impairment losses.

m) Inventories

Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

o) Provisions and contingencies

Provisions:

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:

Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

p) Financial instruments

The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate.The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

q) Related party transactions

Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Critical Accounting Judgements and Estimation Uncertainty

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Deferral of grant income

Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2023 amounts to €265K (31 March 2022: €2,490K).

Preparation of the accounts on a going concern basis

Budgets and cash flows were prepared by the Directors and reviewed by the Directors for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including: increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Telefundraising teams.

Our levels of accessible reserves remain strong and we expect to continue to achieve at/ or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

On the basis of the assessments and the underlying assumptions the Council Members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

NOTES TO THE FINANCIAL STATEMENTS

5. Donations and Legacies

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	U f 2023	R f 2023	Total charitable funds
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	321	-	321	619	-	619
Donations, gifts & corporate sponsorships	3,795	333	4,128	3,997	668	4,665
	4,116	**333**	**4,449**	**4,616**	**668**	**5,284**

6. Net income on donated and commercial trading activities

This represents the net income from the sale of donated goods and commercial trading activity through Oxfam Shops, after deduction of operating and administration expenses. Oxfam Ireland believes this most fairly represents the value to the charity of donated goods.

	Unrestricted funds 2024	Restricted funds 2024	Total Trading Activites 2024	Total Trading Activites 2023
	€'000	€'000	€'000	€'000
Turnover from donated goods & commercial trading activity	9,088	110	9,198	9,126
Operating expenses	(7,113)	(52)	(7,165)	(7,137)
Support costs (note 13)	(1,097)	-	(1,097)	(1,107)
Net income	**878**	**58**	**936**	**882**

Operating expenses include €120,398 (2023: €114,876) for depreciation on fixtures and fittings, and leasehold property specific to the sale of donated goods.

7. Investment Income

	Total 2024	Total 2023
	€'000	€'000
Rent receivable	41	41
Interest receivable	35	-
	76	**41**

NOTES TO THE FINANCIAL STATEMENTS

8. Income from Charitable Activities

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	252	5,712	5,964	424	5,826	6,250
Grant income by donor						
Government bodies	252	5,712	5,964	424	5,826	6,250
Major donors	-	-	-	-	-	-
	252	5,712	5,964	424	5,826	6,250

9. Other Income and Other Gains

	Total 2024	Total 2023
	€'000	€
Hosting arrangement	38	75
Miscellaneous income	-	1
Insurance claim	-	1,044
	38	**1,120**

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

10. Costs of raising funds

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	1,155	-	1,155	969	-	969
Travel and subsistence	4	-	4	3	-	3
Other fundraising costs	616	5	621	289	27	316
Direct fundraising costs:						
- Direct marketing	2	15	17	-	-	-
- Events	59	-	59	112	-	112
- Committed givers	142	-	142	72	-	72
Support costs (note 13)	442	-	442	486	-	486
	2,420	**20**	**2,440**	**1,931**	**27**	**1,958**

NOTES TO THE FINANCIAL STATEMENTS

11. Charitable activities

	Unrestricted funds 2024	Restricted income funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted income funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	1,455	5,823	7,278	870	5,621	6,491
Operation costs	629	443	1,072	396	435	831
Governance costs (note 12)	149	-	149	130	-	130
Support costs (note 13)	33	-	33	35	-	35
	2,266	**6,266**	**8,532**	**1,431**	**6,056**	**7,487**
Advocacy and Campaign Programme (A&C)						
Operation costs	288	13	301	246	14	260
Advocacy and Campaign Programme	537	22	559	377	44	421
Support costs (note 13)	38	-	38	12	-	12
	863	**35**	**898**	**635**	**58**	**693**
Marketing and Communications Programme						
Operation costs	206	47	253	162	86	248
Support costs (note 13)	35	-	35	21	-	21
	241	**47**	**288**	**183**	**86**	**269**

12. Governance Costs

	Total 2024	Total 2023
	€'000	€
Legal & professional fees	14	15
Audit fees	30	31
Council expenses	2	3
Other costs	103	81
	149	**130**

Governance costs are fully funded from unrestricted funds.

13. Allocation of Support Costs and Overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	802	-	521	222	26	16	17
Property costs	648	32	416	165	9	13	13
Office running costs	7	-	6	1	-	-	-
Computer & equipment costs	174	9	122	35	2	3	3
Legal & professional expenses	36	1	21	11	1	1	1
Depreciation	21	1	11	8	-	-	1
	1,688	**43**	**1,097**	**442**	**38**	**33**	**35**

In respect of prior year:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	788	-	520	247	-	17	4
Property costs	672	34	415	186	10	13	14
Office running costs	14	1	11	2	-	-	-
Computer & equipment costs	189	9	131	40	2	4	3
Legal & professional expenses	27	1	21	4	-	1	-
Depreciation	17	1	9	7	-	-	-
	1,707	**46**	**1,107**	**486**	**12**	**35**	**21**

These costs have been apportioned among retail activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

14. Analysis of staff costs, Directors Remuneration and Expenses, and the Cost of Key Management Personnel

The average monthly number of persons employed by the company in the financial year was 174 (2023: 163) analysed as follows.

	2024 Average Number	2023 Average Number
Retail	100	96
Administration	15	15
Public Engagement	50	45
Programme	3	2
Management	6	5
	174	**163**

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €nil (2023: 3k). Directly incurred out of pocket expenses may be reimbursed.

	Total 2024	Total 2023
	€'000	€
Staff costs are comprised of:		
Wages and salaries	5,859	5,389
Social welfare costs	604	551
Termination costs	-	16
Pension costs	277	237
	6,740	**6,193**

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO amounts to €140k (2023: 126k)

Key management compensation

Key management includes the Directors and members of senior management. The compensation paid or payable to key management for employee services is shown below:

	Total 2024	Total 2023
	€	€
Salary	659	586
Health Insurance	4	4
Employer Contributions	56	67
Pensions	73	46
	792	**703**

The remuneration of higher paid employees

The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:

	Total 2024	Total 2023
	Number	Number
€60,000 to €70,000	5	5
€70,001 to €80,000	1	1
€80,001 to €90,000	4	2
€90,001 to €100,000	-	2
€100,001 to €110,000	2	-
€110,001 to €120,000	-	1
€120,001 to €130,000	1	1
€130,001 to €140,000	1	-
€140,001 to €150,000	-	-
	14	**12**

Remuneration includes salary but excludes pension scheme contributions.

15. Net Income for the Year

	2024	2023
	€'000	€'000
Net income for the year is stated after charging:		
Depreciation on tangible fixed assets	176	164
Stock obsolescence	-	-
Operating lease rentals		
- Property	1,826	1,865
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	30	31
Non-audit fee – tax services	1	1
Realised loss on foreign exchange transactions	-	3
Stock recognised as an expense	167	150

16. Tangible Assets

Group	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	**2,075**	**3,400**	**1,588**	**118**	**7,181**
Currency movements	44	4	30	1	79
Additions	154	9	60	9	232
Disposal	-	-	-	-	-
At 31 March 2024	**2,273**	**3,413**	**1,678**	**128**	**7,492**
Accumulated depreciation					
At 1 April 2023	**(1,731)**	**(3,281)**	**(1,485)**	**(118)**	**(6,615)**
Currency movements	(39)	(4)	(29)	(1)	(73)
Charge for the year	(94)	(28)	(54)	-	(176)
Disposal	-	-	-	-	-
At 31 March 2024	**(1,864)**	**(3,313)**	**(1,568)**	**(119)**	**(6,864)**
Net book values					
At 1 April 2023	**344**	**119**	**103**	**-**	**566**
At 31 March 2024	**409**	**100**	**110**	**9**	**628**

Company	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	**1,489**	**142**	**1,016**	**30**	**2,677**
Currency movements	44	4	30	1	79
Additions	154	4	8	9	175
Disposals	-	-	-	-	-
At 31 March 2024	**1,687**	**150**	**1,054**	**40**	**2,931**
Accumulated depreciation					
At 1 April 2023	**(1,319)**	**(118)**	**(977)**	**(30)**	**(2,444)**
Currency movements	(39)	(3)	(29)	(1)	(72)
Charge for the year	(27)	(15)	(16)	-	(58)
Disposal	-	-	-	-	-
At 31 March 2024	**(1,385)**	**(136)**	**(1,022)**	**(31)**	**(2,574)**
Net book values					
At 1 April 2023	**170**	**24**	**39**	**-**	**233**
At 31 March 2024	**302**	**14**	**32**	**9**	**357**

17. Investments in Subsidiaries

Oxfam Ireland has two subsidiary undertakings as follow:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	Oxfam Properties (Ireland) Limited
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities:	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid, the EU and also from their many shops across the country where they sell clothes.	Dormant, ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%

Oxfam Republic of Ireland	**2024** **€'000**	2023 €'000
Total assets	13,041	12,435
Total liabilities	4,678	3,480
(Deficit) / Surplus for the year	(619)	3,017
Total funds at 31 March	**8,336**	**8,955**

18. Investments

Financial investments represent the market value of 2,903 shares of Diageo plc donated to the Company as at 31 March 2024.

19. Sork in Progress

	Group 2024	Group 2023	**Company 2024**	Company 2023
	€'000	€'000	€'000	€'000
Finished goods for resale	**57**	37	**56**	35

A provision for stock obsolescence of nil (2022: nil) has been recognised during the year.

NOTES TO THE FINANCIAL STATEMENTS

20. Debtors

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€'000	€'000	€'000
Prepayments and accrued income	**2,595**	2,522	**289**	162
Trade debtors	**1**	98	**-**	51
Other debtors	**65**	34	**22**	11
VAT repayable	**63**	64	**63**	64
	2,725	2,718	**373**	288

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days.

21.

	Group 2024	Group 2023	Company 2024	Company 2023
	€ 0	€'000	€'000	€'000
Cash on short term deposit	**7,000**	501	**-**	-
Cash and bank balances	**3,967**	10,146	**656**	976
	10,967	10,647	**656**	976

22. Creditors: Amounts Falling due within One Year

	Group 2024	Group 2023	Company 2024	Company 2023
Group and Company	**€'000**	€ 000	**€'000**	€'000
Trade creditors	**894**	1,137	**211**	246
Tax and Social Security	**210**	185	**71**	61
Accrued expenses	**2,564**	2,622	**560**	420
Amounts owed to Oxfam ROI (note 27)	**-**	-	**3,057**	2,452
Deferred Income (note 23)	**1,853**	265	**-**	-
	5,521	4,209	**3,899**	3,179

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

NOTES TO THE FINANCIAL STATEMENTS

23. D

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€ 000	€'000	€'000
At 1 April	265	2,490	-	-
Credited to Statement of Financial Activities	(265)	(2,490)	-	-
Deferred during the year	1,853	265	-	-
At 31 March	**1,853**	**265**	**-**	-

24. Financial Instruments

Oxfam Ireland (the Group) has the following financial instruments:

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	10,967	10,647
Trade debtors	1	98
Other debtors	66	34
Financial liabilities held at amortised cost		
Trade creditors	894	1,137
Accrued expenses	2,564	2,622
Deferred income	1,853	265

The company has the following financial instruments:

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	656	976
Financial liabilities held at amortised cost		
Trade creditors	211	246
Accrued expenses	560	420
Amounts owed to Oxfam ROI	3,057	2,452

25. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	Total 2024	Total 2023
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	(823)	3,150
Adjustments for:		
Depreciation charges	176	164
Deposit interest receivable	(35)	-
(Increase) / Decrease in stocks	(20)	54
Decrease / (Increase) in debtors	(7)	(1,042)
Increase / (Decrease) in creditors	1,313	(2,545)
Currency movements	(7)	9
Net cash provided by / (used in) operating activities	**597**	**(210)**

26. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in note 22.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel

The disclosures in respect of key management compensation are set out in note 14.

27. C

Operating leases

At 31 March 2024 the total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2024	Total 2023
	€'000	€'000
Land & Buildings Operating leases which expire:		
Within one year	1,209	1,231
In the second to fifth years inclusive	2,968	3,020
After five years	2,671	2,626
	6,848	6,877

28. Pension Commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5 % or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

Financial assumptions	**At 31 March 2024**	At 31 March 2023
	%	**%**
Rate of increase in salaries	2.00	1.90
Rate of increase of pensions (deferred and in payment)	3.15	3.18
Rate of inflation (RPI)	3.15	3.18
Rate used to discount scheme liabilities*	4.90	4.87

**Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields. The mortality assumptions adopted imply the following life expectancies at age 65.*

	At 31 March 2024	At 31 March 2023
	Years	Years
Non-pensioners:		
Males	23.2	23.3
Females	25.3	25.4
Pensioners:		
Males	21.6	21.7
Females	23.9	24.0

	At 31 March 2023	At 31 March 2022
Scheme assets	**£m**	£m
Equities	0.1	-
Government Bonds	120.6	137.2
Property	18.8	22.4
Cash	19.5	9.4
Total fair value of assets	**159.0**	**169.0**

NOTES TO THE FINANCIAL STATEMENTS

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets	Present value of scheme liabilities	Scheme assets less scheme liabilities
	£m	£m	£m
Scheme assets/(liabilities) at the start of the year	169.0	(154.4)	14.6
Current service cost and expenses	(0.2)	(0.2)	(0.4)
Experience on plan assets – gain (loss)	(12.3)	-	(12.3)
Interest income/(cost)	8.1	(7.5)	0.6
Actuarial gain/ (loss)	-	1.1	1.1
Contributions by employer	0.7	-	0.7
Contributions by scheme participants	-	-	-
Benefits paid	(6.3)	6.3	-
Scheme assets/(liabilities) at the end of the year	159.0	(154.7)	4.3
Unrecognised surplus scheme assets			(4.3)
Scheme assets/(liabilities) at the end of the year			-

The total return on scheme assets for the year was £4.3m (2023: £68.7m).

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable are charged to the profit and loss account.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

NOTES TO THE FINANCIAL STATEMENTS

29. Movement in Consolidated Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	1,024	2,257	3,328	6,609
Total income	6,585	-	15,236	21,821
Total expenditure	(6,230)	-	(12,509)	(18,739)
Transfers	-	254	(254)	-
Currency gains & losses	(7)	-	75	68
At 31 March 2023	**1,372**	**2,511**	**5,876**	**9,759**
Total income	6,155	-	13,570	19,725
Total expenditure	(6,420)	-	(14,071)	(20,491)
Transfers	-	154	(154)	-
Currency gains & losses	5	-	(62)	(57)
At 31 March 2024	**1,112**	**2,665**	**5,159**	**8,936**

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. Funds amounting to €154k were transferred to the designated funds to meet the working capital requirements at the end of the financial year.

30. Movement in Company Charitable Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	164	-	(1,599)	(1,435)
Total income	178	-	3,895	4,073
Total expenditure	(183)	-	(4,170)	(4,353)
Gains & losses	(7)	-	75	68
At 31 March 2023	**152**	**-**	**(1,799)**	**(1,647)**
Total income	139	-	3,388	3,527
Total expenditure	(95)	-	(4,185)	(4,280)
Gains & losses	5	-	(62)	(57)
At 31 March 2024	**201**	**-**	**(2,658)**	**(2,457)**

31. Analysis of Net Assets between Funds

GROUP	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Fixed assets	708	-	-	708
Current assets	9,972	2,665	1,112	13,749
Current liabilities	(5,521)	-	-	(5,521)
Net assets at 31 March 2024	**5,159**	**2,665**	**1,112**	**8,936**
Net assets at 31 March 2023	5,876	2,511	1,372	9,759

COMPANY	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible Fixed assets	357	-	-	357
Current assets	884	-	201	1,085
Current liabilities	(3,899)	-	-	(3,899)
Net assets at 31 March 2024	**(2,658)**	**-**	**201**	**(2,457)**
Net assets at 31 March 2023	(1,799)	-	152	(1,647)

32. Irish Aid Funded Programmes

	2024	2023
	€'000	€'000
Opening Restricted Irish Aid funds 1 April	**20**	15
Income		
Restricted grant income	**4,420**	4,746
	4,420	4,746
Expenditure		
Operational Overseas grants		
Democratic Republic of the Congo	**500**	397
Ireland/OI	**20**	-
Kenya	**-**	691
Malawi	**681**	638
Occupied Palestine territory and Israel	**-**	185
Rwanda	**-**	322
Somalia	**565**	261
South Sudan	**610**	397
Syria	**135**	
Tanzania	**-**	(5)
Uganda	**545**	857
Zambia	**510**	128
Zimbabwe	**545**	556
	4,111	4,427
Management and administration costs	**411**	314
	4,522	4,741
Closing restricted Irish Aid funds 31 March	**(82)**	20

The Group receives a number of funds from donors which are restricted in nature, along with donations from the general public. We acknowledge all forms of donations and thank you.

Analysis of Grants – Activities & Projects Being Funded

Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

NOTES TO THE FINANCIAL STATEMENTS

A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies

There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

33. S

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

34. M

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	10,647	320	10,967
Total	**10,647**	320	**10,967**

35. Movement in Company Net Debt

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	976	(320)	656
Total	**976**	(320)	**656**

36. Exceptional Expenditure

	2024	2023
	€'000	€'000
Redundancies	-	16
Hosting	35	72
Other Expenditure	36	-

37. Approval of Financial Statements

The financial statements were approved by the Council on 8th of September 2024

OXFAM IRELAND

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Charity Number NIC100848
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OXFAM
Ireland

This report is produced on
a Sustainable Mixed stock

Oxfam Ireland

Northern Ireland - Charity number 100848

Accounts

OXFAM IRELAND

CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Registration number NI 33800

Charity number XN 89651

CCNI number NIC 100848

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LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Chair
Andrew McCracken	
Prof Mary Murphy	Chair of Programme Performance & Impact Committee
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	
Nellie Nyangwa	
Donal Rooney	
Joyce Bourne	
Yvonne Byrne	

Chief Executive Officer
Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing

*These Directors, although designated as Directors, are not statutory Directors.

Secretary
Andrew McCracken

Registered Office	Elizabeth House Suite 1 116-118 Holywood Road Belfast BT4 1NY
Company Number	NI33800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell Murray House Murray Street Belfast BT1 6DN
Bankers	Bank of Ireland University Road Belfast
Independent auditors	Mazars Chartered Accountants & Statutory Audit Firm Harcourt Centre Block 3 Harcourt Road Dublin 2

MESSAGE FROM THE CHAIR

At the start of the last financial year, in March 2022, a week-old war on Ukraine had just shocked the world and further disrupted its fragile food system. When I wrote to you this time last year, we were supporting families forced to flee, spilling over the borders into neighbouring countries. We hoped rather than believed that the conflict would soon be resolved.

The last few years have brought crisis upon crisis – the war on Ukraine overlapped with the easing of the Covid-19 pandemic and came on top of accelerated climate breakdown and a cost-of-living and food crisis.

As always, these crises hit the world's poorest hardest.

And as always, we were there – offering solidarity, partnership and life-changing support to communities across the world.

Over the last year, we continued to operationalise our 10-year strategic framework, laying out how we will tangibly achieve our four goals - economic justice, gender justice, climate justice and accountable governance.

Throughout our programmes, we supported people to access the finance, tools and training needed to lift themselves out of poverty and build resilience, particularly in the face of increasing climate shocks. We showed solidarity with communities facing discrimination, exclusion and exploitation, especially women and girls and people with disabilities. We partnered with feminist, youth and grassroots movements to hold those in power to account for essential services like healthcare and education and for an end to the policies and practices that perpetuate violence and injustice.

All of this was underpinned by expert and effective work by staff and volunteers here at home, across international programmes; policy and advocacy; communications and campaigns; digital; fundraising and marketing; trading; and operations including, administration, finance, HR and IT.

This report details stories of transformation across our organisation. It serves as a powerful reminder of what is possible, despite uncertainty and upheaval.

In all of this, we are extremely grateful for the generosity and kindness of our donors and supporters across the island of Ireland and I want to take this opportunity to say thank you.
I also want to thank my fellow Board members. Over the last year, the Board continued to successfully steward the organisation's finances, adhering to the highest standards of accountability and transparency. We take seriously our responsibility to ensure the organisation is future fit, able to plan ahead and adapt if necessary.

We are also continually working to improve our culture and safeguarding processes, with the safety, dignity and wellbeing of our staff, volunteers, partners and those we serve at the forefront of our efforts.

On behalf of the Board of Oxfam Ireland, I want to finish by thanking our staff and volunteers, across the island of Ireland and in our programme countries. Their relentless energy, enthusiasm and dedication is crucial to achieving our vision of a just and sustainable world.

Dr. Susan Murphy,

Chairperson, Oxfam Ireland

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Central to our 10-year strategy is the ambition that everyone experiencing inequality, poverty and crises can defend, claim and realise their rights, challenging unjust systems and structures.

Over the last year, one of the rights most at risk was people's basic right to food and water as the climate crisis continued to hit poorest communities first and worst. In the Horn of Africa, searing heat and failed rains now means the hungriest people on the planet are also the thirstiest.

But they are also among the most resilient – adapting to new, severe weather patterns, finding ways to survive and thrive.

Ahead of the 27th UN Climate Change Conference of the Parties (COP27), we travelled to the Horn of Africa with national broadcaster RTÉ and Irish Aid to amplify the voices of those most impacted by the drought and resulting hunger. Amidst the threat of famine – an injustice that should not be possible in a world of plenty – our programme staff and local partners are fighting back, supporting communities to find life-saving solutions. The national media coverage from the trip resulted in increased government funding to the region.
COP27 was momentous in that it saw the establishment of a Loss and Damage Fund to provide financial assistance to communities most vulnerable to climate shocks – something we've worked for with others in the sector and across our programme countries for years.
At the end of 2022, we had the privilege of welcoming Jane Meriwas to Dublin. Jane is one of our partners and the Executive Director of Samburu Women Trust, an indigenous organisation from Samburu County in Kenya. Jane met with supporters, the public and young people to discuss how women and girls are fighting back against the climate crisis as well as the injustices it perpetrates, including violence against women.

Our commitment to partnering with those most marginalised, excluded and exploited was evident throughout our work, including in our work with refugees and migrants. In response to conflict and disaster continuing to drive people from their homes – last year, in Ukraine, Turkey and Syria, Yemen, Bangladesh and beyond – we were joined by people across the island of Ireland in calling for equal treatment for all, regardless of country of origin, race, class, ability, gender or sexual orientation.

Across the last year, we increased and diversified our institutional funding, allowing us to grow our programmes, influencing, public engagement and circular economy work. One notable achievement was that after successfully delivering a six-year grant from Irish Aid across our development, humanitarian and public engagement work, we secured a further five-year grant until 2027 to build on that transformative work.

Throughout all of this, our supporters remained steadfast in financial giving, shopping and donating through our network of shops, campaigning for change and volunteering. Together, we have delivered life-changing programmes and have been involved in influencing policy on behalf of people living in poverty. I would like to take this opportunity to thank our many supporters for their generosity and loyalty.

I would also like to pay tribute to the staff, management and Board of Oxfam Ireland for their hard work and dedication over the year. Thanks to committed, creative and collective work throughout all parts of the organisation, we have continued to increase awareness, engagement, support and funds for people facing poverty and inequality across the world.

Jim Clarken,

Chief Executive Officer, Oxfam Ireland

The Council members, who are also the Directors of the company, present their directors' report and strategic report for the year ended 31 March 2023.

Who we are

Oxfam is a global movement of people who will not live with the injustice of poverty. Together, we save lives and help rebuild communities in times of crisis, and we support people to build better lives for themselves. Across the world, our many staff and volunteers also speak out on the issues that keep people poor, such as inequality and discrimination against women.

We are a member of the Oxfam International confederation consisting of 21 organisations working together with partners and local communities in 86 countries. While a member of the confederation we remain an independent Irish charity, which has been supported by the people of Ireland for six decades, and the Irish government. We have 45 shops across Ireland, offices in both Dublin and Belfast and nearly 1,000 volunteers helping to fight poverty and inequality.

Our Work

We help communities to combat poverty in three powerful ways, life-saving emergency responses, life-changing development projects and life-enhancing campaigning.

We recognise that the decade ahead requires an evolution in the issues we tackle and a revolution in how we work. We are focussed on developing existing work and building new collaborative approaches to achieve our four key strategic goals:

- Just Economies
    - Putting people and the planet at the centre of just and sustainable economic systems.
- Gender Justice
    - Enabling women and girls to live in all their diversity free from gender oppression, discrimination and violence.
- Climate Justice
    - Working with others to help avert the climate crisis through radical solutions to improve wellbeing and achieve environmental justice for all.
- Accountable governance
    - Ensuring governance systems and governments are people and planet centred, just, inclusive and accountable.

The year in numbers

As a direct result of Oxfam's humanitarian and development work in 2022/23:

In Kenya:

- 4,275 (1,436 males and 2,839 females) persons were reached by 10 Community Health Volunteers (CHVs) were reached through hygiene awareness raising campaigns.

- 406 households received cash for food through M-PESA, a mobile phone-based money transfer service.
- 200 vulnerable adolescences schoolgirls were provided with Dignity kits.
- 406 households were provided with Water, Sanitation & Hygiene items.
- 11 CHVs were trained on Public Health Promotion (PHP) work.
- 2 community dialogue sessions on sexual and gender-based violence were conducted that reached 120 people.

In Somalia:

- 430 drought affected households in 6 communities in Puntland, Somalia received unconditional cash for food.
- 820 drought affected households in Somalia were provided with unconditional cash for water.

In Uganda:

The Ebola Response

- 68 Blocks of latrines & bath shelters: In Kyaka II 12 Blocks (6 Bath & 6 Latrines) were provided and in Kyangwali 56 bath shelters & 56 latrines were constructed for new arrivals for which UNHCR provided some materials in kind.
- 5 water tanks and 8 water points were installed across 3 locations.
- 48 Handwashing facilities (HWFs) were installed at health facilities, markets, and Ebola Treatment Units across the 3 sites including 21 in Kyaka,17 in Kyangwali and 10 in Rwamwanja.
- 814 persons (369F, 445M) were trained on Ebola including Ebola Virus Disease awareness at the district level.
- 350 persons (182F, 168M) benefitted from the daily support at the health centres to support EVD response in 7 health centres in the host communities.
- 24 Boda bodas talk sessions were engaged and supported to conduct 107 sessions of Boda boda dissemination of key messages on hygiene, sanitation and Ebola prevention practices: 48 in Kyaka, 34 in Rwamwanja and 25 in Kyangwali.
- 11 radio talk shows were conducted in Kyaka and Rwamwanja and in Kyangwali, 2 radio talk shows and 2 dramas were conducted.
- 421 (163F, 258M) people were trained on the available referral mechanisms and use of the community-based surveillance system
- 1,409 persons Voluntary Health Teams, water committees & staff were trained on mainstreaming Gender & protection concepts/standards in their work.

Wash Response

- 620 households were provided with jerricans to improve collection and treatment of water for their home use and 539 Oxfam branded buckets were procured to enhance safe storage of drinking water.
- 16,000 aquatabs were procured and distributed to 612 households reaching a population of 1,218 (394F, 256M, 258B, 310G) individuals. This has supported community members to improve quality water collected from unsafe sources.

- 100 new shared latrines and 100 share bathing facilities were installed with cleaning kits and handwashing facilities.
- 45 (34F, 11M) latrines were installed for persons with special needs.
- 500 Women and girls were provided with female hygiene kits.
- 20 Refugees are trained, equipped and active as members of Village Health Teams in promotion of good hygiene and access to protection services in Uganda.

In Occupied Palestinian Territories (OPT):

- 350 targeted community members have sufficient information about the protection referral mechanism that enables them to have safe access to the protection services.
- 300 households (2,194 individuals: 1,082 males & 1,112 Females) in the Gaza Strip have safe and dignified access to minimum food requirements through food vouchers.
- 42,265 individuals (12,679 men, 12,258 women, 8,875 girls, and 8,453 boys) are served by the 3 supported Public Health Care Clinics namely: Al Zawaida, Al Buraii, and Al Swarha, and have better and safer access to water and hygiene while getting healthcare services.
- 50 households (334 individuals: 161 males & 173 Females) directly benefited from unconditional multi-purpose cash and facilitated support to access protective services.

In the Democratic Republic of Congo (DRC):

- 18,000 people are better informed of their rights and how to claim and access them from more accountable local authorities.
- Seven local Crisis Management Committees comprised of 20 local Authority and Civil Society representatives with minimum 40% representation of women have been established, mapping local disaster risks and developing action plans to address them.
- 682 Members of Agricultural Groups have been trained on food production, collective organisation, market analysis, and preparation of business plans to access potential of urban markets.
- 1,209 (622 F and 587 M) members of Agricultural Groups and Community Leaders in targeted new host communities received training on the importance of involving women in decision making at the household and community level.
- 18 out of 18 Community Protection Structures now have Community Protection Plans, Community Contingency Plans and Mapping of Referral Services (including for survivors of SGBV).
- 6 mediation committees composed of local actors have been set up/recognized and committed to resolving land conflicts for peaceful cohabitation and social cohesion.
- 89 out of 151 and conflicts for peaceful cohabitation and social cohesion resolved by local actors through the mediation committees in place.
- 7 protocols for collective commitments to share timely information and respond to emerging needs based on resources were agreed in Burora, Bweremana, Karuba, Katale-Buguri, Kihuma, Shasha and Masisi Centre.

In South Sudan:

- 26,640 individuals reached with public health information through mass awareness raising sessions, campaigns at public gatherings, and using radios.
- 370 solar powered radio sets were distributed to increase community's access to information to protect themselves and others from the spread of COVID-19.
- 10 dysfunctional handpumps were repaired and boreholes rehabilitated to increase safe access to clean water for 17,000 people.
- 20 members were trained as Village handpump mechanics & supported with maintenance tools.
- 50 healthcare workers (33 women and 17 men) in Public Health Care Clinics trained in COVID-19 infection prevention and control (IPC).
- 400 HHs/2,400 individuals who were impacted by flooding and/or displacement were provided with Water, Sanitation and Health items.
- 30 individuals supported with training and cash grants to start/boost small, medium income generation activities. They were provided with cash stipends for 4 months as stabilization stipends.
- A total 20,724 beneficiaries received Crop kits, Fishing kits, and capacity building and training to increase their technical capacity to produce food and access markets.
- 25,524 beneficiaries, 350 HHs (137 male-headed HH and 213 women-headed HH) have been provided with unconditional cash assistance.
- 80 (40 Males and 40 Females) community leaders, protection structures were on safe programming, supported to develop and implement community protection plans, Community Contingency Plans and Mapping of Referral Services including for survivors of Sexual and Gender Based Violence (SGBV).
- A total of 8,031 individuals (4,292 Females, 3,739 Males) were reached in four Counties of Gumuruk, Lekuagole, Pibor and Vereth with knowledge on human rights and the legal framework surrounding gender discrimination.
- 6 Community Protection Committees were re-structured in Pibor North, Pibor South, Gumuruk, Lekuagole, and Verthet.
- 50 Gender Champions were trained on promotion of positive gender norms in Pibor and Lekuagole Counties via conducting 40 sessions.
- A total of 50 members (20 female, 30 male) of State and County authorities from Pibor Payam were trained on better understanding of their responsibility as duty bearers and are increasingly proactive in taking appropriate action to prevent and reduce, manage and mitigate protection threats and risk.
- 300 vulnerable people were supported with cash for protection to access personal or family basic needs in the four Counties of Pibor County, Gumuruk, Vereth and Lekuangole County.

54,764 people were directly engaged in our **development programmes** on greater economic empowerment for women and youth, greater gender equality and increasing access to essential services through holding duty bearers to account.

14M people were indirectly reached through advocacy, influencing and media-based awareness and campaigns.

13,000 people increased their levels of income, ownership of productive assets and access to employment, capital, training, markets, and technologies. We have seen a huge increase in the capabilities and confidence of rural farming communities as they have transitioned from growing crops primarily for home consumption to creating small and medium sized enterprises (SMEs) with potential to earn significant income. The key measurement of success of this objective was the **extent to which women and young people have taken up meaningful roles as entrepreneurs** and **realised their potential as valuable and respected assets for the whole community.**

7M members of the communities, as well as local and national actors received messages on Gender Based Violence (GBV) and interacted with the campaign in various ways, contributing to the increased awareness and understanding of the causes and consequences of GBV.

In Malawi

37,618 people were directly engaged, with **1,800** people supported in horticultural production, access to markets, seed production and certification, and business and cooperatives management.

Average monthly income of women engaged in food security and livelihoods activities supported by the programme increased from USD11 to USD25 and young people from USD14 to USD24.

23 Market Action Centres (MACs) set up to provide collective marketing, where a group of farmers aggregate their produce and sell them at once as a single entity. In 2022, the total sale of soya, groundnuts and maize through these established MACs reached USD71,587.

33 Village Savings and Loans (VSL) groups with 550 members involved in various types of small-scale businesses to realise more income. VSL groups reached USD46,704 cumulative savings, with each household receiving a share of between USD60 to USD359.

Campaigning on Oxfam's global *ENOUGH* campaign to promote gender equality and Ending Violence Against Women and Girls (EVAWG) reached **1.3M** people, with **91.7%** of people perceiving a reduction in GBV in their communities and **80%** of survivors who sought help reported that they were satisfied with the GBV services provided by our programme partners.

13,168 community, district and national duty bearers and stakeholders were engaged in health governance programmes which promote increased access to universal healthcare for the poorest.

Radio Listening Clubs (RLC) were a popular means of discussion and through initiatives such as this, **415 People with a Disability (PWD) and 893 women**, raised their concerns about the quality of healthcare. They were most concerned about a lack of drugs, obstetric violence, limited use of braille and sign language, inaccessible facilities and the poor attitude of staff at hospitals and health centres.

15,000 people across the country through the **Access to Information** project supported by the EU benefitted from a conducive environment and democratic processes and enabled them to scrutinize and influence policy formulation and provision of public services.

Through our **digital innovation** work with Blockchain technology we supported 450 food-insecure families (1,850 individuals) with cash and voucher assistance, allowing program participants to access food and essential goods during the lean season and we supported 14 community-based small and medium businesses that facilitated sales of foodstuff and goods to vulnerable community members.

In Rwanda

4,387 people were directly engaged, with **3,845** people supported in horticulture value chains, post-harvest processing, packaging and market linkages.

2,619 farmers (1,899 smallholder farmer women and 720 male farmers), were enabled to access finance services and linked to micro-finance institutions as members of Village Savings and Loan Associations (VSLAs). VSLAs have proven to be a highly successful model to increase household income as well as improving the well-being of women in terms of increased confidence as a result of participation in cooperative structures.

6,712 cooperative members reached through training of trainers' programmes, improving business and management skills.

4,371.5 hectares of farming land were utilised for horticulture production in supported communities.

17,086 district and community members have engaged in GBV campaigns and awareness programmes.

210 smart phones distributed to GBV peer educators to scale up community-based campaigns and information dissemination on GBV.

20,104 people, with over 50% women, reached through the **Horticulture Value Chain** project supported by the EU and have increased their savings and investments, access to markets, livelihoods opportunities and climate smart food production and processing.

In Zimbabwe

7,144 people directly reached and engaged with, including almost **3,000 women and youths,** generating income through small businesses and subsistence farming.

166 Internal Savings and Loan Schemes (ISAL) groups established. The ISAL groups have an average of 10 women per group engaged in income generating activities i.e., retail shops, soap-making and selling, growing and selling fruits and vegetables, dressmaking and keeping livestock.

Gender Responsive Budget trainings delivered to **93** district local officials, with 85% reporting increased knowledge and appreciation of the importance of developing gender sensitive budgets at local level.

1,276 survivors of GBV were reached through the shelters and mobile one stop centres.

13M people reached through the **#SpeakOutAgainstGBV** campaign, media engagements, radio, community awareness campaigns, public forums and though various social media platforms.

Through our **digital innovation** work with Blockchain technology we supported 460 food-insecure families (2,200 individuals) with cash and voucher assistance, allowing program participants to access food and essential goods during the lean season and we supported 16 community-based small and medium businesses that facilitated sales of foodstuff and goods to vulnerable community members.

In Uganda

5,615 people **were** directly engaged, with almost **4,590** people supported in coffee and honey value chains, entrepreneurship and business development, access to finance and markets, and sustainable food production using climate smart technologies. Monthly average income of OIE programme participants is **USD 96.28.**

148 Persons Living with Disability (PLWD) have been able to harvest and earn from approx. 2.4 tons of honey equivalent to approximately USD5,000. Accessible training materials including beekeeping audio manuals, tailored trainings and dedicated support have facilitated engagement of PLWDs in the honey value chain.

Cash-Time Application training delivered to **240 young people** on village savings and credit associations (VSLAs), focusing on setting up and growing businesses as well as managing these by using digital tools.

2,436 GBV survivors accessed services, including referrals, psycho-social support, mediation, and support during legal proceedings.

1,025 community GBV and gender champions, local government authorities reported increased understanding on GBV and have engaged in the EVAWG initiatives.

711 people, including people living with disabilities were trained on prevention, response and management of gender-based violence cases in their communities.

18,213 people indirectly reached through various campaigns including 16 Days of Activism, social media platforms, public forums and community consultations related to national budgets and other relevant local policies.

In Zambia

21 Community Budget Groups (CBGs) formed with 265 members in the 5 districts of Mpika, Mufulira, Rufunsa, Monze and Lusaka through the EU-funded **Beyond the Numbers** project. The CBGs facilitate sensitisation and community dialogues and brings these discussions forward to the national budget consultations organised by the Zambia Ministry of Finance.

International programme department - projects supported in 2022 – 2023

	Oxfam ROI (Including Irish Aid)	Irish Aid
	€'000	€'000
Democratic Republic of the Congo	442	397
Global	457	-
Horn East & Central Africa	89	-
Papua New Guinea	17	-
Kenya	711	691
Malawi	1,052	638
Occupied Palestinian Territory & Israel	220	185
Rwanda	768	322
Somalia	277	261
South Africa	20	-
South Sudan	442	397
Tanzania	259	(5)
Uganda	1,006	857
Zambia	213	128
Zimbabwe	730	556
Ireland	455	99
Ireland Programme management	552	216
Collective Funding Mechanism	100	-
	7,810	4,742

The Collective Funding Mechanism is the contribution that all Oxfam affiliates make to cover the minimum management costs of our programme work at country level and the core investment needed to support programme quality.

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 3 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland,** a not for profit company limited by guarantee where there is common control through one Council for both entities. and
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Council Members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Council Members.

Our board – the Council

Oxfam Ireland is governed to national and international standards by an independent 'Council' of leaders from the public, private and academic sectors. This Council comprises a maximum of 11 unpaid Directors, who oversee strategic planning and delivery, budgeting, organisational development and risk management.

Directors are appointed for a maximum of two three-year terms through open competition. Council holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council selection, appointment and competence

The Council Directors were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Directors are also the members of the company. New Council members are recruited through advertisements in Northern Ireland and the Republic of Ireland and through selection based on applicants and other potential candidates identified by the existing Council and CEO. A formal interview takes place to establish the candidate's eligibility which will include a commitment to Oxfam's core values and mission as well as **professional** experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Council members are provided with induction training shortly after joining the Council involving the provision of written materials, meetings with senior management and staff and visits to workplaces, retail units and programme work. This ensures that the Council members can become familiar with their role and responsibilities as Directors and understand the governance structure and risk management processes of the organisation and the nature of the work it does.

The Council meets at least four times annually. A formal evaluation mechanism for each meeting is in place.

The Council Directors are committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Director is limited to €1.27.

Committees

Directors have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee – which appoints the CEO and sets pay rates for the CEO and senior staff – and the Programme Performance and Impact Committee. The Finance, Audit and Risk Committee oversees the financial health of the organisation.

Individual Directors are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Council. The Chair of the Committee is appointed by the Council. In addition to the Chair, the Committee comprises up to three other Directors appointed by the Council as members with scope to co-opt additional external expertise as required.

Finance, Audit and Risk Committee (continued)

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Council.
- Take responsibility on behalf of the Council for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance, Audit & Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

Programme Performance and Impact Working Group

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Council and liaising with other Council groups as appropriate. It is composed of three Directors with scope to co-opt additional external expertise as required.

The Members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Council and staff.

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon.

The Council has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Council and senior management to whom the Council delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Council. The Council then oversees the implementation of the budgets, policies and plans once they are approved.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Council. Internal control systems are designed to provide reasonable assurance against material misstatement or loss. They include:

- A strategic plan and annual budget approved by the Directors;
- Regular consideration by the Directors of financial results, variances from budgets, and non-financial performance indicators;
- Delegation of day-to-day management authority and segregation of duties; and
- Identification and management of risks.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources on the basis of a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the senior management team, reviewed by the Finance, Audit and Risk committee and approved by Council.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at oxfamireland.org/how-our-money-is-spent.

Monitoring our work for impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality. We assess the progress we are making in changing people's lives as the result of our overseas programmes, advocacy initiatives and campaigns.

Monitoring and evaluation occur in several ways, from project visits and participatory data collection to in-depth internal and external reviews and evaluations. We undertake impact assessments, peer reviews, audits and regular reflections with staff, partners, allies and community members.

During these reviews, we consider the broader context contributing to change, the views, needs and interests of the women and men we seek to benefit, and the perspectives of other stakeholders.

We continue with our efforts to improve the monitoring, evaluation and learning that we see as critical to the success of our programme.

We carry out:

• Real time evaluations: In emergencies we need to act quickly, so Oxfam conducts rapid real time evaluations in the early stages of the relief effort, to be able to fix problems that arise while providing life-saving assistance.

• Peer reviews: By bringing together a group of people from different Oxfam entities, and occasionally external organisations, we evaluate and audit our development programme, to view the effects of the work from a wider range of perspectives and share best practices.

• Impact evaluations: Performed retrospectively, this kind of evaluation helps compare the situation before and after a project is implemented. The focus is on the long-term changes in people's lives.

• Reviews of financial controls: With the support of internal and external audit teams, we strive to be as efficient as possible. Performance is constantly monitored, and appropriate management reports are prepared and reviewed regularly by executive management and the Board of Directors.

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include:

- The Oxfam Code of Conduct
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions
- The Core Humanitarian Standard
- The Grand Bargain
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action
- Call for Action on Commitment to Disability Inclusive Humanitarian Action
- The Charter 4 Change
- IASC Guidelines for GBV Interventions in Humanitarian Settings
- The Call to Action on Protection from GBV in Emergencies
- The Sustainable Development Goals
- Irish Aid Security Management Guidelines
- Oxfam Partnership Principles
- The Climate and Environment Charter for Humanitarian Organizations

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with publication of Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website in addition to information about our Council. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes, and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Council meeting. Where a particular KPI needs further investigation or explanation the Council then receives more detailed information from management on the specific area concerned.

Key Performance Indicators (continued)

The high level KPIs that are currently in use and the performance in the years to March 2023 and March 2022 against each of the targets set are summarised as follows:

AREA	Key Performance Indicator	2023 Result	2022 Result
Programme	Value of Grant Income	20.4% above target	20% above target
Finance	Unrestricted Net Contribution	More than 100% above target.	More than 100% above target.
Trading	Total Income	13% above target	24% above target
People	Staff satisfaction as measured in survey	At 90% of target	At 90% of target
Supporters	Levels of Trust	At 105% of target	At 104% of target
Fundraising	Total Income	23% above target	21% above target

We continue to perform very well against all of our core KPIs with the Unrestricted Net Contribution again more than 100% above our target for the period thanks to the strong performances in the shop network and fundraising.

Our continued success in growing our institutional funding with further successes in winning EU grants helped again to drive grant income KPI to a level 20.4% above target.

We continue to focus on staff wellbeing initiatives and updating our policies and terms and conditions of employment. The staff satisfaction KPI has remained at 90% of target but we hope to see it increase in the coming year.

We are also pleased to see the levels of trust KPI continue to improve where we increased the target level of trust from last year but still exceeded this increased target by 5%.

Governance codes

We adhere to and implement the following:

- Charity Commission for N.I. Code of Good Governance
- The Charities Regulatory Authority Governance Code
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance
- Republic of Ireland Charities Act
- Northern Ireland Charities Acts
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice
- The Charities Regulator Guidelines for Charitable Organisations on Fundraising from the Public
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK
- Dóchas Code of Conduct on the use of images and messages

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes
oxfamireland.org/accountable-to-you

Public Benefit

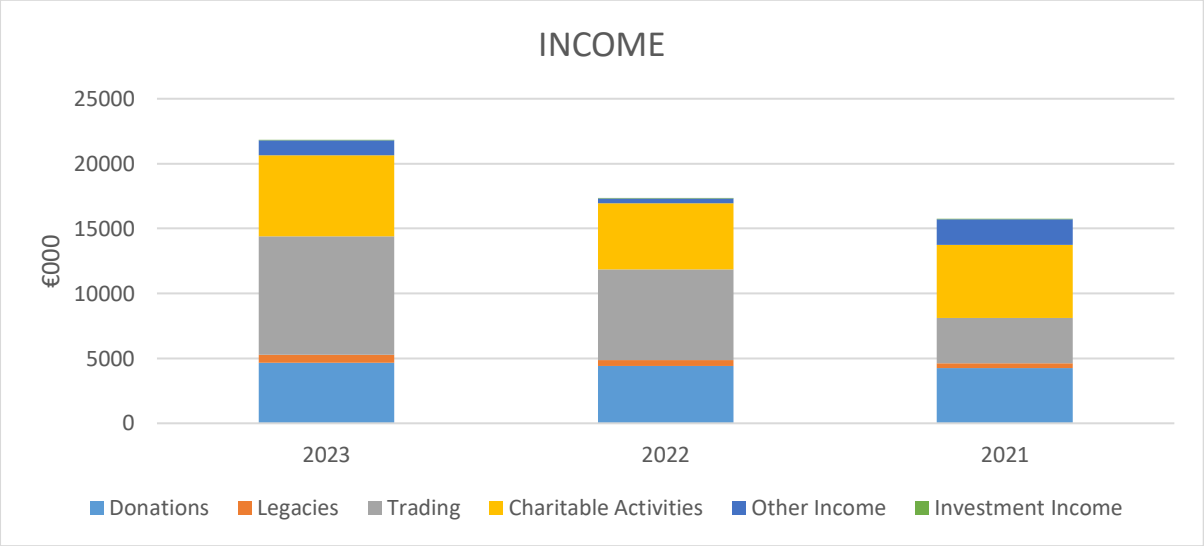
The Directors' Report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded.

The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

Financial Review

Our Trading and Fundraising divisions performed very well in the period. Trading income grew substantially through increased availability of high quality stock and increased demand particularly from younger shoppers. We have significantly increased corporate donations by providing an efficient sustainability solution for companies with surplus stock. Increased focus on sustainability among younger people has led to a significant growth in spend from this group in our shops. An increase in the amount of institutional funding received was achieved through additional emergency humanitarian funding and a continued focus on growing our grants from the EU and other donors. The final payment under our business interruption insurance claim was also received.

INCOME



In 2023 we generated income of €21.82M which was a 25.6% increase on 2022.

Voluntary Income saw an 8.8% increase on 2022, with our Door to Door collection teams back operating at full capacity and a strong performance in legacy income. Income from emergency appeals also increased due to the public response to the Turkey and Syria earthquake appeal.

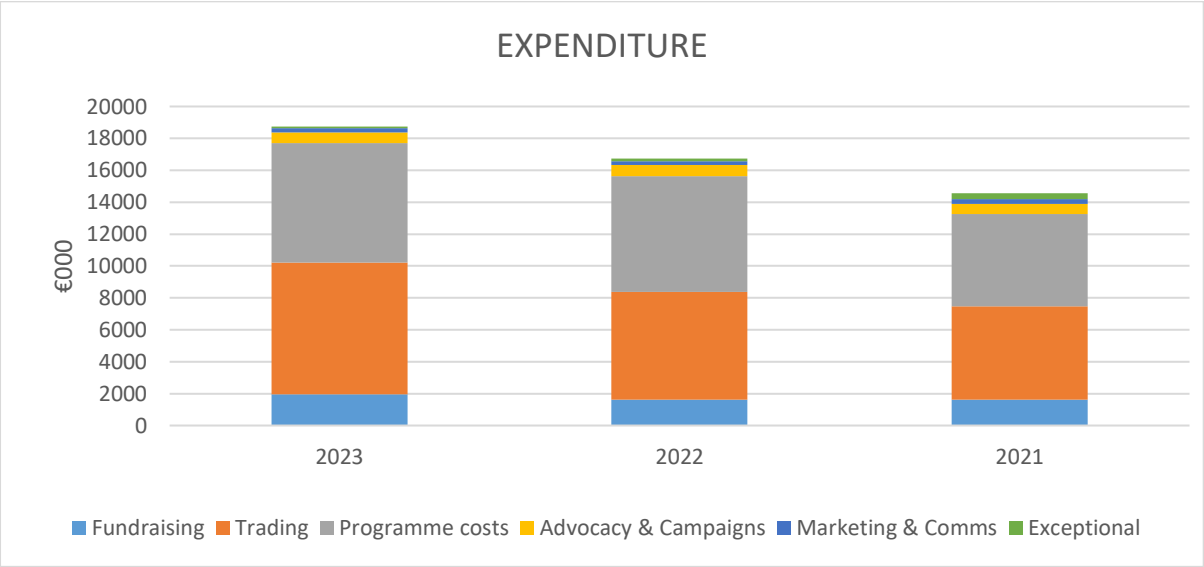
Trading Income grew by 30% over 2022 with significant growth in the sale of both donated and corporate stock due to the increasing appeal of sustainable shopping among young people coupled with the success of our corporate stock generation activities.

Income from **Charitable Activities** which represents funds received from Institutional Fundraising increased by €1.16M compared to 2022. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland; however, we continue to make good progress in sourcing funds from other donors particularly the EU.

Other Income in the current period increased to €1.12M. This includes €1,044K for the balance of the Business Interruption insurance claim for loss of income during the closure of our shops, €76K from other Oxfam affiliates for hosting employees in Ireland (down from €129K in the previous period). €246K was included in the previous period relating to Covid 19 government supports

Investment Income comprises rental income from another business operating from one of our ex-shop premises.

EXPENDITURE



Total expenditure in 2023 was €18.74M which was up 14% on the previous year.

Trading expenditure rose by €1,490K or 22% reflecting increased staff costs as a result of cost of living adjustments and an improved incentive scheme, increased costs of energy and a programme of repairs in specific shops. Rent & rates also increased as the shops were open for the full year in the current year and were still closed in the early weeks of the year to March 2022 due to Covid restrictions.

Fundraising expenditure increased by 21.3% or €344K reflecting the return to full capacity of our Door to Door teams and the impact of the cost of living increases on staff costs.

The 2.9% increase in **Programme costs** is due to a combination of the impact of the cost of living increases on staff costs offset by some reductions in spending due to the timing of programme activities.

The 2.3% decrease in **Advocacy & Campaigns expenditure** is also explained by a combination of the impact of the cost of living increases on staff costs offset by some reductions in spending due to the timing of programme activities.

Exceptional Expenditure reflects €16K of redundancy costs and €72K relating to costs incurred with other Oxfam affiliates for hosting Oxfam Ireland employees.

BALANCE SHEET

Funds carried forward of €9.76M includes €1.37M of Restricted funds which is €348K higher than 2022 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €8.39M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work.

Reserves policy

Oxfam seeks to maintain its Charitable Funds at a minimum level that protects our programme work from risks of unforeseen disruption, ensuring we have sufficient working capital and balancing the need to make sure that we do not retain income for longer than required. The basis of calculation of this minimum reserves level is kept under periodic review and adjusted as perceptions of risk and other factors change. Our minimum reserves level of €2.511M is based on a calculation of three months of key operational costs.

Reserves policy (continued)

As a result of continued operational surpluses and a prior year gain from the disposal of an asset we currently have reserves in excess of this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support organisational development.

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds
Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds
Currently we are carrying €2.511M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds
General Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

(iv) Revaluation Reserve
Revaluation reserve represents the increase in the value of our freehold property. As a result of the completion of the sale of the freehold property this reserve has transferred to General Funds.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

Future Plans

We want to leverage the influence of the island of Ireland and its diaspora for good, expanding partnerships, networks and our supporter base - all to challenge inequality to end poverty and injustice for good. As we enter the second trimester of our ten-year strategic framework, we are developing three year horizon plans supported by detailed yearly operational plans for each area to ensure consistency of vision and direction in the short to medium term.

We plan to achieve our goals of Just Economies, Gender and Climate Justice and Accountable Governance through a multi-country blended development and humanitarian programme, rooted in local needs and context, acute emergency interventions to save lives and modify the progression of crises, and influencing and pubic engagement.

We will continue to fund this work through growing restricted income by successfully applying for grants from a broad range of institutional donors. Working closely with programme countries we will partner with other Oxfam affiliates when appropriate to maximise chances of success.

We also continue to actively work on developing our culture to ensure it aligns with and embraces our values.

Future Plans (continued)

Our Trading and Fundraising teams play an integral part in generating essential unrestricted funds for this programme of work.

The Trading division will continue to focus on sourcing quality products for sale in our shop network by positioning us as a sustainability partner with unique solutions for Irish and international businesses. Through a shop network (including pop-up shops) staffed with professional retail teams and dedicated volunteers, supported by focussed digital and social media marketing initiatives, we will maximise the contribution from the sale of these products.

Our Fundraising teams are now back to full strength and are fully active both on a face to face basis and through telemarketing, digital and direct mail campaigns. Supported by external specialists we have developed a new core fundraising ambition, and we are in the process of ensuring that it is fully understood and shared by all staff and volunteers and will bring consistency to all future campaigns.

Operationally we will continue to embrace the benefits that hybrid working brings while providing high quality office spaces and regular opportunities for face to face meetings. We are continuing with a project to move all of our IT systems into the Cloud to improve security and facilitate remote access.

Fraud

Oxfam Ireland does not tolerate fraud and corruption and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across program locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously and promptly investigated and appropriate action taken.

If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2023 there were no significant thefts or instances of fraud in our operations.

Risk Management

Oxfam Ireland uses a risk management framework to systematically and proactively manage risk across the organisation.

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty, that can result in positive and negative consequences, and it is critical that they are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

We believe that effective risk management involves 6 key steps:

Risk Management (continued)

1) Preparation and understanding of the context in which the risk assessment is carried out: What are we trying to accomplish? What areas of concern will we be looking at?

2) Identification of potential risks and outcomes: What could happen and what would be the result if it did happen?

3) Identification and valuing of controls in place which have a mitigating effect on the risk: What is in place now that reduces either the likelihood of the risk occurring or the consequence if the risk does occur?

4) Analysis of the risk in terms of its likelihood to occur and consequence if it does occur thus producing a risk that is either acceptable or unacceptable, this is determined by using the assessment matrix.

5) Development and implementation of an appropriate strategy and action plan to reduce the unacceptable risks: What action can we take to reduce either the likelihood or consequence of the risk?

6) Appropriate monitoring and reporting of the treatment strategy and overall effect of the Risk Management process.

The risk principles included in the framework are balance, innovation, future-relevance, transparency and trust.

Risk is categorised into eleven categories set out below with the level of appetite Oxfam Ireland attaches to each:

Risk Area	Appetite
Safeguarding – Sexual exploitation, harassment, abuse	Zero tolerance
Fraud & Corruption – Aid diversion, shop theft, nepotism	Zero tolerance
Compliance - legislative requirements, regulatory codes	Very low
Security of staff and people we work with – Health & Safety	Very low
Financial – Going concern, stewardship of public funds	Low
Human Resources – Staff wellbeing, fairness and communication	Low
Program – Donor requirements, partner selection and management	Medium
Public Fundraising – legal requirements, public perception	Medium
Reputational – Safeguarding, working with partners	Medium
Strategic – flexibility, agility, resourcing, alignment	Medium
Information Systems – Cyber-crime, network failure	Medium

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key risks identified, and the mitigating actions being taken in each case is reviewed by the Directors at every board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any

kind of harassment of staff, partners, volunteers or those we serve.	concerns they may have without reprisal and we have a robust whistleblowing policy in place. We also have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.
Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistle blowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.
Health & Safety of Staff The risk of injury or harm to our staff is ever present and, in some areas, where we work is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is now an international concern, while organizations transmit sensitive data across networks and to other devices in the course of doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst case scenario.

Events after the end of the reporting period

There are no adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2023.

Statement of Council members' responsibilities

The Directors (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

In accordance with company law, as the company's Directors, we certify that:

-There is no relevant audit information of which the company's auditors are unaware, and;

- We have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Council,

…….. ……..

Dr. Susan Murphy – Chair Andrew McCracken – Secretary

Date:

mazars

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF OXFAM IRELAND

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Oxfam Ireland ("the company") and its subsidiary undertaking ("the group") for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cashflows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's and the group's affairs as at 31 March 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF OXFAM IRELAND

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company, the group and its environment obtained in the course of the audit, we have not identified material misstatements in the "Strategic Report" or the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

As explained more fully in the statement of council members' responsibilities set out on page 26, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF OXFAM IRELAND

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the NI charity regulation, NI tax legislation, employment legislation, health and safety regulation, anti-bribery, corruption and fraud, money laundering, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OXFAM IRELAND

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.

Aedín Morkan **Date:**

Senior Statutory Auditor
Mazars
Chartered Accountants
& Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2023
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (including an income and expenditure account)

	Notes	Unrestricted funds €'000	Restricted funds €'000	Total 2023 €'000	Total 2022 €'000
Income from					
Donations and legacies	5	4,616	668	5,284	4,855
Other trading activities	6	9,035	91	9,126	7,019
Investments	7	41	-	41	41
Charitable activities	8	424	5,826	6,250	5,089
Other income	9	1,120	-	1,120	375
Total income		**15,236**	**6,585**	**21,821**	**17,379**
Expenditure on					
Raising funds:					
Fundraising	10	1,931	27	1,958	1,614
Trading activities	6	8,241	3	8,244	6,754
		10,172	30	10,202	8,368
Charitable activities:					
Overseas programme costs	11	1,431	6,056	7,487	7,273
Advocacy and campaigns	11	635	58	693	709
Marketing and communications	11	183	86	269	210
Exceptional expenditure	35	88	-	88	183
Total expenditure		**12,509**	**6,230**	**18,739**	**16,743**
Net income for the year		2,727	355	3,082	636
Transfers between funds		-	-	-	-
Unrealised currency movement		75	(7)	68	(15)
Net movement in funds		**2,802**	**348**	**3,150**	**621**
Reconciliation of funds:					
Total funds brought forward	28	5,585	1,024	6,609	5,988
Total funds carried forward	28	**8,387**	**1,372**	**9,759**	**6,609**

There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

The notes on pages 35 to 58 form part of these financial statements.

OXFAM IRELAND
AS AT 31 MARCH 2023
CONSOLIDATED BALANCE SHEET

	Notes	2023	2022
		€'000	€'000
Fixed assets			
Tangible assets	16	566	576
		566	576
Current assets			
Stocks and work in progress	18	37	91
Debtors	19	2,718	1,676
Cash at bank and in hand	20	10,647	11,020
		13,402	12,787
Current liabilities			
Creditors: amount falling due within one year	21	(4,209)	(6,754)
Net current assets		**9,193**	**6,033**
Total assets less current liabilities		**9,759**	**6,609**
Net assets		**9,759**	**6,609**
Funds			
Restricted funds	28	1,372	1,024
Designated funds	28	2,511	2,257
Unrestricted funds	28	5,876	3,328
Revaluation reserve	28	-	-
Total charity funds		**9,759**	**6,609**

The notes on pages 35 to 58 form part of these financial statements.

On behalf of the Council,

Dr Susan Murphy
Chair

Andrew McCracken
Secretary

Date: 8 Sept 2023

OXFAM IRELAND
AS AT 31 MARCH 2023
COMPANY BALANCE SHEET

	Notes	2023	2022
		€'000	€'000
Fixed assets			
Tangible assets	16	233	220
		233	220
Current assets			
Stocks and work in progress	18	35	91
Debtors	19	288	328
Cash at bank and in hand	20	976	828
		1,299	1,247
Current liabilities			
Creditors: amount falling due within one year	21	(3,179)	(2,902)
Net current liabilities		**(1,880)**	**(1,655)**
Total assets less current liabilities		**(1,647)**	**(1,435)**
Net liabilities		**(1,647)**	**(1,435)**
Funds			
Restricted funds	29	152	164
Unrestricted funds	29	(1,799)	(1,599)
Total funds		**(1,647)**	**(1,435)**

The notes on pages 35 to 58 form part of these financial statements.

On behalf of the Council,

Dr Susan Murphy
Chair

Andrew McCracken
Secretary

Date: 8 Sept 2023

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2023
CONSOLIDATED STATEMENT OF CASH FLOWS

	Notes	2023	2022
		€'000	€'000
Net cash (used in) / provided by operating activities	24	**(210)**	**1,612**
Cash flow from investing activities			
Purchase of tangible assets	16	(163)	(117)
Proceeds from sale of tangible assets		-	3,200
Net cash (used in) / provided by investing activities		**(163)**	**3,083**
Cash flow from financing activities			
Repayment of bank loans		-	(305)
Cash used in financing activities		**-**	**(305)**
(Decrease)/Increase in cash and cash equivalents in the reporting period		(373)	4,390
Cash and cash equivalents at the beginning of the reporting period		11,020	6,630
Cash and cash equivalents at the end of the reporting period		**10,647**	**11,020**

1. General information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 36 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2023.

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 INY.

2. Statement of compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102).

3. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousands, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2023.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable and the amount can be measured reliably.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivable are accounted for when the Company's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Income from charitable trading activities is accounted for when earned.

3. Accounting policies (continued)

c) Income (continued)

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company's bank accounts.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contract.

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

g) Foreign currencies

Functional and presentation currency:
The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:
Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

g) Foreign currencies (continued)

Transactions and balances (continued)
Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

The foreign exchange rates used to prepare these financial statements were as follows:

	2023	2022
	€	€
Average Rate Pounds Sterling	1.16	1.17
Closing Rate Pounds Sterling	1.14	1.19

h) Employee benefits
Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:
Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:
Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:
The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the company has agreed, with the plan, to participate in a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities. The unwinding of the discount is recognised as a finance cost.

i) Taxation
The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets
Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Depreciation and residual values:
Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

3. Accounting policies (continued)

j) Tangible assets (continued)

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:
Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:
Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Leased assets
At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:
Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:
Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

l) Investments in subsidiaries
Investments in subsidiaries are held at cost less accumulated impairment losses.

3. Accounting policies (continued)

m) Inventories
Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand
Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

o) Provisions and contingencies

Provisions:
Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:
Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

p) Financial instruments
The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets
Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

3. Accounting policies (continued)

p) Financial instruments (continued)

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities
Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting
Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

q) Related party transactions
Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Critical accounting judgements and estimation uncertainty

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

4. Critical accounting judgements and estimation uncertainty (continued)

Deferral of grant income
Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2023 amounts to €265K (31 March 2022: €2,490K).

Preparation of the accounts on a going concern basis
Budgets and cash flows were prepared by the Directors and reviewed by the Council members for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including: increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Telefundraising teams.

Our levels of accessible reserves remain strong and we expect to continue to achieve at/ or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

On the basis of the assessments and the underlying assumptions the Council Members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

5. Donations and legacies

	Unrestricted funds	**Restricted funds**	**Total charitable funds**	Unrestricted funds	Restricted funds	Total charitable funds
	2023	**2023**	**2023**	2022	2022	2022
	€'000	**€'000**	**€'000**	€'000	€'000	€'000
Legacies	619	-	619	444	-	444
Donations, gifts & corporate sponsorships	3,997	668	4,665	4,027	384	4,411
	4,616	668	5,284	4,471	384	4,855

Total income is derived from:

	2023	**2022**
	€'000	**€'000**
Republic of Ireland (ROI)	17,748	13,622
Outside ROI	4,073	3,757
	21,821	17,379

6. Net income on donated and commercial trading activities

This represents the net income from the sale of donated goods and commercial trading activity through Oxfam Shops, after deduction of operating and administration expenses. Oxfam Ireland believes this most fairly represents the value to the charity of donated goods.

	Unrestricted funds	**Restricted funds**	**Total Trading activities**	**Total Trading activities**
	2023	**2023**	**2023**	**2022**
	€'000	**€'000**	**€'000**	**€'000**
Turnover from donated goods & commercial trading activity	9,035	91	9,126	7,019
Operating expenses	(7,134)	(3)	(7,137)	(5,776)
Support costs (note 13)	(1,107)	-	(1,107)	(978)
Net income	794	88	882	265

Operating expenses include €114,876 (2022: €170,532) for depreciation on fixtures and fittings, and leasehold property specific to the sale of donated goods.

7. Investment Income

	2023 €'000	**2022 €'000**
Rent receivable	41	41

8. Income from charitable activities

	Unrestricted funds 2023 €'000	**Restricted funds 2023 €'000**	**Total charitable funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable funds 2022 €'000
Overseas programme grant income	424	5,826	6,250	330	4,759	5,089

	Unrestricted Funds 2023 €'000	**Restricted funds 2023 €'000**	**Total charitable Funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable funds 2022 €'000
Grant income by donor						
Government bodies	424	5,826	6,250	330	4,759	5,089
Major donors	-	-	-	-	-	-
	424	5,826	6,250	330	4,759	5,089

9. Other income and other gains

	2023 €'000	**2022 €'000**
Government Covid aid	-	246
Miscellaneous income	1	-
Insurance claim	1,044	-
Hosting arrangement	75	129
	1,120	**375**

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

10. Costs of raising funds

	Unrestricted funds 2023 €'000	**Restricted Funds 2023 €'000**	**Total charitable funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable funds 2022 €'000
Salaries	969	-	969	750	-	750
Travel and subsistence	3	-	3	4	-	4
Other fundraising costs	289	27	316	231	7	238
Direct fundraising costs:						
- Direct marketing	-	-	-	-	-	-
- Events	112	-	112	102	-	102
- Committed givers	72	-	72	71	-	71
Support costs (note 13)	486	-	486	449	-	449
	1,931	27	1,958	1,607	7	1,614

11. Charitable activities

	Unrestricted funds 2023 €'000	**Restricted funds 2023 €'000**	**Total charitable funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable Funds 2022 €'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	870	5,621	6,491	1,018	5,379	6,397
Operation costs	396	435	831	365	335	700
Governance costs (note 12)	130	-	130	136	-	136
Support costs (note 13)	35	-	35	40	-	40
	1,431	6,056	7,487	1,559	5,714	7,273
Advocacy and Campaign Programme (A&C)						
Operation costs	246	14	260	260	10	270
Advocacy and Campaign Programme	377	44	421	430	-	430
Support costs (note 13)	12	-	12	9	-	9
	635	58	693	699	10	709
Marketing and Communications Programme						
Operation costs	162	86	248	110	82	192
Support costs (note 13)	21	-	21	18	-	18
	183	86	269	128	82	210

12. Governance costs

	2023 €'000	2022 €'000
Legal & professional fees	15	5
Audit fees	31	33
Council expenses	3	-
Other costs	81	98
	130	136

Governance costs are fully funded from unrestricted funds.

13. Allocation of support costs and overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	788	-	520	247	-	17	4
Property costs	672	34	415	186	10	13	14
Office running costs	14	1	11	2	-	-	-
Computer & equipment costs	189	9	131	40	2	4	3
Legal & professional expenses	27	1	21	4	-	1	-
Depreciation	17	1	9	7	-	-	-
	1,707	**46**	**1,107**	**486**	**12**	**35**	**21**

13. Allocation of support costs and overheads (continued)

In respect of prior year:

Cost type	Total allocated	Governance Activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	724	-	464	236	-	20	4
Property costs	566	28	347	158	7	15	11
Office running costs	10	-	7	3	-	-	-
Computer & equipment costs	196	10	136	41	2	4	3
Legal & professional expenses	26	1	18	6	-	1	-
Depreciation	12	1	6	5	-	-	-
	1,534	**40**	**978**	**449**	**9**	**40**	**18**

These costs have been apportioned among retail activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

14. Analysis of staff costs, Directors' remuneration and expenses, and the cost of key management personnel

The average monthly number of persons employed by the company in the financial year was 163 (2022: 169) analysed as follows.

	2023 Average number	2022 Average number
Retail	96	93
Administration	15	19
Public Engagement	45	48
Programme	2	4
Management	5	5
	163	**169**

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €3k (2022: nil).

14 Analysis of staff costs, Directors' remuneration and expenses, and the cost of key management personnel (continued)

	2023 €'000	2022 €'000
Staff costs are comprised of:		
Wages and salaries	5,389	4,559
Social welfare costs	551	462
Termination costs	16	38
Pension costs	237	190
	6,193	5,249

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO amounts to €126k (2022: €121k).

Key management compensation

Key management includes the Directors and members of senior management. The compensation paid or payable to key management for employee services is shown below:

	2023 €'000	2022 €'000
Salary	586	569
Health Insurance	4	5
Employer Contributions	67	61
Pensions	46	50
	703	685

The remuneration of higher paid employees	2023 No.	2022 No.
The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:		
€60,000 to €70,000	5	4
€70,001 to €80,000	1	1
€80,001 to €90,000	2	1
€90,001 to €110,000	2	2
€110,001 to €120,000	1	1
€120,001 to €130,000	1	1
	12	10

Remuneration includes salary but excludes pension scheme contributions.

15. Net income for the year

	2023 €'000	2022 €'000
Net income for the year is stated after charging:		
Depreciation on tangible fixed assets	164	170
Stock obsolescence	-	-
Operating lease rentals		
- Property	1,865	1,696
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	31	33
Non-audit fee – tax services	1	1
Realised loss on foreign exchange transactions	3	-
Stock recognised as an expense	150	105

16. Tangible assets

Group	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2022	**2,048**	**3,389**	**1,578**	**119**	**7,134**
Currency movements	(65)	(6)	(44)	(1)	(116)
Additions	92	17	54	-	163
Disposal	-	-	-	-	-
At 31 March 2023	**2,075**	**3,400**	**1,588**	**118**	**7,181**
Accumulated depreciation					
At 1 April 2022	**(1,707)**	**(3,254)**	**(1,478)**	**(119)**	**(6,558)**
Currency movements	58	5	43	1	107
Charge for the year	(82)	(32)	(50)	-	(164)
Disposal	-	-	-	-	-
At 31 March 2023	**(1,731)**	**(3,281)**	**(1,485)**	**(118)**	**(6,615)**
Net book values					
At 1 April 2022	**341**	**135**	**100**	**-**	**576**
At 31 March 2023	**344**	**119**	**103**	**-**	**566**

16. Tangible assets (continued)

Company	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000
Cost				
At 1 April 2022	**1,651**	**1,033**	**31**	**2,715**
Currency movements	(71)	(44)	(1)	(116)
Additions	51	27	-	78
Disposals	-	-	-	-
At 31 March 2023	**1,631**	**1,016**	**30**	**2,677**
Accumulated depreciation				
At 1 April 2022	**(1,462)**	**(1,002)**	**(31)**	**(2,495)**
Currency movements	63	43	1	107
Charge for the year	(38)	(18)	-	(56)
At 31 March 2023	**(1,437)**	**(977)**	**(30)**	**(2,444)**
Net book values				
At 1 April 2022	189	31	-	220
At 31 March 2023	**194**	**39**	**-**	**233**

17. Investments in subsidiaries

Oxfam Ireland has two subsidiary undertakings as follows:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	Oxfam Properties (Ireland) Limited
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid and also from their many shops across the country where they sell clothes.	Dormant, activity ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%

Oxfam Republic of Ireland	**2023 €'000**	**2022 €'000**
Total assets	12,435	14,003
Total liabilities	3,480	5,959
Surplus for the year	3,017	(1,505)
Total funds at 31 March	8,955	5,398

18. Stocks and work in progress

	Group	Group	**Company**	Company
	2023	2022	**2023**	2022
	€'000	€'000	**€'000**	€'000
Finished goods for resale	**37**	91	**35**	91

A provision for stock obsolescence of nil (2022: nil) has been recognised during the year.

19. Debtors

	Group	Group	**Company**	Company
	2023	2022	**2023**	2022
	€'000	€'000	**€'000**	€'000
Prepayments and accrued income	**2,522**	1,332	**162**	263
Trade debtors	**98**	255	**51**	-
Other debtors	**34**	35	**11**	11
VAT repayable	**64**	54	**64**	54
	2,718	1,676	**288**	328

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days. Trade debtors are shown net of impairment in respect of doubtful debts.

20. Cash at bank and in hand

	Group	Group	**Company**	Company
	2023	2022	**2023**	2022
	€'000	€'000	**€'000**	€'000
Cash on short term deposit	**501**	501	**-**	-
Cash and bank balances	**10,146**	10,519	**976**	828
	10,647	11,020	**976**	828

21. Creditors: amounts falling due within one year

Group and company	**Group 2023 €'000**	Group 2022 €'000	**Company 2023 €'000**	Company 2022 €'000
Trade creditors	**1,137**	460	**246**	83
Tax and Social Security	**185**	263	**61**	91
Accrued expenses	**2,622**	3,541	**420**	622
Amounts owed to Oxfam ROI (note 26)	**-**	-	**2,452**	2,106
Deferred income (note 22)	**265**	2,490	**-**	-
	4,209	6,754	**3,179**	2,902

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

22. Deferred Income

	Group 2023 €'000	Group 2022 €'000	**Company 2023 €'000**	Company 2022 €'000
At 1 April	2,490	1,319	-	-
Credited to Statement of Financial Activities	(2,490)	(1,319)	-	-
Deferred during the year	265	2,490	-	-
At 31 March	**265**	**2,490**	**-**	**-**

23. Financial instruments

Oxfam Ireland (the Group) has the following financial instruments:

	2023 €'000	**2022 €'000**
Financial assets held at amortised cost		
Cash at bank and in hand	10,647	11,020
Trade debtors	98	255
Other debtors	34	35

23. Financial instruments (continued)

	2023 €'000	2022 €'000
Financial liabilities held at amortised cost		
Trade creditors	1,137	460
Accrued expenses	2,622	3,541
Deferred income	265	2,490

The company has the following financial instruments:

	2023 €'000	2022 €'000
Financial assets held at amortised cost		
Cash at bank and in hand	976	828
Financial liabilities held at amortised cost		
Trade creditors	246	83
Accrued expenses	420	622
Amounts owed to Oxfam ROI	2,452	2,106

24. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 €'000	2022 €'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	3,150	621
Adjustments for:		
Depreciation charges	164	170
Decrease / (Increase) in stocks	54	(27)
Increase in debtors	(1,042)	(42)
(Decrease) / Increase in creditors	(2,545)	893
Currency movements	9	(3)
Net cash (used in) / provided by operating activities	**(210)**	**1,612**

25. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in Note 21.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel
The disclosures in respect of key management compensation are set out in note 14.

26. Commitments

Operating leases

At 31 March 2023 the total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 €'000	2022 €'000
Land & Buildings		
Operating leases which expire:		
Within one year	1,231	1,441
In the second to fifth years inclusive	3,020	3,323
After five years	2,626	2,960
	6,877	7,724

27. Pension commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5% or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

27. Pension commitments (continued)

Financial assumptions

	At 31 March 2023 %	At 31 March 2022 %
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	3.18	3.54
Rate of inflation (RPI)	3.18	3.54
Rate used to discount scheme liabilities*	4.87	2.78

*Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields.
The mortality assumptions adopted imply the following life expectancies at age 65.

	At 31 March 2023 Years	At 31 March 2022 Years
Non-pensioners:		
Males	23.3	22.9
Females	25.4	25.4
Pensioners:		
Males	21.7	21.6
Females	24.0	23.9

Scheme assets	At 31 March 2023 £m	At 31 March 2022 £m
Equities	-	5.6
Government Bonds	137.2	177.0
Property	22.4	30.3
Cash	9.4	29.7
Total fair value of assets	169.0	242.6

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets £m	Present value of scheme liabilities £m	Scheme assets less scheme liabilities £m
Scheme assets/(liabilities) at the start of the year	242.6	(206.7)	35.9
Current service cost and expenses	(0.2)	(0.3)	(0.5)
Experience on plan assets – gain (loss)	(75.4)	-	(75.4)
Interest income/(cost)	6.7	(5.7)	1.0
Actuarial gain/ (loss)	-	52.9	52.9
Contributions by employer	0.7	-	0.7
Contributions by scheme participants	-	-	-
Benefits paid	(5.4)	5.4	-
Scheme assets/(liabilities) at the end of the year	169.0	(154.4)	14.6
Unrecognised surplus scheme assets			(14.6)
Scheme assets/(liabilities) at the end of the year			-

The total return on scheme assets for the year was (£68.7m) (2022: £2.9m).

27. Pension commitments (continued)

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable are charged to the profit and loss account.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

28. Movement in consolidated funds

	Restricted	Unrestricted funds			Total
	Overseas Programme €'000	Designated Reserve €'000	Revaluation Reserve €'000	General Funds €'000	Total Charitable Funds €'000
At 31 March 2021	1,626	2,083	2,219	58	5,986
Total income	5,449	-	-	11,930	17,379
Total expenditure	(6,055)	-	-	(10,688)	(16,743)
Transfers	-	174	(2,219)	2,045	-
Currency gains & losses	4	-	-	(17)	(15)
At 31 March 2022	**1,024**	**2,257**	**-**	**3,328**	**6,609**
Total income	6,585	-	-	15,236	21,821
Total expenditure	(6,230)	-	-	(12,509)	(18,739)
Transfers	-	254	-	(254)	-
Currency gains & losses	(7)	-	-	75	68
At 31 March 2023	**1,372**	**2,511**	**-**	**5,876**	**9,759**

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. Funds amounting to €254k was transferred to the designated funds to meet the working capital requirements at the end of the financial year.

29. Movement in company charitable funds

	Restricted	Unrestricted funds			Total
	Overseas Programme €'000	Designated Reserve €'000	Revaluation Reserve	General Funds €'000	Total Charitable Funds €'000
At 31 March 2021	170	-	-	(1,626)	(1,456)
Total income	317	-	-	3,442	3,759
Total expenditure	(325)	-	-	(3,398)	(3,723)
Gains & losses	2	-	-	(17)	(15)
At 31 March 2022	**164**	**-**	**-**	**(1,599)**	**(1,435)**
Total income	178	-	-	3,895	4,073
Total expenditure	(183)	-	-	(4,170)	(4,353)
Gains & losses	(7)	-	-	75	68
At 31 March 2023	**152**	**-**	**-**	**(1,799)**	**(1,647)**

30. Analysis of net assets between funds

Group

	Unrestricted funds €'000	Revaluation funds €'000	Designated Funds €'000	Restricted funds €'000	Total charitable funds €'000
Fixed assets	566	-	-	-	566
Current assets	9,524	-	2,510	1,368	13,402
Current liabilities	(4,209)	-	-	-	(4,209)
Net assets at 31 March 2023	**5,881**	-	**2,510**	**1,368**	**9,759**
Net assets at 31 March 2022	3,328	-	2,257	1,024	6,609

Company

	Unrestricted funds €'000	Designated funds €'000	Restricted funds €'000	Total charitable funds €'000
Tangible fixed assets	233	-	-	233
Current assets	1,147	-	152	1,299
Current liabilities	(3,179)	-	-	(3,179)
Net assets at 31 March 2023	**(1,799)**	**-**	**152**	**(1,647)**
Net assets at 31 March 2022	(1,599)	-	164	(1,435)

31. Irish Aid funded programmes

	2023 €'000	2022 €'000
Opening Restricted Irish Aid funds 1 April	**15**	63
Income		
Restricted grant income	**5,041**	3,772
	5,041	3,772
Expenditure		
Operational		
Overseas grants		
Colombia	**-**	-
Democratic Republic of the Congo	**397**	483
Gaza	**-**	-
Ireland PED	**-**	87
Kenya	**691**	108
Malawi	**638**	426
Occupied Palestine territory and Israel	**185**	367
Rwanda	**322**	333
Somalia	**261**	
South Sudan	**397**	389
Tanzania	**(5)**	624
Uganda	**857**	385
Zambia	**128**	
Zimbabwe	**556**	370
	4,427	3,572
Management and administration costs	**314**	248
	4,741	3,820
Closing restricted Irish Aid funds 31 March	**315**	15

The Group receives a number of funds from donors which are restricted in nature, along with donations from the general public. We acknowledge all forms of donations and thank you.

Analysis of Grants – Activities & Projects Being Funded
Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

31. Irish Aid funded programmes (continued)

A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies
There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

32. Subsequent events

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

33. Movement in consolidated net debt

	At 1 April 2022 €'000	Net Cash flows €'000	At 31 March 2023 €'000
Cash in hand	11,020	(373)	10,647
Total	11,020	(373)	**10,647**

34. Movement in company net debt

	At 1 April 2022 €'000	Net Cash flows €'000	At 31 March 2023 €'000
Cash in hand	828	148	976
Total	828	148	976

35. Exceptional Expenditure

	2023 €'000	2022 €'000
Redundancies	16	61
Hosting	72	122
	88	**183**

36. Approval of financial statements

The financial statements were approved by the Council on 8 September 2023.

Oxfam Ireland

Northern Ireland - Charity number 100848

Annual report

WE FIGHT INEQUALITY TO END POVERTY AND INJUSTICE

OXFAM
Ireland



ANNUAL REPORT

1 APRIL 2022 - 31 MARCH 2023

CHARITY NUMBER: XN89651
COMPANY NUMBER: NI33800
COMPANY LIMITED BY GUARANTEE



Joevetah and Daniella harvesting cassava on Female Pastors Network's (FEMINET) farm in Port Loko, Sierra Leone.

As part of a project delivered by Oxfam and its partners, FEMINET received cassava cuttings and training to help maximize profit from their harvests.

Photo: Nana Kofi Acquah / Oxfam

Cover image:
Madina Mohamed from Isiolo County in Kenya. Oxfam and partner MID-P constructed a water point, borehole and tank in Madina's community.

Photo: Eyeris Communications/Oxfam

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ABOUT US

Oxfam is a global movement of people who fight inequality to end poverty and injustice. We're committed to ending poverty in the long-term, as well as addressing its devastating impacts right now. Together, we improve and save the lives of those hardest hit by poverty and injustice and campaign for a fairer, more sustainable world.

Oxfam Ireland is one of 21 Oxfams working together in 86 countries across the world. We're part of a global confederation of independent and interconnected affiliates, each with their own areas of activity and expertise combining to achieve shared goals.

Oxfam Ireland mobilises the power of people to create lasting change. We believe that everyone has the right to thrive in a just and sustainable world and work collaboratively to challenge the inequalities that undermine this.

We fight inequality to end poverty and injustice. When someone is denied their rights – to education, healthcare, land or essentials like water and food – the result is predictable, it's poverty.

OUR FOUR GLOBAL GOALS:

1. **Just Economies:** People and the planet are at the centre of just and sustainable economic systems.
2. **Gender Justice:** Women and girls in all their diversity live free from gender oppression, discrimination and violence.
3. **Accountable Governance:** Governance systems and governments are people - and planet-centred, just, inclusive and accountable.
4. **Climate Justice:** The climate crisis is abated, environmental 'tipping points' are averted by radical solutions which improve well-being, and there is environmental justice for all.

As part of the Oxfam confederation, Oxfam Ireland delivers specific programmes in Africa and the Middle East – in the Democratic Republic of Congo (DRC), Kenya, Malawi, the Occupied Palestinian Territory (OPT), Rwanda, Somalia and Somaliland, South Sudan, Uganda, Zimbabwe and Zambia.

We also advocate and campaign at national and EU level for change that will tackle inequality, poverty and injustice across the world.

Supported by people across the island of Ireland for more than six decades, we are an independent, secular and not-for-profit organisation. We have 46 shops across the island, offices in Belfast and Dublin, a warehouse in Dunmurry, Belfast and more than 800 volunteers supporting our fight against poverty and inequality.

VISION

A just and sustainable world.

MISSION

We fight inequality to end poverty and injustice.

WHO WE ARE

OUR VALUES

Equality: We believe everyone has the right to be treated fairly and to have the same rights and opportunities.

Empowerment: We acknowledge and seek to expand people's agency over their lives and the decisions that impact them.

Solidarity: We join hands, support and collaborate across boundaries for a just and sustainable world.

Inclusiveness: We embrace diversity and difference and value the perspectives and contributions of all people and communities in their fight against poverty and injustice.

Accountability: We take responsibility for our action and inaction and hold ourselves accountable to the people we work with and for.

Courage: We speak truth to power and act with conviction from the justice of our causes.

OUR IDENTITY

We are rights-based: Our work is grounded in our commitment to the universality of human rights and respect for protective legal frameworks.

We are feminist and anti-racist: We recognise that there is no economic, social or environmental justice without justice for all. Our feminist and anti-racist principles guide all our action and interaction.

We fight inequality: We stand firm against poverty and injustice everywhere, working with people, communities, partners, and allies for just and sustainable development and solutions.

We are humanitarian: We work with communities before, during and after crises to build their resilience, protect and save lives, and address together the root causes of conflict and disaster.

We are both local and global: We are a global network of locally rooted, interdependent civil society organisations. We build solidarity and connect people across borders and regions.

We are driven by diversity: We are a multicultural organisation that brings together people and partners of different socio-cultural backgrounds, sex, genders, abilities and ages.

We are a knowledge organisation: We consistently seek to generate new insights that can drive solutions to complex problems. Our programmes, advocacy and campaigning asks are grounded in evidence and experience.

OUR ROLE

We challenge injustice and inequalities, shaping collective understandings and solutions: We work with the people most impacted to build more just, equitable and sustainable systems, based on our understanding of how these interact and influence each other. We are a global voice on inequality, including economic inequalities that drive poverty, such as unpaid care work, tax justice, climate justice, and responsible business practice.

We work across humanitarian, development and influencing approaches: We provide support and relief to communities in developing countries to protect and rebuild their lives in times of crisis. We work with people and communities experiencing poverty and disadvantage to find sustainable ways to build fair and independent lives. We mobilise people to stand up and speak out, to influence those in power to ensure that people living in poverty have a say in the critical decisions that affect them, their families and communities.

We amplify the agency and leadership of people experiencing exclusion, exploitation and crises: We support individuals, communities and movements demanding social justice. We have played an important role working with women's rights organisations and feminist allies to demand an end to violence against women, equal access to education and support women's economic empowerment.

We hold state and non-state actors, including corporations, to account: We engage and partner with governments, corporations and other duty bearers to ensure their policies and practices provide sustainable solutions to poverty, inequality, injustice and crises.

We leverage our reach and resources to connect, convene and build momentum for our causes: We link activists, organisations and movements across the world, opening spaces, sharing knowledge and capacities and building solidarity. We are a reliable partner and know when to follow, when to lead and when to stand side-by-side with others.

OXFAM IRELAND | **ANNUAL REPORT 2022-2023**

2022-2023 AT A GLANCE

*LAST YEAR, OXFAM IRELAND REACHED 14.5 MILLION PEOPLE ACROSS 11 COUNTRIES

Our work includes long-term development projects that help communities build resilience and thrive, humanitarian action that provides life-saving support in times of crisis and influencing to challenge the root causes of poverty. Reaching 14.5 million people includes direct support like providing tools and training to help grow livelihoods or clean, fresh water for people forced to flee. It also includes indirect support like mass media campaigns to challenge social norms that contribute to poverty and inequality or raise awareness about how to stay safe during emergencies.



1 CASE STUDY

Simangaliso Moyo from Zimbabwe drilled a powered borehole and is using irrigation methods at her home. She participated in training on income saving and lending, which was delivered by Oxfam partner, the Midlands Aids Caring Organisation. This was to promote the economic empowerment of women and youth, and to achieve greater gender equality in the community. Women from these training groups are now being brought into developmental leadership in the area.

Photo: Aaron Makoni

3 CASE STUDY

Ismail Ali Osman is a 47-year-old father of six and farmer, living in a village in the Sanag region of Somaliland. He harvested his farm after he got assistance from Oxfam in Somalia. For the last 15 years, Ismail's life and his family have been depending on his farm. Oxfam's work, along with German Humanitarian Assistance, provided people like Ismail with the tools and resources they needed to improve their farming practices. Techniques, planting advice, harvesting strategies, training sessions and workshops were all run to help people to maximise their crop yields.

Photo: Kieron Crawley/Oxfam





2 CASE STUDY

In Rwanda, Oxfam worked with people in prison to support them to reintegrate into society after their release. Women in two prisons received training. Pacifique Mapendo was pregnant when she was jailed for almost four years for illegal trading. In prison, she enrolled in a tailoring training course and received a sewing machine and iron when leaving. This allowed her to start a small business, making face masks for protection against Covid-19. She expanded her business and has since bought a house and employs two women.

Photo: Byumba Diocese

4 CASE STUDY

Hasha Devi, Bimala Devi Bhatta, Juna Devi Rokaya and Sunita Rawal are members of a women's group in Nepal, celebrating the success of their garlic project. Along with our partner NEEDS, Oxfam provided technical assistance for the project and delivered training to the women's group. The women have led efforts to reduce the impact of disasters and bring essential services to their community.

Photo: Elizabeth Stevens/Oxfam

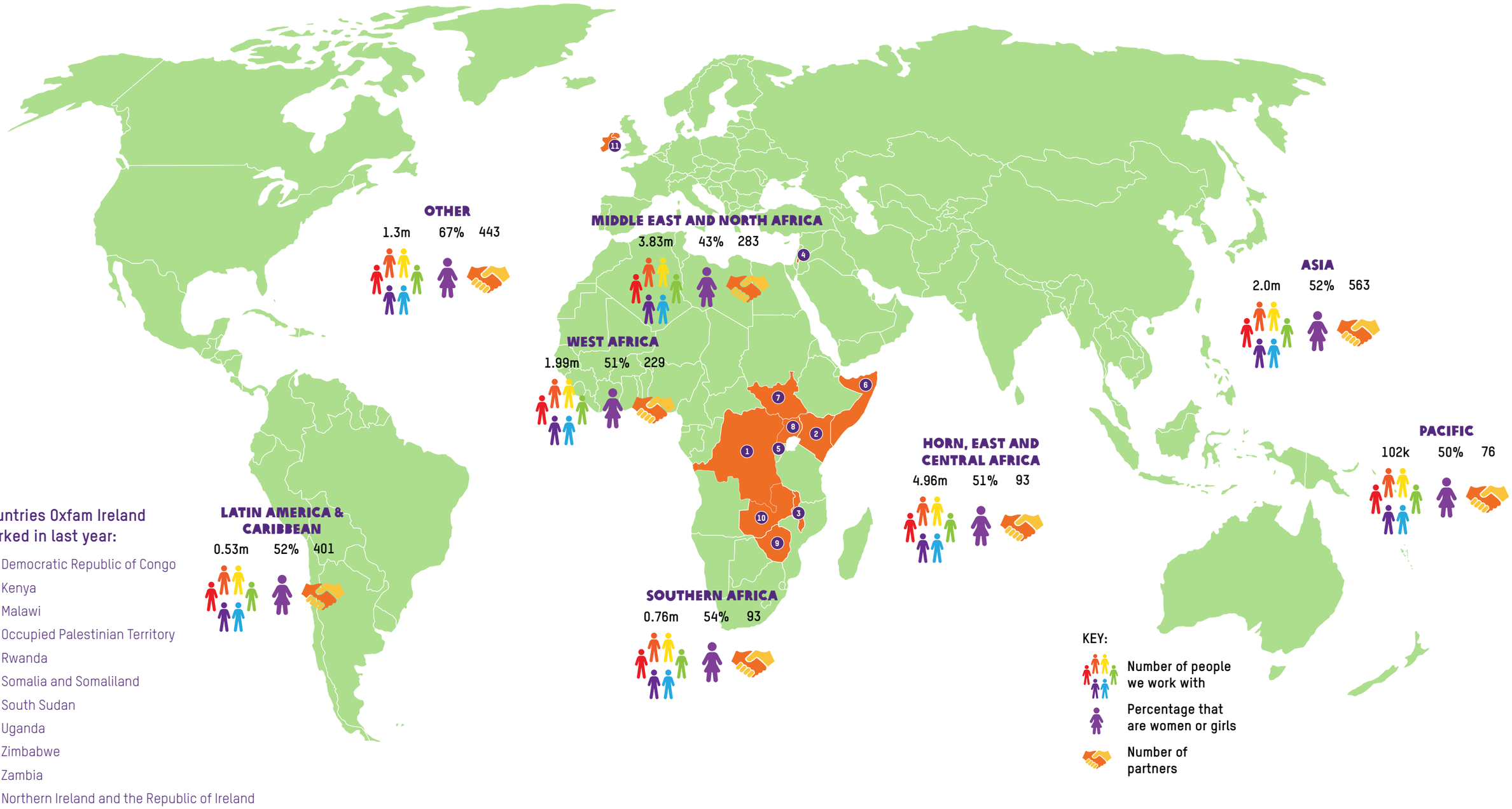


**** These figures are based on the calendar year and reflect our results from 1st January 2022 to 31st December 2022. They also include the number of people reached through our influencing, campaigning and public engagement work across the island of Ireland.***

OXFAM IRELAND | ANNUAL REPORT 2022-2023

OXFAM'S GLOBAL REACH AND SCALE 2022 – 2023

In the past year, **15.5 MILLION** people benefitted directly from our programmes worldwide; **51%** were women and girls.



Countries Oxfam Ireland worked in last year:

1. Democratic Republic of Congo
2. Kenya
3. Malawi
4. Occupied Palestinian Territory
5. Rwanda
6. Somalia and Somaliland
7. South Sudan
8. Uganda
9. Zimbabwe
10. Zambia
11. Northern Ireland and the Republic of Ireland

MESSAGE FROM THE CHAIR

At the start of the last financial year, in March 2022, a week-old war on Ukraine had just shocked the world and further disrupted its fragile food system. When I wrote to you this time last year, we were supporting families forced to flee, spilling over the borders into neighbouring countries. We hoped rather than believed that the war would soon be resolved. We continue to hope that this war will end soon and continue to support the millions displaced, traumatised and in need of solidarity and care.

The last few years have brought crisis upon crisis – the war on Ukraine overlapped with the easing of the Covid-19 pandemic and came on top of accelerated climate breakdown and a cost-of-living and food crisis.

As always, these crises hit the world's poorest hardest.

And as always, we were there – offering solidarity, partnership and life-changing support to communities across the world.

Over the last year, we continued to operationalise our 10-year strategic framework, laying out how we will tangibly achieve our four goals - economic justice, gender justice, climate justice and accountable governance.

Throughout our programmes, we supported people to access the finance, tools and training needed to lift themselves out of poverty and build resilience, particularly in the face of increasing climate shocks. We showed solidarity with communities facing discrimination, exclusion and exploitation, especially women and girls and people with disabilities. We partnered with feminist, youth and grassroots movements to hold those in power to account for essential services like healthcare and education and for an end to the policies and practices that perpetuate violence and injustice.

All of this was underpinned by expert and effective work by staff and volunteers here at home, across international programmes; policy and advocacy; communications and campaigns; digital; fundraising and marketing; trading; and operations including, administration, finance, HR and IT.

This report details stories of transformation across our organisation. It serves as a powerful reminder of what is possible, despite uncertainty and upheaval.

In all of this, we are extremely grateful for the generosity and kindness of our donors and supporters across the island of Ireland and I want to take this opportunity to say thank you.

I also want to thank my fellow Board members. Over the last year, the Board continued to successfully steward the organisation's finances, adhering to the highest standards of accountability and transparency. We take seriously our responsibility to ensure the organisation is future fit, able to plan ahead and adapt if necessary. We are also continually working to improve our culture and safeguarding processes, with the safety, dignity and wellbeing of our staff, volunteers, partners and those we serve at the forefront of our efforts.

On behalf of the Board of Oxfam Ireland, I want to finish by thanking our staff and volunteers, across the island of Ireland and in our programme countries. Their relentless energy, enthusiasm and dedication are crucial to achieving our vision of a just and sustainable world.



Dr Susan Murphy,
Chairperson,
Oxfam Ireland



MESSAGE FROM THE CEO

Central to our 10-year strategy is the ambition that everyone experiencing inequality, poverty and crises can defend, claim and realise their rights, challenging unjust systems and structures.

Over the last year, one of the rights most at risk was people's basic right to food and water as the climate crisis continued to hit poorest communities first and worst. In the Horn of Africa, searing heat and failed rains now means the hungriest people on the planet are also the thirstiest.

But they are also among the most resilient – adapting to new, severe weather patterns, finding ways to survive and thrive.

Ahead of the 27th UN Climate Change Conference of the Parties (COP27), we travelled to the Horn of Africa with national broadcaster RTÉ and Irish Aid to amplify the voices of those most impacted by the drought and resulting hunger. Amidst the threat of famine – an injustice that should not be possible in a world of plenty – our programme staff and local partners are fighting back, supporting communities to find life-saving solutions. The national media coverage from the trip resulted in increased government funding to the region.

COP27 was momentous in that it saw the establishment of a Loss and Damage Fund to provide financial assistance to communities most vulnerable to climate shocks – something we've worked for with others in the sector and across our programme countries for years.

At the end of 2022, we had the privilege of welcoming Jane Meriwas to Dublin. Jane is one of our partners and the Executive Director of Samburu Women Trust, an indigenous organisation from Samburu County in Kenya. Jane met with supporters, the public and young people to discuss how women and girls are fighting back against the climate crisis as well as the injustices it perpetrates, including violence against women.

Our commitment to partnering with those most marginalised, excluded and exploited was evident throughout our work, including in our work with refugees and migrants. In response to conflict and disaster continuing to drive people from their homes – last year, in Ukraine, Turkey and Syria, Yemen, Bangladesh and beyond – we were joined by people across the island of Ireland in calling for equal treatment for all, regardless of country of origin, race, class, ability, gender or sexual orientation.

Across the last year, we increased and diversified our institutional funding, allowing us to grow our programmes, influencing, public engagement and circular economy work. One notable achievement was that after successfully delivering a six-year grant from Irish Aid across our development, humanitarian and public engagement work, we secured a further five-year grant until 2027 to build on that transformative work.

Throughout all of this, our supporters remained steadfast in financial giving, shopping and donating through our network of shops, campaigning for change and volunteering. Together, we have delivered life-changing programmes and have been involved in influencing policy on behalf of people living in poverty. I would like to take this opportunity to thank our many supporters for their generosity and loyalty.

I would also like to pay tribute to the staff, management and Board of Oxfam Ireland for their hard work and dedication over the year. Thanks to committed, creative and collective work throughout all parts of the organisation, we have continued to increase awareness, engagement, support and funds for people facing poverty and inequality across the world.



Jim Clarken,
Chief Executive,
Oxfam Ireland



OXFAM IRELAND | **ANNUAL REPORT 2022-2023**

Ahmed Hajji Mohamed from a village in Wajir County in Kenya sold his livestock to provide for his family. After the drought, he was left stranded. Lack of rainfall means there is a lack of food. Oxfam is working with local partner Wajir South Development Association to help communities build resilience to the climate crisis.

Photo: Mark Wahwai/Oxfam

OUR VISION FOR 2030

In 2020, we embarked on a 10 Year Strategic Framework that not only requires an evolution in what we do but a revolution in how we do it. Over the next decade, our objective is to build on existing work and develop new approaches to achieve four key goals: Just Economies, Gender Justice, Climate Justice and Accountable Governance. These four goals determine our work across the organisation from operations to public engagement to programme and influencing.

Throughout all our work, we will strive to tackle inequality because we want to end poverty in the long-term, not just address its impacts in the here and now.

Central to all our work is equal partnerships. We will leverage the influence of the island of Ireland and the power of its people in the world for good. We will expand partnerships, networks and our supporter base, building a unified, empowered and strong movement of people.

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist

Years one to three: 2021–2023

- Develop first three year horizon plan (2021-2023)
- Review and adapt trading strategy in response to the ongoing impact of the Covid-19 pandemic
- Enhance our Management Information Systems to enable the staff to work more effectively as a flexible, dispersed and well-connected team
- Define and embed an organisational culture
- Begin to transition existing programmes and influencing work according to the new strategic framework and invest in new initiatives to achieve our goals
- Develop a new fundraising strategy to support Oxfam Ireland to grow and diversify its income up to 2030
- Deploy a new influencing agenda which challenges inequality, climate change and promotes gender justice
- Develop a monitoring and reporting framework for measuring results and impact
- Implement learning and knowledge approaches to help us understand how we contribute to systems change
- Further strengthen organisational systems, policies and processes aligned to restricted funding obligations
- Develop and implement a new supporter engagement strategy
- Develop a new partnership strategy
- Achieve formal recognition for our top-class governance processes
- Complete and evaluate first three year horizon plan

On Track | Largely on Track | Off Track

OUR VISION FOR 2030

OUR FOUR GOALS AND STRATEGIC OBJECTIVES

In line with our 10-year strategic framework, we deliver a range of programme work, including long-term development projects, humanitarian action, influencing and campaigning, to achieve our four goals.

GOAL 1
JUST ECONOMIES

GOAL 2
GENDER JUSTICE

GOAL 3
CLIMATE JUSTICE

GOAL 4
ACCOUNTABLE GOVERNANCE



Ibaado Mohamed manages three Internally Displaced People camps in Somalia/Somaliland. She coordinates with Oxfam staff who provide lifesaving support and protection services to the people living in camps.

Photo: Petterik Wiggers / Oxfam Novib

GOAL 1 - JUST ECONOMIES

People and planet are at the centre of just and sustainable economic systems that address inequality and end poverty.

Economic inequality hits the poorest hardest. We want to see just economies that promote equality, protect the planet and end poverty. A just economy offers social protection for the most vulnerable and places livelihoods, environmental sustainability and a world free of conflict at its core. Together, we want to build an economy that works for everyone, not just the richest elite.

In Ireland and globally, we work to ensure that governments and the private sector fulfil their obligations in implementing fair, sustainable and responsible business policies and practices, and are held accountable whenever they contribute to inequality or the climate crisis. Across our programmes, we support the economic empowerment of women, young people and marginalised groups.



1. Transformed economic models and practices that address poverty and inequality, prevent exploitation and abuse, and advance environmental and social well-being.
2. Fairer tax systems in Ireland and globally and an end to tax avoidance by corporations and wealthy individuals.
3. Better mechanisms to help communities prevent, mitigate and respond to shocks and crises while supporting resilience and early recovery.
4. The private sector aligns its core business strategies and purpose with the Sustainable Development Goals and human rights principles.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2022/2023:

Through our programmes:

In Occupied Palestinian Territories;

- 334 individuals (173 females and 161 males) in 50 households directly benefited from unconditional multi-purpose cash and were facilitated to access protection services.
- 2,194 individuals (1,112 females and 1,082 males) in 300 households were provided with vouchers that enabled them safe and dignified access to their minimum food requirements.

In Uganda;

- 5,615 people were directly engaged and almost 4,590 people were supported in coffee and honey value chains, entrepreneurship and business development, access to finance and markets and sustainable food production using climate smart technologies. The monthly average income of programme participants is USD 96.28,
- 148 people living with disabilities have harvested and earned from approximately 2.4 tonnes of honey and accessible training materials were delivered,
- 240 young people received Cash-Time Application training, which was on village savings and credit associations, focused on setting up and growing businesses and using digital tools.

In Kenya;

- 406 households received cash for food.

In Somalia;

- 430 drought affected households in six communities received cash for food,
- 820 drought affected households were provided with cash to access safe water.

In the Democratic Republic of the Congo;

- 291 men and 391 women, including internally displaced persons and members of host communities, were trained in food production, collective organisation, market analysis, and preparation of business plans. This is to enable them to access and benefit from urban markets.

In South Sudan;

- 25,524 beneficiaries were provided with unconditional cash to enable them to meet their needs according to their own priorities,
- 20,724 people in 500 households received crop and fishing kits, as well as training and capacity building. They also received cash support to strengthen their capacity to produce food and access markets,
- 30 individuals were supported with training and cash grants to start or boost small and medium businesses.

In Malawi;

- 37,618 people were directly engaged, with 1,800 people supported in horticultural production, access to markets, seed production and certification,

GOAL 1 - JUST ECONOMIES

- 23 Market Action Centres were set up to provide collective marketing, where a group of farmers pool their produce and sell it at once as a single entity. In 2022, the total sale of soya, groundnuts and maize through these centres reached USD71,587,
- 33 Village Savings and Loans groups with 550 members were involved in various types of small-scale businesses to make more income. These groups reached USD46,704 cumulative savings, with each household receiving a share of between USD60 to USD359,
- 450 food-insecure families (1,850 individuals) were supported with cash and voucher assistance, allowing them to purchase food and goods,
- 14 community-based small and medium businesses were supported, facilitating the sales of food and goods to vulnerable community members.

In Rwanda;

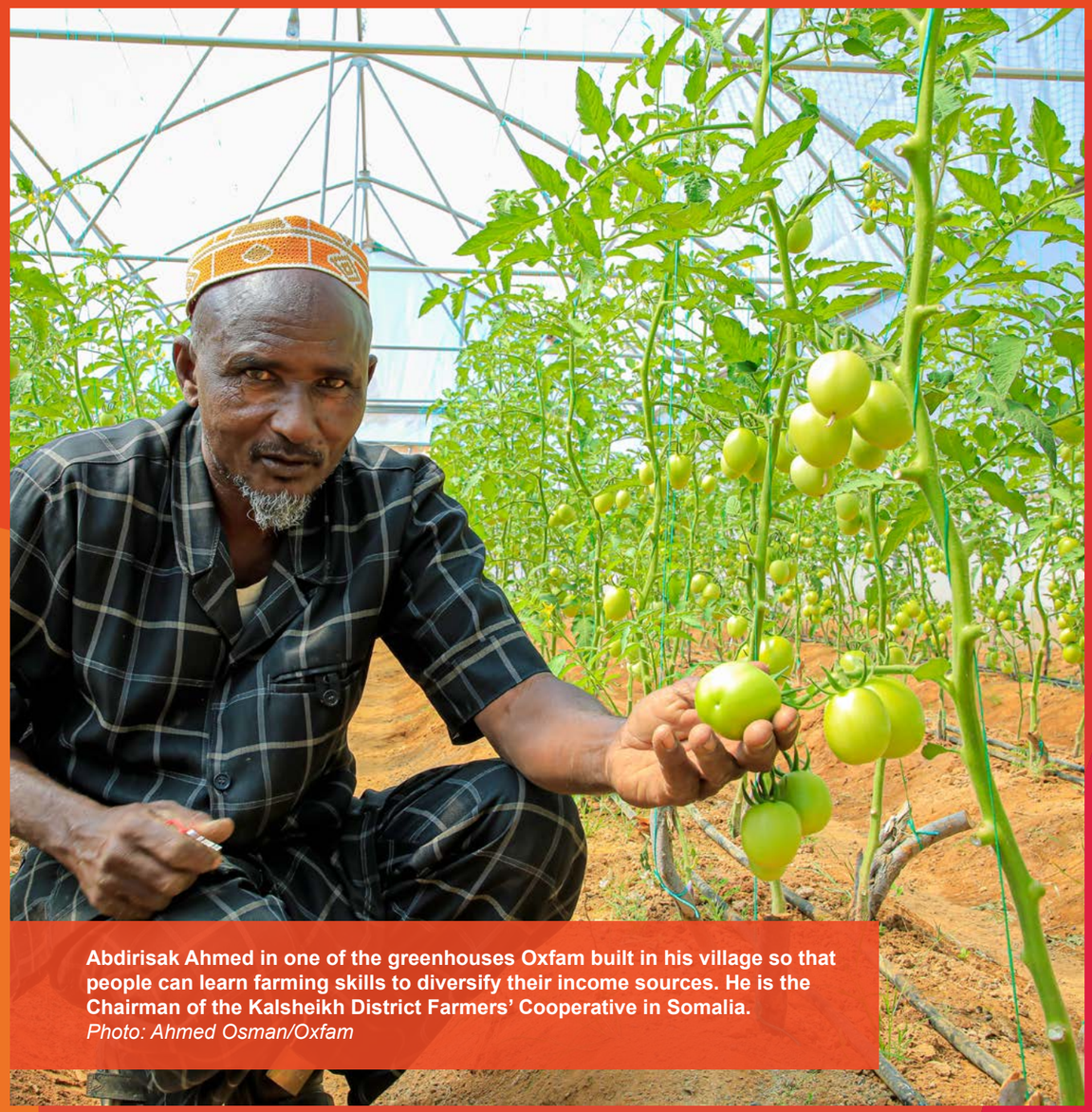
- 4,387 people were directly engaged and 3,845 people were supported in horticulture value chains,
- 2,619 people (1,899 females and 720 males) were helped to access finance services,
- 6,712 cooperative members were reached through training of trainers' programmes, improving business and management skills,
- 4,371.5 hectares of farming land were utilised for horticulture production in OIE-supported communities,
- 20,104 people- over 50% women- were reached through the Horticulture Value Chain project supported by the EU. People have increased their savings and investments, access to markets, livelihoods opportunities and climate focused food production.

In Zimbabwe;

- 7,144 were directly reached and engaged with almost 3,000 women and youth generating income through small businesses and farming,
- 166 Internal Savings and Loan Schemes groups were established. There is an average of 10 women per group engaged in income generating activities,
- 460 food-insecure families (2,200 individuals) were supported with cash and voucher assistance, allowing them to access food and essential goods,
- 16 community-based small and medium businesses were supported, facilitating sales of food and goods to vulnerable community members.

Through our influencing and campaigning work in Ireland:

- We continued our work on economic justice, in particular our advocacy work on taxing extreme wealth:
  - Our pre-budget submission strengthened our call for a permanent wealth tax and temporary windfall taxes to yield income that could address national issues as well as our international commitments on Overseas Development Assistance, climate finance and humanitarian action.
  - In January, our report – *Survival of the Richest* – published to coincide with the World Economic Forum in Davos focused on reform of the global tax system and the need for increased taxes on extreme wealth. It received extensive national and regional media coverage and sparked more political debate than the previous year's report, including in the Dáil and in *The Irish Times* Opinion and Letters pages.
  - Following the report's publication, a cross-party briefing was held in the Oireachtas and was well-attended by Government members and key stakeholders. Follow up communications were sent to refute critical arguments and show the success of recent wealth tax increases in Norway, France and Spain.
- As one of the founding members of the Irish Coalition on Business and Human Rights, we stepped up our advocacy on the EU's Corporate Sustainability Due Diligence Directive (CSDDD) throughout the last year. This involved several meetings – as Oxfam and as part of the coalition – with key political stakeholders, including Irish MEPs. The outcome has been much greater awareness of our ambitions for this legislation, including for it to be binding on environmentally damaging emissions and cover financial institutions. Many further advocacy opportunities exist in 2023/2024.



Abdirisak Ahmed in one of the greenhouses Oxfam built in his village so that people can learn farming skills to diversify their income sources. He is the Chairman of the Kalsheikh District Farmers' Cooperative in Somalia.
Photo: Ahmed Osman/Oxfam

GOAL 2 - GENDER JUSTICE

Women and girls in all their diversity live free from gender oppression, discrimination and violence.

Ending poverty means tackling all of the discriminations and inequalities that fuel it. We want to see a just society where women and girls in all their diversity live free from gender oppression, discrimination and violence, meaningfully contribute to political processes and spaces, and participate in decent work for fair wages.

In Ireland and globally, we work to challenge harmful social norms and belief systems that impact women living in poverty the most. We focus on supporting women and girls to practice agency and choice in their lives and to challenge the patriarchal practices that prevent them from realising their rights. We're working to end the unequal and oppressive policies and practices that prevent women and girls and the LGBTQI+ community from living full, free lives.



1. Women and girls lead and meaningfully participate, safely and freely, in social, economic, cultural and political life with full respect for their rights and dignity. They exercise agency and autonomy over their bodies and lives.

2. Women and girls live free from all forms of sexual and gender-based violence and any such threats. Social norms, legal frameworks, policies and practices prevent violence and hold perpetrators accountable. Survivors have access to free quality support, services and justice at all levels including within customary and religious laws.

3. Women are represented equally in leadership positions – receiving the same recognition and reward as men. They drive public policy, including decision-making on peace and security.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2022/2023:

Through our programmes:

In Uganda;

- 500 women and girls were provided with female hygiene kits,
- 2,436 survivors of gender-based violence accessed services and support during legal proceedings,
- 1,025 community gender champions and local government authorities reported increased understanding of gender-based violence and engagement in related initiatives,
- 711 people including people living with disabilities were trained on prevention, response and management of gender-based violence cases in their communities.

In Kenya;

- 120 people were reached through conducting community dialogue sessions on awareness and prevention of sexual and gender-based violence,
- 200 vulnerable adolescent schoolgirls were provided with dignity kits.

In the Democratic Republic of the Congo;

- 18 community-based protection committees developed Community Protection Plans, Community Contingency Plans and Mapping of Referral Services (including for survivors of sexual and gender based violence),
- 1,209 (622 females and 587 males), who were members of agricultural groups and community leaders received training on the importance of involving women in decision-making at household and community level.

In South Sudan;

- 80 community leaders, half of whom were women, were trained in safe programming and supported to develop and implement Community Protection Plans, Community Contingency Plans and Mapping of Referral Services (including for survivors of sexual and gender based violence).

In Malawi;

- 1.3 million people were reached through our ENOUGH campaign to promote gender equality and Ending Violence Against Women and Girls (EVAWG). 91.7% of people saw a reduction in gender-based violence in their communities and 80% of survivors who sought help reported that they were satisfied with services we provided.

In Rwanda;

- 17,086 district and community members have engaged in gender-based violence campaigns and awareness programmes,
- 210 smart phones were distributed to educators to help with community campaigns and information on gender-based violence.

GOAL 2 -GENDER JUSTICE

In Zimbabwe;

- 93 district local officials received Gender Responsive Budget training, with 85% reporting increased knowledge and appreciation of the importance of developing gender sensitive budgets at local level,
- 1,276 survivors of gender-based violence were reached through the shelters and mobile one stop centres,
- 13 million people were reached through the #SpeakOutAgainstGBV campaign, media engagements, radio, community awareness campaigns, public forums and various social media platforms.



The daughters of Ramatou Adamou, a business owner from Dotche Malam in Niger laugh together as they do their homework. Ramatou's dream is to see her children succeed in education.

Photo: Ibrahim Ousmane/Oxfam Novib



In Lubhangwe Village in Zimbabwe, Ellen Musimbi hires out her scotch-cart to make a living. She was struggling to feed her four children. She joined a self-help group as part of a women's economic empowerment project with Oxfam's partner Hope for a Child in Christ. The lending scheme helped her boost her business and allowed her to buy the scotch-cart. Renting it out gives her a constant income.

Photo: Keith Moyo

GOAL 3 - CLIMATE JUSTICE

The climate crisis is abated, environmental 'tipping points' are averted through well-resourced, radical solutions which improve people's well-being, and there is environmental justice for all.

The climate crisis affects all of us but it hits the poorest people hardest, those least responsible for causing it. We want to see governments and big business across the world do more to protect our planet, recognising that climate change is a man-made disaster that is already reversing progress made in the fight against poverty and inequality. Globally, we want a sustainable food system that ensures no person goes hungry and a circular economy that eliminates waste and tackles over-production and over-consumption.

In Ireland and globally, we work to tackle the impact of climate change by holding governments and corporations to account, calling on them to stop destructive practices and instead invest in sustainable solutions. We work to ensure that the voices of feminist organisations, youth and indigenous peoples are amplified in climate negotiations and lead the transition towards greener and fairer economic solutions. We also work with local communities most impacted by the climate crisis to prevent, mitigate and respond to climatic shocks and disasters, building resilience and long-term solutions.



1. The systems and practices that drive the climate crisis are transformed while guaranteeing the rights of those most impacted.

2. Governments and corporations are held to account and take responsibility for adaptive responses.

3. Local knowledge, expertise and leadership ensure governments at all levels are held accountable for just, equitable and timely responses, which consider the gendered impacts of the climate crisis and how it impacts conflict and fragility.

4. All productive systems, especially the food and textile sectors, are transformed to operate within planetary boundaries and enable all people working within them to live with dignity, earn a living wage and adapt to the impacts of the climate crisis, protecting the rights of those most affected.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2022/2023:

Through our programmes:

- Across our long-term development and humanitarian programmes, we work to respond the immediate impact of the climate crisis while supporting communities to adapt to, mitigate and prevent its effects in the long-term. This is reflected in our work across all four goals.

Through our influencing and campaigning work in Ireland:

- Throughout the year, our work on climate justice focused on fixing our food systems and ensuring that 'polluters pay', meaning that those most responsible for the climate crisis take responsibility for the damage caused and support communities most impacted.
- 10 years on from our first report of the same name – Dangerous Delay – we released an updated version, calling for urgent humanitarian action as communities across the Horn of Africa face famine. We estimated that across Ethiopia, Kenya and Somalia, on average one person is likely dying every 48 seconds from acute hunger. We used this report to engage key political stakeholders on the issue, contributing to an inter-agency political briefing and media work coordinated by Dóchas. We were one of two agencies who travelled to Kenya with the Minister of State for Overseas Development Assistance and Irish Aid, which resulted in increased funding for the region.
- Ahead of COP 27, we took part in a hearing of the Oireachtas Environment and Climate Action Committee along with Stop Climate Chaos, Trócaire, Christian Aid and Friends of the Earth. This was a wide-ranging discussion focussed on Ireland's domestic targets for reaching its Paris Agreement goals, as well as its COP 27 objectives.
- In the lead up to COP 27, we also took part in advocacy with Kenyan activist, Elizabeth Wathuti, who addressed the Oireachtas Environment and Climate Action Committee, met with Irish MEPs in Strasbourg and gained Irish media attention for our asks.
- On COP 27 specifically, we engaged with the Oireachtas Environment and Climate Action Committee, met with Minister Eamon Ryan ahead of his departure for COP 27 and took part in a public protest with Fridays for Future and Trinity College Dublin students and a photo stunt with Stop Climate Chaos.
- Our clear advocacy objective at COP 27 was the establishment of a Loss and Damage funding facility and this was achieved – a significant win for civil society and the Global South. Attention now focuses on implementation and funding of this new facility and we continue to meet with Irish ministers and policy-makers on this.
  We have engaged in detail on the broader global agenda to create global climate finance transformation through reform of the International Financial Institutions, re-allocation of IMF Special Drawing Rights to developing countries and an agenda known as the Bridgetown Declaration. We have now created a specific advocacy space for this agenda with Irish Government leaders.
- Following COP 27, our partner and Executive Director of the Samburu Women Trust, Jane Meriwas appeared before the Oireachtas Committee on Foreign Affairs to discuss the implementation of the Loss and Damage Fund and the ongoing food crisis in Kenya and the Horn of Africa.
- Public and grassroots campaigning on climate accountability, including through some funding from EU CERV, continued along with new partners in the Fridays for Future and Extinction Rebellion Ireland movements.



Jome'ah on her land that was hit by drought. She lives in the Aslam district in Yemen. She depends on rainwater to farm her lands, and the drought is greatly impacting her farm. In the area, Oxfam is providing food security assistance in the form of cash payments funded by OCHA-Yemen (YHF). *Photo: Ahmed Fadeel/Oxfam*

GOAL 4 - ACCOUNTABLE GOVERNANCE

Governance systems and governments are people and planet-centred, just, inclusive and accountable.

We want the systems and structures that govern our world to be transformed to tackle poverty and inequality, instead of often perpetuating them. We demand accountable and inclusive governance, that upholds the hard-won gains achieved by global movements across human rights and women's rights. A just and sustainable future depends on safe and vibrant spaces that allow all people to hold the powerful to account.

In Ireland and globally, we work to influence and hold the Irish government and world leaders accountable for their obligation to uphold protective international norms including international humanitarian law, human rights and refugee law.



1. People, particularly those who experience exploitation, exclusion and crises, can exercise their agency to defend, claim and realise their rights and can challenge structures of inequality and injustice to build democratic, equal and sustainable societies.

2. Digital rights are respected and digital technology is accessible to all, surveillance free, and can be used safely without fear to claim and access rights from governmental, corporate and other duty bearers safely.

3. Governments uphold people's right to essential services such as healthcare, water, education, and social protection in gender-responsive ways that do not exclude the poorest and most vulnerable populations.

4. Governments respect and enable safe democratic and civic society space, so that people can hold governments accountable for their actions and their duty to protect and uphold human rights

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2022/2023:

Through our programmes:

In Occupied Palestinian Territory;

- 350 vulnerable community members were supported with training, information and awareness-raising to help them access referral and protection services,
- 42,265 individuals (21,133 females and 21,132 males) were provided with improved healthcare services at three primary healthcare clinics.

In Uganda;

- 100 new latrines (toilet blocks) and 100 bathing shelter facilities had cleaning kits and handwashing facilities installed,
- 45 latrines (34 female and 11 male) were installed for people with special needs,
- 814 people received training for infection prevention and control measures to prevent further transmission of the Ebola virus disease,
- 3,555 community members, patients and health workers benefitted from enhanced access to safe and clean water and improved handwashing practices. This was done through the installation of reservoir tanks, pipeline extension and tap stands at health facilities, markets and Ebola treatment units,
- 2,205 people (1,235 females and 970 males) benefitted from the building of 68 blocks of latrines and bathing shelters,
- Personal protective equipment materials were provided at handwashing facilities in three locations to enhance infection prevention and control measures for patients and healthcare workers. These materials include buckets, chlorine, sprayers, boots, gloves and overalls, liquid soaps and sanitisers,
- 620 households were provided with jerry cans to improve collection and treatment of water for home use,
- 539 households received buckets to help with safe storage of drinking water,
- 16,000 aquatabs were distributed to 612 households, supporting them with safer water collection and storage,
- 1,290 assorted "Information, Education and Communication" materials depicting key Ebola facts and prevention messages were developed and disseminated. 11 radio talk shows and two dramas were also conducted,
- 20 members of the refugee community were trained and equipped as members of village health teams to promote good hygiene practices,
- 421 people were trained on existing referral mechanisms and the use of a community-based Ebola surveillance system,
- 18,213 people were indirectly reached through various campaigns including 16 Days of Activism, social media platforms, public forums and community consultations related to national budgets and other relevant local policies.

In Kenya;

- 11 community health volunteers were trained in public health promotion methods,
- 406 households were provided with buckets and jerry cans for safe water collection along with soap and other hygiene items,
- 4,275 people (2,839 females and 1,436 males) were reached through hygiene awareness raising campaigns.

GOAL 4 - ACCOUNTABLE GOVERNANCE

In the Democratic Republic of the Congo;

- 18,000 people were trained on their rights and how to access them,
- Seven local crisis management committees were established to map local disaster risks and develop action plans to address them. These committees comprise of 20 local authority and civil society representatives, with a minimum of 40% women representation,
- Six mediation committees worked on the resolution of 89 land conflicts to promote peaceful cohabitation and social cohesion.

In South Sudan;

- 26,640 individuals were reached with public health information through mass awareness raising sessions, campaigns at public gatherings, and radio,
- 370 solar powered radio sets were distributed to increase community access to information aimed at limiting the spread of Covid-19,
- 50 healthcare workers (33 females and 17 males) in primary healthcare clinics were trained in Covid-19 infection prevention and control,
- 17,000 people had increased safe access to clean water, following the repair of 10 damaged handpumps and the rehabilitation of boreholes,
- 20 members were trained as village handpump mechanics and provided with the tools to carry out routine maintenance,
- 2,400 people in 400 households impacted by flooding and/or displacement were provided with items such as buckets, jerrycans and soap to support safe water collection and storage, as well as improved sanitation.
-

In Malawi;

- 13,168 community, district and national stakeholders were engaged in health governance programmes which promoted increased access to universal healthcare for the poorest,
- 415 people with disabilities and 893 women raised their concerns about the quality of healthcare through initiatives like Radio Listening Clubs,
- 15,000 people across the country, through the Access to Information project supported by the EU, benefitted from democratic processes, which gave them the skills to influence policy formulation and the provision of public services.

In Zambia;

- 21 community budget groups were formed with 265 members in five districts through the EU-funded Beyond the Numbers project.

Through our influencing and campaigning work in Ireland:

- Throughout the last financial year, we continued our Equal Right to Refuge campaign, highlighting the danger of a discriminatory, two-tier system of refuge emerging in Europe where some are met with welcome and others hostility. We continued this work by deepening awareness and understanding among the public, including through two op-eds in *The Irish Times* and engaging with key political stakeholders at EU and Irish level.
- The campaign expanded to focus on the illegal act of pushing someone back across a border they are trying to cross in order to seek international protection. With MSF Ireland we hosted an event on pushbacks, detention and human rights of people on the move. The keynote address was from award-winning journalist and photographer Sally Hayden and there was an expert panel chaired by Dr Caitriona Dowd, Assistant Professor in Security Studies, DCU including representative from 'Refugees in Libya'. The event was well-attended and as a result of it, we secured advocacy meetings with opposition and government TDs.
- We travelled to Brussels for a roundtable on pushbacks and criminalisation organised by Oxfam, our partner the Greek Council for Refugees and MEP Tineke Strik. We met with several MEPs and EU officials. Our main aim was to discuss the Greek Council for Refugees report on pushbacks and try to get support for its recommendations. However, we also discussed the CSDDD and the pandemic treaty.
- We secured national media coverage for our partner, The Greek Council of Refugee's report on pushbacks, which detailed the lived experience of those who had suffered it. The report featured on RTÉ Television news, in national print and online.
- We organised a solidarity event on the criminalisation of human rights defenders on the eve of the trial of Seán Binder, Sara Mardini and Nassos Karakitsos on the Greek island of Lesvos. They, along with 20 others, were volunteering in search and rescue and aid when they were accused of serious crimes including smuggling and espionage. We co-hosted the event with Comhlámh and collaborated with Frontline Human Rights Defenders and Amnesty International in promoting their petitions. Across Oxfam affiliates, we are working on the criminalisation of solidarity with migrants and refugees so we used the event to also draw attention to the wider issue of persecution including with a blog piece on the topic.
- Together with the Irish Refugee Council we designed and facilitated workshops on enhancing collaboration between grassroots, refugee-led groups and NGOs: Activists and Advocates: how can we be stronger together. Participants who have moved to Ireland were particularly encouraged to attend and we had strong attendance. With the Irish Refugee Council, we are preparing a report on what we as NGOs learned about amplifying the voices of and collaborating in partnership with people with lived experience. We also gathered details of participants who want to collaborate on future advocacy work particularly focused on EU policy on migration and asylum. Feedback to the question of how NGOs can better support migrants including refugees in their advocacy, included calls for NGOs to run workshops and skill shares. We began organising a workshop series on the topics participants highlighted, in conjunction with the Irish Refugee Council.
- Through our health equity work, we held a conference highlighting the impacts of COVID-19 and the solutions for ensuring vaccine equity, particularly an intellectual property waiver.
- We contributed to the Irish Global Health Network conference, including by presenting on the Irish government's response to global vaccine inequity during the COVID 19 pandemic.
- We supported a speaker tour of seven universities around Ireland by activist groups (Access to Medicines Ireland, Irish Global Health Network Student Outreach Team, Association of Medical Students Ireland and Léargas).
- For *World AIDS Day*, we organised three events in conjunction with Access to Medicines Ireland, including a workshop, a photo stunt and a lobbying event.
- We launched our report – *Everyone for Themselves - How Ireland Undermined Efforts to Fully Vaccinate the World against COVID-19* – in Leinster House. We sent the report to the leaders of each party and the health spokespeople of each party along with a letter from our C.E.O. outlining the findings and our asks for the pandemic treaty. We, along with Access to Medicines Ireland, met with senior civil servants in Department of Foreign Affairs and Department of Health to discuss our proposals on the pandemic treaty.
- Throughout the year we ran several public mobilisation campaigns calling for more urgent and effective action for people affected by conflict, disaster and inequality across the world, including:
  - Stop Starving Yemen - a campaign calling on the Irish government to use their influence on the international stage to end the humanitarian crisis in Yemen and the unimaginable suffering of the people of Yemen.
  - Equal Right to Refuge – a campaign calling on the Irish Government to use their influence at EU level to ensure fair and equal treatment of all people seeking protection and asylum.
  - Second Hand September – a public mobilisation campaign calling for a more circular economy – one that prioritises reducing waste and extending the life of textiles.
  - People's Vaccine Alliance – a campaign calling for Covid-19 vaccine equity.
  - A total of 14,893 people engaged with us on these campaigns.



Mateus Soares from Timor-Leste, of Ermera Ai-Kulat Mutin Organiku (EAMO). EAMO are Oxfam's local partner for our project, Hadalan. This is Oxfam's core agricultural influencing programme in Timor-Leste that seeks a more diversified economy, to influence national debates, budgets and policy. EAMO produce Timor-Leste's only commercial scale mushrooms.They are advocating for a more diversified economy in Timor-Leste and specific budgetary support for agriculture, as lack of investment in the local economy has left the agriculture and productive sectors underdeveloped.
Photo: Arlette Bashizi/Oxfam

RESOURCING TO DELIVER

Income generation

As part of our 10-year strategic framework, effective resource mobilisation is critical to deliver impactful development and humanitarian programmes, as well as influential advocacy and campaigning work at scale.

Our key resourcing goal is to grow long-term sustainable income by diversifying our partnerships with a range of funders and through a mix of existing and new innovative income-generating activities. We continue to focus on stabilising the organisation's financial position and growing our reserves. We are working to build our resilience and continue to be a reliable and trustworthy partner to our funders.

We generate funds from the public, from individual supporters, corporate donors, institutional funders, trusts and foundations, as well as from our retail network across the island of Ireland. All of these funds are crucial in helping us to plan and deliver on our long-term development and humanitarian programming as well as our campaigning and influencing agenda.

In 2022/2023, we generated total income of €21.82M from these channels, a 25.6% increase on the previous year.

Fundraising and Marketing

Our Fundraising and Marketing teams work to ensure Oxfam Ireland has sustainable annual income to allow us to deliver our vision of a just and sustainable world.

Our main objectives in 2022/2023 were to:

1. **Continue to adhere to the highest standards when raising funds from the public sector, private sector, trusts and foundations.**
   In 2022/2023, Oxfam Ireland was awarded the Charity Institute of Ireland Triple standard, which recognises the delivery of best practice in standards of governance, fundraising and financial reporting. We also adhered to a number of key fundraising and marketing guidelines and codes, detailed in the Governance section of the Director's Report.

2. **Raise €4.2 million to support our work in communities worldwide to fight inequality to end poverty and injustice.**
   We are hugely grateful to our committed and loyal supporters across the island of Ireland for their ongoing generosity and for making our work possible. In the last year, we raised over €5.1 million from the public. This was over 8% higher than last year and the highest amount achieved in a decade. We are very thankful for the ongoing support.

3. **Maintain a diversified income base.**
   Funds were raised through a range of activities.

   Thousands of people responded to mailings, phoned us to donate or made a gift via social media or online. As interest in our work continued to grow last year, our teams engaged with thousands of supporters.

   - The Telemarketing teams had over 8,000 conversations with donors.
   - The First Engagement team inspired 5,720 people to sign our petition for our Stop Starving Yemen campaign.
   - The Donor Care teams processed over 100,000 donations from generous supporters.
   - The Door-to-Door fundraising team, who following the end of Covid-19 restrictions were once again able to meet people in communities across Ireland, shared the impact of our work and signed up thousands to provide ongoing support through direct debits.

Throughout the year, we also ran successful appeals, raising funds from our amazing existing supporters and also attracting new supporters. As always, people across the island of Ireland rallied in the face of humanitarian crises and disasters, including by giving generously to our Turkey Syria Earthquake appeal.

During the last financial year, over 15,000 people supported our work on a monthly basis via direct debit or standing orders. Committed monthly support is extremely important as it allows us to plan our ongoing activities in the knowledge that we have a secure funding base to deliver real and lasting change.

We continued to be humbled by generous donations left to us through wills and legacies. We are extremely thankful to those who want to empower the next generation to keep fighting inequality to end poverty and injustice for good. Tax efficient giving, where supporters' donations are augmented by a government refund of the related income tax, continues to be a significant source of income across the island of Ireland.

During the last year, funding was also provided by long-standing Trust and Foundation supporters ElectricAid and the Musgrave Charitable Trust. Our alternative and innovative fundraising activities also contributed to the overall increase in income, with Unwrapped alternative gift card sales online and in Oxfam shops once again proving a popular way to support the people we serve, particularly at Christmas.

The Fashion Relief pop-up store in the Frascati Centre in Blackrock and online continued trading during 2022 – 2023. Customers continued to bag premium and pre-loved designer bargains, generating much needed funds for our work worldwide and helping to reduce the amount of textiles being sent to landfill. We are grateful to co-founder Lorraine Keane, the Frascati Centre and all of the influencers, celebrities and public who donate to the pop-up.

Communicating our vision in 2023/24

As part of our strategy to strengthen fundraising and marketing teams, we will launch a new brand messaging project in 2023 – 2024. This project will enable us to communicate our vision laid out in our strategic framework in a clearer, more impactful way. We seek to raise awareness about inequality as the root cause of poverty and how the poorest and most vulnerable are the hardest hit by the worst things happening in our world right now.

It's a unifying call for us as a global movement for a just and sustainable world. Together with our supporters, we are determined to help more people fight back against poverty and injustice, until fairness and humanity wins.



Supporters Tibbs Pereira and Denis Meade scaled the highest point in each of the 32 counties on the island of Ireland in aid of Oxfam Ireland's Ukraine Crisis Appeal. With Slieve Gullion being the toughest at 626 metres!

Digital Engagement

The digital team is a centralised, highly collaborative and dedicated unit, consisting of technology and digital engagement strategy experts. In the last year, we focused on the delivery of two core organisational requirements. Firstly, we operated as a high-level strategic function, providing organisation-wide guidance and consultation and secondly, we operated as an internal digital agency offering digital marketing, web and creative services.

Across 2022/2023, we achieved 23 million impressions through our various digital engagement activities with just over 363,000 supporters taking direct action. This achievement stands as a testament to Oxfam Ireland's ability to engage and mobilise Irish society in digital spaces.

This level of engagement signifies our proficiency in leveraging digital platforms to spread our message, enable action and mobilisation, and foster global change. These engagements highlight the breadth of our influence and the united strength of individuals rallying behind our cause. Beyond the numbers, each impression sparks awareness, builds empathy and helps fight the root causes of poverty.

In conjunction with our Communications team, we worked to deliver unique and engaging content and storytelling. For example, we produced an interactive web-based experience which highlighted our partnership with Irish Aid, with a focus on our work in Malawi. Two members of the digital team travelled to Malawi over the year to produce the content, with successes across many digital platforms, notably our YouTube advert which attracted over 630k views.

We supported income generation totalling over €500,000 across digital fundraising, ecommerce and appeals. Digital, in support of our fundraising colleagues also delivered one of our best performing autumn appeals, with income generated in autumn 2022 only slightly lower than all autumn appeals combined since 2018. These successes are because of the collaborative approach in developing and optimising our online appeals.
We had an opportunity to operationalise our digital fundraising emergency response with the launch of our Turkey/Syria appeal in February 2023 which resulted in a significant income generation, only surpassed by our Nepal emergency appeal from 2015. Oxfam Ireland led on the production of video content across the earthquake-affected regions in Turkey in February 2022 and on the Polish/Ukrainian border in April 2022, both as part of our wider commitment to sudden onset emergency content production.

We also contributed to wider fundraising efforts though our digital first engagement initiatives with over 5,700 campaigners mobilised though petition signing activities. We delivered bespoke digital fundraising experiences for supporters and then worked to optimise our digital campaigns across search, social and web marketing.

We supported our Trading division by creating an ecommerce experience to facilitate the sale of new donated electronic items which resulted in €70,000 in sales. We developed a digital strategy in collaboration with our colleagues that will look to capitalise on the opportunities of ecommerce and the increased marketplace for pre-loved clothing online. We also supported our network of shops by creating engaging digital and printed campaign content such as Second-Hand September, Back to School and so on.

We delivered Digital and storytelling capacity building at our annual partnership meeting in Malawi in in December 2022. After consultation with our Oxfam colleagues, it was determined that local partners would benefit greatly from this building in digital capacity. This is a key priority for the digital team for 2023/2024.

Challenges

The last year saw the compounding impact of privacy changes in digital marketing which makes it more challenging to deliver messaging in digital spaces and as a result, harder to engage and retain new and existing audiences.
We once again saw increased competition within the ecommerce space particularly around our Unwrapped alternative gift cards. An increase in the number of other charities operating in this space has made this activity less cost effective to reach potential supporters.

Going Forward

In the next financial year, we are excited to launch our new website which will not only be more user-friendly and modern but will also more effectively communicate our brand story and strategic objectives.

A key priority going forward is to contribute to the development and support the delivery of a digital strategy for our trading network. This will support our bricks and mortar shops through online communications and social media and also drive our ecommerce work.

We will continue to contribute to the global Oxfam digital community through relationship building and utilising our skillset and experience to lead on global digital projects. We will focus our efforts particularly around digital capacity building for local and country partners.

Trading

The last financial year was the most successful to date for our trading network. Income grew by 30%, achieving a total of €8.9million and delivering a net contribution of €2 million before the allocation of Support Costs.

In 2022/2023, our shops were able to return to full operations following the restrictions during the Covid-19 pandemic. We were delighted to welcome our staff and volunteers back and to freely open our doors to our donors and customers, who remained loyal supporters throughout the pandemic.

We saw a significant increase in donated goods in the last year, particularly high-quality, resaleable stock and we credit this as one of the main reasons we exceeded our income targets. We also continued to diversify our donated goods by accepting surplus or end-of-line stock from brands and retailers. This programme helps support the fashion industry develop their environmental, social and governance (ESG) objectives while also reducing the number of textiles and goods going to landfill- a key objective for Oxfam Ireland. Additionally, we developed our Take Back Schemes which support brands and retailers to empower their employees and customers to donate second hand items instead of dumping them and raise vital funds for communities most impacted by the climate crisis.

Our commitment to extending the life of clothes and diverting textiles from waste was strengthened throughout 2022/2023. As a member of Charity Retail Ireland, we contributed to 17,300 tonnes being diverted away from landfill or waste to energy. This is the equivalent of 1,440 double decker buses of textiles prevented from leeching toxins into our soil, water and air.

Along with Oxfam Belgium, we also joined the EU-funded CISUTAC (Circular and Sustainable Textile and Clothing) project, which aims at increasing circularity and sustainability in textiles and clothing in Europe and brings together retailers, academic institutions and civil society. The last year focused on development and planning, and we plan to roll out the initiatives in partnership across the next financial year.

Future Plans

Going forward, we will continue to invest in our people and property and strengthen our supply chain for our stores, across donated and new stock. We plan to complete a brand audit of our existing stores to ensure they align with the new organisational brand identity while also developing a new brand proposition for our work with brands and retailers seeking to increase their sustainability efforts.

We want to increase our work championing a circular economy, across our operations and influencing work. Across communications, campaigns, digital and retail, we want to promote second hand as a key way of slowing down the over-production and over-consumption of fast fashion. Developing closed loop solutions for our public and partners remains a key priority over the next two years.

Anecdotally, we have noticed a change in the demographic of customers in-store, in particular an increase in younger / Generation Z shoppers and more sustainability-focused shoppers. To build on our sustainable fashion work, we want to invest in research to confirm who our key customers are and why, as well as how to determine target audiences to deepen awareness and support among.

Institutional Funding

Over the last year, we continued to implement our Institutional Funding Strategy in line with our organisational 10-year strategic framework. This strategy seeks to strengthen our engagement with Irish Aid and Irish institutions while diversifying our institutional funding portfolio and increasing institutional funding capacity.

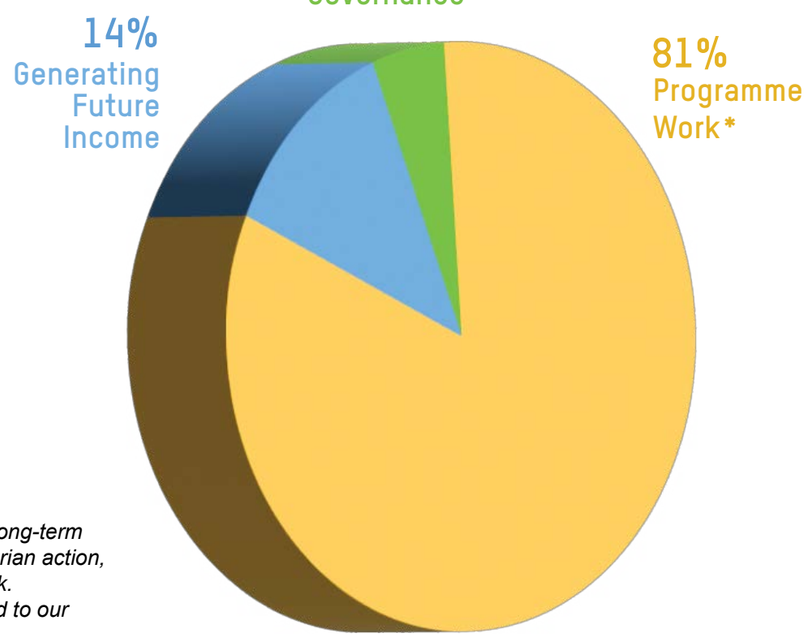
We had a strong year with funds received from institutional fundraising increasing by €1.16M compared to 2021 - 2022. The Irish Government continued to be the primary source of institutional funds for Oxfam Ireland. However, we maintained good progress in sourcing funds from other donors, particularly the European Union.

In 2022 – 2023, we successfully completed a six-year funding programme with Irish Aid under the Programme Grant II and Humanitarian Programme Plan, coming to an end in December 2023. This programme directly and indirectly reached people across our development and humanitarian work as well as our public engagement work here in Ireland. Following its completion, we were delighted to secure a further multi-year grant from Irish Aid under the Irish Civil Society Programme to support our development, humanitarian and global citizenship education work. This began in January 2023 and will run until December 2027.

As per our diversification strategy, we continued to steward funds secured from the European Union, mainly from the Development Cooperation instruments. In addition, we continued to deliver activities under two grants from the Horizon Europe Instrument. One of these is an innovation prize to pilot the use of blockchains in cash transfer in humanitarian interventions. Oxfam Ireland is the lead applicant and manages the prize in collaboration with the Oxfam confederation and our start-up private sector partner, Sempo.

Institutional funding also supports our work here in Ireland through the Irish Aid Global Citizenship Education (CERV) programme and the Horizon Europe Circularity of Textiles (CISUTAC) project which directly links to our all-Ireland trading team's effort to divert textiles from landfill and raise awareness on sustainable consumption habits. Our shops will also be hosting volunteers from the European Solidarity Corps (ESC) programme; thanks to an agreement with Léargas.

How we spent our money in 2022 / 2023



* *Our programme work includes long-term development projects, humanitarian action, campaigning and advocacy work.*

** *Excludes support costs allocated to our shop network.*



Oxfam Ireland staff and volunteers at a climate action march in Dublin.

A VOICE FOR CHANGE



Jane Meriwas, Executive Director of Samburu Women Trust in Kenya, talks to young people about climate change in Oxfam Books, Parliament St. Dublin.

Photo: Samantha Andrades

COMMUNICATIONS AND CAMPAIGNS

During 2022 – 2023, our communications and campaigns work continued to support the delivery of organisation-wide strategic objectives across brand, profile, income and influence.

OBJECTIVE 1:

Align all cross-organisational communications with our values as laid out in the strategic framework, in particular our commitment to equality, diversity and feminist and anti-racist principles

A key project across the last financial year was supporting the development of a new organisational brand proposition. In particular, the Communications and Campaigns team undertook to develop a new brand book to communicate clearly and effectively what we do as well as how we do it, incorporating a strong focus in our key messaging on our values and our commitment to partnership and dismantling power imbalances.

We continued to adhere to Oxfam's own ethical content guidelines, ever evolving to ensure we're practicing the highest standards when it comes to sharing people's stories. We also adhere to the Dóchas Guide to Ethical Communications.

OBJECTIVE 2:

Increase understanding of and support for our vision, mission and ambition through engaging, innovative and targeted multi-channel communications

Our all-island media work secured 1,396 mentions across broadcast, print and online (against an annual target of 1,620), which were 94.63% positive/neutral in sentiment (against an annual target of 80%). This achieved the Number One Share of Voice compared to online coverage from other Irish NGOs. We secured media coverage in support of our policy and advocacy work, helping to influence public discourse and debate and contributing to thought leadership on topics relating to poverty, inequality and injustice. We also secured media coverage in support of our income generation objectives, supporting our emergency appeals, marketing initiatives and trading-related activities.

OBJECTIVE 3 AND 4:

Amplify the voices and stories of the people and partners we work with

Build and maintain dynamic and meaningful alliances with people who share our values/support our work

A significant achievement over the last year was our work on raising awareness of and support for the climate-induced crisis in the Horn of Africa. Leveraging a joint report by Oxfam and Save The Children – *Dangerous Delay 2.0* – we secured all-island media coverage highlighting the drought and devastating hunger in the region. This report was used to develop an opinion piece for *The Irish Times* on behalf of the wider sector which was amplified by President Michael D. Higgins.

We also travelled with Concern Worldwide, Irish Aid, the Minister of State for Overseas Development Assistance and RTÉ News to northern Kenya to bring the stories of the communities most impacted to the Irish public. The trip also highlighted our commitment to localisation, with key local partners included in our media coverage. Following his visit, the Minister pledged an additional €30million in funding for the humanitarian response in the region.

Later on in year, we hosted Jane Meriwas, the Executive Director of one of our key partners in Kenya, the Samburu Women Trust. Jane spoke to Irish political leaders, our supporters and the Irish public through a series of events during her time here. Most notable was the audience predominately made up of young people in our shop on Parliament Street in Dublin who engaged in conversation on how indigenous women are tackling the climate crisis.

OXFAM IRELAND | ANNUAL REPORT 2022-2023

OBJECTIVE 5:

Influence public discourse and debate through effective and engaging communication of our advocacy/policy, campaigning and programme insights

During the year, we continued our efforts to deliver expert and evidence-based communications in support of our influencing and programme work. Notable successes included reaching new audiences with our taxing extreme wealth message via RTÉ 2fm's Jennifer Zamparelli's show and sparking debate in the Dáil through extensive coverage of our *Survival of the Richest* report ahead of the World Economic Forum 2023.

OBJECTIVE 6:

Partner with supporters, the public and coalitions to inspire active participation and effect change across our four organisational strategic goals

Our campaigning work continued to build engaging, accessible public mobilisation campaigns related to our policy and advocacy work. Last year, we mobilised 14,893 people in support of our influencing agenda, across Covid-19 vaccine equity, humanitarian action and refugee and migration rights.

This year also saw the successful completion of a six-year public engagement grant from Irish Aid. Under the funding, we directly reached at least 198,445 people between 2017-2022, through a variety of activities and initiatives, including bespoke content, a podcast series, events and online and offline conversations following targeted campaigns. Indirectly, we reached a substantial number of people through our online and social media activities, e.g., there were 1.6million engagements across social media campaigns in 2022 alone. Building on this work, we were successful in securing a further grant from Irish Aid, namely five-year funding of €80,000 per year to deliver a Global Citizenship Education programme.

Going forward

In the next financial year, we will prioritise embedding our new brand story across internal and external communications, including the new website. We also hope to increase our efforts on the communications commitments under Pledge for Change, a global initiative that seeks to champion equitable partnerships between international NGOs and local organisations and partners. Revising and establishing key communications processes will also be a priority of the next year, across style guide, sign off and emergency response protocols.

On the campaigning side, we will continue to reform our campaigning model, including through work at confederation level on integrated campaigning and fundraising approaches.

The next financial year will also see the inception and planning of the Irish Aid funded Global Citizenship Education programme. We will focus on building a robust and empowered working group and developing our strategy for the multi-year grant.

TO ALL OUR

SUPPORTERS

VOLUNTEERS

CAMPAIGNERS

CORPORATE SPONSORS

PARTNERS

AMBASSADORS AND

INSTITUTIONAL DONORS

THANK YOU

Abdia Ibrahim from Isiolo County in Kenya drinks tea with her son. A water point was set up in her area as part of Oxfam's Drought Response Programme and delivered in partnership with ASAL Humanitarian Network, Merti Integrated Development programme (MID-P), with funding from the German Federal Foreign Office.

Photo:
Mark Wahwai/Eyeris Communications/Oxfam

OUR COMMITMENT TO THE ENVIRONMENT

Organisation

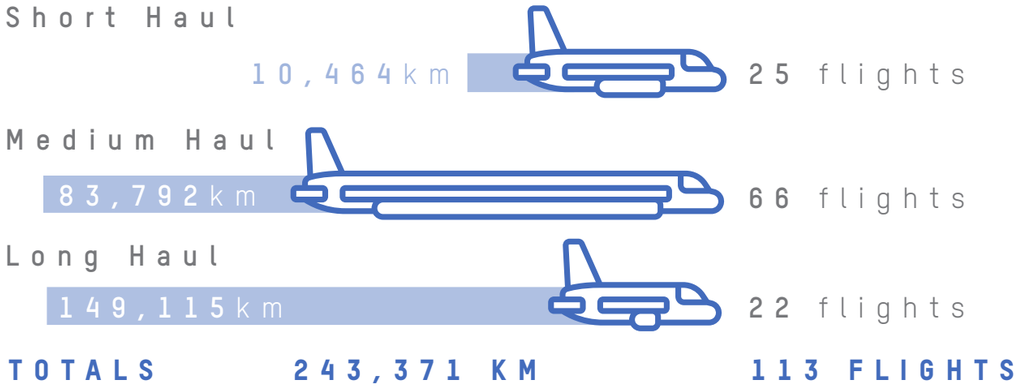
We continue to work hard to improve sustainability within our organisation.

This period saw continued use of online meetings in place of in-person meetings. The hybrid office/remote working model became completely embedded in our work practices, reducing and in many cases eliminating overall staff journeys to office and to meetings. We continue to promote tax saver commuter and bike-to-work schemes to staff to promote cycling or use of public transport.

All premises operate waste separation into recycling and waste and our shops and donation banks offer textile recycling services to the communities in which they are located. Our lighting upgrade programme continues with 13 shops being fitted with low energy LED lighting.

Flights

Substantially more flights were taken compared to the previous reporting period as this was the first full year since Covid-19 travel restrictions. However, with the implementation of our “Fly Less” policy, we have seen a 66% reduction from the last “normal” year pre-Covid, namely figures from the 2018 - 2019 period.



Energy

During this reporting period we occupied 52 premises (2 offices, 1 distribution centre, 1 warehouse and 48 shops). We use electricity sourced from renewable sources except for in our Belfast office as we are billed indirectly so cannot opt for green electricity. We reduced gas consumption as we ceased using gas in one shop and have also reduced our oil consumption considerably – it is only used in one shop and our distribution centre.

Energy Use				
		2022- 2023	Compared to 2021 - 2022	Difference
Electricity	kWh	616,500	Increase	28%
Natural Gas	kWh	1069	Decrease	-92%
Kerosene Oil	KMs	3342	Decrease	-25%

The decrease in recorded energy usage seems surprising initially as retail was closed for most of the previous year but opened for almost all this reporting year. However, during 2020-2021 meter readings were not done by the Electricity and Gas Network companies, so the usage was estimated and there were adjustments made during this financial year to reflect the actual meter readings.

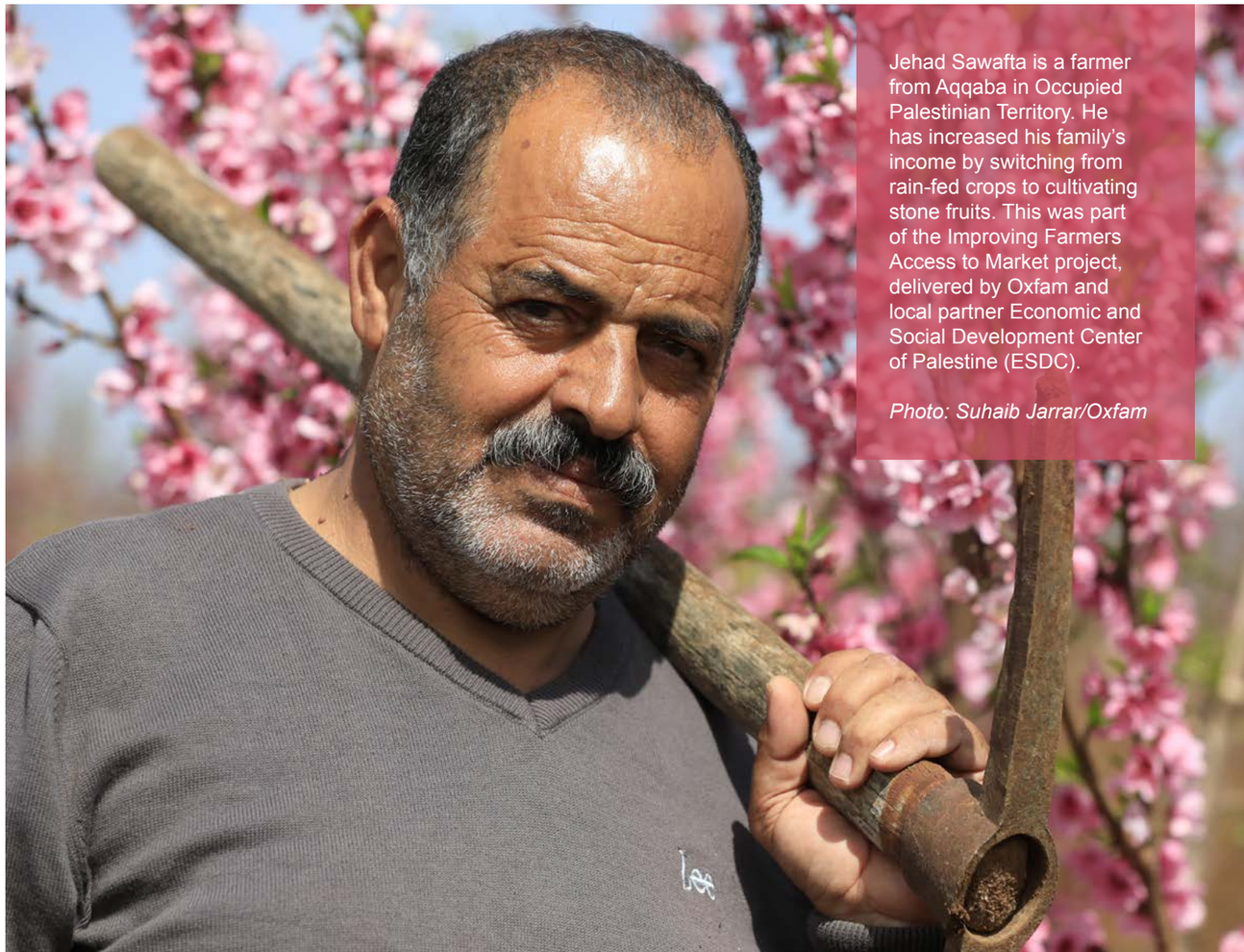
Vehicles 2022 – 2023		
	Increase on previous year	2022-2023
Total	13%	95,545 km

The five vehicles owned or leased by Oxfam Ireland are operated within the Trading department. The recorded consumption shows an increase compared to last year, reflecting a return to normal operations post Covid-19 restrictions.

Future Plans

We have begun working with our Carbon Partner, Auditel, to take steps to certify our carbon footprint and then to develop a carbon reduction plan to reduce this over the next three years. Although we have already taken many steps to reduce our emissions we believe that this is the next step in becoming a carbon neutral organisation in a way that is independently measured and verified.

We are using the year to March 2023 as the baseline year for reporting purposes and hope to be in a position to make a summary of our Carbon Footprint Report available before the end of the calendar year.



Jehad Sawafta is a farmer from Aqqaba in Occupied Palestinian Territory. He has increased his family’s income by switching from rain-fed crops to cultivating stone fruits. This was part of the Improving Farmers Access to Market project, delivered by Oxfam and local partner Economic and Social Development Center of Palestine (ESDC).

Photo: Suhaib Jarrar/Oxfam

PROTECTING OUR PEOPLE

It is our priority to ensure that our staff, volunteers, partners and those we serve are safe and valued in the workplace and across our programmes. To achieve this we are continually working to improve our policies and procedures, safeguarding processes and culture.

Safeguarding

We have zero tolerance to inaction on sexual abuse, exploitation, and harassment. It goes against our values and everything we stand for. We will do all we can to prevent it from happening and tackle it rigorously if it does, enabled by strong processes of reporting, investigation and action. And we hold those responsible to account.

In the last financial year (2022-2023), we received one safeguarding complaint in Oxfam Ireland. A full investigation, supported by external specialists, was carried out and resulted in disciplinary action being taken against the individual involved.

No safeguarding cases were reported during the period in programmes funded by Oxfam Ireland. Our Global Safeguarding Case Management system set up throughout Oxfam globally to report on and manage any safeguarding cases continues to run effectively.

Online mandatory safeguarding training for all staff continues to be compulsory and completion rates are tracked, shared, and acted on to ensure all staff do the training.

Risk assessment templates and guidance are in place to support countries to mitigate risks relating to safeguarding during change processes. Training webinars in different languages are held for staff across the confederation on the Safeguarding Core Standards and on the Safeguarding Case Management Standard Operating Procedures.

Wellbeing

Our organisational culture continues to prioritise the wellbeing of our staff and is strongly linked to staff engagement, providing employees with the knowledge and motivation to take responsibility for all aspects of their health, taking a holistic approach as per the World Health Organisation model.

We continue to encourage and facilitate remote working where possible and desirable to staff, and we hold virtual town hall meetings for all staff on a regular basis which are well attended and help to keep staff connected and informed.

A wellbeing team made up of members of teams across the organisation meets regularly and rolls out initiatives to engage staff in activities that promote health and wellbeing.

As a direct result of feedback received from a survey of staff on terms and conditions of employment, we amended our standard terms to provide additional benefits where possible such as health insurance, support to purchase electric vehicles, an improved employee assistance programme and the ability to buy and sell annual leave. Our regular staff surveys were deferred to allow for this and other specific surveys of staff but will resume in the coming year.

Health & Safety

The health and safety of staff is an ongoing priority for our management and Board. A strong health and safety culture is driven by our Chief Executive who is responsible for ensuring that staff safety is paramount. Each staff member receives mandatory accredited health and safety training within their first six months at Oxfam Ireland – which covers areas including fire safety, first aid and good housekeeping – while refresher training takes place every three years.

Our systems, which are in line with industry recognised standards, help the Chief Executive and management to carry out their duties. A steering group meets every month to review and progress our management systems while the Board also receives quarterly updates on health and safety matters. Our Health and Safety team carries out regular audit and risk assessments and there are periodic reviews of all our policies.

Gender Pay Gap Reporting

Legally we are not required to publish a Gender Pay Gap report until 2024 as we are under the threshold of 250 employees. However, we intend to do so in advance of the deadline by making the report available on our website before the end of 2023, along with our plans to address any issues highlighted by the report.

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Challenges

Providing sufficient support to our shop-based staff and volunteers so that they can effectively manage occasional difficult working environments continues to be a challenge. We strive to overcome this by providing focussed training on how to defuse difficult situations, installing closed circuit TV cameras and ensuring that any incidents are fully investigated by our health and safety team to identify learnings that may improve our processes and procedures.

With the ongoing high levels of remote working, there continues to be a challenge in ensuring that home working environments meet minimum health and safety requirements and that staff have sufficient face-to-face interaction with their colleagues. We are addressing this by providing support and advice from our health and safety team to staff in setting up their home working environments and in arranging for face-to-face events such as training days and staff engagement meetings.



Oxfam Ireland's
door-to-door fundraising team
(meaning you'll meet them out and about!)

MANAGEMENT STRUCTURE

As a not-for-profit, charitable status company, Oxfam Ireland is governed by a maximum of 11 unpaid Trustees, known as Council or Board members. New members are recruited through advertisements in Northern Ireland and the Republic of Ireland while other potential candidates are identified by the existing Council and the Chief Executive Officer.

Members are appointed for a maximum of two three-year terms.

After a potential candidate has been interviewed, the Chair decides whether to recommend a candidate for appointment. This is discussed at the next Board meeting where a decision is taken. If appointed, the new member is given a letter of appointment and induction materials including a copy of the Code of Conduct – which they must sign – and a copy of the Conflict of Interest policy. A formal induction process is designed for the new Board member to ensure that they get information on the organisation and its operations over the first three months of their tenure. This includes spending time in different areas of the organisation and if possible, going on a field visit to Oxfam Ireland's programme work within the first year.

A Board committee on remuneration and performance selects the Chief Executive and sets pay rates for the Chief Executive and senior staff. For every paid member of staff, Oxfam Ireland has the support of approximately 10 volunteers. We could not carry out our work without this key support from people countrywide and we value it greatly.

Our board members are:

Dr Susan Murphy (Chair)

Appointed 20/04/2018



Dr Susan Murphy is a lecturer in international development practice with the Department of Geography, School of Natural Sciences, Trinity College Dublin. Her research interests are in development ethics, development cooperation policy, and practice, issues in governance and justice, human rights and climate change, and gender and social inclusion. She is the research group leader for the Climate and Environmental Justice lab and the coordinator for postgraduate research in the discipline of Geography. She has published in national and international peer-review scientific journals on matters related to sustainable/restorative development, climate justice, poverty and inequality. She has also published one book with Springer Studies in Global Justice - Responsibility in an Interconnected World. Susan is also a member of the Department of Foreign Affairs Audit Committee; and co-convenor of the British International Studies Association Working Group on Ethics and World Politics

Andrew McCracken

Appointed 20/04/2018



Andrew McCracken is Global Director of WaterAid International, the world's largest NGO focused on getting clean water, decent toilets, and good hygiene to everyone, everywhere. After originally studying Physics, he has worked on major organisational development projects, led highly successful national fundraising campaigns, facilitated significant change within local and international charities, and provided advice and support for charity leaders on people and fundraising issues. His previous roles include leading the Community Foundation in Northern Ireland and serving as Global Fundraising Director for Tearfund. Andrew and his partner Harriet are based in Belfast and have a large and noisy family of fostered, adopted and birth children.

Prof Mary Murphy

Appointed 20/04/2018



Prof Murphy has lectured in Irish Politics and Society in Maynooth University's Department of Sociology since 2007. Her research interests include tax justice and social security policy, power and civil society, and gender. Her latest book, The Irish Welfare State in the 21st Century, was co-edited with F Dukelow and published in 2016. A contributor to national policy debate, she has been a member of various national policy groups including the National Economic and Social Council and, most recently, the National Advisory Group on Taxation and Social Welfare (2011-2014) and the Irish Human Rights and Equality Commission (2013-2017).

Deirdre Grant

Appointed 20/04/2018



Deirdre Grant is the Managing Director of communications consultancy firm Red Flag. She provides strategic advice to her clients' Leadership Teams, bringing her 20 years' experience in communications and public affairs to assist them in winning in business and media. Before she joined Red Flag, she worked as a special adviser to two Cabinet ministers, as a director of public affairs, a head of communications for international NGOs and as a national broadcast journalist. She has extensive contacts in politics, media and the corporate world. Her experience in government means she is acutely aware of how policy and legislation is formed and influenced. Ms Grant has worked in international development in South Africa and Haiti, including being part of an emergency response team in Haiti following the 2010 earthquake there. She also has a Masters in HIV/AIDS from the University of Cape Town.

Alf Smiddy

Appointed 28/06/2019



Alf is a chartered accountant who trained with PwC. He was Chairman and Managing Director of Beamish & Crawford plc for over 12 years and on the Board of its parent company, Scottish & Newcastle (UK) Ltd. He is a member of the National Executive Council of IBEC, Director of Cork Chamber of Commerce, Chairman of the Cork Local Government Committee and served on the Board of Cork Airport Authority. He is a Fellow of the Irish Marketing Institute and a Commerce graduate from University College Cork (UCC), with a Masters in Executive Leadership from Boston College and the University of Ulster. External appointments include: Adjunct Professor at the College of Business and Law, UCC; Director of the Government-backed Rethink Ireland (Social Innovation); Non-Executive Director of the ESB; Chairman and/or Director of various independent companies including Bridgewater Construction Ltd, Aperee Ltd (healthcare) and Granite Digital (Digital Marketing). Alf served as Senior Independent Non-Executive Director and Director with designated responsibility for workforce engagement at The Dalata Hotel Group Plc.

Catherine Gaynor

Appointed 19/06/2020



Catherine (Cathy) Gaynor has worked as a planner, evaluator, researcher, trainer and technical director in development programmes spanning many countries for 40 years. This has included nine years across three full-time assignments in Lesotho, Zimbabwe and Malawi and multiple short- and long-term assignments for a range of multilateral, bilateral and non-governmental organisations in Africa (mostly), Asia and Latin America. She has a BSc from NUIG and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. She has conducted a number of global evaluations and assessments of and for multilateral and bilateral organisations and has worked on cutting-edge programmes, generating learning in areas such as changing gender norms and the measurement of change. Cathy recently went back to her roots in Co. Clare and currently engages both locally and globally on development issues and also finds time for her year-round daily sea swim.

Joyce Bourne

Appointed 27/09/2021



Joyce Bourne worked for over 30 years in diplomacy and public service. She served in senior positions in the Foreign Service of Barbados, including postings at the Permanent Mission of Barbados to the Organisation of American States; the Consulate-General of Barbados at Miami; and the Permanent Mission of Barbados to the United Nations in New York. She has extensive experience in bilateral and multilateral diplomacy as well as the implementation of foreign policy, particularly on social, political, economic and environmental issues. She is an advocate for development issues, focusing on improving people's lives, poverty eradication and global sustainability. She has a strong background in administration and management, having served as Deputy Permanent Secretary in the Ministry of Foreign Affairs and Foreign Trade of Barbados and Deputy Permanent Secretary in the Office of the Attorney General of Barbados. Ms. Bourne holds a Bachelor's degree in Language and Linguistics from the University of the West Indies, Cave Hill campus; a post-graduate diploma in international relations from the University of the West Indies, St. Augustine campus; a Master's degree in Linguistics from Georgetown University, Washington, DC and a Master's degree in Business Administration from Johns Hopkins University, Washington, DC. She relocated to Ireland in 2020.

MANAGEMENT STRUCTURE

Dónal Rooney

Appointed 27/09/2021



Dónal Rooney is a chartered accountant, experienced business leader and highly accomplished Group CFO with an outstanding reputation for building and leading high-performing finance functions whilst acting as a trusted strategic business partner to CEOs and boards. He has 25-years' experience operating in plc, private equity and public sector environments. He has significant board-level experience and is highly skilled across financial management, treasury, tax, M&A, investor relations and transformational change. Dónal has a demonstrable track record of success across four Group CFO roles including NAMA (deleveraging a €74 billion highly-distressed, real estate-backed loan portfolio) and Amaris Hospitality, a Lone Star portfolio company (leading a £2 billion enterprise value PE exit). Dónal currently acts as an independent business advisor. He is also a non-executive director with Enterprise Ireland.

Yvonne Byrne

Appointed 13/10/2021



Yvonne Byrne is a Partner in Deloitte Digital in Dublin, Ireland. Yvonne works with clients across industry on their customer and digital transformation agenda, specialising in customer experience analysis and design, channel strategy and management, sales and service transformation and new proposition development. She has over 20 years within the UK Financial Services and consulting industry, having previously worked with the Royal Bank of Scotland, Tesco Bank and KPMG UK. Yvonne has extensive experience in all aspects of customer experience, growth strategy, product management, customer and channel strategy and new proposition development.

Nellie Nyangwa

Appointed 13/10/2021



For over 30 years, Nellie has held various roles in the development sector. For 21 of those years, the roles were within the Oxfam family. Prior to joining Oxfam, Nellie worked for World Vision International as Associate Director of Micro Finance where she advocated and successfully led in the setting up of an independent Micro Finance Organisation which focused on micro and small enterprises. Nellie joined the Oxfam Malawi country office in 1999 as Programme Coordinator, responsible for managing grants to partners and two years later was appointed Malawi Country Director. Nellie successfully ran, for the first time in the history of the country office, a major humanitarian response in 2001/2002, and later in 2004/2005 advocated to Oxfam to have a locally-led response which eventually transformed the way Oxfam resourced humanitarian responses. In 2006, Nellie was appointed Regional Programme and Campaigns Manager for Oxfam, based in the Southern Africa office in Pretoria, South Africa. In 2010, she moved back into a Country Director role in the Zambia country office in order to be with her family. In 2015, Nellie was appointed Oxfam International Regional Director for Southern Africa based in Lilongwe, Malawi. Nellie left Oxfam in 2021, having led the region to transform its operating model from a country-based programme model to a regional approach which has offered Oxfam an innovative and alternative approach within the context of shrinking resources. Nellie now spends her time supporting the development of family business interests in hospitality, farming and consultancy.

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GOVERNANCE:

A summary of the attendance of our trustees at the board and committee meetings is as follows:

Trustee Name	Board Meetings Attended	FARC Meetings Attended	PPIC Meetings Attended
Dr. Susan Murphy	6		
Andrew McCracken	5	2	
Alf Smiddy	3	2	
Prof. Mary Murphy	4		4
Deirdre Grant	6		4
Cathy Gaynor	6		4
Donal Rooney	6	2	
Yvonne Byrne	3	2	
Neilie N'yangwa	6		4
Joyce Bourne	6		

LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Chair
Andrew McCracken	
Prof Mary Murphy	Chair of Programme Performance & Impact Committee
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	
Nellie Nyangwa	
Donal Rooney	
Joyce Bourne	
Yvonne Byrne	

Chief Executive Officer
Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing

**These Directors, although designated as Directors, are not statutory Directors.*

Secretary
Andrew McCracken

Registered Office	Elizabeth House, Suite 1, 116-118 Holywood Road Belfast, BT4 1NY
Company Number	NI33800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell, Murray House, Murray Street Belfast, BT1 6DN
Bankers	Bank of Ireland, University Road, Belfast
Independent auditors	Mazars, Chartered Accountants & Statutory Audit Firm, Harcourt Centre, Block 3, Harcourt Road, Dublin 2

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Jeniffer Kateeba is one of about 15,000 smallholder farmers who are part of a coffee producers cooperative union in Uganda. Thanks to their work and the sale of their coffee through fair trade retailers, farmers have a dignified life, since they receive a higher price for it than they would obtain in the traditional market. Women and men participate in decision-making and choose what they want to do withthe social bonus they receive from the sale of their coffee.

Photo: Mariano Herrera/Oxfam Intermón

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DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2022 - 2023		
	Oxfam (Including Irish Aid)	Irish Aid
	€'000	€'000
Democratic Republic of the Congo	442	397
Global	457	-
Horn East & Central Africa	89	-
Papua New Guinea	17	-
Kenya	711	691
Malawi	1,052	638
Occupied Palestinian Territory & Israel	220	185
Rwanda	768	322
Somalia	277	261
South Africa	20	-
South Sudan	442	397
Tanzania	259	(5)
Uganda	1,006	857
Zambia	213	128
Zimbabwe	730	556
Ireland	455	99
Ireland Programme Management	552	216
Collective Funding Mechanism	100	-
	7,810	4,742

The Oxfam Collective Funding Mechanism is the contribution that all Oxfam affiliates make to cover the minimum management costs of our programme work at country level and the core investment needed to support programme quality.

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 3 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland** a not-for-profit company limited by guarantee where there is common control through one Council for both entities and,
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Council members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Council members.

Our Board – the Council

Oxfam Ireland is governed to national and international standards by an independent 'Council' of leaders from the public, private and academic sectors. This Council comprises a maximum of 11 unpaid Directors, who oversee strategic planning and delivery, budgeting, organisational development and risk management.

Directors are appointed for a maximum of two three-year terms through open competition. Council holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council Selection, Appointment and Competence

The Council Directors were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Directors are also the members of the company. New Council members are recruited through advertisements in Northern Ireland and the Republic of Ireland and through selection based on applicants and other potential candidates identified by the existing Council and CEO. A formal interview takes place to establish the candidate's eligibility which includes a commitment to Oxfam's core values and mission as well as professional experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Council members are provided with induction training shortly after joining the Council involving the provision of written materials, meetings with the Leadership Team and staff and visits to workplaces, retail units and programme work. This ensures that the Council members can become familiar with their role and responsibilities as Directors and understand the governance structure and risk management processes of the organisation and the nature of the work it does.

The Council meets at least four times annually. A formal evaluation mechanism for each meeting is in place.

The Council Directors are committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Director is limited to €1.27.

Committees

Directors have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee, the Programme Performance and Impact Committee, and the Finance, Audit and Risk Committee which oversees the financial health of the organisation.

Individual Directors are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

DIRECTORS' REPORT AND STRATEGIC REPORT

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Council. The Chair of the Committee is appointed by the Council. In addition to the Chair, the Committee comprises up to three other Directors appointed by the Council as members with scope to co-opt additional external expertise as required.

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Council.
- Take responsibility on behalf of the Council for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance, Audit & Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

Programme Performance and Impact Working Group

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Council and liaising with other Council groups as appropriate. It is composed of three Directors with scope to co-opt additional external expertise as required.

The Members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Council and staff.

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon.

The Council has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Council and Leadership Team to whom the Council delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Council. The Council then oversees the implementation of the budgets, policies and plans once they are approved.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Council. Internal control systems are designed to provide reasonable assurance against material misstatement or loss. They include;

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- A strategic plan and annual budget approved by the Directors,
- Regular consideration by the Directors of financial results, variances from budgets, and non-financial performance indicators,
- Delegation of day-to-day management authority and segregation of duties,
- Identification and management of risks.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources on the basis of a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the Leadership Team, reviewed by the Finance, Audit and Risk committee and approved by Council.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at **oxfamireland.org/how-our-money-is-spent.**

Monitoring our work for impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality. We assess the progress we are making in changing people's lives as the result of our overseas programmes, advocacy initiatives and campaigns.

Monitoring and evaluation occur in several ways, from project visits and participatory data collection to in-depth internal and external reviews and evaluations. We undertake impact assessments, peer reviews, audits and regular reflections with staff, partners, allies and community members.

During these reviews, we consider the broader context contributing to change, the views, needs and interests of the women and men we seek to benefit, and the perspectives of other stakeholders.

We continue with our efforts to improve the monitoring, evaluation and learning that we see as critical to the success of our programme.

We carry out:

- Real time evaluations: In emergencies we need to act quickly, so Oxfam conducts rapid real time evaluations in the early stages of the relief effort, to be able to fix problems that arise while providing life-saving assistance.
- Peer reviews: By bringing together a group of people from different Oxfam entities, and occasionally external organisations, we evaluate and audit our development programme, to view the effects of the work from a wider range of perspectives and share best practices.

- Impact evaluations: Performed retrospectively, this kind of evaluation helps compare the situation before and after a project is implemented. The focus is on the long-term changes in people's lives.
- Reviews of financial controls: With the support of internal and external audit teams, we strive to be as efficient as possible. Performance is constantly monitored, and appropriate management reports are prepared and reviewed regularly by executive management and the board of Directors.

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include;

- The Oxfam Code of Conduct,
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response,
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief,
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions,
- The Core Humanitarian Standard,
- The Grand Bargain,
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action,
- Call for Action on Commitment to Disability Inclusive Humanitarian Action,
- The Charter 4 Change,
- IASC Guidelines for GBV Interventions in Humanitarian Settings,
- The Call to Action on Protection from GBV in Emergencies,
- The Sustainable Development Goals,
- Irish Aid Security Management Guidelines,
- Oxfam Partnership Principles,
- The Climate and Environment Charter for Humanitarian Organizations.

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with, for example, publication of Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website in addition to information about our Council. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes and salary information are also available on our website **www.oxfamireland.org**.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Council meeting. Where a particular KPI needs further investigation or explanation the Council then receives more detailed information from management on the specific area concerned.

The high level KPIs that are currently in use and the performance in the years to March 2023 and March 2022 against each of the targets set are summarised as follows:

Area	Key Performance Indicator	2023 Result	2022 Result
Programme	Value of Grant Income	20.4% Above target	20% Above target
Finance	Unrestricted Net Contribution	More than 100% above target	More than 100% above target
Trading	Total Income	13% Above target	24% Above target
People	Staff satisfaction as measured in survey	At 90% of target	At 90% of target
Supporters	Levels of Trust	At 105% of target	At 104% of target
Fundraising	Total income	23% Above target	21% Above target

We continue to perform very well against all of our core KPIs with the Unrestricted Net Contribution again more than 100% above our target for the period thanks to the strong performances in the shop network and fundraising.

Our continued success in growing our institutional funding with further successes in winning EU grants helped again to drive grant income KPI to a level 20.4% above target.

We continue to focus on staff wellbeing initiatives and updating our policies and terms and conditions of employment. The staff satisfaction KPI has remained at 90% of target but we hope to see it increase in the coming year.

We are also pleased to see the levels of trust KPI continue to improve where we increased the target level of trust from last year but still exceeded this increased target by 5%.

DIRECTORS' REPORT AND STRATEGIC REPORT

Governance

We adhere to and implement:

- Charity Commission for N.I. Code of Good Governance,
- The Charities Regulatory Authority Governance Code,
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance,
- Republic of Ireland Charities Act,
- Northern Ireland Charities Acts,
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice,
- The Charities Regulator Guidelines for Charitable Organisations on Fundraising from the Public,
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK,
- Dóchas Code of Conduct on the use of images and messages.

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes **oxfamireland.org/accountable-to-you**.

Public Benefit

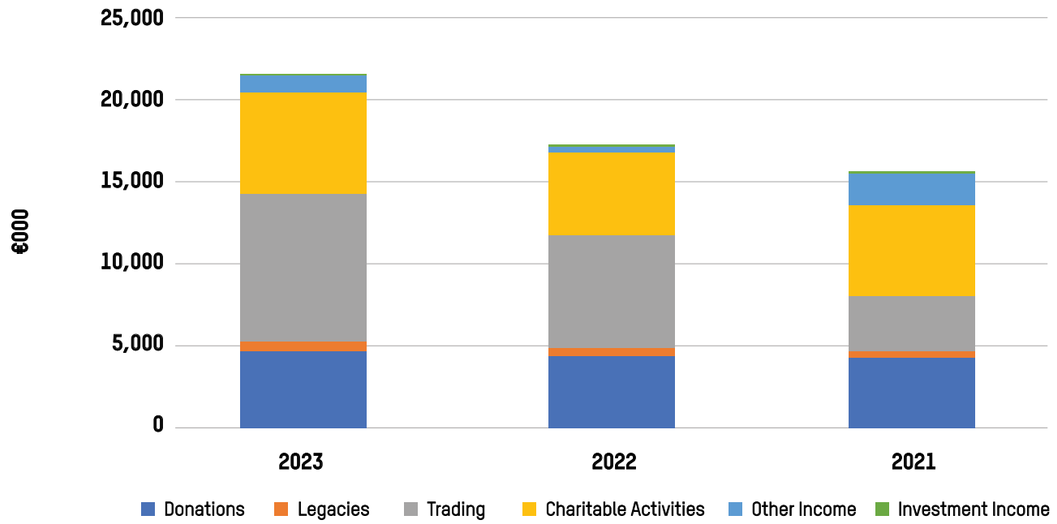
The Directors' report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded.

The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

Financial Review

Our Trading and Fundraising divisions performed very well in the period. Trading income grew substantially through increased availability of high-quality stock and increased demand particularly from younger shoppers. We have significantly increased corporate donations by providing an efficient sustainability solution for companies with surplus stock. Increased focus on sustainability among younger people has led to a significant growth in spend from this group in our shops. An increase in the amount of institutional funding received was achieved through additional emergency humanitarian funding and a continued focus on growing our grants from the EU and other donors. The final payment under our business interruption insurance claim was also received.

INCOME



In 2023 we generated income of €21.82M which was a 25.6% increase on 2022.

Voluntary Income saw an 8.8% increase on 2022, with our Door to Door collection teams back operating at full capacity and a strong performance in legacy income. Income from emergency appeals also increased due to the public response to the Turkey and Syria earthquake appeal.

Trading Income grew by 30% over 2022 with significant growth in the sale of both donated and corporate stock due to the increasing appeal of sustainable shopping among young people coupled with the success of our corporate stock generation activities.

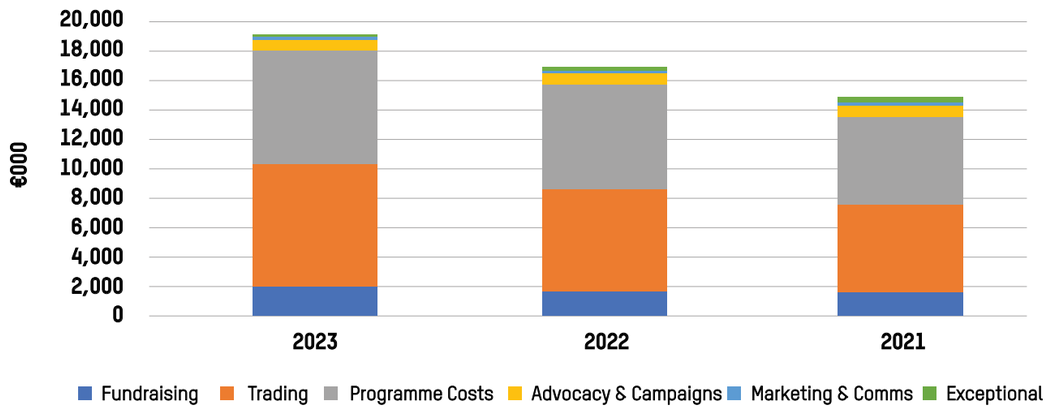
Charitable Activities Income, which represents funds received from Institutional Fundraising, increased by €1.16M compared to 2022. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland. However, we continue to make good progress in sourcing funds from other donors particularly the EU.

Other Income in the current period increased to €1.12M. This includes €1,044K for the balance of the Business Interruption insurance claim for loss of income during the closure of our shops, €76K from other Oxfam affiliates for hosting employees in Ireland (down from €129K in the previous period). €246K was included in the previous period relating to Covid 19 government supports.

Investment Income comprises rental income from another business operating from one of our ex-shop premises.

DIRECTORS' REPORT AND STRATEGIC REPORT

EXPENDITURE



Total expenditure in 2023 was €18.74M which was up 14% on the previous year.

Trading expenditure rose by €1,490K or 22% reflecting increased staff costs as a result of cost of living adjustments and an improved incentive scheme, increased costs of energy and a programme of repairs in specific shops. Rent & rates also increased as the shops were open for the full year in the current year and were still closed in the early weeks of the year to March 2022 due to Covid restrictions.

Fundraising expenditure increased by 21.3% or €344K reflecting the return to full capacity of our Door to Door teams and the impact of the cost of living increases on staff costs.

The 2.9% increase in **Programme costs** is due to a combination of the impact of the cost of living increases on staff costs offset by some reductions in spending due to the timing of programme activities.

The 2.3% decrease in **Advocacy and Campaigns expenditure** is also explained by a combination of the impact of the cost of living increases on staff costs offset by some reductions in spending due to the timing of programme activities.

Exceptional Expenditure reflects €16K of redundancy costs and €72K relating to costs incurred with other Oxfam affiliates for hosting Oxfam Ireland employees.

Balance Sheet

Funds carried forward of €9.76M includes €1.37M of Restricted funds which is €348K higher than 2022 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €8.39M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work.

Reserves policy

Oxfam seeks to maintain its Charitable Funds at a minimum level that protects our programme work from risks of unforeseen disruption, ensuring we have sufficient working capital and balancing the need to make sure that we do not retain income for longer than required. The basis of calculation of this minimum reserves level is kept under periodic review and adjusted as perceptions of risk and other factors change. Our minimum reserves level of €2.511M is based on a calculation of three months of key operational costs.

As a result of continued operational surpluses and a prior year gain from the disposal of an asset, we currently have reserves in excess of this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support organisational development.

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds

Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds

Currently we are carrying €2.511M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds

General Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

(iv) Revaluation Reserve

Revaluation reserve represents the increase in the value of our freehold property. As a result of the completion of the sale of the freehold property this reserve has transferred to General Funds.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

Future Plans

We want to leverage the influence of the island of Ireland and its diaspora for good, expanding partnerships, networks and our supporter base - all to challenge inequality to end poverty and injustice for good. As we enter the second trimester of our ten-year strategic framework, we are developing three-year horizon plans supported by detailed yearly operational plans for each area to ensure consistency of vision and direction in the short to medium term.

We plan to achieve our goals of Just Economies, Gender and Climate Justice and Accountable Governance through a multi-country blended development and humanitarian programme, rooted in local needs and context, acute emergency interventions to save lives and modify the progression of crises, and influencing and public engagement.

We will continue to fund this work through growing restricted income by successfully applying for grants from a broad range of institutional donors. Working closely with programme countries we will partner with other Oxfam affiliates when appropriate to maximise chances of success.

We also continue to actively work on developing our culture to ensure it aligns with and embraces our values.

Our Trading and Fundraising teams play an integral part in generating essential unrestricted funds for this programme of work.

The Trading division will continue to focus on sourcing quality products for sale in our shop network by positioning us as a sustainability partner with unique solutions for Irish and international businesses. Through a shop network

DIRECTOR'S REPORT AND STRATEGIC REPORT

(including pop-up shops) staffed with professional retail teams and dedicated volunteers, supported by focused digital and social media marketing initiatives, we will maximise the contribution from the sale of these products.

Our Fundraising teams are now back to full strength and are fully active both on a face-to-face basis and through telemarketing, digital and direct mail campaigns. Supported by external specialists we have developed a new core fundraising ambition, and we are in the process of ensuring that it is fully understood and shared by all staff and volunteers and will bring consistency to all future campaigns.

Operationally we will continue to embrace the benefits that hybrid working brings while providing high quality office spaces and regular opportunities for face-to-face meetings. We are continuing with a project to move all of our IT systems into the Cloud to improve security and facilitate remote access.

Fraud

Oxfam Ireland does not tolerate fraud and corruption and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across programme locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously and promptly investigated and appropriate action taken.

If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2023 there were no significant thefts or instances of fraud in our operations.

Risk Management

Oxfam Ireland uses a risk management framework to systematically and proactively manage risk across the organisation.

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty, that can result in positive and negative consequences, and it is critical that they are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

We believe that effective risk management involves 6 key steps.

1. Preparation and understanding of the context in which the risk assessment is carried out: What are we trying to accomplish? What areas of concern will we be looking at?
2. Identification of potential risks and outcomes: What could happen and what would be the result if it did happen?
3. Identification and valuing of controls in place which have a mitigating effect on the risk: What is in place now that reduces either the likelihood of the risk occurring or the consequence if the risk does occur?
4. Analysis of the risk in terms of its likelihood to occur and consequence if it does occur thus producing a risk that is either acceptable or unacceptable, this is determined by using the assessment matrix.
5. Development and implementation of an appropriate strategy and action plan to reduce the unacceptable risks: What action can we take to reduce either the likelihood or consequence of the risk?
6. Appropriate monitoring and reporting of the treatment strategy and overall effect of the Risk Management process.

The risk principles included in the framework are balance, innovation, future-relevance, transparency and trust.

Risk is categorised into eleven categories set out below with the level of appetite Oxfam Ireland attaches to each:

Risk Area	Appetite
Safeguarding – Sexual exploitation, harassment, abuse	Zero tolerance
Fraud & Corruption – Aid diversion, shop theft, nepotism	Zero tolerance
Compliance - legislative requirements, regulatory codes	Very low
Security of staff and people we work with – Health & Safety	Very low
Financial – Going concern, stewardship of public funds	Low
Human Resources – Staff wellbeing, fairness and communication	Low
Program – Donor requirements, partner selection and management	Medium
Public Fundraising – legal requirements, public perception	Medium
Reputational – Safeguarding, working with partners	Medium
Strategic – flexibility, agility, resourcing, alignment	Medium
Information Systems – Cyber-crime, network failure	Medium

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key risks identified, and the mitigating actions being taken in each case is reviewed by the Directors at every board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any kind of harassment of staff, partners, volunteers or those we serve.	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal and we have a robust whistleblowing policy in place. We also have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.
Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistle blowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.
Health & Safety of Staff The risk of injury or harm to our staff is ever present and, in some areas where we work, is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is now an international concern, while organisations transmit sensitive data across networks and to other devices in the course of doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst case scenario.

DIRECTOR'S REPORT AND STRATEGIC REPORT

Events after the end of the reporting period

There are no adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2023.

Statement of Council members' responsibilities

The Directors (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to;

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP (FRS 102),
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Disclosure of information to auditors

In accordance with company law, as the company's Directors, we certify that:

- There is no relevant audit information of which the company's auditors are unaware, and;
- We have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Council,



Dr. Susan Murphy – Chair

Date: 8 Sept 2023



Andrew McCracken – Secretary

Date: 8 Sept 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

mazars

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Oxfam Ireland ("the company") and its subsidiary undertaking ("the group") for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cashflows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's and the group's affairs as at 31 March 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

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Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic report and the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company, the group and its environment obtained in the course of the audit, we have not identified material misstatements in the "Strategic Report" or the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

As explained more fully in the statement of council members' responsibilities set out on page 72, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the NI charity regulation, NI tax legislation, employment legislation, health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the Directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

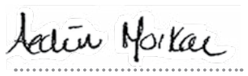
- Making enquiries of the Directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at **www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Aedín Morkan

Date: 13 Sept 2023

Senior Statutory Auditor
Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

Consolidated Statement of Financial Activities for the year ended 31 March 2023 (Including an Income and Expenditure Account)

	Notes	Unrestricted funds	Restricted funds	**Total 2023**	Total 2022
		€'000	€'000	€'000	€'000
Income from					
Donations and legacies	**5**	4,616	668	5,284	4,855
Other trading activities	**6**	9,035	91	9,126	7,019
Investments	**7**	41	-	41	41
Charitable activities	**8**	424	5,826	6,250	5,089
Other income	**9**	1,120	-	1,120	375
Total income		**15,236**	**6,585**	**21,821**	**17,379**
Expenditure on Raising funds:					
Fundraising	**10**	1,931	27	1,958	1,614
Trading activities	**6**	8,241	3	8,244	6,754
		10,172	30	10,202	8,368
Charitable activities					
Overseas programme costs	**11**	1,431	6,056	7,487	7,273
Advocacy and campaigns	**11**	635	58	693	709
Marketing and communications	**11**	183	86	269	210
Exceptional expenditure	**35**	88	-	88	183
Total expenditure		**12,509**	**6,230**	**18,739**	**16,743**
Net income for the year		2,727	355	3,082	636
Transfers between funds		-	-	-	-
Unrealised currency movement		75	(7)	68	(15)
Net movement in funds		**2,802**	348	3,150	**621**
Reconciliation of funds:					
Total funds brought forward	**28**	5,585	1,024	6,609	**5,988**
Total funds carried forward	**28**	**8,387**	**1,372**	**9,759**	**6,609**

There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

The notes on pages 82 to 105 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2023

	Notes	**Total 2023**	Total 2022
		€'000	€'000
Fixed assets			
Tangible assets	16	566	576
		566	576
Current assets			
Stocks and work in progress	18	37	91
Debtors	19	2,718	1,676
Cash at bank and in hand	20	10,647	11,020
		13,402	12,787
Current liabilities			
Creditors: amount falling due within one year	21	(4,209)	(6,754)
Net current assets		**9,193**	**6,033**
Total assets less current liabilities		**9,759**	**6,609**
Net assets		**9,759**	**6,609**
Funds			
Restricted funds	28	1,372	1,024
Designated funds	28	2,511	2,257
Unrestricted funds	28	5,876	3,328
Revaluation reserve	28	-	-
Total charity funds		**9,759**	**6,609**

The notes on pages 82 to 105 form part of these financial statements.

On behalf of the Council,

Dr Susan Murphy
Chair

Andrew McCracken
Secretary

Date: 8 Sept 2023

Company Balance Sheet as at 31 March 2023

	Notes	Total 2023	Total 2022
			€'000
Fixed assets			
Tangible assets	16	233	220
		233	220
Current assets			
Stocks and work in progress	18	35	91
Debtors	19	288	328
Cash at bank and in hand	20	976	828
		1,299	1,247
Current liabilities			
Creditors: amount falling due within one year	21	(3,179)	(2,902)
Net current liabilities		**(1,880)**	**(1,655)**
Total assets less current liabilities		**(1,647)**	**(1,435)**
Net liabilities		**(1,647)**	**(1,435)**
Funds			
Restricted funds	29	152	164
Unrestricted funds	29	(1,799)	(1,599)
Total funds		**(1,647)**	**(1,435)**

The notes on pages 82 to 105 form part of these financial statements.

On behalf of the Council,

Dr Susan Murphy
Chair

Andrew McCracken
Director

Date: 8 Sept 2023

Consolidated Statement of Cash Flow for the year ended 31 March 2023

	Notes	Total 2023	Total 2022
		€'000	€'000
Net cash (used in) / provided by operating activities	24	**(210)**	**1,612**
Cash flow from investing activities			
Purchase of tangible assets	16	(163)	(117)
Proceeds from sale of tangible assets		-	3,200
Net cash (used in) / provided by investing activities		**(163)**	**3,083**
Cash flow from financing activities			
Repayment of bank loans		-	(305)
Cash used in financing activities		**-**	**(305)**
(Decrease)/Increase in cash and cash equivalents in the reporting period		(373)	4,390
Cash and cash equivalents at the beginning of the reporting period		**11,020**	**6,630**
Cash and cash equivalents at the end of the reporting period		**10,647**	**11,020**

TO READ MORE ABOUT OUR FINANCES AND THE GOVERNANCE CODES WE ADHERE TO, VISIT WWW.OXFAMIRELAND.ORG

1. General Information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 37 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2023.

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 INY.

2. Statement of Compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102).

3. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousands, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2023.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

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NOTES TO THE FINANCIAL STATEMENTS

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable and the amount can be measured reliably.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivable are accounted for when the Company’s entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Income from charitable trading activities is accounted for when earned.

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company’s bank accounts.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contract.

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

g) Foreign currencies

Functional and presentation currency:

The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

The foreign exchange rates used to prepare these financial statements were as follows:

	Total 2023	Total 2022
	€	€
Average Rate Pounds Sterling	1.16	1.17
Closing Rate Pounds Sterling	1.14	1.19

h) Employee benefits

Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:

Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:

Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:

The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the company has agreed, with the plan, to participate in a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities. The unwinding of the discount is recognised as a finance cost.

i) Taxation

The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets

Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Depreciation and residual values:

Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:

Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Leased assets

At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:

Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

l) Investments in subsidiaries

Investments in subsidiaries are held at cost less accumulated impairment losses.

m) Inventories

Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

o) Provisions and contingencies

Provisions:

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:

Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

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NOTES TO THE FINANCIAL STATEMENTS

p) Financial instruments

The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate.The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

q) Related party transactions

Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Critical Accounting Judgements and Estimation Uncertainty

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Deferral of grant income

Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2023 amounts to €265K (31 March 2022: €2,490K).

Preparation of the accounts on a going concern basis

Budgets and cash flows were prepared by the Directors and reviewed by the Council members for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including: increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Telefundraising teams.

Our levels of accessible reserves remain strong and we expect to continue to achieve at or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

On the basis of the assessments and the underlying assumptions the Council members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

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NOTES TO THE FINANCIAL STATEMENTS

5. Donations and Legacies

	Unrestricted funds 2023	**Restricted funds 2023**	**Total 2023**	Unrestricted funds 2022	Restricted funds 2022	Total 2022v
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	619	-	619	444	-	444
Donations, gifts & corporate sponsorships	3,997	668	4,665	4,027	384	4,411
	4,616	**668**	**5,284**	**4,471**	**384**	**4,855**

Total income is derived from:

	Total 2023	Total 2022
	€'000	**€'000**
Republic of Ireland (ROI)	17,748	13,622
Outside ROI	4,073	3,757
	21,821	**17,379**

6. Net income on donated and commercial trading activities

This represents the net income from the sale of donated goods and commercial trading activity through Oxfam Shops, after deduction of operating and administration expenses. Oxfam Ireland believes this most fairly represents the value to the charity of donated goods.

	Unrestricted funds 2023	**Restricted funds 2023**	**Total Trading Activites 2023**	Total Trading Activites 2022
	€'000	**€'000**	**€'000**	**€'000**
Turnover from donated goods & commercial trading activity	9,035	91	9,126	7,019
Operating expenses	(7,134)	(3)	(7,137)	(5,776)
Support costs (note 13)	(1,107)	-	(1,107)	(978)
Net income	**794**	**88**	**882**	**265**

Operating expenses include €114,876 (2022: €170,532) for depreciation on fixtures and fittings, equipment, and leasehold property specific to the sale of donated goods.

7. Investment Income

	Total 2023	Total 2022
	€'000	€'000
Rent receivable	41	41

8. Income from Charitable Activities

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total charitable funds 2022
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	424	5,826	6,250	330	4,759	5,089
Grant income by donor						
Government bodies	424	5,826	6,250	330	4,759	5,089
Major donors	-	-	-	-	-	-
	424	5,826	6,250	330	4,759	5,089

9. Other Income and Other Gains

	Total 2023	Total 2022
	€'000	€'000
Government Covid aid	-	246
Miscellaneous income	1	-
Insurance claim	1,044	-
Hosting arrangement	75	129
	1,120	375

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

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NOTES TO THE FINANCIAL STATEMENTS

10. Costs of raising funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total charitable funds 2022
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	969	-	969	750	-	750
Travel and subsistence	3	-	3	4	-	4
Other fundraising costs	289	27	316	231	7	238
Direct fundraising costs:						
- Direct marketing	-	-	-	-	-	-
- Events	112	-	112	102	-	102
- Committed givers	72	-	72	71	-	71
Support costs (note 13)	486	-	486	449	-	449
	1,931	**27**	**1,958**	**1,607**	**7**	**1,614**

11. Charitable activities

	Unrestricted funds 2023	Restricted income funds 2023	Total charitable funds 2023	Unrestricted funds 2022	Restricted income funds 2022	Total charitable funds 2022
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	870	5,621	6,491	1,018	5,379	6,397
Operation costs	396	435	831	365	335	700
Governance costs (note 12)	130	-	130	136	-	136
Support costs (note 13)	35	-	35	40	-	40
	1,431	**6,056**	**7,487**	**1,559**	**5,714**	**7,273**
Advocacy and Campaign Programme (A&C)						
Operation costs	246	14	260	260	10	270
Advocacy and Campaign Programme	377	44	421	430	-	430
Support costs (note 13)	12	-	12	9	-	9
	635	**58**	**693**	**699**	**10**	**709**
Marketing and Communications Programme						
Operation costs	162	86	248	110	82	192
Support costs (note 13)	21	-	21	18	-	18
	183	**86**	**269**	**128**	**82**	**210**

12. Governance Costs

	Total 2023	Total 2022
	€'000	€'000
Legal & professional fees	15	5
Audit fees	31	33
Council expenses	3	-
Other costs	81	98
	130	**136**

Governance costs are fully funded from unrestricted funds.

13. Allocation of Support Costs and Overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	788	-	520	247	-	17	4
Property costs	672	34	415	186	10	13	14
Office running costs	14	1	11	2	-	-	-
Computer & equipment costs	189	9	131	40	2	4	3
Legal & professional expenses	27	1	21	4	-	1	-
Depreciation	17	1	9	7	-	-	-
	1,707	**46**	**1,107**	**486**	**12**	**35**	**21**

In respect of prior year:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	724	-	464	236	-	20	4
Property costs	566	28	347	158	7	15	11
Office running costs	10	-	7	3	-	-	-
Computer & equipment costs	196	10	136	41	2	4	3
Legal & professional expenses	26	1	18	6	-	1	-
Depreciation	12	1	6	5	-	-	-
	1,534	**40**	**978**	**449**	**9**	**40**	**18**

These costs have been apportioned among retail activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

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NOTES TO THE FINANCIAL STATEMENTS

14. Analysis of staff costs, Directors Remuneration and Expenses, and the Cost of Key Management Personnel

The average monthly number of persons employed by the company in the financial year was 163 (2022: 169) analysed as follows.

	2023 Average Number	2022 Average Number
	€'000	€'000
Retail	96	93
Administration	15	19
Public Engagement	45	48
Programme	2	4
Management	5	5
	163	**169**

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €3K (2022: nil).

	Total 2023	Total 2022
	€'000	€'000
Staff costs are comprised of:		
Wages and salaries	5,389	4,559
Social welfare costs	551	462
Termination costs	16	38
Pension costs	237	190
	6,193	**5,249**

Key management compensation

Key management includes the Directors and members of Leadership Team. The compensation paid or payable to key management for employee services is shown below:

	Total 2023	Total 2022
	€'000	€'000
Salary	586	569
Health Insurance	4	5
Employer Contributions	67	61
Pensions	46	50
	703	**685**

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO amounts to €126k (2022: €121k).

The remuneration of higher paid employees

The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:

	Total 2023	Total 2022
	Number	Number
€60,000 to €70,000	5	4
€70,001 to €80,000	1	1
€80,001 to €90,000	2	1
€90,001 to €110,000	2	2
€110,001 to €120,000	1	1
€120,001 to €130,000	1	1
	12	**10**

Remuneration includes salary but excludes pension scheme contributions.

15. Net Income for the Year

	2023	2022
	€'000	€'000
Net income for the year is stated after charging:		
Depreciation on tangible fixed assets	164	170
Stock obsolescence	-	-
Operating lease rentals		
- Property	1,865	1,696
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	31	33
Non-audit fee – tax services	1	1
Realised loss on foreign exchange transactions	3	-
Stock recognised as an expense	150	105

16. Tangible Assets

Group	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2022	**2,048**	**3,389**	**1,578**	**119**	**7,134**
Currency movements	(65)	(6)	(44)	(1)	(116)
Additions	92	103	54	-	163
Disposal	-	-	-	-	-
At 31 March 2023	**2,075**	**3,400**	**1,588**	**118**	**7,181**
Accumulated depreciation					
At 1 April 2022	**(1,707)**	**(3,254)**	**(1,478)**	**(119)**	**(6,558)**
Currency movements	58	5	43	1	107
Charge for the year	(82)	(32)	(50)	-	(164)
Disposal	-	-	-	-	-
At 31 March 2023	**(1,731)**	**(3,281)**	**(1,485)**	**(118)**	**(6,615)**
Net book values					
At 1 April 2022	**341**	**135**	**100**	**-**	**576**
At 31 March 2023	**344**	**119**	**103**	**-**	**566**

Company	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000
Cost				
At 1 April 2022	**1,651**	**1,033**	**31**	**2,715**
Currency movements	(71)	(44)	(1)	(116)
Additions	51	27	-	78
Disposals	-	-	-	-
At 31 March 2023	**1,631**	**1,016**	**30**	**2,677**
Accumulated depreciation				
At 1 April 2022	**(1,462)**	**(1,002)**	**(31)**	**(2,495)**
Currency movements	63	43	1	107
Charge for the year	(38)	(18)	-	(56)
At 31 March 2023	**(1,437)**	**(977)**	**(30)**	**(2,444)**
Net book values				
At 1 April 2022	189	31	-	220
At 31 March 2023	**194**	**39**	**-**	**233**

17. Investments in Subsidiaries

Oxfam Ireland has two subsidiary undertakings as follow:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	**Oxfam Properties (Ireland) Limited**
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities:	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid, the EU and also from their many shops across the country where they sell clothes.	Dormant, ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%

Oxfam Republic of Ireland	**2023 €'000**	2022 €'000
Total assets	12,435	14,003
Total liabilities	3,480	5,959
Surplus for the year	3,017	(1,505)
Total funds at 31 March	**8,955**	**5,398**

18. Stocks and Work in Progress

	Group 2023	Group 2022	**Company 2023**	Company 2022
	€'000	€'000	€'000	€'000
Finished goods for resale	**37**	91	**35**	91

A provision for stock obsolescence of nil (2022: nil) has been recognised during the year.

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NOTES TO THE FINANCIAL STATEMENTS

19. Debtors

	Group 2023	Group 2022	**Company 2023**	Company 2022
	€'000	€'000	€'000	€'000
Prepayments and accrued income	**2,522**	1,332	**162**	263
Trade debtors	**98**	255	**51**	-
Other debtors	**34**	35	**11**	11
VAT repayable	**64**	54	**64**	54
	2,718	1,676	**288**	328

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days. Trade debtors are shown net of impairment in respect of doubtful debts.

20. Cash at Bank and in Hand

	Group 2023	Group 2022	**Company 2023**	Company 2022
	€'000	€'000	€'000	€'000
Cash on short term deposit	**501**	501	**-**	-
Cash and bank balances	**10,146**	10,519	**976**	828
	10,647	11,020	**976**	828

21. Creditors: Amounts Falling due within One Year

Group and Company	**Group 2023** €'000	Group 2022 €'000	**Company 2023** €'000	Company 2022 €'000
Trade creditors	**1,137**	460	**246**	83
Tax and Social Security	**185**	263	**61**	91
Accrued expenses	**2,622**	3,541	**420**	622
Amounts owed to Oxfam ROI (note 26)	**-**	-	**2,452**	2,106
Deferred Income (note 22)	**265**	2,490	**-**	-
	4,209	6,754	**3,179**	2,902

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

22. Deferred Income

	Group 2023	Group 2022	Company 2023	Company 2022
	€'000	€'000	€'000	€'000
At 1 April	2,490	1,319	-	-
Credited to Statement of Financial Activities	(2,490)	(1,319)	-	-
Deferred during the year	265	2,490	-	-
At 31 March	**265**	**2,490**	**-**	-

23. Financial Instruments

Oxfam Ireland (the Group) has the following financial instruments:

	Total 2023	Total 2022
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	10,647	11,020
Trade debtors	98	255
Other debtors	34	35
Financial liabilities held at amortised cost		
Trade creditors	1,137	460
Accrued expenses	2,622	3,541
Deferred income	265	2,490

The company has the following financial instruments:

	Total 2023	Total 2022
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	976	828
Financial liabilities held at amortised cost		
Trade creditors	246	83
Accrued expenses	420	622
Amounts owed to Oxfam ROI	2,452	2,106

24. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	Total 2023	Total 2022
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	3,150	621
Adjustments for:		
Depreciation charges	164	170
Decrease / (Increase) in stocks	54	(27)
Increase in debtors	(1,042)	(42)
(Decrease) / Increase in creditors	(2,545)	893
Currency movements	9	(3)
Net cash / (used in) / provided by operating activities	**(210)**	**1,612**

25. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in Note 21.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel

The disclosures in respect of key management compensation are set out in note 14.

26. Commitments

Operating leases

At 31 March 2023 the total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2023	Total 2022
	€'000	€'000
Land & Buildings Operating leases which expire:		
Within one year	1,231	1,441
In the second to fifth years inclusive	3,020	3,323
After five years	2,626	2,960
	6,877	7,724

27. Pension Commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5% or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

Financial assumptions	**At 31 March 2023**	At 31 March 2022
	%	%
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	3.18	3.54
Rate of inflation (RPI)	3.18	3.54
Rate used to discount scheme liabilities*	4.87	2.78

**Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields. The mortality assumptions adopted imply the following life expectancies at age 65.*

	At 31 March 2023	At 31 March 2022
	Years	Years
Non-pensioners:		
Males	23.3	22.9
Females	25.4	25.4
Pensioners:		
Males	21.7	21.6
Females	24.0	23.9

	At 31 March 2023	At 31 March 2022
Scheme assets	**£m**	£m
Equities		5.6
Government Bonds	137.2	177.0
Property	22.4	30.3
Cash	9.4	29.7
Total fair value of assets	**169.0**	**242.6**

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets	**Present value of scheme liabilities**	**Scheme assets less scheme liabilities**
	£m	**£m**	**£m**
Scheme assets/(liabilities) at the start of the year	242.6	(206.7)	35.9
Current service cost and expenses	(0.2)	(0.3)	(0.5)
Experience on plan assets – gain (loss)	(75.4)	-	(75.4)
Interest income/(cost)	6.7	(5.7)	1.0
Actuarial gain/ (loss)	-	52.9	52.9
Contributions by employer	0.7	-	0.7
Contributions by scheme participants	-	-	-
Benefits paid	(5.4)	5.4	-
Scheme assets/(liabilities) at the end of the year	169.0	(154.4)	14.6
Unrecognised surplus scheme assets			(14.6)
Scheme assets/(liabilities) at the end of the year			-

The total return on scheme assets for the year was (£68.7m). (2022: £2.9m).

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable are charged to the profit and loss account.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

28. Movement in Consolidated Funds

	Restricted	Unrestricted Funds			Total
	Overseas Programme	**Designated Reserve**	**Revaluation Reserve**	**General Funds**	**Total Charitable Funds**
	€'000	**€'000**	**€'000**	**€'000**	**€'000**
At 1 March 2021	1,626	2,083	2,219	58	5,986
Total income	5,449	-	-	11,930	17,379
Total expenditure	(6,055)	-	-	(10,688)	(16,743)
Transfers	-	174	(2,219)	2,045	-
Currency gains & losses	4	-	-	(17)	(15)
At 31 March 2022	**1,024**	**2,257**	**-**	**3,328**	**6,609**
Total income	6,585	-	-	15,236	21,821
Total expenditure	(6,230)	-	-	(12,509)	(18,739)
Transfers	-	254	-	(254)	-
Currency gains & losses	(7)	-	-	75	68
At 31 March 2023	**1,372**	**2,511**	**-**	**5,876**	**9,759**

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. Funds amounting to €254k was transferred to the designated funds to meet the working capital requirements at the end of the financial year.

29. Movement in Company Charitable Funds

	Restricted	Unrestricted Funds			Total
	Overseas Programme	**Designated Reserve**	**Revaluation Reserve**	**General Funds**	**Total Charitable Funds**
	€'000	**€'000**	**€'000**	**€'000**	**€'000**
At 1 March 2021	170	-	-	(1,626)	(1,456)
Total income	317	-	-	3,442	3,759
Total expenditure	(325)	-	-	(3,398)	(3,723)
Gains & losses	2	-	-	(17)	(15)
At 31 March 2022	**164**	**-**	**-**	**(1,599)**	**(1,435)**
Total income	178	-	-	3,895	4,073
Total expenditure	(183)	-	-	(4,170)	(4,353)
Gains & losses	(7)	-	-	75	68
At 31 March 2023	**152**	**-**	**-**	**(1,799)**	**(1,647)**

30. Analysis of Net Assets between Funds

GROUP	**Unrestricted Funds**	**Revaluation Funds**	**Designated Funds**	**Restricted Funds**	**Total Charitable Funds**
	€'000	**€'000**	**€'000**	**€'000**	**€'000**
Fixed assets	566	-	-	-	566
Current assets	9,524	-	2,510	1,368	13,402
Current liabilities	(4,209)	-	-	-	(4,209)
Net assets at 31 March 2023	**5,881**	**-**	**2,510**	**1,368**	**9,759**
Net assets at 31 March 2022	3,328	-	2,257	1,024	6,609

COMPANY	**Unrestricted Funds**	**Designated Funds**	**Restricted Funds**	**Total Charitable Funds**
	€'000	**€'000**	**€'000**	**€'000**
Tangible Fixed assets	233	-	-	233
Current assets	1,147	-	152	1,299
Current liabilities	(3,179)	-	-	(3,179)
Net assets at 31 March 2023	**(1,799)**	**-**	**152**	**(1,647)**
Net assets at 31 March 2022	(1,599)	-	164	(1,435)

31. Irish Aid Funded Programmes

	2023	2022
Opening Restricted Irish Aid funds 1 April	**€'000**	€'000
	15	**63**
Income		
Restricted grant income	5,041	3,772
	5,041	**3,772**
Expenditure		
Operational Overseas grants		
Colombia	**-**	-
Democratic Republic of the Congo	**397**	483
Gaza	**-**	-
Ireland PED	**-**	87
Ken	**691**	108
Malawi	**638**	426
Occupied Palestine territory and Israel	**185**	367
Rwanda	**322**	333
Somalia	**261**	
South Sudan	**397**	389
Tanzania	**(5)**	624
Uganda	**857**	385
Zambia	**128**	
Zimbabwe	**556**	370
	4,427	3,572
Management and administration costs	**314**	248
	4,741	3,820
Closing restricted Irish Aid funds 31 March	**315**	15

The Group receives funds from donors which are restricted in nature, along with donations from the general public which we acknowledge and appreciate.

Analysis of Grants – Activities & Projects Being Funded

Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, and also helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

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A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies

There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

32. Subsequent Events

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

33. Movement in Consolidated Net Debt

	At 1 April 2022	Net Cash Flows	At 31 March 2023
	€'000	€'000	€'000
Cash in hand	11,020	(373)	10,647
Total	**11,020**	(373)	**10,647**

34. Movement in Company Net Debt

	At 1 April 2022	Net Cash Flows	At 31 March 2023
	€'000	€'000	€'000
Cash in hand	828	148	976
Total	**828**	148	**976**

35. Exceptional Expenditure

	2023	2022
	€'000	€'000
Redundancies	16	61
Hosting	72	122
	88	**183**

36. Approval of Financial Statements

The financial statements were approved by the Council on 8th of September 2023



Gladys Kyomugisha is one of about 15,000 smallholder farmers who are members of the Ankole Coffee Producers Cooperative Union (ACPCU) in Uganda.

Photo: Mariano Herrera/Oxfam Intermón

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OXFAM Ireland

This report is produced on
a Sustainable Mixed stock

Oxfam Ireland

Northern Ireland - Charity number 100848

Annual return

OXFAM IRELAND

CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Registration number NI 33800

Charity number XN 89651

CCNI number NIC 100848

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LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Chair
Andrew McCracken	
Prof Mary Murphy	Chair of Programme Performance & Impact Committee
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	
Nellie Nyangwa	
Donal Rooney	
Joyce Bourne	
Yvonne Byrne	

Chief Executive Officer
Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing

*These Directors, although designated as Directors, are not statutory Directors.

Secretary
Andrew McCracken

Registered Office	Elizabeth House Suite 1 116-118 Holywood Road Belfast BT4 1NY
Company Number	NI33800
Charity Number	XN89651
Charity Commission for Northern Ireland Number	NIC100848
Solicitors	Carson McDowell Murray House Murray Street Belfast BT1 6DN
Bankers	Bank of Ireland University Road Belfast
Independent auditors	Mazars Chartered Accountants & Statutory Audit Firm Harcourt Centre Block 3 Harcourt Road Dublin 2

MESSAGE FROM THE CHAIR

At the start of the last financial year, in March 2022, a week-old war on Ukraine had just shocked the world and further disrupted its fragile food system. When I wrote to you this time last year, we were supporting families forced to flee, spilling over the borders into neighbouring countries. We hoped rather than believed that the conflict would soon be resolved.

The last few years have brought crisis upon crisis – the war on Ukraine overlapped with the easing of the Covid-19 pandemic and came on top of accelerated climate breakdown and a cost-of-living and food crisis.

As always, these crises hit the world's poorest hardest.

And as always, we were there – offering solidarity, partnership and life-changing support to communities across the world.

Over the last year, we continued to operationalise our 10-year strategic framework, laying out how we will tangibly achieve our four goals - economic justice, gender justice, climate justice and accountable governance.

Throughout our programmes, we supported people to access the finance, tools and training needed to lift themselves out of poverty and build resilience, particularly in the face of increasing climate shocks. We showed solidarity with communities facing discrimination, exclusion and exploitation, especially women and girls and people with disabilities. We partnered with feminist, youth and grassroots movements to hold those in power to account for essential services like healthcare and education and for an end to the policies and practices that perpetuate violence and injustice.

All of this was underpinned by expert and effective work by staff and volunteers here at home, across international programmes; policy and advocacy; communications and campaigns; digital; fundraising and marketing; trading; and operations including, administration, finance, HR and IT.

This report details stories of transformation across our organisation. It serves as a powerful reminder of what is possible, despite uncertainty and upheaval.

In all of this, we are extremely grateful for the generosity and kindness of our donors and supporters across the island of Ireland and I want to take this opportunity to say thank you.
I also want to thank my fellow Board members. Over the last year, the Board continued to successfully steward the organisation's finances, adhering to the highest standards of accountability and transparency. We take seriously our responsibility to ensure the organisation is future fit, able to plan ahead and adapt if necessary.

We are also continually working to improve our culture and safeguarding processes, with the safety, dignity and wellbeing of our staff, volunteers, partners and those we serve at the forefront of our efforts.

On behalf of the Board of Oxfam Ireland, I want to finish by thanking our staff and volunteers, across the island of Ireland and in our programme countries. Their relentless energy, enthusiasm and dedication is crucial to achieving our vision of a just and sustainable world.

Dr. Susan Murphy,

Chairperson, Oxfam Ireland

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Central to our 10-year strategy is the ambition that everyone experiencing inequality, poverty and crises can defend, claim and realise their rights, challenging unjust systems and structures.

Over the last year, one of the rights most at risk was people's basic right to food and water as the climate crisis continued to hit poorest communities first and worst. In the Horn of Africa, searing heat and failed rains now means the hungriest people on the planet are also the thirstiest.

But they are also among the most resilient – adapting to new, severe weather patterns, finding ways to survive and thrive.

Ahead of the 27th UN Climate Change Conference of the Parties (COP27), we travelled to the Horn of Africa with national broadcaster RTÉ and Irish Aid to amplify the voices of those most impacted by the drought and resulting hunger. Amidst the threat of famine – an injustice that should not be possible in a world of plenty – our programme staff and local partners are fighting back, supporting communities to find life-saving solutions. The national media coverage from the trip resulted in increased government funding to the region.
COP27 was momentous in that it saw the establishment of a Loss and Damage Fund to provide financial assistance to communities most vulnerable to climate shocks – something we've worked for with others in the sector and across our programme countries for years.
At the end of 2022, we had the privilege of welcoming Jane Meriwas to Dublin. Jane is one of our partners and the Executive Director of Samburu Women Trust, an indigenous organisation from Samburu County in Kenya. Jane met with supporters, the public and young people to discuss how women and girls are fighting back against the climate crisis as well as the injustices it perpetrates, including violence against women.

Our commitment to partnering with those most marginalised, excluded and exploited was evident throughout our work, including in our work with refugees and migrants. In response to conflict and disaster continuing to drive people from their homes – last year, in Ukraine, Turkey and Syria, Yemen, Bangladesh and beyond – we were joined by people across the island of Ireland in calling for equal treatment for all, regardless of country of origin, race, class, ability, gender or sexual orientation.

Across the last year, we increased and diversified our institutional funding, allowing us to grow our programmes, influencing, public engagement and circular economy work. One notable achievement was that after successfully delivering a six-year grant from Irish Aid across our development, humanitarian and public engagement work, we secured a further five-year grant until 2027 to build on that transformative work.

Throughout all of this, our supporters remained steadfast in financial giving, shopping and donating through our network of shops, campaigning for change and volunteering. Together, we have delivered life-changing programmes and have been involved in influencing policy on behalf of people living in poverty. I would like to take this opportunity to thank our many supporters for their generosity and loyalty.

I would also like to pay tribute to the staff, management and Board of Oxfam Ireland for their hard work and dedication over the year. Thanks to committed, creative and collective work throughout all parts of the organisation, we have continued to increase awareness, engagement, support and funds for people facing poverty and inequality across the world.

Jim Clarken,

Chief Executive Officer, Oxfam Ireland

The Council members, who are also the Directors of the company, present their directors' report and strategic report for the year ended 31 March 2023.

Who we are

Oxfam is a global movement of people who will not live with the injustice of poverty. Together, we save lives and help rebuild communities in times of crisis, and we support people to build better lives for themselves. Across the world, our many staff and volunteers also speak out on the issues that keep people poor, such as inequality and discrimination against women.

We are a member of the Oxfam International confederation consisting of 21 organisations working together with partners and local communities in 86 countries. While a member of the confederation we remain an independent Irish charity, which has been supported by the people of Ireland for six decades, and the Irish government. We have 45 shops across Ireland, offices in both Dublin and Belfast and nearly 1,000 volunteers helping to fight poverty and inequality.

Our Work

We help communities to combat poverty in three powerful ways, life-saving emergency responses, life-changing development projects and life-enhancing campaigning.

We recognise that the decade ahead requires an evolution in the issues we tackle and a revolution in how we work. We are focussed on developing existing work and building new collaborative approaches to achieve our four key strategic goals:

- Just Economies
    - Putting people and the planet at the centre of just and sustainable economic systems.
- Gender Justice
    - Enabling women and girls to live in all their diversity free from gender oppression, discrimination and violence.
- Climate Justice
    - Working with others to help avert the climate crisis through radical solutions to improve wellbeing and achieve environmental justice for all.
- Accountable governance
    - Ensuring governance systems and governments are people and planet centred, just, inclusive and accountable.

The year in numbers

As a direct result of Oxfam's humanitarian and development work in 2022/23:

In Kenya:

- 4,275 (1,436 males and 2,839 females) persons were reached by 10 Community Health Volunteers (CHVs) were reached through hygiene awareness raising campaigns.

- 406 households received cash for food through M-PESA, a mobile phone-based money transfer service.
- 200 vulnerable adolescences schoolgirls were provided with Dignity kits.
- 406 households were provided with Water, Sanitation & Hygiene items.
- 11 CHVs were trained on Public Health Promotion (PHP) work.
- 2 community dialogue sessions on sexual and gender-based violence were conducted that reached 120 people.

In Somalia:

- 430 drought affected households in 6 communities in Puntland, Somalia received unconditional cash for food.
- 820 drought affected households in Somalia were provided with unconditional cash for water.

In Uganda:

The Ebola Response

- 68 Blocks of latrines & bath shelters: In Kyaka II 12 Blocks (6 Bath & 6 Latrines) were provided and in Kyangwali 56 bath shelters & 56 latrines were constructed for new arrivals for which UNHCR provided some materials in kind.
- 5 water tanks and 8 water points were installed across 3 locations.
- 48 Handwashing facilities (HWFs) were installed at health facilities, markets, and Ebola Treatment Units across the 3 sites including 21 in Kyaka,17 in Kyangwali and 10 in Rwamwanja.
- 814 persons (369F, 445M) were trained on Ebola including Ebola Virus Disease awareness at the district level.
- 350 persons (182F, 168M) benefitted from the daily support at the health centres to support EVD response in 7 health centres in the host communities.
- 24 Boda bodas talk sessions were engaged and supported to conduct 107 sessions of Boda boda dissemination of key messages on hygiene, sanitation and Ebola prevention practices: 48 in Kyaka, 34 in Rwamwanja and 25 in Kyangwali.
- 11 radio talk shows were conducted in Kyaka and Rwamwanja and in Kyangwali, 2 radio talk shows and 2 dramas were conducted.
- 421 (163F, 258M) people were trained on the available referral mechanisms and use of the community-based surveillance system
- 1,409 persons Voluntary Health Teams, water committees & staff were trained on mainstreaming Gender & protection concepts/standards in their work.

Wash Response

- 620 households were provided with jerricans to improve collection and treatment of water for their home use and 539 Oxfam branded buckets were procured to enhance safe storage of drinking water.
- 16,000 aquatabs were procured and distributed to 612 households reaching a population of 1,218 (394F, 256M, 258B, 310G) individuals. This has supported community members to improve quality water collected from unsafe sources.

- 100 new shared latrines and 100 share bathing facilities were installed with cleaning kits and handwashing facilities.
- 45 (34F, 11M) latrines were installed for persons with special needs.
- 500 Women and girls were provided with female hygiene kits.
- 20 Refugees are trained, equipped and active as members of Village Health Teams in promotion of good hygiene and access to protection services in Uganda.

In Occupied Palestinian Territories (OPT):

- 350 targeted community members have sufficient information about the protection referral mechanism that enables them to have safe access to the protection services.
- 300 households (2,194 individuals: 1,082 males & 1,112 Females) in the Gaza Strip have safe and dignified access to minimum food requirements through food vouchers.
- 42,265 individuals (12,679 men, 12,258 women, 8,875 girls, and 8,453 boys) are served by the 3 supported Public Health Care Clinics namely: Al Zawaida, Al Buraii, and Al Swarha, and have better and safer access to water and hygiene while getting healthcare services.
- 50 households (334 individuals: 161 males & 173 Females) directly benefited from unconditional multi-purpose cash and facilitated support to access protective services.

In the Democratic Republic of Congo (DRC):

- 18,000 people are better informed of their rights and how to claim and access them from more accountable local authorities.
- Seven local Crisis Management Committees comprised of 20 local Authority and Civil Society representatives with minimum 40% representation of women have been established, mapping local disaster risks and developing action plans to address them.
- 682 Members of Agricultural Groups have been trained on food production, collective organisation, market analysis, and preparation of business plans to access potential of urban markets.
- 1,209 (622 F and 587 M) members of Agricultural Groups and Community Leaders in targeted new host communities received training on the importance of involving women in decision making at the household and community level.
- 18 out of 18 Community Protection Structures now have Community Protection Plans, Community Contingency Plans and Mapping of Referral Services (including for survivors of SGBV).
- 6 mediation committees composed of local actors have been set up/recognized and committed to resolving land conflicts for peaceful cohabitation and social cohesion.
- 89 out of 151 and conflicts for peaceful cohabitation and social cohesion resolved by local actors through the mediation committees in place.
- 7 protocols for collective commitments to share timely information and respond to emerging needs based on resources were agreed in Burora, Bweremana, Karuba, Katale-Buguri, Kihuma, Shasha and Masisi Centre.

In South Sudan:

- 26,640 individuals reached with public health information through mass awareness raising sessions, campaigns at public gatherings, and using radios.
- 370 solar powered radio sets were distributed to increase community's access to information to protect themselves and others from the spread of COVID-19.
- 10 dysfunctional handpumps were repaired and boreholes rehabilitated to increase safe access to clean water for 17,000 people.
- 20 members were trained as Village handpump mechanics & supported with maintenance tools.
- 50 healthcare workers (33 women and 17 men) in Public Health Care Clinics trained in COVID-19 infection prevention and control (IPC).
- 400 HHs/2,400 individuals who were impacted by flooding and/or displacement were provided with Water, Sanitation and Health items.
- 30 individuals supported with training and cash grants to start/boost small, medium income generation activities. They were provided with cash stipends for 4 months as stabilization stipends.
- A total 20,724 beneficiaries received Crop kits, Fishing kits, and capacity building and training to increase their technical capacity to produce food and access markets.
- 25,524 beneficiaries, 350 HHs (137 male-headed HH and 213 women-headed HH) have been provided with unconditional cash assistance.
- 80 (40 Males and 40 Females) community leaders, protection structures were on safe programming, supported to develop and implement community protection plans, Community Contingency Plans and Mapping of Referral Services including for survivors of Sexual and Gender Based Violence (SGBV).
- A total of 8,031 individuals (4,292 Females, 3,739 Males) were reached in four Counties of Gumuruk, Lekuagole, Pibor and Vereth with knowledge on human rights and the legal framework surrounding gender discrimination.
- 6 Community Protection Committees were re-structured in Pibor North, Pibor South, Gumuruk, Lekuagole, and Verthet.
- 50 Gender Champions were trained on promotion of positive gender norms in Pibor and Lekuagole Counties via conducting 40 sessions.
- A total of 50 members (20 female, 30 male) of State and County authorities from Pibor Payam were trained on better understanding of their responsibility as duty bearers and are increasingly proactive in taking appropriate action to prevent and reduce, manage and mitigate protection threats and risk.
- 300 vulnerable people were supported with cash for protection to access personal or family basic needs in the four Counties of Pibor County, Gumuruk, Vereth and Lekuangole County.

54,764 people were directly engaged in our **development programmes** on greater economic empowerment for women and youth, greater gender equality and increasing access to essential services through holding duty bearers to account.

14M people were indirectly reached through advocacy, influencing and media-based awareness and campaigns.

13,000 people increased their levels of income, ownership of productive assets and access to employment, capital, training, markets, and technologies. We have seen a huge increase in the capabilities and confidence of rural farming communities as they have transitioned from growing crops primarily for home consumption to creating small and medium sized enterprises (SMEs) with potential to earn significant income. The key measurement of success of this objective was the **extent to which women and young people have taken up meaningful roles as entrepreneurs** and **realised their potential as valuable and respected assets for the whole community.**

7M members of the communities, as well as local and national actors received messages on Gender Based Violence (GBV) and interacted with the campaign in various ways, contributing to the increased awareness and understanding of the causes and consequences of GBV.

In Malawi

37,618 people were directly engaged, with **1,800** people supported in horticultural production, access to markets, seed production and certification, and business and cooperatives management.

Average monthly income of women engaged in food security and livelihoods activities supported by the programme increased from USD11 to USD25 and young people from USD14 to USD24.

23 Market Action Centres (MACs) set up to provide collective marketing, where a group of farmers aggregate their produce and sell them at once as a single entity. In 2022, the total sale of soya, groundnuts and maize through these established MACs reached USD71,587.

33 Village Savings and Loans (VSL) groups with 550 members involved in various types of small-scale businesses to realise more income. VSL groups reached USD46,704 cumulative savings, with each household receiving a share of between USD60 to USD359.

Campaigning on Oxfam's global *ENOUGH* campaign to promote gender equality and Ending Violence Against Women and Girls (EVAWG) reached **1.3M** people, with **91.7%** of people perceiving a reduction in GBV in their communities and **80%** of survivors who sought help reported that they were satisfied with the GBV services provided by our programme partners.

13,168 community, district and national duty bearers and stakeholders were engaged in health governance programmes which promote increased access to universal healthcare for the poorest.

Radio Listening Clubs (RLC) were a popular means of discussion and through initiatives such as this, **415 People with a Disability (PWD) and 893 women**, raised their concerns about the quality of healthcare. They were most concerned about a lack of drugs, obstetric violence, limited use of braille and sign language, inaccessible facilities and the poor attitude of staff at hospitals and health centres.

15,000 people across the country through the **Access to Information** project supported by the EU benefitted from a conducive environment and democratic processes and enabled them to scrutinize and influence policy formulation and provision of public services.

Through our **digital innovation** work with Blockchain technology we supported 450 food-insecure families (1,850 individuals) with cash and voucher assistance, allowing program participants to access food and essential goods during the lean season and we supported 14 community-based small and medium businesses that facilitated sales of foodstuff and goods to vulnerable community members.

In Rwanda

4,387 people were directly engaged, with **3,845** people supported in horticulture value chains, post-harvest processing, packaging and market linkages.

2,619 farmers (1,899 smallholder farmer women and 720 male farmers), were enabled to access finance services and linked to micro-finance institutions as members of Village Savings and Loan Associations (VSLAs). VSLAs have proven to be a highly successful model to increase household income as well as improving the well-being of women in terms of increased confidence as a result of participation in cooperative structures.

6,712 cooperative members reached through training of trainers' programmes, improving business and management skills.

4,371.5 hectares of farming land were utilised for horticulture production in supported communities.

17,086 district and community members have engaged in GBV campaigns and awareness programmes.

210 smart phones distributed to GBV peer educators to scale up community-based campaigns and information dissemination on GBV.

20,104 people, with over 50% women, reached through the **Horticulture Value Chain** project supported by the EU and have increased their savings and investments, access to markets, livelihoods opportunities and climate smart food production and processing.

In Zimbabwe

7,144 people directly reached and engaged with, including almost **3,000 women and youths,** generating income through small businesses and subsistence farming.

166 Internal Savings and Loan Schemes (ISAL) groups established. The ISAL groups have an average of 10 women per group engaged in income generating activities i.e., retail shops, soap-making and selling, growing and selling fruits and vegetables, dressmaking and keeping livestock.

Gender Responsive Budget trainings delivered to **93** district local officials, with 85% reporting increased knowledge and appreciation of the importance of developing gender sensitive budgets at local level.

1,276 survivors of GBV were reached through the shelters and mobile one stop centres.

13M people reached through the **#SpeakOutAgainstGBV** campaign, media engagements, radio, community awareness campaigns, public forums and though various social media platforms.

Through our **digital innovation** work with Blockchain technology we supported 460 food-insecure families (2,200 individuals) with cash and voucher assistance, allowing program participants to access food and essential goods during the lean season and we supported 16 community-based small and medium businesses that facilitated sales of foodstuff and goods to vulnerable community members.

In Uganda

5,615 people **were** directly engaged, with almost **4,590** people supported in coffee and honey value chains, entrepreneurship and business development, access to finance and markets, and sustainable food production using climate smart technologies. Monthly average income of OIE programme participants is **USD 96.28.**

148 Persons Living with Disability (PLWD) have been able to harvest and earn from approx. 2.4 tons of honey equivalent to approximately USD5,000. Accessible training materials including beekeeping audio manuals, tailored trainings and dedicated support have facilitated engagement of PLWDs in the honey value chain.

Cash-Time Application training delivered to **240 young people** on village savings and credit associations (VSLAs), focusing on setting up and growing businesses as well as managing these by using digital tools.

2,436 GBV survivors accessed services, including referrals, psycho-social support, mediation, and support during legal proceedings.

1,025 community GBV and gender champions, local government authorities reported increased understanding on GBV and have engaged in the EVAWG initiatives.

711 people, including people living with disabilities were trained on prevention, response and management of gender-based violence cases in their communities.

18,213 people indirectly reached through various campaigns including 16 Days of Activism, social media platforms, public forums and community consultations related to national budgets and other relevant local policies.

In Zambia

21 Community Budget Groups (CBGs) formed with 265 members in the 5 districts of Mpika, Mufulira, Rufunsa, Monze and Lusaka through the EU-funded **Beyond the Numbers** project. The CBGs facilitate sensitisation and community dialogues and brings these discussions forward to the national budget consultations organised by the Zambia Ministry of Finance.

International programme department - projects supported in 2022 – 2023

	Oxfam ROI (Including Irish Aid)	Irish Aid
	€'000	€'000
Democratic Republic of the Congo	442	397
Global	457	-
Horn East & Central Africa	89	-
Papua New Guinea	17	-
Kenya	711	691
Malawi	1,052	638
Occupied Palestinian Territory & Israel	220	185
Rwanda	768	322
Somalia	277	261
South Africa	20	-
South Sudan	442	397
Tanzania	259	(5)
Uganda	1,006	857
Zambia	213	128
Zimbabwe	730	556
Ireland	455	99
Ireland Programme management	552	216
Collective Funding Mechanism	100	-
	7,810	4,742

The Collective Funding Mechanism is the contribution that all Oxfam affiliates make to cover the minimum management costs of our programme work at country level and the core investment needed to support programme quality.

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 3 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland,** a not for profit company limited by guarantee where there is common control through one Council for both entities. and
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Council Members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Council Members.

Our board – the Council

Oxfam Ireland is governed to national and international standards by an independent 'Council' of leaders from the public, private and academic sectors. This Council comprises a maximum of 11 unpaid Directors, who oversee strategic planning and delivery, budgeting, organisational development and risk management.

Directors are appointed for a maximum of two three-year terms through open competition. Council holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council selection, appointment and competence

The Council Directors were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Directors are also the members of the company. New Council members are recruited through advertisements in Northern Ireland and the Republic of Ireland and through selection based on applicants and other potential candidates identified by the existing Council and CEO. A formal interview takes place to establish the candidate's eligibility which will include a commitment to Oxfam's core values and mission as well as **professional** experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Council members are provided with induction training shortly after joining the Council involving the provision of written materials, meetings with senior management and staff and visits to workplaces, retail units and programme work. This ensures that the Council members can become familiar with their role and responsibilities as Directors and understand the governance structure and risk management processes of the organisation and the nature of the work it does.

The Council meets at least four times annually. A formal evaluation mechanism for each meeting is in place.

The Council Directors are committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Director is limited to €1.27.

Committees

Directors have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee – which appoints the CEO and sets pay rates for the CEO and senior staff – and the Programme Performance and Impact Committee. The Finance, Audit and Risk Committee oversees the financial health of the organisation.

Individual Directors are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Council. The Chair of the Committee is appointed by the Council. In addition to the Chair, the Committee comprises up to three other Directors appointed by the Council as members with scope to co-opt additional external expertise as required.

Finance, Audit and Risk Committee (continued)

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Council.
- Take responsibility on behalf of the Council for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance, Audit & Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

Programme Performance and Impact Working Group

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Council and liaising with other Council groups as appropriate. It is composed of three Directors with scope to co-opt additional external expertise as required.

The Members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Council and staff.

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon.

The Council has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Council and senior management to whom the Council delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Council. The Council then oversees the implementation of the budgets, policies and plans once they are approved.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Council. Internal control systems are designed to provide reasonable assurance against material misstatement or loss. They include:

- A strategic plan and annual budget approved by the Directors;
- Regular consideration by the Directors of financial results, variances from budgets, and non-financial performance indicators;
- Delegation of day-to-day management authority and segregation of duties; and
- Identification and management of risks.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources on the basis of a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the senior management team, reviewed by the Finance, Audit and Risk committee and approved by Council.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at oxfamireland.org/how-our-money-is-spent.

Monitoring our work for impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality. We assess the progress we are making in changing people's lives as the result of our overseas programmes, advocacy initiatives and campaigns.

Monitoring and evaluation occur in several ways, from project visits and participatory data collection to in-depth internal and external reviews and evaluations. We undertake impact assessments, peer reviews, audits and regular reflections with staff, partners, allies and community members.

During these reviews, we consider the broader context contributing to change, the views, needs and interests of the women and men we seek to benefit, and the perspectives of other stakeholders.

We continue with our efforts to improve the monitoring, evaluation and learning that we see as critical to the success of our programme.

We carry out:

• Real time evaluations: In emergencies we need to act quickly, so Oxfam conducts rapid real time evaluations in the early stages of the relief effort, to be able to fix problems that arise while providing life-saving assistance.

• Peer reviews: By bringing together a group of people from different Oxfam entities, and occasionally external organisations, we evaluate and audit our development programme, to view the effects of the work from a wider range of perspectives and share best practices.

• Impact evaluations: Performed retrospectively, this kind of evaluation helps compare the situation before and after a project is implemented. The focus is on the long-term changes in people's lives.

• Reviews of financial controls: With the support of internal and external audit teams, we strive to be as efficient as possible. Performance is constantly monitored, and appropriate management reports are prepared and reviewed regularly by executive management and the Board of Directors.

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include:

- The Oxfam Code of Conduct
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions
- The Core Humanitarian Standard
- The Grand Bargain
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action
- Call for Action on Commitment to Disability Inclusive Humanitarian Action
- The Charter 4 Change
- IASC Guidelines for GBV Interventions in Humanitarian Settings
- The Call to Action on Protection from GBV in Emergencies
- The Sustainable Development Goals
- Irish Aid Security Management Guidelines
- Oxfam Partnership Principles
- The Climate and Environment Charter for Humanitarian Organizations

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with publication of Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website in addition to information about our Council. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes, and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Council meeting. Where a particular KPI needs further investigation or explanation the Council then receives more detailed information from management on the specific area concerned.

Key Performance Indicators (continued)

The high level KPIs that are currently in use and the performance in the years to March 2023 and March 2022 against each of the targets set are summarised as follows:

AREA	Key Performance Indicator	2023 Result	2022 Result
Programme	Value of Grant Income	20.4% above target	20% above target
Finance	Unrestricted Net Contribution	More than 100% above target.	More than 100% above target.
Trading	Total Income	13% above target	24% above target
People	Staff satisfaction as measured in survey	At 90% of target	At 90% of target
Supporters	Levels of Trust	At 105% of target	At 104% of target
Fundraising	Total Income	23% above target	21% above target

We continue to perform very well against all of our core KPIs with the Unrestricted Net Contribution again more than 100% above our target for the period thanks to the strong performances in the shop network and fundraising.

Our continued success in growing our institutional funding with further successes in winning EU grants helped again to drive grant income KPI to a level 20.4% above target.

We continue to focus on staff wellbeing initiatives and updating our policies and terms and conditions of employment. The staff satisfaction KPI has remained at 90% of target but we hope to see it increase in the coming year.

We are also pleased to see the levels of trust KPI continue to improve where we increased the target level of trust from last year but still exceeded this increased target by 5%.

Governance codes

We adhere to and implement the following:

- Charity Commission for N.I. Code of Good Governance
- The Charities Regulatory Authority Governance Code
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance
- Republic of Ireland Charities Act
- Northern Ireland Charities Acts
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice
- The Charities Regulator Guidelines for Charitable Organisations on Fundraising from the Public
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK
- Dóchas Code of Conduct on the use of images and messages

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes
oxfamireland.org/accountable-to-you

Public Benefit

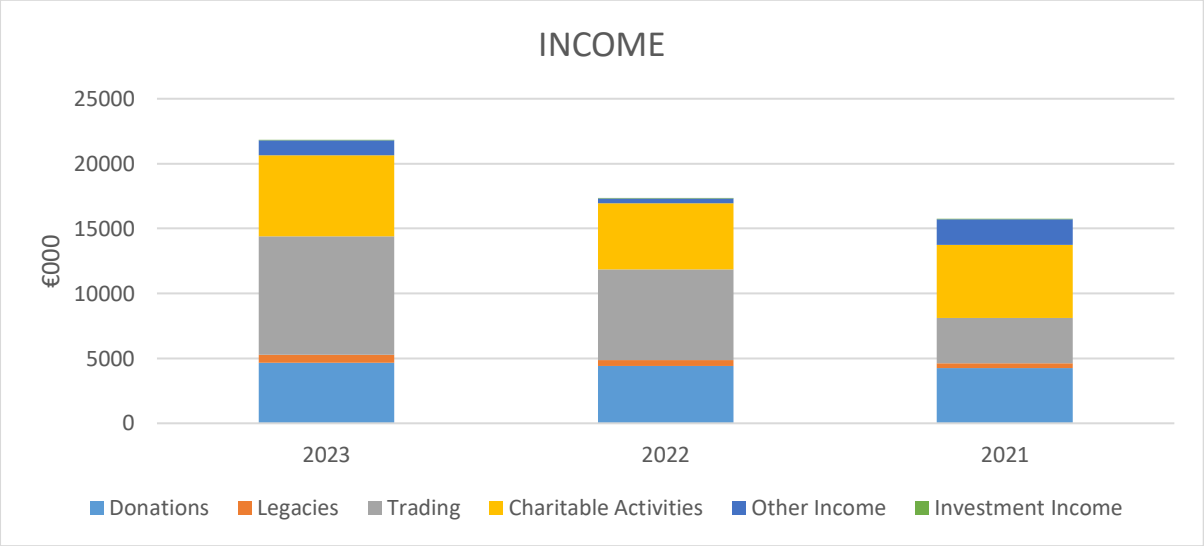
The Directors' Report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded.

The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

Financial Review

Our Trading and Fundraising divisions performed very well in the period. Trading income grew substantially through increased availability of high quality stock and increased demand particularly from younger shoppers. We have significantly increased corporate donations by providing an efficient sustainability solution for companies with surplus stock. Increased focus on sustainability among younger people has led to a significant growth in spend from this group in our shops. An increase in the amount of institutional funding received was achieved through additional emergency humanitarian funding and a continued focus on growing our grants from the EU and other donors. The final payment under our business interruption insurance claim was also received.

INCOME



In 2023 we generated income of €21.82M which was a 25.6% increase on 2022.

Voluntary Income saw an 8.8% increase on 2022, with our Door to Door collection teams back operating at full capacity and a strong performance in legacy income. Income from emergency appeals also increased due to the public response to the Turkey and Syria earthquake appeal.

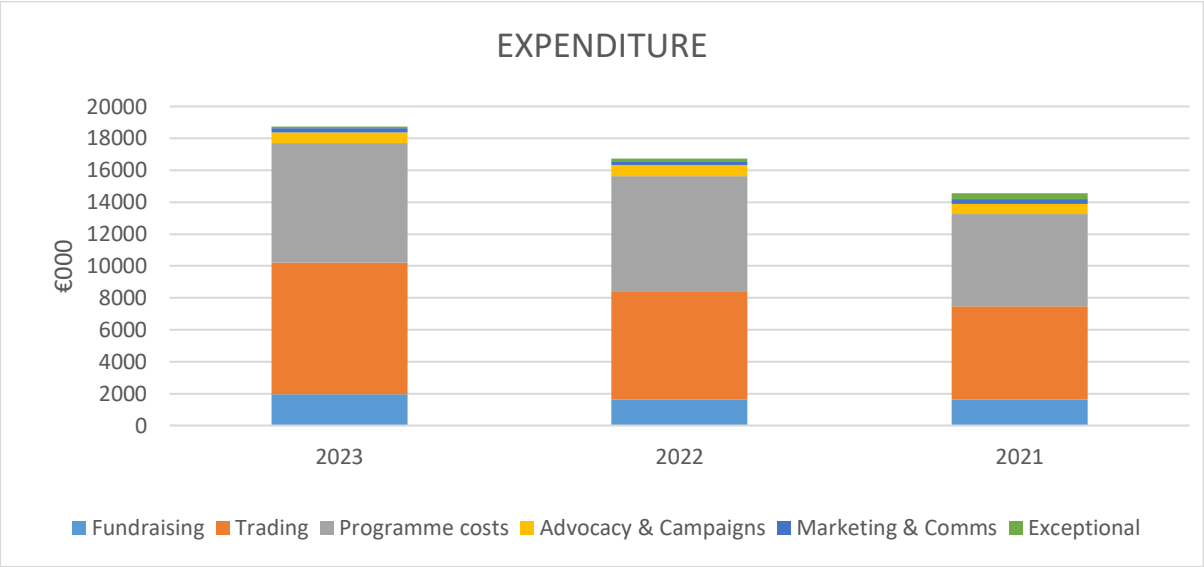
Trading Income grew by 30% over 2022 with significant growth in the sale of both donated and corporate stock due to the increasing appeal of sustainable shopping among young people coupled with the success of our corporate stock generation activities.

Income from **Charitable Activities** which represents funds received from Institutional Fundraising increased by €1.16M compared to 2022. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland; however, we continue to make good progress in sourcing funds from other donors particularly the EU.

Other Income in the current period increased to €1.12M. This includes €1,044K for the balance of the Business Interruption insurance claim for loss of income during the closure of our shops, €76K from other Oxfam affiliates for hosting employees in Ireland (down from €129K in the previous period). €246K was included in the previous period relating to Covid 19 government supports

Investment Income comprises rental income from another business operating from one of our ex-shop premises.

EXPENDITURE



Total expenditure in 2023 was €18.74M which was up 14% on the previous year.

Trading expenditure rose by €1,490K or 22% reflecting increased staff costs as a result of cost of living adjustments and an improved incentive scheme, increased costs of energy and a programme of repairs in specific shops. Rent & rates also increased as the shops were open for the full year in the current year and were still closed in the early weeks of the year to March 2022 due to Covid restrictions.

Fundraising expenditure increased by 21.3% or €344K reflecting the return to full capacity of our Door to Door teams and the impact of the cost of living increases on staff costs.

The 2.9% increase in **Programme costs** is due to a combination of the impact of the cost of living increases on staff costs offset by some reductions in spending due to the timing of programme activities.

The 2.3% decrease in **Advocacy & Campaigns expenditure** is also explained by a combination of the impact of the cost of living increases on staff costs offset by some reductions in spending due to the timing of programme activities.

Exceptional Expenditure reflects €16K of redundancy costs and €72K relating to costs incurred with other Oxfam affiliates for hosting Oxfam Ireland employees.

BALANCE SHEET

Funds carried forward of €9.76M includes €1.37M of Restricted funds which is €348K higher than 2022 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €8.39M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work.

Reserves policy

Oxfam seeks to maintain its Charitable Funds at a minimum level that protects our programme work from risks of unforeseen disruption, ensuring we have sufficient working capital and balancing the need to make sure that we do not retain income for longer than required. The basis of calculation of this minimum reserves level is kept under periodic review and adjusted as perceptions of risk and other factors change. Our minimum reserves level of €2.511M is based on a calculation of three months of key operational costs.

Reserves policy (continued)

As a result of continued operational surpluses and a prior year gain from the disposal of an asset we currently have reserves in excess of this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support organisational development.

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds
Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds
Currently we are carrying €2.511M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds
General Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

(iv) Revaluation Reserve
Revaluation reserve represents the increase in the value of our freehold property. As a result of the completion of the sale of the freehold property this reserve has transferred to General Funds.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

Future Plans

We want to leverage the influence of the island of Ireland and its diaspora for good, expanding partnerships, networks and our supporter base - all to challenge inequality to end poverty and injustice for good. As we enter the second trimester of our ten-year strategic framework, we are developing three year horizon plans supported by detailed yearly operational plans for each area to ensure consistency of vision and direction in the short to medium term.

We plan to achieve our goals of Just Economies, Gender and Climate Justice and Accountable Governance through a multi-country blended development and humanitarian programme, rooted in local needs and context, acute emergency interventions to save lives and modify the progression of crises, and influencing and pubic engagement.

We will continue to fund this work through growing restricted income by successfully applying for grants from a broad range of institutional donors. Working closely with programme countries we will partner with other Oxfam affiliates when appropriate to maximise chances of success.

We also continue to actively work on developing our culture to ensure it aligns with and embraces our values.

Future Plans (continued)

Our Trading and Fundraising teams play an integral part in generating essential unrestricted funds for this programme of work.

The Trading division will continue to focus on sourcing quality products for sale in our shop network by positioning us as a sustainability partner with unique solutions for Irish and international businesses. Through a shop network (including pop-up shops) staffed with professional retail teams and dedicated volunteers, supported by focussed digital and social media marketing initiatives, we will maximise the contribution from the sale of these products.

Our Fundraising teams are now back to full strength and are fully active both on a face to face basis and through telemarketing, digital and direct mail campaigns. Supported by external specialists we have developed a new core fundraising ambition, and we are in the process of ensuring that it is fully understood and shared by all staff and volunteers and will bring consistency to all future campaigns.

Operationally we will continue to embrace the benefits that hybrid working brings while providing high quality office spaces and regular opportunities for face to face meetings. We are continuing with a project to move all of our IT systems into the Cloud to improve security and facilitate remote access.

Fraud

Oxfam Ireland does not tolerate fraud and corruption and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across program locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously and promptly investigated and appropriate action taken.

If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2023 there were no significant thefts or instances of fraud in our operations.

Risk Management

Oxfam Ireland uses a risk management framework to systematically and proactively manage risk across the organisation.

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty, that can result in positive and negative consequences, and it is critical that they are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

We believe that effective risk management involves 6 key steps:

Risk Management (continued)

1) Preparation and understanding of the context in which the risk assessment is carried out: What are we trying to accomplish? What areas of concern will we be looking at?

2) Identification of potential risks and outcomes: What could happen and what would be the result if it did happen?

3) Identification and valuing of controls in place which have a mitigating effect on the risk: What is in place now that reduces either the likelihood of the risk occurring or the consequence if the risk does occur?

4) Analysis of the risk in terms of its likelihood to occur and consequence if it does occur thus producing a risk that is either acceptable or unacceptable, this is determined by using the assessment matrix.

5) Development and implementation of an appropriate strategy and action plan to reduce the unacceptable risks: What action can we take to reduce either the likelihood or consequence of the risk?

6) Appropriate monitoring and reporting of the treatment strategy and overall effect of the Risk Management process.

The risk principles included in the framework are balance, innovation, future-relevance, transparency and trust.

Risk is categorised into eleven categories set out below with the level of appetite Oxfam Ireland attaches to each:

Risk Area	Appetite
Safeguarding – Sexual exploitation, harassment, abuse	Zero tolerance
Fraud & Corruption – Aid diversion, shop theft, nepotism	Zero tolerance
Compliance - legislative requirements, regulatory codes	Very low
Security of staff and people we work with – Health & Safety	Very low
Financial – Going concern, stewardship of public funds	Low
Human Resources – Staff wellbeing, fairness and communication	Low
Program – Donor requirements, partner selection and management	Medium
Public Fundraising – legal requirements, public perception	Medium
Reputational – Safeguarding, working with partners	Medium
Strategic – flexibility, agility, resourcing, alignment	Medium
Information Systems – Cyber-crime, network failure	Medium

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key risks identified, and the mitigating actions being taken in each case is reviewed by the Directors at every board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any

kind of harassment of staff, partners, volunteers or those we serve.	concerns they may have without reprisal and we have a robust whistleblowing policy in place. We also have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.
Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistle blowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.
Health & Safety of Staff The risk of injury or harm to our staff is ever present and, in some areas, where we work is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is now an international concern, while organizations transmit sensitive data across networks and to other devices in the course of doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst case scenario.

Events after the end of the reporting period

There are no adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2023.

Statement of Council members' responsibilities

The Directors (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

In accordance with company law, as the company's Directors, we certify that:

-There is no relevant audit information of which the company's auditors are unaware, and;

- We have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Council,

…….. ……..

Dr. Susan Murphy – Chair Andrew McCracken – Secretary

Date:

mazars

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF OXFAM IRELAND

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Oxfam Ireland ("the company") and its subsidiary undertaking ("the group") for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cashflows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's and the group's affairs as at 31 March 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF OXFAM IRELAND

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company, the group and its environment obtained in the course of the audit, we have not identified material misstatements in the "Strategic Report" or the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

As explained more fully in the statement of council members' responsibilities set out on page 26, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF OXFAM IRELAND

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the NI charity regulation, NI tax legislation, employment legislation, health and safety regulation, anti-bribery, corruption and fraud, money laundering, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OXFAM IRELAND

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.

Aedín Morkan **Date:**

Senior Statutory Auditor
Mazars
Chartered Accountants
& Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2023
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (including an income and expenditure account)

	Notes	Unrestricted funds €'000	Restricted funds €'000	Total 2023 €'000	Total 2022 €'000
Income from					
Donations and legacies	5	4,616	668	5,284	4,855
Other trading activities	6	9,035	91	9,126	7,019
Investments	7	41	-	41	41
Charitable activities	8	424	5,826	6,250	5,089
Other income	9	1,120	-	1,120	375
Total income		**15,236**	**6,585**	**21,821**	**17,379**
Expenditure on					
Raising funds:					
Fundraising	10	1,931	27	1,958	1,614
Trading activities	6	8,241	3	8,244	6,754
		10,172	30	10,202	8,368
Charitable activities:					
Overseas programme costs	11	1,431	6,056	7,487	7,273
Advocacy and campaigns	11	635	58	693	709
Marketing and communications	11	183	86	269	210
Exceptional expenditure	35	88	-	88	183
Total expenditure		**12,509**	**6,230**	**18,739**	**16,743**
Net income for the year		2,727	355	3,082	636
Transfers between funds		-	-	-	-
Unrealised currency movement		75	(7)	68	(15)
Net movement in funds		**2,802**	**348**	**3,150**	**621**
Reconciliation of funds:					
Total funds brought forward	28	5,585	1,024	6,609	5,988
Total funds carried forward	28	**8,387**	**1,372**	**9,759**	**6,609**

There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

The notes on pages 35 to 58 form part of these financial statements.

OXFAM IRELAND
AS AT 31 MARCH 2023
CONSOLIDATED BALANCE SHEET

	Notes	2023	2022
		€'000	€'000
Fixed assets			
Tangible assets	16	566	576
		566	576
Current assets			
Stocks and work in progress	18	37	91
Debtors	19	2,718	1,676
Cash at bank and in hand	20	10,647	11,020
		13,402	12,787
Current liabilities			
Creditors: amount falling due within one year	21	(4,209)	(6,754)
Net current assets		**9,193**	**6,033**
Total assets less current liabilities		**9,759**	**6,609**
Net assets		**9,759**	**6,609**
Funds			
Restricted funds	28	1,372	1,024
Designated funds	28	2,511	2,257
Unrestricted funds	28	5,876	3,328
Revaluation reserve	28	-	-
Total charity funds		**9,759**	**6,609**

The notes on pages 35 to 58 form part of these financial statements.

On behalf of the Council,

Dr Susan Murphy
Chair

Andrew McCracken
Secretary

Date: 8 Sept 2023

OXFAM IRELAND
AS AT 31 MARCH 2023
COMPANY BALANCE SHEET

	Notes	2023	2022
		€'000	€'000
Fixed assets			
Tangible assets	16	233	220
		233	220
Current assets			
Stocks and work in progress	18	35	91
Debtors	19	288	328
Cash at bank and in hand	20	976	828
		1,299	1,247
Current liabilities			
Creditors: amount falling due within one year	21	(3,179)	(2,902)
Net current liabilities		**(1,880)**	**(1,655)**
Total assets less current liabilities		**(1,647)**	**(1,435)**
Net liabilities		**(1,647)**	**(1,435)**
Funds			
Restricted funds	29	152	164
Unrestricted funds	29	(1,799)	(1,599)
Total funds		**(1,647)**	**(1,435)**

The notes on pages 35 to 58 form part of these financial statements.

On behalf of the Council,

Dr Susan Murphy
Chair

Andrew McCracken
Secretary

Date: 8 Sept 2023

OXFAM IRELAND
FOR THE YEAR ENDED 31 MARCH 2023
CONSOLIDATED STATEMENT OF CASH FLOWS

	Notes	2023	2022
		€'000	€'000
Net cash (used in) / provided by operating activities	24	**(210)**	**1,612**
Cash flow from investing activities			
Purchase of tangible assets	16	(163)	(117)
Proceeds from sale of tangible assets		-	3,200
Net cash (used in) / provided by investing activities		**(163)**	**3,083**
Cash flow from financing activities			
Repayment of bank loans		-	(305)
Cash used in financing activities		**-**	**(305)**
(Decrease)/Increase in cash and cash equivalents in the reporting period		(373)	4,390
Cash and cash equivalents at the beginning of the reporting period		11,020	6,630
Cash and cash equivalents at the end of the reporting period		**10,647**	**11,020**

1. General information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 36 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2023.

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 INY.

2. Statement of compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102).

3. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousands, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2023.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable and the amount can be measured reliably.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivable are accounted for when the Company's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Income from charitable trading activities is accounted for when earned.

3. Accounting policies (continued)

c) Income (continued)

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company's bank accounts.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contract.

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

g) Foreign currencies

Functional and presentation currency:
The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:
Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

g) Foreign currencies (continued)

Transactions and balances (continued)
Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

The foreign exchange rates used to prepare these financial statements were as follows:

	2023	2022
	€	€
Average Rate Pounds Sterling	1.16	1.17
Closing Rate Pounds Sterling	1.14	1.19

h) Employee benefits
Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:
Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:
Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:
The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the company has agreed, with the plan, to participate in a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities. The unwinding of the discount is recognised as a finance cost.

i) Taxation
The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets
Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Depreciation and residual values:
Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

3. Accounting policies (continued)

j) Tangible assets (continued)

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:
Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:
Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Leased assets
At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:
Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:
Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

l) Investments in subsidiaries
Investments in subsidiaries are held at cost less accumulated impairment losses.

3. Accounting policies (continued)

m) Inventories
Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand
Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

o) Provisions and contingencies

Provisions:
Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:
Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

p) Financial instruments
The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets
Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

3. Accounting policies (continued)

p) Financial instruments (continued)

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities
Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting
Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

q) Related party transactions
Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Critical accounting judgements and estimation uncertainty

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

4. Critical accounting judgements and estimation uncertainty (continued)

Deferral of grant income
Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2023 amounts to €265K (31 March 2022: €2,490K).

Preparation of the accounts on a going concern basis
Budgets and cash flows were prepared by the Directors and reviewed by the Council members for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including: increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Telefundraising teams.

Our levels of accessible reserves remain strong and we expect to continue to achieve at/ or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

On the basis of the assessments and the underlying assumptions the Council Members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

5. Donations and legacies

	Unrestricted funds	**Restricted funds**	**Total charitable funds**	Unrestricted funds	Restricted funds	Total charitable funds
	2023	**2023**	**2023**	2022	2022	2022
	€'000	**€'000**	**€'000**	€'000	€'000	€'000
Legacies	619	-	619	444	-	444
Donations, gifts & corporate sponsorships	3,997	668	4,665	4,027	384	4,411
	4,616	668	5,284	4,471	384	4,855

Total income is derived from:

	2023	**2022**
	€'000	**€'000**
Republic of Ireland (ROI)	17,748	13,622
Outside ROI	4,073	3,757
	21,821	17,379

6. Net income on donated and commercial trading activities

This represents the net income from the sale of donated goods and commercial trading activity through Oxfam Shops, after deduction of operating and administration expenses. Oxfam Ireland believes this most fairly represents the value to the charity of donated goods.

	Unrestricted funds	**Restricted funds**	**Total Trading activities**	**Total Trading activities**
	2023	**2023**	**2023**	**2022**
	€'000	**€'000**	**€'000**	**€'000**
Turnover from donated goods & commercial trading activity	9,035	91	9,126	7,019
Operating expenses	(7,134)	(3)	(7,137)	(5,776)
Support costs (note 13)	(1,107)	-	(1,107)	(978)
Net income	794	88	882	265

Operating expenses include €114,876 (2022: €170,532) for depreciation on fixtures and fittings, and leasehold property specific to the sale of donated goods.

7. Investment Income

	2023 €'000	**2022 €'000**
Rent receivable	41	41

8. Income from charitable activities

	Unrestricted funds 2023 €'000	**Restricted funds 2023 €'000**	**Total charitable funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable funds 2022 €'000
Overseas programme grant income	424	5,826	6,250	330	4,759	5,089

	Unrestricted Funds 2023 €'000	**Restricted funds 2023 €'000**	**Total charitable Funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable funds 2022 €'000
Grant income by donor						
Government bodies	424	5,826	6,250	330	4,759	5,089
Major donors	-	-	-	-	-	-
	424	5,826	6,250	330	4,759	5,089

9. Other income and other gains

	2023 €'000	**2022 €'000**
Government Covid aid	-	246
Miscellaneous income	1	-
Insurance claim	1,044	-
Hosting arrangement	75	129
	1,120	**375**

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

10. Costs of raising funds

	Unrestricted funds 2023 €'000	**Restricted Funds 2023 €'000**	**Total charitable funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable funds 2022 €'000
Salaries	969	-	969	750	-	750
Travel and subsistence	3	-	3	4	-	4
Other fundraising costs	289	27	316	231	7	238
Direct fundraising costs:						
- Direct marketing	-	-	-	-	-	-
- Events	112	-	112	102	-	102
- Committed givers	72	-	72	71	-	71
Support costs (note 13)	486	-	486	449	-	449
	1,931	27	1,958	1,607	7	1,614

11. Charitable activities

	Unrestricted funds 2023 €'000	**Restricted funds 2023 €'000**	**Total charitable funds 2023 €'000**	Unrestricted funds 2022 €'000	Restricted funds 2022 €'000	Total charitable Funds 2022 €'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	870	5,621	6,491	1,018	5,379	6,397
Operation costs	396	435	831	365	335	700
Governance costs (note 12)	130	-	130	136	-	136
Support costs (note 13)	35	-	35	40	-	40
	1,431	6,056	7,487	1,559	5,714	7,273
Advocacy and Campaign Programme (A&C)						
Operation costs	246	14	260	260	10	270
Advocacy and Campaign Programme	377	44	421	430	-	430
Support costs (note 13)	12	-	12	9	-	9
	635	58	693	699	10	709
Marketing and Communications Programme						
Operation costs	162	86	248	110	82	192
Support costs (note 13)	21	-	21	18	-	18
	183	86	269	128	82	210

12. Governance costs

	2023 €'000	2022 €'000
Legal & professional fees	15	5
Audit fees	31	33
Council expenses	3	-
Other costs	81	98
	130	136

Governance costs are fully funded from unrestricted funds.

13. Allocation of support costs and overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	788	-	520	247	-	17	4
Property costs	672	34	415	186	10	13	14
Office running costs	14	1	11	2	-	-	-
Computer & equipment costs	189	9	131	40	2	4	3
Legal & professional expenses	27	1	21	4	-	1	-
Depreciation	17	1	9	7	-	-	-
	1,707	**46**	**1,107**	**486**	**12**	**35**	**21**

13. Allocation of support costs and overheads (continued)

In respect of prior year:

Cost type	Total allocated	Governance Activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	724	-	464	236	-	20	4
Property costs	566	28	347	158	7	15	11
Office running costs	10	-	7	3	-	-	-
Computer & equipment costs	196	10	136	41	2	4	3
Legal & professional expenses	26	1	18	6	-	1	-
Depreciation	12	1	6	5	-	-	-
	1,534	**40**	**978**	**449**	**9**	**40**	**18**

These costs have been apportioned among retail activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

14. Analysis of staff costs, Directors' remuneration and expenses, and the cost of key management personnel

The average monthly number of persons employed by the company in the financial year was 163 (2022: 169) analysed as follows.

	2023 Average number	2022 Average number
Retail	96	93
Administration	15	19
Public Engagement	45	48
Programme	2	4
Management	5	5
	163	**169**

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €3k (2022: nil).

14 Analysis of staff costs, Directors' remuneration and expenses, and the cost of key management personnel (continued)

	2023 €'000	2022 €'000
Staff costs are comprised of:		
Wages and salaries	5,389	4,559
Social welfare costs	551	462
Termination costs	16	38
Pension costs	237	190
	6,193	5,249

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO amounts to €126k (2022: €121k).

Key management compensation

Key management includes the Directors and members of senior management. The compensation paid or payable to key management for employee services is shown below:

	2023 €'000	2022 €'000
Salary	586	569
Health Insurance	4	5
Employer Contributions	67	61
Pensions	46	50
	703	685

The remuneration of higher paid employees	2023 No.	2022 No.
The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:		
€60,000 to €70,000	5	4
€70,001 to €80,000	1	1
€80,001 to €90,000	2	1
€90,001 to €110,000	2	2
€110,001 to €120,000	1	1
€120,001 to €130,000	1	1
	12	10

Remuneration includes salary but excludes pension scheme contributions.

15. Net income for the year

	2023 €'000	2022 €'000
Net income for the year is stated after charging:		
Depreciation on tangible fixed assets	164	170
Stock obsolescence	-	-
Operating lease rentals		
- Property	1,865	1,696
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	31	33
Non-audit fee – tax services	1	1
Realised loss on foreign exchange transactions	3	-
Stock recognised as an expense	150	105

16. Tangible assets

Group	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2022	**2,048**	**3,389**	**1,578**	**119**	**7,134**
Currency movements	(65)	(6)	(44)	(1)	(116)
Additions	92	17	54	-	163
Disposal	-	-	-	-	-
At 31 March 2023	**2,075**	**3,400**	**1,588**	**118**	**7,181**
Accumulated depreciation					
At 1 April 2022	**(1,707)**	**(3,254)**	**(1,478)**	**(119)**	**(6,558)**
Currency movements	58	5	43	1	107
Charge for the year	(82)	(32)	(50)	-	(164)
Disposal	-	-	-	-	-
At 31 March 2023	**(1,731)**	**(3,281)**	**(1,485)**	**(118)**	**(6,615)**
Net book values					
At 1 April 2022	**341**	**135**	**100**	**-**	**576**
At 31 March 2023	**344**	**119**	**103**	**-**	**566**

16. Tangible assets (continued)

Company	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000
Cost				
At 1 April 2022	**1,651**	**1,033**	**31**	**2,715**
Currency movements	(71)	(44)	(1)	(116)
Additions	51	27	-	78
Disposals	-	-	-	-
At 31 March 2023	**1,631**	**1,016**	**30**	**2,677**
Accumulated depreciation				
At 1 April 2022	**(1,462)**	**(1,002)**	**(31)**	**(2,495)**
Currency movements	63	43	1	107
Charge for the year	(38)	(18)	-	(56)
At 31 March 2023	**(1,437)**	**(977)**	**(30)**	**(2,444)**
Net book values				
At 1 April 2022	189	31	-	220
At 31 March 2023	**194**	**39**	**-**	**233**

17. Investments in subsidiaries

Oxfam Ireland has two subsidiary undertakings as follows:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	Oxfam Properties (Ireland) Limited
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid and also from their many shops across the country where they sell clothes.	Dormant, activity ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%

Oxfam Republic of Ireland	**2023 €'000**	**2022 €'000**
Total assets	12,435	14,003
Total liabilities	3,480	5,959
Surplus for the year	3,017	(1,505)
Total funds at 31 March	8,955	5,398

18. Stocks and work in progress

	Group	Group	**Company**	Company
	2023	2022	**2023**	2022
	€'000	€'000	**€'000**	€'000
Finished goods for resale	**37**	91	**35**	91

A provision for stock obsolescence of nil (2022: nil) has been recognised during the year.

19. Debtors

	Group	Group	**Company**	Company
	2023	2022	**2023**	2022
	€'000	€'000	**€'000**	€'000
Prepayments and accrued income	**2,522**	1,332	**162**	263
Trade debtors	**98**	255	**51**	-
Other debtors	**34**	35	**11**	11
VAT repayable	**64**	54	**64**	54
	2,718	1,676	**288**	328

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days. Trade debtors are shown net of impairment in respect of doubtful debts.

20. Cash at bank and in hand

	Group	Group	**Company**	Company
	2023	2022	**2023**	2022
	€'000	€'000	**€'000**	€'000
Cash on short term deposit	**501**	501	**-**	-
Cash and bank balances	**10,146**	10,519	**976**	828
	10,647	11,020	**976**	828

21. Creditors: amounts falling due within one year

Group and company	**Group 2023 €'000**	Group 2022 €'000	**Company 2023 €'000**	Company 2022 €'000
Trade creditors	**1,137**	460	**246**	83
Tax and Social Security	**185**	263	**61**	91
Accrued expenses	**2,622**	3,541	**420**	622
Amounts owed to Oxfam ROI (note 26)	**-**	-	**2,452**	2,106
Deferred income (note 22)	**265**	2,490	**-**	-
	4,209	6,754	**3,179**	2,902

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

22. Deferred Income

	Group 2023 €'000	Group 2022 €'000	**Company 2023 €'000**	Company 2022 €'000
At 1 April	2,490	1,319	-	-
Credited to Statement of Financial Activities	(2,490)	(1,319)	-	-
Deferred during the year	265	2,490	-	-
At 31 March	**265**	**2,490**	**-**	**-**

23. Financial instruments

Oxfam Ireland (the Group) has the following financial instruments:

	2023 €'000	**2022 €'000**
Financial assets held at amortised cost		
Cash at bank and in hand	10,647	11,020
Trade debtors	98	255
Other debtors	34	35

23. Financial instruments (continued)

	2023 €'000	2022 €'000
Financial liabilities held at amortised cost		
Trade creditors	1,137	460
Accrued expenses	2,622	3,541
Deferred income	265	2,490

The company has the following financial instruments:

	2023 €'000	2022 €'000
Financial assets held at amortised cost		
Cash at bank and in hand	976	828
Financial liabilities held at amortised cost		
Trade creditors	246	83
Accrued expenses	420	622
Amounts owed to Oxfam ROI	2,452	2,106

24. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 €'000	2022 €'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	3,150	621
Adjustments for:		
Depreciation charges	164	170
Decrease / (Increase) in stocks	54	(27)
Increase in debtors	(1,042)	(42)
(Decrease) / Increase in creditors	(2,545)	893
Currency movements	9	(3)
Net cash (used in) / provided by operating activities	**(210)**	**1,612**

25. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in Note 21.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel
The disclosures in respect of key management compensation are set out in note 14.

26. Commitments

Operating leases

At 31 March 2023 the total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 €'000	2022 €'000
Land & Buildings		
Operating leases which expire:		
Within one year	1,231	1,441
In the second to fifth years inclusive	3,020	3,323
After five years	2,626	2,960
	6,877	7,724

27. Pension commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5% or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

27. Pension commitments (continued)

Financial assumptions

	At 31 March 2023 %	At 31 March 2022 %
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	3.18	3.54
Rate of inflation (RPI)	3.18	3.54
Rate used to discount scheme liabilities*	4.87	2.78

*Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields.
The mortality assumptions adopted imply the following life expectancies at age 65.

	At 31 March 2023 Years	At 31 March 2022 Years
Non-pensioners:		
Males	23.3	22.9
Females	25.4	25.4
Pensioners:		
Males	21.7	21.6
Females	24.0	23.9

Scheme assets	At 31 March 2023 £m	At 31 March 2022 £m
Equities	-	5.6
Government Bonds	137.2	177.0
Property	22.4	30.3
Cash	9.4	29.7
Total fair value of assets	169.0	242.6

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets £m	Present value of scheme liabilities £m	Scheme assets less scheme liabilities £m
Scheme assets/(liabilities) at the start of the year	242.6	(206.7)	35.9
Current service cost and expenses	(0.2)	(0.3)	(0.5)
Experience on plan assets – gain (loss)	(75.4)	-	(75.4)
Interest income/(cost)	6.7	(5.7)	1.0
Actuarial gain/ (loss)	-	52.9	52.9
Contributions by employer	0.7	-	0.7
Contributions by scheme participants	-	-	-
Benefits paid	(5.4)	5.4	-
Scheme assets/(liabilities) at the end of the year	169.0	(154.4)	14.6
Unrecognised surplus scheme assets			(14.6)
Scheme assets/(liabilities) at the end of the year			-

The total return on scheme assets for the year was (£68.7m) (2022: £2.9m).

27. Pension commitments (continued)

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable are charged to the profit and loss account.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

28. Movement in consolidated funds

	Restricted	Unrestricted funds			Total
	Overseas Programme €'000	Designated Reserve €'000	Revaluation Reserve €'000	General Funds €'000	Total Charitable Funds €'000
At 31 March 2021	1,626	2,083	2,219	58	5,986
Total income	5,449	-	-	11,930	17,379
Total expenditure	(6,055)	-	-	(10,688)	(16,743)
Transfers	-	174	(2,219)	2,045	-
Currency gains & losses	4	-	-	(17)	(15)
At 31 March 2022	**1,024**	**2,257**	**-**	**3,328**	**6,609**
Total income	6,585	-	-	15,236	21,821
Total expenditure	(6,230)	-	-	(12,509)	(18,739)
Transfers	-	254	-	(254)	-
Currency gains & losses	(7)	-	-	75	68
At 31 March 2023	**1,372**	**2,511**	**-**	**5,876**	**9,759**

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. Funds amounting to €254k was transferred to the designated funds to meet the working capital requirements at the end of the financial year.

29. Movement in company charitable funds

	Restricted	Unrestricted funds			Total
	Overseas Programme €'000	Designated Reserve €'000	Revaluation Reserve	General Funds €'000	Total Charitable Funds €'000
At 31 March 2021	170	-	-	(1,626)	(1,456)
Total income	317	-	-	3,442	3,759
Total expenditure	(325)	-	-	(3,398)	(3,723)
Gains & losses	2	-	-	(17)	(15)
At 31 March 2022	**164**	**-**	**-**	**(1,599)**	**(1,435)**
Total income	178	-	-	3,895	4,073
Total expenditure	(183)	-	-	(4,170)	(4,353)
Gains & losses	(7)	-	-	75	68
At 31 March 2023	**152**	**-**	**-**	**(1,799)**	**(1,647)**

30. Analysis of net assets between funds

Group

	Unrestricted funds €'000	Revaluation funds €'000	Designated Funds €'000	Restricted funds €'000	Total charitable funds €'000
Fixed assets	566	-	-	-	566
Current assets	9,524	-	2,510	1,368	13,402
Current liabilities	(4,209)	-	-	-	(4,209)
Net assets at 31 March 2023	**5,881**	-	**2,510**	**1,368**	**9,759**
Net assets at 31 March 2022	3,328	-	2,257	1,024	6,609

Company

	Unrestricted funds €'000	Designated funds €'000	Restricted funds €'000	Total charitable funds €'000
Tangible fixed assets	233	-	-	233
Current assets	1,147	-	152	1,299
Current liabilities	(3,179)	-	-	(3,179)
Net assets at 31 March 2023	**(1,799)**	**-**	**152**	**(1,647)**
Net assets at 31 March 2022	(1,599)	-	164	(1,435)

31. Irish Aid funded programmes

	2023 €'000	2022 €'000
Opening Restricted Irish Aid funds 1 April	**15**	63
Income		
Restricted grant income	**5,041**	3,772
	5,041	3,772
Expenditure		
Operational		
Overseas grants		
Colombia	**-**	-
Democratic Republic of the Congo	**397**	483
Gaza	**-**	-
Ireland PED	**-**	87
Kenya	**691**	108
Malawi	**638**	426
Occupied Palestine territory and Israel	**185**	367
Rwanda	**322**	333
Somalia	**261**	
South Sudan	**397**	389
Tanzania	**(5)**	624
Uganda	**857**	385
Zambia	**128**	
Zimbabwe	**556**	370
	4,427	3,572
Management and administration costs	**314**	248
	4,741	3,820
Closing restricted Irish Aid funds 31 March	**315**	15

The Group receives a number of funds from donors which are restricted in nature, along with donations from the general public. We acknowledge all forms of donations and thank you.

Analysis of Grants – Activities & Projects Being Funded
Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

31. Irish Aid funded programmes (continued)

A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies
There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

32. Subsequent events

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

33. Movement in consolidated net debt

	At 1 April 2022 €'000	Net Cash flows €'000	At 31 March 2023 €'000
Cash in hand	11,020	(373)	10,647
Total	11,020	(373)	**10,647**

34. Movement in company net debt

	At 1 April 2022 €'000	Net Cash flows €'000	At 31 March 2023 €'000
Cash in hand	828	148	976
Total	828	148	976

35. Exceptional Expenditure

	2023 €'000	2022 €'000
Redundancies	16	61
Hosting	72	122
	88	**183**

36. Approval of financial statements

The financial statements were approved by the Council on 8 September 2023.