



OXFAM
Ireland

Let's end
poverty and
inequality together

Annual Report

1 April 2021 – 31 March 2022

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COMPANY LIMITED BY GUARANTEE

Lorelei Godoy holds her baby while tending to vegetable seedlings in the hydroponics nursery set up by the Quigona Hydroponically-Grown Seedlings organisation in Magarao, Camarines Sur. The vegetable nursery is part of Oxfam and Rice Watch Action Network's assistance following Typhoon Rolly (Goni) in the Philippines.

Photo: Juanito Bantong/Oxfam

Cover image:

**Sarah Chisanje,
Gender Programme Officer,
Oxfam in Malawi.**

Photo: Kieron Crawley / Oxfam



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A B O U T U S

Oxfam Ireland is part of Oxfam International, a global confederation of 21 independent and interconnected affiliates working across 66 countries to end poverty and injustice. Each affiliate has their own areas of activity, all contributing their strengths and expertise to achieve our shared goals.

Oxfam Ireland mobilises the power of people to build a global movement that transforms lives and creates lasting change.

We believe that everyone has the right to thrive in a just and sustainable world. To this end, we work collaboratively to challenge discrimination, exclusion and exploitation; we empower communities to build better lives for themselves, and we continue to provide direct, life-saving assistance to people facing crisis and disaster.

In all of this, we work to fight inequality, recognising that ending poverty is only possible by tackling systemic inequality and injustice. Poverty arises from the violation of people's basic human rights. When someone is denied the right to own land, the right to education, access to basic services like clean water, a fair price for the crops they grow, or a fair wage for the work they do, the result is 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 – Malawi, Rwanda, Tanzania, Uganda, Zimbabwe and Zambia – while last year, we also responded to emergencies in the Democratic Republic of Congo, the Occupied Palestinian Territory and Israel, South Sudan, Somalia and Kenya.

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 Dunmurray, Belfast and more than 1,200 volunteers supporting our fight against poverty and inequality.

VISION

A just and sustainable world.

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.

WHO WE ARE

MISSION

We fight inequality to end poverty and injustice.

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, and 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.

2021-2022 AT A GLANCE

*LAST YEAR, OXFAM IRELAND REACHED 12.2

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 12.2 million includes direct support like providing tools and training to help grow livelihoods or clean, fresh water for people forced to flee as well as 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.



Agness Charles sorts dried vegetables in the Oxfam-installed solar dryer in her village in Bunkagilija village, Meatu District, Tanzania. Oxfam installed solar dryers to support women and young small-scale farmers to increase their incomes. With solar dryers, vegetables can be preserved for up to one year, greatly increasing farmers' income on the product. *Photo: Bill Marwa/Oxfam*



Eilaf and her husband Ahmed live with their three children in Beit Lahia in the Gaza Strip. They do not often have access to the municipal water, and even when they do, they prefer not to drink it due to contamination as it makes the children sick. Ahmed will go to fetch clean water but often it has run out or is switched off due to lack of electricity. Oxfam has constructed a desalination plant nearby and has identified Eilaf's family to receive this clean water in the future. *Photo: Kieran Doherty/Oxfam*

MILLION PEOPLE ACROSS 12 COUNTRIES



In Mberengwa, Zimbabwe, we worked with partners to strengthen community-based structures designed to support survivors of gender-based violence (GBV). As part of that, we provided bicycles so that community members managing referrals and responses relating to incidents of GBV could do so quickly and effectively. As a result, survivors became more confident that community services could provide the right support and we saw an improved take-up. *Photo credit: Kieron Crawley/Oxfam*

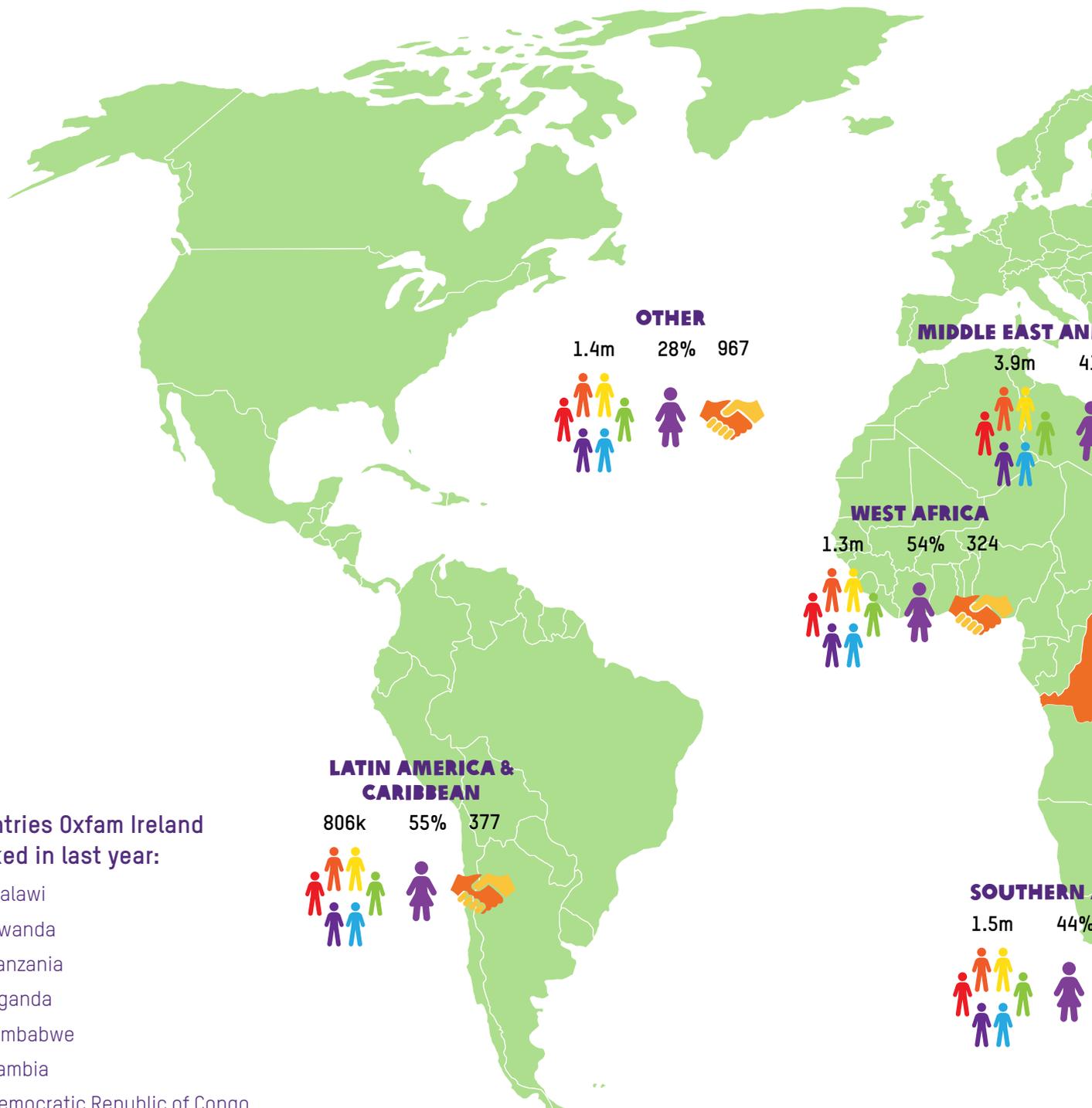


Lucia is happy to be back at school after lockdown – although a lot has changed. “Corona spoiled almost everything,” she says. “Most of the girls around here got pregnant, others got married. I hope they will be able to go back to school anyway.” Lucia is a graduate student in Oxfam’s Education for Life programme in Juba, South Sudan. *Photo: Mustafa Osman / Oxfam*

** These figures are based on the calendar year and reflect our results from 1st January 2021 to 31st December 2021. The 12 countries include influencing work carried out in Ireland.*

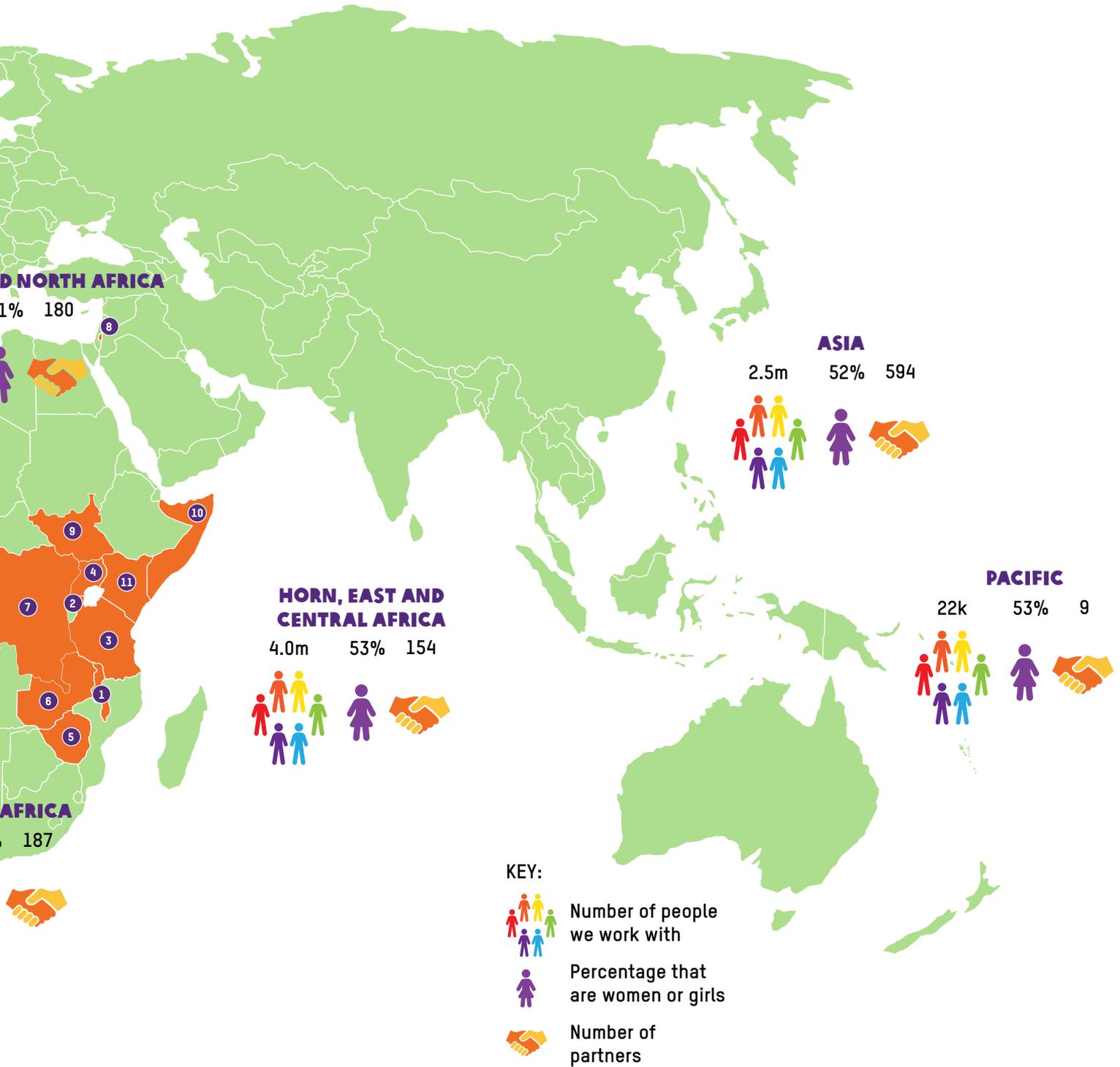
OXFAM'S GLOBAL REACH AND SCALE 2021 - 2022

In the past year, **15.6 MILLION** people worldwide benefitted directly from our programmes across the Oxfam confederation; **47 %** were women and girls.



Countries Oxfam Ireland worked in last year:

1. Malawi
2. Rwanda
3. Tanzania
4. Uganda
5. Zimbabwe
6. Zambia
7. Democratic Republic of Congo
8. Occupied Palestinian Territory and Israel
9. South Sudan
10. Somalia
11. Kenya



MESSAGE FROM THE CHAIR

During the past year, the second of the COVID-19 pandemic, the world continued to face turmoil and trauma. Existing challenges, like rising inequality, were exacerbated as the economic fallout of COVID-19 along with conflict and climate change pushed more and more people into extreme poverty. On top of that, the war on Ukraine triggered a global food crisis, fuelled by skyrocketing increases in food and energy prices, and the climate crisis continues to unfold.

As this financial year drew to a close, our research predicted another turbulent year ahead where 860 million people could be living in extreme poverty — on less than €1.75 (\$1.90) a day — by the end of 2022.

Tackling this level of inequality and fighting to end poverty and injustice requires agility, determination and innovation, key elements of our strategic framework for 2020 - 2030. Over the last year, we began to operationalise the framework, laying out how we will focus on achieving our four goals - economic justice, gender justice, climate justice and accountable governance – across all areas of the organisation, building strategic objectives and three-year plans across digital, communications, influencing, programme, fundraising, marketing, trading and our finance and administration functions. We are conscious that there will be more sudden and unpredictable change ahead and our strategic framework allows for this in taking a more adaptive approach to how we work, practising flexibility and embracing complexity.

In the last year, this allowed us to continue our life-changing programme work while responding to new humanitarian crises as these emerged, for example, the crisis caused by the war on Ukraine and the hunger crisis rapidly unfolding in East Africa.

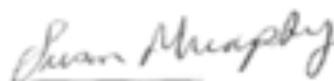
This annual report shows the full extent of Oxfam Ireland's impact in the last financial year, across our programme, humanitarian and influencing work as well as our brand awareness and income generation efforts. It serves as a powerful reminder of what is possible, despite uncertainty and upheaval.

In all of this, we are extremely grateful for the unfaltering generosity and kindness of our donors and supporters across the island of Ireland and I want to take this opportunity to say thank you.

A key part of the work of Oxfam Ireland's Board is to ensure the organisation is future fit, able to plan ahead and adapt if needed. We take this responsibility extremely seriously and over the last year continued to successfully steward the organisation's finances, adhering to the highest standards of accountability and transparency.

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. Last year, we carried out an organisational-wide review of our culture and are working to communicate its findings and implement its recommendations.

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, for their continued energy, enthusiasm and dedication and for playing their part to achieve our vision of a just and sustainable world.



Dr Susan Murphy,
Chairperson,
Oxfam Ireland



MESSAGE FROM THE CEO

Over the last year, we in Ireland emerged from the most challenging days of the COVID-19 pandemic. In fact, our financial year started with our network of shops across the island of Ireland re-opening in April and May after the closures due to restrictions. In many ways we are still embracing our “new normal” and the fresh perspective the pandemic afforded us, from the benefits of hybrid remote working to the deeper sense of our interconnectedness as a global community.

Despite the hope and freedom felt here in Ireland, this renewed sense of interconnectedness means we cannot say the pandemic is over and during the last year, we have continued to work on behalf of the world’s poorest who bearing the brunt of its impact.

The economic fallout of COVID-19 came as a crisis on top of a crisis for communities across the world, who were already enduring unbearable situations as a result of conflict and extreme weather due to climate change. This deadly combination has contributed to catastrophic hunger levels across the world, particularly in East Africa and as I write we are deeply concerned for the millions of people affected unless there is large-scale international response for the region. The world must not look away.

Over the last year, Oxfam Ireland’s programme and humanitarian work directly supported communities in 11 countries, across Africa and Asia. Our work focused on building resilient communities and responding to crisis through women’s and youth economic empowerment, gender equality, and protecting the rights of vulnerable people as well as holding governments and decision-makers to account. Our influencing work continued to call for a more equal world, including through our work with the People’s Vaccine Alliance Ireland on ensuring equal access to COVID-19 vaccines, treatments and diagnostics as well as our engagement at the 26th UN Climate Change Conference of the Parties (COP26) in Glasgow, urging governments to take action to tackle the escalating climate crisis. As the financial year ended, we worked to respond to the humanitarian crisis as a result of the conflict in

Ukraine, a crisis that is deepening food insecurity globally, including in many of the countries where we work. The welcome and unprecedented response to people forced to flee Ukraine allowed us to continue to call on the EU to reform its migration policies and procedures and ensure everyone in search of safety and refuge is treated the same, regardless of race, religion, gender, sexual orientation, disability, age or country of origin.

All of this work and more is made possible by our supporters and their ongoing commitment in financial giving, shopping and donating through our network of shops, campaigning for change and volunteering. Together, we have delivered impactful and life-changing programmes, and have once again been deeply 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 last 12 months. 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. The second year of the pandemic called for the same resilience, agility and determination as the first and I am so proud and humbled to work with you all.

As we move into the second year of delivering our new strategic framework, we do so with great hope, ambition and renewed energy for what we can achieve together.



Jim Clarken,
Chief Executive,
Oxfam Ireland



**O U R
V I S I O N
F O R
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Last year, we completed the second year of our 10 Year Strategic Framework *Let's End Poverty and Inequality Together*.

During this time, we concentrated on continuing to transition from our previous strategy to this new strategy and developing robust three-year operational plans across the organisation. These were completed and will be rolled out across 2022 – 2023 with quarterly reporting against a range of department specific key performance indicators.

As we continued to emerge from the pandemic, our priority was to maintain the momentum in our development, humanitarian and influencing programme. We have successfully managed to deliver strong, impactful programming throughout the last years with great ambition to continue to grow and develop our work. We want to prepare for a step-change in programmatic funding, scale and impact.

You will see some of our key programme successes in the pages that follow across our four goals: Just Economies, Gender Justice, Climate Justice and Accountable Governance. These are an insight into the impact we were able to have working through partners and communities in our focus areas.

As well as these we responded to two 'new' crises of enormous scale:

The war in Ukraine was not predicted and the tragic impact on children, women and men meant a new largescale humanitarian crisis required urgent and scalable mobilisation. As Oxfam has not had a presence in the region, this presented an enormous challenge to ensure that we could respond in a meaningful way, consistent with our partnership principles, whilst not compromising other life-saving needs across our humanitarian programming.

In East Africa, over a period of at least 18 months, we consistently sounded the alarm on the impending food crisis driven by the triple challenges of climate change, conflict and Covid-19. Extreme levels of hunger continue to grow across the region and it remains one of our main priorities.

In parallel to our programme focus, we have prioritised consolidating the financial sustainability of the organisation along with caring for our teams.

We have dramatically strengthened the skill and diversity of our board following a public call for candidates.

We have three key income streams and have delivered progress across all areas in the past year:

Across **Institutional Funding** we submitted multiple applications to Irish and EU institutions and saw

success, including in acquiring funding for our work on sustainability through our trading network.

Our **Trading** network successfully re-opened after Covid-19 restrictions and delivered a strong surplus.

Our **Fundraising and Marketing** teams also delivered a strong year end surplus and carried out substantial work on Oxfam Ireland's *New Ambition* – a brand-focused approach to delivering a compelling, unifying narrative and call to action for our supporters and external audiences.

Our teams have shown tremendous adaptability, dedication, and resilience throughout the pandemic, responding with positivity and determination to everything that emerged. We have continued to prioritise staff wellbeing and new ways of working, embracing an open approach to the balance between office and working from home for those whose work allows. We have rolled out our *Let's Talk* performance management and staff engagement system which links personal objectives with strategic priorities as well as providing a more user-friendly and interactive platform.

We have taken an intentional approach to organisational cultural development, carrying out an organisation-wide survey and developing an action plan including setting up a staff-led working group to define the practical implications of the feminist principles and values embedded in our strategy as we carry out our day-to-day duties.

CHALLENGES

- The war in Ukraine highlighted challenges to operating with a partner-led focus (consistent with our commitment to the Grand Bargain) in sudden-onset crises where we have no existing Oxfam presence.
- Although we have carried out substantial work on our identity/brand/value add, we still need to bring these key areas of work together for a unified approach. We are prioritising the completion of this in the coming months.
- Many volunteers did not return after the pandemic, so we need to find new ways of recruiting and retaining volunteers, in a way that is consistent with organisational needs.

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





Rose Bigirimana (48) is a farmer and mother of four from Gitega, Burundi. Like many smallholder farmers in Burundi, Rose and her husband experiment and employ agroecological practices in order to improve their livelihoods and gain resilience against climate change. They have been making bio-pesticides, which they test on their own fields and have found corn gives very good harvest when using organic fertiliser. With the money they have earned, they could buy a goat and pay for school fees, tools and clothing.

Photo: Jana Schindler/Oxfam

GOAL 1 - JUST ECONOMIES

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

We want to see a just economy that promotes equality, protects the planet and ends poverty. One that builds social cohesion and supports the economic empowerment of women and marginalised groups. One that supports the rights of all workers, offers social protection and ensures that livelihoods and planetary resources can be sustained.

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.

STRATEGIC OBJECTIVES:

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.

Some key activities in 2021/2022:

In our programmes:

- In **Malawi**, 1,504 people were supported to increase their incomes through improved agricultural production and business development.
- In **Rwanda**, 17,782 individuals saw their incomes increase on average by 78% through support provided in the horticulture sector and through the establishment of 2,719 new businesses.
- In **Uganda**, we supported people to increase their average incomes from US\$42.63 (€37.33) in 2020 to US\$94.69 (€82.90) in 2021.
- In **Tanzania**, 4,049 people were supported to increase their annual incomes by an average 62%.
- In **Zimbabwe**, we reached 5.5million people across multimedia platforms, including radio shows, which facilitated conversations on the 2022 National Budget and the roles of women and young people in furthering the nation's economy.
- In **Kenya**:
 - 5,017 people across 600 households were supported with unconditional cash payments over a period of three months to meet their survival needs in the face of continued drought and related food shortages.
 - 202 people across 36 households were enabled to access critical services and meet personal needs in the face of threats to their security and well-being.

GOAL 1 - JUST ECONOMIES

- **In Gaza:**
 - 1,175 people in 200 households were supported financially and with access to referral services essential to their security and well-being following Israeli aggression against people living in poverty in Gaza.
 - 2,100 people in 300 households in the Gaza Strip were supported to better meet their monthly food requirements.

- **In the Democratic Republic of Congo:**
 - 10,695 people were supported to prevent, mitigate, and respond to the threat of Covid-19.
 - 9,000 people, who were forced to flee their homes following the Mt. Nyiragongo volcano eruption, were provided with safe and dignified access to water, sanitation and washing facilities.
 - 7,000 people were trained by 30 local hygiene promoters to protect themselves and their communities from public health threats including diarrhoeal and respiratory diseases.
 - 26 more inclusive agricultural groups were better able to sustainably produce and market their produce.

- **In South Sudan:**
 - 1,300 households received training and equipment to enable them to produce food sustainably and reduce their dependency on humanitarian aid.
 - 40,000 people were supported to prevent, mitigate and respond to Covid-19 and water-borne disease in the absence of adequate health services and sanitation facilities.
 - We rehabilitated four boreholes, increasing access to safe, clean water for 17,000 people.
 - 350 households forced to flee because of flooding received basic toiletries items to enable good hygiene practices and protect their dignity and well-being.

In Ireland:

- We continued our work on tax justice by providing a submission on Double Tax Treaties to Ireland's Tax Treaty Policy Consultation and undertaking advocacy and media work on public country-by-country reporting.
- We also undertook significant advocacy work through the Irish media in the run up to the agreement of the Organisation for Economic Cooperation and Development's (OECD) global tax deal in early October 2021, emphasising that this was a poor deal for low-income countries. Our blog assessing the deal was circulated to key political and media stakeholders and we secured coverage in two national print outlets.
- In January 2022, Oxfam released its annual report, Inequality Kills, to coincide with the World Economic Forum meetings in Davos. The report contained a number of devastating findings including that an extra 163 million people were pushed below the International Poverty Line by the effects of the Covid-19 pandemic – leading Oxfam Ireland to call for the introduction of a wealth tax which could be used to bring Ireland up to its necessary 0.7% GNI spend on Overseas Development Assistance. This call generated significant media attention. We followed up this report with a number of political advocacy meetings and a submission to the Commission on Taxation and Welfare.
- As a founder member of the Irish Coalition of Business and Human Rights we advocated to the Irish Government and the EU to introduce legislation to ensure that companies operating in the EU adhered to their human rights and environmental obligations throughout their supply chains. This work included undertaking a number of political advocacy meetings with Government ministers,

EU Commissioners and opposition party spokespeople, as well as with the Department of Foreign Affairs' Human Rights Unit. It also involved contributing to a detailed submission as part of the EU Corporate Governance consultation process and producing a comprehensive report 'Make it Your Business'.

- Our Chief Executive Officer contributed to a number of thought leadership events to highlight the potential positive role the private sector can play in advancing sustainable development. These included being interviewed as part of new Ibec Voices podcast on how the dynamic between the private sector and NGOs is evolving, especially in relation to human rights and presenting to an Ibec seminar on Business and Human Rights. He also spoke at University College Cork and National University of Ireland, Galway about the "The Role of Business in Achieving Sustainability and Protecting Human Rights". He also appeared on RTE Radio 1's 'The Business' in relation to business and human rights.

Agnes Jailosi in her vegetable field in Balaka District, Malawi. Oxfam and partners are supporting smallholder farmers like Agnes to build resilient and sustainable livelihoods.

Photo: Watipaso Kaliwo/Oxfam



GOAL 2 - G E N D E R J U S T I C E

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

We want to see a just society where women and girls live free from poverty 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.

STRATEGIC OBJECTIVES:

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, and drive public policy, including decision-making on peace and security.

Some key activities in 2021/2022:

In our programmes:

- In **South Sudan**, 30 women and young people received grants to support new business development.
- In **Malawi**:
 - Oxfam and its local partners leveraged Oxfam's ENOUGH! global campaign, to improve awareness on ending violence against women and girls at district and community levels. Key campaign messages focused on raising mass awareness of what constitutes gender-based violence (GBV) in its various forms, how to report it, and collectively empowering women and girls to speak out, report and seek support services. Furthermore, Oxfam and partners also worked with local leaders, human rights defenders, child protection workers and community victim support units, among others to conduct door to door conversations on ending violence against women and girls. In total, Oxfam's campaigns on GBV in Malawi have reached out to an estimated 2.4 million people at the national and district level.
 - 65 police officers received specialist training in Victim Support leading to improvements in related service provision expressed by survivors of GBV.
 - We worked in collaboration with other NGO and government bodies to conduct a capacity building workshop for 65 women councillors. The workshop focused on supporting the women councillors to develop strategic documents and working papers that would influence the implementation of gender policies, across a range of topics, including gender equality, girl's education, ending child marriage, prevention of gender-based violence and sexual reproductive health rights. The working paper was reviewed by the Ministry of Local Government and the Malawi Local Government Association and most women councillors have since collaborated with national-level duty bearers, such as members of parliament, on its topics.
 - We supported 12 meetings to help partners demand gender equality, including by leveraging the RETAIN HER campaign to transform attitudes around women's leadership, resulting in 12 meetings between partners and local government on issues relating to gender equality.

GOAL 2 - GENDER JUSTICE

- In **Rwanda**, 15,520 people were reached through GBV awareness campaigns. Subsequently, 89% of those reached reported a reduction in GBV in their communities.
- In **Uganda**, 2,033 GBV survivors utilised GBV services in West Nile, Karamoja and Acholi regions.
- In **Tanzania**, 28,277 people were reached through campaigns aimed at challenging the social norms that perpetuate GBV.
- In **Zimbabwe**:
 - o 1,069 GBV survivors were reached through shelters and mobile one-stop centres while community and 25,507 people were engaged in GBV prevention and awareness-raising campaigns.
 - o We supported the Women's Coalition of Zimbabwe (WCoZ) and its members to successfully run an advocacy campaign to influence the Government, the private sector, public institutions and political parties to fulfil Section 56 of the Zimbabwe Constitution, which calls for women and men to have the right to equal opportunities in political, economic, cultural and social spheres. The campaign also challenged systems and practices that hinder the promotion of gender equality and female empowerment. This campaign contributed to the appointment of eight women to be the chairpersons of parliamentary portfolio committees. Eight out of 20 oversight committees of the 9th Parliament of Zimbabwe are being chaired by women, which is a step towards achieving 50/50 parity in decision-making positions.

Graduate students Winnie and Viola in front of their school in Juba, South Sudan. With Oxfam's support, they were able to return to school after the Covid-19 lockdowns.

Photo: Mustafa Osman / Oxfam



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.

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 one goes hungry and a circular economy that eliminates wastes 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.

STRATEGIC OBJECTIVES:

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 ensures 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.

Some key activities in 2021/2022:

In Ireland:

- We were involved in the production of a number of reports related to climate justice, including 'Tightening the Net' which explored the explosion of net zero commitments, many of which lack clarity and transparency, that could lead to a surge in demand for land, particularly in developing countries. This report was covered in a number of news outlets including national print and online. Other reports on climate change also featured in national media, including our report on climate and inequality, the IPCC report and on Carbon Inequality.
- We continued our ongoing advocacy to ensure that Ireland contributes its fair share of climate finance to support poor countries to adapt to and mitigate climate change.
- As part of the Stop Climate Chaos (SCC) Network, we contributed to policy response and lobbying for improvements in the new Climate Bill, including a joint letter with three other INGOs about the weak definition of Climate Justice in the new legislation. We contributed to the SCC submission to the updated Climate Action Plan. We also contributed to a new Agricultural and Food Policy for Ireland published by SCC. As a member of SCC, we helped set up Just Transition Alliance, along with ICTU, Siptu, Forasa, Friends of the Earth and TASC.
- We attended the UN Climate Change Conference (COP 26) and presented to the Joint Committee on Foreign Affairs and Defence, securing coverage in national print. At COP 26, we held meetings with key political targets on achieving Ireland's climate commitments. Coverage of Oxfam Ireland's response to COP 26 covered in various media including RTE.

GOAL 3 - CLIMATE JUSTICE

- In response to the global food crisis, negatively impacted by the war in Ukraine, we contributed to policy analysis and thought-leadership media requests related to the crisis and subsequent inflation / cost of living crisis.
- In collaboration with Trócaire, we published and launched a major new report, on Sustainable Food Systems: Steps Ireland can take to become a global leader in advance of the UN Food Services Summit. Over 70 people from 15 countries attended the online launch. We were involved in a number of advocacy meetings with key policy and political actors to promote the recommendation from the report. It was also covered on national radio.



A woman walks carrying a jerry can of water in Eilmidgan Community in Somalia where Oxfam is working to provide clean, safe water. *Photo: Pablo Tosco / Oxfam Intermón*

Diyaara from Wajir County, Kenya stands among the carcasses of her family's livestock. Millions of people across the Horn of Africa are enduring extreme hunger as a result of drought.

Photo: Khadija Farah/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 to account the Irish government and world leaders in their obligation to uphold protective international norms including international humanitarian law, human rights and refugee law on this island, in international affairs and through the multilateral system.

STRATEGIC OBJECTIVES:

1. People, particularly those who experience exploitation, exclusion and crises, are able to 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

Some key activities in 2021/2022:

In our programmes:

- In **Tanzania**, 1, 222 Certificates of Customary Rights of Occupancy were awarded to small holder farmers securing their rights to land.
- In **Rwanda**, during the reporting period, 276 youth (237 Female / 39 Male) were enrolled in Technical Vocational Education Training (TVET) on certificate and non-certificate training courses, which enabled them to become either self-employed starting their own businesses or employed in garment and textile production, making school uniforms, working in salons, bakeshops amongst others.
- In the **Democratic Republic of Congo**:
 - 18,000 people were better informed of their rights and how to claim and access them from more accountable local authorities.
 - We worked with other civil society organisations, to support seven local Crisis Management Committees to map local disaster risks and develop action plans to address them.
- In **Malawi**:
 - Along with partners, we secured 161 media pieces which increased national public discussion and debate on universal health care.
 - Following a decline in attendance at a local health facility over fears about Covid-19, Oxfam and partners rolled out a campaign to dispel myths and misconceptions about Covid-19, which directly engaged 5,977 people and led to increased attendance at and access to the local health facility.

GOAL 4 - ACCOUNTABLE GOVERNANCE

- In **Rwanda**, we contributed to drafting key recommendations in the Global Food Policy Report presented to the Government of Rwanda.
- In **Gaza**, we supported the rehabilitation of three Primary Health Care Centres and engaged in public health promotion, improving access by 152,717 people in the Gaza Strip to safer medical practice and services.
- In **South Sudan**, 35,000 people are better informed of their rights and how to claim and access them from more accountable local authorities.

In Ireland:

- Oxfam Ireland acted as the lead convener involved in developing and launching People's Vaccine Alliance Ireland. Since the launch, we have contributed to widespread coverage of vaccine equity issues in Irish media, across national and regional broadcast, print and online. As part of the campaign, we held an event bringing together top scientists, health professionals and academics from Ireland and around the world to talk about what Ireland should be doing about global vaccine inequity. Following this event more than 400 leading scientists and medical professionals signed a public statement urging the Irish Government to support the generic production of Covid-19 vaccines and treatments to address global vaccine inequity. Extensive campaigning and political advocacy work resulted in the Seanad passing unanimous motion in support of TRIPS waiver. After months of lobbying, we persuaded the Committee on Enterprise, Trade and Employment to review Ireland's position on TRIPS waiver. Secured grant from the Open Society Foundation (OSF) to recruit a part-time Vaccine and Health Equity Coordinator. We also mobilised the power of people, engaging 3,548 people to sign a petition and call on the Irish Government to ensure that everyone, everywhere has access to COVID-19 vaccines, tests and treatments by putting an end to pharmaceutical company monopolies.
- In response to the Taliban takeover of Afghanistan, we, as part of a group of 12 organisations working on Migrant, Asylum and Refugee rights, wrote to the Irish government calling for Ireland to lead in its response to the refugee situation in Afghanistan.
- We oversaw the development and launch of 'Teach Us For What Is Coming'. The report aims to positively influence policies and practices related to the transition from childhood to adulthood of unaccompanied minors (UAMs) living in Ireland and across the EU.
- We undertook a research visit to the EU's first 'closed camp' for asylum seekers and refugees in Greece and supported the publication of reports and media briefings on the EU's policy of closed camps for asylum seekers in Greece. This research contributed to key advocacy opportunities with Irish politicians and thought-leadership opportunities in Irish media.
- We launched a new campaign, Equal Right To Refuge to prevent a preferential EU refugee response developing following the war with Ukraine. As part of the campaign, we produced and distributed a comprehensive policy brief to relevant political and policy actors, secured coverage in national media and held a number of advocacy meetings with politicians.
- We contributed to the Department of Foreign Affairs Human Rights Unit consultation on preparation of Ireland's UN Human Rights Council resolution on Civil Society Space.
- We sent submissions into consultations related to the development of IHREC's new strategy and Ireland's third national report under the United Nations Universal Periodic Review (UPR)

- Throughout the year we ran a number of public mobilisation campaigns calling for more urgent and effective humanitarian action for people affected by conflict, disaster and Covid-19 across the world, including:
 - o 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.
 - o A campaign calling for urgent action to support people in India suffering the worst impacts of Covid-19.
 - o A campaign calling for governments to tackle the root causes of conflict in Gaza.
 - o A total of 9,588 people engaged with us on these three campaigns.



Nombe Bimiloko Nyota and her children live in a camp for internally displaced people in the Democratic Republic of Congo. Pictured is Nombe's son washing his hands at an Oxfam-installed handwashing station.

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 humanitarian and development programmes and 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 generate long-term sustainable income, 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 and 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 2021/2022, we generated total income of €17.38M from these channels, a 10.36% increase on the previous year.

Fundraising and Marketing

Throughout the last year, we were humbled and hugely grateful to our supporters across the island of Ireland who donated €4.85M through financial giving, an increase of 21% on our target and 4% on the previous year. Funds were raised through a range of activities across individual, corporate, events and community fundraising.

We are inspired that this wonderful community, not only continued to support our programmes to help the poorest fight back against poverty and injustice but increased their support during 2021 – 2022. This was made even more inspiring as Covid-19, economic uncertainty and the conflict in Europe impacted on all our lives.

Support through direct debits and standing orders is extremely important as it allows us to plan our ongoing activities in the knowledge that we have a secure funding base. Despite restrictions on the way we were able to fundraise due to the

pandemic, we ran successful appeals raising funds from our amazing existing supporters and also attracted new supporters.

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. Income from legacies is also of great importance and we are extremely grateful to those who chose to support the people we serve by including a donation or donating a share of their estate in their will.

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 gifts 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 centre in Blackrock and online continued trading during 2021 – 2022. We are grateful to broadcaster Lorraine Keane for her ongoing commitment and support for our work and her expertise in making Fashion Relief a success. This success would also not have been possible without the support of Frascati Shopping Centre and the many celebrities, influencers and companies who donated clothes, shoes, jewellery and other designer items to Fashion Relief, generating much needed funds and helping to reduce clothes being sent to landfill.

As part of our strategy to strengthen our resourcing to deliver during the next financial year, we will develop an updated Fundraising and Marketing strategy and branding, to continue our work to develop and grow long-term sustainable income. Together with our supporters, we are determined to help more people fight back against poverty and injustice, until fairness and humanity wins.

Trading

As all (non-essential) retail reopened and recovered from the national Covid-19 lockdowns, Oxfam Ireland's Trading network did the same. Whilst not able to trade for the full financial year due to restrictions, we saw our Northern Ireland stores open at the end of April, losing four weeks income and our Republic of Ireland stores open in the



Students from Trinity College Dublin showcase pre-loved looks from Oxfam Ireland's shops as part of Second Hand September 2021, Oxfam's annual campaign encouraging people to dare to re-wear!

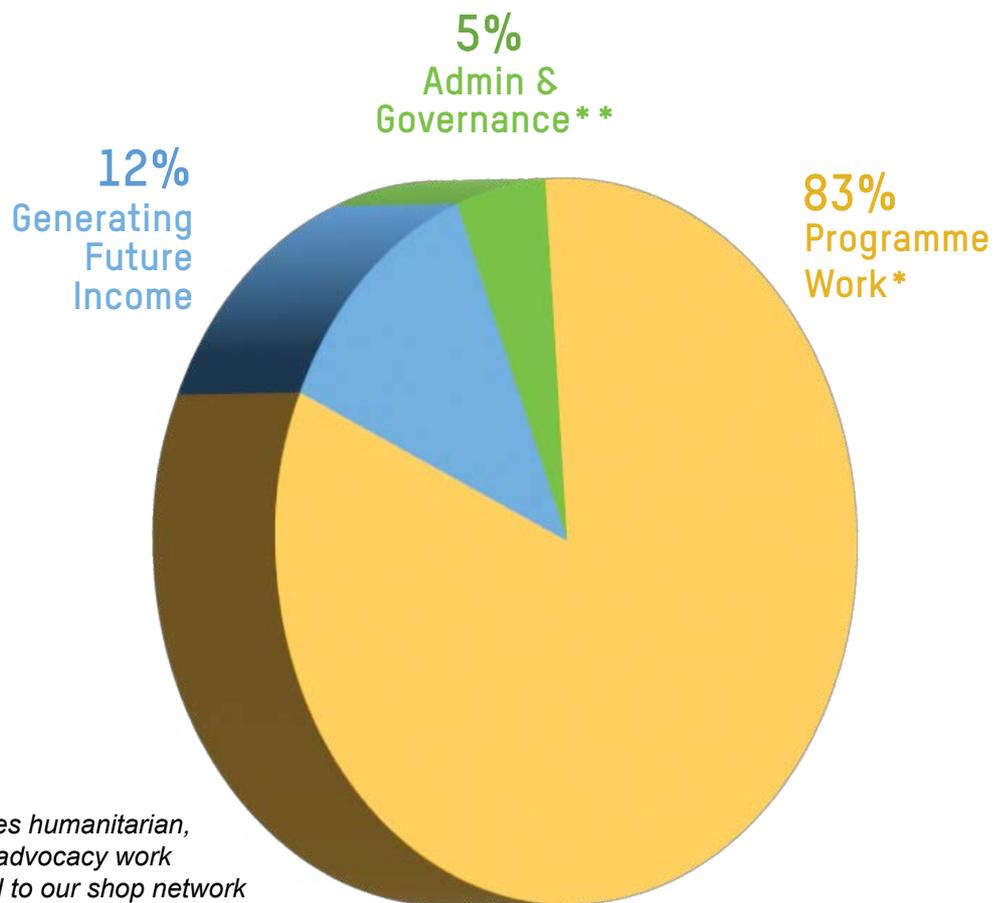
middle of May, losing just under seven weeks. Oxfam Ireland remained one of the only charity retailers on the high street to accept donations post-lockdown without prior appointment, helping our customers to donate their decluttered items quickly and easily and continuing to promote sustainability. With an uncertain market, moderate budgets were set to allow our Trading network and the economy to gain traction. Our distribution centre opened for the full financial year in support and preparation for the stores returning to some normality. Staffing and volunteering proved challenging throughout the year with the pandemic still making its presence known and causing absences and disruption to operations. To strengthen our volunteer support, we invested in and introduced new software which provides real time volunteer data and digital volunteer communication tools. In conjunction, we also recruited a Volunteer Recruitment and Engagement Officer to help drive our volunteer support in the coming years.

Despite the challenges, we experienced a very positive year overall thanks to the support from our staff and volunteers and the generosity of our customers and donors.

We finished the financial year with an income of €7M which was €3.4M ahead of the previous year, delivering a profit of €1.2M for the financial year 2021 – 2022. These results delivered a 397% increase on our contribution budget and while this was very positive, we also acknowledge the serious interruption the Covid-19 pandemic caused to our three-year operational plan; however, we believe current net contribution and trajectory is back on track to deliver our original plans by financial year 2024 – 2025.

Going forward, we will continue to invest in our people and property and develop our supply chain for our stores, across donated and new stock. We are also striving to place Oxfam Ireland as a leader in the circular economy, continuing to promote second-hand as a way to extend the life of textiles and an alternative to the over-production and over-consumption of fast fashion. Developing closed loop solutions for our public and corporate partners remains a key priority over the next three years.

How we spent our money in 2021 / 2022



* Our programme spending includes humanitarian, development, campaigning and advocacy work
 ** Excludes support costs allocated to our shop network

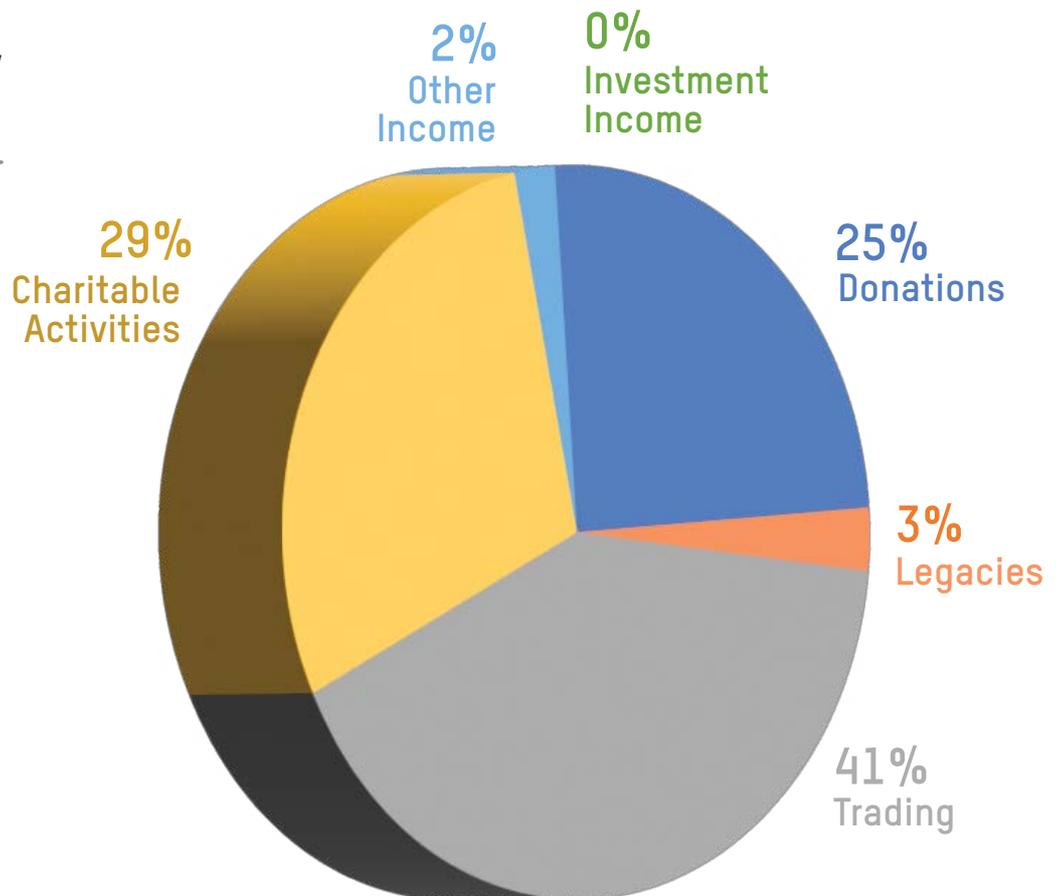
Institutional Funding

In line with our 10-year strategic framework, we approved a new Institutional Funding Strategy which focuses on further strengthening our engagement with Irish Aid and Irish institutions, diversifying our institutional funding portfolio and increasing institutional funding capacity. As per our diversification strategy, we have been able to secure new funds from the European Union in the last three years mainly from the Development Cooperation instruments. In addition, we have also developed a portfolio with Directorate General Research, winning 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. In addition, we have recently secured a Horizon Europe grant

as the Irish partner of a large consortium working on the Circularity of Textiles (the CISUTAC project). Our role is directly linked to the work we do via our all-Ireland Trading Operation.

During the last year, we developed new ways of working across the funding cycle as well as strengthening/reviewing related policies and procedures (i.e., Payments, Co-financing, Direct Cost Recovery and Procurement). We have also designed a new Grants Management system that will greatly enhance the monitoring and management of our contractual obligations.

Where our money comes from



Oxfam Hollywood was opened by Betty Woods and her late husband in the 1960s. In December 2021, staff and volunteers held a celebration in honour of Betty's lifetime service to the shop.

Photo: Oxfam Hollywood Facebook.



A VOICE
FOR CHANGE

Communications and Campaigns

During 2021 – 2022, our communications work continued to support the delivery of organisation-wide strategic objectives across brand, profile, income and influence.

Our media work secured 1,406 mentions across broadcast, print and online (against an annual target of 1,620), which were 97.46% positive/neutral in sentiment (against an annual target of 80%). This achieved the Number Two Share of Voice compared to 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.

Meanwhile, our campaigning work continued to build engaging, accessible public mobilisation campaigns related to our policy and advocacy work. Last year, we mobilised over 13,200 people in support of our influencing agenda, across Covid-19 vaccine equity, humanitarian action and refugee and migration rights.

The last year also saw us complete the penultimate year of activities across our Irish Aid funded public engagement work. Building on our work in the previous year on the First World Problems campaign, our main activity in 2021 was a podcast series under the same name. Hosted by Andrew Trimble, Oxfam Ireland ambassador and former Irish/Ulster rugby player, the podcast covered a number of global issues, including conflict, climate, inequality and gender justice as well as looking specifically at development programming and humanitarian action. With contributions from Oxfam programme staff and experts from various fields, including Irish Aid, the series highlighted the many issues that Ireland's development cooperation tackles. This work was complemented through our other activities, including our brand social campaign which seeks to tell stories of positive change through our Irish Aid-funded programmes.

Over half (55%) of those who visited our landing page as a result of targeting went on to listen to the podcast. In total, the podcasts were downloaded 1,842 times with Apple Podcast ranking it as Number 2 in the educational category and Number 115 in

the all podcast category in Ireland across the month of December. We also hosted a virtual event which had the largest attendance under the grant to date. A total of 177 people attended this virtual event – 48 via Zoom on the day and 129 via Facebook Live, either live on the day or after the event via the stream. Beyond that, almost 30,000 people engaged with our online content across all PGII PE activities by clicking to visit our webpages or interacting on social media.

Challenges

Our main challenge in 2021 – 2022 was capacity across the team given a number of changes, including maternity leave. Following the pandemic, we have also changed the ways in which we engage with the public and this was particularly felt in relation to our campaigning work. We didn't return to the high-footfall events of pre-pandemic years and as a result had cause to reflect on how we engage people on our influencing work and the most effective ways to do that in support of fostering real, lasting change.

Going Forward

In the next financial year, our priority is to build a strong and expert communications and campaigns team so that we can deliver on our strategic objectives and operational plans. We also aim to review and reform our campaigning model so that it better aligns with our theory of change as laid out in our 10-year strategic framework.

Digital Engagement Fundraising

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.

Over 2021 – 2022, we also further embedded the use of digital platforms, technology and digital first ways of working across the organisation. We further developed in-house capacity in web development and design and delivered two bespoke websites for Oxfam and partners, The Irish Coalition for Business and Human Rights and People's Vaccine Alliance Ireland.

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 'Gaza: A State of Emergency' which highlighted Oxfam's work in the region using rich story telling.

In digital fundraising, we realised our ambition to offer our supporters a wider range of mobile payment methods, with almost 34% of online supporters choosing Apple, PayPal and Google pay as preferred payment methods. Digital, in support of our fundraising colleagues also delivered our best performing seasonal appeal by income with a 35% increase in single giving in comparison to the next best performing appeal. We had an opportunity to operationalise our digital fundraising emergency response with the launch of our India Covid Appeal in April 2021 which also resulted in a significant income generation, only surpassed by our Nepal emergency appeal from 2015.

We also contributed to wider fundraising efforts through our digital first engagement initiatives, the delivery of bespoke digital experiences for corporate supporters and the optimising of ongoing digital campaigns across search, social and web marketing.

To support our network of shops we centralised a number of digital promotional tools to allow us to engage in meaningful ways with Oxfam shoppers,

we achieved this by focusing initially on gaining access to all Google My Business listings for our shops along with centralising social media accounts. The development of a content and engagement strategy will be the next focus for this project. We also tested new ways of working for our trading colleagues with the embedding of WhatsApp for business to allow for customer engagement and inquiries for our furniture shops. We also supported our bridal shops with the delivery of an online booking system for customers to make appointments. We also once again delivered an online Christmas pop-up shop for our 'Sourced by Oxfam' range which saw a 21% increase in year-on-year income.

Challenges

The last year saw the introduction of significant changes across how digital consent is obtained, particularly for those using mobile devices. These changes continue to make it more challenging to deliver messaging to new audiences. We also saw significant challenges in delivering new content as travel restrictions to our programme countries continued to be curtailed.

We also saw increased competition within the e-commerce space particularly around our Gifts for Good Unwrapped Range. 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

We are excited to work on the delivery of our new website over financial year 22/23. We have prepared for this project with significant research and stakeholder engagement to ensure a wide range of voices and opinions are considered as we design and build our new shared digital web presence. We will also further develop our e-commerce presence to support our network of shops and ensure we optimise and embrace opportunities for growth.

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.

TO ALL OUR

SUPPORTERS

VOLUNTEERS

CAMPAIGNERS

CORPORATE SPONSORS

PARTNERS

AMBASSADORS AND

INSTITUTIONAL DONORS

THANK YOU





Mariam is part of a cooperative that makes improved cooking firepits in Mali. The use of these new firepits for cooking contributes to the reduction of deforestation and reduces the time women have to spend collecting wood for the fire.

Photo: Diafara Traoré /Oxfam

OUR COMMITMENT TO THE ENVIRONMENT

Organisation

We continue to work hard to improve sustainability within our organisation, sharing green tips with our staff and encouraging employees to take public transport, or walk or cycle to work, promoting tax saver commuter and bike-to-work schemes.

As Covid-19 restrictions eased, we implemented a hybrid way of working policy, allowing employees to work from the office and remotely, reducing the need for commuting. This resulted in a 66% reduction in energy consumption for our Dublin office in October 2021.

As a result of hybrid working, we have also seen a huge reduction in paper and printer consumable usage in the offices.

Flights

With Covid-19 travel restrictions lifted during the last year, some air travel resumed and 18 flights, with 39,832 km air travel were recorded.

Flights recorded show significant reduction from the last "normal" year. Pre-Covid figures from 2018-2109 record 292 flights, with 769,869 km air travel.

Energy

Currently, 50 of our 51 premises are powered by renewable electricity.

Future Plans

We are developing a multi-year sustainability plan to ensure we are doing all we can across offices, shops and our warehouse to tackle the climate crisis.





Clémence Nibaruta is a farmer from Gitega, Burundi. She is part of a project focusing on the adaptation of agriculture to climate change.

Photo: Jana Schindler/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.

S a f e g u a r d i n g

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 when it does, enabled by strong processes of reporting, investigation and action. And we hold those responsible to account. In the last financial year (2021-2022), we received no complaints in Oxfam Ireland relating to safeguarding and we do not have any open safeguarding cases.

Our new Global Safeguarding Case Management system set up throughout Oxfam globally to report and manage any safeguarding cases is running 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.

W e l l b e i n g

We continue to work on embedding wellbeing at the core of our organisational culture. Developed to reflect Oxfam's own values of empowerment, inclusion and accountability, our wellbeing strategy is strongly linked to staff engagement and provides 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.

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.

We continue to hold virtual town hall meetings for all staff on a regular basis which are well attended and help to keep staff connected and informed particularly when they are working remotely.

We carry out regular staff surveys and share the feedback we receive and plans to address any issues raised with staff through the town hall meetings.

As a result of the feedback received we put in place a new Stress and Mental policy and a new Menopause policy.

H e a l t h & S a f e t y

The safety and wellbeing 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.

C h a l l e n g e s

We continue to adapt to the new ways of working with many employees opting to work from home on a regular basis. Reflecting these changes in our employment terms and conditions and adapting our health and safety and IT processes to support our employees remains a key challenge.

Maintaining sufficient levels of volunteers to support our shop managers in running their busy retail outlets also continues to be a key challenge. With a new Volunteer Recruitment and Engagement Officer now in place and a new Volunteer Management System up and running we are focussed on recruiting as many new volunteers as possible and making their experience in volunteering for Oxfam as rewarding as possible.

Maimouna with her daughter during a food distribution in the community of Kamkalaga in Chad. Oxfam runs the "Mama Club", a community intervention supporting families facing hunger and malnutrition.

Photo: Pablo Tosco / Oxfam Intermón



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' senior management 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 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. She has a BSc from NUI Galway and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. Most recently, she led on the design and was Technical Director for a five-year innovative programme in Nigeria working to change harmful norms related to gender-based violence and opposition to women's leadership and decision making. The primary target group was young women and men but also other key influencers. The programme has generated cutting-edge learning related to 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.

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.

Past board members:

Maria McCann

Appointed 17/04/2015



Maria McCann is founder and Managing Partner of McCann Public Relations. Ms McCann worked for Morton Newspapers and The Belfast Telegraph, becoming a correspondent with UTV for five years, before moving to the Middle East where she was a freelance correspondent with the Daily Mail, CBC and RTÉ throughout the events of the first Gulf war. In 1993, she moved back to Northern Ireland and became managing partner at Macmillan Media. She developed its Public Relations division before taking it forward as an independent firm. Ms McCann is a member of the Northern Ireland Research Ethics Committee and served for six years as a Ministerial appointed Board member of Northern Ireland Screen. Her pro bono work has included lobbying for SPEAC (Special Provision of Education for Autistic Children) pilot project, advising the Belfast Charitable Society and as a Gamesmaker with London Olympics 2012.

Dr Maurice Manning

Appointed 20/02/2015



Dr Manning is Chancellor of the National University of Ireland and Chair of the Government Advisory Group on the Decade of Centenaries. Previously he has been a member of Dáil Éireann, Leader of Seanad Éireann and from 2002 to 2012 President of the Irish Human Rights Commission. From 2006-2011, he chaired the European Group of National Human Rights Institutions. He served on the Governing Authority of UCD from 1979 to 2008; he spent much of his academic career in the Department of Politics at UCD. He has published widely and is currently Adjunct Professor in the School of Politics and International Relations at UCD. He is also currently Chair of the Publishing Committee of the Institute of Public Administration.

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	3	
Andrew McCracken	6	5	
Alf Smiddy	6	5	
Prof. Mary Murphy	6		5
Deirdre Grant	6		4
Cathy Gaynor	5		4
Donal Rooney**	3	2	
Yvonne Byrne***	2	2	
Neilie N'yangwa***	3		3
Joyce Bourne**	3		
Maria McCann****	2		1
Dr. Maurice Manning****	1		

* Attended FARC meetings until appointment of Donal Rooney and Yvonne Byrne

** Appointed 27 Sept 2021

*** Appointed 25 June 2021

**** Resigned 25 June 2021

LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Chair
Dr Maurice Manning	(resigned 25 June 2021)
Maria McCann	(resigned 25 June 2021)
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	(appointed 13 October 2021)
Donal Rooney	(appointed 27 September 2021)
Joyce Bourne	(appointed 27 September 2021)
Yvonne Byrne	(appointed 25 June 2021)

Chief Executive

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 Hollywood 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



Farmers in Magarao, Camarines Sur transplant seedlings into small paper cups with cocopeat. The vegetable nursery is part of Oxfam and Rice Watch Action Network's assistance following Typhoon Rolly (Goni) in the Philippines.

Photo: Juanito Bantong/Oxfam

DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2021 - 2022

	Oxfam ROI (Including Irish Aid)	Irish Aid
	€'000	€'000
Democratic Republic of the Congo	567	483
Global	332	-
India	75	-
Kenya	108	108
Malawi	974	426
Occupied Palestinian Territory & Israel	429	367
Rwanda	801	333
South Africa	20	-
South Sudan	474	389
Tanzania	834	624
Uganda	654	385
Zambia	373	-
Zimbabwe	430	370
Ireland	725	87
Ireland management	598	246
Oxfam Collective Resource Allocation	431	-
	7,825	3,818

The Oxfam Collective Resource Allocation 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.

Since 2012, 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 Trustee 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.

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 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 Trustees;
- Regular consideration by the Trustees 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 <https://www.oxfamireland.org/provingit/accountability>.

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.

DIRECTORS' REPORT AND STRATEGIC REPORT

- 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. 2000946) 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 2022 and March 2021 against each of the targets set are summarised as follows:

Area	Key Performance Indicator	2022 Result	2021 Result
Programme	Value of Grant Income	20% Above target	Fully achieved
Finance	Unrestricted Net Contribution	More than 100% above target	100% above target
Trading	Total Income	24% Above target	19% below target
People	Staff satisfaction as measured in survey	At 90% of target	At 90% of target.
Supporters	Levels of Trust	At 104% of target	At 100% of target
Fundraising	Total income	21% Above target	5.4% above target

It was another difficult year in which to set meaningful targets due to significant uncertainty at the time of budgeting around the ongoing impact of the pandemic, particularly in predicting income levels both from our shops and our fundraising teams. It is encouraging to see however that all of the core KPIs have performed well ahead of what we set as targets based on the assumptions we made.

Our focus on growing our institutional funding continues to bear fruit with further successes in winning EU grants helping to drive grant income KPI to a level 20% above target.

A really strong performance from the shop network once it reopened coupled with a great fundraising performance allowed us to complete the year with a significant unrestricted surplus rather than the expected substantial deficit.

During a very unsettling period for staff it is encouraging to see the staff satisfaction KPI maintained at 90% of target. We continue to focus on staff wellbeing initiatives and are determined to see further improvement in this KPI.

We were also delighted to see the levels of trust KPI continue to improve, and we will continue to set higher targets in future years and aim for further improvement in this metric.

DIRECTORS' REPORT AND STRATEGIC REPORT

Governance



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 <https://www.oxfamireland.org/provingit/accountability>.

Public Benefit

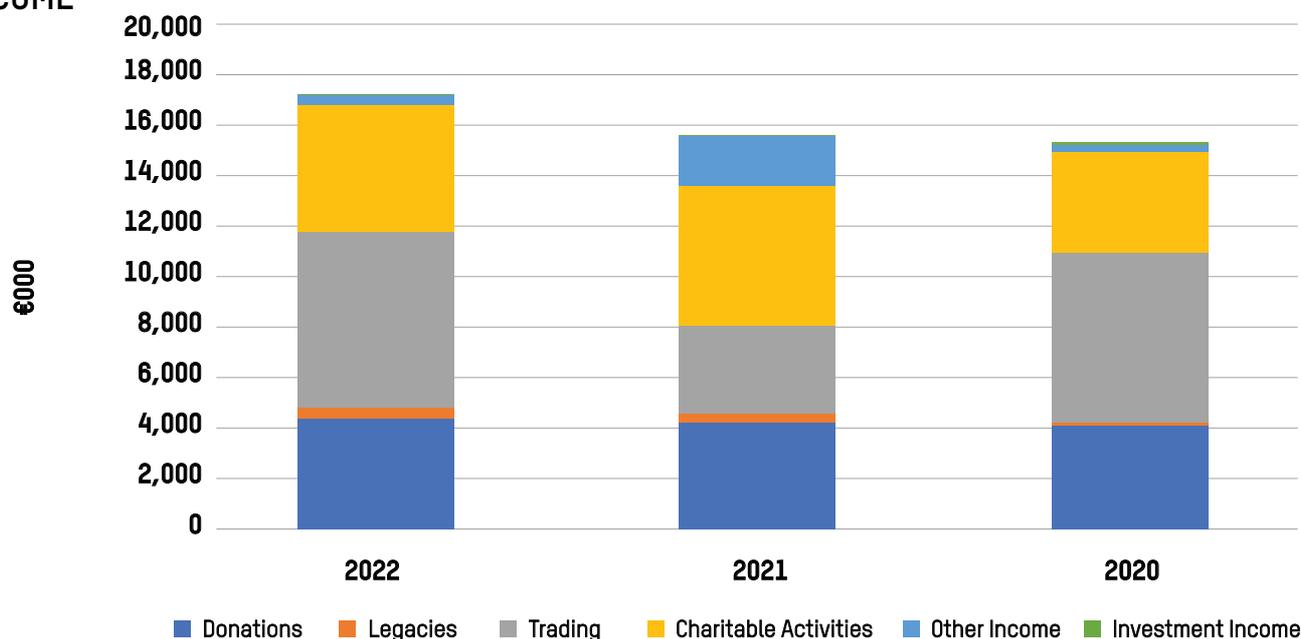
The Directors' report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, the types of programmes supported and funded.

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 responded very well to the opportunity to return to some levels of normality as the impact of the pandemic receded, giving rise to significant recovery in income levels over those achieved during lockdown. There was also a corresponding reduction in the amount of government aid received and no further amounts were received under our business interruption insurance claim although the final settlement is yet to be agreed.

INCOME



In 2022 we generated income of €17.38M which was a 10.4% increase on 2021.

Voluntary Income saw a 4.7% increase on 2021, with attrition rates (the rate of cancellations of donations from regular donors) continuing at levels better than expected and legacy income also continuing to perform very well in the period.

Trading Income recovered as the shops were in a position to reopen in line with government guidelines. This resulted in income returning to a level of €7M which was just over double that achieved in 2021 when the shops closed for the pandemic lockdowns.

Income from **Charitable Activities** which represents funds received from Institutional Fundraising reduced by €537K compared to 2021 when we succeeded in obtaining a €1M Horizon 2020 award for digital innovation work in the Pacific region. 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.

Other Income in the current period included €246K of government aid related to Covid 19, and €129K of income for hosting employees on behalf of other members of the Oxfam global organisation. In the previous year this income line included €1.32M of Covid 19 related government aid and €525K of an interim payment under a Business Interruption insurance claim as well as €135K from hosting Oxfam global employees.

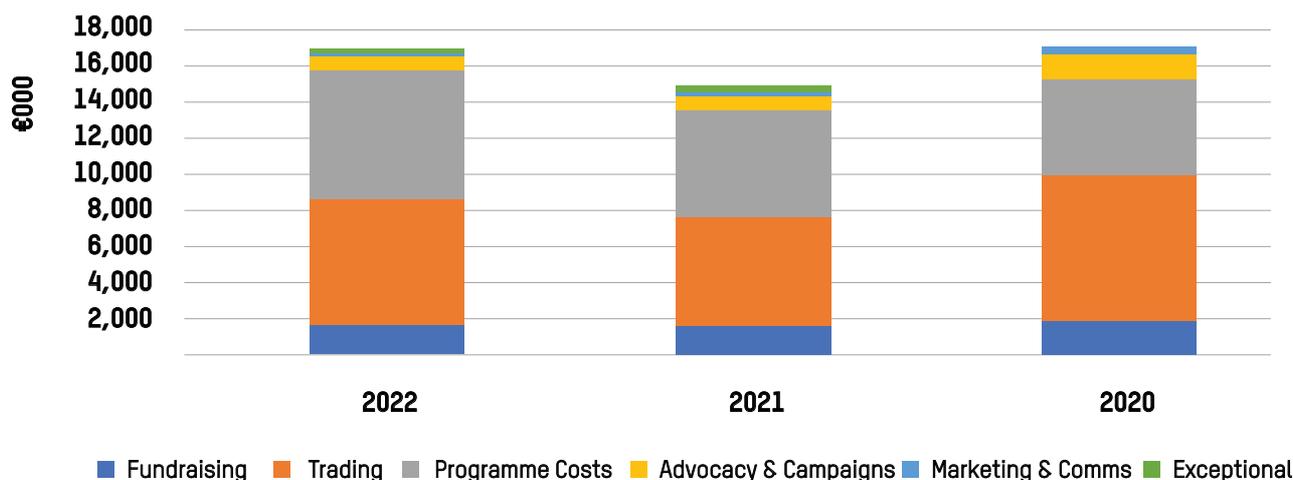
Investment Income comprises rental income from another business operating from one of our ex-shop premises.

Other Gains/Losses

In 2020, we contracted to sell our office at Portview House in Ringsend in Dublin. This generated a gain on revaluation of €809K. In the year to 31 March 2022, we completed the sale which resulted to the transfer of Revaluation Reserve into General Funds.

DIRECTORS' REPORT AND STRATEGIC REPORT

EXPENDITURE



Total expenditure in 2022 was €16.74M which was up 15% on the previous year.

Trading expenditure rose by €911K or 15.6% reflecting the reopening of the shops in line with government guidelines.

Fundraising expenditure remained at similar levels to 2021 reflecting the fact that our door to door teams remained inactive for much of the year due to pandemic restrictions. As noted previously, as much of the benefit from the work of these teams comes in future years through regular donations from newly signed up donors, we expect a negative future impact on fundraising income.

The 25.6% increase in **Programme costs** is due to a combination of the timing of payments of grants to Programme Countries and increased access to restricted funds as a result of the successful growth of our institutional funding in 2020. The 8.7% increase in **Advocacy & Campaigns expenditure** is due to some of the vacancies in the team being filled towards the end of the period.

Exceptional Expenditure reflects €61K of redundancy costs relating to the redundancy programme and €122K relating to cost incurred with other Oxfam affiliates for hosting Oxfam Ireland employees.

Balance Sheet

In the year to 31 March 2022, we completed the sale of our Dublin freehold building converting the Revaluation Reserve into General Funds.

Funds carried forward of €6.610M includes €1.02M of Restricted funds which is €602K lower than 2021 reflecting the timing of the flow of restricted funds to programme countries referred to above under Programme Costs. Unrestricted funds amounting to €5.59M 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 at €2.257M is based on a historical calculation of three months of key operational costs.

As a result of a combination of unforeseen operational surpluses and a 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 €2.257M 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

As we enter the initial period of our ten-year strategic framework we have developed detailed operational plans for each area to ensure consistency of vision and direction in the short to medium term. We also continue to actively work on developing our culture to ensure it aligns with and embraces our values.

Our vision is for a just and sustainable world. We will continue to fight inequality to end poverty and injustice.

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.

DIRECTOR'S REPORT AND STRATEGIC REPORT

We expect 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.

Our Trading and Fundraising teams also 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 will build back to full strength and will again be fully active both on a face to face basis and through telemarketing, digital and direct mail campaigns. Supported by external specialists we will develop a new core fundraising ambition, fully understood and shared by all staff and volunteers and giving 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 will continue 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 2022 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
<p>Impact of Covid-19</p> <p>The primary risk to the organisation from Covid-19 was the impact on the health and safety of our staff and the people we work with.</p> <p>The secondary risk was the impact on the ability to generate income to support our work both through our shop network and our public fundraising.</p>	<p>We followed best practice in personal protection practices and our Health & Safety team communicated regularly with all our staff to ensure that everyone understood the risks and their responsibilities. We also remained focussed on the mental health and wellbeing of our staff as they coped with new ways of working ensuring that all staff had access to support where necessary.</p> <p>We reduced the core cost base of the organisation through a redundancy programme and introducing process changes to increase efficiency. We also successfully pursued an insurance claim for loss of income under a business interruption clause. We continued to build relationships with suppliers of stock for our shops so that when they reopened they were able to offer our customers a large range of high-quality stock.</p>

Risk	Mitigating Actions
<p>Safeguarding</p> <p>The Covid-19 pandemic has increased the already significant risks in this year. The risks related to sexual exploitation and abuse are heightened in the face of stress, fear, economic uncertainty and chaotic environments. At the same time, the barriers to reporting and responding have also increased.</p> <p>Oxfam Ireland has zero tolerance for all types of misconduct against people’s health, well-being, and human rights. We pay particular attention to risks of sexual exploitation, abuse, and harassment.</p>	<p>To progress in mitigating risks in this area we have continued to make changes to our processes and culture while introducing a global case management system to improve the quality and consistency of the management of cases.</p> <p>We rolled out our new Safeguarding Core Standards, bringing together key policies and minimum standards, and developed and introduced a series of training courses for all staff.</p> <p>We continue to regularly report publicly on our progress against our plans in improving our Safeguarding performance.</p>
<p>Fraud & Corruption</p> <p>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.</p>	<p>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.</p>
<p>Health & Safety of Staff</p> <p>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.</p>	<p>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.</p>

Events after the end of the reporting period

.....

There are no other 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 2022.

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;
- They have taken all the steps that they ought to have taken to make themselves 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: 09/09/2022



Andrew McCracken – Secretary

Date: 09/09/2022

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 2022 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 2022 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.

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 67, 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:

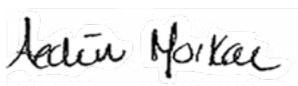
- Making enquiries of the Directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing 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: 14/09/2022

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 2022 (Including an Income and Expenditure Account)

	Notes	Unrestricted funds	Restricted funds	Total 2022	Total 2021
		€'000	€'000	€'000	€'000
Income from					
Donations and legacies	5	4,471	384	4,855	4,639
Other trading activities	6	6,959	60	7,019	3,466
Investments	7	41	-	41	35
Charitable activities	8	330	4,759	5,089	5,626
Other income	9	129	246	375	1,982
Total income		11,930	5,449	17,379	15,748
Expenditure on					
Raising funds:					
Fundraising	10	1,607	7	1,614	1,620
Trading activities	6	6,512	242	6,754	5,842
		8,119	249	8,368	7,462
Charitable activities					
Overseas programme costs	11	1,559	5,714	7,273	5,792
Advocacy and campaigns	11	699	10	709	652
Marketing and communications	11	128	82	210	272
Exceptional expenditure	35	183	-	183	384
Total expenditure		10,688	6,055	16,743	14,562
Net income / (expenditure) for the year		1,242	(606)	636	1,186
Transfers between funds		-	-	-	-
Unrealised currency movement		(17)	2	(15)	(35)
Net income / (expenditure)		1,225	(604)	621	1,151
Other gains	31	-	-	-	809
Net movement in funds		1,225	(604)	621	1,960
Reconciliation of funds:					
Total funds brought forward	28	4,360	1,628	5,988	4,028
Total funds carried forward	28	5,585	1,024	6,609	5,988

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 76 to 99 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2022

	Notes	Total 2022	Total 2021
		€'000	€'000
Fixed assets			
Tangible assets	16	576	3,826
		576	3,826
Current assets			
Stocks and work in progress	18	91	64
Debtors	19	1,676	1,634
Cash at bank and in hand	20	11,020	6,630
		12,787	8,328
Current liabilities			
Creditors: amount falling due within one year	21	(6,754)	(6,166)
Net current assets		6,033	2,162
Total assets less current liabilities		6,609	5,988
Net assets		6,609	5,988
Funds			
Restricted funds	28	1,024	1,628
Designated funds	28	2,257	2,083
Unrestricted funds	28	3,328	58
Revaluation reserve	28	-	2,219
Total charity funds		6,609	5,988

The notes on pages 76 to 99 form part of these financial statements.

On behalf of the Council,



Dr Susan Murphy
Chair



Andrew McCracken
Secretary

Date: 09/09/2022

Company Balance Sheet as at 31 March 2022

	Notes	Total 2022	Total 2021
		€'000	€'000
Fixed assets			
Tangible assets	16	220	278
		220	278
Current assets			
Stocks and work in progress	18	91	40
Debtors	19	328	307
Cash at bank and in hand	20	828	1,093
		1,247	1,440
Current liabilities			
Creditors: amount falling due within one year	21	(2,902)	(3,174)
Net current assets		(1,655)	(1,734)
Total assets less current liabilities		(1,435)	(1,456)
Net liabilities		(1,435)	(1,456)
Funds			
Restricted funds	29	164	170
Unrestricted funds	29	(1,599)	(1,626)
Total charity funds		(1,435)	(1,456)

The notes on pages 76 to 99 form part of these financial statements.

On behalf of the Council,



Dr Susan Murphy
Chair



Andrew McCracken
Director

Date: 09/09/2022

Consolidated Statement of Cash Flow as at 31 March 2022

	Notes	Total 2022	Total 2021
		€'000	€'000
Net cash provided by / (used in) operating activities	24	1,612	2,092
Cash flow from investing activities			
Purchase of tangible assets	16	(117)	(128)
Proceeds from sale of tangible assets		3,200	-
Net cash (used in) / provided by investing activities		3,083	(128)
Cash flow from financing activities			
Repayment of bank loans			
Cash used in financing activities		(305)	-
		(305)	-
Increase in cash and cash equivalents in the reporting period		4,390	1,964
Cash and cash equivalents at the beginning of the reporting period		6,630	4,666
Cash and cash equivalents at the end of the reporting period		11,020	6,630

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 2022.

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 2022.

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.

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.

NOTES TO THE FINANCIAL STATEMENTS

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 2022	Total 2021
	€	€
Average Rate Pounds Sterling	1.17	1.12
Closing Rate Pounds Sterling	1.19	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.

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, apart from freehold buildings, 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.

Freehold buildings are stated in the consolidated balance sheet at their revalued amounts, being the fair value at the date of revaluation, less any accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient regularity such that the carrying amount does not differ materially from that which would be determined using fair values at the reporting date.

Any revaluation increase arising on the revaluation of such freehold buildings is credited to the properties revaluation reserve, except to the extent that it reverses a revaluation decrease for the same asset previously recognised as an expense, in which case the increase is credited to the consolidated statement of financial activities to the extent of the decrease previously expensed. A decrease in carrying amount arising on the revaluation of such freehold buildings is charged as an expense to the extent that it exceeds the balance, if any, held in the property's revaluation reserve relating to a previous revaluation of that asset.

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
Freehold buildings	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.

NOTES TO THE FINANCIAL STATEMENTS

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.

NOTES TO THE FINANCIAL STATEMENTS

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.

NOTES TO THE FINANCIAL STATEMENTS

(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 2022 amounts to €2,490K (31 March 2021: €1,319K).

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: an increase in costs as a result of inflationary pressures; growth in trading and fundraising income sufficient to offset cost increases and a finalisation of the ongoing business interruption insurance claim leading to an additional payout.

The sale of the freehold property in Dublin has ensured that the level of accessible reserves is strong. Given the lower cost base after the successful cost reduction programme the organisation is well positioned to continue to achieve at/ or close to breakeven in future years ensuring the strong level of reserves will be preserved.

NOTES TO THE FINANCIAL STATEMENTS

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 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	444	-	444	396	9	405
Donations, gifts & corporate sponsorships	4,027	384	4,411	4,028	206	4,232
	4,471	384	4,855	4,424	215	4,639

Income is derived from:

	Total 2022	Total 2021
	€'000	€'000
Republic of Ireland (ROI)	13,622	12,363
Outside ROI	3,757	3,385
	17,379	15,748

6. Net Income / (Expenditure) on Donated and Commercial Trading Activities

This represents the net income / (expenditure) 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 2022	Restricted funds 2021	Total Trading Activities 2022	Total Trading Activities 2021
	€'000	€'000	€'000	€'000
Turnover from donated goods & commercial trading activity	6,959	60	7,019	3,466
Operating expenses	(5,540)	(236)	(5,776)	(4,842)
Support costs (note 13)	(972)	(6)	(978)	(1,000)
Net expenditure	447	(182)	265	(2,376)

Operating expenses include €170,532 (2021: €294,959) for depreciation on fixtures and fittings and leasehold property specific to the sale of donated goods.

NOTES TO THE FINANCIAL STATEMENTS

7. Investment Income

	Total 2022	Total 2021
	€'000	€'000
Rent receivable	41	35

8. Income from Charitable Activities

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	330	4,759	5,089	326	5,300	5,626
Grant income by donor						
Government bodies	330	4,759	5,089	326	5,300	5,626
Major donors	-	-	-	-	-	-
	330	4,759	5,089	326	5,300	5,626

9. Other Income and Other Gains

	Total 2022	Total 2021
	€'000	€'000
Government Covid aid	246	1,322
Revaluation of property	-	809
Insurance claim	-	525
Hosting arrangement	129	135
	375	2,791

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

NOTES TO THE FINANCIAL STATEMENTS

10. Costs of raising funds

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	750	-	750	748	34	782
Travel and subsistence	4	-	4	10	-	10
Other fundraising costs	231	7	238	144	(6)	138
<i>Direct fundraising costs:</i>						
- Direct marketing	-	-	-	50	-	50
- Events	102	-	102	166	-	166
- Committed givers	71	-	71	73	-	73
Support costs (note 13)	449	-	449	380	21	401
	1,607	7	1,614	1,571	49	1,620

11. Charitable activities

	Unrestricted funds 2022	Restricted income funds 2022	Total charitable funds 2022	Unrestricted funds 2021	Restricted income funds 2021	Total charitable 2021
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	1,018	5,379	6,379	765	4,340	5,105
Operation costs	365	335	700	346	159	505
Governance costs (note 12)	136	-	136	146	-	146
Support costs (note 13)	40	-	40	34	2	36
	1,559	5,714	7,273	1,291	4,501	5,792
Advocacy and Campaign Programme (ASC)						
Operation costs	260	10	270	254	2	256
Advocacy and Campaign Programme	430	-	430	356	33	389
Support costs (note 13)	9	-	9	6	1	7
	699	10	709	616	36	652
Marketing and Communications Programme						
Operation costs	110	82	192	158	99	257
Support costs (note 13)	18	-	18	13	2	15
	128	82	210	171	101	272

NOTES TO THE FINANCIAL STATEMENTS

12. Governance Costs

	Total 2022	Total 2021
	€'000	€'000
Legal & professional fees	5	36
Audit fees	33	28
Council expenses	-	1
Other costs	98	80
	136	145

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	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	-
Bank interest & charges	-	-	-	-	-	-	-
Depreciation	12	1	6	5	-	-	-
	1,534	40	978	449	9	40	18

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	799	-	519	255	-	21	4
Property costs	503	26	339	112	6	11	9
Office running costs	(46)	(2)	(28)	(13)	(1)	(1)	(1)
Computer & equipment costs	146	6	120	16	1	2	1
Legal & professional expenses	24	1	17	5	-	1	-
Bank interest & charges	9	-	5	4	-	-	-
Depreciation	58	3	28	22	1	2	2
	1,493	34	1,000	401	7	36	15

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.

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 169 (2021: 151) analysed as follows.

	2022 Average Number	2021 Average Number
	€'000	€'000
Retail	93	81
Administration	19	20
Public Engagement	48	41
Programme	4	4
Management	5	5
	169	151

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 (2021: €1k).

	Total 2022	Total 2021
	€'000	€'000
Staff costs are comprised of:		
Wages and salaries	4,559	4,355
Social welfare costs	462	395
Termination costs	38	253
Pension costs	190	271
	5,249	5,274

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid and other costs to the CEO amounts to €149k (2021: €135k).

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 2022	Total 2021
	€'000	€'000
Salary	569	499
Health Insurance	5	3
Employer Contributions	61	42
Pensions	50	43
	685	587

NOTES TO THE FINANCIAL STATEMENTS

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 2022	Total 2021
	Number	Number
€60,000 to €70,000	4	2
€70,001 to €80,000	1	1
€80,001 to €90,000	1	1
€90,001 to €110,000	2	1
€110,001 to €120,000	1	1
€120,001 to €130,000	1	1
	10	7

Remuneration includes salary but excludes pension scheme contributions.

15. Net Income / (Expenditure) for the Year

	2022	2021
	€'000	€'000
Net income / (expenditure) for the year is stated after charging:		
Depreciation on tangible fixed assets	170	284
Stock obsolescence	-	15
Operating lease rentals		
- Property	1,696	1,550
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	33	33
Non-audit fee – tax services	1	10
Realised loss on foreign exchange transactions	-	77
Stock recognised as an expense	105	81

NOTES TO THE FINANCIAL STATEMENTS

16. Tangible Assets

Group	Assets for Resale	Leasehold property	Freehold buildings	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Cost							
At 1 April 2021	3,309	1,929	-	3,387	1,553	119	10,297
Currency movements	-	16	-	2	11	-	29
Additions	-	103	-	-	14	-	117
Revaluation	-	-	-	-	-	-	-
Disposal	(3,309)	-	-	-	-	-	(3,309)
At 31 March 2022	-	2,048	-	3,389	1,578	119	7,134
Accumulated depreciation							
At 1 April 2021	(109)	(1,620)	-	(3,212)	(1,411)	(119)	(6,471)
Currency movements	-	(15)	-	(1)	(10)	-	(26)
Charge for the year	-	(72)	-	(41)	(57)	-	(170)
Disposal	(109)	-	-	-	-	-	(109)
At 31 March 2022	-	(1,707)	-	(3,254)	(1,478)	(119)	(6,558)
Net book values							
At 1 April 2021	3,200	309	-	175	142	-	3,826
At 31 March 2022	-	341	-	135	100	-	576

Group	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000
Cost				
At 1 April 2021	1,634	1,041	31	2,679
Currency movements	17	11	-	28
Additions	-	8	-	8
Disposals	-	-	-	-
At 31 March 2022	1,651	1,033	31	2,715
Accumulated depreciation				
At 1 April 2021	(1,402)	(96)	(31)	(2,401)
Currency movements	15	(10)	-	(25)
Charge for the year	(45)	(24)	-	(69)
At 31 March 2022	(1,462)	(1,002)	(31)	(2,495)
Net book values				
At 1 April 2021	232	46	-	278
At 31 March 2022	189	31	-	220

NOTES TO THE FINANCIAL STATEMENTS

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 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%
		2022
		2021
Oxfam Republic of Ireland		€'000
Total assets		14,003
Total liabilities		5,959
Surplus		600
Total funds at 31 March		8,044
		12,815
		5,372
		2,185
		7,463

18. Stocks and Work in Progress

	Group 2022	Group 2021	Company 2022	Company 2021
	€'000	€'000	€'000	€'000
Finished goods for resale	91	64	91	40

A provision for stock obsolescence of nil (2021: €15k) has been recognised during the year.

NOTES TO THE FINANCIAL STATEMENTS

19. Debtors

	€'000	€'000	€'000	€'000
Prepayments and accrued income	1,332	1,288	263	229
Trade debtors	255	256	-	-
Other debtors	35	15	11	3
VAT repayable	54	75	54	75
	1,676	1,634	328	307

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 2022	Group 2021	Company 2022	Company 2021
	€'000	€'000	€'000	€'000
Cash on short term deposit	501	502	-	-
Cash and bank balances	10,519	6,128	828	1,093
	11,020	6,630	828	1,093

21. Creditors: Amounts Falling due within One Year

	Group 2022	Group 2021	Company 2022	Company 2021
Group and Company	€'000	€'000	€'000	€'000
Trade creditors	460	1,829	83	132
Tax and Social Security	263	362	91	113
Accrued expenses	3,541	2,351	622	550
Amounts owed to Oxfam ROI (note 25)	-	-	2,106	2,379
Deferred Income (note 22)	2,490	1,319	-	-
Bank loan	-	305	-	-
	6,754	6,166	2,902	3,174

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

22. Deferred Income

	Group 2022	Group 2021	Company 2022	Company 2021
	€'000	€'000	€'000	€'000
At 1 April	1,319	1,178	-	-
Credited to Statement of Financial Activities	(1,319)	(1,178)	-	-
Deferred during the year	2,490	1,319	-	-
At 31 March	2,490	1,319	-	-

23. Financial Instruments

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

	Total 2022	Total 2021
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	11,020	6,630
Trade debtors	255	256
Other debtors	35	15
Financial liabilities held at amortised cost		
Trade creditors	2,950	1,829
Accrued expenses	3,541	2,351
Amounts owed to Oxfam ROI	2,490	1,319
Bank loan	-	305

The company has the following financial instruments:

	Total 2022	Total 2021
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	828	1,093
Financial liabilities held at amortised cost		
Trade creditors	83	132
Accrued expenses	622	550
Amounts owed to Oxfam ROI	2,106	2,379

NOTES TO THE FINANCIAL STATEMENTS

24. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	Total 2022	Total 2021
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	621	1,960
Adjustments for:		
Depreciation charges	170	284
(Increase)/ decrease in stocks	(27)	12
(Increase) in debtors	(42)	(831)
Increase in creditors	893	1,484
Revaluation of property	-	(809)
Currency movements	(3)	(8)
Net cash provided by / (used in) operating activities	1,612	2,092

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 2022 the total future minimum lease payments under non-cancellable operating leases are as follows:

	€'000	€'000
Land & Buildings Operating leases which expire:		
Within one year	1,441	1,443
In the second to fifth years inclusive	3,323	5,953
After five years	2,960	3,237
	7,724	10,633

NOTES TO THE FINANCIAL STATEMENTS

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 2022	At 31 March 2021
	%	%
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	3.54	3.25
Rate of inflation (RPI)	3.54	3.25
Rate used to discount scheme liabilities*	2.78	2.15

*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 2022	At 31 March 2021
	Years	Years
Non-pensioners:		
Males	22.9	22.8
Females	25.4	25.3
Pensioners:		
Males	21.6	21.5
Females	23.9	23.8

	At 31 March 2022	At 31 March 2021
Scheme assets	£m	£m
Equities	5.6	60.9
Government Bonds	177.0	99.0
Property	30.3	12.5
Cash	29.7	72.8
Total fair value of assets	242.6	245.2

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	245.3	(228.4)	16.9
Current service cost and expenses	(0.2)	(0.5)	(0.7)
Experience on plan assets – gain (loss)	(2.3)	-	(2.3)
Interest income/(cost)	5.2	(4.8)	0.4
Actuarial gain/ (loss)	-	20.8	20.8
Contributions by employer	0.8	-	0.8
Contributions by scheme participants	0.1	0.0	0.1
Benefits paid	(6.3)	6.3	-
Scheme assets/(liabilities) at the end of the year	242.6	(206.7)	35.9
Unrecognised surplus scheme assets			(35.9)
Scheme assets/(liabilities) at the end of the year			

The total return on scheme assets for the year was £2.9m (2021: £19.8m)

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%.

NOTES TO THE FINANCIAL STATEMENTS

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 2020	670	1,980	1,378	-	4,028
Total income	6,878	-	809	8,870	16,557
Total expenditure	(5,924)	-	-	(8,638)	(14,562)
Transfers	-	100	32	(132)	-
Currency gains & losses	4	3	-	(42)	(35)
At 31 March 2021	1,628	2,083	2,219	58	5,988
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

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. The sale of Dublin freehold building was completed during the financial year. The Revaluation Reserve in relation to the freehold building was transferred to the General Funds amounting to €2.219M. Funds amounting to €174K 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 2020	173	-	-	(1,423)	(1,250)
Total income	847	-	-	2,660	3,507
Total expenditure	(850)	-	-	(2,863)	(3,713)
Gains & losses	-	-	-	-	-
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)

NOTES TO THE FINANCIAL STATEMENTS

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	576	-	-	-	576
Current assets	9,506	-	2,257	1,024	12,787
Current liabilities	(6,754)	-	-	-	(6,754)
Net assets at 31 March 2021	3,328	-	2,257	1,024	6,609
Net assets at 31 March 2020	58	2,219	2,083	1,628	5,988

COMPANY	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible Fixed assets	220	-	-	220
Current assets	1,083	-	164	1,247
Current liabilities	(2,902)	-	-	(2,902)
Net assets at 31 March 2022	(1,599)	-	164	(1,435)
Net assets at 31 March 2021	(1,626)	-	170	(1,456)

NOTES TO THE FINANCIAL STATEMENTS

31. Irish Aid Funded Programmes

	2022	2021
Opening Restricted Irish Aid funds 1 April	€'000	€'000
	63	80
Income		
Restricted grant income	3,772	3,813
	3,772	3,813
Expenditure		
<i>Operational Overseas grants</i>		
Colombia	-	12
Democratic Republic of the Congo	483	378
Gaza	-	118
Ireland PED	87	71
Ken	108	-
Malawi	426	350
Occupied Palestine territory and Israel	367	62
Rwanda	333	300
South Sudan	389	468
Tanzania	624	1,006
Uganda	385	300
Zimbabwe	370	369
	3,572	3,434
Management and administration costs	248	396
	3,820	3,830
Closing restricted Irish Aid funds 31 March	15	63

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.

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 other 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 2021	Net Cash Flows	At 31 March 2022
	€'000	€'000	€'000
Cash in hand	6,630	4,390	11,093
Loans falling due within one year	(305)	305	-
Total	6,325	4,695	11,020

34. Movement in Company Net Debt

	At 1 April 2021	Net Cash Flows	At 31 March 2022
	€'000	€'000	€'000
Cash in hand	1,093	(265)	828
Total	1,093	(265)	828

35. Exceptional Expenditure

	2022	2020
	€'000	€'000
Redundancies	61	253
Hosting	122	131
Total	183	384

Exceptional Expenditure reflects €61K of redundancy costs relating to the redundancy programme and €122K relating to cost incurred with other Oxfam affiliates for hosting Oxfam Ireland employees.

36. Approval of Financial Statements

The financial statements were approved by the Council on 9th September 2022

OXFAM IRELAND

BELFAST OFFICE

Oxfam Ireland
Elizabeth House,
Suite 1, 116-118 Hollywood Road,
Belfast, BT4 1NY

t: +44 (0) 28 9023 0220

Charity Number
(Northern Ireland) XN 89651
Charity Commission for Northern Ireland
Charity Number NIC100848
Company Number
(Northern Ireland) 33800

e: info@oxfamireland.org

 facebook.com/oxfamireland

 twitter.com/oxfamireland

www.oxfamireland.org



OXFAM
Ireland



This report is produced on
a Sustainable Mixed stock

DUBLIN OFFICE

Oxfam Ireland
2nd Floor, Portview House
Thorncastle Street
Ringsend
Dublin 4

t: +353 (0) 1 672 7662

Charity Number
(Republic of Ireland) 5988
Charities Regulatory Authority
Charity Reg. Number 20009946
Company Number
(Republic of Ireland) 284292