

ANNUAL REPORT



OXFAM IRELAND 2024-2025

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FIGHTING FOR A JUST AND SUSTAINABLE WORLD.

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ABOUT US

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

Oxfam Ireland is one of 22 Oxfams working together in 77 countries around the world. We're part of a global confederation of independent and interconnected affiliates, each with their own areas of activity and expertise. We combine to achieve shared goals.

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

As part of the Oxfam confederation, Oxfam Ireland delivers specific programmes in the Democratic Republic of Congo (DRC), Malawi, South Sudan, Somalia and Somaliland, Uganda, Zimbabwe, Zambia, Occupied Palestinian Territory, Mozambique, Bolivia, Cambodia, El Salvador, Kenya, Senegal, Tunisia and Vietnam.

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

Supported by people across the island of Ireland for more than six decades, we are an independent, secular and not-for-profit organisation. We have 45 shops across the island, offices in Belfast and Dublin, a warehouse in Dunmurry, Belfast and over 700 volunteers supporting our fight against poverty and inequality.



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WHO ARE WE



OUR VISION

A just and sustainable world.

OUR MISSION

To fight inequality to end poverty and injustice.



OUR IDENTITY

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

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

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

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

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

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

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



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 work to expand people's agency over their lives and the decisions that impact them.

Solidarity: We 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.

OUR ROLE

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

We work across humanitarian, development

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

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

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

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



OUR 4 GLOBAL GOALS

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 global goals.



JUST ECONOMIES

People and the planet are at the centre of just and sustainable economic systems.

GENDER JUSTICE

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

ACCOUNTABLE GOVERNANCE

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

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.



LETTER FROM OUR CHAIR



Credit: Debbie Hickey/Oxfam

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

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

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

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

We have partnered with a variety of different

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

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

Over the past year, we have become a more prominent voice in Ireland when it comes to the assault on Gaza and I am particularly proud of this. We will continue to call for an immediate and permanent ceasefire and for an end to war crimes. We also continue to highlight global inequality and how our tax system perpetuates fiscal injustice and related inequality, particularly through our work on a wealth tax.

Everything we do is made possible by the people in the organisation. The volunteers who give up their time to work in our network of 45 shops across the island of

Ireland, our staff, our partners, Board members and our supporters.

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

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

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



PROF. MARY MURPHY
CHAIRPERSON, OXFAM IRELAND



LETTER FROM OUR CEO

Our world is in turmoil. Two billion people now live in regions affected by conflict. We are witnessing the highest number of conflicts since World War II. Israel's assault on Gaza is no less than a genocide and an entirely man-made famine has Gazans now dying of starvation alongside the airstrikes and bombs. The conflict in the Democratic Republic of the Congo has become more protracted with recent surges of violence.

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

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

Our four strategic goals of economic justice, climate justice, gender justice and good governance are more relevant and necessary than ever. Our work on Gaza has been on the ground, on the streets and in the corridors of power. We were glad to help reach 1.2 million people in Gaza since October 2023, through local partners.

We attended every national march in solidarity with the Palestinian people and our #CeasefireNow campaign was supported by over 60,000 Irish people. We urged the EU to suspend the EU-Israel Association Agreement and the Irish Government to pass the Occupied Territories Bill. We continue to push for measures to address economic inequality globally and in Ireland to put economies on a more secure footing and fund public services for those who need them.

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

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

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

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

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

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

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

JIM CLARKEN
CEO, OXFAM IRELAND



Credit: Debbie Hickey/Oxfam

MEET BARBARA...



“It's great to meet other people to learn

about the charity. Even if it's only for a couple of hours in the week - do it.”

Barbara Harper volunteers in the Oxfam Hollywood Superstore. She decided to start volunteering when she retired and had some time to spare. Volunteers are the backbone of our network of shops, as well as an important part of the public face of our organisation. Oxfam volunteers are making a huge impact every day and

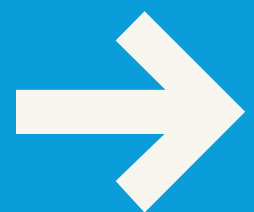
each has their own story when it comes to why they volunteer. Barbara's favourite part of volunteering is meeting other volunteers.

“Because you come in on the same day each week, you tend to meet the same people and get to know them and their stories.”





OUR IMPACT



OUR YEAR IN

NUMBERS

2024-25

REACH

14.26
MILLION



directly reached
through the
Oxfam global
confederation



2.8
MILLION

directly and
indirectly reached
through Oxfam
Ireland's work*

GLOBAL IMPACT

17 COUNTRIES

hosting our programmes



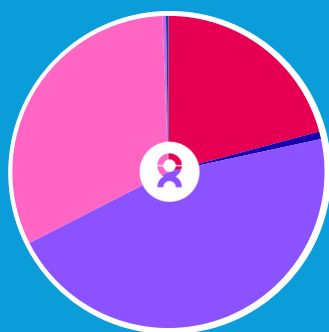
PEOPLE POWER

700 194**

VOLUNTEERS

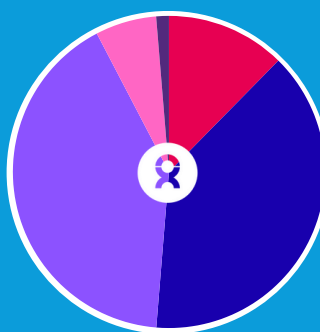
STAFF MEMBERS

Where our money comes from



Donations	20.8%
Legacies	0.8%
Trading	45.9%
Charitable Activities	31.9%
Other Income	0.2%
Investment Income	0.3%

Where our money goes



Fundraising	12.3%
Trading	39%
Programme costs	41.1%
Advocacy & Campaigns	6.3%
Marketing & Comms	1.3%

* This figure includes our development and humanitarian work in other countries, and people reached through influencing, campaigning and global citizenship education work across the island of Ireland. It is based on both the calendar year and financial year, as per reporting period parameters.

** Based on average monthly number of persons employed by the company in the financial year

11.5M 509K 16K

IMPRESSIONS

ENGAGEMENTS

CONVERSIONS

THE HIGHLIGHTS

€10M

in trading income across the year

64%

Share of Voice across the sector during our Davos 2025 report

42,805

people were reached in Gaza with water and sanitation work

10

countries involved in our new EU funded ReCIPE programme promoting digital rights

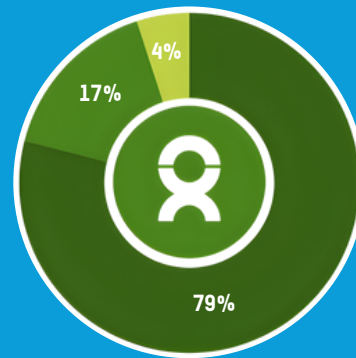
EXPENDITURE

17%

Generating Future Income

4%

Admin & Governance Costs ****



79%

Programme Work ***



INCOME



€4.7 MILLION

raised by the public to deliver our mission and vision

€275K

increase in voluntary

INCOME



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

****Our admin and governance costs exclude support costs allocated to our shop network.



193,556 *PEOPLE REACHED
DIRECTLY*

2,437,408

*PEOPLE REACHED
INDIRECTLY*

Ireland's Civil Society Partnership (ICSP) for A Better World, funded by Irish Aid, supports work that helps people to realise their rights, exercise leadership and build resilience for a life free from poverty, violence and discrimination.

Running from 2023 to 2027, the programme includes development, humanitarian, and peacebuilding approaches, as well as a climate fund. The framework includes a funding stream that allows us to respond to acute crises. In 2024/25 this enabled important response work in DRC, Mozambique and Gaza. The programme also includes a Global Citizenship Education (GCE) programme in Ireland. This aims to increase awareness and understanding about development and humanitarian issues, enabling people to become empowered and active citizens for global justice.

IRISH AID FUNDED WORK

In 2024, the ICSP programme reached:

- Malawi: 15,343 directly
- Zimbabwe: 22,837 directly
- Uganda: 6,311 directly
- Somalia.Somaliland: 16,625 directly
- Zambia: 27,563 directly
- South Sudan: 7,876 directly
- Democratic Republic of Congo (DRC): 51,316 directly
- Gaza: 42,805 directly
- Mozambique: 2,880 directly
- Ireland: 891 people directly



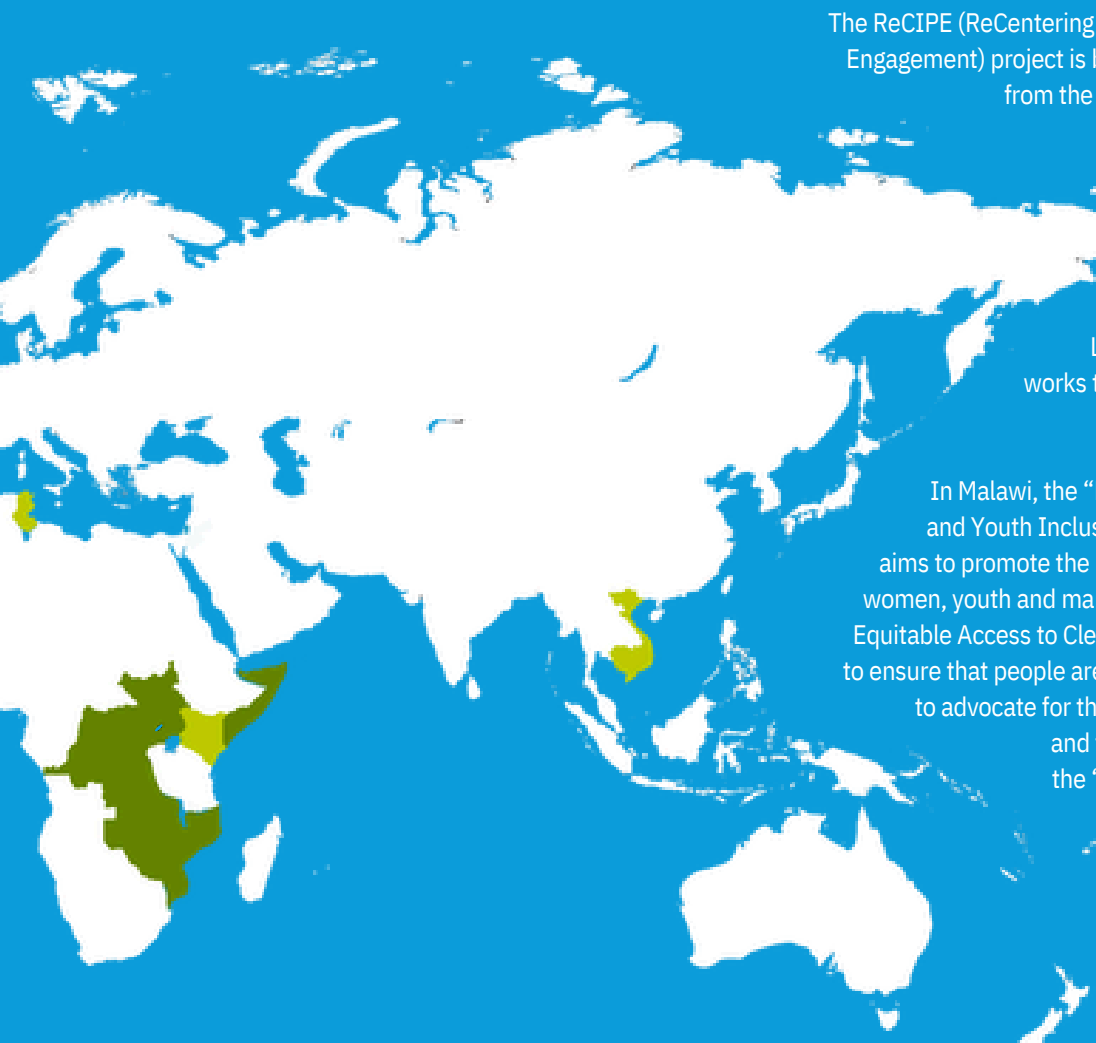
**European
Union**



Irish Aid

An Roinn Gnóthaí Eachtracha agus Trádála
Department of Foreign Affairs and Trade

Our work under the European Union (EU) grant portfolio spans many different countries, with a variety of projects included.



The ReCIPE (ReCentering the Civic Internet through Partner Engagement) project is being implemented in 10 countries from the 'Global South.' It aims to increase collaboration with the 'Global North' to create vibrant and safe online civic spaces. In Uganda, the "From Mines to School: Eliminating Hazardous Child Labour in Karamoja Mines" project works to reduce and prevent child labour in mining communities.

In Malawi, the "Promoting Gender Transformative and Youth Inclusive Democracy in Malawi" project aims to promote the rights and political participation of women, youth and marginalised people. The "Promoting Equitable Access to Clean Energy" (PEACE) project works to ensure that people are better informed and empowered to advocate for their right to energy and for efficient and fair energy distribution. In Zambia, the "Beyond the Numbers: Making the budget work for the People" promotes greater accountability and better public service delivery.

In Ireland, the "Imagining the Climate-Just Futures" project empowers people to imagine and take action for a climate-just future. The CISUTAC: Circularity and Sustainability in Textiles and Clothing project aims to increase circularity and sustainability in textiles and clothing in Europe. The Active citizen for people and planet (ActZen) project focuses on engaging people in discussions and action related to climate and environment and proposing solutions to decision-makers.

EU FUNDED WORK

In this reporting period, EU projects reached:

- Bolivia, Cambodia, El Salvador, Kenya, Palestine, Senegal, Somalia, Tunisia, Uganda and Vietnam: 856 people reached directly.
- Uganda: 304 children enrolled in school.
- Malawi: 62,896 people reached directly as part of the "Promoting Gender Transformative and Youth Inclusive Democracy in Malawi" project.
- 40,000 people reached through popular awareness campaigns as part of the PEACE project.
- Zambia: 422 people reached directly.



IRISH AID FUNDED

WORK STORIES

Dhuren Jowang is a member of a women-led vegetable group in Akilo Payam, Pibor County, South Sudan. Under the ICSP project, women were provided with seeds, tools and taught improved farming practices and sustainable agriculture. This has helped them to be resilient to climatic changes and by farming different crops, they have improved their access to food. By diversifying her crop, Dhuren's family not only has more food to eat, but also increased household income, as she sells her vegetables and fruits.



Dhuren Jowang with her crops.
Credit: Mercy Chinguwa/Oxfam



In the drought-prone Karamoja region in Uganda, a cash-for-work programme is building resilience and empowering people to construct their own water sources. Through this initiative, people are constructing and distilling water through valley dams to ensure they have a reliable water source. The project is led by partner organisation, Caritas Moroto, under ICSP.

Each morning, 116 community members arrive by 6am, work until 11am. They earn UGX 10,000 (approximately €2.65) daily. 68 men and 48 women have participated in the initiative. They have restored 925m³ of water reservoirs, which will store rainwater for use during harsh dry seasons.

People participating in the cash-for-work programme.
Credit: Ivan Rackara/Oxfam

EU FUNDED

WORK STORIES



A group attending the training.
Credit: Victor/WOLREC/Oxfam



In Malawi, a group of women attended a training organised for aspiring councillors and Members of Parliament. Oxfam and our partner, Women's Legal Resources Centre (WOLREC), organise the trainings to support aspiring leaders. Women, youth and people with disabilities attend the trainings to strengthen their skills in areas like public speaking and media engagement.

Aisha Nasio is a 38-year-old mother of four from Utut who has worked in the gold mines in Uganda for over 11 years. She relied on the help of her two eldest children, a 16-year-old boy and a 12-year-old girl, to increase the low income she could earn from the mines.

As part of an Oxfam project, Aisha's 12-year-old son now attends the Utut Mobile School, which is located near the mines.



Young people getting back to school as part of the project.
Credit: Oxfam in Uganda

MEET IVAN



“The work Oxfam does across the world is really important.

Dad wanted to make sure the right thing happened to his collection of books,” Ivan O’Brien.

Ivan’s father, Michael, founded O’Brien Press publishers in 1974. Michael died in July 2022 and left 2,500 books from his personal collection to Oxfam Ireland’s shop on Parliament Street in 2024.

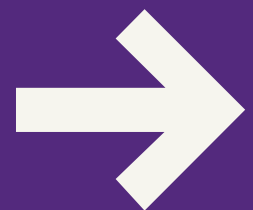
“It would be a tragedy to end up throwing these things out, but finding the right route can be difficult. If they can’t be kept together, enabling a charity like Oxfam to sell them and raise money for important work is a fantastic alternative,” says Ivan.

Leaving a legacy gift to Oxfam Ireland helps ensure that values of justice, equality, and compassion live on, supporting future generations to live free from poverty and inequality. A gift in a will to Oxfam means the fight for fairness never has to stop.





OUR VISION



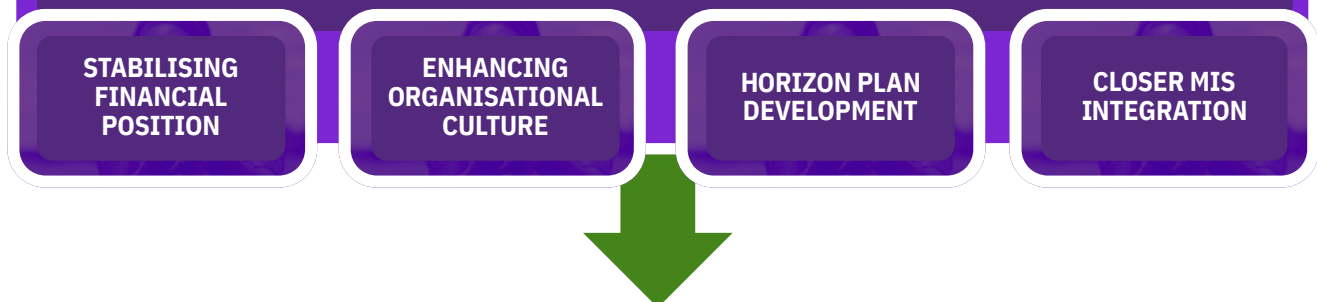
OUR STRATEGY

OUR GLOBAL GOALS



OUR STRATEGIC FRAMEWORK (2020-30)

OUR 2024/25 CRITICAL MILESTONES



OUR HORIZON PROCESS (2023-27)

THEMATIC AND FUNCTIONAL FOCUS AREAS

THEMATIC



FUNCTIONAL

WAYS OF WORKING





THE VISION FOR 2030

OUR STRATEGIC FRAMEWORK

In 2020 we embarked on a 10-Year Strategic Framework, “Let’s End Inequality and Poverty Together.” Our Strategic Framework lays out a bold and ambitious vision for 2030. It builds on our existing work while developing and delivering new approaches that make us more connected, collaborative, focused and adaptive. It also aligns with the Oxfam confederation’s Global Strategic Framework. Ending inequality as a root cause of poverty and injustice is central to our Strategic Framework and to achieving our four global goals: Just Economies, Gender Justice, Climate Justice and Accountable Governance.

Our Theory of Change guides our ways of working, including a strong focus on changing systems, people power and a feminist and anti-racist approach. We’re working with partners to transform the unequal and harmful social, political, economic and cultural systems that perpetuate poverty and injustice. By leveraging people power, we’re prioritising solidarity and partnership, ensuring the voices, stories and actions of those most impacted by poverty and injustice are heard. What do we mean by a feminist and anti-racist approach? We mean we will share power, challenge our behaviour, prioritise partnerships, ensure everyone is heard and champion safety, diversity and inclusion.

Credit: Samantha Andrades/Trevor Anderson/Oxfam



**Financial
Position**



**Organisational
Culture**



CRITICAL MILESTONES UPDATE

STABILISING OUR FINANCIAL POSITION

Oxfam Ireland's financial position is stable and we have a strong level of reserves despite the challenges posed by the uncertain global economic context. Our income from the public, our trading division and institutional funding has grown as a result of investments in all our income generating activities. These investments have helped expand our regular giving programme, strengthen our retail brand with consumers and suppliers, and increased footfall into our shops. We have developed and implemented a new donated stock strategy which included new business partnerships and developed stronger partnerships with key institutional donors such as Irish Aid and the EU.

In 2024-25 we developed a new three-year income generation strategy which will continue to build on our current stable financial position. The aim is to further grow our public fundraising, private philanthropy, institutional funding and trading efforts in support of Oxfam's programme and influencing work.

SEEKING CLOSER INTEGRATION OF MIS WITH OXFAM CONFEDERATION SOLUTIONS

We continue to seek closer alignment with the Oxfam confederation on management information systems (MIS) to improve accountability and report on progress towards our shared goals. Our core email, file sharing and online meeting solutions are all integrated with Oxfam globally. Last year we started the update of our organisation's financial management system and continued to streamline our reporting with the confederation's output reporting mechanism. For this, we provide information about the people we work with directly through our international programmes, our partners, our influencing work and our campaigns.

DEVELOPING SECOND 3-YEAR HORIZON PLAN 2024-2027 & ENHANCING OUR ORGANISATIONAL CULTURE

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

Having developed our second three-year Horizon Plan for 2024 – 27, we continued to embed a more strategic approach to our ways of working through the use of Annual Operating Plans (AOP). These provide clarity to each team and across the organisation on how they contribute towards progressing the organisation's ambition. We also introduced cross-organisational groups to co-create and deliver key pieces of work such as ethical communications guidelines, a new brand and marketing strategy, a climate justice strategy, and ways to improve our supporter engagement. These various approaches are cementing an organisational culture that prioritises collaboration and accountability.

THE VISION FOR 2027

OUR HORIZON PROCESS

Horizon Plan 2024 – 2027 guides our cross-organisational work over the next three years. Under Horizon, we want to ensure that our work is more focused and aligned across all parts of the organisation. We also want to enhance our collective planning, accountability and learning culture and build a robust monitoring and evaluation framework that allows us to clearly measure impact across the organisation. The Horizon Plan 2024 – 27 has six focus areas.

GENDER JUSTICE

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

FIGHTING INEQUALITY

- Fighting inequality as a root cause of poverty and injustice,
- Working for fair tax systems and a more sustainable economy,
- Protecting human rights, including in business and across migration issues.

Credit: Debbie Hickey/Oxfam



**Gender
Justice**



**Climate
Justice**

**Digital
Innovation**

DIGITAL INNOVATION

- Contributing to the creation of a digital environment that respects and upholds people's rights and promotes equality, gender justice and social well-being and protects civic space,
- Leveraging digital innovation technologies to unlock opportunities and find solutions to the problems facing the communities and partners we work with.

HUMANITARIAN ACTION

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

CLIMATE JUSTICE

- Confronting climate breakdown with decolonial feminist action,
- Addressing inequalities in climate action, including across climate finance and loss and damages,
- Sharing power and prioritising partnerships & the voices of those most impacted,
- Increasingly inspiring a movement towards climate-friendly consumption.

WAYS OF WORKING

- Championing solidarity and partnership,
- Protecting civic space,
- Embracing our values,
- Addressing the root causes of poverty, injustice and disaster,
- Ensuring an enabling and well-resourced environment.

This financial year 2024-25 was the first year of this Horizon Plan. The key work undertaken was that each department developed Annual Operational Plans (AOPs) for 2024 – 2025, using the six Focus Areas and their related outcomes. These AOPs built on the Focus Area Outcomes by developing Outputs, Activities and Indicators to enable us to clearly and tangibly track progress against plans. All AOPs recognise cross-organisational collaboration for shared work. Through the Horizon Plan, we aim to make a greater collective impact both in programme countries and across the island of Ireland. We also strengthened our own ways of working to ensure everything we do is in line with the values and approaches we committed to in our Strategic Framework. At the end of the three years, we plan to be a more focused, joined up and thoughtful organisation with a strong and sustainable resource base and a work environment that even better enables all of us to give our very best.

MEET MARGRET



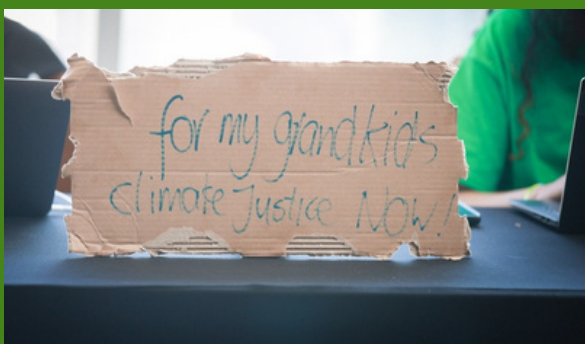
“Most of these women have good leadership qualities,

but the reason they’re not taking up leadership positions is they’re not economically strong to fund their leadership activities.”

Margret Zinhumwe works at Women's Academy for Leadership and Political Excellence (WALPE), one of our partner organisations in Zimbabwe. WALPE was set up in 2018, as a direct response to the outcome of the election in Zimbabwe. It had become clear that women were not fully represented in the 2018 elections.

Getting more women to participate in politics and run for the next election is WALPE’s goal. It works to give women the skills to take up leadership positions at all levels, whether that be in politics, or within their communities. Church leadership, village leadership and leadership in other areas is all encouraged, as this gives women experience if they decide to run for parliament. The organisation focuses on capacity building, advocacy and lobbying, and knowledge building.

The work we do is guided by our overarching goals and our Horizon plan aims to ensure we deliver on these goals. This is a snapshot of just some of the work taking place under these areas in the organisation- some of our key successes and stats, activities and the challenges we faced along the way in carrying out our work.





OUR WORK





FOCUS AREA 1

GENDER JUSTICE

RESULTS & SUCCESSES

43,863 people are better able to access and claim their rights in Democratic Republic of Congo (DRC), Somalia and Somaliland, South Sudan, Uganda, Malawi, Zambia and Zimbabwe. Under the ICSP project, there are strong results towards women's transformative leadership, and more equal economic opportunities and protection particularly for gender-based violence (GBV) survivors.

1,354 women and girls, male champions, community structures and government partners in Uganda now understand their land rights. **86** community leaders were trained on land rights and **2,657** people reached with land rights information through the community local structures under the ICSP project.

16,242 people were taught about harmful social norms and gender-based violence (GBV) by male anti-GBV champions in Zambia. They are skilled in gender analysis and engagement, and promote positive social change. This has contributed to the reduction of GBV prevalence from 37.2% at the start of ICSP to 24.9% in four districts in Zambia.

42,768 women, **4,403** marginalised groups and **15,724** young people in Malawi are being supported to participate in politics. This project is contributing to strengthening Malawi's governance systems. **2,332** people participated in capacity-building, leading to an understanding within communities of key governance concepts and the importance of inclusive participation in politics and decision-making structures.

Shylene Banda, from Zimbabwe, received a bicycle from an Oxfam project so she doesn't have to walk the long distance to school.

Credit: Collin Nduna/Oxfam



KEY ACTIVITIES

We continue our membership of the Irish Consortium on Gender Based Violence (ICGBV). We were represented at the recent ICGBV CEO and Leaders Forum, and renewed government commitment to tackling gender-based violence both at home and abroad was stated.

The Gender Action Learning (GALS) methodology used in Uganda, Zimbabwe and South Sudan promotes women's empowerment, equal decision-making, and positive masculinities. 300 Youth Peace Committee members in South Sudan were trained in the GALS methodology to enable them to engage community structures in addressing gender inequality, GBV and marginalisation of groups.

We became members of the National Women's Council of Ireland and work with them and sister organisations to progress gender justice domestically in Ireland and the EU, as well as in our international programmatic work.

CHALLENGES

Capacity within our organisation to engage in various Gender programme and policy spaces in Ireland. Current global funding climate impacts substantive work on GBV and limits resources to advance broader gender equality initiatives.

Gender justice continues to backslide globally and we are committed to understanding how best we might deploy our resources to help address this in Ireland and the EU.

FOCUS AREA 2

FIGHTING INEQUALITY

RESULTS & SUCCESSES

64% Share of Voice (visibility in the media conversation) across the sector during our Davos 2025 report which details Irish and international inequality and its effects. Two Oxfam Ireland opinion pieces were published in national newspapers. The Irish Times addressed the report in an editorial and in seven articles and this reporting was the most viewed article on the Irish Times news site. Leading commentators wrote supportive opinion pieces on our proposed wealth tax across top tier media.

11.5m people reached through digital campaigns, with over **509,000** engagements and **16,000** actions taken. This is across social platforms and the website.

23,916 people had more sustainable and equal access to food and income generation in Malawi, Zambia, Zimbabwe, South Sudan, Somalia and Somaliland, Uganda and DRC. Small farmers are using practices learned at Farmer Field Schools to increase food production and growing income by taking part in Village Savings and Loans Groups.

422 people in Zambia demanded better services and improved, fairer distribution of services. This was part of the 2024 national budget analysis, which facilitated public engagement in the national budget process through radio programmes, reaching approximately **17,746** listeners.

Two Oxfam staff attending one of the National Marches for Palestine.
Credit: Oxfam



KEY ACTIVITIES

Under our Irish Aid funded Global Citizenship Education (GCE) programme we commissioned researchers to carry out a Needs Analysis of our over 700 volunteers across the island to ascertain current levels of understanding of global justice issues and how they would like to engage with our GCE programme.

We became members of the Occupied Territories Bill consortium advocating for the urgent passage of this Bill in line with international law following the opinion by the International Court of Justice in July 2024.

Our Director of Public Affairs presented to the Oireachtas Committee on European Affairs on progress and necessary action to achieve the Sustainable Development Goals. She also presented to the Social Democrats annual summer school on measures to address wealth inequality.

We sponsored, partook in and helped to organise the visit of noted economist Kate Raworth to Ireland to promote her idea of “doughnut economics” and building support for a framework for sustainable development.

CHALLENGES

Wealth inequality continues to worsen around the world and agreement on measures to address this inequality in fora such as the G7, G20 and in the UN have stalled following a new administration in the United States.

Public discourse has continued to become more polarised, fraught and contested. In such a context, we understand that it is incumbent on organisations such as ourselves to concentrate on reshaping narratives, language and engagement as much as we prioritise proposed policy responses. We are conscious that building public support is key to the achievements of our aims and are working to understand how we might engage better with key demographics who could be persuaded to become champions for global justice.

FOCUS AREA 3

DIGITAL INNOVATION

RESULTS & SUCCESSES

14,532 people reached with digital rights resources and content as part of the ReCentering the Civic Internet through Partner Engagement (ReCIPE) project. This was achieved with partner organisations and Oxfam Country teams in Bolivia, Cambodia, El Salvador, Kenya, Palestine, Senegal, Somalia, Tunisia, Uganda and Vietnam.

856 community leaders, activists, journalists and civil society organisation representatives received trainings on digital security and digital literacy.

40 events - including **20** international multi-stakeholder forums, as well as national and regional policy working groups and roundtables - were led, convened and presented by our partners.

ReCIPE consortium members, Mia Marzotto, Cristian León Coronado, Daniel Pasquini, Tran Thi Tuyet, Theary Luy and Mohamed Aded Ali.
Credit: Oxfam



KEY ACTIVITIES

Led by Oxfam Ireland, the ReCIPE consortium partners conducted a mapping assessment on digital rights collecting input from 1,030 people. The data was used to design trainings on digital rights, safety and literacy, as well as provide important information for advocacy messages.

The ReCIPE project has strengthened resilience and capacity of people to operate safely, securely and freely online via trainings, resources and awareness raising on digital literacy and digital rights. It has amplified voices and perspectives of the partner organisations and marginalised communities from the Global South in spaces of influence on digital governance, policy-making and technological development.

Mark Little, author, journalist, founder of Storyful and Kinzen spoke to all staff on new trends in data, politics and how we can stay relevant and protect rights in the digital age.

CHALLENGES

The time and budget constraints while navigating the increasing number of complex issues linked to digital technologies requires attention from those with the power and responsibility to uphold digital rights.

The concentration of power in the hands of a few giant multinational technology corporations (aka "Big Tech") hinder efforts to advocate for common-sense, rights-respecting laws and regulations of digital technologies.

The closing of civic space in countries we work with through state surveillance, censorship and control in the digital world. El Salvador legislation is attempting to cripple non-governmental organisations' (NGOs) ability to operate in country, Tunisia laws used to persecute journalists, Vietnam approval process for internationally funded projects to name a few.

FOCUS AREA 4

HUMANITARIAN ACTION

RESULTS & SUCCESSES

43,863 people participated in and benefitted from initiatives that prevent and respond to climate or armed conflict related shocks in Malawi, DRC, Uganda, Zambia, Zimbabwe, South Sudan and Somalia.Somaliland.

42,805 people were reached in Gaza with water and sanitation work, including the repair of damaged water networks in various areas.

76,550 people were reached with lifesaving assistance as part of the Irish Aid Acute Crisis Stream (ACS) funding. These included interventions in food, water and sanitation and protection in Democratic Republic of Congo (DRC), Gaza and Mozambique. Co-financing totalling €90,000 was provided by Oxfam to the programmes in the DRC and Gaza.

25,181 people were supported with food and cash assistance across Malawi, Zambia and Zimbabwe as part of the response to the El Niño drought, which severely impacted the Southern Africa region.

Credit: Ghada Alhaddad, Media and Communications Officer in Gaza.
Credit: Alef Multimedia/Oxfam



KEY ACTIVITIES

Humanitarian action is becoming increasingly effective as Disaster Risk Reduction (DRR) platforms and committees in countries are better prepared. Part of our work with partners involves ensuring people have access to better early warning systems across a range of potential crises.

More people are engaged in peacebuilding to find solutions or prevent conflicts in their communities such as in South Sudan where youth-led Peacebuilding Committees engage young people most targeted for recruitment.

Through our localisation approach, we work with local partner organisations, that have local knowledge and live near local people. In conflict areas this is especially important as they can act as first responders when access is difficult or impossible due to fighting.

We are progressing the implementation of the Framework for Action on Localisation, engaging and learning from local organisations and continuing to monitor changing contexts in order to adapt to needs. We also work to amplify partner voices in storytelling.

Party leaders and representatives from all parties attended an advocacy meeting and briefing in Leinster House on the humanitarian situation in Gaza and the West Bank and how Ireland can support the Palestinian people nationally and in the EU.

CHALLENGES

Given the challenges of the context, and the dramatic decline of official development assistance (ODA), the International Funding Team has been closely following the evolution of our main Oxfam donors. They are engaging with them to defend ODA, looking to maintain or increase it and Oxfam's role in it. In addition, they are searching for opportunities to diversify financially.

Countries we work in can be severely impacted by climate change and or increasing fighting. Examples include in DRC and South Sudan. This limits how we can access people to deliver programmes.

FOCUS AREA 5

CLIMATE JUSTICE

RESULTS & SUCCESSES

€10m achieved in sales in the Trading department. This was the team's most successful year ever.

10,254 farmer households learned about sustainable farming practices in Malawi, DRC, Uganda, Somalia, Somaliland, South Sudan, Zimbabwe and Zambia.

Ambassador, Siobhán McSweeney - actress, and **19** influencers across the island took part and used their platforms to promote circular fashion in our best Second Hand September campaign to date.

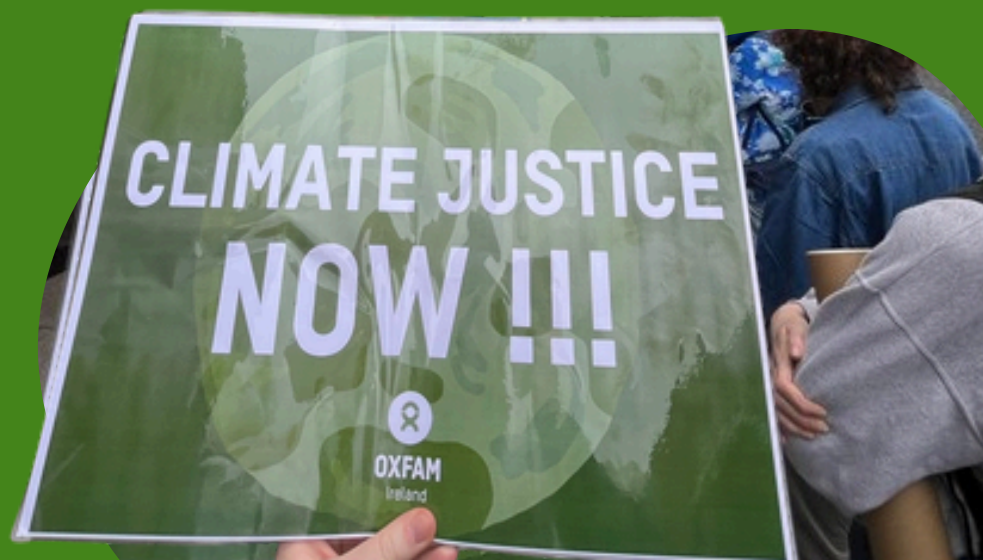
40,000 people from rural communities took part in the community popular mobilisation campaign on clean energy, clean energy demonstrations, and district engagement as part of the PEACE project in Malawi.

20 civil society organisations had enhanced capacities to influence the local, national, and regional policy and legal frameworks within the energy Sector in Malawi.

KEY ACTIVITIES

Our public advocacy work in advance of and after COP 29 in Baku highlighted the need for climate financing at scale for those countries worst affected by the climate crisis. We highlighted the impact of climate breakdown on southern Africa. Our General Election manifesto proposed policy measures for Ireland to lead international efforts to help Global South countries deal with the effects of climate change.

An Oxfam "Climate Justice Now" protest sign at a climate march.
Credit: Sinead Roche/Oxfam



We continued work on a four-year project in collaboration with CISUTAC (Circular Sustainable Textiles and Clothing) project. This project runs until August 2026 and is funded by the European Union. The collaboration encourages people to embrace circularity in their relationship with fashion.

We launched Photovoice (a participatory photography method) in Zimbabwe. Seven people from Farmer Field Schools photograph what land, livelihood and hope mean to them in the context of climate justice.

We won first place at The Wheel #OurEUStory Awards for excellence in communicating the impact of European Union funding on our organisation and community. This was part of our work on the Citizens, Equality, Rights and Values (CERV) funding, through the Active citizen for people and planet (ActZen) project.

We delivered a Climate Justice Decision-Making workshop with Friends of the Earth, Concern Worldwide and USI to promote climate as a central issue in the local elections June 2024.

Our event “A Hidden Emergency: Hunger in Southern Africa” was attended by supporters who gathered to hear firsthand about the impact of climate change in Southern Africa.

CHALLENGES

Climate change continues to exacerbate and the crisis is costing lives, devastating entire regions and eroding development gains around the world. Despite this, climate continues to fall down in priorities of governments and on the public agenda. The challenge remains to play our part to demonstrate the real effects of climate change on people, particularly in our partner countries and to convincingly call for action by the Irish government, the EU and the COP process to transform economies and put in place the financing necessary to change the worrying trajectory of rising carbon emissions.

Although we have continued to grow and increase our influence with consumers and other key stakeholders, remaining relevant in an increasingly competitive ‘resale’ market is a major challenge for shops.



FOCUS AREA 6

WAYS OF WORKING

RESULTS & SUCCESSES

€4.7M raised from the public to deliver our mission and vision, exceeding budget by 7%.

We reduced our staff turnover in shops by improving our recruitment, retention and reward policies resulting in a young, energetic, and resilient team.

We continue to break down silos internally, by promoting more cross-organisational working and greater linkages with staff across the confederation, particularly in partner countries.

Oxfam staff, Colin Carey and Samantha Andrades at a staff event.

Credit: Trevor Anderson/Oxfam



KEY ACTIVITIES

We appointed our first internal auditor just before the commencement of the financial year. The internal audit function plays a key role in supporting our commitment to transparency, accountability and continuous improvement. An organisation-wide risk assessment was conducted in the first quarter of the year and a three-year audit plan was created.

We recruited a record number of new supporters donating on a monthly basis. These new supporters, together with our existing loyal and committed monthly supporters, donated over €3M to support families and people impacted by injustice and poverty throughout the world.

We held a Feminist Exchange with sister organisations from across Europe and partners in Northern Ireland to become decolonial and feminist in all our areas of work.

We work on decolonial and feminist approach to everything we do, foster a safe inclusive empowering work environment and aim to generate income in a way that is increasingly ambitious, principled, diverse and sustainable.

CHALLENGES

Finding a balance between the demands of individual workload and the important responsibility of actively engaging with internal processes designed to promote cross-organisational working.

The past year saw a number of new and re-emerging humanitarian crisis where additional funding support was needed. This demanded regular communication, often sharing distressing stories of injustice and extreme poverty. The teams remained resilient and leveraged digital tools and partnerships to find new ways to highlight the need for continued solidarity and support for the people we work with.

Building effective volunteer teams to support our staff whose workload has increased across all shops across the island.

During the year, our digital analytics capacity was limited, which in turn reduced our ability to harness data-driven insights to inform decision-making. This was compounded by the absence of automated dashboards, making performance monitoring and reporting more resource-intensive and less agile than desired. In addition, wider industry changes including new restrictions on cookies and increasing barriers to accessing online data presented further challenges in tracking user behavior and building a clear picture of digital engagement.

MEET DR. JILAN



“Thank you for being on the right side of history, thank you for

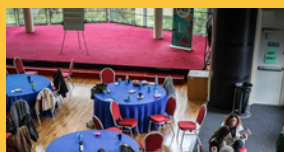
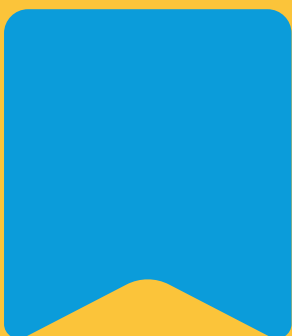
seeing us, not leaving us alone. Thank you Irish people for protesting for justice and the human rights of Palestinians.” - Dr Jilan Wahba Abdalmajid

Credit: Embassy of the State of Palestine.

Oxfam Ireland met with the Palestinian ambassador to Ireland, Dr. Jilan Wahba Abdalmajid, as the Irish Government made the historic move to recognise the state of Palestine in May 2024. Representatives from Oxfam Ireland visited the embassy of the State of Palestine on the very day the move was announced.

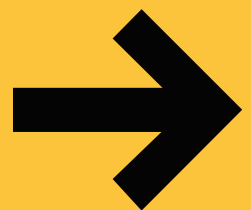
Dr. Jilan also presented at an event we held highlighting the situation in Gaza.

Our teams work collaboratively and cross-organisationally to help us deliver our mission of fighting inequality to end poverty and injustice. Here are some stories from the year about the successes and highlights for some of our departments and teams.





OUR TEAMS, OUR STORIES



OUR TRADING DEPARTMENT

Our PostBack scheme was launched at the end of this financial year and is proving to be an overwhelming success. This is a collaboration with An Post, where people can order a free donation bag from our website, fill it with their pre-loved items and then either drop it to their nearest post office or have it collected from their house by An Post. PostBack helps us continue to contribute to a circular economy. People from every town in Ireland are continuing to use the service.

In addition to this collaboration, throughout the year, we've continued to work with key stakeholders at a local, national and international level. We've developed new partnerships and strengthened relationships with current partners.

Our Hollywood Superstore opened in May 2024, and we're seeing significant success in this shop. We refitted the George's Street, Kilkenny and Dundrum shops using the same design and messaging as the Hollywood Superstore. We aim to promote how our shops are supporting the circular economy and highlighting Oxfam Ireland's key work. In addition to our new in-store messaging across the island, we've continued to use our social media platforms to grow our influence in the communities we work in, so we can highlight the importance of shopping second-hand, reusing and repairing.

Our staff and volunteers working in our distribution centre and 45 shops across the island of Ireland reflect a wide range of backgrounds, experiences and perspectives from various cultures, genders and ages. This has helped us to connect with more people in the communities our shops are in.

To continue to grow this team, we introduced three new roles. These include a Digital Retail Executive to support our growing social media presence, Estates Manager to secure our increasing market share and Donated Stock Strategy Manager to manage and grow our supply chain.



OUR **FUNDRAISING** *& MARKETING DEPARTMENT*

Over the past year, Oxfam Ireland continued to rely on the generosity of supporters across the island of Ireland to fund its mission of ending poverty and injustice. Supporters' passionate response to our fundraising and marketing campaigns demonstrated their deep commitment and solidarity with the people we serve. Their unwavering support is a powerful testament to a shared vision of delivering on our strategic aims and focus areas.

The year saw strong fundraising performance, with €4.7 million raised - 7% above budget - through regular giving, appeals, and tax-effective donations. A record number of monthly donors contributed over €3 million, enabling sustained support for people affected by poverty and inequality. Over 15,000 people gave monthly via direct debit or standing order, providing reliable income that allows for long-term planning and impact.

Oxfam Ireland upheld the highest standards of transparency and accountability, adhering to regulatory codes and earning the Charities Institute Ireland's Triple Lock Standard once again. Key fundraising activities included emergency appeals for crises in Gaza, Lebanon, Myanmar, the Democratic Republic of Congo, and Sudan, which mobilised public solidarity and support. Strategic partnerships with organisations like Electric Aid helped secure long-term funding, while tax-effective giving in Ireland and the UK further boosted donations at no extra cost to donors.

Supporters also engaged in other diverse ways - from purchasing Oxfam Unwrapped gifts to exploring legacy-giving through the Free Gift in Wills service and newly developed Oxfam Legacy guides. Events featuring first-hand accounts from teams in Gaza and Southern Africa deepened donor engagement and highlighted the impact of their support. Looking ahead to next year, we remain focused on evolving our fundraising strategies, strengthening donor relationships, and maximising impact. Empowering communities and partners to lead change is central to our approach, with supporters playing a vital role in building a more just and sustainable world.



OUR PROGRAMMES *DEPARTMENT*

We continued to play a key role in organisational resource mobilisation efforts during the past year. We are largely responsible for generating and managing restricted funds from our institutional donors; namely, the Irish Government through Irish Aid and the European Union (EU).

We played a critical role in ensuring high quality accountable and transparent donor engagement that adds value to both parties. This included regular engagements with our donors at both country and Ireland/Brussels levels as well as a high level of compliance with all donor requirements. Good management of existing grants is key to programme quality and impact, and also to future resource mobilisation. Our team's role in this is essential. By providing technical support to project implementation particularly in relation to monitoring, evaluation, accountability and learning, we help to maintain Oxfam Ireland's reputation as a credible and reliable partner for our donors.

In line with our decolonial, feminist principles we supported partners in Mozambique and the Oxfam country team in Cambodia to access funding directly from both Irish Aid and the European Union. We see this as an important reflection of our commitment to the localisation agenda. During the reporting period, our team also participated in developing Oxfam Ireland's new Income Generation Strategy – contributing insights and helping to shape an ambitious and innovative framework for resource mobilisation over the next three years.

This work has particular urgency and significance in the light of the funding crisis in our sector due to declining aid and cuts in official development assistance (ODA). We worked in collaboration with colleagues elsewhere in the organisation to advocate for Ireland's ODA budget to be protected and contributed to similar efforts at the EU level. Our ability to tell and share stories that demonstrate the impact of our work is key to such influencing efforts and will be essential in the coming years. We further supported broader fundraising efforts across the organisation with impact stories and participation in fundraising events and other initiatives.



OUR PUBLIC AFFAIRS *DEPARTMENT*

We have been highlighting the effects of genocide and famine on the population of Gaza and Oxfam's humanitarian operation on the ground in the Irish media, on the streets and to those with political power. With our colleagues from Gaza and the West Bank we met with political party leaders and TDs and Senators. We pressed for the suspension of the EU-Israel trade agreement and the urgent passing of the Occupied Territories Bill. We met with the Palestinian Ambassador H.E. Dr Jilan Wahba Abdalmajid on the day Ireland recognised Palestine as an independent sovereign state. We attend the National Marches for Palestine, organised by the Ireland Palestine Solidarity Campaign. Our CeasefireNow petition had 58,631 signatories as of 31 March 2025. This year's Davos report on wealth inequality featured prominently in national media. We advocated for measures to reduce this inequality directly with politicians and the Minister for Finance responded to the report in Dáil Éireann.

At election time, we produced election manifestos for the European and General elections and held a well-attended public hustings with candidates running in the General Election 2024 alongside the National Women's Council. We lobbied policymakers in Brussels to make EU policy and practice on migration compliant with human rights and the rule of law. We held workshops for refugees and asylum seekers on vindicating their rights with the Irish Refugee Council.

We had a very successful year campaigning for change in the media and online increasing the reach and power of our message. We brought seven young people to Hamburg and Copenhagen to take part in 'Activism on Track' which was part of the EU CERV project and created a journey, where young climate and rights activists could learn from each other. We face challenges in our work such as increasing conflicts, rising inequality, and faltering multilateralism, which continue to make the world less secure. Cuts to aid costs lives. Extremism is on the rise and the space for civil society to speak out and act is shrinking. We aim to tackle these challenges head on.



OUR **OPERATIONS** *DEPARTMENT*

Operations is the backbone of how we deliver our programme impact at Oxfam Ireland. Our teams work behind the scenes to ensure the organisation runs smoothly, efficiently, and safely across all locations.

- **Corporate Services:** Manages essential infrastructure and services that keep the organisation functioning day-to-day, from office logistics to international travel.
- **Finance:** Responsible for budgets, processing of financial transactions, financial reporting and ensuring we are accountable and transparent in how we use resources.
- **Health & Safety:** Protects the wellbeing of our staff, volunteers, customers and visitors by maintaining safe environments in all our offices and retail locations.
- **Human Resources:** Supports our people throughout their journey with us - from recruitment and onboarding to development, wellbeing and workplace culture.
- **Information Technology (IT):** Looks after our technology infrastructure and operating systems and ensures that we stay secure and effective through reliable systems, digital tools and ongoing tech support.
- **Digital:** Enables colleagues to deliver stronger impact through technology, content, and supporter engagement.

Together, these functions provide critical support that makes our programme response possible.

The Digital Team plays an integral role across the organisation, our work is guided by best practice in accessibility, creativity, and data-informed decision-making, aiming for every digital experience we create to be both effective and inclusive. We focus on building seamless and user-friendly supporter journeys, ensuring people can act quickly when it matters most whether by donating, engaging with campaigns, or amplifying Oxfam's voice.

Best practice for us also means capacity sharing. We work closely with partners, colleagues, and shop teams to embed digital skills, from storytelling and online fundraising to responsible use of AI tools. Through tailored training, clear frameworks, and accessible resources, we strengthen confidence and capability across the Oxfam confederation. Creatively, we are committed to producing content that is authentic, values-driven, and impactful. Our work is recognised externally, with award nominations highlighting the effectiveness of our approach.

MEET AMEERA



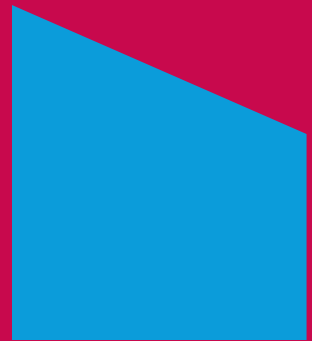
Ameera is an entrepreneur from Rafah in

Gaza. She founded her food processing business, Khair Baladi, with support from Oxfam.

Taken in April 2024, Ameera standing next to the cooking pots she borrowed from friends and neighbours to cook food and sell it.
Credit: Alef Multimedia/Oxfam

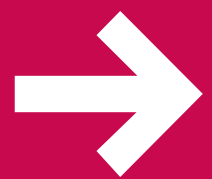
Her business was set up in three production lines for Maftoul, Ajwa (dates), and ready-to-eat rice meals. It thrived despite the challenges of the COVID-19 pandemic. However, the war destroyed her business, leaving her with nothing but a strong will to rebuild. After losing all her equipment, she borrowed cooking pots from friends and neighbours to restart her

work. With her husband also out of work due to the war, they teamed up to rebuild their livelihoods. Despite the hurdles of cooking with fire, transportation difficulties, and rising costs, Ameera continued to make food for her family and others in need. Her resilience, adaptability, and desire for peace drive her forward as she navigates through the uncertainty brought on by war.





OUR ORGANISATIONAL RESPONSIBILITY





PROTECTING PEOPLE

SAFEGUARDING

We are committed to creating a safe, inclusive and respectful environment for everyone.

By implementing effective safeguarding measures, we aim to prevent any type of abuse or exploitation from taking place through the course of our work, specifically sexual exploitation, abuse and harassment as well as child abuse. We respond appropriately to concerns that are raised.

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

In the last year, there were two safeguarding cases in Oxfam Ireland which were fully investigated with the assistance of external independent professionals and resulted in disciplinary action being taken. In addition, there was one safeguarding case reported during the period in programmes funded by Oxfam Ireland which was fully investigated and found to be without foundation, so no further action was taken.

Online safeguarding training for all staff continues to be compulsory and completion rates are tracked, shared, and acted on to ensure all staff complete the required training. Risk assessment templates and guidance are also in place to support countries to mitigate risks relating to safeguarding during change processes. Training webinars in different languages are held for staff across Oxfam on our Safeguarding Core Standards and on the Safeguarding Case Management Standard Operating Procedures.

HEALTH & SAFETY

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

Health and Safety training is provided to all staff, workplace audits take place and our policies are reviewed regularly to ensure statutory compliance. A Health and Safety Steering group, which includes staff representation, meets monthly to review and progress Health and Safety management systems. Our proactive Health and Safety team continues to identify and apply best practice initiatives to further improve on a safe working environment for both staff and customers.

GENDER PAY GAP REPORTING

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






OUR COMMITMENT TO THE ENVIRONMENT

ORGANISATION

We continue to focus on efforts to improve sustainability within our organisation. The hybrid office/remote working model continues to reduce staff journeys to the office and to meetings. We continue to promote tax saver commuter and bike to work schemes to staff to promote cycling and use of public transport. We also aim to limit the use of air conditioning and heating where possible, switch off computers, lights and screens when not in use, use recycled paper for printing, recycle printing cartridges and batteries, and travel less. While we have seen a rise in air kilometres travelled, we have seen a decrease in all sources of energy consumed in this reporting period and also a decrease of kilometres covered by staff vehicles.

FLIGHTS

We have seen a significant rise in the overall air kilometres flown of 19% from the previous year and an equivalent increase in the number of flights taken of 46 or 42%. An increase in the number of short-haul flights taken from 14 to 32 led to an equivalent increase in short-haul air kilometres travelled. This relates to collaboration on a number of projects with our colleagues in Great Britain.

Short Haul	13,120km		32 flights
Medium Haul	79,416km		65 flights
Long Haul	481,296km		58 flights
TOTAL	573,832		155 flights

2024/25**2023/24**

	Kilometres	No of FLIGHTS	Kilometres	No of FLIGHTS
SHORT HAUL	13,120	32	6,394	14
MEDIUM HAUL	79,416	65	63,790	49
LONG HAUL	481,296	58	412,541	46
TOTAL	573,832	155	482,725	109

The number of medium-haul flights rose by 33% leading to a 25% rise in kilometres travelled in this category. This was mainly due to increased travel to Europe reflecting our work on advocacy in the EU and collaboration with our European colleagues.

A 26% increase in the number of international long-haul flights this year compared to the previous reporting period led to a corresponding increase in air kilometres of 17% reflecting increased travel to oversee and audit our programme work.



VEHICLES

We have been actively choosing hybrids or fully electric options when vehicles come up for replacement. We now have seven vehicles in our fleet, three hybrids, two electric cars and two diesel delivery vans. Our consumption recorded for this reporting period was 91,726 km which was a 1% decrease from the last reporting period and a 28% decrease since pre-pandemic figures (namely April 2019-March 2020 period).



ENERGY

During this reporting period we occupied 48 premises, (two offices, one distribution centre, and 45 shops). During the period we successfully sublet our office on Hollywood Road in Belfast and our staff now use the office in our distribution centre. This means that we now use electricity sourced from renewable sources for all our premises. We achieved reductions in all our energy sources used in the reporting period compared to last year.



ELECTRICITY

Our electricity usage this period was 553,000 kwh which is a decrease of 13% from last year and a 33% reduction on our pre-pandemic levels of consumption.

This is as a result of a sustained campaign to educate staff on efficient behaviour and investment in areas such as LED lighting in all our premises.



GAS

Total for gas usage for this reporting period was 6,277 kwh which is a 38% reduction from last year and a 68% reduction from pre-pandemic levels. The replacement boiler should allow us to maintain reduced consumption going forward.



KEROSENE OIL

The total figure for this reporting period was 2,962 litres which is a reduction of 8% in consumption from last year. These figures are for one shop and the distribution centre.

MEET BRÍD, AIMÉE & MOHAMMÁD

Our Youth Ambassadors tell us why they got involved.

Climate action is a topic I am incredibly passionate about. Being a Youth Ambassador has made me feel empowered, enabling me to make a speech on climate action alongside Fridays for Future at the Ground Up Conference in Cork in April 2025. Additionally, I was able to connect with groups across the island working on climate action. These include the Irish Doughnut Economics Network, Community Action Tenants Union (CATU), Concern, Bohemians FC and many more, making me a more informed activist. - **Aimée Kielt**

Mohammad Naeem, Bríd Hennigan, Aimée Kielt, Sinéad Roche (Oxfam Ireland Campaigns Coordinator)

I got involved with Oxfam as a Youth Ambassador because I wanted to use my communication and leadership skills to help engage younger people and raise awareness about the vital work Oxfam does. I've always been passionate about social justice, and this role gave me the opportunity to make a real impact. It allowed me to contribute to meaningful campaigns, work with the amazing Oxfam team and fellow Youth Ambassadors and inspire others to take action on global issues. - **Mohammad Naeem**

One of the most rewarding parts of being a Youth Ambassador was attending the Aparto fashion show in collaboration with Oxfam, celebrating fair and sustainable fashion. It was a real highlight and an inspiring experience. I also loved connecting with so many like-minded individuals who share the same passion for change. There's so much power in people coming together - when we unite for a cause, anything is possible. - **Bríd Hennigan**

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



DIRECTORS' & STRATEGIC REPORT





GOVERNANCE & LEADERSHIP

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

Oxfam Ireland has two subsidiaries:

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

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

GOVERNANCE RESPONSIBILITY

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Directors' performance will be regularly reviewed and reported upon. An externally supported governance review was carried out shortly after the period end and a skills audit of the existing Board is planned which will then guide the development of an ongoing training programme for Directors.

A Conflict-of-Interest Policy is in place and at each Board meeting any conflicts of interest must be declared and recorded. This policy is due for review in the coming year. A Schedule of Reserved Matters for the Board and an Investment Policy was reviewed by the Finance Audit & Risk Committee in May 2025 and each document was approved for adoption by the Board. The Board has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Board and senior management to whom the Board delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Board. The Board then oversees the implementation of the budgets, policies and plans once they are approved.

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

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

The Board is committed to Equality, Diversity and Inclusion, and a number of policies are in place to set out our commitments in this area including a Dignity at Work Policy, an Equal Opportunities Policy, and policies on maternity, paternity and parental leave.

OUR BOARD

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

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

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

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

BOARD MEMBERS WHO SERVED DURING THE PERIOD:



Mary Murphy is a Professor in Irish Politics and Society in Maynooth University's Department of Sociology. Her research interests include eco-social welfare, social security policy, power and civil society and gender equality. Her latest book, 'Creating an Ecosocial Welfare Future' (Policy Press) was published in 2023. A contributor to national policy debate, she has been a member of various national policy groups, including the National Economic and Social Council. She was a commissioner on the Irish Human Rights and Equality Commission (2013-2017) and is a member of the Council of State.

**PROF MARY
MURPHY (CHAIR)**

APPOINTED 20/04/2018

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



**DEIRDRE
GRANT**

APPOINTED 20/04/2018, TERM ENDED ON 9/09/2024



DÓNAL ROONEY

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

APPOINTED 27/09/2021

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



APPOINTED 20/04/2018, TERM ENDED 9/09/2024

ANDREW MCCRACKEN



DR LIAM DOHERTY

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

APPOINTED 6/12/2024

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



APPOINTED 13/10/2021, RESIGNED 19/04/2024

YVONNE BYRNE



DAMIEN DWYER

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

APPOINTED 26/09/2024

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



**NELLIE
NYANG'WA**

APPOINTED 13/10/2021



ALF SMIDDY

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

APPOINTED 28/06/2019

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



**CATHERINE
GAYNOR**

APPOINTED 19/06/2020



**JOYCE
BOURNE**

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

APPOINTED 27/09/2021

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

Board member		Board Meetings	FARC Meetings	PPIC Meetings
<i>Prof. Mary Murphy</i>		6		4
<i>Deirdre Grant*</i>		3		
<i>Dónal Rooney</i>		5	5	
<i>Andrew McCracken*</i>		2		
<i>Joyce Bourne</i>		6		4
<i>Yvonne Byrne*</i>				
<i>Catherine Gaynor</i>		5		5
<i>Nellie Nyang'wa</i>		6		5
<i>Alf Smiddy</i>		5	5	
<i>Damien Dwyer*</i>		2	2	
<i>Dr Liam Doherty*</i>		1		

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

OUR LEADERSHIP TEAM & ADVISORS

Chief Executive Officer

Jim Clarken

Executive Directors**

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

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

Secretary

Dónal Rooney

Solicitors

Carson McDowell
Murray House, Murray Street, Belfast, BT1 6DN

Bankers

Bank of Ireland, University Road, Belfast

Independent Auditors

Forvis Mazars, Chartered Accountants & Statutory Audit Firm, Harcourt Centre, Block 3, Harcourt Road, Dublin 2

Registered Office Unit 2, 42 The Cutts, Dunmurry, Belfast, BT17 9HN, Northern Ireland
Company Number NI33800
Charity Number XN89651
Charity Commission for Northern Ireland Number NIC100848

COMMITTEES

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

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

Finance, Audit and Risk Committee

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

The main objectives of the Committee are:

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

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

Programme Performance and Impact Committee

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

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

Performance and Remuneration Committee

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

INTERNAL AUDIT

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

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

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

ORGANISATIONAL STRATEGY & MANAGEMENT

MANAGING OUR RESOURCES

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

We allocate resources based on a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the senior management team, reviewed by the Finance, Audit and Risk Committee and approved by the Board. We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at www.oxfamireland.org/how-our-money-is-spent

KEY PERFORMANCE INDICATORS

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

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

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

AREA	KPI	2025 Result	2024 Result	2023 Result
Programme	Value of Grant Income	17% below target	1% below target	20% above target
Finance	Unrestricted Net Contribution	12% above target	70% above target	Over 100% above target.
Trading	Total Income	6% above target	7% above target	13% above target
People	Staff Satisfaction (From Survey)	5% above target	5% above target	10% below target
Supporters	Levels of Trust	7% above target	3% below target	5% above target
Fundraising	Total Income	7% above target	2% above target	23% above target

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

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

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

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

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

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

FUTURE PLANS

Horizon Planning and Annual Operating Plans

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

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

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

Income Growth

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

Cyber Security and Data Privacy

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

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

Culture and People

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

Hybrid Working Environment

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

Artificial Intelligence

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

FRAUD, RISK & COMPLIANCE

Measurable and accountable

We strive to impose the highest international standards on ourselves - all our activities are measurable, accountable and realistic. Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with publication of Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website in addition to information about our Board. We regularly publish information about our programme work, campaigns and advocacy. All our finances, including detailed accounts, breakdowns of where money goes, and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848). We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

GOVERNANCE CODES

We adhere to and implement the following:

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

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

ACCREDITATION

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

- The Oxfam Code of Conduct
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response
- The Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organisations (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 Organisations

FRAUD

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

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

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

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

RISK MANAGEMENT

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

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



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

Governance

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

Operational

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

Legal/regulatory

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

Financial

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

External

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

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

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

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

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

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

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

Risk	Mitigating Actions
Safeguarding We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any kind of harassment of staff, partners, volunteers or those we serve.	We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal, and we have a robust whistleblowing policy in place. We also have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam's codes of practice and conduct, as required by the role.

Fraud & Corruption The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.	To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We also have a whistle blowing policy to facilitate staff and members of the public to bring to our attention any activities of concern. Our Internal Audit function carries out regular reviews of controls in place to assess their effectiveness.
Health & Safety of Staff The risk of injury or harm to our staff is ever present. In some areas where we work the risk is heightened by the type of work we do.	To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.
Cybersecurity/Critical IT Systems Failure Cyber-attack is an international concern, while organisations transmit sensitive data across networks and to other devices while doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.	We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst-case scenario. We are in the process of putting full monitoring and response in place as part of a managed service and we also have insurance against the costs of any cyber-attack.

Prevention of intrusive practices in our Fundraising

We are committed to upholding the highest ethical standards in all our fundraising activities and protecting the public from the risk of intrusion/excessive persistence/undue pressure in our fundraising practices. We ensure that our engagement with the public is respectful, transparent, and compliant with both Irish and UK regulatory frameworks.

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

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

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

Exemptions from disclosure

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

Funds held as Custodian Trustee on behalf of Others

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

Events after the end of the reporting period

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

Political contributions

There were no political contributions made during the year.

Research and development activities

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

OXFAM INTERNATIONAL

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

COMPLAINTS

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

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

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

PUBLIC BENEFIT

The Directors' report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, and the types of programmes supported and funded. The Directors confirm that they have taken into account the guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

"Liki" Latu front of the freshly cleaned water tanks in rural Ha'apai island, Tonga. Using the Sky Hydrants (pictured), he and his team from Oxfam partner, Tonga National Youth Congress (TNYC), purify water for the community to use.
Credit: Rachel Schaevitz/Oxfam



FINANCIAL OVERVIEW

RESERVES POLICY

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

As a result of continued operational surpluses, we currently have reserves more than this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support income generation and organisational development. From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds

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

(ii) Designated Funds

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

(iii) General Funds

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

(iv) Revaluation Reserve

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

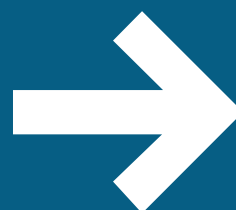
GOING CONCERN

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

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.

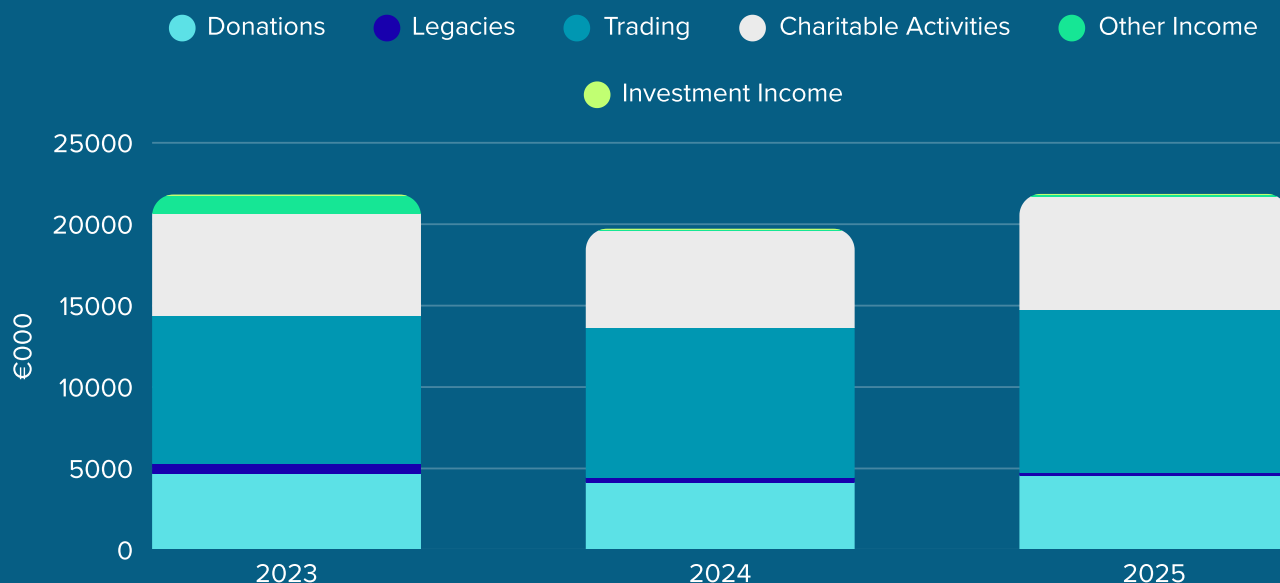


FINANCIAL REVIEW



INCOME

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



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

9%↑
increase in
**TRADING
INCOME**

Trading Income grew by 9% over 2024 reflecting a full year of trading from our new superstore in Hollywood, Co. Down and strong results from other stores driven by sourcing of high-quality stock from corporate partners and the continuing support of our donors and customers.

€275K
increase in
**VOLUNTARY
INCOME**

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

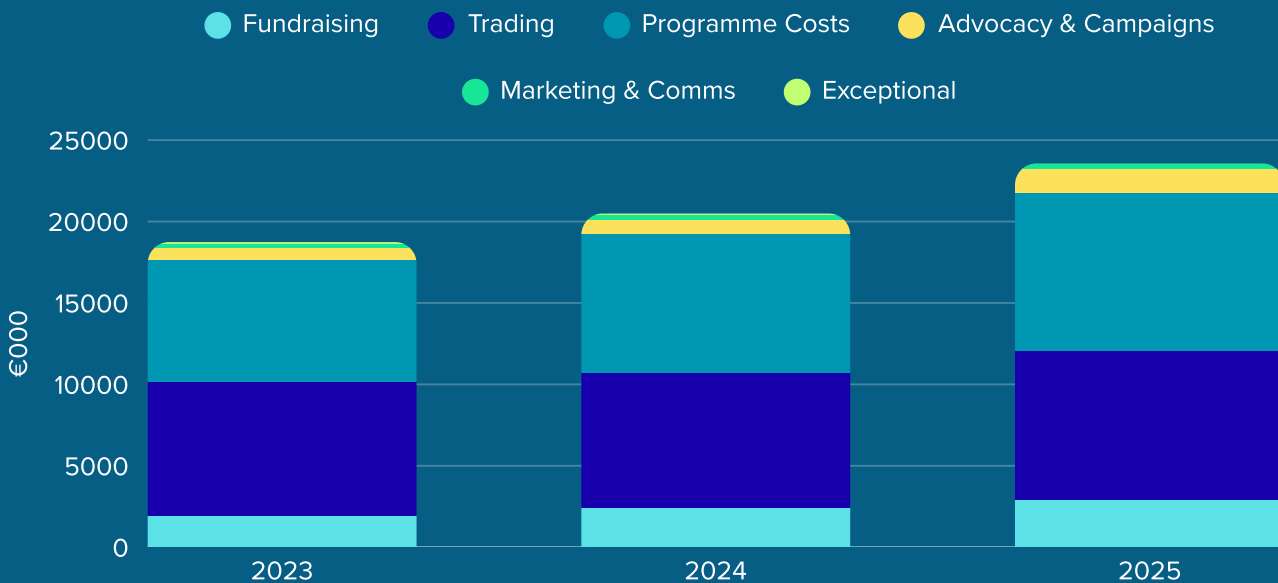
16.9%
increase in income from
**CHARITABLE
ACTIVITIES**

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

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

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

EXPENDITURE



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

11% ↑
increase in
**TRADING
EXPENDITURE**

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

€474K
increase in
**FUNDRAISING
EXPENDITURE**

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

13.1% ↑
increase in
**PROGRAMME
COSTS**

The 13.1% or €1.1M increase in programme costs reflects an increase in grants to partners of almost €750K and additional investment in our Programme and Institutional Funding teams.

70% or €617K increase in
**ADVOCACY & CAMPAIGNS
EXPENDITURE**

This increase in advocacy and campaigns expenditure represents a full complement in our Communications and Policy and Advocacy teams during the period whereas there were several vacant positions in the previous year.

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

BALANCE SHEET

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

Ayul Ajak with one of her six children at her makeshift home in Renk South Sudan, after she fled her home in Sudan. She is visually impaired. She received cash assistance, buckets, dignity kits and soap from Oxfam which has helped her since her arrival.
Credit: Herison Philip Osfaldo/Oxfam



Statement of Directors' Responsibilities

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

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

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

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

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

Disclosure of information to auditors

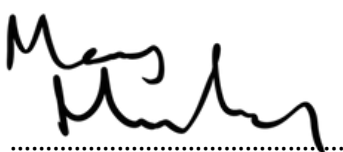
In accordance with company law, as the company's Directors, we certify that:

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

Independent Auditors

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

On behalf of the Board,



Prof Mary Murphy – Chair



Dónal Rooney – Secretary

Date: 5 September 2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Report on the audit of the financial statements

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Directors

As explained more fully in the statement of directors' responsibilities set out on page 86, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Acts 2011 and 2022, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes 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 and the Charities Statement of Recommended Practice.

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

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

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

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

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

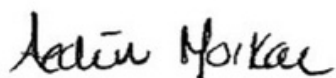
**INDEPENDENT AUDITOR'S REPORT TO
THE MEMBERS OF OXFAM IRELAND**

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

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

Use of the audit report

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

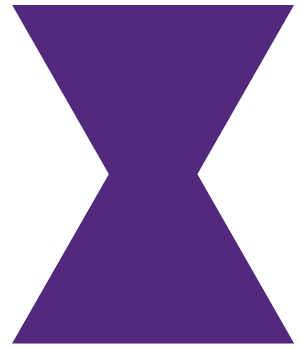
A handwritten signature in black ink, appearing to read 'Aedín Morkan'.

Aedín Morkan

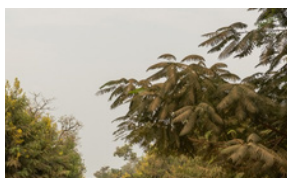
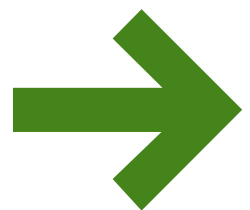
Date: 11 September 2025

**Senior Statutory Auditor
for and on behalf of Forvis Mazars
Chartered Accountants and Statutory Audit Firm**

**Harcourt Centre ,
Block 3,
Harcourt Road,
Dublin 2**



FINANCIAL STATEMENTS



CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

OXFAM IRELAND FOR THE YEAR ENDED 31 MARCH 2025 CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (Including an Income and Expenditure Account)

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

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

The notes on pages 96 to 122 form part of these financial statements.

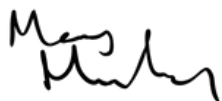
CONSOLIDATED BALANCE SHEET

OXFAM IRELAND AS AT 31 MARCH 2025 CONSOLIDATED BALANCE SHEET

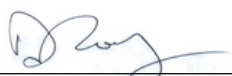
	Notes	2025 €'000	2024 €'000
Fixed assets			
Tangible assets	17	820	628
Investments	19	59	80
		<u>879</u>	<u>708</u>
Current assets			
Stocks and work in progress	20	59	57
Debtors	21	2,872	2,725
Cash at bank and in hand	22	8,819	10,967
		<u>11,750</u>	<u>13,749</u>
Liabilities			
Creditors: amount falling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

The notes on pages 96 to 122 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Dónal Rooney Secretary

Date: 5 September 2025

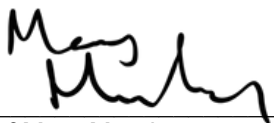
COMPANY BALANCE SHEET

OXFAM IRELAND AS AT 31 MARCH 2025 COMPANY BALANCE SHEET

	Notes	2025 €'000	2024 €'000
Fixed assets			
Tangible assets	17	544	357
		<u>544</u>	<u>357</u>
Current assets			
Stocks and work in progress	20	59	56
Debtors	21	417	373
Cash at bank and in hand	22	425	656
		<u>901</u>	<u>1,085</u>
Liabilities			
Creditors: amount falling due within one year	23	(4,757)	(3,745)
Net current liabilities		<u>(3,856)</u>	<u>(2,660)</u>
Total assets less current liabilities		<u>(3,312)</u>	<u>(2,303)</u>
Creditors: amount falling due after one year	25	(163)	(154)
Net liabilities		<u>(3,475)</u>	<u>(2,457)</u>
Funds			
Restricted funds	33, 34	207	201
Unrestricted funds	33, 34	(3,682)	(2,658)
Total charity funds		<u>(3,475)</u>	<u>(2,457)</u>

The notes on pages 96 to 122 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Dónal Rooney Secretary

Date: 5 September 2025

CONSOLIDATED STATEMENT OF CASH FLOWS

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

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

NOTES TO THE FINANCIAL STATEMENTS

**OXFAM IRELAND FOR THE YEAR ENDED
31 MARCH 2025**

1. GENERAL INFORMATION

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 39 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2025. Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

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

2. STATEMENT OF COMPLIANCE

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

3. ACCOUNTING POLICIES

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

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousand, unless otherwise indicated. The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

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

b) Group financial statements

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

c) Income

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

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

Income from charitable trading activities is accounted for when earned.

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

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

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

d) Cost of generating funds

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

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs. Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contract.

f) Support Costs

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

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

g) Foreign currencies

Functional and presentation currency:

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

Transactions and Balances:

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

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

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

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

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

h) Employee benefits

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

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

Defined contribution pension plan:

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

The Oxfam GB defined benefit pension scheme:

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

i) Taxation

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

j) Tangible assets

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

Depreciation and residual values:

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

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

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

Subsequent additions and major components:

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

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

Derecognition:

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

k) Leased assets

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

Finance leased assets

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

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

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date. The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets

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

Rental income/expenditure

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

l) Investments in subsidiaries

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

m) Inventories

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

n) Cash at bank and in hand

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

o) Provisions and contingencies

Provisions

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

Contingencies

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

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

p) Financial instruments

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

i) Financial Assets

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

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

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

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

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

ii) Financial Liabilities

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

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

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

iii) Offsetting

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

q) Related party transactions

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

4. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

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

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

Deferral of grant income

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

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

Preparation of the accounts on a going concern basis

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

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

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

5. DONATIONS AND LEGACIES

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

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

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

6. INCOME FROM CHARITABLE ACTIVITIES

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

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

7. INCOME FROM TRADING ACTIVITIES

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

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

8. INVESTMENT INCOME

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

9. OTHER INCOME AND OTHER GAINS

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

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

10. COSTS OF RAISING FUNDS

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

11. COST OF TRADING ACTIVITIES

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

12. CHARITABLE ACTIVITIES

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

COSTS OF CHARITABLE ACTIVITIES BY THEME

	Unrestricted funds 2025 €'000	Restricted funds 2025 €'000	Total charitable funds 2025 €'000	Unrestricted funds 2024 €'000	Restricted funds 2024 €'000	Total charitable funds 2024 €'000
Gender	-	1,077	1,077	-	404	404
Inequality	-	466	466	100	190	290
Humanitarian	1,117	4,635	5,752	1,359	4,536	5,895
Digital Innovation	66	793	859	11	251	262
Climate	68	79	147	-	485	485
Advocacy	1522	112	1,634	1,031	81	1,112
Ways of working	851	375	1,226	614	449	1,063
	3,624	7,537	11,161	3,115	6,396	9,511

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

13. GOVERNANCE COSTS

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

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Company and include the audit fees and costs linked to the strategic management of the Company. Governance costs are fully funded from unrestricted funds.

14. ALLOCATION OF SUPPORT COSTS AND OVERHEADS

Allocation to activities by number of staff:

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

In respect of the prior year:

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

These costs have been apportioned among 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.

15. ANALYSIS OF STAFF COSTS, DIRECTORS' REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

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

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

Members of Oxfam's Board received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €nil in 2025 (2024: €2k relating to one Board member).

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

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

KEY MANAGEMENT COMPENSATION

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

	2025	2024
	€'000	€'000
Salary	824	659
Employer's pension contributions	105	82
Employer's social security contributions	92	74
Health Insurance and other	13	3
	1,034	818

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:

	2025 No.	2024 No.
€60,000 to €69,999	10	5
€70,000 to €79,999	2	1
€80,000 to €89,999	1	4
€90,000 to €99,999	3	-
€100,000 to €109,999	2	2
€110,000 to €119,999	-	-
€120,000 to €129,999	1	1
€130,000 to €139,999	-	1
€140,000 to €149,999	1	-
	20	14

Remuneration includes salary but excludes pension scheme contributions.

16. NET MOVEMENT IN FUNDS FOR THE YEAR

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

17. TANGIBLE ASSETS

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

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

18. HOLDING COMPANY

Oxfam Ireland has two subsidiary undertakings as follows:

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

	Oxfam Republic of Ireland	Oxfam Properties
Nature of Organisation	Not for profit, Company Limited by Quarantee	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, public fundraising and trading income	Dormant, ceased in 2018
Registered office	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation	Republic of Ireland	Republic of Ireland
Proportion of holding	100%	100%

Oxfam Republic of Ireland

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

19. INVESTMENTS

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

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

20. STOCKS AND WORK IN PROGRESS

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

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

21. DEBTORS

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

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

22. CASH AT BANK AND IN HAND

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

23. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

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

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

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

Provision includes estimated legal claims, expected to be settled within the next 12 months.

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

24. DEFERRED INCOME

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

25. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

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

Total provisions are made up as follows:

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

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

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

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

26. FINANCIAL INSTRUMENTS

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

	2025 €'000	2024 €'000
Financial assets held at amortised cost		
Cash at bank and in hand	8,819	10,967
Trade debtors	19	1
Other debtors	41	66
	2025 €'000	2024 €'000
Financial liabilities held at amortised cost		
Trade creditors	1,746	892
Accrued expenses	2,552	1,794
Deferred income	505	1,853

The company has the following financial instruments:

	2025 €'000	2024 €'000
Financial assets held at amortised cost		
Cash at bank and in hand	425	656
Trade debtors	12	-
Other debtors	18	21
Financial liabilities held at amortised cost		
Trade creditors	282	211
Accrued expenses	555	406
Amounts owed to Oxfam ROI	3,802	3,057

27. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

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

28. RELATED PARTY TRANSACTIONS AND ULTIMATE CONTROLLING PARTY

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

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

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

Key management personnel

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

29. COMMITMENTS - OPERATING LEASES

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

30. PENSION COMMITMENTS

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

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

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

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

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

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

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

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

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

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

31. RESTRICTED IRISH AID AND EU FUNDED PROGRAMMES

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

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

Analysis of Grants – Activities & Projects Being Funded

Oxfam Ireland received funding from Irish Aid for the 'Ireland's Civil Society Partnership for A Better World' programme. A total of €4.7 million was received, of which €4.2 million was recognised as income in the Statement of Financial Activities. This funding is restricted to supporting programmes in Uganda, Malawi,

Zimbabwe, Zambia, Somalia, the Democratic Republic of Congo (DRC), South Sudan, and Global Citizenship Education in Ireland.

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

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

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

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

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

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

Analysis of Grants – Unfulfilled Conditions & Contingencies

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

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

32. STATEMENT OF MOVEMENT IN FUNDS

Group	Restricted	Unrestricted	Total
	Overseas Programme €'000	Designated Reserve €'000	General Funds €'000
			Total Charitable Funds €'000
At 1 April 2023	1,372	2,511	5,876
Total income	6,155	-	13,570
Total expenditure	(6,420)	-	(14,071)
Transfers	-	154	(154)
Currency gains & losses	5	-	(62)
At 31 March 2024	1,112	2,665	5,159
Total income	7,368	-	14,469
Total expenditure	(7,584)	-	(15,963)
Transfers	(3)	-	3
Currency gains & losses	4	-	(63)
At 31 March 2025	897	2,665	3,605

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

33. MOVEMENT IN COMPANY CHARITABLE FUNDS

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

34. ANALYSIS OF NET ASSETS BETWEEN FUNDS

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

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

35. MOVEMENT IN NET CASH

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

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

36. OTHER EXPENDITURE

	2025 £m	2024 £m
Hosting	-	35
Other Expenditure	-	36
	<u>-</u>	<u>71</u>

37. SUBSEQUENT EVENTS

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

38. RECLASSIFICATION

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

39. APPROVAL OF FINANCIAL STATEMENTS

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

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