



**PLAN
INTERNATIONAL
AUSTRALIA**

ANNUAL REPORT

2015



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About this report

This report sets out Plan International Australia's progress and achievements between 1 July 2014 and 30 June 2015. We have referred to this period as '2015'.

For more information about the topics covered in this report, visit plan.org.au

Front cover: Sponsored girl Sophary, 12, plays with friends at school in Cambodia.

Sokhat, 13, participates in Plan International's school-feeding program which, in partnership with the UN World Food Programme, encourages children to go to school by providing them with a daily nutritious breakfast.



MESSAGE FROM THE CEO

The 2015 financial year has been a challenging one for all of us at Plan International Australia.

When a powerful earthquake hit Nepal, we were there to help and support the children who were inevitably caught up in this dreadful disaster. You were there, too, with the most generous response to a disaster since the 2004 Indian Ocean tsunami – thank you for helping us to help children in Nepal.

We have already reached 254,000 people in Nepal, including 148,000 children, providing shelter, food and water, building hundreds of safe spaces for children and playing an important role in planning for the recovery to come.

Closer to home, Vanuatu and other islands in our Pacific region were devastated by a typhoon of almost unimaginable strength. Again, we were quick to respond to help vulnerable children who all too often bear the brunt of such disasters.

But the year was about more than just disasters. 2015 has seen the end of the Millennium Development Goals. While there has been success – the number of people living on less than \$US1.25 a day has been halved, for example – there is still much to do. The UN's Sustainable Development Goals set targets for the next 15 years – and all of us will play a huge role in achieving them.

Regardless of the precise targets, we at Plan International Australia will continue to make a real difference on the ground – and, as always, we will be doing that with the help of all of our supporters.

Ian Wishart
CEO, Plan International Australia



MESSAGE FROM THE CHAIR

This year marked the penultimate year of our five-year strategy and was, in many ways, our toughest year yet. We have seen swinging cuts to Australian aid that have reduced it to levels not seen since the inception of our nation's overseas aid program more than four decades ago.

But the 2015 financial year has also been one of our most encouraging yet, as we have risen to the challenge these cuts presented to our sector. Our revenue in the financial year was up by 11%, allowing us to continue to increase the impact we have for children around the world.

We are rightly proud of our role as a champion of child rights, and we are working hard on a new strategy to grow and extend that role for the sake of the children we support, and the children we will support long into the future.

Plan International has also seen changes globally, with international Chief Executive Officer Nigel Chapman departing and a new CEO, Anne-Birgitte Albrechtsen, taking the helm. We look forward to working with our new international CEO to continue to empower children and make the world a better place for them.

Our challenges are not just behind us. We must continue to adapt and innovate if we are going to keep supporting children and helping communities out of poverty. Thanks to the resilience we have shown this year, I am more confident than ever about the future for Plan International and for children.

Gerry Hueston
Chair, Plan International Australia



ABOUT US

WITH CHILDREN, FOR CHILDREN

Children are at the heart of everything we do. We work in more than 51 developing countries and raise funds to support our work in 21 countries like Australia. By actively involving children, and working at a grassroots level with no religious or political affiliations, we unite and inspire people around the globe to change the world for children.

We stay with children for the long term

We bring long-term, sustainable, positive change to children and communities. Our grassroots development projects address specific problems and issues in communities that contribute to ongoing poverty and affect children's rights.

We're not afraid to use our voice

We hold governments to account on the promises they make for children. Our campaigning and advocacy work is about collective action to improve the lives of children. Our campaigns raise awareness and support for people who are often disregarded or who have difficulty having their opinions heard.

We respond as soon as disaster strikes

We work with governments, local organisations and communities to keep children protected in disasters. In addition to disaster relief, we have an ongoing partnership with the UN World Food Programme to provide food relief to communities across the developing world.

Sponsored girl Vai, 12, outside her home in northern Laos.

A GLOBAL NETWORK

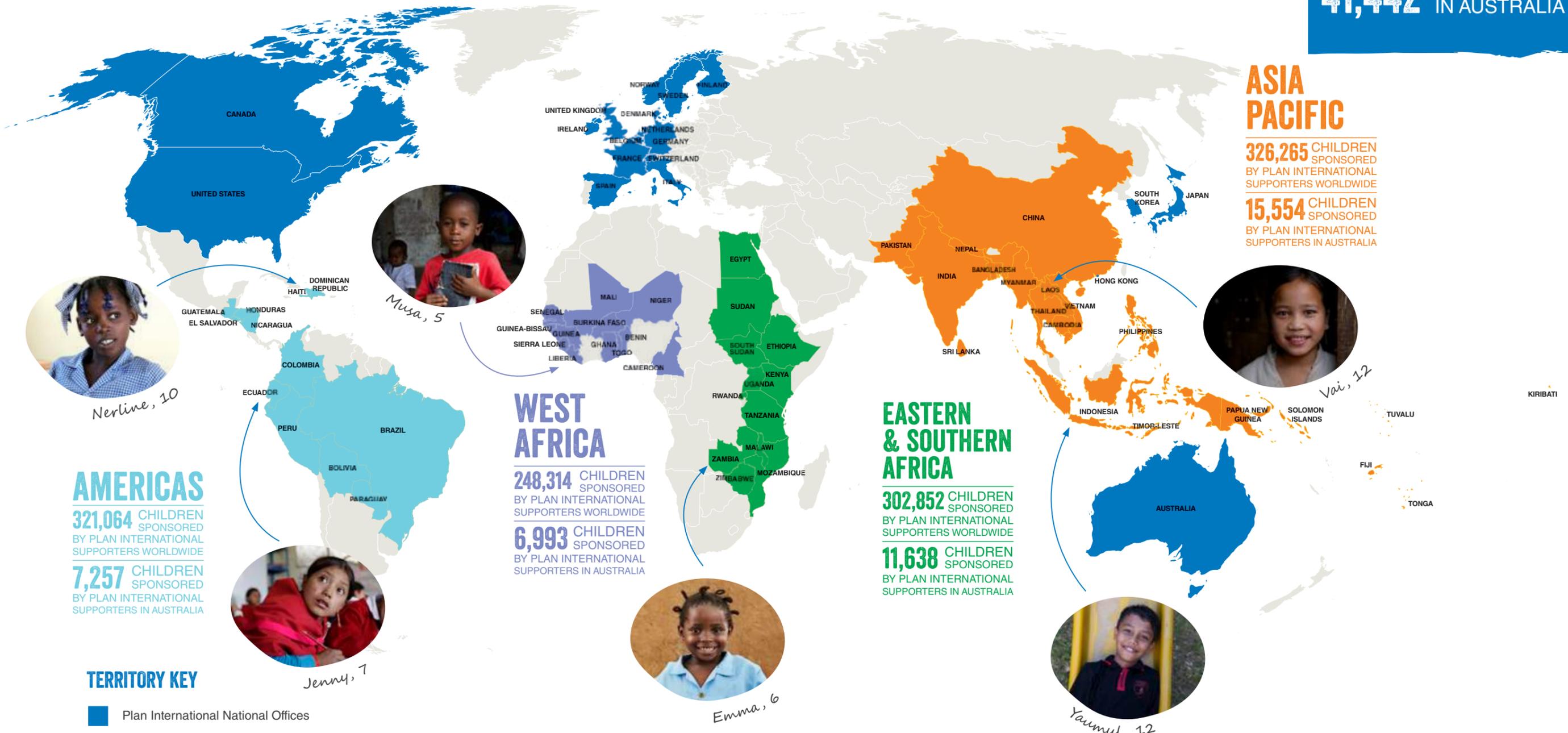
As an independent member organisation, Plan International Australia supports the global Plan International network by:

- helping fund, direct and deliver community development projects in collaboration with other Plan International offices;
- designing and delivering our own projects in Africa and Asia that match our experience and expertise; and
- responding to emergencies around the world and helping communities better prepare for disasters.

CHILDREN SPONSORED BY PLAN INTERNATIONAL SUPPORTERS

1,198,495 WORLDWIDE

41,442 IN AUSTRALIA



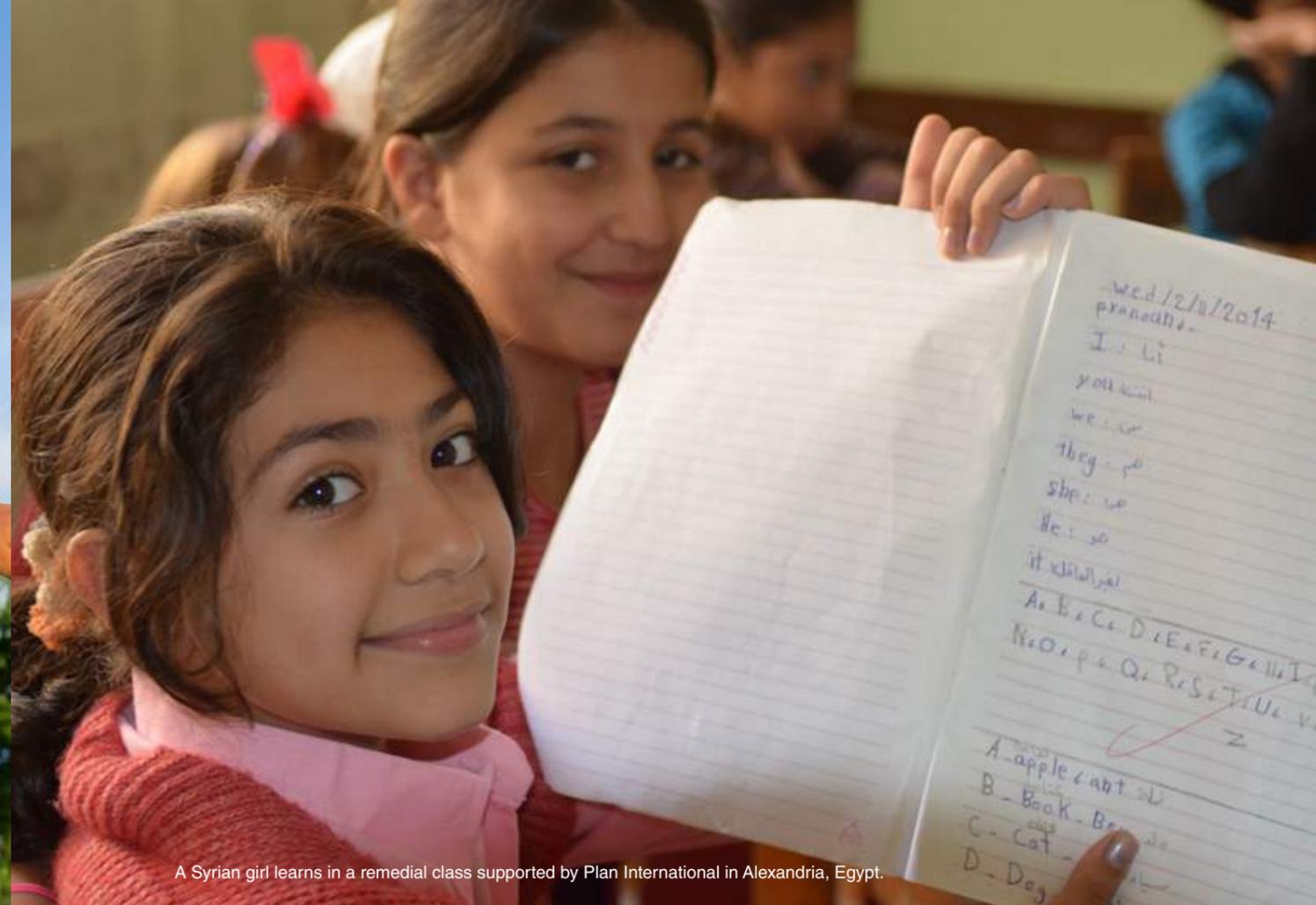
REACHING OUR GOALS



CHILDREN ARE AT THE HEART OF EVERYTHING WE DO

This year marked the penultimate year of our five-year strategy, Champion for Child Rights. The strategy outlines our objectives for increased and sustained growth, focusing on the positive impact we have on children, and our influence on local organisations and governments. It also recognises the importance of income growth and organisational identity in achieving our overall vision.

Sponsored boy Getsana, 11 plays outside in a community in northern Laos.



A Syrian girl learns in a remedial class supported by Plan International in Alexandria, Egypt.

IMPACT

PLAN INTERNATIONAL AUSTRALIA WILL HAVE A SIGNIFICANT AND LASTING IMPACT ON THE FULFILMENT OF CHILD RIGHTS FOR MORE CHILDREN AROUND THE WORLD.

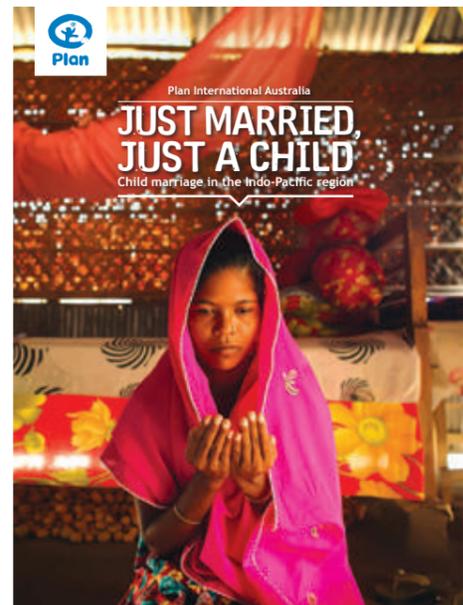
- We commenced programs in Papua New Guinea and the Solomon Islands, working in partnership with local organisations. We built on our partnership with International Medical Corps (IMC), working in Lebanon and Iraq to respond to the conflict in Syria by providing healthcare, counselling and education to refugee children.
- Our food assistance and livelihood recovery program, implemented in partnership with the UN World Food Programme benefitted a total of 987,239 people, with programs in Central African Republic, Cambodia, Myanmar, South Sudan and Zimbabwe.

22 PROGRAMS
IN ASIA, THE PACIFIC AND AFRICA
UNDER THE AUSTRALIAN NGO
COOPERATION PROGRAM (ANCP)
DIRECTLY BENEFITTED A TOTAL OF
184,554 MEN, WOMEN
AND CHILDREN.

INFLUENCE

PLAN INTERNATIONAL AUSTRALIA WILL HAVE A TANGIBLE INFLUENCE ON THE PERCEPTIONS, POLICIES AND PRACTICES THAT UPHOLD CHILD RIGHTS.

- Many of our projects are designed to influence the practice of local government partners. In our sanitation project in Indonesia, five district governments committed to replicating our program in 169 villages, using government funds. Our sanitation project in Pakistan resulted in the Punjabi government committing \$5 million to further replicate the program themselves.
- We advocated for a stand-alone gender goal, with gender mainstreamed across other goals within the Sustainable Development Goals (SDGs). In June we made a submission supporting the International Aid (Promoting Gender Equality) Bill which requires the government to report annually on how Australian aid is being used to promote gender equality.
- In partnership with Anti-Slavery Australia, we co-authored a report on child marriage, *Just Married, Just a Child*, which was launched at Parliament House by the Minister Assisting the Prime Minister for Women. The report has since been used to brief Department of Foreign Affairs and Trade (DFAT) posts about child marriage.



Children wash their hands outside a pre-school supported by Plan International in Laos.

INCOME

PLAN INTERNATIONAL AUSTRALIA WILL STRENGTHEN ITS INCOME PORTFOLIO TO SUPPORT OUR EXPANDED CHILD RIGHTS PROGRAMMING FOR CHILDREN.

- This year represented Plan International Australia's best year on record in terms of revenue, and the strongest year in the past five for appeals, other cash donations, bequests, and Australian Government grants through DFAT.
- We also had the largest single individual bequest in Plan International Australia's history.
- We secured multiple DFAT grants for humanitarian relief in countries like Nepal, Lebanon and Iraq.

OUR OVERALL REVENUE
GREW BY 11%
 FROM \$61.6 MILLION IN 2014 TO
\$68.2 MILLION IN 2015

IDENTITY

PLAN INTERNATIONAL AUSTRALIA WILL ESTABLISH A STRONG IDENTITY AS THE LEADING CHILD RIGHTS AGENCY IN AUSTRALIA.

- We commenced the roll-out of a new brand, giving us a fresher look and a much stronger sense of identity.
- Our presence on social media grew. We launched an Instagram account to showcase our striking imagery and grew our followers on our Twitter and Facebook pages.
- Our increase in media coverage made our organisation more widely known. We were mentioned 2,563 times in the media, meaning 33.53 million people were potentially introduced to our work.

OVERALL WE ATTRACTED ABOUT
18,000 PEOPLE
 TO OUR WORK
 THROUGH ENGAGING CONTENT
 AND MEANINGFUL STORIES
 ACROSS 5 SOCIAL MEDIA PLATFORMS

HIGHLIGHTS IN 2015

EDUCATION AND EARLY CHILDHOOD

UGANDA, MYANMAR, ETHIOPIA, BANGLADESH ZAMBIA, LAOS, VIETNAM, INDIA, INDONESIA

Our education programs are designed to break down the barriers that prevent children from accessing education, and we work closely with teachers and governments to improve the quality of education. Our early childhood development programs prepare children for school and a future of learning, and encourage parents to be champions of their children's education.

OUR WORK WITH CHILDREN

This year has been one of new opportunities, achievements and challenges in our work with children. We began programming in Papua New Guinea, working to support local partners and add value to their work, and at the same time, take advantage of the grant opportunities provided by DFAT and other multilateral organisations for working in the Pacific region.

As a result of cuts to the Government's Australian aid budget, as well as exchange rate losses against foreign currencies, we had to apply some funding cuts across our programs and within the department, and worked hard to minimise the impact on the children we work with. Despite these challenges, we achieved positive results across our program areas throughout the year.

Girl drawing at a pre-school in Bangladesh, supported by Plan International.

- In Uganda, we delivered education for parents that focused on gender, including 'fathers groups' which encouraged men to discuss their roles and responsibilities in the home. Mothers have reported increased support from fathers who have participated in workshops, as well as a reduction in family violence.
- In Myanmar, our child development program saw 1,730 parents from 15 villages participating in parenting education sessions which encourage parents to come together and solve problems as a community. Ongoing support in gender training has seen a marked increase in participation from mothers and women across the project.
- Our early childhood project in Ethiopia has reached 4,016 girls and 3,965 boys. Overall, 151 parenting groups have been established, and have been replicated by government and partner organisations nationally. A network of mobile libraries pulled by donkeys has been established, and 60 mobile libraries made from cloth are providing children with access to books. Results indicate that children assisted by Plan International were performing better than their peers in all developmental aspects.
- With strong partnerships with government and local NGOs in Bangladesh, our Disability Inclusive Education project has improved education opportunities for 23,419 children. We have established a model of inclusive education for children in 50 schools, and hope to increase this to 700 schools over the next three years.



Fatema, 12, (right) and her teacher Tahmina in class in Bangladesh.

"If she continues studying with dedication, she will be an asset," Fatema's teacher, Tahmina.

Twelve-year-old Fatema loves learning. But growing up with a speech and hearing impairment in Bangladesh, going to school was only ever a dream. With help from Plan International's Inclusive Education program, Fatema's world changed. She now goes to school regularly, and participates confidently in class. To their surprise, teachers realised it was possible to teach Fatema in school with existing resources, and were trained in sign language to communicate.

WATER, SANITATION AND HYGIENE (WASH)

INDONESIA, LAOS, MALAWI, PAKISTAN, TIMOR-LESTE, UGANDA, VIETNAM, ZIMBABWE

Our WASH projects are designed to support and empower children and families to lead their own improvements to stay healthy by learning and implementing good hygiene practices like hand-washing and using a toilet.

- More than 275,000 people across Indonesia, Laos, Malawi, Pakistan, Timor Leste, Uganda, Vietnam and Zimbabwe have built new toilets or improved existing ones. This means families have a toilet close to their homes. About 495,000 people are now living in Open Defecation Free communities, meaning all households in a village are using a toilet.
- We're working closely with local governments in Indonesia and Pakistan, providing them with the skills and encouragement to replicate good approaches to WASH. In Indonesia, five districts have allocated budgets to replicate approaches learnt through Plan International's projects in 169 villages. Similarly in Pakistan, the Punjab Provincial Department of Local Government and Rural Development used our approach to implement a new government-funded project aimed at improving health across seven districts.
- More than 995,000 people in Indonesia, Malawi, Pakistan and Vietnam have learnt good hygiene practices like using a toilet, hand-washing, and safe water storage through community meetings, information sessions, posters, radio broadcasts and community theatre performances. As a result, about 450,000 people have implemented good hygiene practices like washing their hands after going to the toilet or before eating.
- Also in Indonesia, Malawi, Pakistan and Vietnam, an additional 2,700 people have access to improved water supplies through new or rehabilitated piped systems or hand pumps. In Zimbabwe, about 540 new or rehabilitated hand pumps have provided water for approximately 135,000 people.



Thongkhoun, 9, at his home in Laos.

"If I saw someone with dirty hands who was about to eat food, I would say 'Stop! It's dirty. That's full of disease. You have to wash your hands first or you'll get sick.'"

Nine-year-old Thongkhoun learnt how to wash his hands at school, through training offered by Plan International and government partners. As a member of his school's hygiene club in northern Laos, he is a hand-washing advocate in his community, teaching his friends and family how to wash their hands thoroughly to prevent the spread of disease.

MAKING A LIVING

BANGLADESH, CAMBODIA, SRI LANKA, SOLOMON ISLANDS, TIMOR-LESTE

We help families and young people build their livelihoods by gaining job skills, participating in workplace training, securing employment and/or setting up their own businesses.

- More than 26,000 mothers, fathers and young people in Bangladesh, Cambodia, Sri Lanka, the Solomon Islands and Timor-Leste received technical training to develop vocational skills in areas like cooking, plumbing, mechanics and agriculture.
- We conducted training for community members, families, leaders and government service-providers on child rights, gender awareness, and the rights of people with disability, and as a result, more vulnerable young people – such as those living with a disability – have an increased understanding of, and better access to, their rights.
- We've created supportive environments for young people to thrive, working with training centres to ensure safe workplaces and accommodation, accessible facilities, and education to address some of the stigmas associated with people from ethnic minority groups and people with a disability. We work with parents and encourage them to support employment for their children.
- We developed a clear model for addressing youth unemployment which has a focus on vulnerable youth. This model includes the provision of soft 'skills training' like communications and teamwork, technical vocational skills training linked to market demand and youth aspirations, and follow-up support for people in the workforce. Elements of this model have been adapted in all our programs.



Len, 18, at her workplace in Cambodia.

"On my graduation day I was really excited... the training program has changed my life."

Len, 18, was forced to leave school in Year 8 to work on a farm and earn an income for her family. Thanks to support from Plan International and local partners Krouser Yeoung, Len attended a six-month training course in cooking, and now works at a five-star hotel in Siem Reap. With her income, she now supports herself, as well as her parents who have set up their own pig-raising business. "When I look at my life now, I feel happy," says Len.

RIGHTS IN THE COMMUNITY

ZIMBABWE, KENYA, UGANDA, INDONESIA

We promote and protect peoples' rights within their communities, while influencing governments responsible for protecting rights.

- In Zimbabwe, gender inequality in families and communities constrain the rights and access to services for women and girls. Our Promoting Rights and Accountabilities in African Communities (PRAAC) project provided training for 62 men in Chiredzi to be volunteer "gender champions" in the community.
- In Zimbabwe, 129 rights-awareness sessions were held, reaching 5,954 people. Of these, 46 were people living with a disability. Topics included gender-based violence and domestic violence, disability rights, child rights, health rights, maintenance law, inheritance law, and gender equality. As a result of the project, we've seen an increase in community awareness and a willingness to include people living with disability in community activities.
- We facilitated meetings between communities and local government about local services in Uganda. Participants were encouraged to ask questions and demand better services from invited government staff. The sessions attracted 765 participants, including 48 people living with a disability and 61 people aged under 24 years. Violence against women and girls, law, land disputes, garbage collection and hygiene were some of the topics covered.
- Training in providing adequate legal services in areas like domestic violence, land disputes and inheritance rights was held for 84 police officers, 139 clan leaders, 31 health workers and 35 female religious leaders in Uganda.



Enesi and her daughter Rachel, 7

"The most important change is (my) child attending a school with normal children. It is the joy of every mother to see her child happy and, even if I happen to die today, I will rest peacefully because my child has been accommodated by the community."

Enesi, mother of seven-year-old girl Rachel, explains how the PRAAC project has meant that Rachel, who has a disability, can now attend the local primary school.

FOOD ASSISTANCE

CAMBODIA, SOUTH SUDAN, ZIMBABWE, CENTRAL AFRICAN REPUBLIC, MYANMAR

Our food projects enable children to access nutritious food. We work with communities to improve their harvest quality, farming methods, and resilience to food crises, and provide immediate food assistance to those who have experienced conflict or disaster.

- We reached 987,239 people through our food and nutrition projects across five countries. Of these, 506,092 were children involved in activities such as school feeding – where children receive a nutritious breakfast at school – general food distribution, and education about nutrition.
- We continued our partnership with the UN World Food Programme, providing food to displaced people affected by civil war and conflict in South Sudan, Myanmar and Central African Republic (CAR). We provided emergency food assistance to 626,205 people including 299,498 children in South Sudan, 51,498 people in Myanmar and 51,112 people in CAR. About 33,807 were school children participating in our school feeding program in CAR.
- In Cambodia, our school feeding project integrates daily school feeding as well as monthly take-home rations for families who send their children to school for 80% of the month, plus cash scholarships for poor families. We also incorporated complementary activities such as school gardening, WASH and education in nutrition. In total, we helped 172,787 primary school children.
- In Zimbabwe where rainfall is erratic and droughts are common, 73% of the rural population is consuming less than three meals per day. Together with the UN World Food Programme, we provided immediate food relief and assistance with irrigation in the dry season to vulnerable households, ensuring people receive enough nutritious food and are more resilient to unplanned food shortages. As part of this project we reached 84,637 people.



Sokhat, 13, at her school in Cambodia.

"After breakfast I feel full. It's good. It tastes good too."

Through Plan International's School Feeding project in Cambodia, Sokhat, 13, receives a nutritious, daily breakfast of rice, beans and fish at school, as well as a monthly ration of rice and oil to use at home. Her mother Kohn says without this support, Sokhat would have to drop out of school to work in the rice fields for income. "This program has changed my life, and it helps my daughter go to school," says Kohn.

CLIMATE CHANGE AND DISASTERS

PHILIPPINES, MYANMAR, VIETNAM, INDONESIA, SOLOMON ISLANDS, FIJI, PNG, KIRIBATI, TONGA, TUVALU

Through our Disaster Risk Reduction (DRR) and Climate Change Adaptation (CCA) projects, we work closely with children and families to build resilience against disasters and the dangerous threat of climate change. We encourage children to take the lead and learn how disasters and climate change impacts their communities and rights.

- We've reached 35,871 people from our climate change activities this year across 10 countries. Children, young people and partner staff have received training about climate change and other disasters, and how to manage their risks. This includes training for 1,536 teachers on climate change and its effects.
- In Vietnam, we implemented 21 different livelihood models across 6,312 households to help people adapt to climate change. We worked with communities to establish sustainable farming practices, and better ways to maintain food production. Results indicate that many farmers have implemented these models effectively and embraced better agricultural practices. There was also a general increase in household income used to improve access to nutritious food, replace clothing, improve living conditions, and buy school uniforms and school supplies.
- We've supported a number of climate change awareness-raising activities, including radio programs run by children in the Philippines, a national radio jingle competition on climate change in Indonesia, and child participation in TV and radio programs on climate change in the Pacific. At the UNESCO World Conference for Education for Sustainable Development in November 2014, we facilitated a session on ways to encourage young people to take action on climate change.
- Through our Urban DRR projects, 2,169 people living in urban areas in Jakarta and Manila are better prepared against disasters. Participants learnt about risks and hazards to which they are vulnerable, their impacts, and how to mitigate these risks. The project focuses on informal settler families (people who may be squatting or living in slums) in Manila, and poor communities in Jakarta.



Mg Lwin Aung Ko (right) plants trees at school with friends.

"I now know how to help protect my school from a natural disaster: I just grow plants in the school compound. I want my school to be cooler than before, so that we can study more comfortably."

Mg Lwin Aung Ko is a member of the Search and Rescue team under his School Disaster Management Committee, developed with the support of Plan International. At school, children learn about climate change and how to manage its risks, and are encouraged to teach their friends and family, too.

CHALLENGES AND PRIORITIES

One of the key challenges this year was to be agile and responsive to changes in the development sector.

While we've successfully secured many new grants and expanded into the Pacific, the expectations of our stakeholders are also changing. In Asia, rapid urbanisation, technological innovation, population growth and inequality, the rise of a burgeoning middle class, and the increasing capacity of local organisations and governments to deliver services all represent both opportunities and challenges. Where, with whom and how we work are all questions that we need to answer as we develop and roll out new programs to ensure they remain at the forefront of global efforts to change the lives of children.

In 2016, we'll see multiple projects ending, paving the way for the design and implementation

of new projects in 2016 and 2017. Funding for the DFAT-funded Promoting Rights and Accountabilities in African Communities (PRAAC) program will finish in June 2016 as well as several projects funded from the Australian NGO Cooperation Program (ANCP).

Our priority for these projects is to support an effective phase-out with local staff, partners, and communities to ensure their impact continues. We're looking to build on our youth economic empowerment programming, with a more explicit and deeper focus on girls and women's economic empowerment. We're also planning to commence support for Plan International's global Digital Birth Registration program which combines partnerships with technology providers and governments to increase birth registrations using an innovative digital platform.

Children play at an early learning centre in Zimbabwe, supported by Plan International.





ENGAGING AUSTRALIA

Participants from the 2014 Cycle for Girls trip stand outside Angkor Wat, Cambodia.

NEW LOOK, STRONGER MESSAGE

A new brand for Plan International was launched this year, giving us a fresher look and a stronger sense of identity. With its striking typography and bold colours, the new brand helps us stand out amongst our competitors and leaves a lasting impression on people new to our work. A key objective for the new brand was to achieve consistency among the Plan International offices around the world – to ensure we talk in one, united voice. We hope you like it!

GETTING SOCIAL

Social media allows us to connect with current supporters and introduces new people to the cause for children through engaging, meaningful and thought-provoking conversations. It's also a vehicle for our supporters to provide us with valuable feedback – what you care about, what you want to know and how we can improve our services, and the overall experience of being part of Plan International. About 18,000 new people were introduced to our organisation via social media this year.

IN THE NEWS



Media coverage of the one-year anniversary of the Ebola epidemic.

For Plan International Australia in the media, 2015 was a year of achievements. International Day of the Girl, our biggest planned day of the year, reached around two million people with news about young Australian women and their ambitions for a more equal world.

Our work in Nepal was also a highlight for the media, with many millions hearing about the needs of vulnerable communities – especially children – in the wake of two devastating earthquakes.

We revisited, too, the Philippines, showcasing the recovery from Typhoon Haiyan in a feature in the biggest-selling daily newspaper in the country to mark the first anniversary of that powerful storm.

Plan International was able to reach the Australian public through the media on a variety of issues central to how we are trying to improve the lives of girls and boys with major features on child marriage, female genital mutilation and child labour.

@gayforfey26

Just wrote my first letter to my sponsor child, Alberta, who lives in Ghana! @PlanAustralia :)



Catrin Hobart

I think this is a fabulous initiative. I wish I had achieved this much at this age. It's great that Plan is creating such opportunities for such women.



Plan Australia
30 September 2014

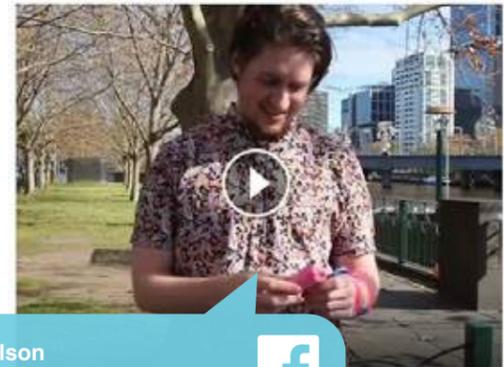
We've got some exciting news! Young women from Australia and Pakistan arrive in Canberra for the Australian Government's... In the meantime, meet one of our incredible young delegates: Zoë Condliffe.



Plan's young delegates: meet Zoë Condliffe
Plan is sending a delegation of young females from both Australia and Pakistan to Canberra. Click here to learn more.
PLAN.ORG.AU

Plan Australia
2015

This one product is keeping girls in school. #menstruationmatters



Krissy Nicholson

This is my favourite Plan Program!!! The beauty of it, is that it is not only about the pads (that are hand washable and reusable up to a year!), but it also covers school and community education about periods, breaking down stigma, and providing livelihood opportunities for women who sell the pads.



NEPAL

THE WORST EARTHQUAKE IN 80 YEARS

On 25 April, an earthquake with a magnitude of 7.8 struck Nepal – the most powerful earthquake to hit the country in 80 years. More than 8,500 people were killed, and thousands were injured. Homes and classrooms were destroyed, and families were forced to sleep outside. The dire situation was further complicated by the looming monsoon season, and a second earthquake that struck almost two weeks later.

Plan International's response was swift, considered and impactful. Our emergency teams were on the ground providing shelter, water, health care, education and emotional support for children. One of our biggest strengths in the recovery effort was developing 73 child-friendly spaces across the worst-affected regions. These are temporary, safe spaces for children to play, relax and try to regain a sense of normalcy. The spaces gave children the opportunity to forget about the disaster for a while and just focus on being a child again.

Please note, figures outlined in this section reflect the entire Nepal Earthquake Appeal effort. Some funds were received in the 2016 Financial Year.

"Now we have nothing. Everything has totally stopped. I'm not even sure whether we are going to live or not as we are still getting aftershocks every day. The tarpaulin is home. It will be useful for us to live in."

Maya, Nepal



Maya with her daughter Anjana in Nepal.

HOW WE HELPED THANKS TO YOUR SUPPORT, AS A GLOBAL ORGANISATION WE REACHED:

106,739 CHILDREN
148,381 ADULTS



A Nepali girl looks inside one of the WASH kits provided to her school by Plan International.

BY PROVIDING:

46,190
emergency shelter kits

282
temporary learning centres

73
child-friendly spaces

41,045
water kits



A mother carries her baby through the debris of their home in Kathmandu, Nepal.

Our deployments to Nepal

Our Media Relations Manager was deployed to Kathmandu to join Plan International's response to the disaster, helping media deliver the stories of vulnerable communities to the world.

Our Disaster Risk Reduction Program Manager was also deployed to Nepal, and provided technical support to the emergency response team. In particular, he led the coordination of shelter for affected families and worked as a field Emergency Response Manager.

Support of the Australian People

The outpouring of support from Australians was overwhelming. Thanks to our partners and the generosity of both new and existing donors, Plan International Australia raised \$1.3 million in public funds to support the recovery effort.

INTREPID TRAVEL

Through the Intrepid Foundation, our partners Intrepid Travel raised \$479,825. Travellers from their network raised \$279,825 and the Foundation donated a further \$100,000 in July 2015. Since then, they have committed another \$100,000.

HARRIS FARM MARKETS

As an employer of about 75 Nepalese team members in NSW, Harris Farm Markets raised an incredible \$66,838 across 20 stores. Collection tins were filled by generous shoppers, and Nepalese staff members cooked curries to raise additional funds.

ALBERT PARK COLLEGE

Students at Albert Park College, Melbourne raised \$12,600 for children and families in Nepal through a variety of activities including market stalls, a casual clothes day, a lunchtime BBQ, and doughnut and fairy floss stalls.

6056 DONATIONS

TOTALLING

\$1.3 MILLION

Want to support children in emergencies?
Donate at plan.org.au/children-in-crisis

BECAUSE I AM A GIRL

Our global Because I am a Girl campaign empowers women and girls living in the poorest communities to lift themselves out of poverty. In 2015, we built relationships with various ministers and government departments, strengthening our reputation as experts on girls' rights.

Just Married, Just a Child

In partnership with Anti-Slavery Australia, we produced a joint report on child marriage. *Just Married, Just a Child* includes a set of recommendations for government and policymakers to address child marriage in the Indo-pacific region, and within Australia. The report was launched by the Minister Assisting the Prime Minister for Women, Michaelia Cash.



Giving girls a voice

This year's theme was 'Taking the lead.' We selected 25 delegates – all young women – to produce *Our Book of Ambitions* in consultation with their communities, and present this to politicians in Canberra.

Our Book of Ambitions outlined the discrimination faced by young women Australia, and called on the Australian Government to do more to address gender equality in the Sustainable Development Goals. Ambassador for Women and Girls, Natasha Stott Despoja – a great supporter of the Because I am a Girl campaign – wrote the publication's foreword.



The delegates met with their MPs, were given a formal reception with the Foreign Minister and Minister Assisting the Prime Minister for Women, and hosted their own youth parliamentary session where they invited politicians to explain their party's priorities for the Sustainable Development Goals.

Minister Bishop held a press conference later in the day where she formally received the girls' report and announced Australian aid funding to support women and girls experiencing violence in Afghanistan and Pakistan.



Upper image: (L-R) Plan International CEO Nigel Chapman with Michaelia Cash, Ian Wishart and Sharman Stone MP at the launch of *Just Married, Just a Child* in Canberra.

Middle image: Some of the delegates with Michaelia Cash at the Parliamentary reception held in their honour.

Lower image: Julie Bishop sits alongside Ian Wishart and Natasha Stott Despoja and daughter Cordelia, at a press conference announcing Australian aid funding for women and girls in Pakistan and Afghanistan.



Through the Because I am a Girl Campaign, Rubi, 19, from Bangladesh, avoided early marriage because she understood she was under the legal age for marriage.

To raise awareness about young people in our programs, we also invited two young women involved in a Plan International education program in Pakistan, Mehwish, 17, and Maryem, 14, to speak to politicians in Canberra about the importance of education in their lives.

International Day of the Girl

The Parliamentary event kicked off a countdown to the International Day of the Girl on social media. We asked female celebrities and supporters to give advice to their younger selves. A public event at the State Library of Victoria was held to formally launch Plan International's State of the World's Girls report, and more than 150 people attended the event.



Above: Maryem with her translator Farzana, discussing the importance of education for girls at the Because I am a Girl event held at the State Library, Melbourne.



OUR PARTNERS



World Nomads

This year, The Footprints Network, founded by our partner World Nomads, reached a huge milestone. By asking travellers to make a micro-donation when they book their travel insurance, one million travellers have now helped change lives. For Plan International Australia, this means an incredible \$95,000 was raised in 2015 alone.

89,785
TRAVELLERS



500 FARMERS
ARE NOW TRAINED IN
FARMING TECHNIQUES
IN THE PHILIPPINES

RAISED A TOTAL OF
\$200,716

70,000
STUDENTS IN 250 SCHOOLS
NOW EAT BREAKY EACH DAY
IN CAMBODIA

WE'VE BEEN FEEDING
250,400
HUNGRY CHILDREN IN ZIMBABWE



Study Group

Long-term partner Study Group works with students around the world to prepare them for success in a global economy. With a focus on tertiary education, Study Group made a commitment to support younger children get their best start in life.

The Building Futures program was established 10 years ago to provide a long-term, sustainable commitment to educational projects in developing regions. In this time, staff, students and the business have funded eight education projects in Plan International communities around the world. In 2015, Study Group raised \$75,126 in Australia and completed their eighth education project – the Vehari School Improvement Project in Pakistan. This benefitted more than 6,000 students with new classrooms, toilet blocks, handwashing facilities and two new boundary walls.



Intrepid Travel

In 2015 we concluded a three-year partnership with Intrepid Travel focused on Gender Equality. Project Sama (Bahasa for equal rights) was commissioned by Intrepid to raise funds and awareness of the importance of supporting equal rights for girls and boys, women and men.

We celebrated with an Instagram competition asking people to share images of an influential female leader in their life, and received some heartwarming entries. People uploaded photos of their mothers, daughters, and encounters with politicians and activists, both locally and overseas. The competition, which demonstrated what girls can achieve when given the opportunity, reached thousands of people. We continue our partnership with Intrepid Travel today.

Want to partner with us?
Email partnerships@plan.org.au

PEDALLING TO END POVERTY

A cycle for girls

In October 2014, a group of seven fundraisers cycled through Vietnam and Cambodia, taking on a personal challenge of cycling 400km over eight days through the friendly villages and stunning rural landscapes of the Mekong Delta. The group was energetic and keen to make a difference to the lives of women and girls, and included a diverse range of personalities, ages and occupations. Their individual stories of why they got involved was inspiring. Being a small team, they quickly created a really supportive, caring team environment.

Seeing Plan International in action

The cyclists visited an early learning centre in Kampong Cham, Cambodia. It was an incredible highlight for the group – the children were excited and playful. Their carers were welcoming and the staff prepared a local feast, demonstrating their cooking techniques (without electricity!) and sharing delicious food. This was followed by a 5km journey by ute to meet two families who participate in the Empowering Families project, designed to help families earn an income through skills training. This visit allowed participants to learn about the challenges faced by the community. They had an open and honest discussion about domestic violence and how the community was overcoming it.



Participants from the 2014 Cycle for Girls trip.

“Riding through Vietnam and Cambodia was one of the most challenging things I’ve done, both mentally and physically. Experiencing first-hand the poverty and seeing the impact that directed and considerate assistance can have was truly inspirational.”

Alex McCall, Cycle for Girls participant.



Alex cycles through Cambodia.

Looking for the experience of a lifetime? Cycle across Cambodia in 2016 and change the world for girls. plan.org.au/cycle-for-girls

OUR ORGANISATION



Plan International Australia staff member Isabel draws pictures with girls in northern Laos.

OUR PEOPLE

MANAGEMENT STRUCTURE

Executive Team

Our Executive Team is responsible for providing effective senior leadership to the organisation, by developing our overarching strategy and ensuring its successful implementation. The team is made up of the Chief Executive Officer (CEO) and the Directors of the five functional areas of Plan International Australia: Programs, External Engagement, Marketing & Fundraising, People & Culture and Corporate Services.

[Learn more about our Executive Team plan.org.au/our-people](http://plan.org.au/our-people)

Management teams

Within each department there is a management team made up of senior staff and people managers. Each management team is responsible for developing operational plans and managing staff to achieve our strategic goals. Management team members are also responsible for implementing relevant policies, including ensuring that police checks and working with children checks are undertaken in their areas to comply with our child protection policy.

BOARD OF DIRECTORS

Our Board of Directors is responsible for guiding the strategic direction of the organisation, and is accountable for our actions and the impact of our activities. Our Board of Directors meet five times during the year, including the Annual General Meeting.



Gerry Hueston (Chair)
Elected: March 2012
Current term expires: November 2015



Julie Hood
Elected: March 2012
Current term expires: November 2015



Julie Hamblin (Deputy Chair)
Elected: November 2010
Current term expires: November 2016



Philippa Quinn
Elected: November 2010
Current term expires: November 2016



Brian Babington
Elected: March 2010
Current term expires: November 2016



Neil Thompson
Elected: January 2007
Current term expires: November 2016



Michael Corry
Elected: March 2012
Current term expires: November 2015



Jason Pellegrino
Elected: July 2014
Current term expires: November 2017



Sally Treeby
Elected: July 2014
Current term expires: November 2017



Amanda McKenzie
Elected: August 2014
Current term expires: November 2017

[Learn more about our Board of Directors plan.org.au/our-people](http://plan.org.au/our-people)

OUR VALUES

CHILDREN ARE AT THE HEART OF EVERYTHING WE DO
TRUST
RESPECT

INTEGRITY
INNOVATION
COLLABORATION
ACCOUNTABILITY

Resizing our organisation

As a result of the Australian Government's budget cuts to Australian aid, plus internal financial constraints, Plan International Australia underwent a resizing and realignment process to preserve as much of the current strategy and capability as possible.

Our focus was on improving our Return on Investment (ROI), efficiency, and safeguarding public and grant fundraising to maximise funding for our community projects in the field. All departments reviewed and considered their priorities, potential consolidation of functions, flexible working arrangements, and activities that could be cut, or areas where savings could be made.

Every effort was made to preserve capability – especially our people – however despite this, some cuts to positions and changes to the structure were also necessary.

A plan and process was established to ensure our staff were kept informed, especially those who were directly impacted. Every position and individual was managed with sensitivity and on a case-by-case basis. To meet the financial targets required for sustainability, 13 positions were made redundant, with six people offered redeployments or new positions. Overall, this resulted in 10 people departing Plan International Australia. We lost some long-standing and highly valued members of the team, and this was sad and difficult for everyone.

The resizing process was completed in May and reinforced our talented, dedicated and committed staff, all working together to change the world for children.

Organisational chart



Plan International Australia staff members celebrate the end-of-financial year.

How we work

Plan International Australia aims to provide a positive workplace where staff are supported, motivated and engaged. Our objective is to become an employer of choice for both existing and potential staff. In 2015 we had 72 staff members, and listed below are some of our achievements.

- Our employee engagement rating increased from 63% in 2014 to 77% in 2015. Our most significant improvement was in building and delivering strong people management practices – our management staff feel more empowered.
- There were no reported Work Health & Safety (WHS) issues in 2015. A staff member from our People & Culture team successfully completed a five-day WHS Certification course to build on our plans and in-house skills in 2016.
- We commenced reviewing and developing a new Security & Safety Policy, handbook and in-country safety plans for regular travelling staff, which will be finalised in 2016.

- In consultation with staff, we established a new Flexible Working Policy, which supports Plan International Australia's aim to recruit, engage and retain great people who continue to perform at their best.
- Staff members took part in training and development courses including Leadership For Today & Tomorrow, First Aid, and Personal Safety, Security & Communications (to support international deployments).
- Our staff also took part in a 360 degree review, which provides open and constructive feedback on their performance.

Remuneration and benefits

We continued to use the Mercer job grading system, to ensure internal equity, and parity with the not-for-profit job market. The annual salaries of the Executive Team as at 30 June 2015 were as follows:

Remuneration (including superannuation)	Number of executives in group
\$240,000 - 269,999	1
\$180,000 - 199,999	3
\$160,000 - 179,999	2

KEEPING GREEN

We care about the environment, and take responsibility for our environmental footprint here in Australia. In 2015, we implemented 10 different activities that will either reduce our greenhouse gas emissions, or enhance our capacity to do so:

1. De-lamping excess office lights
2. Purchasing 25% Green Power
3. Using software to automatically shut down computers after hours
4. Adding an additional organic kitchen bin
5. Storing electronic copies of invoices where possible
6. Moving investments from financial institutions with fossil fuel investments
7. Including results of our environmental performance in the Annual Report
8. Reducing the number of printed copies of our Annual Report
9. Providing re-usable coffee cups for staff to purchase at cost
10. Placing energy-efficient behaviour change posters in our office

We also undertake an emissions inventory each year and are committed to transparent reporting. We reduced our emissions by 11% from 2014, largely through the activities of our business landlord in reducing electricity consumption in the building. Our emissions inventory is based on the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Emissions Source	2013/14	2014/15
	co2-e (tonnes)	co2-e (tonnes)
Staff air travel	377	431
Electricity	318	190
Waste	16	16
Natural gas	7	6
Staff taxi travel	4	5
Water use	2	1
Office paper	3	1
Refrigerant leakage	0.001	0.001
Total emissions	727	650

GENDER EQUALITY AND INCLUSION

Many child rights violations have their roots in gender-based inequality, exclusion and injustice.

Plan International Australia's Gender Action Plan (2014-2016) was developed to strengthen gender equality outcomes across all of Plan Australia's work including programs, policy and advocacy, marketing and communications and in the workplace. Some of our achievements in the workplace in 2015 include:

- developing a set of shared accountabilities for implementing and monitoring gender equality policy, as part of the Executive Team's mandate;
- integrating gender equality into executive-level position descriptions and KPIs; and
- integrating gender equality competencies into our new Core Competencies framework for all staff.

The Executive Team also endorsed an Inclusive Workplace Statement of Intent, which recognises gender equality as central to an inclusive workplace, as well as the importance of other aspects of identity (eg disability).

Gender equality work in our program areas continued in 2015. We participated in an

important research study to explore community perspectives on changes in gender equality. The Zimbabwe Gender Equality and Change study is a joint research project undertaken by an independent Principal Research Consultant, Dr Juliet Hunt; Plan International Zimbabwe and Plan International Australia.

The core research question was: what factors contribute to changes in gender relations? The study also explored perspectives of women and men regarding:

- what changes in gender relations had occurred;
- who benefitted and gained more power from the changes;
- how the changes were valued by community members; and
- what aspirations women and men had for gender relations in future.

Fieldwork for the study was undertaken in six villages in Zimbabwe over a three-week period in March 2015. The study will help inform practices to promote gender equality in Plan International more broadly, as well as informing our own programs going forward.

OUR VOLUNTEERS

Our volunteers are a diverse group of people who bring a wide variety of life and professional experience to Plan International. They are a crucial and valuable asset to our organisation, and we greatly appreciate their contribution.

This year, our volunteer program was expanded to all areas of the organisation. We supported our volunteers who live with disabilities, and recognised the commitment and dedication of all volunteers by celebrating birthdays, inviting volunteers to our end-of-year staff party at Melbourne Zoo, and holding a 'Pizza and Awards' lunch during Volunteer week in May. Seven of our volunteers also managed to secure paid work within our organisation, and two volunteers were appointed to fixed-term contract roles.



Ritchie Yeo

"Volunteering at Plan International adds value to your life, and to the lives of numerous children benefitting from its work. It reinforces a person's neutral sense of love and care for people in the greater community."

COST SAVINGS MADE BY EMPLOYING VOLUNTEERS **\$123,000**

this year we had **72 VOLUNTEERS** an increase from **66 IN 2014**

WE INDUCTED **34** new volunteers AND RETAINED **32** from previous years

giving us close to a **50%** retention rate

ON AVERAGE THERE WERE **4 VOLUNTEERS**

working in the Plan International Australia office each day



Liz Venn

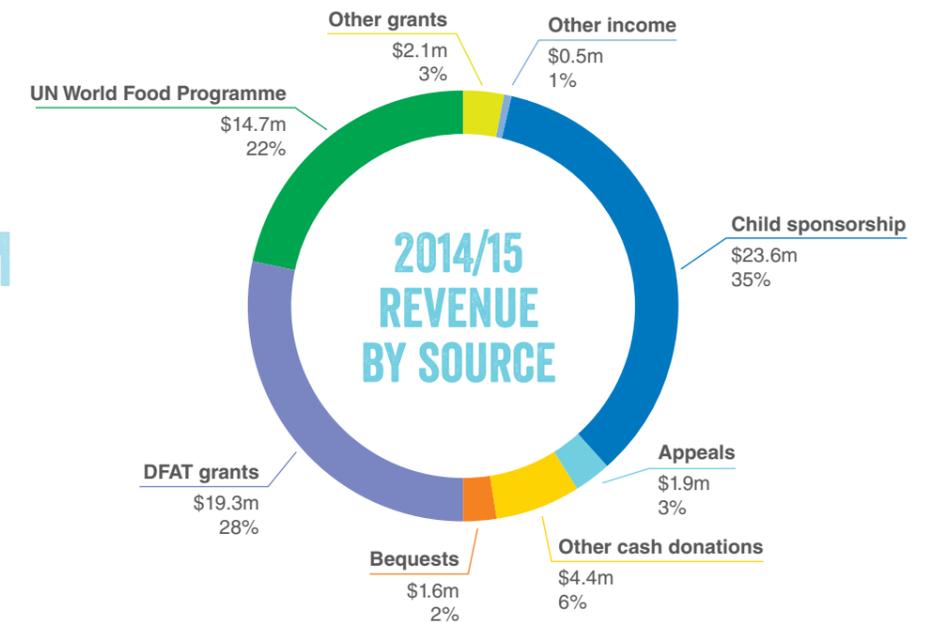
"What I enjoy most is working on a variety of tasks amongst the friendly, helpful and appreciative staff of the National Office and knowing that along with our magnificent supporters, I'm part of a team which is really making a difference to the lives of so many of the world's children."

Want to volunteer? Email your CV and area of interest to info@plan.org.au

OUR FINANCES



REVENUE WHERE OUR SUPPORT COMES FROM



This year represented the penultimate year of an aspirational five-year growth strategy, which included a target to attain a balanced 50:50 revenue portfolio between grants and public income. This means we aimed to derive half our revenue from grants, and the other half from public income. Revenue growth has been impressive and we achieved a balanced revenue portfolio in 2015, allowing us to reach a greater number of children through new sources of revenue and minimise the risk of being too reliant on one source of funding.

Over the past five years, 2015 has been the strongest for appeals, other cash donations, bequests, DFAT grants and of course total overall revenue. Growth in DFAT grants has seen us maintain ongoing agreements such as:

- the Australian Africa Community Engagement Scheme (AACES); and
- the Civil Society Water Sanitation and Hygiene Fund (CWASH).

We also secured several one-off DFAT grants for disaster relief management projects in countries such as Nepal, Lebanon and Iraq.

Appeal income was largely generated through the Nepal earthquake response but also from appeals relating to Ebola in West Africa and Cyclone Pam in Vanuatu. We also had the largest single individual bequest in Plan International Australia's history.

Other cash donations represent a number of alternative products beyond child sponsorship that we offer to our donors, like Supporter of Change and Children in Crisis.

- the Australian NGO Cooperation Program (ANCP);

Year in review

This year represented Plan International Australia's best year on record in terms of both revenue at \$68.2m (2014: \$61.6m) and funds remitted for overseas programs at \$48.3m (2014: \$42m). This was due to a number of disaster relief management projects funded by DFAT, a significant response to our Nepal Earthquake appeal and our best bequest performance yet. Our strong activity occurred despite cuts to the Australian Government's Australian aid budget and challenging conditions in the public fundraising market, particularly in the direct acquisition channel (sign-ups on the street).

Costs incurred in Australia (for program support, fundraising, community education, accountability and administration) actually reduced by 5% or \$1m year-on-year, which represents a deliberate effort to minimise support costs and maximise funds provided to support children overseas.

Revenue has grown by 63% in four years and funds sent to overseas programs has increased by 75% over the same time period.

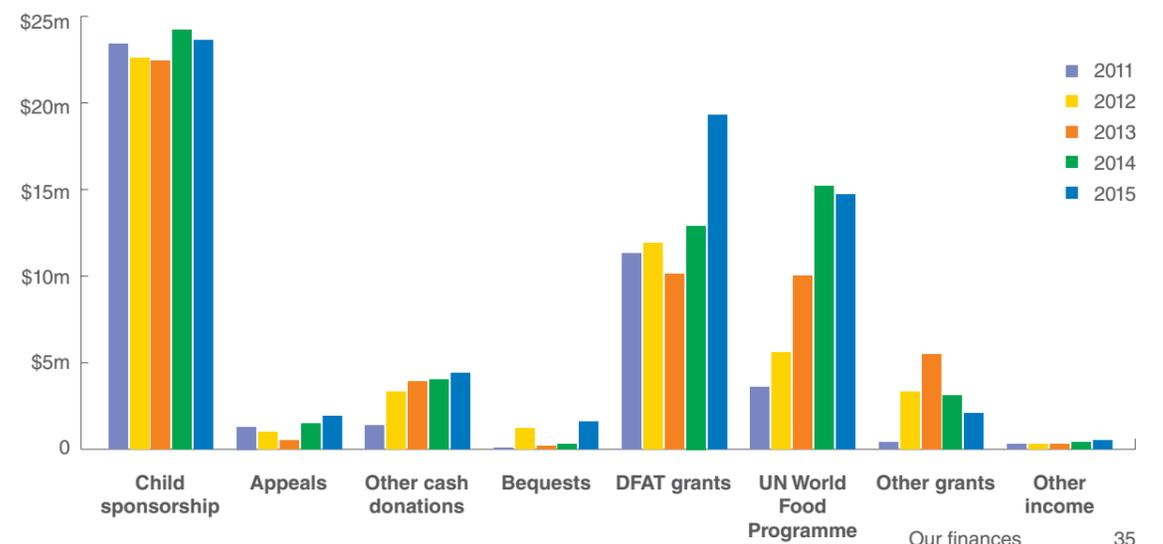
FIVE YEAR REVENUE TREND



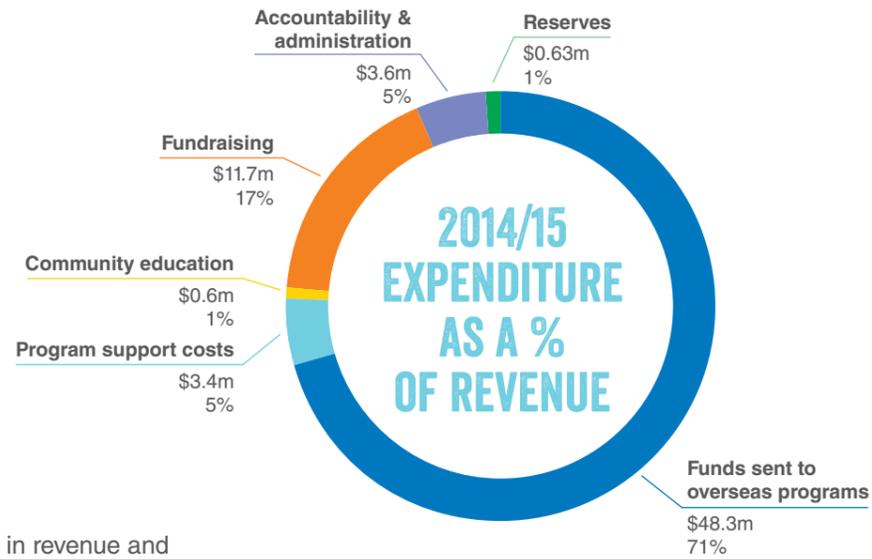
FUNDS SENT TO OVERSEAS PROGRAMS



FIVE-YEAR REVENUE TREND BY SOURCE



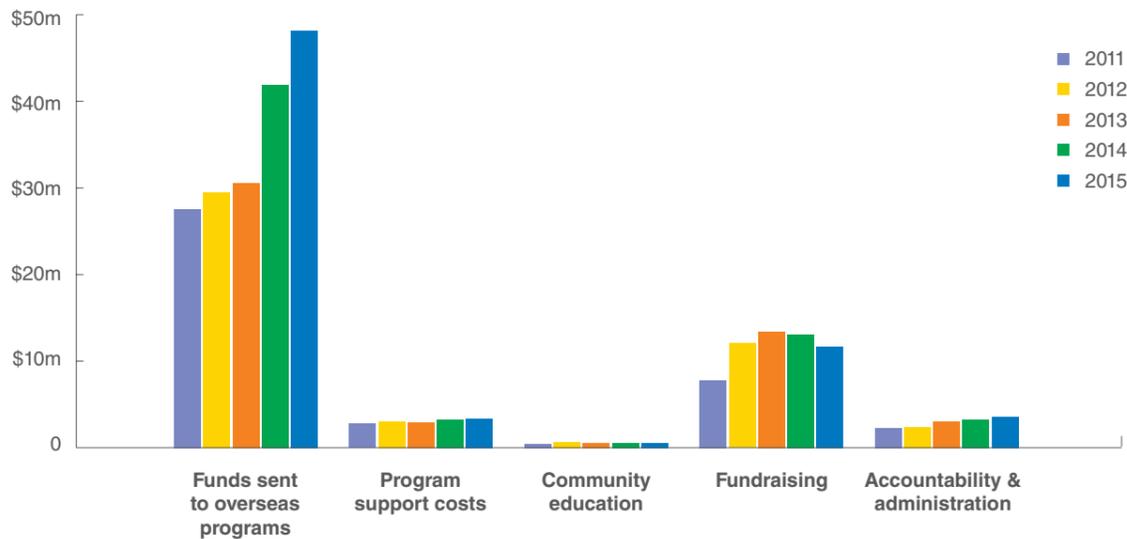
EXPENDITURE HOW OUR RESOURCES WERE USED



As a result of our growth in revenue and improved efficiencies, funds sent to overseas programs have increased in each of the past four years with a total increase of 75% over that time period.

Despite growth in our operations and revenue, we have maintained our program support costs, and accountability and administration costs at a relatively stable level.

FIVE-YEAR EXPENDITURE TREND BY TYPE



KEY RATIOS

Plan International Australia aims to maximise expenditure on programming and minimise expenditure on fundraising and administration. We acknowledge that fundraising and administration expenditure is essential to ensure future programs can be funded, our supporter base can be maintained and that both can be supported adequately with appropriate systems and infrastructure.

There are two performance ratios that capture these commitments - the Program Expenditure Ratio and the Cost Ratio.

The **Program Expenditure Ratio** has increased over each of the last two years, indicating that Plan International Australia is providing more of its revenue towards programs for children. The **Cost Ratio** has declined over the last two years, indicating that we're becoming more efficient – spending less on support services for programs, and raising new public funds at a lower cost.

PROGRAMS EXPENDITURE RATIO

Year	Ratio
2011	74%
2012	68%
2013	65%
2014	74%
2015	77%
five-year average	72%

What is it?
Funds sent overseas, plus project support costs and community engagement costs incurred in Australia, stated as a percentage of total revenue.

What does it tell us?
This ratio shows what proportion of Plan International Australia's revenue is being used to support international programs and also includes program support costs incurred in Australia relating to design, management and quality assurance of projects and costs incurred within Australia relating to educating the Australian community on international development issues.

COST RATIO

Year	Ratio
2011	24%
2012	30%
2013	31%
2014	27%
2015	22%
five-year average	27%

What is it?
Accountability, administration and fundraising costs stated as a percentage of total revenue. Accountability and administration costs include office facilities and rent, finance, IT, people & culture, audit costs, depreciation and all insurance costs. Fundraising costs include promotional and marketing campaigns, payments to third party fundraisers, cost of staff involved in marketing and fundraising, production of mailing and fundraising materials, and donation-related bank fees.

What does it tell us?
This ratio shows what proportion of Plan International Australia's revenue is being used to provide support services and fundraising activities.

All businesses require support services to operate which may not be directly attributable to revenue generation. Plan International Australia attempts to minimise these costs whilst ensuring adequate support and facilities to maximise our impact for children. Additionally, Plan International Australia must spend money for fundraising purposes in order that it can maintain and grow its supporter base to provide funds for future international programs.

Please note, the above ratios will not add up to 100% because Plan International Australia will have made an accounting profit or loss during each year which should not be factored into these ratios.

FINANCIAL STATEMENTS

The following statements are prepared in accordance with the Australian Council for International Development (ACFID) Code of Conduct and represent an abridged version of our full financial statements which are available on our website.

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	23,626	24,215
- Appeals	1,930	1,501
- Other Cash Donations	4,402	3,998
	29,958	29,714
• Non-Monetary	0	0
Bequests and Legacies	1,556	280
Grants		
• DFAT	19,341	12,913
• Other Australian	378	1,005
• World Food Programme	14,729	15,171
• Other Overseas	1,766	2,052
	36,214	31,140
Investment Income	320	348
Other Income	171	99
Revenue for International Political or Religious Adherence Promotion Programs	0	0
TOTAL REVENUE	68,219	61,582
EXPENDITURE		
International Aid and Development Programs Expenditure		
International Programs		
• Funds to International Programs	45,002	40,158
• Program Support Costs	3,386	3,259
• Remittances to associated parties	3,295	1,797
	51,683	45,214
Community Education	584	619
Fundraising Costs		
• Public	11,698	13,018
• Government, Multilateral and Private	24	88
	11,722	13,106
Accountability and Administration	3,598	3,271
Non-Monetary Expenditure	0	0
Total International Aid and Development Programs Expenditure	67,587	62,209
International Political or Religious Adherence Promotion Programs Expenditure	0	0
Domestic Programs Expenditure	0	0
TOTAL EXPENDITURE	67,587	62,209
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	632	(628)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

	2015	2014
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	15,801	7,462
Trade and Other Receivables	112	483
Inventories	0	0
Assets Held for Sale	0	0
Other Financial Assets	1,648	1,428
Total Current Assets	17,561	9,372
Non-Current Assets		
Trade and Other Receivables	0	0
Other Financial assets	0	0
Property, Plant & Equipment	665	730
Investment Property	0	0
Intangibles	1,451	1,892
Other Non-current Assets	0	0
Total Non-Current Assets	2,116	2,623
TOTAL ASSETS	19,677	11,995
LIABILITIES		
Current Liabilities		
Trade and Other Payables	1,217	1,271
Borrowings	0	0
Current Tax Liabilities (GST payable)	666	0
Other Financial Liabilities	0	0
Provisions	621	755
Deferred Revenue	6,676	0
Total Current Liabilities	9,180	2,026
Non-Current Liabilities		
Borrowings	0	0
Other Financial Liabilities	0	0
Provisions	532	637
Other	0	0
Total Non-Current Liabilities	532	637
TOTAL LIABILITIES	9,712	2,662
NET ASSETS	9,965	9,333
EQUITY		
Reserves	8,273	7,216
Retained Earnings	1,692	2,117
TOTAL EQUITY	9,965	9,333

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2015

	Retained Earnings	Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2014	2,117	7,216	9,333
Adjustment or changes in equity due to, for example, adoptions of new accounting standards			0
Changes in equity, for example from changes in asset fair value transactions			0
Excess of revenue over expenses	632		632
Other amounts transferred (to) or from reserves	(1,057)	1,057	0
BALANCE AT 30 JUNE 2015	1,692	8,273	9,965

TABLE OF CASH MOVEMENTS FOR DESIGNATED PURPOSES FOR THE YEAR ENDED 30 JUNE 2015

	Cash available at beginning of year	Cash raised during year	Cash disbursed during year	Cash available at end of year
	\$'000s	\$'000s	\$'000s	\$'000s
Grants for programs	1,681	26,395	(21,400)	6,676
Donations for programs	706	6,332	(6,841)	197
Total for other purposes	5,075	25,615	(21,762)	8,928
TOTAL	7,462	58,342	(50,003)	15,801

The full version of Plan International Australia's financial statements are available to view on our website: plan.org.au/annual-report or call 13 75 26.



Plan International Australia is a member of the Australian Council for International Development (ACFID) and is a signatory to the ACFID Code of Conduct. The Code requires members to meet high standards of corporate governance, public accountability and financial management. More information about the ACFID Code of Conduct can be obtained from Plan International Australia and from ACFID at www.acfid.asn.au or by email on main@acfid.asn.au Tel: (02) 6285 1816.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLAN INTERNATIONAL AUSTRALIA

Report on the summarised reports

The accompanying summarised reports of Plan International Australia, comprising the summary balance sheet as at 30 June 2015, the summary income statement, the summary statement of changes in equity for the year then ended and the table of cash movements for designated purposes, are derived from the audited financial report of Plan International Australia for the year ended 30 June 2015. We expressed an unmodified auditor's opinion on that financial report in our auditor's report dated 5 October 2015.

The summarised reports do not contain all the disclosures required by Australian Accounting Standards applied in preparation of the audited financial report of Plan International Australia. Reading the summary financial statements, therefore is not a substitute for reading the audited financial report of Plan International Australia.

Directors' responsibility for the summary financial statements

The directors are responsible for the preparation of the summarised reports on the basis described in Note 1 to the audited financial report, to the extent applicable to the summarised reports.

Auditor's responsibility

Our responsibility is to express an opinion on the summarised reports based on our procedures, which were conducted in accordance with Australian Auditing Standard ASA810 Engagements to Report on Summary Financial Statements.

PricewaterhouseCoopers

This 5 day of October 2015

Auditor's opinion

In our opinion, the summarised reports derived from the audited financial report of Plan International Australia for the year ended 30 June 2015 are consistent in all material respects, with that audited financial report, on the basis described in Note 1.

Basis of Accounting and Restriction on Distribution and Use

Without modifying our opinion, we draw attention to Note 1 to the audited financial report, which describes the basis of accounting. The summarised reports have been prepared to assist Plan International Australia to meet the requirements of its members. As a result, the summarised reports may not be suitable for another purpose. Our report is intended solely for the members of Plan International Australia.

Matters relating to the electronic presentation of the audited financial report

This auditor's report relates to the summarised reports of Plan International Australia (the company) for the year ended 30 June 2015 included on Plan International Australia's website. The company's directors are responsible for the integrity of Plan International Australia's website. We have not been engaged to report on the integrity of this website. The auditor's report refers only to the financial report named above. It does not provide an opinion on any other information which may have been hyperlinked to/from the financial report. If users of this report are concerned with the inherent risks arising from electronic data communications, they are advised to refer to the hard copy of the audited financial report presented on this website.

D Rosenberg, Partner



COMPLIANCE & REGULATION

We ensure accountability and transparency in every aspect of our business. We're committed to efficiency, effectiveness and best-practice corporate governance.

A girl leads her class in a pre-school in Cambodia, supported by Plan International.

ACNC, Accounting Standards and ATO

As a registered charity, Plan International Australia complies with the Australian Charities and Not for Profit Commission (ACNC) Act 2012. This includes Australian Accounting Standards, the ACNC regulations, and other mandatory professional reporting requirements.

The Australian Taxation Office (ATO) has given Plan International Australia the status of a Deductible Gift Recipient (DGR), granted exemption from Income Tax and provided concessions for Fringe Benefits Tax and GST. Reporting requirements comprise mainly annual fringe benefit tax returns, quarterly Business Activity Statements and monthly Pay-as-you-go (PAYG) submissions.

Accreditation

We are fully accredited and a trusted recipient of funds from DFAT. Our accreditation is maintained through a rigorous process by DFAT that is undertaken every five years, involving an in-depth assessment of our management capacity, systems, operations, and linkages with the Australian community against a set of agreed criteria. Being accredited gives the organisation access to the ANCP and DFAT funding programs such as Cooperation Agreements and any other funding mechanisms that may be created. Accreditation ensures we are transparent with our finances, and covers our entire portfolio including non-development activities and activities not funded by DFAT.

ACFID

We are a member of the Australian Council for International Development (ACFID) and a signatory of the ACFID Code of Conduct. ACFID is the peak body for aid and international development NGOs

and its Code of Conduct upholds the highest standards of ethics, effectiveness and accountability. For further information on the Code, please refer to the ACFID Code of Conduct Guidance Document available at www.acfid.asn.au.

Complaints

Complaints about Plan International Australia can be made by email to feedback@plan.org.au, by phoning 13 75 26, or posting a letter to GPO Box 2818, Melbourne VIC 3001. More information about making a complaint can be found at plan.org.au/feedback.

Complaints relating to a breach of the ACFID Code of Conduct by an ACFID member can be made to the ACFID Code of Conduct Committee (www.acfid.asn.au/code-of-conduct/complaints).

Fundraising

Fundraising licenses are required by many of the states in Australia in order to raise funds within their borders. We hold all required licenses and comply with the requirements associated with these licenses, which includes such conditions as providing extra reporting to particular states.

Workplace relations law

We are committed to complying with all workplace relations regulations, statutory and legal requirements. These include: Fair Work Act 2009; Human Rights & Equal Opportunity Commission Act 1986; and Work Health & Safety Act 2011. Workplace practices and internal policies are regularly reviewed to ensure compliance.

ACKNOWLEDGEMENTS

Our Patron

Plan International Australia is honoured to have Her Excellency, The Honourable Dame Quentin Bryce AD CVO as our Patron. We give special thanks for her support and endorsement of our Because I am a Girl campaign.



Major supporters

We would like to thank the following major supporters for their contribution in 2015:

- ACME Foundation
- The Barlow Foundation
- Beeren Foundation
- Birchall Family Foundation
- Jason Boladeras
- Margaret R Henley
- Anne Kantor
- Joy and Andy Lyell
- Rosanne and Brian McMahon
- Bill Moodie
- Perpetual as Trustee
- RobMeree Foundation
- Lindsay Sparrow
- Margaret Stuart
- Kerrie and Brian Tierney
- Jan and Kevin Welsh

Business Partners



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