



PLAN INTERNATIONAL AUSTRALIA

ANNUAL REPORT

2016



INSIDE

ABOUT US 5

REACHING OUR GOALS 7

WE'RE LISTENING 10

OUR WORK WITH CHILDREN 12

SPREADING THE WORD 32

OUR SUPPORTERS 36

OUR PEOPLE 38

BY THE NUMBERS 42

COMPLIANCE AND REGULATION 50

THANK YOU 51

About this report

This report sets out Plan International Australia's progress and achievements between 1 July 2015 and 30 June 2016. We have referred to this period as '2016'.

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

Front cover: Two members of the School Disaster Management Committee at their school in Rakhine State, Myanmar.



MESSAGE FROM THE CEO

When I sat down last year to write this annual message, it was on the back of a challenging year with disasters devastating Nepal and parts of the Pacific, and cuts to Australian aid forcing us to make some tough decisions on programs and within the organisation.

This year I write to you with renewed vigour in how our organisation is navigating the challenges. The 2016 financial year has marked the last year in our five-year strategy, and has paved the way for a bold new strategy that will see us stand with some of the most vulnerable children in the world: girls.

This comes with the introduction of the global Sustainable Development Goals, with the important inclusion of gender equality as a core goal. We have a long way to go if we want to achieve this goal by 2030, but we're determined to make it a reality.

2016 has been a year of learning, and one of leading. Our Australian office has embraced the opportunity to work with our closest neighbours in the Pacific, and our first year operating in this region has seen us learn and grow as we tackle entrenched issues of poverty, conflict and gender inequality together with our partners in Papua New Guinea and the Solomon Islands.

Through our research and consultations with youth across the globe we have actively amplified the voices of young people, who are heavily impacted by climate change and society's attitudes towards women. We recognise the importance of ensuring young people are heard when it comes to decisions that impact their environments and their safety.

Sadly, this year wasn't immune from disaster, with Cyclone Winston sweeping through Fiji, the strongest in their history. We were on the ground and quick to respond, thanks to your support.

We go into the next financial year with a strong sense of purpose and a willingness to build a safe, resilient, just world for all children, where girls can take their rightful place as equals. Thank you for being a part of it.

Ian Wishart
CEO, Plan International Australia



MESSAGE FROM THE CHAIR

This financial year saw the resilience of our organisation on the back of cuts to the Australian Government's foreign aid budget. In a challenging financial environment we were able to reduce our expenditure here in Australia by 9% with the aim that the cuts would have as little impact as possible on the children we work with around the world.

Still, growth must be a priority for our organisation if we're going to reach as many children and communities as we can. Acknowledging our changing environment has played an important role in developing a new strategy that aims to see us lead the way in shaping a fairer world for children, particularly girls.

Central to this has been appointment of Plan International's global CEO Anne-Birgitte Albrechtsen, who brings with her an unshakeable determination to see the rights of girls and all children championed. We were fortunate to have her visit our team here in Australia in May and her vision and passion for a just world for every child inspired all. With a strong focus on girls and our invaluable child sponsorship program we have an exciting three years ahead of us.

We come to the end of this five-year strategy wiser, stronger, refreshed and ready to take on the challenges ahead. Thank you to everyone involved for the drive and determination that has brought us to this point. I have every confidence that the next three-year strategy will bring even greater positive change for children and girls everywhere.

Gerry Hueston
Chair, Plan International Australia



ABOUT US

Our New Purpose.

We strive for a just world that advances children's rights and equality for girls.

We engage people and partners to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability.
- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face.
- Work with children and communities to prepare for and respond to crises and to overcome adversity.
- Support the safe and successful progression of children from birth to adulthood.

Baka children on their way to school in South Eastern Cameroon.



OLD STRATEGY, NEW STRATEGY

This year brings us to the end of our five-year strategy 'Champion for Child Rights'. Our aim to become an organisation inspired at every level by child rights has certainly been achieved.

By strengthening our work in policy and advocacy we have played an important role in securing gender targets for girls in the Sustainable Development Goals. We expanded our reach through the extension of our work into the Pacific and by growing the scale of our programs that impact multiple countries.

The first three years of this strategy saw us on track to meet our income targets but aid cuts by the Australian Government disrupted this trend. Public fundraising surged in the first three years but then required more intensive support as the market became more challenging. Fortunately our initiative to diversify our income diluted the impact and other grants from multilateral donors began to fill the breach.

Looking inwards we have worked to further modernise our organisation. By replacing our backend IT systems we can continue to improve the digital experience for our donors. Our management and team has grown stronger through our training and recruitment processes. We are also exploring ways to increase our agility and innovation.

These five years have allowed us to learn, grow and solidify our purpose. We are still the agency for children – one with increased revenue, a more diverse portfolio, greater development capability and a transformed management and technology base. We're ready with a bold, new strategy to harness our strengths to make an even bigger impact.

Watch this space.

REACHING OUR GOALS

Impact.

Plan International Australia will have a significant and lasting impact in the fulfilment of child rights for more children around the world.

Over this five-year period we worked to broaden and deepen our lasting impact on children, families and communities. We have reached more children and young people in vulnerable communities than ever before. Our humanitarian programs continue to provide life-saving support to over one million individuals, while our hygiene and sanitation programs reached and benefited over four million people.

quality of our programs, with a range of program examples from our portfolio demonstrating transformative impact for women and girls. An evaluation of the five-year Promoting Rights and Accountabilities in African Communities program implemented in Zimbabwe, Kenya, and Uganda indicated reduced levels of gender based violence, increased women's participation in community decision making, and improved livelihoods for participants in target areas.

In total our programs materially improved the lives of millions of children and their families across more than twenty-five countries.

EXPERTS IN OUR FIELD

Our development and humanitarian capability was evidenced by our progress, through strong technical expertise and support provided to program partners and communities. Our teams in disaster management, hygiene and sanitation, and youth economic empowerment are recognised for their expertise by our program and donor partners, and funds raised from the Australian Government and public supporters are being invested in programs designed and implemented to high quality standards.

REACHING THE MOST VULNERABLE AND MARGINALISED CHILDREN AND YOUTH

In 2016 over 70% of our programs are implemented in settings characterised by poverty, marginalisation, fragility, and instability. Our programs largely focus on those who are excluded: young women and men from ethnic minority communities, children and youth with disabilities, and those who are ultra-poor. Our methodologies and program approaches have shown relevance and impact for these groups of children and young people.

OUR WORK IN THE PACIFIC

Our program reach has expanded by geography too, and this strategy period saw us establish the operational presence in Papua New Guinea and the Solomon Islands in the Pacific. Plan International now implements long term development and disaster management programs in Papua New Guinea, Solomon Islands, Fiji, Tonga, Kiribati, and Tuvalu. In addition, partner implemented programs in Lebanon and Iraq have ensured our reach can serve children and women affected by conflict, displacement and violence.

A FOCUS ON QUALITY PARTNERSHIPS

We established a range of strong, supportive collaborations with Australian and international agencies specialising in health services in conflict affected areas, urban disaster risk management, disability inclusion, and community resilience. In program countries we have established robust partnerships with nationally based NGOs able to work effectively with children, women and men in difficult and vulnerable circumstances.

DIVERSIFYING OUR WORK

We have worked to ensure the sustainability of our program and funding base by constructing a diverse portfolio of programs and donor partners. As a result Plan International is a preferred partner with both the Australian Government and a number of multi-national donor agencies. In 2016 we have over sixty projects funded by more than fifteen different donor agencies.

GENDER INEQUALITY AND INCLUSIVE PRACTICE

Our emphasis on gender equality and inclusive practice was a key element of deepening the

Influence.

Plan International Australia will have a tangible influence on the perceptions, policies and practices that uphold child rights.

Over the course of this strategy, we made key contributions to policy and the public debate about a range of children's rights issues.

GENDER INEQUALITY

We have published a number of reports highlighting the discrimination experienced by Australian girls online and in their access to and enjoyment of urban spaces.

Through our Because I am a Girl campaign, we advocated for prioritising girls' education in our overseas aid allocation. In 2014, we published a report on child marriage in the Indo-Pacific *'Just married, just a child'* which was launched by the Minister for Women.

We have engaged in parliamentary inquiries to ensure better recognition of girls' rights in Australia's overseas aid program. We have also worked with other agencies to advocate for better government tracking of the aid money spent addressing gender inequality.

We have worked to ensure that the voices of children and young people are heard in the work that we do.

SUSTAINABLE DEVELOPMENT GOALS

In 2014, we worked with girls around Australia to develop a report asking for gender equality to be front and centre of the Sustainable Development Goals. The report – *'Our book of ambition'* was presented to Minister Julie Bishop by our youth ambassadors.

CHILDREN SEEKING ASYLUM

We have stood together with other agencies in opposition to the ongoing immigration detention of children. We have been publically on the record calling for an end to detention of children and for independent monitoring of the conditions of detention on Nauru.

CLIMATE CHANGE

The impacts of climate change are being felt by children in many of the countries where we work. In 2015, we supported young people here and in the Philippines to consult with their peers about what commitments our government should make at the Paris meeting on Climate Change. The results were published in the report *'We stand as one: Children, young people and climate change'* which was co-written with young people in the Philippines and Australia and taken to Paris by Plan International's global youth representatives.

BIRTH REGISTRATION

Plan International has been a global leader in advocating for universal birth registration for many years. Over the course of the last strategy we funded research undertaken by the Castan Centre for Human Rights into the issue of under registration of births within Australian Indigenous Communities and contributed to the monograph *'Proof of Birth'*.

YOUTH LEADERSHIP

We've learnt the importance of providing young people with a key role in our work and ensuring their voices are heard. In 2013 we worked with Unicef and children in Australia to prepare a child-friendly version of the concluding observations of the Committee on the Rights of the Child. We have provided opportunities for young people to sit on our board sub-committees, to hear what is happening at an organisational level and to provide their opinion and input on our work.

Ensuring young people have a voice and platform to create change will play a core role in our work in the years to come.

Income.

Plan International Australia will strengthen its income portfolio to support our expanded child rights programming for children.

Our five-year strategy aimed to increase Income in order to increase Impact for children while at the same time, diversifying our revenue sources to reduce our risk of exposure to any single source of revenue. We were fortunate enough to achieve both during the strategy despite some strong headwinds. Our revenue grew by \$21.5m or 51% and our ratio of public fundraising revenue to institutional grant revenue moved from 63:37 to a more balanced ratio of 46:54. We diversified our revenue through expansion of DFAT grants, the World Food Programme and other overseas grants while spreading our private giving across other products besides child sponsorship.

GROWTH AND OPPORTUNITIES

The external environment for fundraising has never been more competitive, so we're pleased to have sustained our fundraising revenue in this challenging environment and to have grown in some key areas. We've seen encouraging growth in regular giving (outside of sponsorship), in community fundraising, and in corporate partnerships where we've developed an exciting new relationship with Etsy and continued to strengthen our much-valued relationship with Intrepid Travel.

We have also placed significant focus on efficient use of our funds. We've invested in the latest technology to keep track of our donors' experience and ensure it is seamless, and invested in improving our communications channels with our

donors. As a result donors are staying with us for longer, which means greater fundraising efficiency. In fact, our Cost Ratio, which measures total administration and fundraising costs as a percentage of total revenue, has reduced from 24% to 20% over the course of the strategy.

CHALLENGES AND LEARNINGS

This financial year revenue fell by \$4.9 million compared to the previous financial year. This drop was in part caused by cuts to the foreign aid budget and in part due to the relief funds we received the previous year in Iraq, Syria, Lebanon and Nepal that resulted in our strongest year for revenue on record. The cuts to foreign aid have been extremely disappointing and sit in contrast to commitments from world leaders to give 0.7% of national income as part of the Sustainable Development Goals.

Face to face fundraising has also been challenging. It's unpredictable and under regulatory threat, which makes it difficult to predict our ability to attract new donors in that channel.

Despite a challenging environment we're confident that entering a new strategy period, we will see further growth as a result of diversifying our income, investing in the latest technology and better understanding our supporters. We expect more support as we work to tackle the crises hitting regions across the world. We hope to see leadership from our government in standing with the world's poor and most vulnerable in order to address these global challenges.

Identity.

Plan International Australia will establish a strong identity as the leading child rights agency in Australia.

Over the course of the five-year strategy we have worked to grow our presence and our identity to ensure more Australians identify us as the leading child rights agency in the country.

OUR NEW BRAND

We have rolled out a new, bold, brand with a stronger sense of identity and connection to the global brand. We have launched a new website designed to amplify our brand and better communicate our work and purpose.

MEDIA

This financial year saw us mentioned in the media 1,217 times, meaning 12.19 million people were potentially introduced to our work. Our launch of the report *'A Right to the Night'* made front page news and was responsible for a huge influx in web traffic and media mentions.

SOCIAL MEDIA

Our social media presence has continued to grow, with our partnership with Etsy seeing a spike in our Instagram audience and our Facebook and Twitter platforms continuing their steady growth, aided by our report launches and Twitter chats. By growing our presence on social media we've been able to introduce new people to our work and better familiarise them with our focus on creating a fairer world for all children, especially girls.

Our new strategy will see us solidify our voice and our purpose, with an aim to address our challenge to increase our brand awareness by growing as thought leaders and advocates for the rights of children and girls in particular.

That means you'll be hearing a whole lot more from us. Stay tuned.



WE'RE LISTENING

This year we had the opportunity to meet with you, our supporters in your home states, with our CEO Ian Wishart visiting major capital cities to meet with supporters.

The purpose of this tour was to thank you for all you do to make change in the lives of children and their communities all over the world.

We also wanted to take the opportunity to get your insights into our new direction, keep you up to date with our work and pick your brains about how we can improve your experience as supporters.

This year's annual report is just one of the ways we're working to take your feedback on board. The depth of work that we do at Plan International and the range of issues we tackle with communities can sometimes get lost in communication, or not be communicated at all. This report is designed to be a transparent, open and rich source of the information you ask us for that we will continue to improve with your feedback.

Child sponsor Coby Viergever visits sponsored child Esteydí (6) in Nicaragua.



Supporters taking part in our Listening Tour.

“It was lovely to learn so much about Plan International. I had no idea of the intricacies that went on behind the scenes, how locations/projects/ children were chosen, how agencies are allocated in crisis situations etc. It was wonderful to feel so comfortable to ask any questions we wanted. Thanks for a great evening.”

Supporter feedback



WHAT WE LEARNED

You're deeply engaged in the work we do. You want more opportunities to help fundraise in the community, to volunteer, to stay in the loop with our direction and help shape it.

You want to know more about the depth of work we do, you want us to be accountable and transparent, to show how projects and programs are selected and what our new direction means for boys, as well as girls.

What is exciting for us is that what you have asked us for is exactly what we're hoping to deliver. For us, an active and engaged group of supporters who understand our work and can advocate for it means real change for the children and young people we work with overseas.

WHAT WE'RE DOING ABOUT IT

This year we've created an immersive online version of this annual report. It is one of the first steps in finding new ways to communicate with you, so that you can explore the work we do. Our focus this year will be on creating lots of digital opportunities for you to explore and learn and most importantly feed into. We don't want this to be a one-way conversation. Just as we hope to amplify the voices of young people everywhere, we want to make sure you have a voice too. That's the best way we know how to make positive change.

You can explore the full online report at plan.org.au/annualreport



OUR WORK WITH CHILDREN

We are coming out of a five-year strategy having reached more children, families and communities than ever before.

Two members of the School Disaster Management Committee at their school in Rakhine State, Myanmar.

Education and early childhood.

Uganda, Myanmar, Ethiopia, Bangladesh, Zambia, Laos, Vietnam, India

Our education programs are designed to break down the barriers that prevent children from accessing education. At the same time we work 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 the champions of their children's education.



Children learning at their Early Childhood Care and Development Centre in Uganda.

In 2016 our Early Childhood program directly reached 90,615 people with a continued focus on embedding learning around gender and disability inclusion and promoting the role of fathers. Plan International has invested Australian Government Australian NGO Cooperation Program (ANCP) funds in development and implementation of inclusive early childhood models in Asia and eastern and southern Africa. This year, Plan International's parenting program for parents of children aged from birth – eight has influenced the way Indonesia's government delivers its parenting program with our approach integrated with the government program for national reach. Plan International's parenting program is also being replicated and scaled up by the Women's Union in Vietnam, and being drawn on in a new integrated WASH-Health-Nutrition program in Laos.

Water, Sanitation and Hygiene. (WASH)

Indonesia, Laos, Malawi, Pakistan, Timor-Leste, Uganda, Vietnam and Zimbabwe

Our WASH projects are designed to support and empower children and families to lead their own improvements to stay healthy by learning good hygiene practices like handwashing, using a toilet and brushing their teeth.

In Laos, Timor-Leste, Uganda and Zimbabwe Plan International Australia's WASH program ensured almost 17,000 people now have access to an improved water supply, over 22,000 people are using new latrines, more than 65 villages now have latrine access for all households and over 37,000 people have more knowledge of safe hygiene practices including hand washing with soap and safe water storage.

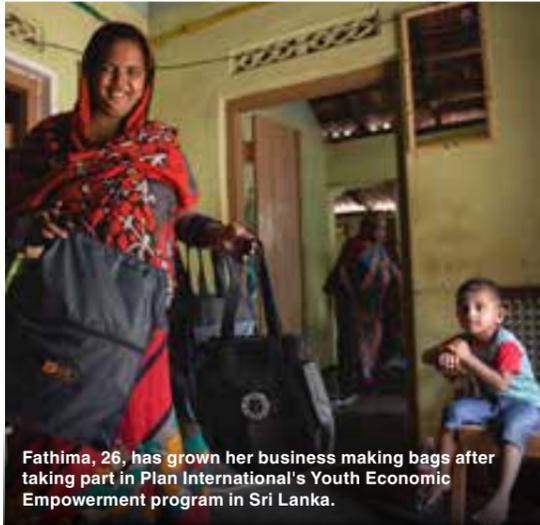


Students in Timor-Leste celebrating Global Handwashing day by raising a hand for hygiene.

In Pakistan, sanitation activities have generated significant interest and over 38,000 improved latrines serving more than 270,000 people have been installed. Open Defecation Free (ODF) certification for 140 villages (that's 275,000 people) has been reached, with a further 15 pending assessment. Villages organisations have made progress towards inclusive membership with more than 80% of committees including members from usually excluded groups: people with a disability, religious minorities, low caste, and extremely poor.

Making a living.

Bangladesh, Cambodia, Sri Lanka, the Solomon Islands and Timor-Leste



Fathima, 26, has grown her business making bags after taking part in Plan International's Youth Economic Empowerment program in Sri Lanka.

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.

Plan International's Youth Economic Empowerment program delivered vocational and 'soft' skills training for 11,434 vulnerable men and women with an explicit focus on inclusion of young women, youth with disabilities and indigenous youth. We worked with 20 civil society organisations, government partner organisations and training institutions to more effectively deliver services, and enhanced the confidence and earning capacity of more than 6,500 men and women from marginalised families in Cambodia and Zimbabwe. In Cambodia we supported disadvantaged young people to access vocational training and help them find work. The project embraced inclusion through every stage, taking a mainstreaming approach to disability. We have been generally meeting our targets for 6% of placements being made up by people with disabilities.

Rights in the Community.

Zimbabwe, Kenya, Uganda and Indonesia



Mother of two, Lucia, felt empowered to challenge tendencies to undermine her presence as a young woman in both the community and family life after regularly taking part in Plan International's PRAAC activities in Zimbabwe.

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

In 2016 we completed the final year of our five-year Promoting Rights and Accountabilities in African Communities program implemented in Zimbabwe, Uganda and Kenya. The key target groups for the program are marginalised women of all ages and marginalised male and female young people (aged 10–14 years up to 24 years). In addition, people with disability are recognised as people who are particularly marginalised. The program works with all members of targeted communities to ensure marginalised women and marginalised young people are able to claim rights and access services.

The program reached in excess of 36,800 people in 168 communities including 1,208 people with disabilities (PWD) through rights awareness activities and over 700 community volunteers were trained in providing support and services. In all countries the inclusion of marginalised people and claiming rights is a visible outcome of the program. It played a significant role in improving gender relations in many communities, and there are many more marginalised people taking on meaningful roles in community committees and leadership positions. In all countries there have been significant increases in the number and proportion of women and people with disability included in community committees and structures. In Zimbabwe the project had significant impacts on gender-based violence.

Food assistance.

Cambodia, South Sudan, Zimbabwe, Central African Republic, Myanmar



Cyclone Komen placed food pressures on communities in Myanmar. Plan International supported families with distributions of food and water.

Our food security, nutrition and livelihoods recovery projects support children to live without hunger, so they can reach their full potential and realise their rights. We work with communities to improve their harvest quality, farming methods, community assets and resilience to climate changes and food crises. We provide immediate assistance to those experiencing conflict or disaster

This program addresses food insecurity, nutrition and health concerns, financial independence and livelihoods recovery, resilience building and climate change adaptation, as well as child protection, women's empowerment and disability inclusion. We are working with vulnerable communities in some of the world's most fragile settings including South Sudan, Myanmar and the Central African Republic. This year we responded to one of the biggest global threats to food security – the El Niño that affected Eastern and Southern Africa. In response to the hunger crisis in Zimbabwe, we worked to support and strengthen vulnerable communities providing immediate emergency food assistance as well as sustainable agriculture training and tools to improve their resilience to such shocks and stresses into the long term. In 2016, Plan International Australia provided a combination of emergency and targeted assistance to a total of 883,201 children and adults across Cambodia (170,311); Central African Republic (192,705); Myanmar (113,777); South Sudan (339,544); and Zimbabwe (66,864).

Climate change and disasters.

Philippines, Myanmar, Vietnam, Indonesia, Solomon Islands, Fiji, Papua New Guinea, Kiribati, Tonga, Tuvalu



Youth ambassadors in Jakarta, Indonesia have been using bio-degradable waste in urban farming for a cleaner, healthier environment.

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.

Our Disaster Risk Management – Climate Change program contributed to community resilience building by reaching 32,464 people, as well as partner organisations and institutions who have increased awareness of and capacity to plan and develop local solutions to climate change and disaster risk. Local systems and capacity have been enhanced in all project locations and more than 50 communities and schools have organised risk assessments and developed action plans, and implemented more than 30 small-scale risk mitigation activities.

Child enters a Temporary Learning Centre in remote village in Dolakha district, Nepal.



“During the earthquake I was afraid. I was worried something bad would happen and I would no longer be able to study.”

Temporary Learning Centres have allowed Manju, 13, and her classmates in Dolakha to continue studying after their school was destroyed by the earthquake.

NEPAL, ONE YEAR ON

When disasters happen a swift response is critical, so too is support on the road to recovery. When Nepal was struck by the 7.8 magnitude earthquake last year your support meant we could act fast. Our work isn't done yet, but thanks to you we can finish the job. One year on, Nepal is starting to rebuild.

Thanks to your support we delivered:



52,767
emergency shelter kits



310
temporary learning centres



81
child-friendly spaces



43,672
water kits

This was made possible thanks to the

\$1.42 MILLION

raised by supporters like you in Australia. Thank you.



OUR GRANTS MANAGER DANI ROBERTSON VISITED NEPAL TO SEE YOUR DONATIONS IN ACTION.

We had been driving for five hours around narrow, windy roads in a convoy of vehicles to deliver cash transfers to communities affected by the earthquake. Relatively new in disaster response, cash or voucher transfers allow communities to buy the supplies they need and help re-establish local markets.

Finally, we arrived at a village in Magapauwa province of the Dolakha district and, of course, nothing could commence until we had been treated to the welcome-meal of 'dal bhat', which is a delicious and common meal of rice and lentils. As I ate, I could see action happening around me. I was surprised at how seamlessly Plan International staff were combining different projects in the one village.

To my left I could see a queue of people split into one line for elderly and most vulnerable who were receiving unconditional cash and another line for those who had participated in a Cash for Work program. To the right of this queue I could see children playing in the Child-Friendly Space set up to allow them the space to play and receive psychosocial support in the aftermath of the earthquake.

Now back in my office in Australia, I still think about those families who I met and wonder how their life is now. The earthquakes in Nepal caused such devastation that the journey to gain back what was lost will be a long one. Though the recovery efforts continue I'm thankful to have been able to contribute and see the difference that we have already been able to make.

NAMASTE NEPAL

KINDNESS AND GENEROSITY IN TIMES OF CRISIS

We were overwhelmed by the generosity of Australians after the quake. We know Australians have a special relationship with Nepal, and it showed through the outpouring of support.



One of the best ways we can help Nepal into the future is to visit. Nepal has long relied on tourism and visitors like you enjoying snow-capped mountains and delicious piping-hot momos. Visiting Nepal is a life-changing adventure for all who travel there, and for the people of Nepal it's one of the best ways to get back on their feet after the earthquake. This season, our partners at Intrepid Travel made the trails and mountains even more enticing, donating 100% of profits earned from travelers visiting Nepal in the 2016 season to help rebuild the lives that were impacted by the quake.

As a result of their 'Namaste Nepal' campaign, Intrepid Travel has donated a massive \$379,825 to our efforts in Nepal. The funds will have a lasting impact on the lives of those affected by the earthquake, helping to support people and communities as they rebuild sturdier homes and schools. Thank you to all who took part through 'Namaste Nepal', and to the generous folk at Intrepid Travel for this great initiative.

The mountains are waiting. It's time to return to Nepal!

One Australian with a unique connection to the country is Featherweight Games developer Tim Kaldor, who turned an incredibly stressful time for himself and his extended family into something positive for the recovery.

Tim Kaldor is telling us about the Nepali catchphrase *ke garne*.

The young developer spent 20 months living in Nepal where he encountered the friendly and resilient Nepali people. "It's just a really relaxed place, everyone's really friendly, no one takes anything too seriously. Everything's kind of *ke garne* like, 'what can you do?'"

It was after returning from his time working in development in Nepal that Tim and his friend Dylan formed Featherweight Games. "It was just something we'd always wanted to do." They released their first app, Skiing Yeti Mountain, a fun, lighthearted, multilevel game for mobiles that was "created with the beautiful Himalayas fresh in mind." Tim laughs "we weren't able to reproduce the beauty, I don't think."

The game launched to what Tim calls 'a mild success' but he wasn't in a position to enjoy it. At the time of launch, the 7.8 magnitude earthquake struck Kathmandu and surrounding areas. Tim's soon-to-be wife Kritika was living in a village in Sindhupalchowk, one of the worst affected districts in the country.

"At first it was really hard to even contact her so I was constantly worrying. She was in the city at the time so she was okay but her house was destroyed and her family were buried in their house, but dug themselves out. Everyone was safe in the end but it was a very scary time for them."

Unable to reach Kritika, Tim decided to channel his worry into something constructive and donate the profits from the game to organisations helping with the rebuild, including Plan International.

"I was very stressed at the time, I couldn't be excited about the game's release, So I just wanted to turn it into a positive thing."

Tim had heard good things about Plan International's work through friends and knew we were working in Sindhupalchowk. He and Kritika, a school teacher in the area, have since visited Plan International's office in Nepal.

On how the people of Nepal have dealt with the disaster Tim says: "They're very capable of dealing with the struggles, they don't complain about anything, they're very stoic."

It's a pretty big thing for a young person who has taken the risk to start up his own business to donate his entire share of profits to a cause. Tim notes he didn't know how successful the game would be when he made the decision, he laughingly suggests that might have made it easier.

Fortunately the newest release from Featherweight Games, Rodeo Stampede has seen plenty of success. Tim is set to return to Nepal to see his wife in the hope they'll both be able to return to Australia. When prodded about the future you can tell he's taking it as it comes: "I enjoy my work, it will be interesting to see what happens in the future."

The Nepali catchphrase *ke garne* comes back to mind. In the face of a long recovery the people of Nepal continue to rebuild, it encompasses their stoicism and resilience. It is the kindness, generosity and resilience of people that is so striking in times of crisis. Tim's story is a wonderful reminder that the worst of times often bring out the very best in people. After all, *ke garne*?

Tim has pledged to help support the rebuild of Suryodaya Secondary School to help us get 844 children back into safe, permanent classrooms. You can help us reach our target – find out more: plan.org.au/giftofstrength



With your support we were able to respond fast when disaster struck Nepal, and support the people of Nepal through recovery. You can help children in emergencies, by donating to our Children in Crisis fund: plan.org.au/childrenincrisis

OUR NEIGHBOURS IN THE PACIFIC

It's a groundbreaking move for Plan International Australia to lead our work into the Pacific, working with terrific partners to help address the disparity that exists in the quality of life experienced by Australians and our neighbours. We've entered into our first year of establishing a presence in the region with a team of local staff as we explore new partnerships and seize the opportunity to grow and learn in a region with unique challenges and opportunities.



AUTONOMOUS REGION OF BOUGAINVILLE, PAPUA NEW GUINEA Bougainville Youth Initiative

In the recently established Autonomous Region of Bougainville, once the site of deadly conflict and political instability, we've established new partnerships to enable young people in Bougainville to have the opportunity to show leadership and engage in civil and political issues that impact on their futures. We're also working to improve the quality of vocational training and develop links with the private sector to help young people have a better chance of getting a job.

To come in 2017: YWCA Life Skills and Human Rights Program; Maternal and Child Health and Nutrition.

PORT MORESBY, PAPUA NEW GUINEA Equal Playing Field

In partnership with Equal Playing Field, we're running programs with secondary school students in Papua New Guinea promoting gender equality and changing attitudes, with the ultimate aim of preventing violence against women and children. Equal Playing Field uses sports to develop respectful relationship education in an accessible way for youth.

THE SOLOMON ISLANDS Mothers Union Positive Parenting

We're working with partners to provide a community support network for parents in the Solomon Islands with a focus on marginalised and vulnerable families. We're helping parents navigate the growth and development of their children and supporting families and communities to respond to the social changes and the challenges this presents for parenting.

Climate Change Adaption

With our local NGO partner, Solomon Islands Development Trust, we're working to empower people in remote communities of the Solomon Islands to address the impacts of climate change. We're engaging with policy-makers and village leaders and ensuring young men and women have a voice about the impact climate change is having on their lives and their futures. We're working with communities to make sure they have disaster action plans, and are restoring and conserving their natural resources.

Youth@Work

We're working with partners and government to provide training and employment opportunities for unemployed youth in Honiara. Youth@Work provides young people with training and internship positions to provide experience working in a range of areas. It also includes a stream for young men and women wanting to start their own businesses, providing them with business training and seed money to get started.

We are also providing technical support and funding for Youth@Work PLUS, to ensure young people with disabilities have full access to the program.

To come in 2017: Safer Cities for Girls; Water, Sanitation and Hygiene (WASH).

FIJI Fiji Recovery – Cyclone Winston.

To come in 2017: Building Disaster Risk Management and Resilience Capacity in the Pacific.

KIRIBATI

To come in 2017: Building Disaster Risk Management and Resilience Capacity in the Pacific.

TONGA

To come in 2017: Building Disaster Risk Management and Resilience Capacity in the Pacific.



Bougainville: A lost generation.

How can the youth of one of our nearest neighbours overcome a brutal history of conflict and seize their future? We're working with our partners and young people in Papua New Guinea to achieve just that. We speak to our Program Manager in Bougainville, Cosmos Piri.

WHERE WE ARE RIGHT NOW IS THE MIDDLE OF THIS PARTICULAR STORY.

The beginning dates back to the 1990s in Bougainville, a now autonomous part of Papua New Guinea, with almost a decade of civil war killing tens of thousands and displacing many more in a region with an already long history of conflict.

The aftermath of the conflict has seen an entire generation miss out on education, and opportunities for jobs are limited. Young people and women are largely disenfranchised. Violence is still rife and gender based violence and discrimination, already a big problem in the area, has worsened and seen women stripped of choices and opportunities.

In three years' time the people of Bougainville will forge their own future when they take part in the 2019 referendum and decide whether they want to remain a part of Papua New Guinea.

It's the middle of this story for Bougainville, but it's just the beginning of Plan International Australia's journey into Papua New Guinea. We're one year into a new program designed to give the youth of Bougainville the chance to choose their futures, both as individuals, and as young citizens of the region. It's just one of the programs that make up our new focus in the Pacific region.

"We're trying to focus on building capacity for youth leaders." Cosmos Piri is Plan International Australia's Program Manager in Bougainville. Cosmos' own story as a boy growing up during the civil war is like many of his peers. It's reflective of the impact the conflict has had on an entire generation.

"I was 16 at the time the Bougainville crisis happened. A lot was destroyed. Infrastructure and community governance structures and formal services like education and health – all that was destroyed.

"For myself as a youth trying to complete my education – we were affected also. We were forced to move out because the rebels were attacking communities so we had to travel eight hours to the camp to another care centre where we would find refuge.

From then on I've looked for opportunities to continue with my education where lots of others my age weren't successful – I got lucky."

Conflict, displacement and the destruction of education services resulted in a 'lost generation,' for whom violence has been normalised and a lack of education means learning isn't necessarily valued. These attitudes are impacting on the next generation. "Some of the lost generation are parents already, so their children are becoming a lost generation again."

It's now falling to this new generation of youth to overcome a host of challenges that are deeply embedded culturally and systemically. Realising this, Cosmos returned to Bougainville after his studies: "I had to go back because I had seen what had happened back in Bougainville."



Cosmos (front-left) and the team.

Cosmos brings to Plan International Australia years of experience working with local and international NGOs to help give the youth of Bougainville the opportunity and tools they need to take control of their own lives. He's now heading up our new Bougainville Youth Initiative, which works with local partners in three key areas:

1. Getting youth into work

We're helping students in their final year of school prepare to enter the workforce. We're piloting three vocational schools, placing outreach workers in each to provide training with students and scope out opportunities for employment. "Giving youth another chance – that's exciting for me," says Cosmos.

2. Giving young people a voice

The 2019 referendum will give the people of Bougainville the chance to have a say in the future of their region. We're working with our local partner to inform young people of their right to share their voice and have a say through awareness training and outreach activities like a music festival to reach young people through song. This is so important, as often the voices of young people aren't prioritised over older members of society.

3. Empowering women

Though there are areas in Bougainville that are matrilineal, with land inherited by women, it doesn't necessarily mean they have a say. We're assisting young women who are left out of school, equipping them with the knowledge they need to demand their rights and make decisions, especially in regards to their bodies. The program also focusses on building their confidence and getting back into school.

A FOCUS ON THE PACIFIC

The program has just completed its first year, and with the first year will come learnings and insights as we work with the youth of Bougainville to tackle a host of entrenched challenges. It's an incredibly exciting time for Plan International Australia, to be involved in an important period in Bougainville's history, and ensure its young people can play a role in its future.

Our work in Bougainville is part of Plan International Australia's growing work in the Pacific. We see a unique opportunity to work with our closest neighbours, who are deeply impacted by conflict, poverty and the effects of a changing climate.

"These issues are on our doorstep. Plan International Australia's focus on the Pacific – I think that's exciting," says Cosmos.

We want to get the world to take notice and we'll be sharing more of our work in the region with you in the coming months and years. We're really only at the beginning of this particular story, and we can't wait for you to be a part of it.

SAFE, INCLUSIVE SPACES FOR GIRLS EVERYWHERE

Girls feel just as unsafe in Australian cities as girls in countries with much higher rates of violence.

This year we conducted a study with Our Watch into Australian girls' perceptions of spaces after dark. The results showed that one third of the girls don't feel safe in public places after dark.

"The data tells us girls think the responsibility for violence or sexual harassment towards women and girls rests with them and not the perpetrators of the crimes," says Plan International Australia Deputy Chief Executive Officer, Susanne Legena.

"It's disheartening that so many girls think they're better off staying at home than doing things as simple as catching public transport on their own."

Global research conducted by Plan International reveals girls feel similarly unsafe in cities in Ecuador, Pakistan, Nicaragua, Zimbabwe, Uganda, Peru, Vietnam and Egypt. Many of these countries have higher rates of actual violence than in Australia. Girls feel safer in Nicaragua than in Australia, with 23 percent believing they shouldn't be outside after dark.

The survey, conducted by Ipsos, interviewed 600 Australian girls and young women aged 15–19 from all states and territories. The results were published in the report *'A right to the night: Australian girls' on their safety in public spaces'* which gained nationwide media coverage and was featured on the front page of *The Age* and across radio and digital media.

You can read the full report at plan.org.au/arighttothenight



17-year-old My is a member of a youth media group in Hanoi supported by Plan International. The group developed a set of four comic books dealing with theft, harassment and violence on city buses.

BUILDING SAFE AND INCLUSIVE CITIES FOR GIRLS

For the first time in history, there are more people living in cities than in rural areas. Plan International's research found that adolescent girls seldom feel safe in cities, they experience physical and sexual violence and they are often excluded from decision making processes that impact their safety.

30% of girls in Hanoi, Vietnam report they never feel safe when walking in their community, with only 8% reporting they 'always' feel safe in public spaces. Worryingly, the majority of girls reported they either seldom or rarely had access to emergency services like the police.

Plan International identified a major gap in programming and research around adolescent girls' safety and inclusion in cities.

Together with UN-HABITAT and Women in Cities International, Plan International developed Safer Cities for Girls, a groundbreaking initiative that focusses on adolescent girls with the goal of putting them at the centre of transforming cities into places of inclusion, tolerance and opportunity for all.

From the 2017 financial year Plan International Australia will support the global Safer Cities for Girls Program in Hanoi, Vietnam and Kampala, Uganda. We will also be undertaking baseline work to establish a pilot program in Honiara as part of our growing presence in the Pacific.

Figure 1: Key survey findings

WE INTERVIEWED 600 YOUNG WOMEN & GIRLS ACROSS AUSTRALIA ABOUT THEIR GENDERED EXPERIENCES

MODELLING GENDER EQUALITY

Only 30% said that their brothers or boys always or often did their fair share of housework.

FREEDOM TO MOVE

23% agreed with the statement that "girls should not travel alone on public transport."

ONLINE SAFETY

Seven out of ten thought young women are often bullied online.

EMPOWERING YOUNG WOMEN

One third agreed with the statement "it would be easier to get their dream job if they were male."

STARTING RELATIONSHIPS ON THE SAME FOOTING

60% agreed that girls have an equal say in their relationships.

RIGHT TO THE NIGHT

Close to one third agreed with the statement that "girls should not be out in public places after dark."

RESPECTFUL RELATIONSHIPS EDUCATION

More than a third want more informative and practical safe-sex and healthy relationships education at school.

CONSTRAINED FUTURES

Lack for support for working parents, such as parental leave and affordable childcare, will impact their decision to have children.

SEXUAL & REPRODUCTIVE HEALTH RIGHTS

51% agreed that girls are often pressured to take "sexy" photos of themselves and share them and 62% agreed that "girls often feel pressured to take part in sexual activities with their boyfriend or husband."

“I THOUGHT MENSTRUATION WAS WOMEN’S BUSINESS”

Breaking barriers around menstruation in schools.

For many girls around the world, menstruation means missing out on an education. Sometimes girls miss a quarter of the school year because of their periods. But for an inspiring group of students, whether you’re a girl, a boy, woman or man, menstruation is everyone’s business.

“A home without visitors is not a home,” Headmaster Peter Agwapus welcomes our team into his school in Tororo district in Uganda. The school is a popular one in the area, with over a thousand students enrolled for only 21 teachers.

The school has changed enormously over a period of three years. For girls at Peter’s school, getting their period used to mean missing out on school. “I thought that by staying at home, it would save them the embarrassment of boys laughing.” Peter explains. Many teachers at the school felt the same. It was normal for girls to go home when they got their periods.

So when Plan International came to the school in 2013 to train the students and teachers in managing menstrual hygiene, Peter was hesitant about boys and girls taking part in the training together. “I thought menstruation was women’s business and there was no point in training boys as well.”

It took convincing from Plan International staff to roll out the program at first. It involved all the girls and boys in the school health club being trained together as well as in gender-segregated groups. The members of the club were then equipped to share their learning with their peers so that students could understand that menstruation is normal and could learn how to manage it.

The transformation at the school has been extraordinary. Girls now go to school throughout their periods and boys don’t tease them when they have their period. Instead, they let teachers know if girls need help.

For Peter, the most significant difference has been the enormous change in attitude. “Both boys and girls now freely talk about menstruation.”

Peter’s own attitude has shifted, “Now I even discuss menstrual hygiene management with my daughters, something I never thought I would feel comfortable to do.”

The program shows that through awareness and education we can shift entrenched stigma associated with menstruation that prevents girls from accessing a full education.

This year, through our Menstrual Hygiene Management Program:

- **8,416 people now have a better understanding of hygiene practices.**
- **53 people have the training they need to make cheaper pads for girls and women.**
- **72 teachers and 63 school health clubs received training to promote child-to-child learning on menstrual hygiene.**
- **Information, education and communication materials on menstrual hygiene management were provided in 50 schools.**

We want girls to be able to learn and participate throughout the year. When getting her period means a girl falls behind at school, it’s everyone’s problem. Let the world know that #menstruationmatters and add May 28 – menstrual hygiene day – to your calendar!



Headmaster Peter Agwapus at his school in Tororo, Uganda

DON’T SEND ME THAT PIC

In March this year Plan International Australia and Our Watch surveyed 600 teenage girls on uninvited sexually explicit images, pressure to take and send sexy photographs and cyberbullying.

The results were alarming, with respondents suggesting that online sexual harassment is commonplace.

We asked young people what was needed to address online sexual harassment. The answer: safety, education and zero pressure from boyfriends and peers to share explicit content.

“[I want] Better education regarding sex for both boys and girls [and] information about pornography, and the way it influences harmful sexual practices.” – Lucy, aged 15 years.

The report received coverage across radio, television and digital media all over the country.

Plan International Australia ran our first Twitter chat on the topic alongside Our Watch, government, social networking services, peak bodies, journalists, researchers, young people and the Twitter sphere.

You can read the full report at plan.org.au/annualreport



Image via Flickr: “US Mission Celebrates Girls in ICT Event with ITU” by United States Mission Geneva licensed under CC BY 2.0

GENDER EQUALITY AND CHANGE

To create sustainable change for girls and women across the globe we need to better understand what drives it. In partnership with Plan International Zimbabwe and Dr Juliet Hunt (Principle Researcher) we conducted a major study to better understand what changes have occurred in gender relations and what factors have contributed to these changes from the perspective of young and adult men and women in communities in Zimbabwe.

We asked women and men to reflect deeply and at a personal level about changes that happened to them, their family and their community over their lifetime, and about their aspirations for the future.

The study was conducted in six villages in the Chiredzi and Chipinge districts in Zimbabwe, with 260 participants, 100 men and 160 women.

The study found the factors that were most important in contributing to equal rights and treatment for women and girls were:

- **Awareness raising on women’s and girls’ human and legal rights by many different agencies**
- **Increased knowledge and understanding of women’s and girls’ human and legal rights by community members**
- **Increased schooling for girls**

Other factors that contributed to changes towards gender equality were:

- **Changes in law, and implementation of law**
- **Modernisation: people moving in and out of villages, exposure to other ethnic groups, new technology, and copying and learning new ways from others**
- **Impacts of the HIV and AIDS epidemic**
- **Women’s paid work and income**

The study showed the process of change in gender relations is complex however all these factors combined to create a powerful momentum for change.

The study also shows the different views men and women hold about the changes and the value these changes have brought to their lives.

You can read the full Gender Equality and Change study at plan.org.au/annualreport

WE STAND AS ONE: CHILDREN, YOUNG PEOPLE AND CLIMATE CHANGE



“I care about my future and my friends’ future.”

Ektemel, Year 10, Parramatta, Sydney.

Ho Van Long, 11, from Vietnam participated in consultations with Plan International on the action she wants governments to take to stop climate change.

The youth of the world want action on climate change now.

This is what hundreds of young people across the globe told us as part of the 'We stand as one: children, young people and climate change' report released in partnership with youth organisations Oaktree and Australian Youth Climate Council.

“We are young Australians, and we are confused and frustrated. Why does our government refuse to take climate change seriously when, as a country, we have the capacity to do it?”

Young people like us are rarely invited to have their voice heard on things that matter. We are described as having potential, as though our power to bring about change lies dormant.

We are proclaimed as being our world's future, as though we don't exist in the present. We are handed platitudes in exchange for our patience. But climate change won't wait for our generation to grow up and take action. Change needs to happen now and we will have a say in what our current and future world looks like.”

This is an extract from a letter written by our youth ambassadors. Importantly, young people were deeply involved with all phases of the report, in the decision to focus on climate change, in the consultations here and abroad, and in the writing of the report itself. Some of the youth we consulted were already experiencing the effects of climate change in their home country.

“We have to live with disasters influenced by climate change every day” says Marinel, age 21, a climate change activist in the Philippines.

Ensuring children and young people have a voice when it comes to their futures and role in society now is fundamental to our work.

The report found that 91% of young Australians believe their government is not doing enough to tackle climate change. The report also revealed young Australians are particularly concerned about the impact climate change is having on people their age in the developing world.

You can read the full report at plan.org.au/annualreport

Building safe and resilient communities against disaster and climate change.

At Plan International Australia we're working with communities to ensure they're equipped to reduce the risk of disasters and climate change.

We have the opportunity to work with young people to give them the tools they need to create safer, healthier communities.

In west and east Jakarta, finding safe and environmentally sound ways to dispose of garbage has become a huge problem. The result has seen drainage systems and canals filling with solid waste, leading to flooding during the rainy seasons.

This increase in flooding has served as a breeding ground for mosquitos, increasing incidences of malaria and dengue fever. It's also resulted in an unhealthy, unhygienic environment, increasing the risk of diarrhea and other water-borne diseases.

Plan International Australia was able to provide solid waste management training to youth ambassadors to help young people and others in the community manage the massive solid waste problem. The program also taught young people the skills to help generate income through recycling local waste. The young people involved were encouraged to campaign to implement a waste management process for disposing of and collecting garbage in the neighborhood, including using bio-degradable waste for urban farming.

The result is a cleaner, healthier environment and a reduction in the risk of flooding. The community has also seen the economic benefit, with the use of compost helping the young people and others in the community up-skill in urban farming to provide fresh food. The project has also helped to instill a sense of civic responsibility for the community to keep their own environment clean.



Waste management training, Indonesia.

Doing our bit.

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

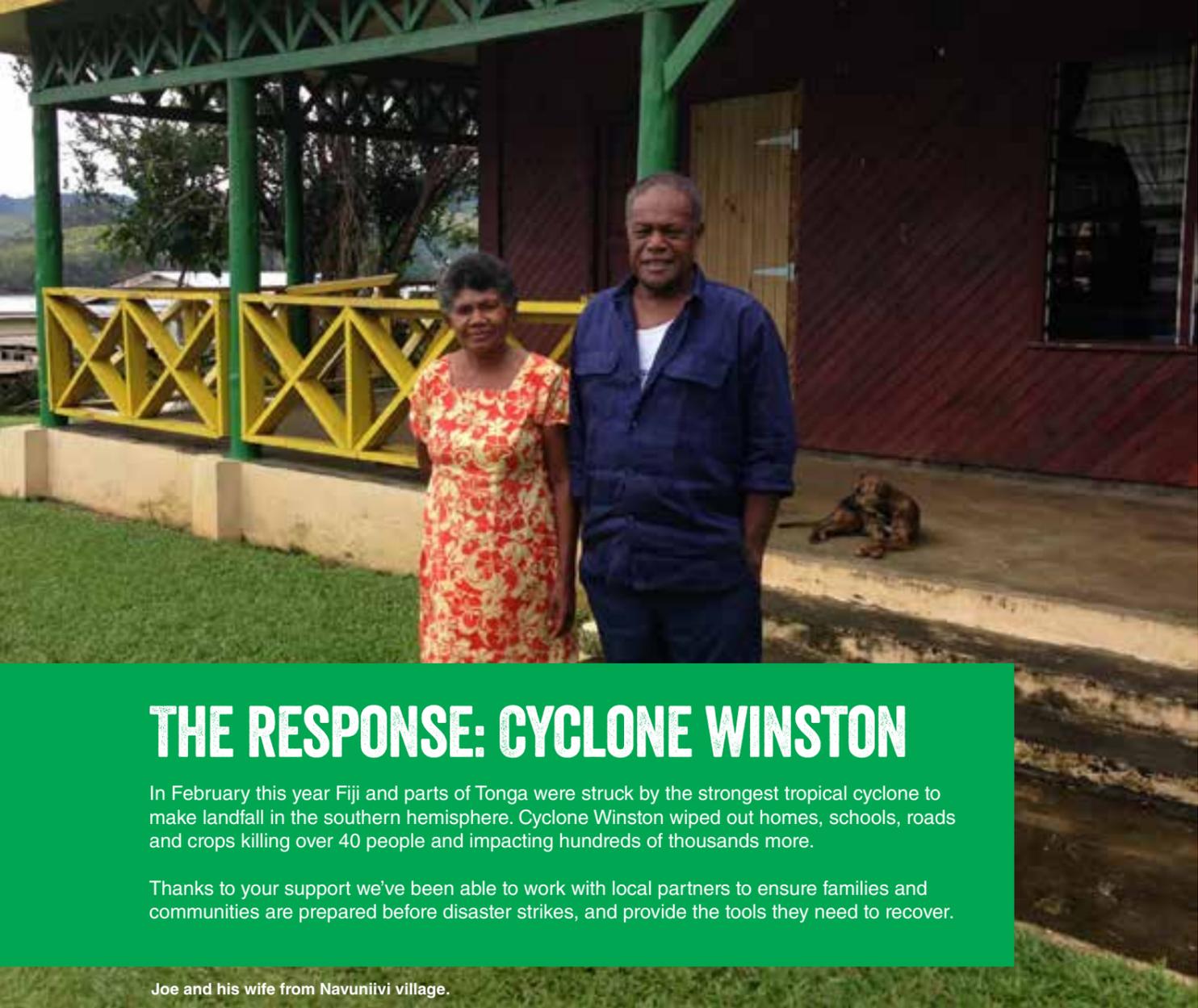
- De-lamping excess office lights
- Purchase of carbon neutral electricity by switching our electricity to Powershop
- Using software to automatically shut down computers
- Adding additional organic kitchen bins throughout the office
- Only storing electronic copies of invoices
- Inclusion of environmental performance in the annual report
- Reducing the number of printed copies of our annual report
- Providing re-usable coffee cups for staff to purchase at cost
- Placing energy-efficient behavior-change posters in our office

We undertake an emissions inventory each year and are committed to transparent reporting. While our expansion in our work overseas has seen more staff travel, and a subsequent increase in absolute emissions, our efficiency per 'full time-equivalent' (FTE) – an employee or contractor who works in our office full time – has improved. For this reason we've also included the results on a per FTE basis.

Emissions Source	2013/14	2014/15	2015/16
	CO2-e (tonnes)	CO2-e (tonnes)	CO2-e (tonnes)
Staff Air Travel	377	431	514
Electricity	318	190	150
Waste	16	16	18
Natural Gas	7	6	6
Staff Taxi Travel	4	5	4
Water Use	2	1	2
Office Paper	3	1	0
Refrigerant Leakage	0.001	0.001	0.001
Total Emissions	727	650	694

Emissions Source	2013/14	2014/15	2015/16
	CO2-e (tonnes) per FTE	CO2-e (tonnes) per FTE	CO2-e (tonnes) per FTE
Staff Air Travel	5.8	6.5	6.1
Electricity	4.1	2.3	1.7
Waste	0.2	0.2	0.2
Natural Gas	0.1	0.1	0.1
Staff Taxi Travel	0.1	0.1	0.1
Water Use	0.0	0.0	0.0
Office Paper	0.0	0.0	0.0
Refrigerant Leakage	0.0	0.0	0.0
Total Emissions	10.4	9.2	8.2

Climate change has a significant impact on the work we do. For this reason we are committed to continuing our work with young people and within our own office to reduce the devastating threat that climate change poses to children and young people around the world.



THE RESPONSE: CYCLONE WINSTON

In February this year Fiji and parts of Tonga were struck by the strongest tropical cyclone to make landfall in the southern hemisphere. Cyclone Winston wiped out homes, schools, roads and crops killing over 40 people and impacting hundreds of thousands more.

Thanks to your support we've been able to work with local partners to ensure families and communities are prepared before disaster strikes, and provide the tools they need to recover.

Joe and his wife from Navuniivi village.

Being prepared.

Since 2011 Plan International Australia in partnership with Partner in Community Development Fiji (PCDF) has been implementing projects that work with communities to ensure they are better prepared for natural disasters. Drawing on knowledge from the project meant those communities were better equipped to prepare before the cyclone hit.

Joe, headman of his village in the Ra province is chairman of his village's community disaster management committee. He had been tracking the cyclone and working with the committee to prepare the village. As the cyclone approached everyone gathered in the community building, the strongest in the village to wait out the storm.

When it was over, 33 houses had been destroyed in the village and another 39 were damaged but importantly, no lives were lost.

Six months on from Cyclone Winston our Humanitarian Advisor, Evan Davies reported on how disaster preparedness can save lives. Find out more.

You can find out more at plan.org.au/annual-report

The recovery.



Batiki island is a district in the Lomaiviti Province, there are four villages with a total population of 270 people. Cyclone Winston wiped out most of the houses and impacted on the water supply. All crops, including vegetables, roots and fruits were destroyed, the main sources of food on the island.

Thanks to your support, Plan International and PCDF supplied affected communities with seeds and tools for households to replant crops and repair damaged homes.

Through PCDF Filomena will have a farming plan to follow, and through our partnership she will receive the tools, seeds and food she needs to start farming again.

Your support means families like Filomena's not only have access to immediate relief, they have their support they need to recover and rebuild their lives.



Fulori and the children in a temporary shelter.



Filomena's house

Filomena, 64, lives with her six children in the Savatu district in Ba province. She and her husband were active members of their village before he passed away last year, leaving her to care for their six children on her own. Cyclone Winston blew off the roof of the family home and destroyed their crops, their only source of income. Their relatives around the village have been helping provide them with food, and with support from Plan International and our partners PCDF they've received a food pack and tarpaulin to serve as a temporary roof. Filomena's community has received carpentry tools to start rebuilding.

Joveci, 37, and Fulori, 30, have lived with their children in the Savatu district in Ba province for many years. Farming is their main source of income, and helps them to send their children to school and in their day-to-day living.

When Cyclone Winston struck it blew away their wooden home and all their possessions. Their crops were completely destroyed, including vegetables, fruit trees and traditional crops like dalo (a dry starchy rootcrop), cassava, sweet potatoes and bananas.

With your support, Plan International in partnership with PCDF was able to supply taps, food and a first aid kit to help with the immediate recovery. The Fijian government and Joveci and Fulori's relatives in the village have provided seeds and planting supplies to help the family start new crops.

Both Joveci and Fulori are confident they can work together to recover what they've lost.

Thank you for supporting the people of Fiji. You can help ensure that when disaster strikes we can mobilise to support children and families on the ground. Find out more about our Children in Crisis fund: plan.org.au/childrenincrisis



SPREADING THE WORD

Stepping up for girls, making for good, celebrating International Day of the Girl – we’ve had a huge year working with our community of supporters to create change.

Sponsored child Khaleda, Bangladesh.

International Day of the Girl.

On October 11 we took to Federation Square for International Day of the Girl. Melburnians took part in a giant game of snakes and ladders with the aim of graduating from school. Along the way they were confronted by the barriers and opportunities facing girls around the world trying to complete their education.

The event was covered across morning radio and online newspapers, and gave us the chance to engage with passersby on the work we do with girls and young women.



Winners & Losers' Melanie Vallejo joined us at Federation Square for International Day of the Girl.



Sonia Lyne and Hepzabeth Evans. Photo credit Emily Ristevski.

Make for Good.

This year we teamed up for the first time with Etsy Australia and their incredibly talented makers as part of the ‘Make for Good’ campaign. With the theme ‘silver linings’, makers developed a collection of handmade goods, with each donating at least 20% of proceeds to Because I am a Girl. This first year of the campaign exceeded all of our expectations, raising an incredible \$30,000 which is enough for 150 women in Cambodia to start their own businesses.

circle of local women gathered there, nerves were soon dispelled by the broad smiles on the faces of all involved. Then it was straight down to business with the local women teaching Hepzabeth and Sonia to basket weave, an income source for many involved.

The Australian makers took to the techniques quickly, with the teaching process punctuated by laughs all round.

Then came time to return the favour, with Sonia sharing embroidery kit packs with each of the local women and taking them through a series of basic stitches and designs.

Soap making was a skill Hepzabeth learned from her grandmother, one she was keen to pass on to the local women to bring both economic and health benefits.

“In Cambodia 75% of the people don’t have access to the simple commodity. Soap making is a skill that dates back thousands of years and most countries have their own soap making technique or special key ingredient that they like to use. It’s a skill that they can make money from as well as a skill to look after and keep their families healthy,” she said.

Both makers were deeply moved by the skills exchange experience and honoured by the generosity of all who took part.

“The entire day was emotional, moving and humbling. At so many moments I was able to look into each of the women’s eyes and smile and connect. This was a gift to me,” Sonia said.

“You don’t need to be able to speak the same language to connect and communicate with another person.” Hepzabeth added. “You just need to be willing to open your heart and that’s what these women did, let us into their community and home.”

We’ve been overwhelmed by the positive response to the Make for Good campaign which is back again for 2016, bigger and better than ever.

Shop the 2016 Make for Good collection at etsy.me/makeforgood.

SHARING SKILLS.

As part of the Make for Good campaign, we had the opportunity to send two of Etsy’s makers to Cambodia to take part in a skills exchange with some of the local women Plan International works with. Etsy’s Sarah Ponthieu shares their stories.

In early May Sydney-based soap maker Hepzabeth Evans and miniature embroidery hoop maker Sonia Lyne departed for Cambodia, accompanied by blogger and photographer Emilie Ristevski (Hello Emilie) who captured the journey. A week of travel across the country (courtesy of the generous team at Intrepid Travel) gave the makers the opportunity to learn about Cambodia’s culture, history and people before the much-anticipated main event – the skills exchange.

It was the culmination of months of anticipation and planning for both makers, a moment tinged with equal parts excitement and nerves. “I was really looking forward to meeting the women and children in their community and understanding how Plan International puts the funds we all helped to raise to good use,” Hepzabeth said.

Taking a seat on a large green tarp that had been set up in the centre of the village and joining the



A Girl's Place

On the back of our 'A right to the night' report launch we had the chance to work with threeOclock gallery in Southgate and artists to engage with the topic of gender inequality.

'A Girl's Place' was the result, a month-long exhibition – that brought together artists and the general public – to explore how girls experience cities and about creating welcoming public spaces for girls.

Over 1000 people were reached through the exhibition which included an opening night with inspiring speakers, lunchtime discussion sessions, making sessions with children, and an 'In Conversation' session with Dumbo Feather magazine.

"Thank you the talk was so inspiring I feel like I have learnt so much. I know now how I can start to make small changes that will make a big difference"

'In Conversation' event visitor.



Cindie, 15, is part of a Youth Reporter group in the Philippines.

Step Up for Girls

In July 2015, Plan International's Youth Ambassadors were given the challenge of coming up with a fundraising idea for the Because I am a Girl campaign.

They created Step Up for Girls, asking supporters to do a sponsored physical challenge while raising funds for our work with girls.

We had a great response, raising \$3,160 and hearing stories from across the country from keen participants.

One of our youth ambassadors, Sarah walked the 1,000 steps in Mount Dandenong twice! She put the call out to her friends to join her:

"Come down around 2.30–3.00 to join me in this exhausting challenge which is only a slight reminder of what many girls go through on a daily basis to retrieve water for their families."

Inside Out Nutritious Goods in Sydney raised over \$2,000:

"On October 31st, we'll be doing the Coogee to Bondi walk while holding 15L of water. Why? This is something some of the girls have to do daily, when they should be in school! It's going to be a tough trek for us (especially cause we're so out of shape) but it's nothing compared to what millions of girls face everyday."

With a promising start we're excited to see how Step Up for Girls can grow into the future. Importantly, we're excited to be working with our youth ambassadors to create new ideas for engaging with our work and the community.



Sarah, youth ambassador.



The Inside Out Nutritious Goods team.



OUR SUPPORTERS

We're lucky to have a group of passionate and loyal supporters helping to drive our work. This year saw many of you visiting your sponsored children, showing great generosity for children in times of crisis, and taking action to stand up for the rights of children everywhere. Your support is crucial to ensure a safe, fair world for all children.

Caption: Carolyn, Isabelle, Camille and John Laker at the 'Deadvlei' inside the Namib-Naukluft National Park, Namibia.

This year:

39,516 children were supported by sponsors in Australia

30 children were sponsored by a single supporter

35 sponsors visited their sponsored children overseas

56,246 Australians donated to our work

37,033 supporters took action to create a fairer world for all children

“In our case it’s just a way of giving something back .”

When we meet the Laker family who have been supporting Plan International for decades, what is striking is their humble generosity. Whether it's taking care to answer our questions fully or stressing that we don't build them up too much (a promise we're happily breaking now) there's a warm willingness to give what they can, because it's simply the right thing to do.

Dr. John Laker AO was the first of his family to support Plan International and his support dates back to before he met his wife Carolyn, a former librarian and primary school teacher. After living in Washington and working with the International Monetary Fund in Malawi and other countries in Southern Africa, John came back to Australia in 1981 wanting to continue the connection with Africa. That's when he joined Plan International as a child sponsor.

John and Carolyn have two daughters, Camille and Isabelle, and Isabelle joins us in Sydney having just returned from Malawi herself as

a volunteer primary school teacher. Her family visited her while she was there and the strong connection they have with the area is evident. Their time in Malawi has provided the family with a real understanding of the practical challenges that face the people living there.

“Life's tough in these villages, it's really tough. The average annual income for a Malawian family is around US\$250, it's hardly anything.” John tells us.

There are also cultural barriers. Child marriage has been a huge problem in Malawi, and through volunteering there Isabelle saw the deep-seeded issues and attitudes towards girls and women. “It's a cultural thing. The man will provide and the women will stay home and raise the many, many children.”

For the Lakers, the fact that Plan International has no religious or political affiliations in dealing with such issues is a core reason for their support: “Never have I had a sense that Plan's got any agenda other than to do good.” John states.

Though the Lakers are upfront about the challenges, you can see they're equally hopeful about the positive impact we can make for entire communities. “The other thing we've learned having gone to Africa now is just how far a little bit of money can go.”

During their trip to visit Isabelle, John and Carolyn were able to bring some football jerseys along for the boys at her school. For the girls in Malawi, netball is huge. “Girls need that outlet and they need that competition and that fun playing. Netball does that in Malawi,” Isabelle explains, and she is now organising to send some netball bibs and have a netball ring constructed at the school. “We have to right that wrong. We should have thought of the girls.”

The family is apologetic that there's a letter from one of their two sponsored children, a boy in Kenya, that's gone unanswered. “He'll get a thrill if we get a letter back to him, but we just have to sit down and do it.” They started sponsoring a second child so their own two girls would have that connection with someone overseas, but they admit it's been hard keeping up with correspondence. “It's something we've had very good intentions about.” Carolyn laughs.

Isabelle remembers the photos and letters they received from their sponsored children when she and Camille were growing up. “I do remember that being in the back of my mind a lot of the time, having this connection to someone on the other side of the world. I was quite proud of mum and dad for doing it.”

John tells us how he admires sponsors who have gone on to visit their child. “I always thought that would be a wonderful thing to do.” As we talk,

the family considers the idea of visiting their sponsored child in Kenya. John seems hopeful, “one of these days we could turn up there. We would love to go to Kenya.”

“One of the things about visiting a child, is that it's not just an enjoyable experience, it's the fact that the child knows a family outside in the big world cares about them. They've gone to the trouble to visit them,” he adds.

The family stresses that it's not about a connection with a single child. They know that through their sponsorship with Plan International, that child is never singled out and the entire community benefits, so that even when the child becomes an adult and no longer needs that sponsorship, the lasting difference in that community remains. “I've always liked the sense that there is something tangible that I could contribute to in some of the poorest parts of the world.” John tells us.

For the Laker family, it's a way of giving something back. Their quiet generosity is best captured by Carolyn when she says at the end of our visit, “I think we're very lucky in this country, and so many people are very unlucky. It's nothing to do with how hard they work it's just a very unfair world. We just like to make a contribution.”

Thank you to all our supporters for being such an important part of our work this year. We're thrilled to have your continued support as we fight for a just world for all children.

Whether you've been supporting for decades or days, we'd love to hear why you chose to support the rights of children through Plan International. Share your story with us at info@plan.org.au.

OUR PEOPLE



Our new values

Our new strategy means we as an organisation will be guided by new values.

- We strive for a just world that advances children's rights and equality for girls
- We are inclusive and empowering
- We strive for lasting impact
- We are open and accountable
- We work well together

How we work.

Organisational chart





OUR VOLUNTEERS

Plan International Australia's office-based volunteers play a huge role in the everyday operations of our organisation. We greatly acknowledge and value all they bring to our organisation.

Our volunteers are a diverse group of people who bring a wide variety of life and professional experience to Plan International.



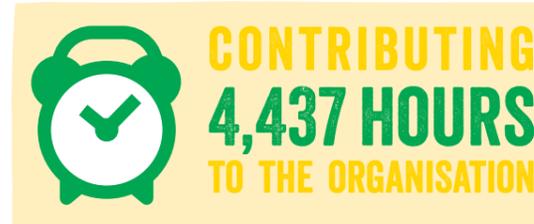
Catherine

"The work culture and the team culture – I think it's a really great place to be a part of."



Geoff

"What I enjoy the most is the people, I enjoy interacting with like-minded, intelligent people who have the goal of bettering the lives of others."



COST SAVINGS MADE BY EMPLOYING VOLUNTEERS



WHERE WE WORK

We celebrate the diversity, dedication and passion of our 101 strong workforce who operate from our Melbourne National Office, in the field with community, colleagues and partners in addition to our newly established team(s) in the Autonomous Region of Bougainville, Papua New Guinea and the Solomon Islands as a result of Plan International's expansion in the Pacific.

OUR FOCUS ON SAFETY AND WELLBEING

The development of a new Safety and Security policy and procedure supports Plan International's priority to ensure the safety, security and wellbeing of our people, particularly when travelling and working internationally. The policy went through rigorous review and in-country testing before being launched to staff earlier in the year.

In further support of Plan International's dedication to gender equality and to provide a work environment that enables all employees to optimise their contribution, the new Flexible Working policy was launched and implemented, with over 40% of our people requesting a new flexible arrangement to support their work-life balance and wellbeing. Plan International Australia is proud of this leading step and we aim for this policy to continue to support the recruitment, engagement and retention of great people who will continue to perform at their best.

OUR NEW TOTAL REWARDS PHILOSOPHY

Plan International Australia is committed to providing a work environment that attracts, promotes and recognises performance excellence in order to effectively advance the organisation's vision and purpose. Reward, financial and non-financial, working conditions and environment are business-critical elements of effective recruitment, selection and retention of quality, talented and engaged staff.

To this end, we have adopted a 'Total Reward' philosophy (or approach). The mix of remuneration, benefits, reward, recognition and celebration make up the approach that can be offered to employees in a fair, transparent and consistent manner and in keeping with our commitment to gender equality, inclusion and to put children first.

Stage one (remuneration review), has been undertaken in the last year, with stage two, the new policy, procedure and framework being launched and rolled out in the coming months.

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

Over the past few years, the El Nino-induced drought has had a major impact on 13-year-old Sheshig's education, as she's often had to fetch water rather than go to school. With the support of Plan International, Sheshig no longer has to skip class as has to access to clean water, just five minutes from her home.

BY THE NUMBERS

Our Finances.

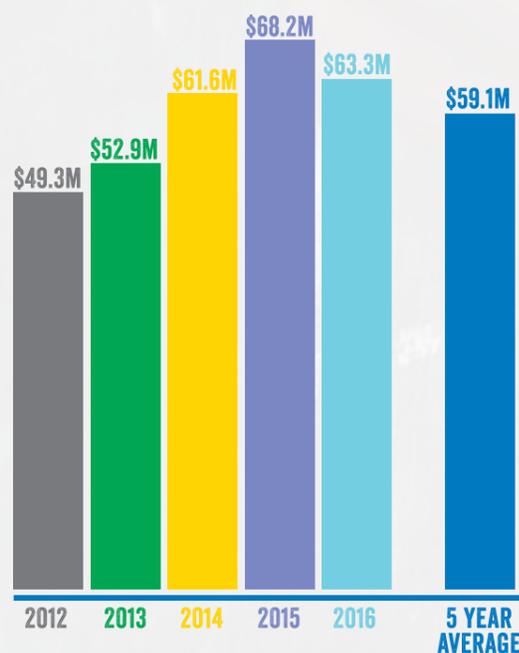
Year in review

This year represented another strong year for Plan International Australia's revenue performance. Whilst this was the first year in five where revenue has not grown, this was against a backdrop of the prior 2015 year including some large exceptional items such as a number of disaster relief management projects funded by DFAT, a strong response to our Nepal Earthquake appeal and our best bequest performance on record. When considering those one-off items from last year, revenue of \$63.3m (2015: \$68.2m) represents a strong performance within an environment experiencing cuts to the Australian Government's foreign aid budget and challenging conditions in the public fundraising market, particularly in the direct acquisition channel (face-to-face sign ups on the street).

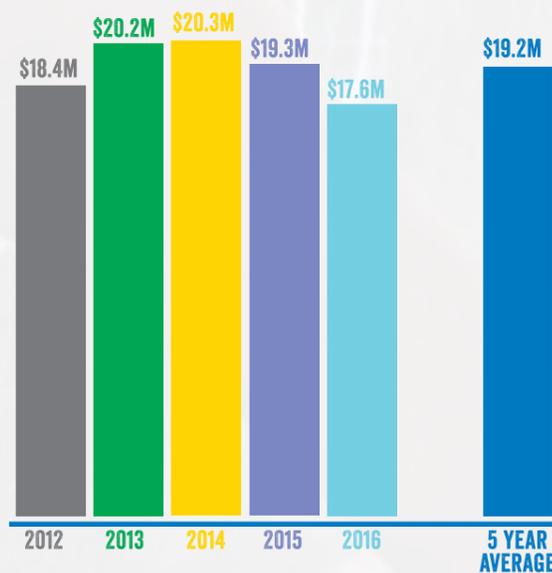
In response to this environment, we deliberately controlled our costs in order to improve our efficiency compared to last year as measured by our program expenditure ratio (Funds sent overseas, plus project support costs and community engagement costs incurred in Australia, stated as a percentage of total revenue).

Costs incurred in Australia (for program support, fundraising, community education, accountability and administration) actually reduced by 9% or \$1.7m, which represents a deliberate effort to minimise support costs and maximise funds provided to support children overseas.

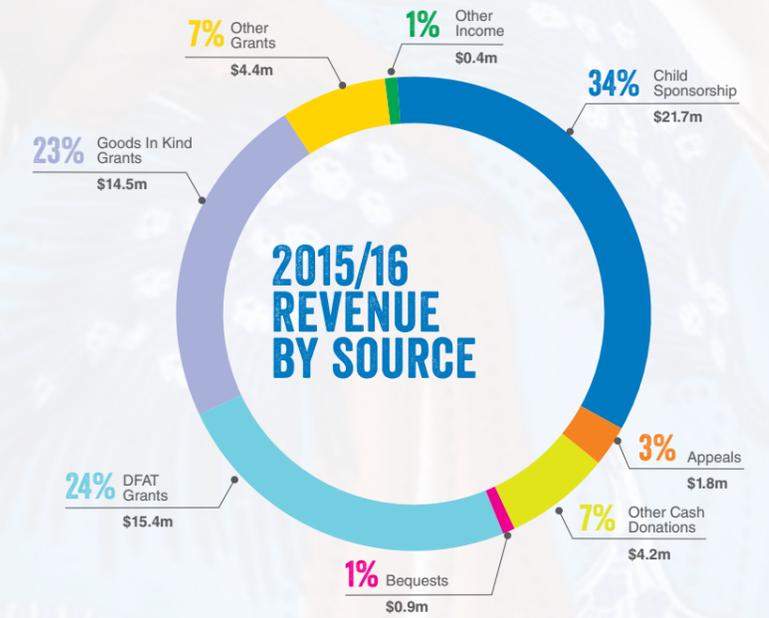
REVENUE



IN-AUSTRALIA EXPENDITURE



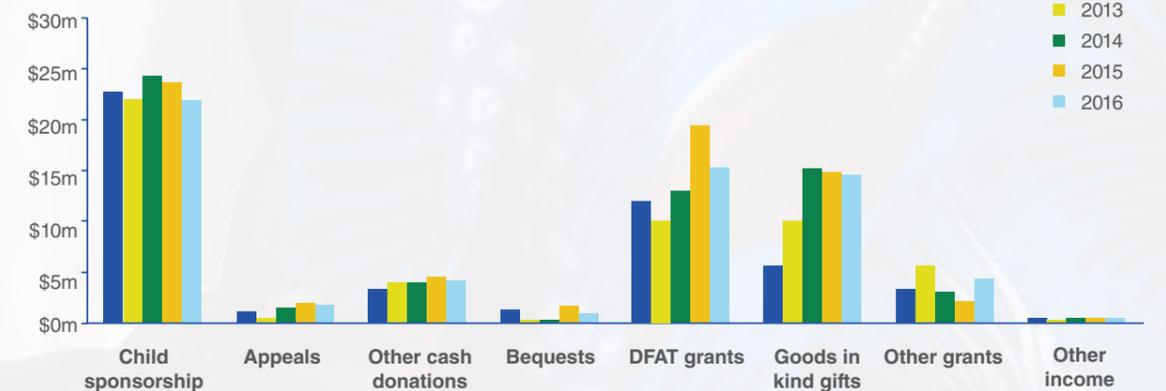
Revenue – where our support comes from.



This year represented the final year of an aspirational five-year growth strategy. The strategy also 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 over the five year period of the strategy at \$13.9m or 28% and we achieved a balanced revenue portfolio, allowing us to reach a

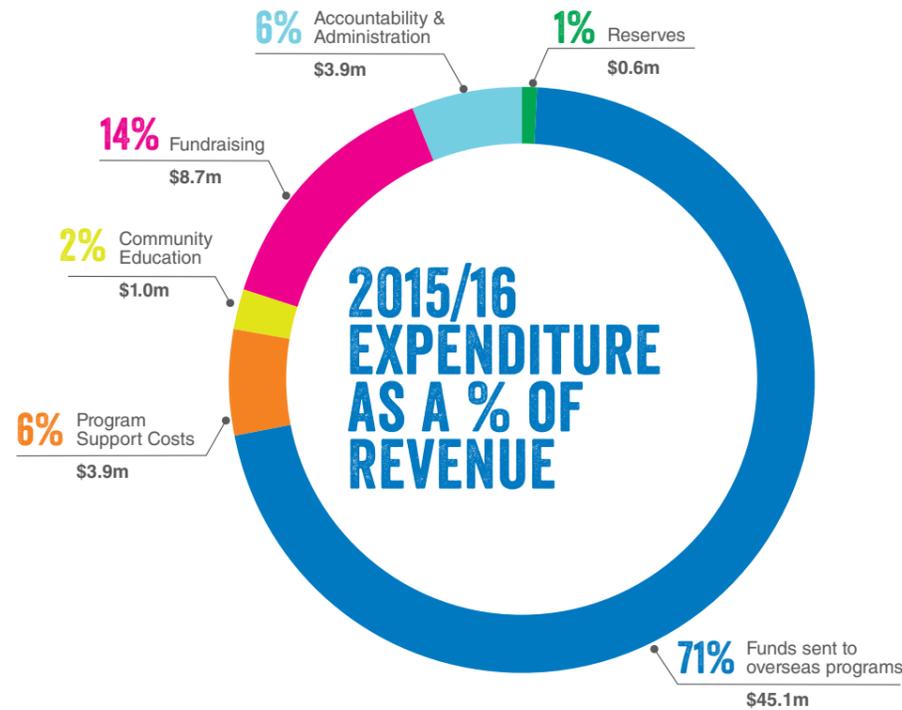
greater number of children through new sources of revenue and minimise the risk of being too reliant on one source of funding. Costs incurred in Australia (for program support, fundraising, community education, accountability and administration), were actually lower at the end of the five year strategy (2016: \$17.6m) than they were at beginning (2012: \$18.4m), ensuring that we maximise the proportion of funds spent on children's programming.

FIVE-YEAR REVENUE TREND BY SOURCE.

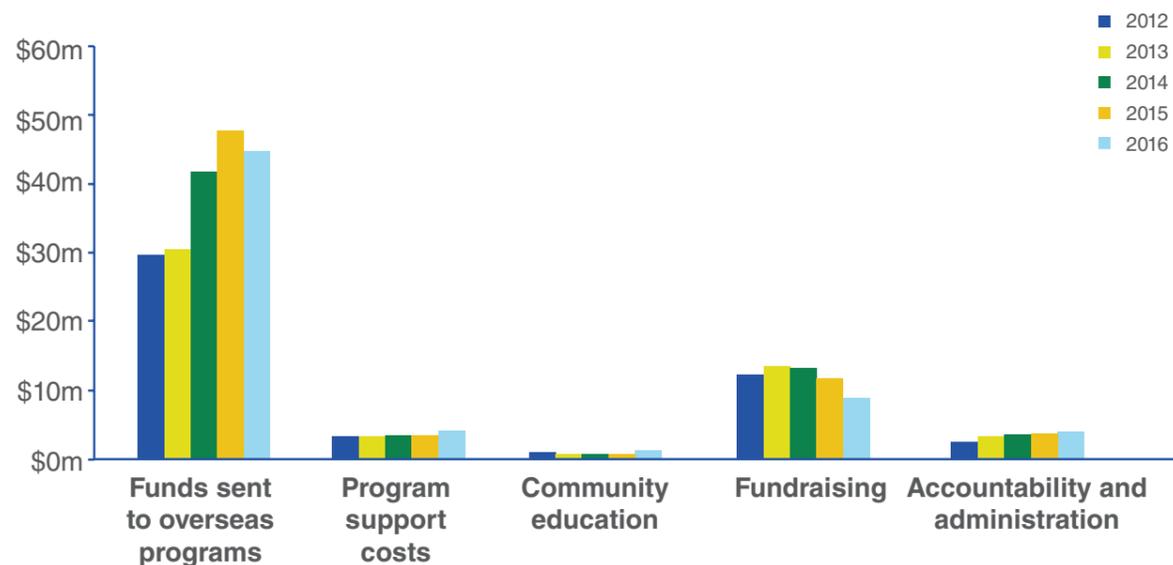


EXPENDITURE

HOW OUR RESOURCES WERE USED



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.

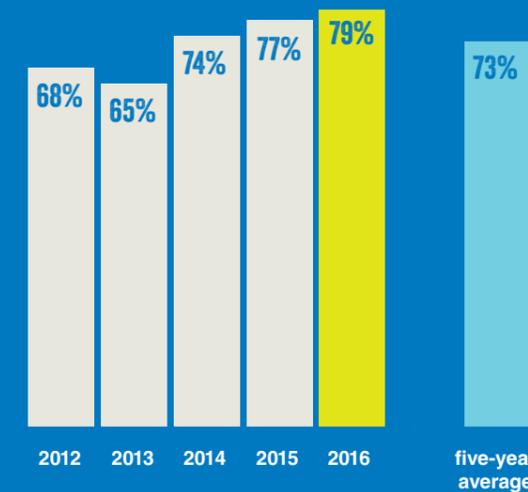
There are two performance ratios that capture these commitments – the Program Expenditure Ratio and the Cost Ratio.

The **Program Expenditure Ratio** has increased over each of the last three years, indicating that

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

Plan International Australia is providing more of its revenue towards programs for children.

PROGRAMS EXPENDITURE RATIO



WHAT IS IT?

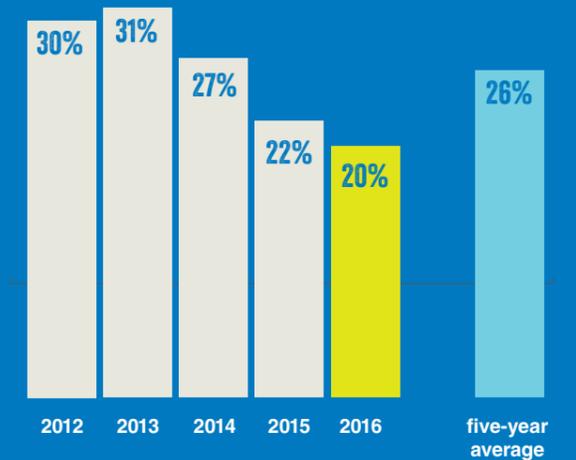
Funds sent overseas, plus project support costs and community engagement costs incurred in Australia, stated as a percentage of total revenue.

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.

Please note, the above two ratios will not add 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.

COST RATIO



WHAT IS IT?

Accountability, administration and fundraising costs stated as a percentage of total revenue. Accountability and administration costs include office facilities & rent, finance, I.T, 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 & 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.

FINANCIAL STATEMENTS

The following statements are prepared in accordance with the ACFID code of compliance and represent an abridged version of our full financial statements which are available on our website.

Consolidated statement of comprehensive income.

For the year ended 30 June 2016

	2016	2015
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	21,727	23,626
- Appeals	1,808	1,930
- Other Cash Donations	4,153	4,402
	27,688	29,958
• Non-Monetary	0	0
Bequests and Legacies	903	1,556
Grants		
• DFAT	15,370	19,341
• Other Australian	757	378
• World Food Programme	14,528	14,729
• Other Overseas	3,596	1,766
	34,251	36,214
Investment Income	368	320
Other Income	65	171
Revenue for International Political or Religious Adherence Promotion Programs	0	0
TOTAL REVENUE	63,275	68,219
EXPENDITURE		
International Aid and Development Programs Expenditure		
International Programs		
• Funds to International Programs	45,143	48,296
• Program Support Costs	3,891	3,386
	49,034	51,683
Community Education	991	584
Fundraising Costs		
• Public	8,564	11,698
• Government, Multilateral and Private	182	24
	8,746	11,722
Accountability and Administration	3,942	3,598
Non-Monetary Expenditure	0	0
Total International Aid and Development Programs Expenditure	62,713	67,587
International Political or Religious Adherence Promotion Programs Expenditure	0	0
Domestic Programs Expenditure	0	0
TOTAL EXPENDITURE	62,713	67,587
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	562	632

Consolidated statement of financial position.

As at 30 June 2016

	2016	2015
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	13,043	15,801
Trade and Other Receivables	1,358	112
Inventories	0	0
Assets Held for Sale	0	0
Other Financial Assets	888	1,648
Total Current Assets	15,289	17,561
Non-Current Assets		
Trade and Other Receivables	0	0
Other Financial Assets	0	0
Property, Plant & Equipment	527	665
Investment Property	0	0
Intangibles	976	1,451
Other Non-current Assets	0	0
Total Non-Current Assets	1,503	2,116
TOTAL ASSETS	16,792	19,677
LIABILITIES		
Current Liabilities		
Trade and Other Payables	841	1,217
Borrowings	0	0
Current Tax Liabilities GST payable (Receivable)	(44)	666
Other Financial Liabilities	0	0
Provisions	738	621
Deferred Revenue	4,290	6,676
Total Current Liabilities	5,825	9,180
Non-Current Liabilities		
Borrowings	0	0
Other Financial Liabilities	0	0
Provisions	442	532
Other	0	0
Total Non-Current Liabilities	442	532
TOTAL LIABILITIES	6,267	9,712
NET ASSETS	10,525	9,965
EQUITY		
Reserves	8,467	8,273
Retained Earnings	2,058	1,692
TOTAL EQUITY	10,525	9,965

Consolidated statement of changes in equity.

For the year ended 30 June 2016

	Retained Earnings	Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2015	1,692	8,273	9,965
Adjustment or changes in equity due to, for example, adoptions of new accounting standards	0	0	0
Changes in equity, for example from changes in asset fair value transactions	0	0	0
Excess of revenue over expenses	562	0	562
Other amounts transferred (to) or from reserves	(194)	194	0
BALANCE AT 30 JUNE 2016	2,060	8,467	10,527

Table of consolidated cash movements for designated purposes.

For the year ended 30 June 2016

	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	6,676	20,417	(22,937)	4,156
Donations for programs	197	5,961	(6,023)	135
Total for other purposes	8,928	23,019	(23,195)	8,752
TOTAL	15,801	49,397	(52,155)	13,043

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 2016, 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 2016. We expressed an unmodified auditor's opinion on that financial report in our auditor's report dated 5 October 2016.

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.

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 2016 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 2016 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.

PricewaterhouseCoopers

D Rosenberg, Partner

This 21st day of September 2016



COMPLIANCE & REGULATION

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

Children learn at school supported by Plan International in Ashanti region, Ghana.

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 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.

THANK YOU

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.



GIFTS IN WILLS:

During 2016 we learnt that, once again, many of our most dedicated supporters had taken the thoughtful decision to include a gift to Plan International in their Wills.

Plan International Australia gratefully received bequests from the estates of the following supporters who so thoughtfully included a gift in their Will:

- Edna Davies
- Rhonda Cullen
- Patricia Gallaher
- Nicolle Torda
- Margaret Walsh
- Mabel and Alfred Prowse
- Ronald Armour
- John May
- Alan Davidson
- Lynette Holland

MAJOR SUPPORTERS

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

- ACME Foundation
- Prof. Hans Bachor AM and Connie Bachor
- The Barlow Foundation
- Beeren Foundation
- Birchall Family Foundation
- Jason Boladeras
- Pam Harris
- Margaret R Henley
- Tim Kaldor
- Anne Kantor
- Joy and Andy Lyell
- Rosanne and Brian McMahon
- Barbara and Ian Paroissien
- Perpetual as Trustee
- The Ripple Foundation
- RobMeree Foundation
- Lindsay Sparrow
- Kerrie and Brian Tierney
- Jan and Kevin Welsh
- Cameron Williams

BUSINESS PARTNERS



Clare McCracken



Kemi Nekvapil

 /planaustralia

 @PlanAustralia

 @plan_australia

13 75 26

plan.org.au

Plan International Australia

18/60 City Road, Southbank VIC 3006 GPO Box 2818, Melbourne VIC 3001

Tel: 13 75 26 Fax: +61 (3) 9670 1130 Email: info@plan.org.au

ABN 49 004 875 807



printed
carbon
neutral

This publication has been printed by an ISO 14001 environmental management system (EMS) and ISO 9001 quality management system (QMS) certified printer. It is manufactured using an independently audited carbon neutral process. The paper is certified FSC® Recycled, made carbon neutral (CN), manufactured from 100% post consumer recycled waste in a process chlorine free environment and under an ISO 14001 EMS. This publication is fully recyclable, please dispose of wisely.