



# Annual Impact Report 2024



**Until we are all equal**

# Acknowledgement of Country

Plan International Australia acknowledges and pays our respects to Elders past and present. We recognise sovereignty was never ceded and that this land always was and always will be First Nations land. We recognise their ongoing connection to land, waters and community, and we commit to ongoing learning, deep and active listening, and taking action in solidarity.

We recognise the ongoing fight for First Nations justice and the long and continuing history of discrimination and disenfranchisement of First Nations people in Australia. First Nations people have been fighting for the right to vote, Treaty and Truth-telling since invasion. First Nations people were not allowed to vote until 1962, and were not recognised as citizens until 1967. The fight for self-determination for First Nations people continues, with calls for Voice, Treaty and Truth, as expressed in the Uluru Statement from the Heart.

## Find out more

Child protection:  
In everything that we do, safeguarding children and program participants is our number one priority. To know more about Plan's commitment to safeguarding and how we keep people safe in our work visit:  
<https://www.plan.org.au/about-us/accountability/safeguarding>

Feedback and complaints:  
[feedback-complaints](#)

**Cover image:**  
Evan, 21, is a teacher at a lower secondary school in Ratanak Kiri Province, Cambodia, that was built with the support of Plan International.

*Unless stated otherwise, all images in this report are credited to Plan International ©*

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# From the CEO

We find ourselves living in increasingly uncertain times marked by deepening divisions and a widening chasm when it comes to whose human rights are upheld and whose are not.

Conflict and violence have been massive drivers of displacement, death and suffering over the past year from Gaza to Sudan, and in other parts of the world, climate related events have led to widespread hunger, and the loss of livelihoods and lives. Right now, there are 130 million people worldwide in desperate need of humanitarian support and it is often children who are bearing the brunt of these crises. Save the Children recently estimated that, if gathered into one nation, the children currently living in conflict zones around the world would form the third largest country by population after India and China. This puts into perspective the scale of the work that remains to be done.

And while these circumstances are worthy of despair, they don't tell the entire story. Because for every crisis, conflict and natural disaster in the world, there are people doing good and working hard to change things. As a Plan International Australia supporter, you are one of them.

In FY24, your support has touched the lives of more than one million people. Our humanitarian roots put us in good stead to assist children and their families living through crises this year, and through our humanitarian response efforts, we supported more than 850,000 people.

In Gaza, the \$216,000 you helped us raise enabled us to reach more than 41,000 people caught up in the conflict. We were able to deliver food, water and first aid kits, and through our aid partner, Taawon, these vital funds supported the setup of public kitchens in Gaza and provided over 11,000 meals to families.

You also made an impact in countries facing hunger, raising an incredible \$404,000 that helped provide nourishing food parcels, school meals, drought-resistant seeds and farming education to families and children.

All of this is proof that, even though the state of the world can feel overwhelming at times, making a difference doesn't have to be. In these times of uncertainty, we find hope in collective action and community, and that includes the communities where we work. It is often community members themselves that are the first responders to crises. And while organisations like ours might facilitate opportunities and education, or supply resources, it is the people we work with that make change possible, and we are committed to sharing their stories of strength, resilience and inspiration.

While we continued to deliver our programmatic work in FY24, we were also focused on building for the future. We continued to find new ways to adapt and innovate and we've taken steps to diversify our fundraising strategies, successfully running our first ever Giving Day on International Day of the Girl, which brought in \$100k in just 24 hours. Despite the challenges of a difficult fundraising environment, we remain optimistic about the future. The cost-of-living crisis and global uncertainty have created headwinds for our fundraising efforts, yet we have continued to grow and make an impact year on year.

We've also successfully navigated a rigorous reaccreditation process to affirm our standing as a partner of choice for the Department of Foreign

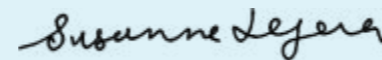
Affairs and Trade (DFAT), and while we won't know the outcome officially for many months, the assessors indicated a very positive assessment and positive recommendation.

This year brought new leadership to our Board, with Patricia Faulkner stepping in as Chair. We are grateful for her leadership and the support of our dedicated board members, as well as the tireless commitment of our staff and partners across the globe. It is their dedication that enables us to stay true to our mission and continue to drive meaningful change.

As we look ahead, we remain committed to the global vision of the Sustainable Development Goals (SDGs). While progress may feel slow, we know that every step forward matters. The SDGs provide a blueprint for a more equitable world, and we are driven by the belief that every child has the right to choose their own future. While we are only six years away from the target date for these goals, we will continue to work with urgency, determination, and hope.

I want to end with a note of gratitude. To the incredibly dedicated Plan team, here and internationally, who work tirelessly often in difficult and dangerous contexts. And to all of you—our donors, partners and supporters—who continue to stand with us. Together, we are part of something much bigger than ourselves: a movement of hope, resilience, and change.

With heartfelt thanks,



**Susanne Legena**  
CEO, Plan International Australia



# From the Chair



I am grateful for this opportunity to reflect on my first year as Chair of the Board of Plan International Australia (PIA). I am delighted to have been given this role, but at the same time, recognise the enormous challenges that face Plan International and all International Non-Government Organisations (INGO) around the world.

The impact of escalating and continuing conflicts and wars, combined with the impact of climate change means that more children around the world are hungry, ill, abused, injured, homeless, displaced, traumatised and not at school.

At the same time, cost-of-living pressures have made it harder for our donors and supporters to give, and inflation has increased the cost of providing support. Around the world, Plan International and many other INGO's have had to reduce many of their staff and activities during 2024.

The Australian Government's aid budget – less than 1% of the federal budget – is not keeping pace with global needs. In addition, the amount of aid and humanitarian funding going to global, for-profit entities has increased, accounting for 30% of the aid budget, leaving less for Australian humanitarian and development organisations.

Throughout this year, PIA has focused on bridging the funding gap between the cost of helping children and the funds available. We have invested in new systems, new ways of working and maintained flexibility in our staffing structures. We have sought new donors and increased our effort with philanthropists.


At the same time, we are working hard to make sure the projects we fund respond to the needs expressed by the communities we help. We work alongside these communities so that the legacy of this work is capable and self-sufficient communities, empowered girls, regenerative agriculture and economic independence.

We closed FY24 with a consolidated deficit of \$586k, reflecting our investment in meeting future needs.

In my first year as Chair, I have experienced Plan International Australia as an extremely competent, hard-working and well managed organisation, which constantly challenges itself to do better. I acknowledge that the current organisation stands on the shoulders of the former dedicated staff, donors and supporters, and board members who provided strong foundations.

My thanks go to the current staff, to CEO Susanne Legena, and my fellow board members, as well as my predecessor Sally Treeby, and past board member Jason Pellegrino, both of whom departed the board last year after serving nine years.

We have a dedicated and generous group of current donors and supporters, and we feel very grateful and fortunate to have their support. It gives us confidence that together we can give children around the world the gift of hope for the future.



**Patricia Faulkner AO**  
Chair, Plan International Australia

# Why we exist

## Our purpose

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

**Plan International Australia is an independent development and humanitarian organisation that advances children's rights and equality for girls. We believe in the power and potential of every child but know this is often suppressed by poverty, violence, exclusion and discrimination. And it is often girls who are most affected.**

Working together with children, young people, supporters and partners, we strive for a just world, tackling the root causes of the challenges girls and vulnerable children face. We support children's rights from birth until they reach adulthood and we enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge.

For over 85 years, we have rallied other determined optimists to transform the lives of all children in more than 80 countries. We won't stop until we are all equal.

## 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

## How do we tackle gender inequality?

We support girls to speak up, know their rights and lead, by tackling the root causes of poverty, supporting communities through crises, campaigning for gender equality, and helping governments to do what's right for children and particularly for girls.

Education is key to equality and global prosperity. When a girl is able to complete her secondary education or equivalent, she is more likely to have control over her income, to marry later, and have a healthier family. And she'll go on to educate her family and her community. When girls can get an education, manage their health, live free from violence, and pursue their dreams, they can take their rightful place as equals.

Nesly, 15, Guatemala, now has a better understanding of her rights thanks to Menstrual Health Management training.



## All of our programs work to break down gender norms and stereotypes.

What does this mean? It means we work to bring about change in the way communities view women and girls; in how men and women relate to one another; and that encourages people to challenge the gender stereotypes and inequalities that prevent them from realising their full potential.

Gender inequality may disproportionately affect women and girls, but it also directly impacts men and boys too.

And our commitment to girls is never to the exclusion of boys or men.

We work to break down power imbalances and transform the systems, norms and beliefs that maintain inequality. This includes working with positive male role models and supporting boys and men in shaping positive masculine behaviour.

Our work is challenging norms so that everyone can be free to pursue their dreams and reach their full potential, regardless of their gender.



# How we create impact

**At Plan we seek to ensure vulnerable and excluded children and young people – especially girls and young women – are safe, more resilient and enjoy greater realisation of their rights. We do this by working with a range of stakeholders to promote positive attitudes, behaviour and practices and improve access to resources, services and support.**

We implement a rigorous framework to maintain the quality of our programs, based on a theory of change with clear outcomes and measurements, and evidence of the program's impact.

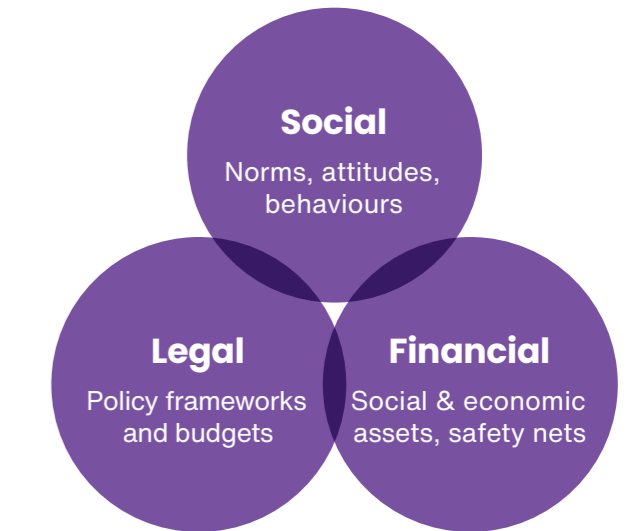
## Learn, Lead, Decide, Thrive, Survive

Our work can be crystallised into five priority domains, where we support children and young people – especially girls and young women – to

- **LEARN** have access to education and the skills for work and life
- **LEAD** take action on issues that matter to them
- **DECIDE** have control over their lives and bodies
- **THRIVE** grow up cared for and free from violence and fear.
- **SURVIVE** increase the impact of our humanitarian work for children, particularly girls by adapting our focus where the need is the greatest.

## Our Theory of Change

Together with partners we work for lasting impact on:



At individual, family, community, national and global levels to support the empowerment of children, young people and communities.

## Measuring impact

Over the past two years, Plan has been developing and refining our approach to measuring and tracking our impact over time. This year, we completed our second annual Effectiveness Report, which revealed our significant achievements in advancing children's rights and equality for girls.

Our work to ensure children grow up cared for and free from violence and fear was particularly impactful. Monitoring and evaluation data from our projects in this area revealed that key approaches in

María Esperanza, 19, shows off her dancing skills in Ecuador.



our parenting and nutrition project in Timor Leste and our Pacific Story Time and Play early learning project have been endorsed by national education ministries, which indicates a lasting impact on systems that support early childhood development in these countries. Furthermore, our projects that work with young people, particularly in the Pacific, achieved success in building the confidence of girls and young women to assert their rights in relation to marriage, family planning and education.

Crucially, these projects also shifted attitudes around gender among young people. For example, boys participating in the Safer Cities project in the Solomon Islands are now demonstrating more respect towards their female peers, and young men participating in our youth empowerment project in Bougainville now share responsibilities in their households. These responsibilities include caring for their children and decision-making, as well as being more supportive and respectful towards their partners.

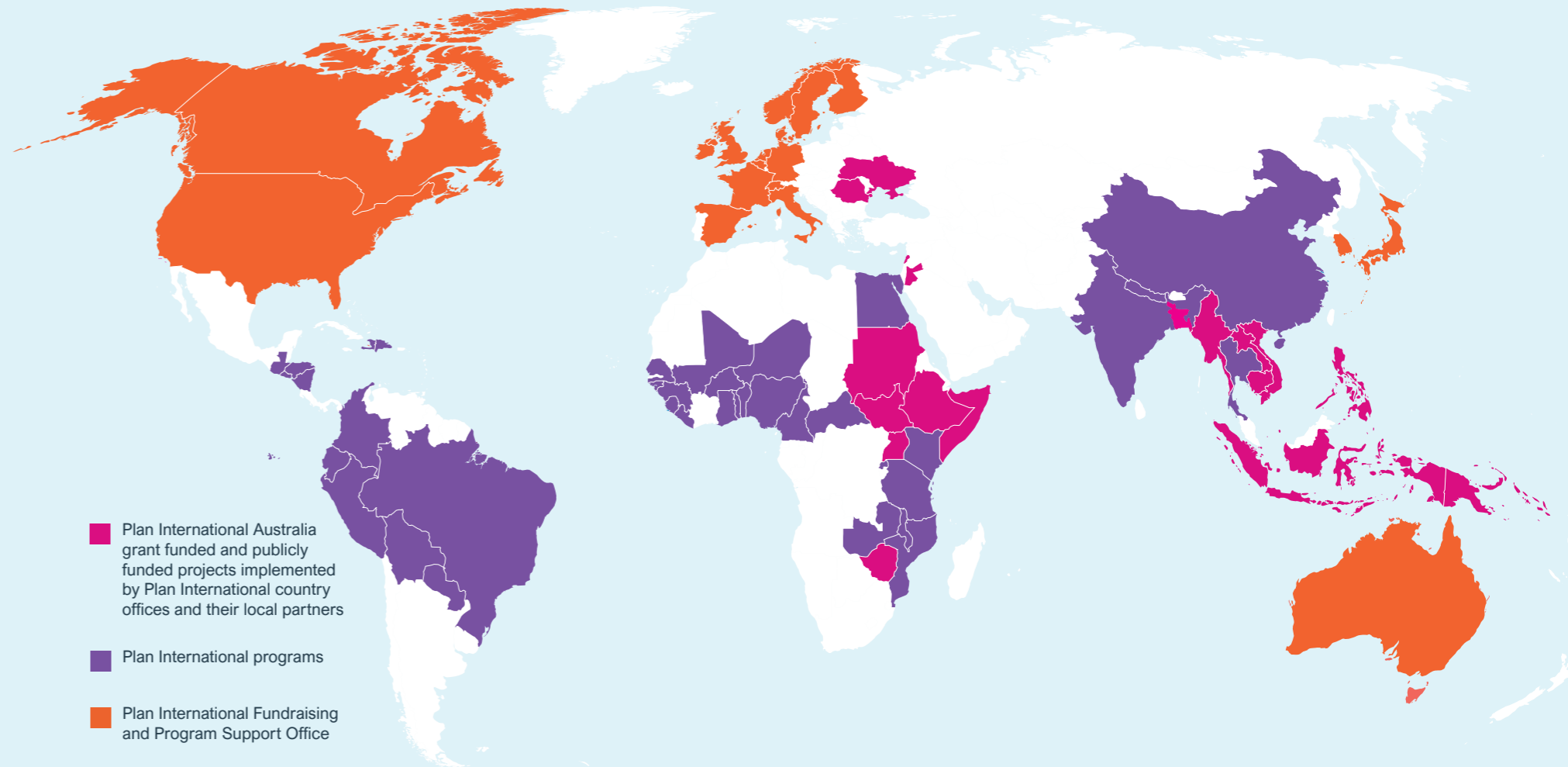
This year, we also undertook a strategic evaluation, as part of our commitment to evaluating and learning from our work across different portfolios and thematic areas. The evaluation focused on how effectively we are implementing Plan's global approach to resilience work. We learned that we are effectively embedding resilience principles in many projects, especially our climate change and disaster risk management work, with notable success around ensuring equitable access to services, supporting positive coping mechanisms and building communities' knowledge to make informed decisions to manage shocks and stresses. Nevertheless, the evaluation recommended more systematic application of Plan's global approach to resilience, which we will focus on as we strengthen our resilience work across our program portfolio.

Over 2025, we will continue to build evidence of our impact, learn from our data and reflect on our successes and challenges, to help create a world in which we are all equal.

# Where we work

**Plan International works in more than 83 countries towards a just world that advances children's rights and equality for girls.**

**Plan International Australia raises grant and public funds to directly support programs in 25 countries, implemented by Plan International and their local partners, whilst child sponsorship funds support programs across the Federation.**



# The year in a snapshot

Plan International Australia belongs to a global organisation committed to advancing children's rights and equality for girls.

This is the collective impact of Plan's 1,421 active projects in 83 countries in FY 24:



**>43 million\***

children were reached by Plan International's work, including over 23 million\* girls



**14,522**

communities with sponsored children directly benefited from Plan International's work



**49,353**

communities with no sponsored children directly benefited



**>1.1 million**

sponsored children were assisted by Plan International's work



**956,472**

people sponsored a child through Plan International



**366,474**

community members and volunteers, and 25,714 staff in partner organisations and institutions trained in child protection

We were there in times of crisis



**>12 million**

children and adults were reached by our disaster work, including 3,236,987 girls



**87**

disaster responses were carried out globally, ranging from localised responses to large-scale national and regional emergencies

Eunice, 18, is a passionate footballer and girls' rights activist.



We advanced equality for girls



**>5.2 million**

girls were provided with better access to education



**770,529**

girls were provided with improved skills and work opportunities



**>1.1 million**

girls supported to be active citizens



**>5.7 million**

girls were impacted through improved sexual and reproductive health



**>8.5 million**

girls had a better start in life



**>5.9 million**

girls provided with gender-sensitive child protection



**433,736**

community members were trained in gender equality

\*totals adjusted for double counting across different programmes

## Plan International Australia played a vital role in contributing to this collective impact



**>1 million**

people were reached by Plan International Australia in the countries where we work



**21,441**

children were supported by sponsors in Australia



**858,191**

people received food assistance as part of our humanitarian response work



**101,778**

people were reached through our Water, Sanitation and Hygiene initiatives



**2,760**

girls gained access to accurate SRH and/ or menstrual health information



**3,894**

children attended non-formal education and/ or alternative education pathways



**2,100**

WASH facilities constructed by communities and health care facilities



**14,324**

people participated in sessions on gender issues and women's equal rights



**8,509**

people participated in sessions on climate related hazards and disasters



**25,659**

children were reached by our Early Childhood Development and Education work



**21,537**

people participated in community awareness sessions on child rights and child protection issues

# Our commitment to reconciliation

Tackling structural racism, inequities, and all forms of discrimination is a fundamental part of Plan International Australia's mission. Our vision for reconciliation aligns with our commitment to recognizing First Nations rights in every region where we operate, as well as our broader rights-based approach to international development. We are committed to standing alongside First Nations communities, as outlined in the Uluru Statement from the Heart, and acknowledge the importance of addressing ongoing injustices while learning from the cultures and histories of Aboriginal and Torres Strait Islander peoples.

The Reconciliation Action Plan (RAP) Working Group continued to lead, monitor and report to Reconciliation Australia on the implementation of our first Reflect RAP plan during the 23/24 financial year.

### Highlights included:

- Our partnership with Goŋ-Däl Aboriginal Corporation continued to support programs that help improve health, education, welfare, employment, housing, economic independence, social cohesion outcomes for Yolŋu homeland communities.
- We continued to raise awareness among our staff about the meaning of National Reconciliation Week, NAIDOC Week and other dates of First Nations significance, including a lunchtime trip to the NGV's Ian Potter Gallery to view First Nations art exhibitions and an in-office film screening of *Carry the Flag*.
- We continued our public support for the Yes campaign for the Voice to Parliament Referendum, and showed solidarity with Aboriginal and Torres Strait Islander communities following the disappointing result. We held debriefs with staff to help process the news and find ways to continue supporting First Nations justice and being active allies in the post-referendum era.
- Following our submission to the Fair Work Commission to allow the substitution of public holidays, staff were given the option of working on January 26 and taking a different day off.
- Staff members attended Cultural Awareness Training provided by the Koori Heritage Trust.
- We launched a dedicated page on our website to highlight our commitment to reconciliation.
- We continue to acknowledge the Country, culture and history of the Wurundjeri people of the Kulin Nation on which our office stands.

During 2024, the RAP Working Group began developing the next iteration of our Reflect RAP 2025 – 2026, which will be launched in the new year.

"Today Goŋ-Däl employs over 20 local Yolŋu people, have a new office and Gurrumbalk Accommodation has expanded to 15 rooms generating important untied income. In our homelands we run CDP activities in partnership with ALPA. We also operate our Mutjung Rangers program and are developing our women rangers with the assistance of WWF. We are developing a 3-day Miriŋu Dhukarr guided cultural heritage walk and a Homelands-based bush university to support life-long learning on-country, and we are piloting an innovative project with NGO, Housing for Homelands. In partnership with the NT Government, ARDS and Anglicare-NT, we are developing and run Yolŋu-led Child and Family Centres to provide on-country services to families and children in Gapuwiyak and Homelands."

There is no doubt that our partnership with Plan has enabled Goŋ-Däl to grow, empowered local Yolŋu people, and is having a very positive impact on the lives of Yolŋu people, women and girls, in Gapuwiyak and our Homelands."

– **Juli Cathcart**  
General Manager  
Goŋ-Däl Aboriginal Corporation

\*In September 2024, we submitted the first draft to Reconciliation Australia and have since received feedback that we're incorporating into a second draft to be submitted before the end of this calendar year.

# Gender Compass

In FY24, Plan International Australia launched Gender Compass, a first-of-its-kind research project that segmented the broader Australian public into six groups according to their beliefs, policy preferences and behaviours in relation to gender equality.

The unique segmentation analysis was conducted on data gathered through an online survey of 2,522 Australians aged 16 years and over, conducted in mid-2023.

## The research gap on gender equality

Until now, there has been little research identifying how best to engage with the Australian public's existing attitudes on gender equality. Gender Compass fills the fundamental knowledge gap around who we should be speaking to, what we should be speaking to them about and what they consider the biggest challenges blocking a gender-equal future.

We brought together charities, academics and other stakeholders, to drive this research and transform how we engage Australians in conversations about gender equality. Heartward Strategic was commissioned to design and implement the research and analyse and interpret the results, with Dr Rebecca Huntley acting as advisor and supporting the socialisation of Gender Compass.

## Why Gender Compass is important

In Australia, women are still paid less for the same work, with a woman earning 77.2c for every \$1 a man earns (Workplace Gender Equality Agency). And devastatingly, 1-in-3 women have experienced physical or sexual violence perpetrated by a man they know (Our Watch).

Discrimination, inequality and violence are all symptoms of harmful attitudes and societal norms. To overcome them, we must understand underlying attitudes and behaviours across Australian society.

To build a more gender-equal world, it is critical to shift social norms. Gender Compass helps us achieve this by acting as a tool through which activists and organisations like ours can design targeted communications that effectively shift the dial.

## How will Gender Compass be used?

We'll use Gender Compass to target specific audiences and develop recommendations on how to communicate with each group to shift their attitudes and mobilise them to take action.

It has been shared publicly and freely for all to use across the civil society, not-for-profit, corporate, academic and governmental sectors. We hope that through our socialisation efforts, Gender Compass can steadily become the shared language we use to progress the gender equality movement in Australia.

## The impact so far

The initial phase of Gender Compass was a staggering success.

- 224 people attended the launch, with all of our targeted stakeholders and industries in attendance.
- Mass media coverage of Gender Compass had an estimated reach of 2.46 million.
- Within two days, our social media channels organically reached 16,562 people and the Gender Compass report has been downloaded 774 times.
- 16 organisations have embedded Gender Compass in their work so far, showing that organisations are engaging deeply with the research and how it can shape or contribute to their work.

## What's next?

Gender Compass is just the first step. In addition to continuing efforts to socialise the tool and have it adopted, the next phase offers an opportunity to test and refine communication strategies in advocacy, as well as to expand and deepen the data. Stay tuned for Phase Two.



School students attend our Day of the Girl activation at Melbourne's Federation Square. Below: Akec Mukur Chuot (left) and Emily Gielnik (right) with Plan's Media and PR Manager, Claire (middle). Bottom: Some of the Plan team in the Giving Day telethon hub.



# Day of the Girl: Our first ever Giving Day

12 years ago, Plan International campaigned and built a coalition of support for a day that would celebrate the inherent power of girls while raising awareness of the unique barriers they face.

In 2011, thanks to Plan's efforts and the support of the Canadian Government, the United Nations made it official, and on October 11, 2012, the world celebrated the first International Day of the Girl, and we've marked the occasion ever since.

On Day of the Girl in 2023, spurred on by The World Economic Forum's estimation that we're still 130 years away from achieving gender equality, we invited our supporters to help us *Beat the Clock* - a call to accelerate progress on gender equality - by participating in our first-ever Giving Day. The response was extraordinary.

Thanks to the incredible generosity of our community, we raised over \$100,000 in just 24 hours, funds that will have a lasting impact on the lives of girls and communities worldwide.

Our incredible match partners - L'Oreal, ModiBodi, Surge Direct, and the late Judith May Thomas - helped us reach this impressive total by doubling the funds raised, along with some very generous major donations from our Giving Day Champions.

On the day, our Melbourne office transformed into a vibrant telethon hub and we were joined by some high-profile friends including our Ambassador

Benjamin Law, Matilda's player Emily Gielnik, long-time supporter Stefan Dennis, and AFLW star Akec Makur Chuot, all of whom spoke directly with our supporters and shared their passion for our mission.

Akec Makur Chuot also made an appearance on ABC News Breakfast, discussing the significance of Day of the Girl and the need for greater progress on gender equality.

The day's events culminated at Melbourne's Federation Square where Emily Gielnik and Akec Makur Chuot joined our CEO, Susanne Legena, to launch the *Beat the Clock* campaign. The day ended with a screening of *Bend It Like Beckham*, a celebration of girls' empowerment and the fight for equality.

The impact of Giving Day will extend beyond the funds raised, translating into real, life-changing support for the communities we serve, through the kind of work you'll see in this report.

Day of the Girl reminds us of our vision for a better tomorrow for girls and communities globally, and we will continue to celebrate girls' infinite potential and work to speed up progress towards a gender equal world.

# Advocacy and Impact

In FY24, Plan International Australia continued to amplify the voices of young people, ensuring they have a seat at the table to influence decisions on the issues that matter most to them. This year also saw a heightened focus on humanitarian advocacy, driven by growing crises around the globe.

Our advocacy efforts in 2024 were supported by two major campaigns – one to raise awareness about the impact of the climate crisis on girls' education, and the other, urging the Australian Government to take a stronger stance in support of humanitarian relief and ceasefire efforts in Gaza.

## Climate Advocacy: Elevating Youth Voices for Climate Justice

Plan's youth-led climate advocacy initiatives in FY24 sought to enhance the agency of girls and young women while driving change in global climate policies.

The *For Our Futures: Youth Voices on Climate Justice and Education* project was a highlight, co-led with Plan Indonesia and Plan Nepal. This feminist participatory action research project focused on how climate change impacts girls' education in all three countries, culminating in a report and a powerful advocacy campaign, co-designed and led by 30 youth activists.

Youth activists from Australia, Nepal, and Indonesia presented the report at Asia-Pacific Climate Week in Malaysia, and before the Australian Parliamentary Group on Population and Development, allowing them to directly engage with policymakers and

demand greater youth representation in global climate discussions. Two Australian youth activists also attended COP28, the United Nations Climate Conference in Dubai, and met with decision makers, including Kristin Tilley, Australia's Ambassador for Climate Change.

As a result of these efforts, the Australian Government advocated for stronger youth representation in the governing structure and the design of the global Fund for responding to Loss and Damage at COP28. Plan also contributed to the establishment of the Loss and Damage fund at COP28, ensuring that young people's voices were central to international climate negotiations.

## Influencing Global and National Policy on Humanitarian Crises

Plan's advocacy also had a significant impact on the Australian Government's approach to global humanitarian crises in FY24. Following sustained campaigning by Plan and other humanitarian and grassroots organisations, the Australian Government:

- Changed its stance at the United Nations (UN) regarding the conflict in Gaza, supporting a ceasefire and condemning the humanitarian impact of the conflict.
- Reversed its decision to freeze funding to the UN Relief and Works Agency (UNRWA), reinstating AU\$6 million in funding to support humanitarian needs in Gaza.

These outcomes demonstrate the power of advocacy in shaping national and international responses to critical global crises.



Girls and gender diverse young people going to school in Indonesia, Nepal and Australia.

Artwork by Plan International Australia Youth Activist Niranjana and Anton (@loveon35mm @artxanton).

And more locally, in April, Plan Ambassador Jan Fran used her platform to amplify our work in Gaza, sharing our appeal on her social media channels. This led to almost 50k in donations in just one week, and has made a huge contribution to our work supporting children and their families in Gaza with urgent and life-saving humanitarian aid and food.

## Supporting Girls' Leadership in Australia

Plan's advocacy efforts were also reflected in local initiatives, including the delivery of a Girls' Leadership Program in partnership with Tennis Australia and

supported by the Australian Government Sports Commission. Co-designed with 31 young people, the program engaged girls, young women, and gender-diverse youth aged 14-18 in tennis while building their leadership and life skills.

## Looking Ahead

Plan's advocacy work in FY24 demonstrated the transformative power of young people's voices in shaping policy, addressing global crises, and advancing gender equality. By continuing to empower youth-led movements and fostering strategic partnerships, we are building a more just and sustainable future for all.

## Standing up against street harassment with L'Oréal Paris

Partnering with Plan International Australia is a way for businesses who share our vision to make a tangible contribution to a better world. In addition to being financial donors, partners can work with us to reach audiences, shift attitudes and influence change towards a more equal world.

One of the most impactful partnerships Plan International Australia has nurtured in recent years has been with L'Oréal Paris through our Stand-Up bystander intervention training program, an initiative focused on tackling one of the most pervasive issues women and girls face globally: street harassment.

By combining Plan's expertise in girls' rights with L'Oréal's global reach and commitment to social responsibility, the partnership has successfully raised awareness, educated communities, and inspired action to combat harassment in public spaces.

Through our Stand-Up training, individuals are empowered with practical tools and strategies to become active bystanders when witnessing harassment. The campaign encourages people to intervene in safe ways, assist victims, and report incidents—creating a culture of respect, safety, and

equality. This initiative is helping to build safer, more inclusive public spaces, where women and girls can move freely without fear of harassment.

## In 2024

- 5,441 people across Australia and New Zealand participated in our Stand Up Bystander Intervention program.
- Training was delivered through pop-up events at universities in Sydney, Melbourne, and Brisbane.
- L'Oréal Paris held a panel discussion at Melbourne's Monash University, offering students the opportunity to engage with leading anti-violence advocates including lawyer Tarang Chawla and AFLW player Courtney Ugle and gain insights into strategies for building safer communities.

The success of this initiative in 2024 marks a significant step forward, and we're excited to continue pushing boundaries in the coming year. Our ongoing work with L'Oréal Paris aims to break down barriers, ensuring that everyone, regardless of gender, feels valued, safe, and empowered to stand up for what is right.

# Humanitarian Action

## Our approach

Our approach to emergency response is rooted in collaboration and partnership. In the face of disaster, we work closely with community members, other charities, UN agencies, and local governments to ensure the most effective outcomes for those affected. By sharing our resources, expertise, and real-time information across these partnerships, we improve the delivery of aid and increase our collective impact.

But our commitment to supporting vulnerable communities extends beyond immediate disaster relief. We work before crises occur to help communities build the knowledge and capacity to prepare for and respond to future disasters and the impacts of climate change. Our goal is to ensure that women, children and young people including those with disabilities grow up in resilient communities that are capable of providing protection and dignity, both during and after disasters and conflicts.

Our focus is always on the most vulnerable, particularly girls, who face unique challenges in emergencies. From displacement and violence to losing access to education and essential health services, crises disproportionately affect the lives and futures of girls. Through our ongoing emergency responses, we strive to create safer, more resilient environments where children can survive, recover, and realize their rights, no matter the challenges they face.

As disasters and conflicts continue to threaten millions of lives globally, Plan International is committed to being there when children and families need us the most, supporting them to rebuild their lives with dignity, safety, and hope.

## Our collective global impact in FY24

### 87

**Disaster Responses** were carried out globally, ranging from localised responses to large-scale national and regional emergencies.

### 35

**Education in Emergency programs** across 28 countries

### 49

**Child Protection in Emergency programs** across 33 countries

### 22

**Cash and Voucher Assistance programs** across 20 countries

### 14

**Health** – including Sexual and Reproductive Health and Rights – **in Emergency programs** across 13 countries

### 34

**Food Security and Nutrition programs** across 28 countries

## 12.2 million

**children and adults were reached** by our disaster work, including **3.2 million girls**

Kesha, 25, with her two year old son, Gudata, at an Internally Displaced Persons camp in Ethiopia.



## The Global Hunger Crisis

Plan International has been actively responding to the global hunger crisis in some of the most affected countries, including Kenya, Somalia, Ethiopia, Sudan, South Sudan, Burkina Faso, Mali, Niger, and Haiti. Through a combination of emergency food relief, nutrition support, education programs, and livelihoods assistance, we have been providing critical support to families and communities facing extreme food insecurity.

Our response emergency food packages are critical to preventing malnutrition, while cash transfers give families the dignity and flexibility to purchase whatever they need. We're also working to protect girls from the heightened risks of gender-based violence, child marriage, and exploitation that often arise during food crises, with our child protection programs raising awareness of such risks. In South Sudan, for example, we have seen an increase in child marriage, where girls are sometimes seen as an economic burden to already struggling families, and early marriage is seen as a way to alleviate some of the financial strain.

By working with local partners and communities, we are also supporting long-term solutions to food insecurity.

## Plan International Australia's impact:

### 858,191

people received **food assistance**

### 191,339

people reached by the **Emergency Action Alliance hunger response**

Plan staff pack boxes of first aid kits ready for transport to Gaza.



## Our collective impact:

### >23,000

hot meals delivered to families in Gaza

### 1,196

households provided with **cash assistance**

154 families by November, this cash support has proven invaluable, helping families cope with the immediate challenges of displacement and loss.

In the health sector, Plan International partnered with Juzoor to support a polio vaccination campaign targeting children in northern Gaza. Despite significant access and logistical barriers, the campaign has been critical in reaching children with life-saving vaccines. The effort has been coordinated with various UN agencies to ensure the success of the vaccination drive, underscoring the shared commitment to public health in the midst of crisis.

Throughout this response, Plan International has faced significant obstacles, particularly with access restrictions that have delayed the entry of essential supplies. However, effective coordination with both local and international partners has allowed us to reach under-served communities, reinforcing their resilience and ability to withstand the ongoing instability.

## Our response in Gaza

In Gaza, Plan International has been working in collaboration with a range of key partners including Taawon, TDH, and Juzoor, to deliver our humanitarian response. Despite the many challenges posed by the conflict, our joint efforts have had a meaningful impact across several critical areas, including food security, health, and protection.

One of the most urgent needs in Gaza has been food security, and Plan International, working alongside Taawon, launched a hot meals distribution program to support displaced families. Phase 1 and 2 of the program saw more than 23,000 hot meals distributed to 5,300 individuals, providing essential nutritional support to families living in shelters, particularly in the Middle and South regions of Gaza, including Khan Younis. Phase 3 is underway, and 14,517 meals have already been distributed in South Gaza, ensuring continued access to food for vulnerable communities.

Recognizing the need for flexibility in addressing a range of urgent needs, Plan International, in collaboration with TDH, also launched a multi-purpose cash assistance program. This initiative has reached 1,196 vulnerable households, offering families the autonomy to meet their basic needs. With plans to assist an additional

# Education for all

Every child has the right to an education that equips them with the skills, knowledge, and confidence to shape their future. Education is the key to a better world, one where children, especially girls, can break free from cycles of poverty, challenge inequality, and contribute to building stronger, more resilient communities.

Plan International partners with communities to raise awareness about the importance of girls' education, addressing the root causes of educational barriers such as gender-based violence, child marriage, and early pregnancy, so that girls are able to complete their education and choose their own futures

## The Power of Gender-Transformative Education

We believe that every girl should have the opportunity to access education in a safe and supportive environment, and through gender-transformative education, we aim to shift societal norms and power dynamics that have historically marginalized girls and other vulnerable groups.

By addressing gender biases and promoting equality, we aim to break down the barriers that hold girls back from fulfilling their potential. Our programs actively challenge traditional gender roles, equipping girls with the confidence to pursue their dreams, and champion change in their societies.

Studies have shown that when girls are educated, entire communities benefit. Educated girls are more likely to start businesses, invest in their families, and become leaders in their communities. This ripple effect is essential in addressing

some of the world's most pressing issues, from climate change to economic inequality.

Our work also includes communities, governments, religious leaders, and families in the process of transforming education systems. We recognize that lasting change can only occur when these key stakeholders are involved in challenging and shifting societal attitudes about gender and education. By creating a collective commitment to end gender inequality, we can help create educational spaces where all children—regardless of gender—can thrive.

### Our collective global impact in FY24

**17.7 million**  
children and adults accessed  
inclusive, quality education

**>770,000**  
girls with improved skills and  
work opportunities

**\$5.2 million**  
girls gained better access  
to education

**>433,000**  
community members trained in  
gender equality



Diana, 14, (left) and her friend at school in Tanzania.



Children in Cambodia learning and cooking nutritious meals thanks to their school gardens.



## School Learning Gardens

In Cambodia, our School Learning Garden Program is a powerful example of gender transformative education that challenges gender norms while fostering hands-on learning experiences that go beyond the traditional classroom.

The School Learning Garden Program provides schools with the resources to create gardens where students, boys and girls can learn about growing and preparing nutritious food and caring for the environment. These gardens serve as a practical tool for educating students about agriculture and food security, teaching them not only how to grow crops but also why sustainable farming practices are crucial for the future.

One of the key successes of this program is its ability to engage students in active, experiential learning, with students learning science, literature, and math right in the gardens. By connecting

classroom theories with practical experiences—like measuring plots, calculating water needs, and discussing the food system—children gain valuable knowledge while developing healthy attitudes towards eating. These lessons extend beyond the classroom, as students share what they learn with their families, fostering a culture of health and sustainability within the community.

Importantly, the program also works to challenge and disrupt limiting gender norms, encouraging both girls and boys to try new roles, such as cooking in the kitchen, challenging traditional notions of what boys and girls can do, and empowering them to become change-makers in their communities.



The School Learning Garden is delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), and with support from the Stephanie Alexander Kitchen Garden Program and funds generously donated to Plan International Australia by the Australian public.

## Plan International Australia's impact:



The School Learning Gardens have already benefited over 25,000 primary school children across 90 schools in Siem Reap.

This year, the initiative was officially adopted by the Cambodian Education Ministry as part of the national curriculum for grades four to six, which will enable an even greater impact on some of the country's most marginalized and disadvantaged children.

- Parents have reported **improved student health, greater environmental awareness, and stronger community bonds.**
- **97% of parents** noted that their children enjoy school more because of the program, with many saying it has positively changed their children's attitudes towards healthy eating.
- **73% of parents** observed that their children are collaborating better, regardless of gender, with boys taking on roles such as cooking and cleaning at home.

# Building Climate Resilience for the future

The effects of climate change are becoming increasingly severe, and it is the world's poorest communities—those least responsible for global warming—that are suffering the most. These communities often live in the most vulnerable areas and lack the resources to adapt to the growing frequency of climate-related disasters. At Plan International we are committed to supporting communities to build climate resilience, especially children, women, and marginalized groups.

## Working with Communities Across Southeast Asia and the Pacific

Our climate resilience programs span across Southeast Asia and the Pacific, regions that are highly vulnerable to climate change impacts. We work closely with local communities, ensuring that the voices of girls and women, in particular, are included in the planning and implementation of climate projects. This inclusive approach ensures that solutions are designed to meet the specific needs of those who are often the most affected by climate change.

Our projects focus on practical, community-based solutions to enhance resilience. These initiatives include the planting of climate-resilient vegetable gardens at schools, mangrove and tree planting to protect coastal areas from floods and storms and improving agricultural practices to help communities better cope with changing weather patterns. We also engage in disaster preparedness, helping communities plan for and respond to climate-related crises. These efforts reach children, families, and local communities through educational programs, school curriculums, and community outreach.

## The Gender Dimension of Climate Action

Climate change exacerbates existing inequalities, particularly for girls and women. When disasters strike, it is often girls who suffer the most. Climate-related crises, such as droughts and floods, can force girls out of school as they are tasked with fetching water, gathering firewood, or caring for family members. In many cases, girls are also at a heightened risk of exploitation, abuse, and child marriage.

However, climate action can also serve as a pathway to greater gender equality. Educating girls is one of the most effective ways to build climate resilience, as studies show that for every additional year a girl stays in school, a country's climate resilience improves. We are working to ensure that girls are not only protected from the impacts of climate change but also empowered to lead climate action efforts in their communities.

Female leadership has proven to be particularly effective in conservation and climate adaptation efforts. Women are more likely to pursue sustainable solutions that benefit the whole

## Plan International Australia's impact:



### In Timor Leste

- 98% of respondents who were surveyed following water conservation and water management training agreed or strongly agreed that there is now greater acceptance of women and youth in leadership positions within water resource management.
- Following training on regenerative agriculture, 81% reported having adopted climate-smart regenerative practices in their farming practice.

### In Indonesia

- 215,000 people across Nusa Tenggara Timur province and Nusa Tenggara Barat Province and have been reached and benefited by the implementation of an Integrated Water Management forum.

community, and their voices are critical in shaping the policies and decisions that affect their lives.

## Climate-Resilient and Inclusive WASH in Indonesia

In Indonesia, we've been working to address the critical intersection of water, sanitation, and hygiene (WASH) with climate resilience.

Nusa Tenggara Timur (NTT) and Nusa Tenggara Barat (NTB) are two provinces facing severe climate impacts, including extreme floods, droughts, cyclones, and sea-level rise. These hazards have disrupted essential services like agriculture, health, and education, exacerbating existing vulnerabilities, particularly for women, girls, and people with disabilities.



Members of women's groups and disability organisations are involved in mangrove planting activities conducted by the Government of Sumbawa District. Photo: Yayasan Plan International Indonesia

Together with Yayasan Plan International Indonesia, Plan International Australia, through the Water for Women project, has been implementing the Climate-Resilient and Inclusive WASH project. This initiative is focused on improving WASH systems to withstand climate-related disruptions while promoting gender equality and enhancing community resilience. By working with local governments, communities, and organizations, we're helping to establish systems that ensure access to clean water, sanitation, and hygiene even in the face of climate change.

In Sumbawa, NTB, for example, the project has led to the formation of the Sumbawa Integrated

Water Management Forum, which includes government representatives, community groups, and organizations supporting women and people with disabilities. This forum has been instrumental in developing and implementing a coastal revitalization program that involves planting 120,000 mangrove seedlings to combat seawater encroachment and coastal erosion. These nature-based solutions are crucial in protecting coastal communities from rising sea levels and extreme weather events.

Additionally, the project has influenced local policies, including Sumbawa's draft Long-Term Development Plan, which now includes climate-

resilient water management strategies. The Water for Women initiative also ensures that all levels of government are supported in delivering equitable water and sanitation services, helping to safeguard water resources for future generations.

Through these efforts, we are not only enhancing climate resilience in Indonesia but also fostering inclusive decision-making processes that empower marginalized groups to take part in action on climate change.



The Climate-Resilient and Inclusive WASH project is delivered in partnership with the Australian Government through the Water for Women Fund.

# The Girls' Education & Empowerment Fund

The Girls' Education & Empowerment Fund (GEEFund) is Plan International Australia's multi-year giving initiative that supercharges your support to tackle the many barriers preventing girls from receiving an education. It works by pooling your contributions with other donors to leverage it for more funding from Plan's institutional partners – effectively multiplying your impact by turning \$1 into \$2 (or more). GEEFund is designed to create change that does not just impact girls' lives now but drives change for future generations.

In 2024, GEEFund achieved a remarkable 14x leverage on donor contributions. This means that for every \$1 invested by our community, we were able to unlock \$14 in institutional funding.

What sets GEEFund apart is our comprehensive approach to girls' education. We tackle all the obstacles that hinder access to and completion of quality education, empowering girls to pursue their desired paths in life.

Our dedicated community of multi-year pledgers make GEEFund's impact possible. GEEFund supporters commit to a 5 year pledge of a significant amount per year, enabling us to attract substantial funding from institutional donors that require a public gift match. By securing meaningful multi-year pledges, we can establish a reliable income stream that ensures ongoing matches, unlocking long-term grants from institutional partners. This stability allows us to support projects sufficiently to achieve genuine transformation in communities.

## How GEEFund performed in 2024:

**60**

committed donors

**\$3,494,474\***

dollars committed

**14x**  
leverage  
rate!\*\*

**\$13,923,432**

unlocked this year

**399,657**

girls and families impacted

By joining our community of GEEFund pledgers, you have the power to help create a better, and more equal world for all children – one where girls can take their rightful place as equals.

If you would like to find out more about GEEFund or about becoming a GEEFund pledger, please contact Plan International Australia's philanthropy team at [ano.philanthropy@plan.org.au](mailto:ano.philanthropy@plan.org.au) or call 0455 932 846. We are happy to assist!

“

*I thought to myself,  
'I am capable;  
I am strong.'  
I understand  
profit, loss and  
interest and other  
things that go  
into running a  
business.”*

– Ruth, 20, from South Sudan.



### Taking care of business

Originally from South Sudan, 20-year-old Ruth lives in a refugee settlement in Uganda. After taking part in Plan's Youth Savings Group, she is now the proud owner of a successful small business.

“I was able to borrow some money, and I started my business,” she explains. “When I started to make a profit, I repaid the money plus interest. I thought to myself, ‘I am capable; I am strong.’ I understand profit, loss and interest and other things that go into running a business.”

Ruth has since taken and repaid a second loan to expand her business further. She says it makes her “happy and excited” that she can support her parents, buy food for the family and pay the school fees for her younger siblings. She credits her success to the Youth Savings Group.

“My next step is to continue growing my business,” she says.

### In Uganda, GEEFund is supporting girls and young women living in refugee settlements

#### We're teaching sexual and reproductive health

- 2,742 teenage girls and young mums learned about menstrual hygiene and the importance of respectful relationships.
- 225 attended targeted education sessions on topics relating to safe sex, reproductive health and gender equality.

#### We're supporting better menstrual health.

- 468 young women and teenage girls received and were trained in how to use a menstrual cup, with 96% of participants stating they would continue to use menstrual cups in future, citing benefits including durability, low cost and the ability to carry out day-to-day activities while menstruating.

#### We're helping to build safe and stable incomes.

- 25 Youth Savings Groups learned record keeping, market assessment and business planning.
- Following this, 157 teenage girls and young mums have started businesses, with 81% of them saying the training helped them manage their finances.

\*1,171,282 of committed dollars donated this year.

\*\*The leverage rate had a huge boost this year due to the addition of a generous gift in will from the late Lady Jean Foley. Her gift helped your dollars reach even further!

# Who we are

## Our staff

One of Plan International Australia's most valuable assets is the skilled and committed team that drives our work. We have representation across Australia and the Asia Pacific region, but our team is primarily located in our head office in Melbourne, where we employ 81 staff members in three departments: Engagement to Action, Impact to Scale and Business Performance and Capability.

## Our Volunteers

Plan International Australia's office-based volunteers play a huge role in the everyday operations of our organisation. They are a diverse, committed, talented and passionate group of people who bring a wide variety of life and professional experience to Plan International. In FY24, we had five active volunteers, contributing 933 hours to the organisation. This equates to around **\$31,311** in savings across 3 departments. If you'd like to volunteer with us, email your CV and areas of interest to [volunteer@plan.org.au](mailto:volunteer@plan.org.au)

## Our ambassadors

Our incredible ambassadors collaborate with us to amplify girls' voices, and to advocate for the importance of our work in building a better, more equal world for all children. We couldn't be prouder to have them on board!



**Phoebe Tonkin**  
Actor and Gender Equality Activist



**Yasmin Poole**  
Award winning speaker, writer and youth advocate



**Benjamin Law**  
Journalist, columnist, TV screenwriter and author



**Jan Fran**  
Walkley-award winning journalist, TV Presenter and internet commentator



**Jamila Rizvi**  
Best-selling author, presenter and passionate gender equality advocate.

## In the 2024 financial year:

**22,221**

children were supported by sponsors in Australia

**66,235**

supporters took action to create a fairer world for all children and equality for girls

**7,022**

Australians donated to our appeals

**37,388**

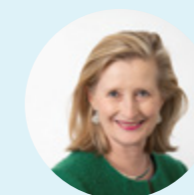
regular-givers supported our ongoing work

## Board of Directors

Our Board of Directors are responsible for guiding the strategic direction of the organisation and are accountable for our actions and the impact of our activities. FY24 was the first year of Patricia Faulkner AO's term as Chair. We also welcomed Sally Moyle to the board, and congratulate Jason Chuck, Marsha Beck, Belinda Howell and Vanessa Ng – all re-elected in December 2023 for another term, due to expire December 2026.



**Patricia Faulkner AO (Chair)**  
Elected: December 2023  
Current term expires: December 2026



**Belinda Howell**  
Elected: September 2020  
Current term expires: December 2026



**Tim Lo Surdo**  
Elected: June 2019  
Current term expires: December 2025



**Vanessa Ng**  
Elected: September 2020  
Current term expires: December 2026



**Natasha de Silva**  
Elected May 2022  
Current term expires: December 2025



**Marsha Beck**  
Elected: September 2020  
Current term expires: December 2026



**Jason Chuck**  
Elected: July 2017  
Current term expires: December 2026



**Sally Moyle**  
Elected: December 2023  
Current term expires: December 2026

## Executive Team

Our Executive Team is responsible for providing effective senior leadership to the organisation, by developing our overarching strategy and ensuring its successful implementation. Learn more about our Board of Directors and Executive Team at [plan.org.au/about-us/accountability/our-executive-and-board/](https://plan.org.au/about-us/accountability/our-executive-and-board/)

## Remuneration

Remuneration (inc. superannuation)	Number of Executives in Group
\$340,000 to \$389,000	1
\$190,000 to \$239,000*	3

\*Range reflective of Full Time Equivalent (FTE). 1 exec works part time

# By the numbers

## A year in review

This year, PIA successfully remitted a record \$53.3M to our global programs, launched a new subsidiary focused on commercial international development projects, and made a strategic investment in a Customer Relationship Management (CRM) system to strengthen our fundraising efforts.

Against a backdrop of shifting economic and political conditions, along with rising cost-of-living pressures, PIA reported strong revenue growth of 12% compared to the previous year, reaching \$73.4m. This growth is largely driven by a 22% increase in our grants portfolio, which reached \$47.6m, due to a boost from DFAT and the World Food Programme's distribution in South Sudan, Myanmar and Ethiopia.

Although fundraising income experienced a 4% decline due to economic pressures, it still represents a strong outcome in a challenging economy characterized by high inflation. This result highlights the continued support and commitment of our donors.

PIA's investment portfolio delivered another strong performance, recording an unrealized gain of \$0.7m. Additionally, dividends and distributions generated \$0.3m in income, both of which contributed to our financial results for the year.

Overall, PIA's total expenditure (including remittance to global programs) increased by 13% over the prior year to \$74.0m, driven by

the increased grant remittance funding being sent to overseas programs (increase of \$7.6m or 17%). A fundraising cost increase of \$0.8m over the previous year includes \$1.0m costs related to the implementation of a new CRM system for fundraising. Spend to Community education showed a slight decline of 3%.

Eighty-two percent of income was allocated to overseas programs, community education, and program support, highlighting our continued commitment to maximizing funds invested in programs for children. Our five-year average proudly stands at 80%.

PIA ended the year with a \$0.6M deficit, largely due to the one-off investment in CRM and launch of subsidiary, Impact Pathways.

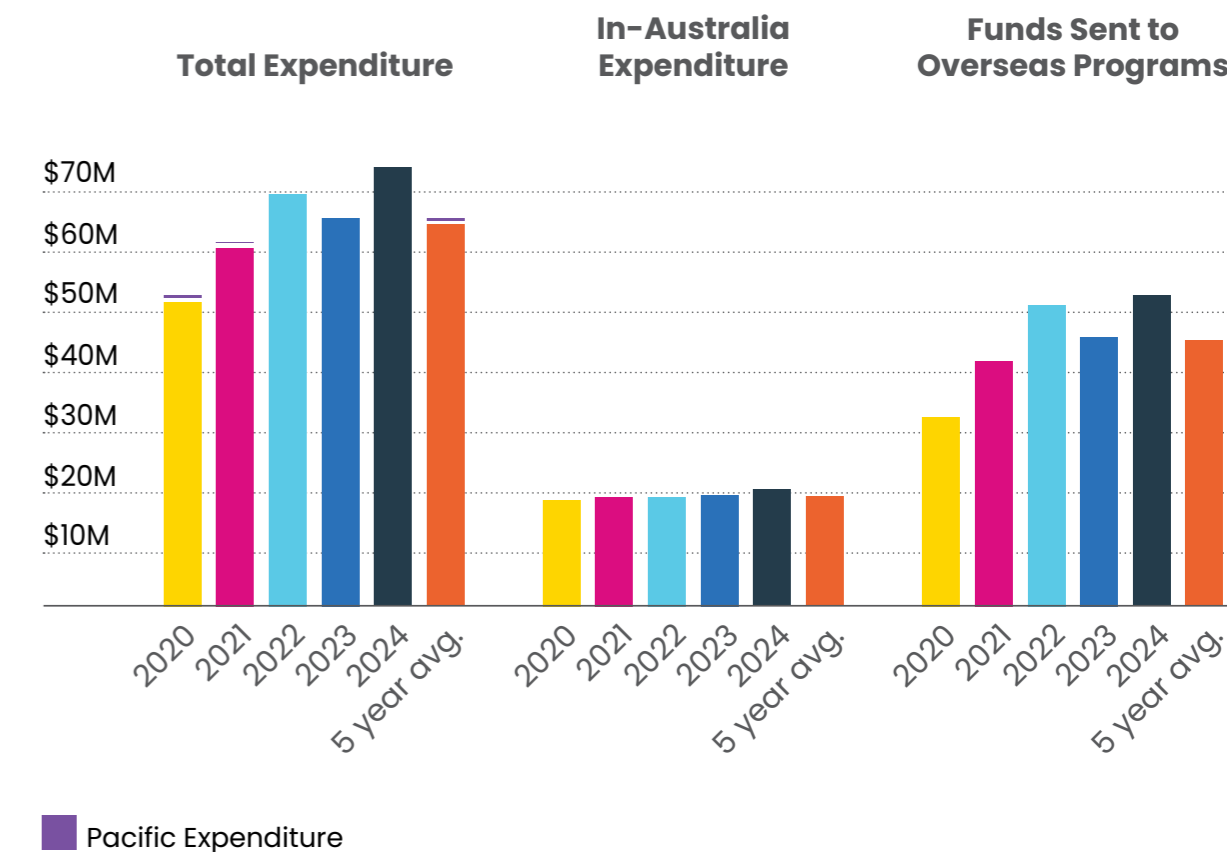
As of 30 June 2024, PIA's reserve balance stands at \$9.3m. We have maintained the strength of our balance sheet, while retaining financial reserves equivalent to six months of operating expenses to safeguard our operations. In addition, we hold reserves designated for strategic investments and specific programming in line with donor intentions.

We are confident that the organisation is financially well-positioned for the 2024/25 financial year as we continue to implement our business strategy.



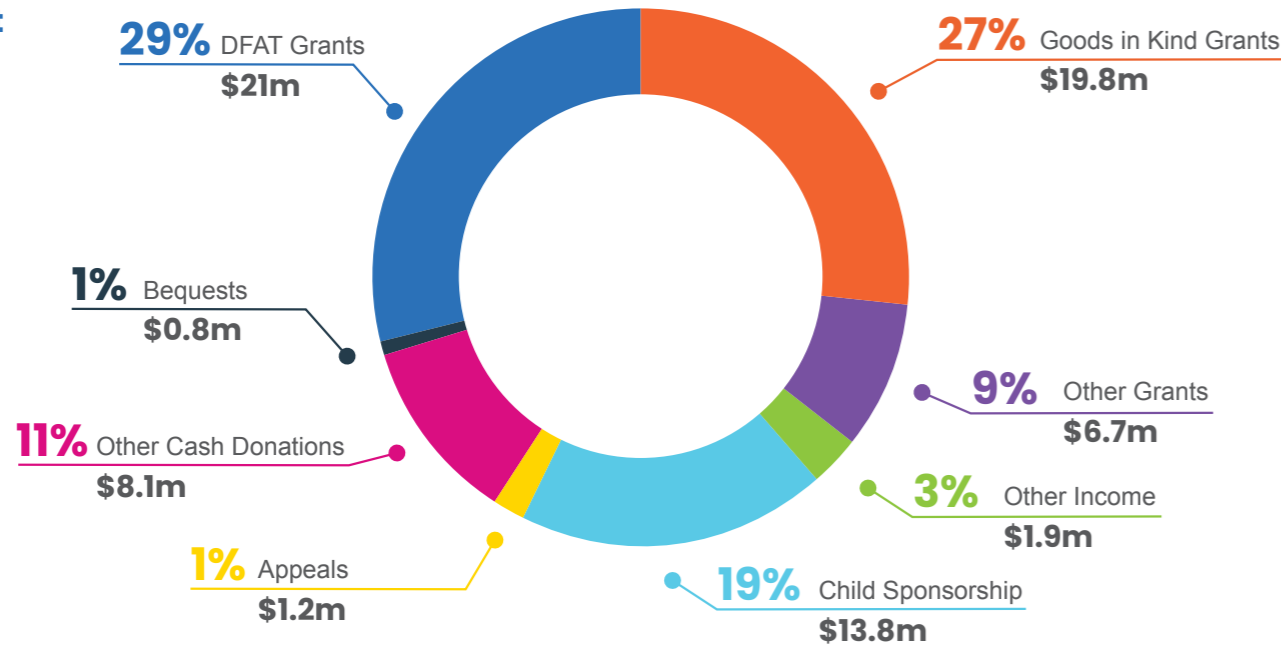
Esther, 18, is the leader of the sexual and reproductive health and rights (SRHR) club at her school in Rwanda.

# Our finances

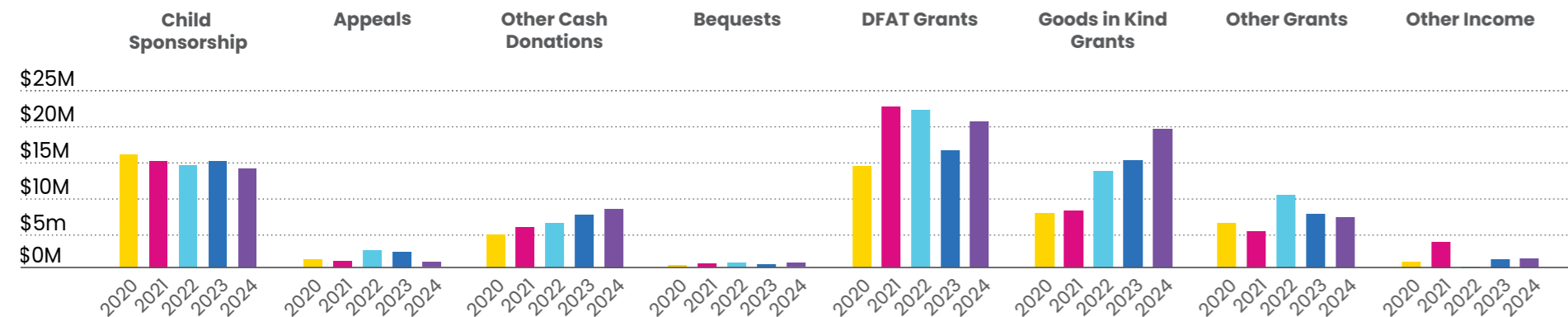


# Revenue 2023/2024

Where our support comes from

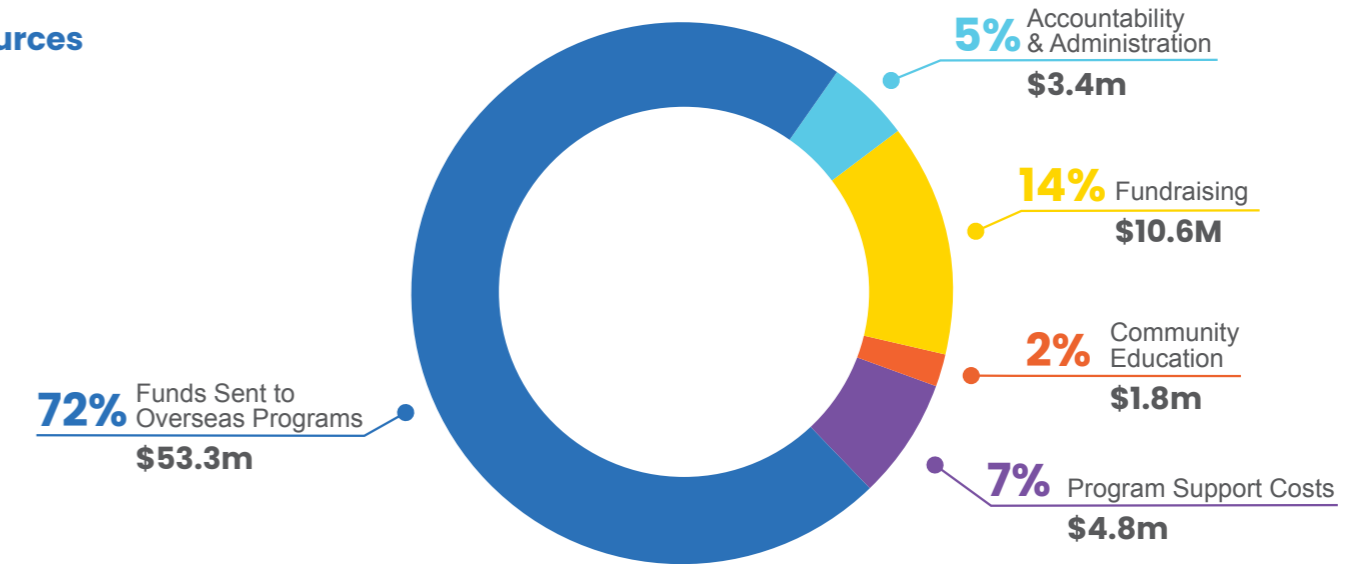


5 year revenue trend by source

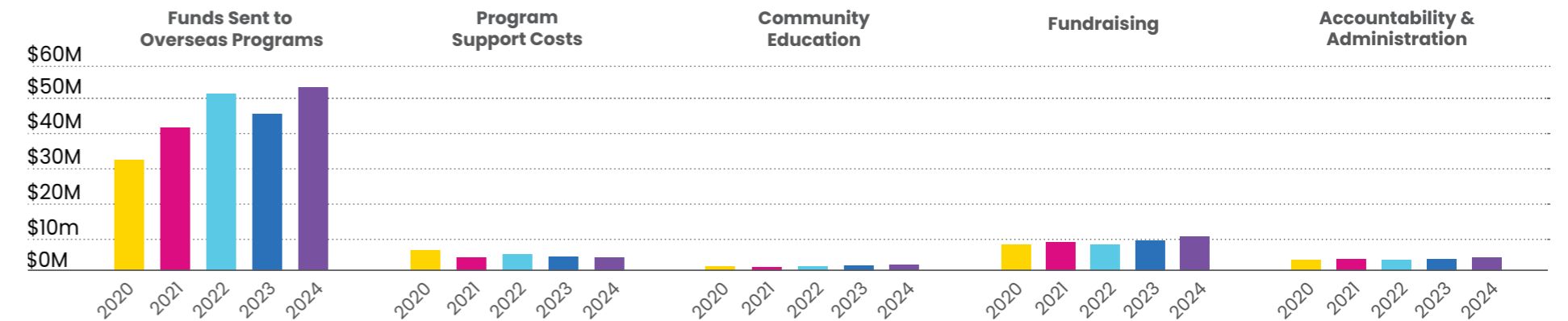


# Expenditure 2023/2024

Where our resources were used



5 year expenditure trend by type



# Summarised financial report

The summarised consolidated financial statements are included in the following pages. These comprise a consolidated statement of comprehensive income, consolidated statement of financial position and consolidated statement of changes in equity. These have been derived from the audited financial statements of Plan International Australia.

Consolidated statement of profit or loss and other comprehensive income (For the Year Ended 30 June 2024)	2024	2023
	\$'000s	\$'000s
<b>REVENUE</b>		
Donations and Gifts		
• Monetary		
- Child Sponsorship	13,816	15,082
- Designated Projects	9,241	9,501
	<b>23,057</b>	<b>24,583</b>
• Non-Monetary		
Bequests and Legacies	811	271
Grants		
• DFAT	21,043	16,842
• Other Australian	0	1,223
• World Food Programme	19,824	15,060
• Other Overseas	6,713	5,805
	<b>47,580</b>	<b>38,930</b>
Investment Income	321	976
Other Income	883	774
Fair Value Gains on Financial Assets at Fair Value Through Profit or Loss	715	88
<b>TOTAL REVENUE</b>	<b>73,367</b>	<b>65,622</b>
<b>EXPENDITURE</b>		
<b>International Aid And Development Programs Expenditure</b>		
International Programs		
• Remittances to Associated Parties	53,301	45,726
• Program Support Costs	4,689	4,850
	<b>57,989</b>	<b>50,576</b>
Community Education	1,770	1,828
Fundraising Costs		
• Public	10,628	9,854
• Government, Multilateral and Private	0	9
	<b>10,628</b>	<b>9,863</b>
Accountability and Administration	3,415	3,023
Non-Monetary Expenditure	-	-
<b>Total International Aid and Development Programs Expenditure</b>	<b>73,803</b>	<b>65,290</b>
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	150	150
<b>TOTAL EXPENDITURE</b>	<b>73,953</b>	<b>65,440</b>
<b>SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE</b>	<b>(586)</b>	<b>182</b>

Consolidated Statement of Financial Position (As at 30 June 2024)	2024	2023
	\$'000s	\$'000s
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and Cash Equivalents	3,140	5,256
Trade and Other Receivables	1,075	2,935
Prepayments	192	227
Current Tax Liabilities - GST Receivable	-	-
Financial Assets at Amortised Cost	514	517
<b>Total Current Assets</b>	<b>4,921</b>	<b>8,935</b>
<b>Non-Current Assets</b>		
Property, Plant and Equipment	212	237
Right-of-Use Assets	484	1,064
Intangible Assets	-	5
Financial Assets at Fair Value Through Profit or Loss (NC)	10,149	9,974
<b>Total Non-Current Assets</b>	<b>10,845</b>	<b>11,280</b>
<b>TOTAL ASSETS</b>	<b>15,766</b>	<b>20,215</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade and Other Payables	1,214	891
Lease Liabilities (C)	495	591
Provisions (C)	131	79
Employee Benefit Obligations	1,197	1,231
Deferred Revenue	3,397	6,853
<b>Total Current Liabilities</b>	<b>6,434</b>	<b>9,645</b>
<b>Non-Current Liabilities</b>		
Lease Liabilities (NC)	-	495
Provisions (NC)	-	131
Employee Benefit Obligations	47	73
<b>Total Non-Current Liabilities</b>	<b>47</b>	<b>699</b>
<b>TOTAL LIABILITIES</b>	<b>6,481</b>	<b>10,344</b>
<b>NET ASSETS</b>	<b>9,285</b>	<b>9,871</b>
<b>EQUITY</b>		
<b>Reserves</b>	<b>9,285</b>	<b>9,871</b>
<b>TOTAL EQUITY</b>	<b>9,285</b>	<b>9,871</b>

Consolidated Statement of Changes in Equity (As at 30 June 2024)	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
<b>BALANCE AT 1 JULY 2023</b>	3,354	6,517	9,871
(Deficit)/Surplus for the Year	58	(644)	(586)
Other Comprehensive Income	-	-	-
<b>BALANCE AT 30 JUNE 2024</b>	<b>3,412</b>	<b>5,873</b>	<b>9,285</b>

## Note to the Summary Financial Report for the year ended 30 June 2024

### 1. Basis of Preparation

The Summary Financial Report is an extract from Plan International Australia's full financial report for the year ended 30 June 2024. The financial statements and specific disclosures included in the Summary Financial Report have been derived from the full financial report.

The Summary Financial Report does not and cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of Plan International Australia as the full financial report.

A full description of the accounting policies adopted by Plan International Australia may be found in the full financial report.

The Summary Financial Report is presented in Australian dollars.

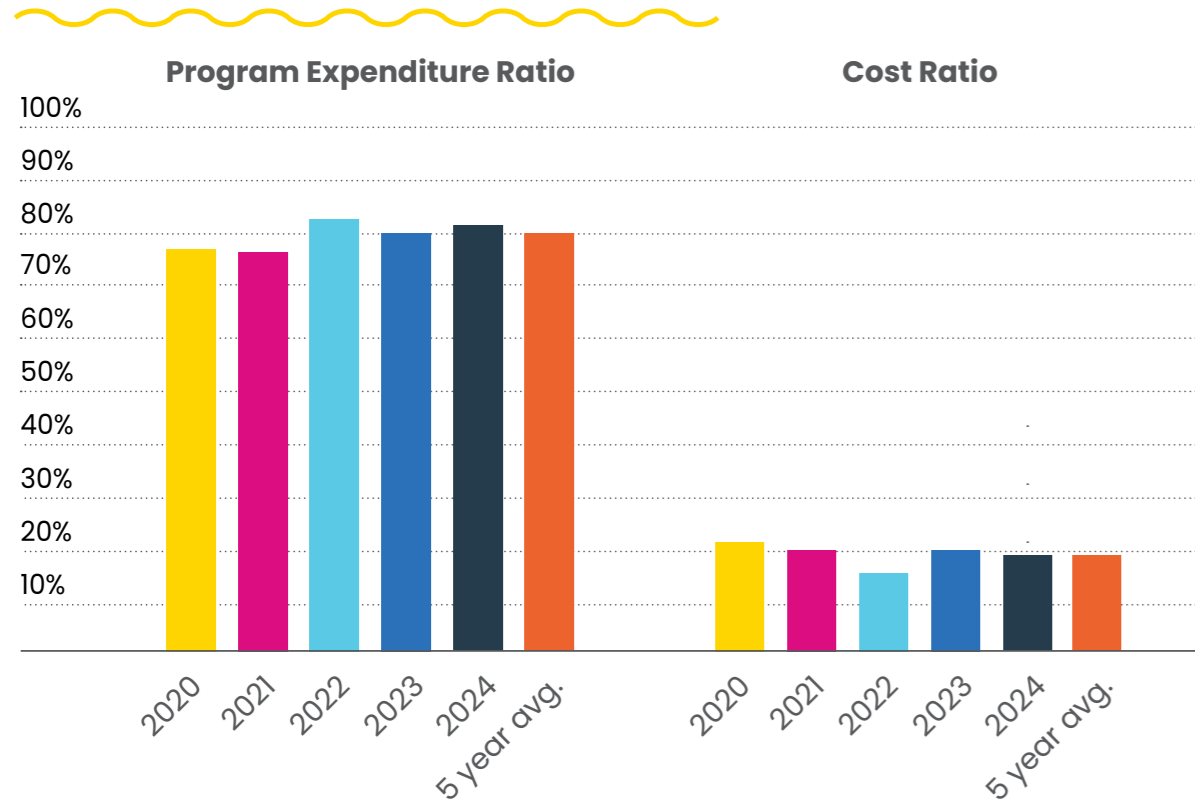
# Key ratios

There are two performance ratios that capture our commitments – the Program Expenditure Ratio and the Cost Ratio. These costs are crucial for ensuring that current programs are quality-assured, compliant with relevant standards, and necessary systems and infrastructure.

The Program Expenditure Ratio has increased by 2 percentage points from the previous year to

82%, maintaining a consistent five-year average of 80%, in line with our business model. This reflects PIA's commitment to optimizing spending on programs that benefit children.

The Cost Ratio in FY2024 has risen due to one-off investments in the new fundraising CRM, which will yield ongoing benefits; as well as costs associated with the first year of our new subsidiary.



Children at school in West Guadalcanal, Solomon Islands. Photo: Plan International Australia.



# Directors' declaration

The directors of Plan International Australia ('the Company') declare that the Summary Financial Report comprising the statement of comprehensive income, statement of financial position, the statement of changes in equity as set out on pages 32 and 33, is in accordance with the requirements set out in the ACFID Code of Conduct and has been derived from and is consistent with the full financial statements of the Company for the year ended 30 June 2024.

### In the directors' opinion:

- (a) the full financial statements and notes of the Entity are in accordance with the Australian Charities and Not-for-profits Commission (ACNC) Act 2012 including:
  - (i) comply with Accounting Standards - Reduced Disclosure Requirements, the ACNC Regulations 2012 and any other mandatory professional reporting requirements, and
  - (ii) give a true and fair view of the Entity's financial position as at 30 June 2024 and its performance for the year ended on that date, and
  - (iii) comply with the requirements set out in the ACFID Code of Conduct; and
- (b) in the Directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Directors

*P.M. Faulkner*

Patricia Faulkner AO (Chair)  
Director

*Vanessa Ng*

Vanessa Ng  
Director

Melbourne, 13 November 2024

# Compliance & regulation

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

## Acnc, Accounting Standards and ATO

As a registered charity, Plan International Australia complies with the Australian Charities and Not-for-Profits 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 the Department of Foreign Affairs and Trade (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 Australian NGO Cooperation Program (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](http://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](http://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.

We are a member of the Fundraising Institute of Australia and comply with their standards as a mark of assurance in the professionalism and transparency of fundraising operations.

## 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.

## Privacy Policy

Read our privacy policy: [plan.org.au/contact/privacy](http://plan.org.au/contact/privacy)

# Independent auditor's report

**To the members of Plan International Australia and related parties.**

## Our opinion

In our opinion, the summary financial report is consistent, in all material respects, with the audited financial report, in accordance with the basis of preparation described in Note 1 to the summary financial statements.

## What we have audited

The summary financial report is derived from the audited financial report of Plan International Australia for the year ended 30 June 2024. The summary financial report comprises:

- The Consolidated Summary Statement of Financial Position as at 30 June 2024
- The Consolidated Summary Statement of Changes in Equity for the year then ended
- The Consolidated Summary Statement of Profit or Loss and other Comprehensive Income for the year then ended
- The related notes to the Summary Financial Statements
- The Directors' Declaration.

## Emphasis of matter - basis of accounting and restriction on distribution and use

We draw attention to Note 1 to the summary financial report, which describes the basis of accounting. The summary financial report has been prepared to assist Plan International Australia in complying with the reporting provisions of the *Australian Council for International Development ("ACIFD") Code of Conduct*. As a result, the summary financial report may not be suitable for another purpose.

Our report is intended solely for Plan International Australia and its members and should not be distributed to or used by parties other than Plan International Australia and its members. Our opinion is not modified in respect of this matter.



## Summary financial report

The summary financial report does 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 report and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report of Plan International Australia and the auditor's report thereon. The summary financial report and the audited financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

## The audited financial report and our report thereon

We expressed an unmodified audit opinion on the financial report in our report dated 10 September 2024.

## Management's responsibility for the summary financial report

Management is responsible for the preparation of the summary financial report in accordance with the basis of preparation described in Note 1.

## Auditor's responsibility

Our responsibility is to express an opinion whether the summary financial report is consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

  
PricewaterhouseCoopers

  
Anthony Vlavianos  
Partner

# Thank You

## Equality Leaders

Anita Sandra Tennison  
 Bruce Kruger  
 Carolyn Raymond  
 David Williams  
 Elizabeth Venn  
 Florence Treverrow  
 Gabrielle O'Kane  
 Gerard Lonergan  
 Glen Searle  
 Heather Macfarlane & Chris Payne  
 Helen Simmons  
 Isobel Lang  
 Jane Pitkethly  
 Jenny Edwards  
 Jo Calcraft  
 Karen McKernan  
 Keren Murray  
 Laura Wright  
 Lorraine Hall  
 Lorraine Hams  
 Lorraine Hendrata  
 Lorraine Hyland  
 Margaret Thorn  
 Natasha Beaumont

Patricia Freeman  
 Paul & Ann Thomas  
 Paul & Jan Kirton  
 Peter Vibert  
 Richard Gordon  
 Robert & Carmen Powell  
 Samara & Sean Reith  
 Sandie Mackevicius  
 Sarah Ryan AM  
 Shyama Jayaswal  
 Thomas Griebel  
 Trisha Moriarty

## Gifts in Wills

Plan International Australia is incredibly grateful to have received donations from the following people who left us a Gift in their Will

Barbara M Argall  
 Carmel Teresa Myers  
 Denis Klein  
 Judith Mary Thomas  
 Kay Lynette Draper  
 Lady Jean Duncan Foley  
 Loeky Wiersma Charitable Fund

## Girls Education & Empowerment Fund (GEEFund)

ACME Foundation	Dr Gary Leong	Marsha Beck
Adam Raymond	Dr Ian Oppermann	Matt & Lana Bowen
Alexander Austin & Nicole Mitchell	Dr Malcolm Barnes	Neil & Denise McKenzie
Amaroo Foundation	Escentials Brands	Norman Family Foundation
Anonymous ACT	Fairness Fund	Olga Abrahams
Anonymous ACT	Felicia Panoff	Ramesh Rajan
Anonymous NSW	Gerry Hueston	Robert McDougall KC
Anonymous QLD	Gum Tree Foundation	RobMeree Foundation
Anonymous VIC	Helene Strawbridge	Sally Treeby & Stephen Dunne
Anonymous VIC	Ian A. Renard AM	Sharmila Achar & Matthew Causley
Barbara & Ian Paroissien	Jason & Helen Pellegrino	Stefan Dennis
Beeren Foundation	Jason Chuck	The Harris Twins Charitable Legacy
Belinda Howell	Joan & Ian Ball	The Late Jean Duncan Foley
Ben Sze	John, Carolyn, Camille & Isabelle Laker	The Madge Brown Charitable Fund
Bill Handke OAM	Jon Watson	Toorak College
Bill Moodie	Julie Hamblin	Ziyin Wang Gantner
Brian & Kerrie Tierney	Kirsti Stephens & John Gruner	
Christina Herd	L&M Cowan Foundation	
Claire Hatton	Maia Ambegaokar & Joshua Bishop	
David Collins	Margaret Toyas & Evy Papadopoulos	
David O'Dea		
Debra Russell		
Dianne Sirl		
	Mario Mark Anders	

## Major Supporters

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 Antony Green & Sophie McCarthy  
 Daniel Vockins  
 Desmond Prentice Charitable Trust  
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 Harv Kler  
 Judith Neilson Foundation  
 Margaret Regan  
 Marios Rotsides  
 Michelle Nightingale  
 Mulnot Foundation  
 Rita Andre  
 Snow Foundation  
 The Charitable Foundation

## Institutional partners

DFAT - Department of Foreign Affairs and Trade  
 ANCP - Australian NGO Cooperation Program (DFAT)  
 AHP - Australian Humanitarian Partnership (DFAT)  
 W4W - Water for Women (DFAT)  
 ADB - Asian Development Bank  
 JICA - Japan International Cooperation Agency  
 WFP - World Food Program (UN)  
 FAO - Food and Agriculture Organisation (UN)  
 UNHCR - United Nations High Commissioner for Refugees (UN)  
 International Organisation for Migration (UN)  
 Sudan Humanitarian Fund (UN)  
 UNICEF (UN)  
 Global Coalition to End Violence Against Children  
 World Bank  
 EC - European Commission

## Partners

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