

# ACCOUNTS

Accounts for the year to 31 March 2020

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF OXFAM

### REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

#### Opinion

In our opinion, Oxfam's group financial statements and parent charitable company financial statements (the "financial statements"):

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2020 and of the group's incoming resources and application of resources, including its income and expenditure, and of the group's cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

We have audited the financial statements, included within the Annual Report and Accounts (the "Annual Report"), which comprise: the Oxfam Group and Oxfam Balance Sheets as at 31 March 2020; the Consolidated statement of financial activities (including the income and expenditure account) and the Consolidated cash flow statement for the year then ended; and the notes to the financial statements.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Independence

We remained independent of the parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

#### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (UK) require us to report to you when:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the group's and parent charitable company's ability to continue as a going concern.

#### Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Strategic Report and Trustees' Annual Report, we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

#### Strategic Report and Trustees' Annual Report

In our opinion, based on the work undertaken in the course of the audit the information given in the Trustees' Annual Report, including the Strategic Report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and the Strategic Report and the

Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

In addition, in light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we are required to report if we have identified any material misstatements in the Strategic Report and the Trustees' Annual Report. We have nothing to report in this respect.

#### Responsibilities for the financial statements and the audit

##### *Responsibilities of the trustees for the financial statements*

As explained more fully in the Statement of Trustees' Responsibilities set out on page 61, the trustees are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

##### *Auditors' responsibilities for the audit of the financial statements*

We have been appointed as auditors under section 44(1) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

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

##### *Use of this report*

This report, including the opinions, has been prepared for and only for the charity's members and trustees as a body in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and the Companies Act 2006 and regulations made under those Acts (regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and Chapter 3 of Part 16 of the Companies Act 2006) and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

#### OTHER REQUIRED REPORTING

##### **Matters on which we are required to report by exception**

Under the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) we are required to report to you if, in our opinion:

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

We have no exceptions to report arising from this responsibility.



John Maitland (Senior Statutory Auditor)  
for and on behalf of PricewaterhouseCoopers LLP  
Chartered Accountants and Statutory Auditors  
Reading  
17 December 2020

## CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(including the income and expenditure account)

Notes	Year to 31 March 2020				Year to 31 March 2019			
	Unrestricted funds £m	Restricted funds £m	Endowment funds £m	Total funds £m	Unrestricted funds £m	Restricted funds £m	Endowment funds £m	Total funds £m
<b>Income and endowments from:</b>								
2a	67.4	35.5	-	102.9	107.2	45.2	-	152.4
2b	3.5	165.0	-	168.5	1.6	184.3	-	185.9
2c	93.0	0.5	-	93.5	92.0	0.8	-	92.8
2d	0.5	-	-	0.5	0.4	-	-	0.4
2e	1.5	0.5	-	2.0	2.4	0.2	-	2.6
<b>Total income</b>	<b>165.9</b>	<b>201.5</b>	<b>-</b>	<b>367.4</b>	<b>203.6</b>	<b>230.5</b>	<b>-</b>	<b>434.1</b>
<b>Expenditure on:</b>								
3a								
Raising funds								
Expenditure on raising donations and legacies	20.8	1.2	-	22.0	20.0	1.9	-	21.9
Expenditure on other trading activities	77.4	-	-	77.4	75.5	-	-	75.5
Investment management costs	0.2	-	-	0.2	0.2	-	-	0.2
	<b>98.4</b>	<b>1.2</b>	<b>-</b>	<b>99.6</b>	<b>95.7</b>	<b>1.9</b>	<b>-</b>	<b>97.6</b>
3b								
Charitable activities								
Development	36.6	96.6	-	133.2	37.1	100.9	-	138.0
Humanitarian	31.5	108.9	-	140.4	25.8	123.7	-	149.5
Campaigning and advocacy	9.4	0.9	-	10.3	9.3	1.5	-	10.8
	<b>77.5</b>	<b>206.4</b>	<b>-</b>	<b>283.9</b>	<b>72.2</b>	<b>226.1</b>	<b>-</b>	<b>298.3</b>
3c								
Other	1.1	-	-	1.1	1.6	-	-	1.6
<b>Total expenditure</b>	<b>177.0</b>	<b>207.6</b>	<b>-</b>	<b>384.6</b>	<b>169.5</b>	<b>228.0</b>	<b>-</b>	<b>397.5</b>
10	0.2	-	-	0.2	0.1	-	-	0.1
<b>Net (expenditure)/income</b>	<b>(10.9)</b>	<b>(6.1)</b>	<b>-</b>	<b>(17.0)</b>	<b>34.2</b>	<b>2.5</b>	<b>-</b>	<b>36.7</b>
<b>Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1.4</b>	<b>-</b>	<b>(1.4)</b>	<b>-</b>
<b>Other recognised losses:</b>								
21d	(5.6)	-	-	(5.6)	(2.1)	-	-	(2.1)
<b>Net movement in funds</b>	<b>(16.5)</b>	<b>(6.1)</b>	<b>-</b>	<b>(22.6)</b>	<b>33.5</b>	<b>2.5</b>	<b>(1.4)</b>	<b>34.6</b>
<b>Reconciliation of funds:</b>								
<b>Total funds brought forward at 1 April</b>	<b>69.0</b>	<b>47.7</b>	<b>2.1</b>	<b>118.8</b>	<b>35.5</b>	<b>45.2</b>	<b>3.5</b>	<b>84.2</b>
<b>Total funds carried forward at 31 March</b>	<b>52.5</b>	<b>41.6</b>	<b>2.1</b>	<b>96.2</b>	<b>69.0</b>	<b>47.7</b>	<b>2.1</b>	<b>118.8</b>

All activities are continuing.

Oxfam uses the exemption conferred by section 408 of the Companies Act 2006 in not preparing a separate Income and Expenditure Account for Oxfam as a separate entity. The net expenditure for Oxfam alone for the year to 31 March 2020 was £19.0m (2018/19: net income £35.1m).

The notes on pages 70 to 90 form part of these financial statements.

## BALANCE SHEETS AT 31 MARCH

Notes	Oxfam		Oxfam Group	
	At 31 March 2020 £m	At 31 March 2019 £m	At 31 March 2020 £m	At 31 March 2019 £m
<b>Fixed assets</b>				
9	8.0	9.1	8.1	9.2
Investments:				
10a	3.9	3.8	2.3	2.2
10b	-	-	0.1	0.1
	<b>11.9</b>	<b>12.9</b>	<b>10.5</b>	<b>11.5</b>
<b>Current assets</b>				
11	1.5	1.2	4.0	3.2
12	51.7	92.6	54.2	94.8
10	4.2	10.2	4.2	10.2
13	6.2	8.1	6.2	8.1
13	66.6	42.4	68.6	43.3
	<b>130.2</b>	<b>154.5</b>	<b>137.2</b>	<b>159.6</b>
<b>Liabilities</b>				
14	(37.4)	(38.3)	(39.6)	(39.6)
	<b>92.8</b>	<b>116.2</b>	<b>97.6</b>	<b>120.0</b>
<b>Total assets less current liabilities</b>				
	<b>104.7</b>	<b>129.1</b>	<b>108.1</b>	<b>131.5</b>
15	(0.4)	(0.4)	(1.0)	(1.1)
16	(10.9)	(11.6)	(10.9)	(11.6)
	<b>93.4</b>	<b>117.1</b>	<b>96.2</b>	<b>118.8</b>
21d	-	-	-	-
	<b>93.4</b>	<b>117.1</b>	<b>96.2</b>	<b>118.8</b>
<b>The funds of the charity:</b>				
18	2.1	2.1	2.1	2.1
19	41.6	47.7	41.6	47.7
<b>Unrestricted</b>				
20	41.6	24.1	41.9	25.0
20	8.1	9.2	8.1	9.2
20	-	34.3	2.5	35.1
20	0.4	0.2	0.4	0.2
20	(0.4)	(0.5)	(0.4)	(0.5)
	<b>49.7</b>	<b>67.3</b>	<b>52.5</b>	<b>69.0</b>
	<b>93.4</b>	<b>117.1</b>	<b>96.2</b>	<b>118.8</b>

Oxfam uses the exemption conferred by section 408 of the Companies Act 2006 in not preparing a separate Income and Expenditure Account for Oxfam as a separate entity. The net expenditure for Oxfam alone for the year to 31 March 2020 was £19.0m (2018/19: net income £35.1m).

The notes on pages 70 to 90 form part of these financial statements.

The financial statements on pages 67 to 90 were approved by the Council of Trustees on 7 December 2020 and signed on its behalf by:



Charles Gurassa  
Chair of Oxfam  
Company Number 612172

## CONSOLIDATED CASH FLOW STATEMENT

	Year to 31 March 2020		Year to 31 March 2019	
	£m	£m	£m	£m
<b>Cash flows from operating activities:</b>				
<b>Net cash provided by operating activities</b>		18.7		15.5
<b>Cash flows from investing activities:</b>				
Deposit interest received	0.5		0.4	
Proceeds from the sale of tangible fixed assets	1.0		2.0	
Purchase of tangible fixed assets	(2.1)		(3.0)	
Proceeds from the sale of investments*	7.5		14.3	
Purchase of investments*	(1.4)		(20.8)	
<b>Net cash provided by/(used in) investing activities</b>		5.5		(7.1)
<b>Cash flows from financing activities:</b>				
Repayment of borrowings	(0.8)		(1.0)	
<b>Net cash used in financing activities</b>		(0.8)		(1.0)
<b>Change in cash and cash equivalents in the year</b>		23.4		7.4
<b>Cash and cash equivalents at the beginning of the year</b>		51.4		44.0
<b>Cash and cash equivalents at the end of the year</b>		74.8		51.4

### Notes

#### a Reconciliation of net (expenditure)/income to net cash provided by operating activities

	Year to 31 March 2020 £m	Year to 31 March 2019 £m
Net (expenditure)/income	(17.0)	36.7
Depreciation charge	3.0	3.0
Gains on investments	(0.2)	(0.1)
Deposit interest and investment income receivable	(0.5)	(0.4)
Profit on disposal of fixed assets	(0.8)	(1.5)
(Increase)/decrease in stocks	(0.8)	0.2
Decrease/(increase) in debtors	40.6	(23.7)
Increase in creditors and provisions	-	6.7
Difference between defined benefit pension contributions and FRS102 charge	(5.6)	(5.4)
Net cash provided by operating activities	18.7	15.5

#### b Analysis of changes in net debt

	At 31 March 2019 £m	Cash flow movement £m	At 31 March 2020 £m
Cash at bank and in hand	43.3	25.3	68.6
Cash equivalents	8.1	(1.9)	6.2
Total cash and cash equivalents	51.4	23.4	74.8
Debt due within one year	(3.4)	0.7	(2.7)
Debt due after one year	(0.7)	0.1	(0.6)
Total	47.3	24.2	71.5

\*Proceeds from the sale of investments and purchase of investments predominantly relates to transactions through our current asset investments.

Oxfam uses the exemption conferred by section 1.12 of FRS102 in not preparing a separate cash flow statement for Oxfam as a separate entity.

## NOTES TO THE FINANCIAL STATEMENTS

### 1 ACCOUNTING POLICIES

#### a. Accounting conventions

Oxfam is a public benefit entity, registered charity and company incorporated by guarantee. The financial statements are prepared in compliance with the Companies Act 2006, the Charities Act 2011, the Charities Statement of Recommended Practice (FRS 102), the Charities Accounts (Scotland) Regulations 2006 and Charities and Trustee Investment (Scotland) Act 2005, and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

The financial statements are prepared on a going concern basis. The trustees, having reviewed the latest available plans, budgets and cash flow projections for the charity and the group, are satisfied that it is reasonable to prepare the charity and group financial statements on a going concern basis. More information is provided in the Financial Review under Going Concern (see Page 56). The financial statements are prepared under the historical cost convention, as modified by the inclusion of investments at market value, and on an accruals basis except where specified separately below.

The charity has adjusted the formats from those prescribed by the Companies Act 2006 to include headings that are relevant to its activities, to enable it to show a true and fair view. No separate Statement of Financial Activities (SOFA) is presented for the charity itself as permitted by section 408 of the Companies Act 2006.

The principal accounting policies, which have been applied consistently in the year, are set out below.

#### b. Basis of consolidation

The financial statements of Oxfam's trading subsidiary company, Oxfam Activities Limited (OAL), are consolidated with the financial statements of Oxfam on a line-by-line basis.

Oxfam operates a micro-credit scheme, Finance for Development Limited, in Azerbaijan which has been registered as a separate organisation. As a subsidiary of Oxfam its accounts have been consolidated on a line-by-line basis, based on its year-end accounts to 31 December 2019, and updated for material movements to 31 March 2020. Finance for Development Limited's accounts are prepared under International Financial Reporting Standards (IFRS) which are materially consistent with Oxfam's Accounting Policies.

Oxfam holds 100% of the shares in Oxfam Advisory Service Limited (formerly SEIF Limited), a company registered in the United Kingdom. The accounts are consolidated with the accounts of Oxfam on a line-by-line basis.

Oxfam Activities Limited holds 100% of the shares in Fripp Ethique SARL, a company based in Senegal. The company is considered a subsidiary of Oxfam Activities Limited and has been consolidated in Oxfam's accounts on a line-by-line basis, based on its year-end accounts to 31 December 2019, and updated for material movements to 31 March 2020. Fripp Ethique SARL's accounts are prepared under Senegalese reporting requirements which are materially consistent with Oxfam's Accounting Policies.

Oxfam Activities Limited holds a 8.5% shareholding in Cafédirect. Cafédirect is not considered an associate and has not been included in the group financial statements.

Oxfam Activities Limited holds a 33 1/3 % shareholding (one £1 ordinary share) in the Guardian Share Company Limited. This company has a right to nominate a director to the Cafédirect Board. The consent of the Guardian Share Company Limited is also required for the appointment of the Chair of the Board and for any changes to Cafédirect's Gold Standard. Oxfam's share of this associate has not been included in the financial statements on the grounds of materiality.

Just Energy Limited, a company limited by guarantee, is considered a subsidiary of Oxfam, since Oxfam controls the company through its 100% membership of the board of directors. The company is not consolidated since it had not commenced trading by 31 March 2020 and the pre-trading position of the company is not material to these financial statements.

To comply with overseas local legislation, Oxfam has established 100%-owned subsidiaries and other overseas legal entities in a number of countries. These are fully controlled by Oxfam and their accounts are included within the accounts of Oxfam (see Note 10).

#### c. Fund accounting

General reserves are unrestricted funds that are available for use at the Trustees' discretion in furtherance of the objects of the charity. Designated funds are set aside at the discretion of the Trustees for specific purposes.

In accordance with FRS102 - Retirement Benefits, a pension reserve is included within unrestricted funds representing the defined benefit pension scheme and growth plan liabilities, where applicable.

Restricted and endowment funds are subject to specific restrictions imposed by the originator of the income. These include grants and contracts from institutions for provision of specific activities or services, and also general donations raised through a public appeal which may be spent at our discretion, provided any expenditure is in accordance with the aims of that appeal.

A final review of the allocation of expenditure is performed after a project or contract has been completed, which can give rise to a transfer between funds.

#### d. Income and endowments

Income is recognised in the period in which entitlement is established, when economic benefit is probable and the value can be measured reliably.

Donations of cash, which include regular giving, public donations and appeals, are recognised as income once Oxfam has the right to receive the donation, it is probable that the economic benefits will be received, and the amount of the donation can be measured reliably.

Trading income is recognised on point of sale for both donated and purchased goods.

Grants from governments and other agencies have been included within 'Income and endowments from charitable activities' where these are specifically for the provision of goods and services to be provided as part of charitable activities or services to beneficiaries. Grants which provide core funding, or are of a general nature, or are given in response to an appeal, are included within 'Income and endowments from donations and legacies'. Grant funding invariably includes terms and conditions that must be met before Oxfam can claim entitlement to the income. Oxfam raises income (payment) requests once the trigger points under the terms and conditions of the agreement are reached and recognises the income at this point in time. Pre-financing under a grant agreement is recognised on the signing of the grant agreement.

Fundraising events income is recognised in the year the particular event takes place. Income is deferred for events taking place after the year end.

Recognition of legacy income is dependent on the type of legacy. Pecuniary legacies are recognised when notification is received. Residuary legacies are recognised when entitlement is established and the value can be measured reliably, which is typically on grant of probate (see Note 1(iii)). Reversionary legacies are not recognised during the lifetime of the original beneficiary under the will.

Lottery income is received from the People's Postcode Lottery (PPL). Oxfam has no ability to alter the price of tickets, determine the prizes or reduce the management fee. As such, PPL is treated as acting as principal. Net proceeds due to Oxfam are recognised within 'donations and legacies' in the SOFA and analysed in Note 2c. Oxfam also runs its own lottery, with proceeds reported gross of prize monies or other expenditure. Income is recognised in the same period as the lottery draw is conducted.

Donated goods for distribution to beneficiaries, for which Oxfam accepts full responsibility for distribution, are included in 'Income from donations and legacies' at their market value when received, and under 'Expenditure on charitable activities' at the same value when distributed. Donated goods for distribution which remain undistributed at year-end are included in stock at the value when received, less impairment.

Donated goods capitalised as tangible fixed assets are included as 'Income from donations and legacies' at their market value at the time of receipt.

Donated services and facilities are included as 'Income from donations and legacies' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service or facility provided, at the same value and time.

Income from Gift Aid tax reclaims is recognised for any Gift Aid certificates received up to a month after the year-end, in relation to donations made prior to the year-end.

In many cases costs are incurred on projects before the relevant restricted income is received. Therefore, unless contrary to a donor's wishes, interest income generated from restricted funds is treated as unrestricted, to cover the pre-financing costs incurred.

Income from endowments is either restricted or unrestricted, depending on the conditions attached to the endowment when provided.

#### e. Expenditure on raising funds

Expenditure on raising funds comprise the costs incurred in commercial trading activities, fundraising and managing investments. Expenditure on other trading activities cover all the costs of the shops and other trading activities, including the costs of goods sold. Expenditure on raising donations and legacies include the costs of advertising, producing publications, printing and mailing fundraising material, staff costs in these areas, and an appropriate allocation of central overhead costs. Investment management costs represent staff costs.

#### f. Expenditure on charitable activities

Expenditure on charitable activities is reported as a functional analysis of the work undertaken by the charity, being humanitarian, development, and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by the charity, together with associated support costs.

Grants payable in furtherance of the charity's objects are recognised as expenditure when payment is due to the partner organisation, in accordance with the terms of the contract. Standard partner contracts are typically for a year's duration, but can span several years. The contracts contain conditions, the fulfilment of which is under the control of Oxfam. For contracts in place at the year-end that include payments to be made in future years, these payments are disclosed in Note 21 to the accounts as commitments.

Expenditure on charitable activities performed directly by the charity are accounted for as they are incurred. These activities include campaigning, advocacy and capacity building together with humanitarian aid and development programme expenditure, which are delivered directly by Oxfam staff, and costs associated with the local management of Oxfam's programmes.

#### g. Governance costs

Governance costs represent the salaries, direct expenditure, and overhead costs incurred by the Chief Executive's office, central finance, legal, corporate communications, and internal audit departments in the strategic planning processes of the charity and compliance with constitutional and statutory requirements, as well as external audit costs. These costs are included within support costs.

#### h. Allocation and apportionment

Costs to be recharged to specific activities or departments within the charity are apportioned on the following basis:

- Buildings costs are allocated on the basis of floor area used.
- In-house printing and warehousing are allocated to user departments on the basis of units of output.
- Information systems (IS) costs are allocated based on the time spent by IS staff on business users' requirements and the usage of IS systems by each department.
- The costs of the directorate, central finance, human resources, and legal departments are allocated on the basis of employee numbers, after an appropriate proportion has been allocated to Governance costs.
- Irrecoverable VAT is allocated to the principal areas in which it is incurred.
- Governance costs are allocated in the same proportions as the underlying cost centre giving rise to the governance charge.

Support costs represent the costs of providing support to Oxfam's programmes by staff based in regional centres and in the UK, as well as central costs, which include central finance, central human resources, corporate communications, and governance.

#### i. Termination benefits

Termination payments are payable when employment is terminated by the group before the normal retirement date or end of employment contract. Termination costs are recognised at the earlier of when the group can no

longer withdraw the offer of the benefits or when the group recognises any related restructuring costs.

#### j. Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 are capitalised and included at cost, including any incidental expenses of acquisition. Depreciation is provided on tangible fixed assets at rates calculated to write off the cost by equal annual instalments over their expected useful economic lives as follows::

Freehold land	Not applicable
Freehold buildings	50 years
Warehouse fittings and equipment	10 years
Computer infrastructure	10 years
Leasehold assets	5 years
Furniture, fixtures and equipment in GB	5 years
Motor vehicles	4 years
Computer equipment	3 years
Furniture, fixtures and equipment overseas	3 years

Vehicles and equipment used in programmes overseas are considered to have a useful economic life of one year or less. They are not capitalised but are charged in full to charitable expenditure when purchased.

Where appropriate, provision has been made for impairment in the value of tangible fixed assets.

#### k. Fixed and current asset investments

Investment property and listed investments are included in the Balance Sheet at fair value. Unlisted investments are included at cost as an approximation to fair value unless there is specific evidence to the contrary. Investments in subsidiaries are included in the charity's accounts at cost.

Social investments are investments made directly in pursuit of Oxfam's charitable purposes (programme related investments) or with a mixed purpose to also generate a financial return (mixed motive investments). Oxfam's investment in The Small Enterprise Impact Investing Fund and EMF Microfinance Fund are treated as mixed motive investments and stated at fair value. Oxfam Activities Limited shareholdings in Cafédirect and the Guardian Share Company Limited are treated as programme related investments in the Oxfam Group accounts and are included in the Balance Sheet at the amount invested less impairment. Oxfam's investment in Finance for Development Limited is treated on the same basis in the charity's accounts but the company has been consolidated in the group accounts.

#### l. Stocks

Bought-in goods are valued at the lower of cost and net realisable value. Unsold donated items are not included in closing stock since their cost is nil and their value is uncertain until sold.

Humanitarian supplies are valued at cost, with obsolete stock written off. Goods in transit to overseas projects are removed from stock and included in programme expenditure when released from the warehouse.

#### m. Cash and cash equivalents

Cash at bank and in hand includes interest and non-interest bearing accounts held at call with banks, and cash in hand. Cash equivalents include monies deposited for less than 90 days or available within a 90 day notice period, without interest penalty.

#### n. Provisions

Provisions for future liabilities are recognised when Oxfam has a legal or constructive financial obligation that can be reliably estimated and for which there is an expectation that payment will be made.

#### o. Foreign currencies

The consolidated financial statements are presented in pound sterling (£), which is the charity's functional and presentation currency.

Transactions denominated in foreign currencies are translated at the rate of exchange prevailing at the time of the transaction. Foreign currency balances are translated at the rate of exchange prevailing at the Balance Sheet date. Foreign exchange gains and losses incurred in respect of our overseas operations are included in the SOFA within expenditure on charitable activities for the period in which they are incurred.

Restricted contract balances have been retranslated at the rate of exchange prevailing at the Balance Sheet date. The resulting exchange gain or loss has been reflected as a transfer between restricted and unrestricted funds. The results of foreign entities consolidated within these Financial Statements are translated at the exchange rates prevailing at the Balance Sheet date. Exchange differences arising on opening reserves are recognised through the SOFA.

#### p. Pension scheme

Oxfam operates defined benefit and defined contribution pension schemes.

##### Defined benefit scheme

The pension liabilities and assets are recorded in line with FRS102, with a valuation undertaken by an independent actuary. FRS102 measures the value of pension assets and liabilities at the Balance Sheet date and determines the benefits accrued in the year and the interest on assets and liabilities. The value of benefits accrued and the net interest cost is used to determine the pension charge in the SOFA and are allocated across the appropriate incoming/outgoing resource categories. The change in value of assets and liabilities arising from asset valuation, changes in benefits, actuarial assumptions, or change in the level of deficit attributable to members is recognised in the SOFA within actuarial gains/losses on defined benefit pension schemes, to the extent that assets do not exceed liabilities. A pension liability, if applicable, is reflected on the Balance Sheet

Quoted securities have been valued at current bid prices at the Balance Sheet date.

##### Growth plan

The Growth plan is a defined benefit multi-employer pension scheme. It is not possible to identify Oxfam's share of the underlying assets and liabilities of the Growth plan and hence contributions to the scheme are accounted for as if they were contributions to a defined contribution scheme. Oxfam's share of the deficit is deemed to be the deficit contributions payable by Oxfam. This deficit is recorded as a liability on the Balance Sheet.

##### Defined contribution scheme

Pension contributions are charged to the SOFA as incurred.

#### q. Micro-credit schemes (through Finance for Development Limited)

Oxfam provides funds under a micro-credit scheme either direct to individual members of local communities or via local community groups. Oxfam retains a responsibility for managing this scheme until such time as it is possible to transfer the management responsibility to the local community. Under the SDRP, this micro-credit scheme is treated as a programme-related investment within Oxfam's individual company accounts. Within the group accounts, the micro-credit scheme is consolidated on a line-by-line basis, with loans received and given out reflected in creditors and debtors respectively, where material.

Details of the micro-credit scheme, Finance for Development Limited, which is a locally registered organisation in Azerbaijan, are given in Note 10 to the accounts.

#### r. Operating leases

Rentals payable under operating leases are charged to the SOFA as incurred over the term of the lease.

#### s. Financial instruments

Oxfam has chosen to adopt the Sections 11 and 12 of FRS102 in respect of financial instruments.

##### (i) Financial assets

Basic financial assets, including trade and other receivables, cash and bank balances and investments in commercial paper, are initially recognised at transaction price. Such assets are subsequently carried at the amortised cost using the effective interest method, less impairment.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, with subsequent changes in fair value recognised in the SOFA, except that investments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

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

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

##### (ii) Financial liabilities

Basic financial liabilities, including trade and other payables, and loans from third parties are initially recognised at transaction price. Such liabilities are subsequently measured at amortised cost using the effective interest method.

Debt instruments include loans received by Finance for Development Limited from banks and other financial institutions. These are subsequently carried at amortised cost using the effective interest rate method.

#### t. Accounting estimates and key judgements

Significant accounting estimates and judgements – Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The estimates and judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

##### Estimates:

(i) Retirement benefit liabilities – as disclosed in note 21, the Group's principal retirement benefit schemes are of the defined benefit type. Year end recognition of the liabilities under these schemes and the valuation of assets held to fund these liabilities require a number of significant assumptions to be made, relating to levels of scheme membership, key financial market indicators such as inflation and expectations on future salary growth and asset returns. These assumptions are made by the Group in conjunction with the schemes' actuaries. For each 0.1% change in the discount rate net of inflation, the carrying amount of pension obligations would change by an estimated £2m.

(ii) Provisions - The Group has made provision for potential irrecoverability of loans issued by Finance for Development Limited. The rationale behind this is disclosed in note 10. Management believe that these provisions are appropriate based on information currently available.

(iii) Income recognition of legacies – Residuary legacies have been recognised using a portfolio basis, based on past experience. Management have accrued for a percentage of the legacy pipeline which is consistent with experience over the last 5 years. The amount accrued at the year end is disclosed in Note 2a.

(iv) Recovery of restricted fund balances in deficit – the likelihood of receiving future income in respect of restricted fund balances in deficit of £16.9m has been considered. Full provision has been made against balances considered to have a low probability of recoverability, with partial provisions made against medium risk balances. No provisions have been made against balances considered to have a high probability of recovery. Trustees are satisfied that the provisions in place are reasonable to address the overall risk of irrecoverability.

##### Judgements:

(v) Defined benefit pension scheme surplus - The net surplus at 31 March 2020 of £23.3m on the defined benefit pension scheme has not been recognised in these financial statements, as it is not currently possible to demonstrate that this is recoverable by Oxfam, either via a reduction in future contributions or via a refund.

## 2 INCOME AND ENDOWMENTS

### a. Donations and legacies

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
Regular giving*	42.8	1.5	44.3	45.3	1.7	47.0
Legacies	17.3	0.3	17.6	54.0	0.4	54.4
Public donations, appeals, and fundraising events*	6.8	12.0	18.8	7.4	17.7	25.1
Disasters Emergency Committee (DEC) appeals	-	4.5	4.5	-	7.3	7.3
	66.9	18.3	85.2	106.7	27.1	133.8
Donated goods for distribution to beneficiaries	-	17.2	17.2	-	18.1	18.1
Donated services and facilities	0.5	-	0.5	0.5	-	0.5
	67.4	35.5	102.9	107.2	45.2	152.4

\* Includes related Gift Aid.

Accrued legacy income included within the accounts amounts to £5.4m (2018/19: £21.9m). At 31 March 2020, in addition to legacy income that has been included in the accounts, Oxfam expected to benefit from a number of legacies from estates for which the administration had yet to be finalised. Oxfam's future income from these legacies is estimated at £7.4m (2018/19: £7.0m).

Donated goods for distribution to beneficiaries represent food provided by the World Food Programme. Donated services and facilities represent training, legal and audit services provided at a reduced fee or free of charge.

### b. Charitable activities

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
<b>Income from government, institutional donors, and other public authorities</b>						
Governments (i)	-	35.9	35.9	-	46.2	46.2
Multilateral organisations (ii)	-	36.9	36.9	-	49.3	49.3
Oxfam Affiliates (iii)	0.3	74.3	74.6	0.2	63.3	63.5
International foundations, grant makers, and other donors	-	17.9	17.9	-	25.5	25.5
	0.3	165.0	165.3	0.2	184.3	184.5
Primary purpose trading (iv)	3.2	-	3.2	1.4	-	1.4
<b>Total income from charitable activities</b>	3.5	165.0	168.5	1.6	184.3	185.9

### i. Governments

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £'000	Restricted £'000	Total £'000	Unrestricted £'000	Restricted £'000	Total £'000
Canada	-	-	-	-	100	100
Denmark	-	1,844	1,844	-	117	117
Finland	-	-	-	-	133	133
Germany	-	142	142	-	627	627
Ireland	-	-	-	-	525	525
Sweden	-	9,885	9,885	-	12,303	12,303
Switzerland	-	3,399	3,399	-	2,685	2,685
United Kingdom	-	10,048	10,048	-	18,829	18,829
United States	-	9,600	9,600	-	10,304	10,304
Other	-	955	955	-	529	529
	-	35,873	35,873	-	46,152	46,152



Analysis by contract/project for certain specific institutions is provided below:

	Year to 31 March 2020 £'000	Year to 31 March 2019 £'000
<b>Income from DFID by contract title</b>		
<b>DFID – Resources for specific programmes</b>		
Multi Sector Humanitarian Response Programme – Yemen (MHRP)	6,156	7,144
Humanitarian Assistance and Resilience in South Sudan	1,989	3,223
Consortium for Sustainable WASH in Fragile ConTexts (SWIFT)	978	4,664
Freetown WASH Consortium – Post Ebola Recovery programme	550	3,016
Increasing resilience and adaptability in South Kivu – DFID Aid Match	-	395
Other contracts	(36)	-
	9,637	18,442
<b>DFID back donor funding for the Disasters and Emergencies Preparedness Programme (DEPP) (received from Save the Children on behalf of the Start Network)</b>		
Financial Enablers	-	18
Improving Early Warning Early Action in Ethiopia	-	13
	-	31
<b>(received from Crown Agents)</b>		
Humanitarian WASH for Sittwe Township	-	1,969
	-	1,969
<b>Income from EuropeAid by contract title</b>		
Resilience building and creation of economic opportunities in Ethiopia	2,817	-
EU PROACT-Resilient Livelihoods in Syria	1,636	-
Diversifying and Boosting Crop Production in Sierra Leone – Lot 2	750	-
Consumer and Retailer Driving Pro-Poor Sustainable Food Market in Thailand	624	-
Gendered Land and Extractives Action for Social Accountability	593	-
Enhancing Participation of CBOs & CSOs in Democratic Governance in Bangladesh	446	-
Diversifying and Boosting Crop Production in Sierra Leone – Lot 3	410	-
PS Strengthening capacities of civil society in Indonesia	371	(10)
Enhancing CSOs roles as key development partners for climate resilient policies and practices in Province 2	203	-
Challenging Stereotypes, Providing Services, Convening and Advocating: A multi-layer approach to promote LGBTI rights in Lebanon	141	-
Peacebuilding in the cross-border areas of Mali and Niger	118	-
Overcoming barriers to access to justice for women at risk	116	-
From Global Goals to Local Impact: Influencing private sector action on SDGs in India	112	127
Reuse of treated wastewater for agriculture irrigation in southern part of Gaza Strip	112	847
Women Leadership in Public Life in Sindh	85	-
Increasing Capacities and Spaces for Thai CSOs' Effective Participation in Governance of Marine Resources	78	271
Other contracts, including provisions	(996)	11,779
	7,616	13,014
<b>Income from the National Lottery Community Fund, (formerly Big Lottery Fund), by project</b>	<b>£'000</b>	<b>£'000</b>
A Menu for change: Cash, Rights, Food	-	-
	-	-

Expenditure on these projects was: A Menu for Change: Cash, Rights, Food £358,000 (2018/19: £296,000).

iv. Primary purpose trading - Unrestricted Income

	Year to 31 March 2020 £m	Year to 31 March 2019 £m
Micro-credit schemes (see Note 10)	2.4	0.4
Sale of humanitarian equipment	0.8	1.0
	3.2	1.4
<b>Costs included within charitable activities:</b>		
Micro-credit schemes (see Note 10)	(0.7)	0.4
Humanitarian equipment	(0.7)	(0.9)
	(1.4)	(0.5)
<b>Net income from primary purpose trading</b>	<b>1.8</b>	<b>0.9</b>

c. Other trading activities

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
Turnover from donated goods	76.0	-	76.0	77.1	-	77.1
Turnover from purchased goods	12.3	0.1	12.4	10.6	0.2	10.8
Lottery income	3.8	-	3.8	3.5	-	3.5
Other trading income	0.9	0.4	1.3	0.8	0.6	1.4
<b>Total trading sales</b>	<b>93.0</b>	<b>0.5</b>	<b>93.5</b>	<b>92.0</b>	<b>0.8</b>	<b>92.8</b>
Direct trading expenses - donated goods	62.1	-	62.1	62.3	-	62.3
Direct trading expenses - purchased goods	11.9	-	11.9	10.2	-	10.2
Lottery costs	1.3	-	1.3	1.0	-	1.0
Support costs	2.1	-	2.1	2.0	-	2.0
<b>Total trading costs</b>	<b>77.4</b>	<b>-</b>	<b>77.4</b>	<b>75.5</b>	<b>-</b>	<b>75.5</b>
<b>Net trading income</b>	<b>15.6</b>	<b>0.5</b>	<b>16.1</b>	<b>16.5</b>	<b>0.8</b>	<b>17.3</b>
In addition, the following other amounts were collected through the shops and are included in donations and legacies:						
Oxfam Unwrapped net income	-	1.1	1.1	-	1.0	1.0
Donations	0.5	0.1	0.6	0.4	0.6	1.0
<b>Total net trading income</b>	<b>16.1</b>	<b>1.7</b>	<b>17.8</b>	<b>16.9</b>	<b>2.4</b>	<b>19.3</b>

Trading income represents income from the sale of donated and bought-in goods through the charity's shops, recycling operations, and licensing income.

People's Postcode Lottery (PPL)

During the year Oxfam received net proceeds of lotteries held by PPL. As noted in Note 1d, Oxfam recognises the net proceeds as income, which are determined as follows:

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
Ticket value	9.4	-	9.4	9.5	-	9.5
Prize fund	(3.8)	-	(3.8)	(3.8)	-	(3.8)
Management fee	(2.6)	-	(2.6)	(2.7)	-	(2.7)
Net proceeds	3.0	-	3.0	3.0	-	3.0

d. Investments

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
Deposit interest	0.5	-	0.5	0.4	-	0.4
	0.5	-	0.5	0.4	-	0.4

e. Other income

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
Gain on disposal of fixed assets	0.8	-	0.8	1.5	-	1.5
Nursery fees	0.2	-	0.2	0.3	-	0.3
Miscellaneous overseas income	0.1	0.5	0.6	0.2	0.2	0.4
Other	0.4	-	0.4	0.4	-	0.4
	1.5	0.5	2.0	2.4	0.2	2.6

### 3 EXPENDITURE

#### a. Raising funds

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
<b>Expenditure on raising donations and legacies:</b>						
Regular giving	5.1	0.1	5.2	5.9	0.2	6.1
Legacies	0.2	-	0.2	0.4	-	0.4
Public donations, appeals, fundraising events, and Disasters Emergency Committee (DEC) appeals	7.8	1.1	8.9	6.6	1.7	8.3
Support costs	1.8	-	1.8	1.9	-	1.9
Other *	4.7	-	4.7	3.8	-	3.8
	19.6	1.2	20.8	18.6	1.9	20.5
Income from government, institutional donors, and other public authorities	1.2	-	1.2	1.4	-	1.4
	20.8	1.2	22.0	20.0	1.9	21.9
<b>Expenditure on other trading activities (see note 2c)</b>	77.4	-	77.4	75.5	-	75.5
<b>Investment management costs</b>	0.2	-	0.2	0.2	-	0.2
	98.4	1.2	99.6	95.7	1.9	97.6

\*Other costs include costs of developing and maintaining fundraising information systems, market analysis, and developing future fundraising products.

#### b. Charitable activities

##### Functional analysis

Expenditure on charitable activities can be analysed by the three main areas of activity as follows:

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
Development	36.6	96.6	133.2	37.1	100.9	138.0
Humanitarian*	31.5	108.9	140.4	25.8	123.7	149.5
Campaigning and advocacy	9.4	0.9	10.3	9.3	1.5	10.8
	77.5	206.4	283.9	72.2	226.1	298.3
Activities undertaken directly	40.8	144.9	185.7	36.6	156.7	193.3
Grant funding of activities	16.6	54.6	71.2	17.0	60.5	77.5
Support costs**	20.1	6.9	27.0	18.6	8.9	27.5
	77.5	206.4	283.9	72.2	226.1	298.3

\* Humanitarian includes £17.2m (2018/19: £18.1m) in respect of donated goods distributed to beneficiaries.

\*\* It is not appropriate to split support costs between activities undertaken directly and grant funding of activities due to the dual role played by programme support functions.

	Activities undertaken directly (i)	Grant funding of activities (ii)	Support costs (iii)	Year to 31 March 2020 Total
	£m	£m	£m	£m
Development	85.1	35.4	12.7	133.2
Humanitarian	96.0	33.8	10.6	140.4
Campaigning and advocacy	4.6	2.0	3.7	10.3
	185.7	71.2	27.0	283.9

	Activities undertaken directly (i)	Grant funding of activities (ii)	Support costs (iii)	Year to 31 March 2019 Total
	£m	£m	£m	£m
Development	74.7	49.6	13.7	138.0
Humanitarian	113.0	25.6	10.9	149.5
Campaigning and advocacy	5.6	2.3	2.9	10.8
	193.3	77.5	27.5	298.3

#### i. Activities undertaken directly

Oxfam's own overseas staff are involved in the delivery of the programme through the provision of specialist services (e.g. to address the water and sanitation needs of refugees) and through training and networking for local organisations. Included in 'Charitable activities' are all the in-country costs associated with programme delivery and monitoring of grants made to partner organisations (e.g. direct programme costs, logistics, finance, human resources, and programme management). This provides an accurate reflection of the true costs of our activities and support to those activities.

#### ii. Grant funding of activities

	Year to 31 March 2020	Year to 31 March 2019
	£'000	£'000
Total value of 50 largest grants	21,215	24,784
Total value of grants to other Oxfam Affiliates	27,368	27,959
Other grants	22,636	24,719
Total grants payable to institutions in furtherance of the charity's objects	71,219	77,462
Total number of grants made to institutions	653	713

The top 50 financial grant recipients in the year to 31 March 2020 are listed below.

	<b>Geographic region</b>	<b>Number of grants</b>	<b>Year to 31 March 2020 £'000</b>
1) Solidarités International	Asia	1	2,072
2) Save the Children UK	Global	3	988
3) Kachin Baptist Convention	Asia	2	985
4) Metta Development Foundation	Asia	3	873
5) Community Rural Development Society - Nepal	Asia	2	833
6) Caritas Germany	HECA	1	830
7) Tearfund	Global	2	758
8) Perkumpulan Keluarga Berencana Indonesia	Asia	1	741
9) Nyein (Shalom) Foundation	Asia	1	672
10) Arid Lands Development Focus	HECA	4	647
11) Relief Society of Tigray	HECA	1	605
12) Afkar Society for Development and Relief	MENA	2	478
13) Karuna Mission Social Solidarity	Asia	1	467
14) Association SORO	West Africa	1	456
15) Conseils et Appui pour l'Education à la Base	West Africa	1	393
16) Foundation for Community Initiatives	West Africa	2	372
17) Trocaire	Asia	1	371
18) Centre Bethsaida	HECA	1	366
19) Relief to Development Society	HECA	3	365
20) Mahila Atma Nirvarta Kendra	Asia	2	348
21) Rangpur Dinajpur Rural Service	Asia	2	324
22) Centre for Environmental Policy and Advocacy	Southern Africa	1	323
23) Swiss Foundation for Development Cooperation	Asia	1	319
24) Philippine Business for Social Progress, Inc.	Asia	1	311
25) Samaj Kallyan Sangstha	Asia	3	296
26) Action Mopti	West Africa	1	296
27) Wajir South Development Association	HECA	2	282
28) Groupe de Recherches et d'Applications Techniques	West Africa	1	279
29) Tulasi Mehar UNESCO Club	Asia	2	271
30) Rural Development Centre Nepal	Asia	4	269
31) Gana Unnayan Kendra	Asia	3	263
32) People's Disaster Risk Reduction Network, Inc.	Asia	2	259
33) Jordanian Hashemite Fund for Human Development	MENA	2	252
34) Fédération des Organisations des Producteurs Agricoles du Congo au Nord Kivu	HECA	2	249
35) King Hussein Foundation	MENA	1	245
36) Lembaga Bantuan Hukum APIK Sulawesi Tengah	Asia	1	243
37) Syndicat d'Initiative de Kasha	HECA	1	242
38) Underprivileged Children's Education Program	Asia	2	240
39) Janahit Gramin Sewa Samittee	Asia	1	240
40) Centre for Policy Dialogue	Asia	1	236
41) A Single Drop for Safe Water, Inc.	Asia	1	228
42) INJAZ Jordan	MENA	1	221
43) Southern Alliance for Indigenous Resources	Southern Africa	1	220
44) Pastoralist Welfare Organization	HECA	1	219
45) Al-Zahra Foundation	MENA	1	216
46) Environment and Public Health Organization	Asia	1	215
47) Philippine Rural Reconstruction Movement	Global	3	215
48) Action contre la Faim	West Africa	3	214
49) La Solidarité pour la Promotion Sociale et la Paix	HECA	1	206
50) Community Development Centre	Asia	3	202
			21,215

Key to geographic regions:

HECA - Horn, East and Central Africa. LAC - Latin America and the Caribbean. MENA - Middle East and North Africa.  
Global - the grants apply to more than one region.

The grants made by Oxfam to other Oxfam affiliates are listed below.

Name of Other Oxfam	Geographic region	Number of grants	Year to	Year to
			31 March 2020 £'000	31 March 2019 £'000
Oxfam America	Global	1	237	437
Oxfam Australia	Global	2	989	699
Oxfam Belgium	Global	1	373	416
Oxfam Brazil	Global	3	296	302
Oxfam Canada	Global	2	470	-
Oxfam Denmark	Global	1	2	(29)
Oxfam India	Global	8	931	1,194
Oxfam Intermón	Global	19	4,697	7,328
Oxfam International	Global	8	8,255	8,464
Oxfam Italy	Global	2	1,167	165
Oxfam Mexico	Global	2	382	449
Oxfam Novib	Global	21	9,156	8,099
Oxfam South Africa	Global	1	413	435
			27,368	27,959

The grants made to, and received by, Oxfam from the other Oxfam affiliates are separately determined by operational decisions based on the strategy or capacity of Oxfam affiliates in particular areas.

### iii. Support costs

Support costs include support to the programme from Oxford and the costs associated with supporting programme delivery at a regional level (e.g. finance, human resources, and senior programme management). Support costs also include central finance, human resources, corporate communications costs, and governance. Support costs are analysed as follows:

	Charitable Activities			Raising Funds		Year to	Year to
	Development £m	Humanitarian £m	Campaigning & advocacy £m	Trading £m	Fundraising £m	31 March 2020 Total £m	31 March 2019 Total £m
Regional programme support	1.7	1.8	-	-	-	3.5	3.2
Central programme support	9.1	6.6	2.1	-	-	17.8	20.1
Exchange rate differences	(0.6)	(0.6)	-	-	-	(1.2)	(2.0)
Central finance	0.6	0.7	0.1	0.5	0.1	2.0	1.7
Central human resources	1.1	1.3	0.3	0.6	0.4	3.7	3.4
Corporate communications	0.2	0.2	1.1	0.6	1.2	3.3	3.6
Governance	0.6	0.6	0.1	0.4	0.1	1.8	1.4
Total support costs for 2019/20	12.7	10.6	3.7	2.1	1.8	30.9	-
Total support costs for 2018/19	13.7	10.9	2.9	2.0	1.9	-	31.4
Unrestricted	9.5	6.9	3.7	2.1	1.8	24.0	22.5
Restricted	3.2	3.7	-	-	-	6.9	8.9
	12.7	10.6	3.7	2.1	1.8	30.9	31.4

The basis of allocation of support costs is detailed in the Accounting Policies under Note 1h.

### c. Other expenditure

	Year to 31 March 2020			Year to 31 March 2019		
	Unrestricted £m	Restricted £m	Total £m	Unrestricted £m	Restricted £m	Total £m
Nursery costs	0.2	-	0.2	0.3	-	0.3
Defined benefit pension scheme costs	0.1	-	0.1	0.2	-	0.2
Other	0.8	-	0.8	1.1	-	1.1
	1.1	-	1.1	1.6	-	1.6

## 4 EMPLOYEES

The average headcount number of employees and full-time equivalent (FTE) for the year was:

Oxfam Group GB payroll	Year to 31 March 2020 Headcount Number	Year to 31 March 2020 FTE Number	Year to 31 March 2019 Headcount Number	Year to 31 March 2019 FTE Number
Trading	1,267	974	1,231	944
Audience engagement	176	159	168	151
Corporate functions	334	304	335	301
Campaigns and policy	119	106	128	115
Communications	51	46	66	62
Programme headquarters	183	172	195	183
Programme overseas	297	293	332	327
	2,427	2,054	2,455	2,083
<b>Overseas payroll</b>	2,606	2,604	2,646	2,644
	5,033	4,658	5,101	4,727

The staff numbers for Oxfam only are the same as above except that Trading includes 83 (2018/19: 93) OAL staff and Overseas payroll includes 62 (2018/19: 61) staff for Finance for Development Ltd and 30 (2018/19: 30) staff for Frip Ethique SARL.

Oxfam's employment policies encourage a range of working patterns including job sharing and part-time working. These can result in a significantly lower number of employees when based on full-time equivalents rather than on headcount.

## 5 STAFF COSTS

	Year to 31 March 2020 £m	Year to 31 March 2019 £m
<b>GB payroll</b>		
Wages and salaries	65.0	64.8
Social security costs	4.4	4.4
Defined contribution pension scheme contributions	3.6	3.4
Defined benefit pension scheme operating costs	0.5	0.5
<b>GB payroll staff costs</b>	73.5	73.1
<b>Overseas payroll staff costs</b>	49.0	45.1
<b>Total staff costs</b>	122.5	118.2

Total staff costs for Oxfam only are the same as above except that overseas payroll staff costs includes £0.6m (2018/19: £0.5m) for Finance for Development Ltd and £0.1m (2018/19: £0.1m) for Frip Ethique SARL.

Termination costs, included above, amounted to £1.4m (2018/19: £2.1m), of which £0.6m (2018/19: £0.8m) was provided for at year-end.

Staff costs are allocated according to the functions of each staff member and, therefore, form part of trading costs, fundraising costs, governance costs, and charitable expenditure, as appropriate.

In addition, a great amount of time, the value of which is not reflected in these accounts, is donated by around 25,000 volunteers throughout Great Britain. Volunteers play a vital role in our shop network operations, community fundraising activities, and back office operations. More details of the crucial role volunteers contribute to Oxfam is provided in the Trustees' Report.

The table below shows the number of higher-paid staff with emoluments falling in the following ranges. Emoluments include salary and taxable benefits in kind and other payments to employees. These include a number of allowances to cover the additional costs of working in another country for long term senior expatriate staff, to enable them to take their family with them, as this encourages staff to stay on deployment longer. For example, Oxfam pays towards the cost of education for up to three children, where suitable free schooling is not available. Allowances also cover the additional cost of living in very expensive countries and end of contract payments in lieu of access to a bona fide pension arrangement outside the UK.

Overseas numbers continue to be impacted by the weak GB Pound against other currencies, and particularly the US dollar. The figures for the seven overseas based employees earning over £100,000 include employees with pay set in USD and include payments for accommodation, education and end of contract payments in lieu of access to a bona fide pension arrangement outside the UK.

	UK Year to 31 March 2020 Number	Overseas Year to 31 March 2020 Number	Total Year to 31 March 2020 Number	Total Year to 31 March 2019 Number
£60,000 to £69,999	21	17	38	37
£70,000 to £79,999	9	7	16	18
£80,000 to £89,999	4	7	11	15
£90,000 to £99,999	5	4	9	7
£100,000 to £109,999	2	5	7	3
£110,000 to £119,999	-	1	1	1
£120,000 to £129,999	1	1	2	-
£130,000 to £139,999	-	-	-	2
	42	42	84	83

Retirement benefits are accruing under a defined benefit scheme for 3 (2018/19: 3) out of the 84 higher paid employees included in the table above. In addition, Oxfam paid £303,582 (2018/19: £228,065) into a defined contribution pension scheme for 48 (2018/19: 38) higher-paid employees.

The earnings for the group and charitable company's key management personnel, which are considered to be the Leadership Team (13 roles; 2018/19: 11 roles), are detailed in the table below.

Job title	Year to 31 March 2020			Year to 31 March 2019		
	Gross Pay	Employer's National Insurance	Employer's pension contribution	Gross Pay	Employer's National Insurance	Employer's pension contribution
	£	£	£	£	£	£
Chief Executive Officer *	121,319	14,713	12,184	159,934	19,492	16,047
Deputy Chief Executive Officer (until May 2018)	-	-	-	22,954	2,855	1,701
Chief Financial Officer	93,676	11,189	9,368	97,277	11,591	9,728
Other Executive Directors **	853,344	100,072	71,101	628,262	74,667	52,741
<b>Total</b>	<b>1,068,339</b>	<b>125,974</b>	<b>92,653</b>	<b>908,427</b>	<b>108,605</b>	<b>80,217</b>

\* The total cost of the Chief Executive's earnings for 2019/20, including Employer's National Insurance and Employer's Pension, was £148,216. This is lower than the previous financial year (£195,473) which included a period of overlap between incoming and outgoing Chief Executives to ensure a smooth handover.

\*\* The average gross pay for the other Executive Directors was £90,589 (2018/19 £87,259).

## 6 TRUSTEES' AND CHIEF EXECUTIVE'S EXPENSES

Members of Oxfam's Council of Trustees receive no remuneration for their services. Trustees' expenses, which include costs directly incurred by Trustees and amounts paid on their behalf by Oxfam, in 2019/20, paid to 12 Trustees (2018/19: 12), were £12,547 (2018/19: £12,839).

Directly incurred expenses of the Chief Executive in 2019/20 were £16,880 (2018/19: £18,449).

The most significant element of the Trustees' and Chief Executive's expenses is the cost of visits to overseas programmes, in respect of flights and accommodation.

Donations received by the charity from the Trustees during 2019/20 amounted to £34,890 (2018/19: £35,017), of which £25,162 (2018/19: £25,750) was given for restricted purposes, in the normal course of business.

## 7 TAXATION

The Charity is a registered charity and as such is entitled to certain tax exemptions on income and profits from investments and surpluses on any trading activities carried on in furtherance of the charity's primary objectives.

## 8 NET (EXPENDITURE)/INCOME FOR THE FINANCIAL YEAR

IS STATED AFTER CHARGING/(CREDITING):

	Year to 31 March 2020 £m	Year to 31 March 2019 £m
Depreciation of tangible fixed assets	3.0	3.0
Gain on disposal of fixed assets	(0.8)	(1.5)
Hire of vehicles and equipment	6.6	7.1
Property rental	23.4	23.5
Auditors' remuneration - statutory audit (GB)*	0.3	0.3
Rental income	(0.4)	(0.5)
Gift Aid income	(12.4)	(13.6)
Exchange rate differences	(1.8)	(2.3)
Irrecoverable VAT	1.2	1.3

\*Auditors' remuneration includes £0.2m (2018/19: £0.2m) for which no fee is charged and is included within donated services and facilities in Note 2a.

## 9 TANGIBLE ASSETS

Oxfam	Freehold property £m	Short leasehold property £m	Furniture, fixtures, equipment £m	Motor vehicles £m	Total £m
<b>Cost</b>					
At 1 April 2019	3.0	14.0	35.9	5.2	58.1
Additions	-	1.4	0.6	0.1	2.1
Disposals	(0.4)	(0.2)	(0.4)	-	(1.0)
At 31 March 2020	2.6	15.2	36.1	5.3	59.2
<b>Accumulated depreciation</b>					
At 1 April 2019	1.4	9.3	33.9	4.4	49.0
Charge for the year	-	1.8	0.9	0.3	3.0
Disposals	(0.3)	(0.1)	(0.4)	-	(0.8)
At 31 March 2020	1.1	11.0	34.4	4.7	51.2
<b>Net book value</b>					
At 31 March 2020	1.5	4.2	1.7	0.6	8.0
At 31 March 2019	1.6	4.7	2.0	0.8	9.1

Oxfam Group	Freehold property £m	Short leasehold property £m	Furniture, fixtures, equipment £m	Motor vehicles £m	Total £m
<b>Cost</b>					
At 1 April 2019	3.0	14.0	36.1	5.2	58.3
Additions	-	1.4	0.6	0.1	2.1
Disposals	(0.4)	(0.2)	(0.5)	-	(1.1)
At 31 March 2020	2.6	15.2	36.2	5.3	59.3
<b>Accumulated depreciation</b>					
At 1 April 2019	1.4	9.3	34.0	4.4	49.1
Charge for the year	-	1.8	0.9	0.3	3.0
Disposals	(0.3)	(0.1)	(0.5)	-	(0.9)
At 31 March 2020	1.1	11.0	34.4	4.7	51.2
<b>Net book value</b>					
At 31 March 2020	1.5	4.2	1.8	0.6	8.1
At 31 March 2019	1.6	4.7	2.1	0.8	9.2

The book value of land (which is not depreciated) included in freehold properties is £0.4m (2018/19: £0.5m).  
The value of freehold property held at 31 March 2020 is £3.3m (2018/19: £4.5m).

All tangible fixed assets are held for charitable use.

## 10 INVESTMENTS

### Fixed asset investments

Oxfam	Freehold property £m	Quoted £m	Investment in subsidiaries £m	Cash £m	Investments total £m	Social investments unquoted £m	Fixed asset investments total £m
Cost or valuation:							
At 1 April 2019	0.1	-	1.6	2.1	3.8	-	3.8
Additions	-	0.1	-	-	0.1	-	0.1
Transfers	-	2.1	-	(2.1)	-	-	-
At 31 March 2020	0.1	2.2	1.6	-	3.9	-	3.9

Oxfam Group	Freehold property £m	Quoted £m	Investment in subsidiaries £m	Cash £m	Investments total £m	Social investments unquoted £m	Fixed asset investments total £m
Cost or valuation:							
At 1 April 2019	0.1	-	-	2.1	2.2	0.1	2.3
Additions	-	0.1	-	-	0.1	-	0.1
Transfers	-	2.1	-	(2.1)	-	-	-
At 31 March 2020	0.1	2.2	-	-	2.3	0.1	2.4

### Current asset investments

Oxfam and Oxfam Group	Cash £m	Social investments unquoted £m	Current asset investments total £m
Cost or valuation:			
At 1 April 2019	7.5	2.7	10.2
Additions	1.3	-	1.3
Disposals	(7.5)	-	(7.5)
Revaluation	-	0.2	0.2
At 31 March 2020	1.3	2.9	4.2

#### a. Investments

Quoted investments represent investments in share portfolios and are stated at the value of the funds at 31 March 2020.

Investment in subsidiaries includes a loan of £1.6m to Oxfam Activities Limited, which is incorporated in England and Wales. The loan is secured by a fixed and floating charge. Interest was charged on the outstanding balance of the loan at 2% above LIBOR. Terms, including interest, are agreed between the parties and repayment is due in three equal instalments following the issue of a repayment notice.

Freehold investment properties with an original cost of £0.0m (2018/19: £0.0m) are included in the Balance Sheet at market value of £0.1m (2018/19: £0.1m). Investment properties have been valued by surveyors, all of whom are Associates of the Royal Institute of Chartered Surveyors and are employees of Oxfam. The valuation of assets was on an open market basis, in accordance with the guidelines issued by the Royal Institute of Chartered Surveyors and is carried out on an annual basis.

## b. Social investments

### Programme-related investments (fixed)

#### Cafédirect plc

This comprises 970,466 (2018/19: 970,466) ordinary shares of 25p each in Cafédirect plc, a company registered in Scotland, which represents a 8.5% (2018/19: 8.5%) interest in the company. The principal activity of the company is the promotion of fair trade through the marketing and distribution of coffee and tea.

#### Guardian Share Company Ltd

Oxfam Activities Ltd holds a 33 1/3 % (2018/19: 33 1/3 %) shareholding (one £1 ordinary share) in the Guardian Share Company Ltd, a company registered in the UK. This company aims to promote fair trade through Cafédirect plc and, through its holding of one 25p special share in Cafédirect plc.

#### Micro-credit schemes

In order to operate micro-credit schemes in some countries, Oxfam is required by local legislation to establish registered organisations. Details of Finance for Development Ltd, a locally registered micro-credit scheme are set out below and in Notes 1b and 1k.

### Mixed motive investments (current)

#### Small Enterprise Impact Investing Fund

Oxfam invested £2.1m in The Small Enterprise Impact Investing Fund, an innovative financial product based in Luxembourg. On 20 January 2017, the fund was placed into liquidation with a view to transferring the value of investments to a similar fund with larger assets under management to relieve fundraising pressure. During 2017/18, Oxfam received £2.4m in respect of 85% of the fund. The remaining 15%, which had not been released by 31 March 2020, is reflected in Current Asset Investments and represents a value of £0.3m after allowing for an impairment (2018/19: £0.3m).

#### EMF Microfinance Fund

During 2018/19, Oxfam invested £2.3m in the EMF Microfinance Fund, a financial product based in Liechtenstein. The value of Oxfam's investment in the fund at 31 March 2020 was £2.6m, whilst total assets in the fund were £68.1m (31 March 2019: £2.4m and £40.6m). Oxfam has two distinct roles in the fund, one as an investor and one as a social impact advisor to the fund.

The fund was launched by the EMF Foundation and seeded by the Medicor Foundation and the Hilti Foundation.

## c. Subsidiary undertakings

At 31 March 2020, Oxfam had an interest in the following subsidiary undertakings:

Organisation name	Company number	Address/Country of registration	Nature of business	Class of share capital held	Parent company interest	Consolidation	Year End Date
Oxfam Activities Ltd	0830341	Oxfam House, John Smith Drive, Oxford, UK	Raises funds through trading activities	Ordinary	100%	Yes	31 March
Finance for Development Ltd	1067	115 H. Aslanov Street, Baku, Azerbaijan	Micro-credit scheme	Ordinary	100%	Yes	31 December
Frip Ethique SARL	002629105	Rue 39X40 Colobane, Senegal	Second-hand clothing	Ordinary	100%	Yes	31 December
Oxfam Advisory Service Ltd (formerly, SEIF Ltd)	07990519	Oxfam House, John Smith Drive, Oxford, UK	Small Enterprise Investments	Ordinary	100%	Yes	31 March
Just Energy Ltd	06904458	Oxfam House, John Smith Drive, Oxford, UK	Renewable energy projects	N/A	100%	No (dormant)	31 March

The aggregate total amount invested in all Oxfam's subsidiaries is £1.6m (2018/19: £1.6m).

The financial results of the subsidiaries for the year were:

	Oxfam Activities Ltd		Finance for Development Ltd		Frip Ethique SARL	
	Year to 31 March 2020 £m	Year to 31 March 2019 £m	Year to 31 December 2019 £m	Year to 31 December 2018 £m	Year to 31 December 2019 £m	Year to 31 December 2018 £m
Income	18.9	18.0	2.4	0.4	1.9	2.0
Expenditure	(18.6)	(17.1)	(0.7)	0.4	(2.4)	(2.1)
Trading profit/(loss)	0.3	0.9	1.7	0.8	(0.5)	(0.1)
Profit Gift Aided to Oxfam	(0.9)	-	-	-	-	-
(Loss)/profit for the year	(0.6)	0.9	1.7	0.8	(0.5)	(0.1)
	At 31 March 2020 £m	At 31 March 2019 £m	At 31 December 2019 £m	At 31 December 2018 £m	At 31 December 2019 £m	At 31 December 2018 £m
Net assets/(liabilities)	0.3	0.9	2.5	0.8	(0.5)	-

Oxfam Advisory Service Ltd (formerly SEIF Ltd, to 22 October 2020) - Income and expenditure for 2019/20 were both £0.1m, resulting in £nil net assets at 31 March 2020. Just Energy Ltd was dormant for both 2019 and 2020 and has no net assets.

In order to operate in some countries, Oxfam is required by local legislation to establish 100% controlled, locally registered organisations. These organisations, which are listed below, are treated as branches of Oxfam and their accounts are included within the accounts of Oxfam.

Organisation name	Country of registration	Nature of business
Oxfam (in Korea)	South Korea	As per Oxfam
Oxfam Thailand Foundation	Thailand	As per Oxfam

## 11 STOCKS

	Oxfam		Oxfam Group	
	2020 £m	2019 £m	2020 £m	2019 £m
Oxfam trading stocks	-	-	2.5	2.0
Humanitarian supplies	1.4	1.1	1.4	1.1
Consumable stores	0.1	0.1	0.1	0.1
	1.5	1.2	4.0	3.2

Trading and other stocks relate to goods for resale.

Stocks are stated after provision for impairment of £0.1m (2018/19: £0.1m).

The cost of stocks recognised as an expense for Oxfam is £18.3m (2018/19: £19.2m) and for Oxfam Group is £24.1m (2018/19: £24.7m), which includes £17.2m (2018/19: £18.1m) of donated goods distributed to beneficiaries.

## 12 DEBTORS

	Oxfam		Oxfam Group	
	2020 £m	2019 £m	2020 £m	2019 £m
<b>Amounts falling due within one year</b>				
Loans by micro-credit schemes	-	-	1.5	0.5
Amounts due from subsidiaries	0.4	0.4	-	-
Other debtors	6.6	7.1	6.8	8.5
Prepayments	6.2	5.4	6.4	5.6
Accrued income	5.9	22.5	6.0	22.5
Gift aid recoverable	8.9	13.6	8.9	13.6
Amounts due from institutional donors	23.1	43.1	23.1	43.1
	51.1	92.1	52.7	93.8
<b>Amounts falling due outside one year</b>				
Loans by micro-credit schemes	-	-	0.9	0.5
Other loans	0.6	0.5	0.6	0.5
	0.6	0.5	1.5	1.0
	51.7	92.6	54.2	94.8

## 13 CASH AT BANK AND IN HAND, AND CASH EQUIVALENTS

	Oxfam		Oxfam Group	
	2020 £m	2019 £m	2020 £m	2019 £m
Cash at bank and in hand	66.6	42.4	68.6	43.3
Cash equivalents: Notice and term deposits (less than 90 days)	6.2	8.1	6.2	8.1
	72.8	50.5	74.8	51.4

## 14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Oxfam		Oxfam Group	
	2020 £m	2019 £m	2020 £m	2019 £m
Loans to micro-credit schemes*	-	-	1.1	0.5
Other loans	1.6	2.9	1.6	2.9
Trade creditors	4.7	7.3	5.4	7.7
Other tax and social security	1.0	1.3	1.0	1.3
Other creditors	7.4	6.3	7.4	6.4
Accruals - grants payable	0.7	1.4	0.7	1.4
Accruals - other	14.9	14.3	15.3	14.6
Deferred income**	7.1	4.8	7.1	4.8
	37.4	38.3	39.6	39.6

\* There is no security on the loans. The rate of interest varies according to the loan provider, and ranges from 0.1% to 12.9%.

\*\* Deferred income relates to income received from donors which is subject to restrictions which prevent their use until a later date. Deferred income of £7.1m (2018/19: £4.8m) arose in the year and £4.8m (2018/19: £6.0m) brought forward from last year was released.

## 15 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Oxfam		Oxfam Group	
	2020 £m	2019 £m	2020 £m	2019 £m
Loans to micro-credit schemes*	-	-	0.6	0.7
Other creditors	0.4	0.4	0.4	0.4
	0.4	0.4	1.0	1.1

\*See Note 14

## 16 PROVISIONS FOR LIABILITIES

	End of Contract £m	Dilapidations £m	Other £m	Oxfam Total £m	OAL Dilapidations £m	Oxfam Group Total £m
At 1 April 2019	5.4	2.9	3.3	11.6	-	11.6
Arising in the year	1.9	0.3	0.4	2.6	-	2.6
Utilised in the year	(1.5)	(0.3)	(1.5)	(3.3)	-	(3.3)
At 31 March 2020	5.8	2.9	2.2	10.9	-	10.9

The end of contract provision is a two-fold arrangement for staff on non-UK contracts. The first element is a gratuity, where a lump sum is paid at the end of their contract in lieu of Oxfam paying monthly amounts into a pension scheme. The second element is a loyalty bonus, which is paid specifically to staff on fixed-term contracts as an incentive to complete the full period of service. Payment is due once an employee's contract comes to an end.

The provision for dilapidations is to cover the probable future costs of restoring properties to their required condition at the end of their lease. Payment is potentially due at the end of the lease, based on dilapidation costs required, provided the lease is not renewed.

## 17 CONTINGENT LIABILITIES

The following contingent liabilities existed at 31 March 2020:

Members of Oxfam's defined benefit scheme are entitled to join TPT Retirement Solutions Growth Plan into which they can pay additional voluntary contributions to fund additional benefits. Oxfam does not make employer contributions into the Plan, but under government regulations which came into force in September 2005 there is a potential employer liability on withdrawal from the Plan or in the event of the Plan winding up when it is not fully funded on a buy-out basis. The amount of employer liability on withdrawal for Oxfam as at 30 September 2019 has been calculated as £0.9m (2018/19: £0.9m). However, at present Oxfam has no intention of withdrawing from the Plan and the Trustees of the Plan have no intention of winding it up; it is therefore unlikely that the liability will crystallise in the foreseeable future.

## 18 ENDOWMENT FUNDS

	Oxfam and Oxfam Group			
	At 1 April 2019 £m	Received in year £m	Released in year £m	At 31 March 2020 £m
<b>Permanent endowment funds</b>				
The Ellen & Ronald Carr-Webb Memorial Trust Fund	1.0	-	-	1.0
The Joyce Gregory Trust	1.0	-	-	1.0
Other permanent endowment funds	0.1	-	-	0.1
	2.1	-	-	2.1

Income generated by The Joyce Gregory Trust are used for unrestricted purposes. Income generated by The Ellen & Ronald Carr-Webb Memorial Trust Fund is required to be used for restricted purposes, for our humanitarian and development work. The income from the other permanent endowment funds is mainly restricted.

## 19 RESTRICTED FUNDS

	Oxfam and Oxfam Group			
	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£m	£m	£m	£m
<b>REGIONAL FUNDS</b>				
Asia	10.6	34.6	(36.8)	8.4
LAC	(0.1)	0.2	(0.1)	-
HECA	2.7	37.7	(42.7)	(2.3)
West Africa	2.5	11.8	(10.5)	3.8
Humanitarian	(1.2)	1.7	(0.3)	0.2
MENA	13.1	62.3	(60.8)	14.6
Southern Africa	1.8	9.4	(11.2)	-
Campaigns and Policy	1.0	0.5	(0.9)	0.6
Programme Strategy and Impact	4.9	6.2	(6.3)	4.8
Donated goods for distribution to beneficiaries	-	17.2	(17.2)	-
Oxfam Unwrapped	2.7	1.7	(2.1)	2.3
Other funds	6.6	16.8	(15.0)	8.4
<b>APPEALS</b>				
Syria crisis	0.4	-	(0.4)	-
Nepal earthquake	0.1	(0.1)	-	-
Ethiopia refugee crisis	0.2	-	(0.2)	-
East Africa food crisis	0.1	0.1	-	0.2
Yemen crisis	0.2	0.2	(0.4)	-
Rohingya crisis	1.0	0.2	(0.9)	0.3
Idai cyclone	0.5	0.8	(1.2)	0.1
Indonesia tsunami	0.6	0.2	(0.6)	0.2
	47.7	201.5	(207.6)	41.6

Fund balances may be negative when expenditure is made on a project that is expected to be reimbursed by a government or other agency, but where, at the end of the financial year, not all the conditions have been met that would justify this income being recognised within the accounts. This results in an excess of expenditure over income on some project funds. The total deficit fund balances at 31 March 2020 amounted to £16.9m (31 March 2019: £19.4m). The Trustees consider that the likelihood of reimbursement is of sufficient level to justify the carrying of these deficit funds at the end of the year.

## 20 UNRESTRICTED FUNDS

Movements on unrestricted funds are as follows:

### Oxfam

	General reserves £m	Designated fund fixed assets £m	Designated fund other £m	Revaluation reserve £m	Pension reserves £m	Total £m
At 1 April 2019	24.1	9.2	34.3	0.2	(0.5)	67.3
(Deficit)/surplus for the year	(6.7)	(2.2)	(3.3)	0.2	-	(12.0)
Other recognised losses	(5.6)	-	-	-	-	(5.6)
Transfers between funds	29.8	1.1	(31.0)	-	0.1	-
At 31 March 2020	41.6	8.1	-	0.4	(0.4)	49.7

### Oxfam Group

	General reserves £m	Designated fund fixed assets £m	Designated fund other £m	Revaluation reserve £m	Pension reserves £m	Total £m
At 1 April 2019	25.0	9.2	35.1	0.2	(0.5)	69.0
(Deficit)/surplus for the year	(6.8)	(2.2)	(2.1)	0.2	-	(10.9)
Other recognised losses	(5.6)	-	-	-	-	(5.6)
Transfers between funds	29.3	1.1	(30.5)	-	0.1	-
At 31 March 2020	41.9	8.1	2.5	0.4	(0.4)	52.5

The designated fund for fixed assets represents resources invested in the charity's tangible fixed assets and certain fixed asset investments. The fund is therefore not readily available for other purposes.

The movement in 'Designated fund other' is analysed as follows:

	At 1 April 2019 £m	Net (expenditure)/ income in the year £m	Transfers between funds £m	At 31 March 2020 £m
Future impact fund	33.8	(2.8)	(31.0)	-
Investment initiatives	0.5	(0.5)	-	-
<b>Oxfam</b>	34.3	(3.3)	(31.0)	-
Micro-credit scheme retained reserves	0.8	1.7	-	2.5
Frip Ethique SARL retained reserves	-	(0.5)	0.5	-
<b>Oxfam Group</b>	35.1	(2.1)	(30.5)	2.5

Future impact fund - funds set aside in 2018/19 to maximise our impact on beating poverty in future years have been de-designated in response to the reduction in general reserves in the year and projected impact of the Covid-19 pandemic.

Investment initiatives - funds set aside for 2019/20 for investment in a Customer Relationship Management tool have been spent in the year.

Transfers to/(from) the fixed asset designated fund represent capital additions less disposal proceeds. Transfers to the pension reserve represent one-off lump sum payments into the scheme during the year.

The pension reserve represents the Growth Plan liability.

## 21 COMMITMENTS

Oxfam had the following commitments at 31 March 2020. Commitments will be funded from income generated from ongoing activities and from reserves, where necessary, as they fall due.

### a. Capital

At 31 March 2020, there was no capital expenditure that had been authorised and contracted for (2018/19: none).

### b. Financial

Oxfam had committed the following amount in grants for international projects which will form part of the grant expenditure recognised in future years:

	Oxfam		Oxfam Group	
	At 31 March 2020 £m	At 31 March 2019 £m	At 31 March 2020 £m	At 31 March 2019 £m
Within one year	13.8	13.9	13.8	13.9
Between two and five years	4.0	9.2	4.0	9.2
	17.8	23.1	17.8	23.1

Grants for international projects contain certain performance related conditions, which determine when expenditure is recognised in the SOFA. Performance conditions under commitments noted above had not been fulfilled at 31 March 2020.

### c. Operating leases

At 31 March there were the following future minimum lease payments under non-cancellable operating leases:

	Oxfam		Oxfam Group	
	At 31 March 2020 £m	At 31 March 2019 £m	At 31 March 2020 £m	At 31 March 2019 £m
<b>i) Land and buildings</b>				
Operating leases due:				
Within one year	13.7	14.0	13.7	14.0
In the second to fifth years inclusive	26.0	26.6	26.0	26.6
After five years	3.1	5.1	3.1	5.1
	42.8	45.7	42.8	45.7
<b>ii) Vehicles</b>				
Operating leases due:				
Within one year	0.2	0.2	0.2	0.2
In the second to fifth year inclusive	0.2	0.3	0.3	0.3
	0.4	0.5	0.5	0.5

**d. Pension scheme commitments**

Oxfam operates defined benefit and defined contribution pension schemes for the benefit of its employees.

**ii) Defined benefit pension scheme**

The assets of the pension scheme are held separately from those of Oxfam and are administered by TPT Retirement Solutions. The pension cost is determined on the advice of independent qualified actuaries, with the last triennial valuation being carried out as at 30 September 2019. An actuarial valuation was carried out at 31 March 2020 by a qualified independent actuary, based on the provisions of FRS102.

Oxfam, Oxfam Ireland, and Oxfam International participate in a joint scheme, whereby the assets and liabilities of the scheme are not readily identifiable by each individual employer. As a result and given that Oxfam employees represent over 98% of the scheme participants, the full pension liability, SOFA charge and disclosures of the scheme are reflected in the Oxfam accounts.

The scheme was closed to new members on 31 January 2003 and as a result, the current service cost increases as the members of the scheme approach retirement. The scheme is funded and the employer's contribution is 10.6% of pensionable pay (2018/19: 10.6%). The employees' contribution is 6.0%, 8.7% or 9.2% of pensionable pay depending on the individual's level of total pensionable pay (2018/19: 6.0%, 8.7% or 9.2%). The current service cost for this scheme for the year was £1.0m (2018/19: £1.0m). Contributions paid by Oxfam GB during the year were £6.5m (2018/19: £6.5m). In addition, Oxfam Ireland and Oxfam International paid £0.1m (2018/19: £0.1m) of contributions into the scheme for their employees.

The best estimate of contributions expected to be paid to the scheme by Oxfam for the year to 31 March 2021 is £1.1m.

As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

**Financial assumptions**

	31 March 2020 %	31 March 2019 %
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	2.60	3.30
Rate of inflation (RPI)	2.60	3.30
Rate used to discount scheme liabilities*	2.40	2.40

\* Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields.

The mortality assumptions adopted imply the following life expectancies at age 65:

	At 31 March 2020 Years	At 31 March 2019 Years
<b>Non-pensioners:</b>		
Males	22.9	23.5
Females	24.9	25.5
<b>Pensioners:</b>		
Males	20.6	22.1
Females	22.7	24.0

**Scheme assets**

	At 31 March 2020 £m	At 31 March 2019 £m
Equities	101.1	105.2
Government bonds	117.8	91.9
Property	10.5	8.7
Cash	1.2	0.9
Total fair value of assets	230.6	206.7

None of the fair values of the assets shown include any of the Group's own financial instruments or any property occupied by, or other assets used by, the Group.

**Analysis of amounts charged to statement of financial activities**

	Year to 31 March 2020 £m	Year to 31 March 2019 £m
Current service cost	1.0	1.0
Expenses	0.2	0.2
Net interest cost	(0.2)	-
Net finance charge	1.0	1.2
Return on pension scheme assets excluding interest income	20.2	9.1
Experience losses arising on the plan liabilities	(6.9)	(0.1)
Changes in assumptions underlying the present value of scheme liabilities	(1.1)	(5.6)
Total actuarial gain	12.2	3.4
Unrecognised surplus scheme assets	(17.8)	(5.5)
Total loss recognised	(5.6)	(2.1)

The cumulative amount of actuarial gains and losses recognised in the Statement of Financial Activities since 1 May 2004 is a loss of £13.2m (2018/19: £25.4m loss).

## Reconciliation of opening and closing balances of the scheme assets and liabilities

	Fair value of scheme assets	Present value of scheme liabilities	Scheme assets less scheme liabilities
	£m	£m	£m
Scheme assets/(liabilities) at the start of the year	206.7	(201.2)	5.5
Current service cost and expenses	-	(1.2)	(1.2)
Interest income/(cost)	4.9	(4.7)	0.2
Actuarial gain/(loss)	20.2	(8.0)	12.2
Contributions by employer	6.6	-	6.6
Contributions by scheme participants	0.1	(0.1)	-
Benefits paid	(7.9)	7.9	-
Scheme assets/(liabilities) at the end of the year	230.6	(207.3)	23.3
Unrecognised surplus scheme assets			(23.3)
Scheme assets/(liabilities) recognised at the end of the year			-

The actual return on scheme assets for the year was £25.2m (2018/19: £14.1m).

ii) **Growth Plan**

As noted in Note 17, Oxfam participates in TPT Retirement Solutions' Growth Plan, a multi-employer pension plan. Based on the latest triennial valuation of the scheme carried out on 30 September 2017, the scheme assets amounted to £794.9m, whilst liabilities were £926.4m, resulting in a deficit of £131.5m. A deficit recovery plan to 31 January 2025 has been put in place which will require Oxfam to make annual payments of £86,939 from April 2020, increasing by 3% per annum. The full liability to Oxfam has been reflected through the SOFA and pension reserve, with the annual contribution reflected as a transfer between the pension reserve and general reserve.

In the event of other scheme members defaulting on their deficit commitments, the liabilities arising would be spread across the remaining members of the scheme.

iii) **Defined contribution pension scheme**

For employees not in the defined benefit scheme Oxfam operates a Stakeholder Pension Scheme. This is a defined contribution scheme from Aviva. From 1 January 2003 Oxfam contributed double the employee contributions up to a maximum of 10% of pensionable pay. Oxfam contributed £3.6m (2018/19: £3.4m) to this pension scheme in the year to 31 March 2020. Contributions are reflected in expenditure on the same basis as an individual's salary allocation.

iv) **Alternative pension arrangements**

When staff are not eligible to join the Stakeholder Pension Scheme or the Oxfam Pension Scheme, Oxfam offers alternative arrangements as appropriate.

## 22 FINANCIAL INSTRUMENTS

Oxfam had the following financial instruments:

	Note	Oxfam		Oxfam Group	
		2020 £m	2019 £m	2020 £m	2019 £m
Financial assets that are debt instruments measured at fair value:					
Investments in commercial paper	10	5.1	2.7	5.2	2.8
		5.1	2.7	5.2	2.8
Financial assets that are debt instruments measured at amortised cost:					
Loans by micro-credit schemes	12	-	-	2.4	1.0
Other loans	10,12	2.2	2.1	0.6	0.5
Amounts due from subsidiaries	12	0.4	0.4	-	-
Other receivables	12	44.5	86.3	44.8	87.7
Fixed asset investments in cash	10	-	2.1	-	2.1
Current asset investments in cash	10	1.3	7.5	1.3	7.5
Cash at bank and in hand	13	66.6	42.4	68.6	43.3
Cash equivalents	13	6.2	8.1	6.2	8.1
		121.2	148.9	123.9	150.2
Financial liabilities measured at amortised cost:					
Unsecured loan stock	14,15	1.6	2.9	3.3	4.1
Trade creditors	14	4.7	7.3	5.4	7.7
Other creditors	14,15	24.4	23.7	24.8	24.1
		30.7	33.9	33.5	35.9
Income, expense, gains or losses, including changes in fair value, recognised on:					
Financial assets measured at fair value		(0.2)	(0.1)	(0.2)	(0.1)
Interest income		(0.5)	(0.4)	(0.5)	(0.4)
Impairment loss		-	-	0.1	0.1
Provision for bad debts		1.8	0.2	2.3	0.4
		1.1	(0.3)	1.7	-

## 23 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

Oxfam	2020	2020	2020	2019	2019	2019
	Unrestricted funds	Restricted funds	Endowment funds	Unrestricted funds	Restricted funds	Endowment funds
	£m	£m	£m	£m	£m	£m
Fund balances at 31 March are represented by:						
Tangible fixed assets	8.0	-	-	9.1	-	-
Investment assets	1.8	-	2.1	1.7	-	2.1
Current assets	80.5	49.7	-	100.4	54.1	-
Current and long-term liabilities and provisions	(40.6)	(8.1)	-	(43.9)	(6.4)	-
Total net assets at 31 March	49.7	41.6	2.1	67.3	47.7	2.1

  

Oxfam Group	2020	2020	2020	2019	2019	2019
	Unrestricted funds	Restricted funds	Endowment funds	Unrestricted funds	Restricted funds	Endowment funds
	£m	£m	£m	£m	£m	£m
Fund balances at 31 March are represented by:						
Tangible fixed assets	8.1	-	-	9.2	-	-
Investment assets	0.3	-	2.1	0.2	-	2.1
Current assets	87.5	49.7	-	105.5	54.1	-
Current and long-term liabilities and provisions	(43.4)	(8.1)	-	(45.9)	(6.4)	-
Total net assets at 31 March	52.5	41.6	2.1	69.0	47.7	2.1

## 24 RELATED PARTY TRANSACTIONS

### i) Transactions with subsidiaries

The following transactions were carried out between Oxfam and OAL:

	2020	2019
	£'000	£'000
Management charge (payable by OAL to Oxfam)	4,000	2,945
Interest on loan (payable by OAL to Oxfam)	70	68
Profits distributable under gift aid (payable by OAL to Oxfam)	916	-

### ii) Transactions with Oxfam International

Amounts of £11,781,000 (2018/19: £11,803,000) were paid to and £143,000 (2018/19: £166,000) received from Oxfam International, an organisation in which the Chair and Chief Executive of Oxfam are members of the board. Of the amounts paid, £10,227,000 (2018/19: £10,434,000) relates to our contribution to the Oxfam International Secretariat to provide leadership of global campaign work on behalf of the confederation, coordinate work that benefits all affiliates, and £1,554,000 (2018/19: £1,369,000) relates to other grant funding. Income relates to funding of operational grants received (see note 2biii). At 31 March 2020, £973,000 was owed by Oxfam International to Oxfam (31 March 2019: £694,000 was owed to Oxfam International by Oxfam), on normal terms.

On 26 October 2015 the Oxfam International Secretariat moved into Oxfam House. In 2019/20, Oxfam International paid Oxfam £120,387 (2018/19: £132,793) for service charges relating to their occupation of Oxfam House.

### iii) Transactions with other Oxfam Affiliates

Whilst Oxfam affiliates are not under common control and neither Oxfam nor the other affiliates have direct or indirect control over each other, they do work closely together. For this reason, the balances owed from and due to other affiliates at 31 March are provided below. Income received from and expenditure made to other affiliates are detailed in Notes 2 & 3 respectively.

	At 31 March 2020			At 31 March 2019		
	Debtors	Creditors	Net	Debtors	Creditors	Net
	£'000	£'000	£'000	£'000	£'000	£'000
Oxfam America	146	(204)	(58)	852	(88)	764
Oxfam Australia	2,117	(15)	2,102	141	(716)	(575)
Oxfam Belgium	417	(9)	408	2,432	(11)	2,421
Oxfam Canada	556	-	556	299	-	299
Oxfam Denmark	1,111	(39)	1,072	857	(39)	818
Oxfam Germany	62	-	62	1,884	-	1,884
Oxfam Hong Kong	2	-	2	134	-	134
Oxfam India	1	(105)	(104)	1	-	1
Oxfam Intermón	227	(434)	(207)	135	(155)	(20)
Oxfam Ireland	339	(63)	276	667	(69)	598
Oxfam Italy	2	(15)	(13)	59	-	59
Oxfam Mexico	2	(52)	(50)	-	-	-
Oxfam New Zealand	33	-	33	-	-	-
Oxfam Novib	4,085	(1,259)	2,826	3,893	(206)	3,687
Oxfam Quebec	1,818	-	1,818	1,259	-	1,259
Oxfam South Africa	-	(11)	(11)	-	-	-
Oxfam Sweden	80	-	80	-	-	-
	10,998	(2,206)	8,792	12,613	(1,284)	11,329