



**redr**  
australia

**Annual  
Report**  
FY24



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**WE ACKNOWLEDGE THAT THE REDR AUSTRALIA MELBOURNE OFFICE IS SITUATED ON THE LAND OF THE WURUNDJERI PEOPLE OF THE KULIN NATION AND WE PAY OUR RESPECTS TO THEIR ELDERS—PAST AND PRESENT.**

**WE ACKNOWLEDGE AND SEEK TO CHAMPION THE CONTINUED CONNECTION OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE TO LAND, WATERWAYS AND SKIES, AND WE PAY OUR RESPECTS TO ALL INDIGENOUS PEOPLE WHOSE COMMUNITIES WE WORK IN, ACROSS THE WORLD.**



Above: Yirr-Ma by Wagiman artist, Tara-Rose Gonebale. Artist's statement: "Titled 'Yirr-Ma', which translates to 'come together', this piece depicts the relationship between RedR Australia and other humanitarian organisations around the globe, and how they support the response to disasters and communities in crisis."

Front cover: Participants collaborate while a trainer supervises at a RedR Australia Hostile Environment Awareness Training (HEAT) course in Fiji.

# Chair's message

Professor Robert Care AM



With more people displaced now than any time this century, the need for RedR Australia's expertise is greater than ever. In a year marked by widespread crises, RedR Australia continued to demonstrate its commitment to excellence in crisis preparedness, response and recovery.

Over the past 32 years, RedR Australia has deployed 1,450 experts to more than 100 countries, making a measurable difference in communities worldwide.

In FY24, we deployed 126 experts to 36 host organisations in 45 countries, addressing a variety of global crises including conflict, political instability, disease outbreaks and climate-induced disasters.

We also proudly delivered the 7<sup>th</sup> year of the Australian Government's Australia Assists Program. This was RedR Australia's final year as managing contractor for the program and at the end of FY24 we began handing over the program to new management.

We achieved great things with the Australia Assists Program. We consistently met and exceeded program objectives, making a real difference for affected communities. Over seven years, the Australia Assists

Program supported a total of 458 specialist deployments to 53 partner organisations in 63 countries. I would like to thank all the roster members, associate trainers, volunteers and staff who supported the program, without whom our successful delivery would not have been possible. Thank you also to our Australian Government partners who are dedicated to supporting communities vulnerable to crisis and conflict.

FY24 was a big year for our roster, which now includes more than 1,200 professionals with expertise in 88 skill sets and fluency in 76 languages, all standing ready to be deployed wherever needed. In FY24, we recruited 147 new roster members, which was the largest recruitment to the roster in a single year in RedR Australia's history.

RedR Australia continued to deliver world-class training in FY24, offering 22 courses across 5 countries. These courses engaged more than 550 participants, enabling them to effectively respond to crises. Our training footprint expanded, with new programs in countries such as Vanuatu, where we ran our first Essentials of Humanitarian Practice (EHP) course. We also continued to deliver our flagship Hostile Environment Awareness Training (HEAT) course in the Pacific and Middle East regions.

In FY24, we welcomed Neil Greet to our Board. Neil is an experienced civil engineer and a leader in the sector, with extensive policy experience in humanitarian engineering, energy security, climate security and civil-military interaction. Neil is our Board representative for Engineers Australia.

In May 2024, Dr. Durham and I also attended a successful RedR International meeting, where we continued to collaborate with our extended RedR family.

I extend my deepest thanks to everyone who has contributed to RedR Australia in the last year, including Maddocks and our many other partners. You are truly extraordinary. Together, we are committed to doing vital work in challenging locations, in pursuit of humanity, dignity and peace. Thank you.



**OVER THE PAST 32 YEARS, REDR AUSTRALIA HAS DEPLOYED 1,450 EXPERTS TO MORE THAN 100 COUNTRIES, MAKING A MEASURABLE DIFFERENCE IN COMMUNITIES WORLDWIDE.**

# CEO's message

Dr. Helen Durham AO



In my first year as Chief Executive Officer at RedR Australia, I have been fortunate to gain a deep understanding of the organisation's mission and strengths. From our exceptional roster, to our talented associate trainers, our generous volunteers and our dedicated staff around the world, RedR Australia truly is a leader in best practice.

RedR Australia is also a diverse and agile organisation and few NGOs, especially those headquartered in Australia, have such a deep level of humanitarian and development expertise and understanding, and such a wide reach.

With the Australia Assists Program finishing at the end of June 2024, our team and planning went through significant change. It is a significant transition for RedR Australia, however we continue to build on our strengths and substantial reputation within the disaster response, humanitarian and development sectors.

We also developed our capacity as thought leaders, launching a new series of knowledge-sharing workshops and publishing a new podcast series called *Humanitarian Conversations*. These have been excellent ways to share the valuable knowledge of our most-experienced roster members and trainers.

An important milestone in our training efforts was our increased focus on inclusion. This year, we launched the Disability Inclusive Training Initiative, which encourages participants with disabilities to access our programs, and we are progressing

plans to launch a training scholarship position for Australian First Nations participation as well.

I would like to take this opportunity to thank everyone who contributed to RedR Australia in FY24. Your commitment and drive truly humbles me.

As we look ahead, we remain focused on supporting all people and communities in need, wherever they may be, with the best expertise and training. Through our strong partnerships, networks and reach, our people can be catalysts for change.



**AS WE LOOK AHEAD, WE REMAIN FOCUSED ON SUPPORTING ALL PEOPLE AND COMMUNITIES IN NEED, WHEREVER THEY MAY BE, WITH THE BEST EXPERTISE AND TRAINING.**



# Our story

A leader in humanitarian best practice for more than 30 years.

RedR Australia is a humanitarian NGO with global reach and impact, founded with a strong vision to help communities in need during crises and conflict.

Established as a humanitarian NGO in 1992 by a group of engineers, we have evolved over time, in parallel with the needs of partners and communities. Our roster includes a diverse range of experts—from professional logisticians to leaders in gender, to disaster risk reduction managers and climate change adaptation champions.

We are proud of the thousands of skilled professionals who have joined our roster, participate in our world-class training courses, and deploy into crisis responses around the globe.

RedR Australia is a standby partner to 15 United Nations agencies or entities, as well as other frontline relief agencies and governments. RedR Australia is the only standby partner to the United Nations in the southern hemisphere.

In the last 32 years, RedR Australia has deployed 1,450 experts to more than 100 countries, in every region of the world. These roster members have worked for nearly 70 host organisations, making a difference on the ground for thousands of communities.

Today, our roster of more than 1,230 experts demonstrates 88 unique skillsets and 76 languages. They stand ready to deploy when the need arises.

Learn more about our story [here](#).

## Our purpose

To facilitate a world where all communities and individuals are protected and resilient in the face of crises and conflicts.

## Our mission

To share capacity and learning through skilled professionals to address the needs of all communities across the span of crises and conflict.

## Our international vision

A world in which sufficient, competent, committed personnel are available and responding to humanitarian needs.



Training participants work together at a Hostile Environment Awareness Training course in Victoria, Australia.

# Highlights from FY24

## Train



**557**

training participants



**22**

training courses across 5 countries



**345**

registered volunteers



**91**

associate trainers



**94%**

average participant satisfaction rating

## Deploy



**126**

humanitarian experts deployed



**45**

countries



**36**

host organisations

## Connect



**1230**

roster members



**87**

nationalities represented by roster members



**76**

languages held by roster members

## Lead



**49%**

of deployees identify as female



**49%**

of associate trainers identify as female



**49%**

of roster members identify as female



**42**

deployees worked in roles addressing climate change



**10**

deployees worked in disability-inclusion roles



**30**

deployees worked in gender-empowerment roles



**33%**

of roles were national or regional deployments

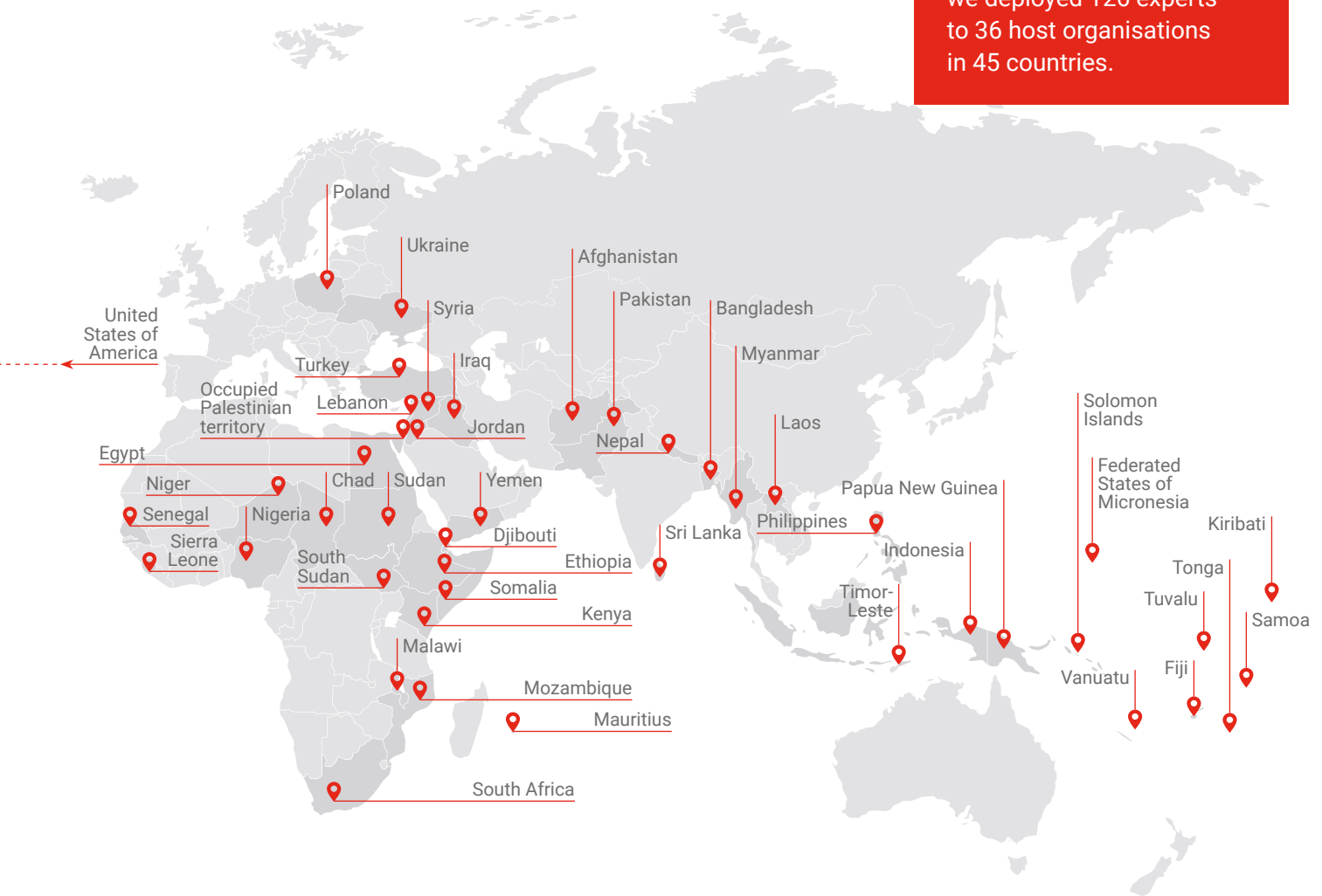


# Where we work

In FY24, we provided humanitarian training for more than 550 participants across Australia, Fiji, Jordan, Vanuatu, Indonesia and online. Our diverse pool of 91 associate trainers hails from 14 countries.

From a roster of 1,230 professional humanitarians, we deployed 126 experts to 36 host organisations in 45 countries.

## Countries where we deployed experts



## Countries where we offered training



Australia



Fiji



Jordan



Vanuatu



Indonesia

and  
online

# Deployments

## Responding to crises around the world

RedR Australia's roster members work in some of the world's most challenging environments to respond to crises and reduce harm.

RedR Australia has strong partnerships with UN agencies, governments, NGOs and community organisations who manage programs on the ground.

Through these partnerships, we facilitate our roster members to take on temporary assignments, referred to as deployments. Usually around six months, deployments can be based in-country, remote or hybrid.

In FY24, we deployed 126 professionals to 45 countries around the world and partnered

with 36 host organisations to support their life-changing work.

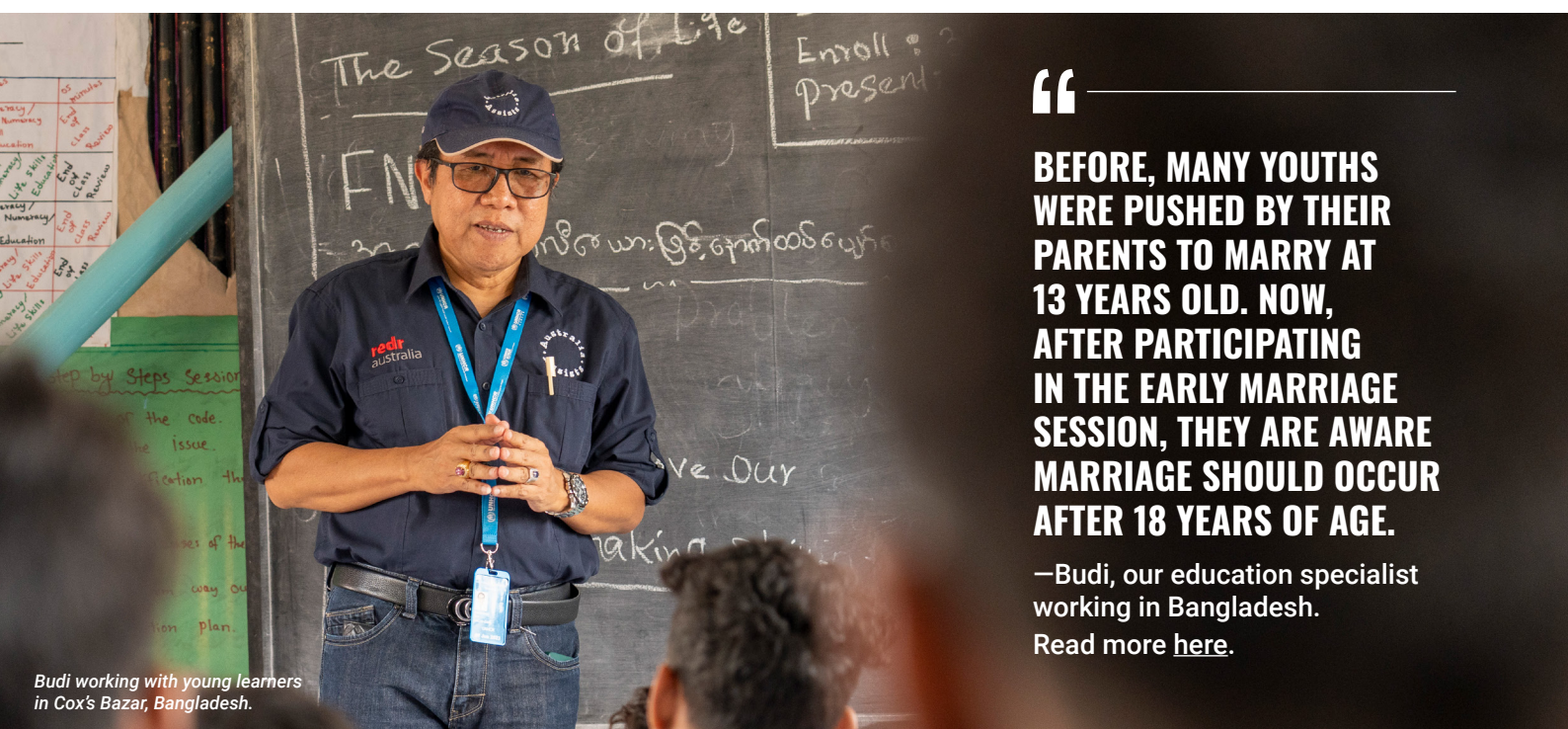
While responding to global crises, we continue to strengthen our focus on climate change, support gender equality, champion locally led solutions and enhance inclusion for people with disabilities.

We're proud to support gender equality, with 49 per cent of our FY24 deployees identifying as female. Meanwhile, 24 per cent of deployees worked in roles specifically focused

on gender-empowerment, which represents a 4 per cent increase on the previous year.

### Supporting responses to global crises

FY24 was characterised by new and ongoing crises and conflicts. Our roster members responded to climate-induced disasters and natural hazards, such as drought in Kiribati and Yemen, floods in Pakistan, a landslide in Papua New Guinea and a tropical cyclone in Vanuatu.



Budi working with young learners in Cox's Bazar, Bangladesh.

**BEFORE, MANY YOUTHS WERE PUSHED BY THEIR PARENTS TO MARRY AT 13 YEARS OLD. NOW, AFTER PARTICIPATING IN THE EARLY MARRIAGE SESSION, THEY ARE AWARE MARRIAGE SHOULD OCCUR AFTER 18 YEARS OF AGE.**

—Budi, our education specialist working in Bangladesh.  
Read more [here](#).



We responded to needs caused by conflict and political instability in countries such as Sudan, Ethiopia, Niger, Lebanon, the occupied Palestinian territory, Myanmar and Papua New Guinea.

Our work also included responding to disease outbreaks such as rabies in Indonesia, cholera in Malawi, HIV and AIDS in South Africa, and Covid-19 in Samoa.

We are committed to mitigating the effects of our changing climate. This year, a total of 42 RedR Australia roster members worked on climate and disaster risk reduction roles across the world. That is a third of all deployments and it reflects how significant our partners see climate change as a growing threat to global peace and stability. We are committed to aligning with this priority area.

## Working in new areas

In FY24, we deployed experts to three new countries. One role was responding to the effects of climate change in the Indian Ocean, based in Mauritius, supporting the Indian Ocean Commission. Another role was responding to drought in Tuvalu, while another was supporting the supply of clean water in the aftermath of disasters in the Americas.

## Locally led expertise

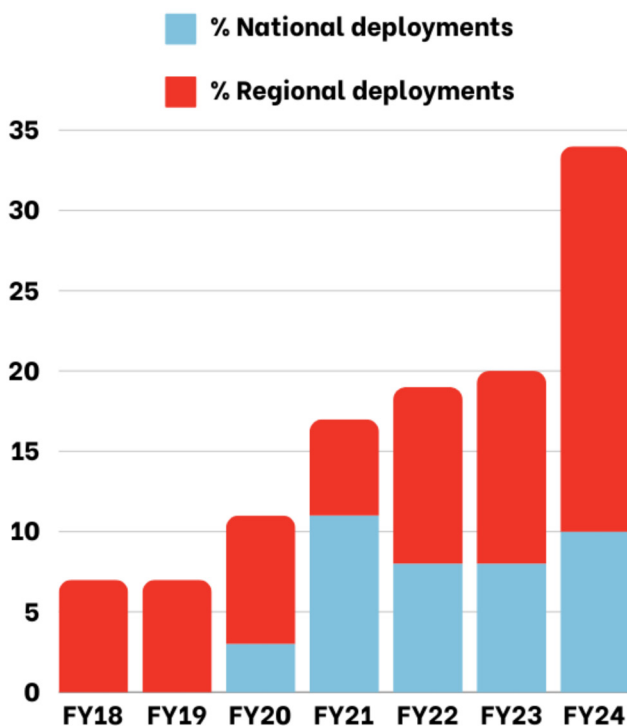
Further progress was made toward our localisation goals, as we continue providing more local deployments in communities around the world.

In FY24, 33 per cent of deployees were from the country or region they deployed to. This is an increase from 20 per cent in FY23 and represents our steadfast commitment to supporting locally led solutions.

National roles (people who were deployed within their own country) undertook 10 per cent of deployments, while regional roles (people who were deployed within their region) represented a further 23 per cent of deployments. This is welcome progress as we strive toward strengthening local communities. The Africa region had the highest rate of local and regional roles, with nearly 50 per cent of RedR Australia's deployees in Africa being from the country they deployed to, or from the region.

The Pacific and Middle East regions also had a large number of local deployments, with around 35 per cent of all roles filled by roster members from within the country or region. These figures represent a steady increase in local deployments from FY23 and are the result of targeted efforts to acquire new roster members across a range of localities. This has also been facilitated by increasing the delivery of RedR Australia's training courses in locations such as Jordan, Fiji, Vanuatu and Indonesia, as well as online.

Graph 1 shows the percentage of deployments we've facilitated that were either 'national' or 'regional' deployments out of total deployments each year.



Graph 1: Percentage of national and regional deployments out of total FY24 deployments.

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**IN FY24, 33 PER CENT OF DEPLOYEES WERE FROM THE COUNTRY OR REGION THEY DEPLOYED TO. THIS IS AN INCREASE FROM 20 PER CENT IN FY23 AND REPRESENTS OUR STEADFAST COMMITMENT TO SUPPORTING LOCALLY LED SOLUTIONS.**

## The Pacific

The Pacific region continued to have the largest deployment footprint, with 46 roles assisting government ministries, national disaster management offices and UN partners across the disaster cycle with crisis mitigation. Roster members worked across 10 countries, including Fiji, Solomon Islands, Vanuatu, the Federated States of Micronesia, Papua New Guinea and more, with roles supporting a wide range of needs, including emergency preparedness, gender and disability inclusion, training, and disaster management.

## Asia

We are committed to supporting countries across Asia, with 35 deployments to 9 countries in Asia throughout FY24. The largest cohort of roles supported Bangladesh, including the

Rohingya refugee response in Cox's Bazar. Other roles focused on disaster resilience, localisation and accountability to affected people.

## Africa

Across Africa, we supported 27 deployments to 16 countries, which focused on a wide range of needs across the continent, from disaster risk reduction in Mauritius, to preventing gender-based violence in Sierra Leone, and climate change management in Malawi. This is an increase from 18 deployments in FY23.

## Europe

As the crisis in Ukraine continued throughout FY24, we facilitated three deployments to Europe, with two based in Ukraine and one in Poland. These roles ranged from logistics and health cluster support in Ukraine, to preventing

gender-based violence for refugees in Poland.

## The Middle East

We continued to support a range of responses in the Middle East during FY24, with 14 deployments to 7 countries. These roles included information management and mapping support for the occupied Palestinian territory; support for UN Women across Jordan and Lebanon; renewable energy support in Iraq; and child protection support for UNICEF in Syria.

## The Americas

In FY24, we deployed one roster member to the United States of America to support the supply of clean water in the aftermath of disasters in the region.

Learn more about our deployments [here](#).



**FHI 360 PROVIDES GBV RESPONSE SERVICES AT ONE-STOP CENTERS THAT ARE ESTABLISHED BY THE GOVERNMENT. SO WHEN A SURVIVOR COMES, SHE'S ABLE TO ACCESS ALL SERVICES BASED ON HER NEEDS AND CHOICES.**

—Pauline, our protection expert working in Ethiopia. Read more [here](#).

Pauline (right) views handcrafts made by adolescent girls at a Women and Girls Safe Space.





Georgina (bottom left) with the District Council of Social Services (DCOSS) in Tavua.

“

**WORKING WITH FCOSS ALLOWED ME TO WORK CLOSELY WITH COMMUNITIES. HEARING THEIR EXPERIENCES FIRSTHAND, I CAN...ASSIST FCOSS TO ADVOCATE FOR CHANGE.**

—Georgina, our disaster risk reduction specialist working in Fiji. Read more [here](#).

## Jen, our disability training specialist working in the Solomon Islands

### Part of the Australian Government's Australia Assists Program

RedR Australia roster member Jen is a disability training specialist and a Deaf person, and in FY24 she worked with the People with Disabilities Solomon Islands (PWDSI) as part of the Australia Assists Program. PWDSI, a national umbrella organisation advocating for the rights of people with disabilities, partners with organisations to create inclusive futures in the Solomon Islands, particularly in disaster preparedness and recovery.

Jen's lived experience as a Deaf person has proven invaluable in her role with PWDSI. Her deep understanding of the barriers faced by people with disabilities allows her to inform and shape programs that are more inclusive and responsive to the needs of the disabled community.

She said, "I've really enjoyed working with PWDSI, and they appreciate having a Deaf person working with them who can understand the barriers."

Through her efforts, Jen has contributed to training local communities to improve disability inclusion and accessibility in humanitarian settings.

Her work, alongside DPASI's commitment to supporting individuals with hearing and eyesight impairments, psychological trauma, and women with disabilities, is supporting meaningful progress toward ensuring that no one is left behind during crises.

“

**PROTECTION HAS BEEN DESCRIBED AS BOTH THE PURPOSE AND OUTCOME OF HUMANITARIAN ACTION. I CONNECT DEEPLY WITH THE MEANING OF THESE WORDS. THIS MORAL IMPERATIVE DRIVES MY APPROACH TO WORK.**

—Julie, our protection expert supporting Sudan. Read more [here](#).



Julie at the United Nations headquarters in Nairobi.

# Training

## Field-informed training for effective crisis response

As the world faces more frequent and severe crises, RedR Australia is training humanitarian, development workers and first responders to work more effectively in emergencies.

Our targeted courses help participants to grow—both professionally and personally. Our associate trainers, volunteers and participants work together to better equip first responders before they land in an emergency context. Being field-ready is a core goal of RedR Australia's training courses.

Our courses equip participants with a deep understanding of the fundamentals and practical realities of disaster response.

They also help participants to mitigate safety and security risks during crises and conflicts.

Participants report improvements in their individual skills in emergency response coordination, as well as implementing policy changes at an organisational level. Participants also report improved situational awareness, with courses like the Hostile Environment Awareness Training course enabling better planning for evacuations and improved

skills in dangerous settings. RedR Australia offers a range of courses that are open to the public, as well as bespoke training courses that can be tailored for individual organisations.

### Overview

In FY24, RedR Australia delivered 22 training courses across Australia, Jordan, Fiji, Vanuatu, Indonesia and online. More than 550 participants attended our courses worldwide.



**In FY24, RedR Australia delivered 22 training courses. More than 550 participants attended our courses worldwide.**

We offered seven Essentials of Humanitarian Practice (EHP) courses and six Hostile Environment Awareness Training (HEAT) courses across Australia, the Pacific and the Middle East. We also offered a course in child protection and tailored training for a variety of global partners.

## New locations strengthening locally led responses

In FY24, RedR Australia continued to expand its reach by delivering courses in new locations. We supported emergency responders around the globe by offering our training for participants in the Pacific, the Middle East and Africa.

In September 2023, we ran our first-ever EHP course in Vanuatu, thanks to support from the Australian Government's Department of Foreign Affairs and Trade (DFAT), Pacific Community (SPC), Vanuatu NDMO and the Vanuatu Association of NGOs (VANGO).

Over six days, nearly 30 participants from government ministries, civil society organisations and NGOs came together to expand their disaster response skills and knowledge of the international humanitarian sector. One of the associate trainers had experience living and working within Vanuatu, and provided knowledge and contextual advice to other trainers and participants.

Sandy, a participant on the course, said "Huge thanks to RedR Australia, the Australian High Commission, and all the trainers and organisers involved. Your

dedication and expertise have inspired us to make a difference in disaster-prone areas. Together, we can build a more resilient world."

We delivered two more EHP courses in Fiji, building on our success delivering courses in the Pacific in recent years. The training aimed to increase accessibility for participants travelling from the Pacific region. We also delivered two HEAT courses in Jordan, further deepening our support for the Middle East and Africa.

RedR Australia is committed to supporting more locally designed programs and local leadership within the humanitarian, development and emergency response sectors. Through our training programs, we aim to reinforce and strengthen local leadership and capability across the disaster management cycle.



**I HAD THE BEST TIME, LEARNT SO MUCH... I DID NOT FEEL LIKE I HAD A DISABILITY AT ALL, REALLY FELT PART OF THE TEAM, WHICH IS SOMETIMES RARE IN SITUATIONS LIKE THAT FOR US. I WILL NEVER FORGET THIS WONDERFUL AND CHALLENGING EXPERIENCE.**

—Ben, a Blind training participant. Read more [here](#).

## Exceptional participant satisfaction

In our courses, participants enjoy individualised attention and a high quality of learning.

In FY24, the average participant satisfaction rating for our courses was exceptionally high, at 94 per cent.

This represents a small increase from 92 per cent in FY23. As a comparable benchmark, QILT found that for undergraduate students in Australian universities in 2023, the average satisfaction rating was 76 per cent. <sup>1</sup>



<sup>1</sup>QILT (2024). 2023 Student Experience Survey. Available at: <https://www.qilt.edu.au/docs/default-source/default-document-library/2023-gos-national-report.pdf>





RedR Australia training participants in Amman, Jordan.

## Our associate trainers

RedR Australia's associate trainers and volunteers are critical to the success of our course delivery. Their depth of knowledge, rich experience and diversity are highly valued by our participants and are essential for the immersive learning our courses offer.

Our associate trainers are the link that connects discourse and practice. They translate best practice into the adult learning environment through methodologies that have been tested for more than 20 years.

Currently, we have 91 associate trainers and a growing pool of more than 340 registered volunteers. Our trainers originate from 14 countries and half identify as female.

## Training through partnerships

In addition to the delivery of our international training courses, RedR Australia continues to deliver bespoke training courses for our government, university, NGO, emergency services, multilateral and corporate partners.

In FY24, we strengthened our partnership with the ASEAN Coordinating Centre for Humanitarian Assistance on disaster management (AHA Centre) to deliver four separate, tailored training courses. More than 100 AHA Centre staff and ASEAN-ERAT members participated in the training courses. The courses included Basics of Project Management, a hybrid course aimed at enhancing disaster management skills; Strategic Project Management, an in-

person training for middle management, focused on strategy; Personal Safety and Security Course Refresher (PSSC), an in-person training course on developing practical skills in emergency response; and Human Induced Crisis Familiarisation Workshop, which focused on applying humanitarian principles in human-induced crises.

The PSSC rated extremely highly among participants, with 96 per cent of participants agreeing the course achieved its stated outcomes. One PSSC participant reported, "The training exceeded my expectation. I learned various personal and security concepts that will save me, colleagues and family in the event of an emergency. Excellent job by organizers, resource persons, fellow participants. Congratulations."



## THE ESSENTIALS OF HUMANITARIAN PRACTICE COURSE...IS BUILDING A NETWORK OF RESPONDERS WHO CAN POTENTIALLY BECOME EMPLOYEES IN THEIR OWN REGION.

—Vuli, RedR Australia associate trainer. Read more [here](#).



RedR Australia associate trainers and support staff in Suva, Fiji. From left: Vuli, Carol, Mathilda and Kathryn.

### Increasing inclusion

In FY24, we increased our support for disabled participants through our new Disability Inclusive Training Initiative.

We supported four people with disabilities to attend our courses in Australia and Fiji, including two roster members.

Reasonable accommodations included two support persons accompanying participants attending the EHP course in Fiji, and one support person accompanying a participant on the HEAT course in Australia.

Additional reasonable accommodations included enhanced risk assessments, emailing course materials in accessible formats ahead of time, and using preferred language and auditory descriptions of training materials in class.

Additionally, our course content specifically addresses gender and disability inclusion, and provides learnings that support participants to create positive change at the individual, organisational and sector level.

A participant from a Fijian development organisation

recently reported, “Since the [RedR Australia] training, we delivered a localised training for disability inclusion and have better awareness in executing communications and advocacy outputs for my organisation.”

Learn more about RedR Australia’s training courses [here](#).



# Roster

## Continuing to engage a strong and responsive roster

At RedR Australia, we take pride in our roster of highly skilled and diverse experts. Our roster now includes more than 1,200 technical specialists across a broad range of skill profiles and language capabilities.

Our roster members are located around the world and represent more than 80 different nationalities from all regions. We continue to strengthen gender equity, with 49 per cent of roster members (who have disclosed their gender) identifying as female. Our roster members have the capacity to work in more than 70 languages across a huge variety of skill profiles.

### Our biggest roster recruitment in our history

In FY24, we implemented innovative recruitment strategies, championed disability inclusion and maintained our status as a top roster for humanitarians, development professionals and emergency response experts in a competitive talent market.

We recruited 147 new roster members, which was the largest recruitment to the roster in RedR Australia's history. These experts were thoroughly assessed and vetted by our team.

They offer more than 35 skill profiles and nearly half (49 per cent) identify as female. They can work in 43 different

languages and 86 per cent of new roster members can work in a language other than English.

Nearly 30 information management officers were recruited, which is a skillset increasingly demanded by our partners, along with 15 protection specialists and 35 gender equality, disability and social inclusion (GEDSI) specialists, with 9 focussing specifically on disability inclusion.

*Below: RedR Australia roster member Maureen has completed multiple deployments throughout the Pacific region.*



### Our roster moves from strength to strength

Our roster includes specialists from 88 primary skill profiles, with the majority having multiple skill profiles. Our specialists also mainstream and apply best practice cross-cutting themes in their work, including gender, disability inclusion, localisation, capacity sharing and climate change.

**Our roster members have the capacity to work in more than 70 languages across a huge variety of skill profiles.**





**I HAVE REALLY FOCUSED ON STRENGTHENING COORDINATION BETWEEN ACADEMICS, HEALTH FACILITIES AND WOMEN-LED CIVIL SOCIETY ORGANISATIONS TO ENCOURAGE LEARNING AMONG THEM.**

—Saratu, our gender-based violence specialist supporting Ukraine. Read more [here](#).



Saratu participating in meetings at the World Health Organization in Poland.

The year saw a significant increase in the roster's language capability, with 76 language fluencies, compared with 56 in FY23.

## Growing diversity and inclusion in our roster

Following an independent Disability Inclusion Review in FY23, we implemented a supportive disability inclusion action plan into our recruitment process to ensure roster members with lived experience are supported on their pathway to deploy. Three new roster members identified as living with a disability, and one of

these members has since successfully deployed.

We used inclusive recruitment practices, providing reasonable accommodations during an interview for an applicant who required a sign language interpreter. These reasonable accommodations were extended to support the successful roster member during their deployment in the field.

## Commitment to the Misconduct Disclosure Scheme

We have significantly enhanced our recruitment processes by

incorporating the Misconduct Disclosure Scheme to further protect against sexual exploitation, abuse and harassment. As a signatory to the Misconduct Disclosure Scheme, RedR Australia has ensured 100 per cent of its deployed roster members are vetted and compliant.

## Rapid response capability

On behalf of the Australian Government's Australia Assists Program, RedR Australia facilitated a second year of the rapid-response capability. A team of 15 senior experts were



© MAXAR 2024

Above: The destruction of buildings in Gaza. Image: MAXAR, 2024



**IF NO GIS (GEOGRAPHIC INFORMATION SYSTEMS) SOFTWARE WAS BEING USED, WHAT WOULD IT BE LIKE? WELL, SOME AID WOULD STILL GET OUT THERE, BUT IT COULD BE FAR LESS EFFICIENT. GIS ALLOWS THOSE ON THE GROUND TO GET IN THERE AND DIRECT AID BETTER.**

—Rod, our engineer supporting the occupied Palestinian territory. Read more [here](#).

recruited as part of the Rapid Humanitarian Response Team. In the event of a sudden-onset crisis, they could deploy within 24 hours of being stood up. This multidisciplinary team of experts each brought a unique set of skills, experience and language capabilities, ensuring they were ready to support partners during sudden-onset disasters.

## Professional development

To support our roster members to develop their capabilities, we offered eight sponsored trainings facilitated by our UN partners. These covered gender-based violence in emergencies, accountability to affected people, civil-military coordination, and emergency logistics. Several roster members were selected to participate in these courses, contributing to their long-term professional development. Their learnings will be applied in future roles.

Learn more about the RedR Australia roster [here](#).

## Targetted recruitment

In FY24, we targeted 49 specific skill profiles including:

- accountability to affected people
- cash
- child protection
- climate change
- coordination
- disability inclusion
- disaster risk management
- disaster risk reduction
- elections
- food security
- gender
- gender-based violence
- health coordination
- health logistics
- information management
- localisation
- logistics
- protection
- sexual and reproductive health
- shelter
- renewable energy.



**SAFE DRINKING WATER PLAYS AN IMPORTANT ROLE FOR CREATING A HEALTHY POPULATION AND POTENTIALLY HELP TO ACHIEVE A STABLE, SUSTAINABLE AND PROSPEROUS VANUATU.**

—Wondayehu, our engineer working in Vanuatu. Read more [here](#).



Wondayehu (second from right) and community members conducting a location assesment for a potential water tank site.



# Key partnerships

## Standing with our partners

At RedR Australia, partnerships are fundamental to our purpose of supporting disaster resilience, fostering development and growing capabilities across the globe.

We value our broad range of partnerships, from international organisations, UN agencies, government agencies, organisations of people with disabilities (OPDs), grassroots organisations and civil society organisations. We aim to build collaborative partnerships based on shared values and a commitment to delivering impactful and locally led solutions.

Our partnerships are vital to our operations as they enable us to support communities in ways that are responsive to their unique needs and priorities. By collaborating with our partners through deploying expert personnel and high-quality training, we are well placed to support locally led solutions that allow communities to drive their own development goals.

### Fiji Council of Social Services

Building on the establishment of our partnership with the Fiji Council of Social Services (FCOSS) in FY23, this financial year we supported RedR Australia

roster member Georgina to take on our first deployment into FCOSS as a gender equality, disability, social inclusion and disaster risk reduction adviser for an initial six months.

Georgina's role focused on working closely with local communities to understand their disaster risk reduction practices and share knowledge that enhances their resilience to natural disasters, particularly for women and children. RedR Australia and FCOSS acknowledged the impact and importance of Georgina's work in the community and worked to bring about an extension to continue her role.

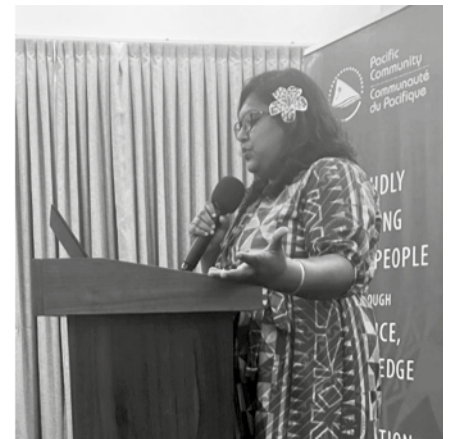
At RedR Australia, we are committed to nurturing our partnerships to ensure community needs are valued and responses are locally led.

Learn more about FCOSS [here](#).

### Vanuatu Disability Promotion and Advocacy Association

RedR Australia entered into a new partnership with the Vanuatu Disability Promotion and Advocacy Association (VDPA) in FY24.

VDPA is led by people with disabilities from Vanuatu and



**AT SPC, WE'RE AIMING TO  
CREATE A WIDESPREAD  
AWARENESS AMONG STAFF  
AND THE COMMUNITY  
ABOUT THE IMPORTANCE  
OF ADDRESSING GENDER  
BARRIERS AND NEEDS.**

—Rifat, our gender expert  
working in Fiji. Read more [here](#).





represent their voices. They are the only national disabled people's organisation in Vanuatu and they are a valuable resource for the community, empowering people with disabilities to advocate for their rights and promote disability inclusion.

VPDA join our highly valued Pacific OPD partners, alongside Fiji Disabled Peoples Federation (FDPF) and People with Disabilities Solomon Islands (PWDSI), who are dedicated to empowering people with disabilities.

Learn more about VPDA [here](#).

## Global Support and Development

In FY24, RedR Australia entered into a new partnership with Global Support and Development (GSD), an INGO that works with at-risk communities on preparedness, rapid response, and climate adaptation to combat the climate crisis. In the same year, we deployed our first roster member, Nuria, to support GSD in providing clean water, hygiene and sanitation in the Americas.

This deployment marks a step into a new region for RedR Australia where we are excited to meaningfully contribute.

Learn more about GSD [here](#).

## National Emergency Management Stockpile (NEMS) Panel

In June 2024, RedR Australia was selected as part of Australia's National Emergency Management Agency (NEMA) National Emergency Management Stockpile (NEMS) Panel.

This is a new initiative by the Australian government. The primary role of NEMS is to assist disaster responders to act quicker and with confidence, knowing that resources are in place across the country.

This will allow RedR Australia roster members to deploy when requested by NEMA at the onset of a domestic disaster response emergency.

Learn more about NEMS [here](#).

Above: RedR Australia roster member Mohamed with a colleague in Ethiopia.

“

**I'VE LEARNED YOU CANNOT WORK ALONE—AS AN ORGANISATION OR AS AN INDIVIDUAL. YOU NEED OTHER PEOPLE TO SUPPORT AND HAVE TEAM SYNERGY.**

—Pauline, our protection expert working in Ethiopia.  
Read more [here](#).



# Leadership

## Leading positive change

### Facilitating workshops to share knowledge

In FY24, RedR Australia hosted three workshops which aimed to share knowledge across multiple sectors. The workshops brought together participants with diverse knowledge across the humanitarian, development and Australian national emergency response sectors.

#### **Connecting domestic and international experience**

In October 2023, RedR Australia connected experts from the international humanitarian

sector and the Australian emergency management sector, with the aim of sharing their wealth of experience.

The key learnings from the workshop have been shared in an article by workshop facilitator and RedR Australia associate trainer, Peter Grzic. The article, titled *Connecting learning from a world of emergency experience*, was published in the January 2024 edition of the Australian Journal of Emergency Management.

Given the growing number of emergencies in Australia, RedR Australia is working towards offering more deployments based in Australia.

Read the participants' key recommendations for adoption in Australia [here](#).

#### **Localisation in the Pacific**

In April 2024, we hosted our second knowledge-sharing workshop. It focused on localisation in the Pacific and was facilitated by Vuli Gauna, an experienced humanitarian leader and RedR Australia associate trainer.

Participants discussed the importance of localisation in humanitarian work, emphasising

*Below: Participants at the October 2023 workshop discuss principles and practice. Dr. Helen Durham, RedR Australia CEO, leads the discussion (third from left).*



the need for inclusivity, transparency and relationship-building. Pacific Islanders also emphasised the importance of relationships, trust and humility in communication.

Representation and feedback from local communities was also highlighted, as was the importance of understanding the unique challenges of navigating diverse cultures and histories.

### ***A conversation between humanitarians: discussing localisation and inclusion in disaster management***

In May 2024, Dr. Helen Durham, CEO of RedR Australia, and Talei Tora, a distinguished humanitarian expert from the Pacific, hosted an engaging session at the 2024 Humanitarian Networking and Partnerships Week in Geneva, Switzerland.

The session delved into localisation and inclusion within the context of the whole disaster cycle in the Pacific region and shed light on the importance of embracing diversity and fostering inclusivity at every stage of humanitarian engagement. The session also included commentary from Pacific-based experts and questions from the audience.

Watch a video of the workshop [here](#).

## **Building our policy response to climate change**

In November 2023, RedR Australia signed The Climate and Environment Charter for Humanitarian Organizations. RedR Australia understands

that climate and environmental vulnerabilities directly impact the safety and stability of communities, which is why we are keen to join the charter and continue our action for climate.

During FY24, significant work was undertaken to develop a new climate policy and action plan. We also worked on a methodology to measure and reduce our carbon emissions. This work is continuing, with the aim of publishing and implementation in FY25.

Learn more about the Charter [here](#).

## **RedR Australia's Reconciliation Action Plan**

In December 2023, RedR Australia's 2024 Reflect Reconciliation Australia Plan (RAP) was endorsed by Reconciliation Australia.

This plan demonstrates our commitment to take meaningful steps towards reconciliation, ensuring that our workplace is inclusive, diverse and culturally safe for all. Our vision for reconciliation is to live in an Australia that embraces recognition, deep listening, and respect between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Following the RAP endorsement, our internal Reconciliation Working Group was formed to oversee its implementation. During FY24, numerous activities were undertaken as part of the RAP. RedR Australia policies were reviewed to ensure they identify anti-discrimination provisions, and a Flexible Public

Holiday Policy was introduced to allow staff to opt to work on 26 January and take the public holiday at another time.

Significant attention was given to developing organisational awareness and cultural understanding of reconciliation, with relevant information shared with staff. All staff completed online Aboriginal and Torres Strait Islander cultural awareness training, provided by SBS, and this training is now part of a suite of learning modules completed by new employees during their onboarding program.

Staff also expressed the need to increase their understanding of the purpose and significance behind the cultural protocol of making an Acknowledgement of Country, as they wanted to make their acknowledgements more meaningful. To support this learning, a thought-provoking session was facilitated during National Reconciliation Week by RedR Australia staff member Coralanne Pohlman and was attended by staff and board directors.

Read our 2024 Reflect Reconciliation Action Plan [here](#).

## **Launching our new podcast: Humanitarian Conversations**

In September 2023, we launched a new podcast called *Humanitarian Conversations*, a podcast exploring what it means to be a humanitarian in today's world.

Through interviews with respected and very experienced humanitarians who have worked across the globe, listeners learn about the surprising twists and





turns in their careers and delve into the big issues facing the sector. The podcast is hosted by RedR Australia's strategic communications manager, Sally Cunningham, and produced by RedR Australia's senior content producer, Jill Farrar.

*Humanitarian Conversations* has been a successful platform for RedR Australia to promote its work across training and roster. In FY24, the podcast published 8 episodes and a trailer, garnering more than 2,760 downloads across 91 countries. According to Buzzsprout, *Humanitarian Conversations* is in the top 25 per cent of podcasts worldwide.

The podcast has also been an important source of content and engagement for RedR Australia's social media channels, with podcast posts gaining positive engagement and opportunities for sharing.

Listen to *Humanitarian Conversations* [here](#).

## New policies

In line with our commitment to good practice and strong organisational governance, RedR Australia has continued to prioritise the development and maintenance of robust policies that reflect the evolving needs of our organisation and the sector.

In FY24, we implemented a structured process for reviewing and approving policies, ensuring all policies are regularly updated and aligned with best practice.

During FY24, five new policies were introduced, focusing on environmental, social and corporate governance (ESG), modern slavery, flexible work, employee expense claims, and gender equality, disability and social inclusion (GEDSI).

Additionally, 12 existing policies were reviewed and updated, covering critical areas such as performance management, child safeguarding, equal opportunity,

counter-terrorism, health and safety, and gender-based violence.

Looking ahead, 10 more policies are scheduled for review in FY25. Once these reviews are completed, the current policy review cycle will conclude, ensuring that all RedR policies remain up-to-date, relevant, and reflective of our commitment to high standards of governance.

Read our policies [here](#).

# Learning

## Continuous improvement for best practice

### Australia Assists End-of-Program Report

RedR Australia, supported by Clear Horizons, presented the overall results of the Australia Assists Program against the End-of-Program Outcomes (EPOs) in FY24. The report concluded that the Program has made “good” progress against each of the EPOs. In years 1-6 of the program, Australia Assists exceeded deployment targets in each year of delivery, supporting 407 specialist deployments. Deployments were made to 49 partner organisations in 57 countries. This totaled 2,997 deployment months, which equates to 250 years of continuous support for affected communities. The report is with the Department of Foreign Affairs and Trade (DFAT) and the new implementing partner for consideration under the design of Australia Assists Phase Two from 1 July 2024.

### Australia Assists End-of-Program Outcomes Report

In FY24, RedR Australia’s Monitoring, Evaluation and Learning Team undertook an analysis to determine what made deployments more and less effective. The evidence showed

that successful deployments require experienced, skilled and culturally aware deployees; supportive supervisors; engaged host organisations; a clearly outlined Terms of Reference (TOR); and programmatic support. This report is with DFAT and was made available to the new implementing partner for the Australia Assists Program. Findings on factors contributing towards deployments being more or less successful were also reviewed by RedR Australia and informed changes in our processes.

### Australia Assists Gender Equality Thematic Evaluation Report

This report explored the contributions of the Australia Assists Program towards gender equality within humanitarian action. The report was prepared by a RedR Australia staff member. The report found that over its seven years of operation, Australia Assists showed strong commitment to, and success in, implementing gender equality through its deployments of humanitarian professionals. In Years 1-6, Australia Assists supported 61 targeted gender deployments, which represents 15 per cent of all deployments during

the period. These deployments made significant contributions towards the program’s two gender priorities: women’s empowerment and prevention of violence, focusing on improving systems and capacity through enhanced coordination, identifying networks, policy generation, strengthening reporting, and training colleagues and stakeholders. The report was delivered to DFAT to inform future programming. Additionally, in collaboration with the Equality Institute, RedR Australia produced a Gender Equality Tip Sheet to guide deployees with sector-specific ideas to contribute toward improved gender equality.

### Australia Assists Disability Inclusion Thematic Evaluation Report

The Australia Assists’ Thematic Evaluation of Disability Inclusion outlined the Program’s contribution towards disability inclusion within humanitarian action. The report was completed by an independent consultant. The review concluded the Program took a proactive and nuanced approach to supporting and promoting disability inclusion throughout the program, using disability-specific and mainstreamed approaches. The Program has shown a strong

commitment to—and progress in—embedding and progressing disability inclusion, largely through its deployment of humanitarian professionals, as well as other contributions to the sector.

In collaboration with CBM Australia, RedR continues to mentor deployees on integrating disability inclusion within their role. This has proved highly effective, as evidenced in deployment reporting. RedR Australia also established an internal Inclusion Committee, facilitated staff inclusion training, and led a series of reviews and workshops. Australia Assists also implemented a Disability Inclusion Support Scheme (DISS). The Scheme has increased disability inclusion mainstreaming and awareness across the whole Program, leading to significant achievements.

## Australia Assists Localisation Thematic Review Report

Australia Assists Localisation Thematic Review Report outlined achievements and learning related to Australia Assists' contribution to the localisation of humanitarian action, with a focus on progress of the Localisation Strategy and Action Plan (LAP), which was launched in 2021. The review was completed by the Humanitarian Advisory Group.

The review found the Australia Assists Program had a strong commitment to advancing localisation, and these efforts have been effective and important. The LAP has been a catalyst in forging partnerships that build on and support the capacity of local and national

actors working across the disaster management cycle. It has also supported local participation in, and ownership of, deployment and training outcomes to meet the needs of local communities while advancing the minimum standards of humanitarian action. Since the LAP was introduced in 2021, there has been a 143 per cent increase in local and regional deployments. This is a pleasing outcome and is evidence of the strength of the strategy and RedR Australia's commitment to the action plan. As a result of the review, RedR Australia is continuing to action its localisation strategies and investigate new ways to leverage local knowledge, including peer-to-peer learning frameworks.

## Australia Assists Training Review

This review aimed to determine the value of Australia Assists' training investment, specifically the extent to which training supported a high-quality deployment pipeline for the Program, and resulted in changes for individuals and organisations to strengthen the quality of humanitarian action. The review was conducted by an independent consultant.

Overall, this analysis presents compelling evidence that core courses (EHP and HEAT) supported by Australia Assists play a significant role as both enablers for the roster, and an investment in deployment quality. Additionally, training was found to make a substantial contribution to enhancing the quality of humanitarian action through changes in trainees' practice and influence on their

workplaces. The training therefore forms an integral component of the Australia Assists Program, contributing to the Program's End-of-Program Outcomes. As a result of the review, we have worked to recruit more national associate trainers and train them as a course coordinators, while continuing to refine our approach to ensure training courses are context specific. We are also working to maintain the high quality of our face-to-face training, while working towards expanding our training delivery modalities, including online, hybrid and short courses.

## Remuneration Review

RedR Australia's Deployee Remuneration Policy was implemented in January 2022. There have been subsequent and substantial changes in costs of living and security in many contexts since this time. The purpose of this independent review was to determine (a) whether the Policy is achieving what it set out to do; (b) whether the Policy is providing sufficient provisions for deployee safety and well-being; (c) whether the Policy remains competitive and appropriate (given changes in inflation and security contexts); and (d) whether any gaps exist between the current Policy and best practice.

While we can't share the findings of the report due to them being commercial in confidence, following the review RedR Australia implemented immediate changes to incorporate international best-practice standards for remuneration. These efforts continue to evolve as we strive to ensure our remuneration packages are fair and equitable.



# Financial reporting

## Financial summary

The net result of operations for the year ended 30 June 2024 was an operating surplus of \$392,337 compared with a deficit of \$353,258 for the year ended 30 June 2023.

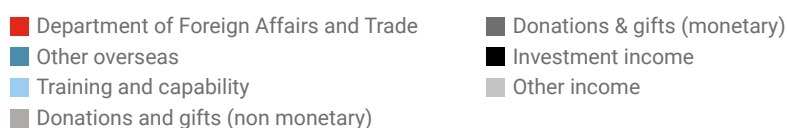
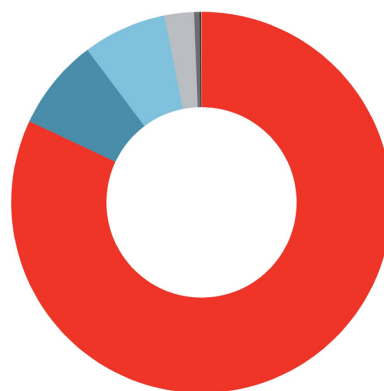
The return to an operating surplus is primarily due to RedR Australia improving the cost efficiency of its training course output while increasing other overseas deployment funding.

RedR Australia's revenue increase in FY24 was underpinned by material increases in NGO and other foreign government partner funding for deployments in addition an increased income from bespoke training courses.

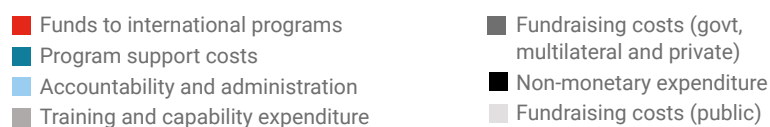
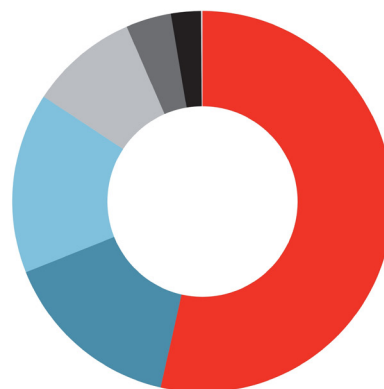
The following financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code, please refer to the ACFID website at [acfid.asn.au](https://acfid.asn.au)

You can find our full statutory financial statements [here](#).

## Total revenue



## Total expenditure



## Income statement for the year ended 30 June 2024

|  | 2024              | 2023              |
|--|-------------------|-------------------|
| <b>REVENUE</b>                                       |                   |                   |
| <b>Donations and gifts</b>                           |                   |                   |
| Monetary   | 97,629            | 87,142            |
| Non monetary <sup>1</sup>                            | 509,917           | 360,364           |
| <b>Grants</b>  |                   |                   |
| Department of Foreign Affairs and Trade <sup>2</sup> | 16,667,329        | 16,520,971        |
| Other overseas <sup>3</sup>                          | 1,578,123         | 1,151,468         |
| Training and capability                              | 1,444,783         | 1,236,907         |
| Investment income <sup>4</sup>                       | 22,158            | 19,341            |
| Other income   | 7,596             | 8,094             |
| <b>TOTAL REVENUE</b>                                 | <b>20,327,535</b> | <b>19,384,287</b> |
| <b>EXPENDITURE</b>                                   |                   |                   |
| <b>International programs</b>                        |                   |                   |
| Funds to international programs <sup>5</sup>         | 10,672,347        | 11,161,299        |
| Program support costs <sup>6</sup>                   | 3,072,916         | 2,582,045         |
| <b>Fundraising costs</b>                             |                   |                   |
| Public   | 23,752            | 23,297            |
| Government, multilateral and private <sup>7</sup>    | 766,809           | 599,737           |
| Accountability and administration <sup>8</sup>       | 3,054,230         | 2,773,108         |
| Training and capability expenditure                  | 1,835,227         | 2,237,695         |
| Non-monetary expenditure                             | 509,917           | 360,364           |
| <b>TOTAL EXPENDITURE</b>                             | <b>19,935,198</b> | <b>19,737,545</b> |
| <b>SURPLUS/SHORTFALL OF REVENUE OVER EXPENDITURE</b> | <b>392,337</b>    | <b>(353,258)</b>  |

### Note:

- Estimated fair value of the volunteer services received.
- Revenue received in the 2024 financial year relates to the Australia Assists contract and individual DFAT Post cost contributions to the Australia Assists Program.
- Includes funding received from the UK government through its Foreign, Commonwealth & Development Office (FCDO), UN agencies and NGOs for the delivery of deployments.
- All deposits are held at the National Australia Bank and Strathmore Community branch of Bendigo Bank.
- The cost of deploying international emergency response experts overseas, including regional office and personnel costs.
- Direct costs of international program management spent in Australia.
- Costs incurred in reporting against government and multilateral contracts.
- The management and administration cost of supporting humanitarian experts to deploy and return from the field, and the delivery of training services.
- Bank account balances with National Australia Bank and Strathmore Community Bank Branch of Bendigo Bank.
- Term deposit held with Strathmore Community Bank Branch of Bendigo Bank.
- Prepayments and other debtors.
- Fixed assets are depreciated in accordance with the reasonable useful life of the asset.
- Long-term lease of head office building.
- RedR Australia's intangibles comprise computer software.
- Includes Trade Creditors and Accrued Expenses.
- Primarily consists of training income received in advance and a small portion of membership fees in advance.
- Current lease liability of the head office building.
- Provision for employee leave entitlements.
- Non-current lease liability of the head office building.
- Non-current provision for employee leave entitlements.
- Restricted reserves include donations held as the Overseas Aid Fund.

## Balance sheet as at 30 June 2024

|   | 2024             | 2023             |
|---|------------------|------------------|
| <b>ASSETS</b>                               |                  |                  |
| <b>Current Assets</b>                       |                  |                  |
| Cash and cash equivalents <sup>9</sup>      | 5,472,298        | 4,227,341        |
| Trade and other receivables                 | 1,912,585        | 1,553,834        |
| Other financial assets <sup>10</sup>        | -                | 1,073,076        |
| Other current assets <sup>11</sup>          | 537,183          | 463,226          |
| <b>Total Current Assets</b>                 | <b>7,922,066</b> | <b>7,317,477</b> |
| <b>Non-Current Assets</b>                   |                  |                  |
| Property, plant and equipment <sup>12</sup> | 60,272           | 133,769          |
| Right of use asset <sup>13</sup>            | 207,752          | 413,312          |
| Intangibles <sup>14</sup>                   | 231,517          | 350,314          |
| <b>Total Non-Current Assets</b>             | <b>499,541</b>   | <b>897,395</b>   |
| <b>TOTAL ASSETS</b>                         | <b>8,421,607</b> | <b>8,214,872</b> |

|  |                  |                  |
|--|------------------|------------------|
| <b>LIABILITIES</b>                     |                  |                  |
| <b>Current Liabilities</b>             |                  |                  |
| Trade and other payables <sup>15</sup> | 1,107,874        | 1,070,066        |
| Other <sup>16</sup>                    | 93,168           | 208,167          |
| Lease liability <sup>17</sup>          | 185,237          | 176,858          |
| Provisions <sup>18</sup>               | 327,283          | 292,510          |
| <b>Total Current Liabilities</b>       | <b>1,713,562</b> | <b>1,747,601</b> |
| <b>Non-Current Liabilities</b>         |                  |                  |
| Lease liabilities <sup>19</sup>        | 48,039           | 225,223          |
| Provisions <sup>20</sup>               | 73,620           | 47,999           |
| <b>Total Non-Current Liabilities</b>   | <b>121,659</b>   | <b>273,222</b>   |
| <b>TOTAL LIABILITIES</b>               | <b>1,835,221</b> | <b>2,020,823</b> |
| <b>NET ASSETS</b>                      | <b>6,586,386</b> | <b>6,194,049</b> |
| <b>EQUITY</b>                          |                  |                  |
| Restricted Reserves <sup>21</sup>      | 799,606          | 831,138          |
| General Reserves                       | 937,381          | 937,381          |
| Retained Earnings                      | 4,849,399        | 4,425,530        |
| <b>TOTAL EQUITY</b>                    | <b>6,586,386</b> | <b>6,194,049</b> |



# Partners

## UN partners



## Government and civil society partners



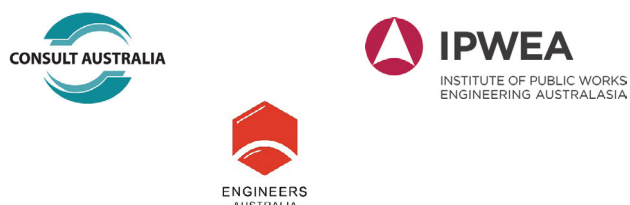
## University partners



## Corporate partners



## Founding bodies



RedR Australia is a member of RedR International, a federated network of offices sharing a common vision of a world in which sufficient competent and committed personnel are available and responding to humanitarian needs.

RedR Australia is a signatory to the ACFID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As a signatory we are committed and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability and integrity.

“

AS THE PACIFIC MOVES  
TOWARDS A CLEAN ENERGY  
FUTURE, WE SHOULD BE  
SEEKING TO INCREASE  
WOMEN'S EMPLOYMENT  
IN THE ENERGY SECTOR  
AND THEIR ENGAGEMENT  
IN ENERGY POLICY.

—Shane, our gender expert  
working in Fiji. Read more [here](#).

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*RedR Australia roster member Shane  
at a Pacific Resilience Meeting.*

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Australia**

Global  
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Fiji**

Pacific  
Regional Office

**Amman  
Jordan**

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