As Chair of White Ribbon Australia I am privileged to witness, through the regular review of the social impact measures in place at White Ribbon Australia, outcomes that reflect the effectiveness of this social change movement. Through independent evaluation we gather the results of our work on primary prevention in driving positive social change and we are now recording the evidence that this change is taking place.

The need for this change is a constant in our workplaces, institutions, schools and the broader community. The silence continues to be broken and men are increasingly engaged, but there is a long way to go. There is a constant imperative to drive definitive change, whether in the schoolyard, workplace or at home. The change White Ribbon is addressing is that women’s safety is a man’s issue too. White Ribbon action occurs all year, implemented through the strategically developed programs in place.

This report highlights the work of those programs, evidencing White Ribbon in the community and particularly how, through the engagement of men, young and old, we develop awareness, understanding and skills for the role we men must play, to speak out and act whenever we become aware of or witness disrespect, abuse and violence against women.

We are breaking the “code of silence” which has encased men, deliberately or otherwise, in complicity to fail to promote a world of gender equality and respect.

It is critical that all men understand that they are individually responsible.

I commend to you this report and the evidence herein that demonstrates the courage, tenacity and effectiveness of White Ribbon to embed the tools of change in the community, working alongside and in collaboration with others. Through research and independent evaluation it is clear this critical movement is making a difference.

This report demonstrates the heartening commitment of an ever increasing number of Australians to be engaged, develop understanding and skills, and act. It is also testimony to the team at White Ribbon, the Board, White Ribbon Committees across Australia, Ambassadors, Advocates and Supporters - thank you. With your support this social change is happening.

Nicholas Cowdery AM QC
Chair
White Ribbon Australia
It is being informed by more accurate and comprehensive data including what Australians think about men’s violence against women and their experiences of violence. There are national, state and territory policies in place to end men’s violence against women and a national framework to guide violence prevention work.

This provides the context of White Ribbon’s work and guides our organisational strategy, program design, implementation and evaluation.

While there will always be data gaps and ongoing policy developments, and as our understanding of men’s violence against women improves and more women share their experiences, we must turn research and policy into action.

When dealing with a population level problem that requires generational attitudinal and behavioural change, this sometimes requires an approach that pushes the boundaries of theory, ideology and activism.

“Men’s violence against women has gained the public scrutiny it deserves and is at the forefront of research and policy.

We do this on the understanding that men and women need to work together for Australian women to live in safety, free from all forms of men’s violence and abuse. The involvement of men in this movement is highly contested, with concerns that the increasing presence of men in initiatives such as the White Ribbon social movement, has the potential to reproduce the inequalities at the heart of men’s violence against women, shift the focus of the social movement from gender equality to new masculinities and devalue women’s expertise. We recognise and are responsive to these tensions.

White Ribbon Australia engages men to prevent men’s violence against women.

White Ribbon Australia engages men to prevent men’s violence against women through a multifaceted movement that runs all year. We are at a point in the journey of this movement where we are evidencing the positive results of White Ribbon’s work.

White Ribbon has been a social change movement in Australia now for 14 years. Enough time has elapsed to enable us to measure the impact of our work. We have embedded independent evaluation in all program activity. The results of our work illustrate that this movement is making a positive difference.

Our advocacy work continues to stand beside that of others working to achieve gender equality and break down policy and laws that in this century still discriminate against women. For example, White Ribbon is committed to standing beside women advocating for change and witnessing the clear link between men’s violence against women and reproductive rights and gender equality. This is exemplified by the White Ribbon Reproductive Rights Position Statement, released in February this year, which affirms White Ribbon Australia’s position that all women should have complete control over their reproductive and sexual health.

“Violence of any kind is a choice. Whilst there may be catalysts or triggers, violence is not caused by alcohol or drugs or past experiences. Violence is a behaviour which is a choice – it is a behaviour we need to change… Behaviour change is generational… it is difficult because it takes time. It takes every Dad talking to his sons about respect for women; every parent talking to their daughters about what positive, supportive relationships feel like; mates talking to each other about what are acceptable attitudes and behaviours; teachers educating kids at school about respectful relationships; coaches leading their team to demonstrate appropriate behaviours on and off the playing fields. It takes the whole community saying they will stand up, speak out and act to end men’s violence against women.”

Roger Yeo, White Ribbon Ambassador and father of Rachelle who was killed by her ex partner.

“In 2017, more Australians than ever before have affirmed White Ribbon Australia’s stance that we must act together to end violence against women and girls and bring an end to the culture that tolerates and permits it”
In developing the statement, it became clear that this was a larger issue than access to legal and safe abortion, though this of course remains vital. Vital to our work is the emerging research into reproductive coercion, a form of men’s violence against women, and its link to gender inequality, which we recognise as the driver of men’s violence against women. Submissions to inquiries are an important part of our advocacy work, as is supporting other organisations in their advocacy work.

The diversity of White Ribbon in Australia and the commitment of thousands of Australians from all walks of life to this social change movement is captured in this report.

The Australian community’s drive to achieve social change is evidenced by the number of people attending and holding awareness raising events, becoming Advocates and Ambassadors, taking the Oath, transforming their workplaces into more respectful and safer spaces for women and supporting fundraising.

Corporations and organisations, including schools, align with White Ribbon through sponsorship and by undertaking our primary prevention programs. We embed the message of violence prevention using an ecological model of cultural transformation. This year, we saw the extension of our programs to more schools, workplaces and communities.

The tireless efforts of many are captured in the body of this report. It reflects a strong and engaged community including our volunteers, committed and inspiring Board, White Ribbon Committees, those in frontline services, other organisations working to prevent and address violence against women, the dedicated and committed staff team at White Ribbon Australia and our amazing Ambassadors, Advocates and Supporters.

This report is testament to the strength of this social change movement, its ever increasing momentum and the committed, outstanding efforts of those exemplified by Roger Yeo and Simone O’Brien. Together we stand up, speak out and act to stop men’s violence against women.

Libby Davies
CEO
White Ribbon Australia

“It’s vital my children know this isn’t how real men treat women.”

Simone O’Brien, Survivor.
White Ribbon Australia (White Ribbon), as part of this global movement, aims to create an Australian society in which all women can live in safety, free from violence and abuse.

White Ribbon works through a primary prevention approach understanding that men are central to achieving the social change necessary to prevent men’s violence against women. We engage men to stand up, speak out and act together with women, to influence the actions of some men and demand change. White Ribbon is dedicated to ensuring men are active advocates for changing the social norms, attitudes and behaviours that are at the root of men’s abuse of women.

Through education, awareness-raising and creative campaigns, prevention programs and partnerships, we are highlighting the positive role men play in preventing men’s violence against women and enabling them to be part of this social change.

Who we are

White Ribbon is the world’s largest movement of men and boys working to end men’s violence against women and girls, promote gender equality, healthy relationships and a new vision of masculinity.
Vision, mission and purpose

Our vision
A nation that respects women, in which every woman lives in safety, free from all forms of men’s abuse.

Our purpose
Engaging men to make women’s safety a man’s issue too.

Our values
White Ribbon is committed to the following values embedded across all facets of the organisation.

- **Courage**
  in facing challenges and finding creative and innovative solutions.

- **Integrity**
  ethical, honest and accountable to all.

- **Respect**
  compassionate, honouring and acknowledging difference and upholding dignity.

- **Collaboration**
  working collaboratively to drive positive social change.

- **Leadership**
  leaders in driving lasting, positive, normative change.
White Ribbon champions and supports community engagement and action in four critical and interrelated ways to prevent men’s violence against women. We work in schools, partnership with communities, individuals and workplaces, White Ribbon Ambassadors, Advocates, partners and supporters to progress the movement throughout Australia.

We engage, educate, raise awareness, campaign, facilitate, research, develop policy and advocate.

We support and enable men and women to use the platforms of leadership and influence that they have, wherever they have them, to engage men to speak out and take action to prevent men’s abuse of women in all its forms – our leadership pillar.

We drive widespread action to accelerate community change to end the abuse of women. This involves promoting the critical role that men must play, and facilitating and supporting communities across Australia to take action to bring about needed cultural change. We will continue to develop tools and resources to inspire and assist communities to create gender equality, foster respectful relationships and take action to end men’s abuse of women - our community engagement and action pillar.

We work alongside and with other organisations and groups, to demand gender equality and the right of every woman, everywhere to live in safety, free from the abuse of men in all its forms - our collaborative influence pillar.

We drive exceptional organisational agility and capacity to deliver innovative, responsive and highly effective prevention programs in a rapidly changing environment - our organisation agility pillar.

—

“Respect is impossible without a genuine commitment to equality.”

Michael Jeh, White Ribbon Ambassador

How this social movement engages people

Michael Jeh, White Ribbon Ambassador

“Respect is impossible without a genuine commitment to equality.”

Michael Jeh, White Ribbon Ambassador
How this social movement engages people
Ambassadors

The cornerstone of White Ribbon is our Ambassadors, men who raise awareness of the social change that is necessary to prevent men’s violence against women.

The Ambassador Program equips men, as volunteers and Ambassadors, with knowledge and resources to proactively engage in their community, together with women, in the prevention of men’s violence against women. Our Ambassadors derive from a wide range of backgrounds, including different sectors, varying age groups, culturally and linguistically diverse communities and Aboriginal and Torres Strait Islander communities.

In 2016-2017, White Ribbon Ambassadors continued to use their influence to drive attitudinal and behavioural change among men and the broader community, reaching an estimated audience of over 100,000 people.

“Men need to have quality conversations about stopping family violence. This is something every man can do, given guidance.”

Graeme Pearce (NT)

Research
In 2016, two researchers from the University of Wollongong conducted research into the Ambassador Program to evaluate why men are motivated to become Ambassadors, including how they get involved in violence prevention activities, and the challenges they face in advocating to end violence against women. 296 Ambassadors completed an online survey and 86 participated in in-depth interviews. The results of this research identified here informed the ongoing development of the Program.

- 91% of Ambassadors feel very strongly about acting to stop violence against women.
- 31% of Ambassadors noted that becoming a better father was a positive experience of the White Ribbon Ambassador Program.
- 90% of Ambassadors are more likely to challenge sexist behaviour towards women since joining White Ribbon.
- 69% of Ambassadors report their involvement with White Ribbon has changed how they relate to men.
- 85% of Ambassadors are more conscious of promoting equality and equity in both their personal and professional lives.

Learn more
whiteribbon.org.au/stop-violence-against-women/what-white-ribbon-does/research-social-impact
White Ribbon acknowledges the significant role of women in advocating for effective violence prevention laws, services and supports over the years, and we recognise the importance of men working alongside women to bring about positive social change. During 2016-2017 we focused on a revised Advocate role to stand alongside White Ribbon Ambassadors as representatives of White Ribbon in their community.

From October 2017, Advocates will undergo a formal application process and receive ongoing training and support from White Ribbon Australia.

How this social movement engages people

**Advocates**

White Ribbon Advocates are trained women who represent White Ribbon to promote gender equality, respectful relationships and the engagement of men in order to see an Australian society in which all women can live in safety, free from men’s violence and abuse.

**Supporters**

White Ribbon Supporters are men and women who are passionate about ending men’s violence against women and engage with White Ribbon in an independent and proactive capacity. They bring local expression to the White Ribbon Campaign by raising awareness and vital funds for White Ribbon’s primary prevention initiatives.

**Ambassadors**

White Ribbon Ambassadors are trained men and boys who represent White Ribbon and recognise the importance of playing a positive and proactive role in preventing violence, abuse and inequality faced by women and girls across Australia.

**Supporters**

Fundamental to White Ribbon is the Supporter role. The White Ribbon Supporter role is for men and women who express interest in engaging with the White Ribbon social movement. This role gives women and men the ability to break the silence over men’s violence against women through the activation of people, networks and opportunities to make violence against women a man’s issue too. Our Supporters sustain and localise the White Ribbon movement in their communities by hosting, supporting and participating in events and working to drive our message through their personal and/or professional networks.
White Ribbon Committees are formalised volunteer groups that support the movement of White Ribbon across Australia. Committees embrace the White Ribbon cause and, under the banner of White Ribbon, work actively in metropolitan, regional and rural areas to engage men and their community to enhance gender equality and end men's abuse of women. We have 33 active Committees across Australia that in 2016-2017 played an increasingly important role in supporting the national office to coordinate local action, foster key relationships and ensure the work of White Ribbon reflects the needs of their community.

How this social movement engages people

Committees

Types of Committees

- State and Territory Committees
- Regional Committees
- Event and Project Committees

2017, Committees were instrumental in:

- Coordinating education, awareness and fundraising events in all states and territories.
- Developing local initiatives that engage male-dominated sections of the community.
- Enhancing and supporting the implementation of key White Ribbon Programs nationally.
- Providing local knowledge and expertise critical to guiding the work of White Ribbon.
- Supporting the growth of key working relationships with women's services and domestic violence organisations.

Sports engagement

One of our key drivers of change in communities across Australia are sporting clubs, who are vital in bringing together people from all walks of life. Clubs play an influential role in promoting respect and gender equality within communities. Sport is a critical channel for raising awareness of the importance of respectful relationships among codes, clubs, members and fans. Millions of men, women, boys and girls play sport at some point in their lives, and it is important that the prevention of men's violence against women is incorporated into training, games, events and broadcasting to reach further into the community and highlight a zero tolerance approach.
How this social movement engages people

Diversity

White Ribbon works to highlight the importance of diversity and inclusion throughout all aspects of the social movement. With the support of the Federal Government, White Ribbon reaches out to Aboriginal and Torres Strait Islander communities and those from multicultural backgrounds to prevent men’s violence against women.

The movement works to empower diverse communities by:

- developing community capacity to prevent domestic violence by organising forums and participating in the event
- organising workshops for men and supporting them to be role models and confront domestic violence
- providing resources which are relevant and appropriate, such as those in simple English or translated factsheets and videos
- encouraging and supporting communities to organise forums and White Ribbon events to spread the message
- ensuring that diversity and inclusion are at the forefront when drafting key White Ribbon policies, frameworks and models.

White Ribbon has organised: 13 community forums 23 workshops

Engaging over 1000 people

9+ Communities

multicultural communities engaged including: Indian, Filipino, Vietnamese, Arabic-speaking, Nigerian, South Sudanese, Bhutanese, Tongan and Afghan.

18 factsheets translated for diverse communities, available on our website.
How this social movement engages people

Workplace accreditation

The White Ribbon Australia Workplace Accreditation Program is our world leading violence-prevention initiative focused on providing organisations with the tools and strategies to actively prevent and effectively respond to violence against women and drive gender equality.

Organisations that demonstrate a commitment to tackling violence against women and meet and exceed 15 criteria across three standards as independently assessed, become accredited as White Ribbon Workplaces.

In the past year the program has undergone a restructure to meet demands. The historic delivery of accreditation has been through a cohort model, twice a year. To address significant demand for the Program, White Ribbon has, over the period adopted a caseload management approach, with organisations commencing the Program each month. This allows more businesses the opportunity to participate and become accredited.

This ensures:

- Workplaces are able to start on the Program dependent on their readiness, rather than fixed start dates
- Workplaces have a single, defined point of contact who will guide their journey through the Program, creating stronger program engagement and support.

In 2016-2017, 43 organisations were accredited, taking the total number of accredited White Ribbon workplaces to 107. These organisations represent a broad cross-section of Australian industries and sectors.

There are a further 87 undergoing accreditation as of 30 June 2017.
How this social movement engages people

Breaking the Silence Schools Program

White Ribbon’s Breaking the Silence Schools Program creates attitudinal and behavioural change in Australian schools, leading to generational change in preventing violence against women and girls.

“Great work…a must for all schools. Huge implications to society if done well by all schools.”

Teacher, Secondary School, Sydney NSW

The professional development program for principals and senior teachers supports leaders to promote schools as a respectful centre for education, a safe workplace, and vehicle for community culture change.

In 2016-2017 we reached over 201 school leaders through the engagement of 108 schools at 27 workshops held across Australia.

In 2017, another 175 schools commenced the Breaking the Silence Program across 7 states and territories.

As of 30 June 2017 there are 399 White Ribbon Schools reaching over 220,000 students and 18,000 teachers.

A feedback survey after the end of Program in 2016-2017 found that:

100% of respondents agreed that the Program has given them foundational knowledge of the issue of men’s violence against women.

92% of respondents agreed that the Program has enabled them to integrate respectful relationships/violence prevention through a whole of school approach.

100% of respondents agreed that the Breaking the Silence Schools Program was a valuable professional learning tool.

98% of respondents agreed that the Breaking the Silence Schools Program provided them with the tools and knowledge to influence and change their school culture.
As a grassroot movement the community are the core of White Ribbon. During 2016-2017 our valued Supporters held more than 1,210 events across Australia, in both capital and regional cities and rural areas to raise awareness and vital funds for our mission of reducing men’s violence against women.

How this social movement engages people

Community Engagement and Events

As a grassroot movement the community are the core of White Ribbon. During 2016-2017 our valued Supporters held more than 1,210 events across Australia, in both capital and regional cities and rural areas to raise awareness and vital funds for our mission of reducing men’s violence against women.

Key Events

White Ribbon Day
Held on November 25th, White Ribbon Day is the largest public movement against domestic violence and raises awareness of White Ribbon’s mission. The movement brought together people through 776 community events such as awareness walks, fundraising breakfasts, lunches and dinners and community education events.

White Ribbon Night
Our major annual fundraiser engaged more than 150 individual community events on White Ribbon Night across Australia, raising $33,500 to fund our primary prevention programs. White Ribbon Night aims to engage all Australians to host a night in and invite their family and friends to create inclusiveness and highlight the importance of strong connections in building positive relationships.

How we connect
Communication is integral to White Ribbon’s mission. We engage with our communities via media campaigns and encourage meaningful conversations via social media channels Facebook, Instagram and Twitter.

During 2016-2017 we reached:

- 1.56m Media impressions in print, on TV and radio.
- 12m approximate monthly social media impressions.
- 21 campaigns and collateral items launched and distributed.
- 5.7m individual website sessions over the year.
Social impact measurement

White Ribbon Australia is committed to best practice in primary prevention. Each year we conduct independent research through surveys and focus groups of a broad diversity of men’s and mixed groups. We aim to find out a variety of things, including:

- The ways knowledge and attitudes of bystanders have changed
- What actions they are now prepared to take
- The obstacles and barriers to engagement that need to be overcome.

The White Ribbon Workplace Accreditation Program has at 30 June 2017 collected 150,000 qualitative and quantitative responses from workplace program participants across Australia. The analysis of this data enables White Ribbon and organisations to further benefit from more targeted interventions in response to their individual culture.

In the 2016-2017 period White Ribbon commissioned KPMG to build a Dashboard based on their analysis of the survey data from 160 organisations that have participated in the White Ribbon Australia Workplace Accreditation Program since 2012. The Dashboard represents the diversity of the data sets, which spans 22 industries and over 600,000 staff. In-depth research and analysis continue on the data to help guide White Ribbon Workplace Accreditation practices.

Initial analysis of the responses demonstrates the positive impact of this evidence-based prevention program in improving attitudes and behaviours towards violence against women and gender equality.

Social impact

White Ribbon has developed a social impact measurement framework to measure its activities and programs. The framework measures change in people’s knowledge about, and attitudes towards, men’s violence against women and gender equality. Preliminary data has shown promising results, with data indicating that White Ribbon Supporters have significantly higher support for gender equality than the general population. Data collection to inform the framework is ongoing and social impact measurement is a core part of all program logic that frame our prevention programs.
How the movement is funded

White Ribbon funding
White Ribbon Australia is 74 per cent resourced by the Australian community it serves and 19 per cent comes from fee for service. Money comes from a range of community initiatives including those that occur throughout the year, in locations around Australia; merchandise sales, workplace giving and community initiatives. The Workplace Accreditation Program is a fee for service program. Seven per cent of our funding comes from Commonwealth and State governments. Our committed corporate partners provide 18 per cent of the funding in 2016 - 2017. We have been fortunate to be supported by two philanthropic trusts over the year.

Program funding
The majority of our Prevention Program work is funded through the community and corporate partnerships and philanthropic trusts; our Diversity Program is funded by the Australian Government Department of Social Services as well as from our own reserves, and works with culturally and linguistically diverse and Aboriginal and Torres Strait Islander communities to empower them in the prevention of violence against women. There are other small amounts of Government funding that supplement the primary prevention work of White Ribbon.

Fundraising in support of other services
We work in collaboration with many services and prevention initiatives that are taking place in the community.

<table>
<thead>
<tr>
<th>Income</th>
<th>2016-2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>7%</td>
</tr>
<tr>
<td>Philanthropic Trusts</td>
<td>4%</td>
</tr>
<tr>
<td>Merchandise, Donations and Community Funding</td>
<td>52%</td>
</tr>
<tr>
<td>Corporate Partnerships</td>
<td>18%</td>
</tr>
<tr>
<td>Workplace Accreditation Fees</td>
<td>19%</td>
</tr>
</tbody>
</table>
In 2017, the White Ribbon Policy and Research Series commissioned two groundbreaking papers that focused on driving innovative research into the prevention of men's violence against women.

**Accountability Paper**

In March, White Ribbon commissioned Professor Bob Pease with comments by Dr Ann Carrington to undertake the research paper 'Men as Allies in Preventing Violence Against Women: Principles and Practices for Promoting Accountability'. The paper provides insight into the role men play as allies in the prevention of men's violence against women, particularly men's role as allies in the process of accountability. This paper will be crucial to informing White Ribbon's work with men and as an organisation in the future.

**WRA / Healing Foundation Paper**

The final research paper of the White Ribbon Policy Research Series is underway. Being developed by The Healing Foundation and in partnership between White Ribbon Australia, the paper will consider the context in which violence occurs for Aboriginal and Torres Strait Islander people. It also seeks to foreground critical elements that can be used to guide Aboriginal and Torres Strait Islander violence prevention work. This research will underpin White Ribbon’s future work, particularly when working alongside Aboriginal and Torres Strait Islander communities and men to prevent violence against women.
Corporate Governance

White Ribbon Australia, a company limited by guarantee, is a well-established, national not for-profit organisation governed by a skilled, voluntary Board and dedicated, professional operational team.

We invest at least 85 per cent of our income in primary prevention initiatives focusing on developing community leadership and capabilities to drive positive social change to prevent men’s violence against women.

White Ribbon Australia’s organisational structure and governance framework reflect core capabilities to deliver operational competency against the strategic plan. The Chief Executive Officer and staff bring expertise from law, criminology, academia, business development, project management, financial and risk management and analysis, social policy, social enterprise, community development, social impact measurement, marketing, PR, and ethics.

White Ribbon Australia is supported by Research, Reference Groups and Board committees that cover governance, procurement, audit and risk.

Board of Directors

The Directors on the Board provide expert advice and give of their time in a voluntary capacity to support White Ribbon Australia. Thank you to those who formed the Board throughout this Financial Year:

- Nicholas Cowdery AM QC (Chair)
- John Rosewarne
- Paul Edginton
- Ian Carter
- Dan Gregory
- Chiu-Hing Chan
- Carole Molyneux
- Nick Mazzarella
- Bernie Pearce

Sponsors and Partners

We sincerely thank all of our donors and fundraisers for their ongoing commitment to our cause and their meaningful contributions which support our sustainability.

Official Partners

Corporate Sponsors
Directors report

Information on Directors

No Director has an interest in any existing or proposed contract into which the company has entered or may be considered.

**Nicholas Cowdery**
**Chair**
Qualifications BA, LLB, University of Sydney
Experience Chair and Board Member since 18 February 2016
Special Responsibilities Mr Cowdery is a member of three Committees:
  - Ethics (Chair)
  - Governance (Chair)
  - HR, Nomination and Remuneration

**Ian Carter**
**Director**
Qualifications BA Arts (Social Science), Curtin University and Postgraduate Diploma in Education WA
Experience Board Member since May 2014

**Chiu-Hing Chan**
**Director**
Qualifications Masters in Journalism, BA Law and International Relations, and Graduate Diploma in Legal Practise (Bond University)
Experience A Board Member since 14 September 2013

**Paul Edginton**
**Director**
Qualifications BA Communication, CDC Dip, FAICD
Experience A Board Member since 15 January 2015
Special Responsibilities Mr Edginton is a member of one Committee:
  - Governance

**Dan Gregory**
**Director**
Qualifications BA Communication, University of Western Sydney
Experience A Board Member since 14 September 2013
Special Responsibilities Mr Gregory is a member of one Committee:
  - Marketing and PR Committee (Chair)

**Nick Mazzarella**
**Director**
Qualifications BE Civil, GD Struc Eng, GD Bus Mgt, Dip Proj Mgt
Experience Board Member since February 2016
Special Responsibilities Mr Mazzarella is a member of two Committees:
  - Audit and Risk
  - HR, Nomination and Remuneration

**Carole Molyneux**
**Director**
Qualifications BA Hons, University of Liverpool, UK
Experience A Board Member since 14 September 2013
Special Responsibilities Ms Molyneux is a member of two Committees:
  - HR, Nomination and Remuneration
  - Audit and Risk (Chair)

**Bernard Pearce**
**Director**
Qualifications BSW, RMIT
Experience Board Member since February 2016
Special Responsibilities Mr Pearce is a member of two Committees:
  - Governance
  - Ethics

**Victor John Rosewarne**
**Director**
Qualifications Master of Business (Banking)
Experience A Board Member since June 2011
Special Responsibilities Mr Rosewarne is a member of three Committees:
  - HR, Nomination and Remuneration (Chair)
  - Audit and Risk
  - Governance
Guarantee
The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of $20.00 each towards meeting any outstanding obligations of the company. At 30 June 2017 the collective liability of members was $200 (2016: $100).

Auditor's independence declaration
A copy of the auditor’s independence declaration as required under section 60.40 of the Australian Charities and Not-For-Profits Commission Act 2012 is set out on page 6.

Signed in accordance with a resolution of the Board of Directors.

Carole Molyneux
Director
Audit and Risk Committee - Chair

Meetings Eligible to Attend
Number Attended
Nicholas Cowdery 6 6
Ian Carter 6 4
Chiu-Hing Chan 6 6
Paul Edginton 6 3
Dan Gregory 6 6
Nick Mazzarella 6 6
Carole Molyneux 6 6
Bernard Pearce 6 6
Victor John Rosewarne 6 5
Statement of financial position

<table>
<thead>
<tr>
<th>Assets</th>
<th>2017 $</th>
<th>2016 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets</strong></td>
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<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1,748,481</td>
<td>1,338,393</td>
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<tr>
<td>Trade and other receivables</td>
<td>535,255</td>
<td>173,096</td>
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<tr>
<td>Inventories</td>
<td>175,908</td>
<td>310,989</td>
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<tr>
<td>Other financial assets</td>
<td>-</td>
<td>70,988</td>
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<tr>
<td>Other assets</td>
<td>89,921</td>
<td>72,017</td>
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<tr>
<td><strong>Total current assets</strong></td>
<td>2,549,565</td>
<td>1,965,483</td>
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<tr>
<td><strong>Non current assets</strong></td>
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<tr>
<td>Trade and other receivables</td>
<td>-</td>
<td>11,391</td>
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<tr>
<td>Other financial assets</td>
<td>221,006</td>
<td>-</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>85,197</td>
<td>30,988</td>
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<tr>
<td>Intangible assets</td>
<td>420,598</td>
<td>97,990</td>
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<tr>
<td><strong>Total non current assets</strong></td>
<td>726,801</td>
<td>140,369</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>3,276,366</td>
<td>2,105,852</td>
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</tbody>
</table>

Statement of comprehensive income

<table>
<thead>
<tr>
<th></th>
<th>2017 $</th>
<th>2016 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td>5,587,141</td>
<td>4,114,176</td>
</tr>
<tr>
<td><strong>Cost of Sales</strong></td>
<td>(427,313)</td>
<td>(253,733)</td>
</tr>
<tr>
<td><strong>Change in work in progress - projects</strong></td>
<td>68,500</td>
<td>188,230</td>
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<tr>
<td><strong>Employee expenses</strong></td>
<td>(2,857,326)</td>
<td>(2,115,646)</td>
</tr>
<tr>
<td><strong>Depreciation and amortisation</strong></td>
<td>(171,550)</td>
<td>(85,749)</td>
</tr>
<tr>
<td><strong>Advertising and marketing</strong></td>
<td>(156,289)</td>
<td>(170,973)</td>
</tr>
<tr>
<td><strong>Information technology</strong></td>
<td>(123,053)</td>
<td>(69,487)</td>
</tr>
<tr>
<td><strong>Fundraising expense</strong></td>
<td>(110,719)</td>
<td>(149,613)</td>
</tr>
<tr>
<td><strong>Rent expense</strong></td>
<td>(205,243)</td>
<td>(103,460)</td>
</tr>
<tr>
<td><strong>Staff recruitment</strong></td>
<td>(17,895)</td>
<td>(2,437)</td>
</tr>
<tr>
<td><strong>Travel and accommodation</strong></td>
<td>(240,815)</td>
<td>(197,397)</td>
</tr>
<tr>
<td><strong>Other expenses</strong></td>
<td>(1,046,957)</td>
<td>(846,277)</td>
</tr>
<tr>
<td><strong>Surplus before income tax</strong></td>
<td>298,481</td>
<td>307,634</td>
</tr>
<tr>
<td><strong>Income tax expense</strong></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Surplus for the year</strong></td>
<td>298,481</td>
<td>307,634</td>
</tr>
</tbody>
</table>

**Other comprehensive income, after tax**

| Other comprehensive income for the year, after tax | - | - |

**Total comprehensive income for the year**

<table>
<thead>
<tr>
<th></th>
<th>2017 $</th>
<th>2016 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total comprehensive income for the year</strong></td>
<td>298,481</td>
<td>307,634</td>
</tr>
</tbody>
</table>
Statement of changes in equity

<table>
<thead>
<tr>
<th>Year</th>
<th>Accumulated Surplus $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Balance as at 1 July 2015</td>
<td>496,413</td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>307,634</td>
</tr>
<tr>
<td>Other comprehensive income for the year</td>
<td>-</td>
</tr>
<tr>
<td>Balance as at 30 June 2016</td>
<td>804,047</td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>298,481</td>
</tr>
<tr>
<td>Other comprehensive income for the year</td>
<td>-</td>
</tr>
<tr>
<td>Balance as at 30 June 2017</td>
<td>1,102,528</td>
</tr>
</tbody>
</table>

### Liabilities

<table>
<thead>
<tr>
<th>Year</th>
<th>$</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>2,099,920</td>
<td>1,274,660</td>
</tr>
<tr>
<td>2016</td>
<td>2,173,838</td>
<td>1,301,805</td>
</tr>
</tbody>
</table>

#### Current liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade and other payables</td>
<td>468,645</td>
<td>222,676</td>
</tr>
<tr>
<td>Provisions</td>
<td>84,492</td>
<td>53,839</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>1,546,783</td>
<td>998,145</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>2,099,920</td>
<td>1,274,660</td>
</tr>
</tbody>
</table>

#### Non-current liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provisions</td>
<td>30,162</td>
<td>15,668</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>43,756</td>
<td>11,477</td>
</tr>
<tr>
<td><strong>Total non-current liabilities</strong></td>
<td>73,918</td>
<td>27,145</td>
</tr>
</tbody>
</table>

#### Total liabilities

<table>
<thead>
<tr>
<th>Year</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>2,173,838</td>
</tr>
<tr>
<td>2016</td>
<td>1,301,805</td>
</tr>
</tbody>
</table>

#### Net assets

<table>
<thead>
<tr>
<th>Year</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>1,102,528</td>
</tr>
<tr>
<td>2016</td>
<td>804,047</td>
</tr>
</tbody>
</table>

#### Equity

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated surplus</td>
<td>1,102,528</td>
<td>804,047</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td>1,102,528</td>
<td>804,047</td>
</tr>
</tbody>
</table>
# Statement of cash flows

<table>
<thead>
<tr>
<th>Cash flows from operating activities</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proceeds from sales of goods and workplace accreditation program</td>
<td>2,922,610</td>
<td>2,305,043</td>
</tr>
<tr>
<td>Grants received</td>
<td>303,201</td>
<td>320,000</td>
</tr>
<tr>
<td>Donations received</td>
<td>1,287,062</td>
<td>1,001,131</td>
</tr>
<tr>
<td>Partnership income received</td>
<td>859,526</td>
<td>193,732</td>
</tr>
<tr>
<td>Proceeds from fundraising and other receipts</td>
<td>627,944</td>
<td>842,740</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(4,908,242)</td>
<td>(3,984,588)</td>
</tr>
<tr>
<td>Interest received</td>
<td>16,372</td>
<td>19,918</td>
</tr>
<tr>
<td><strong>Total cash provided by operating activities</strong></td>
<td>1,108,473</td>
<td>697,976</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash flows from investing activities</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of property, plant and equipment</td>
<td>(94,559)</td>
<td>(24,864)</td>
</tr>
<tr>
<td>Purchase of intangible assets</td>
<td>(453,808)</td>
<td>(82,513)</td>
</tr>
<tr>
<td>(Purchase of) Proceeds from redemption of investments (bank term deposits)</td>
<td>(150,018)</td>
<td>312,621</td>
</tr>
<tr>
<td><strong>Total cash (used in) provided by investing activities</strong></td>
<td>(698,385)</td>
<td>205,244</td>
</tr>
</tbody>
</table>

| Net increase in cash and cash equivalents | 410,088 | 903,220 |
| Cash and cash equivalents at beginning of year | 1,338,393 | 435,173 |
| **Cash and cash equivalents at end of year** | 1,748,481 | 1,338,393 |
Information Other than the Financial Report and Auditor’s Report Thereon

The directors are responsible for the other information. The other information obtained at the date of this auditor's report comprises the information included in Directors' Report, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the 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 directors intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor’s 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 Australian Auditing Standards 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 the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on Other Legal and Regulatory Requirements

We also report that:

(a) the financial report shows a true and fair view of the financial result of fundraising appeals conducted during the year;
(b) the accounting and associated records have been properly kept during the year in accordance with the Charitable Fundraising Act 1991 and the Regulations;
(c) money received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the Charitable Fundraising Act 1991 and the Regulations; and
(d) at the date of this report, there are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due.

Weston Woodley & Robertson

Ian M Cooper
Partner
Date: 16th December 2017
Sydney
Be part of the movement

Stand up, speak out and act to prevent violence against women

Become an Ambassador or an Advocate

- Get your workplace involved
- Get your school involved
- Take part in an event
- Take the Oath
- Donate or fundraise
- Become a partner
- Register an event
- Get your sports club involved
- Get your university or TAFE involved

Over 12 months, on average, one woman is killed every week as a result of intimate partner violence.


Intimate partner violence is the leading contributor to death, disability and ill-health in Australian women aged 15-44.


Violence against women is estimated to cost $21.7 billion a year.


One in three women have experienced physical and or sexual violence perpetrated by someone known to them.


Intimate partner violence is the leading contributor to death, disability and ill-health in Australian women aged 15-44.


One in five women experience harassment in the workplace.


An estimated one in six women experienced an episode of stalking since the age of 15.


One in four children are exposed to domestic violence, which is a recognised form of child abuse.


Domestic violence is the leading cause of homelessness for women and their children.


One in four children are exposed to domestic violence, which is a recognised form of child abuse.


Domestic violence is the leading cause of homelessness for women and their children.
