



ANNUAL REPORT 2022

act:onaid



Annual Report 2022

ActionAid is an international women's rights organisation that fights for an equal and sustainable world. We do this together with women's rights movements and communities worldwide. We believe in a feminist perspective and stand collectively against inequality and exploitation.

Published | May 2023

Editing | Noémi Prent, Marjon Melissen & Claire Niven

Design | CF Report

Cover photo | Action Aid volunteer Mwazana at Lake Maliwe, Tanzania.

The environments in and around Lake Maliwe in Tanzania are changing due to climate change and to human activities that destroy the natural environment and biodiversity. ActionAid Tanzania is working with local youth to teach them about their rights and the effects of climate change on their community and environment and to demand conservation action from authorities. One of these youth volunteers is Mwazana. Picture by William Vest-Lillesøe.

Photo credits | **p1 & p41 & p56** William Vest-Lillesøe, **p4 & p46** Melanie Samat, **p10 & p30** Patrick Onen, **p11** Abbie Trayler Smith, **p13** Karin Schermbrucker, **p14 & p29** Misper Apawu, **p16 & p38 & p40** Nils Mollema, **p18 & p26 & p27 & p28 & p45 & p48 & p49** Lihlumelo Toyana, **p20 & p21** Rafael González and María del Pilar Godoy, **p22** ActionAid Zimbabwe, **p23 & p24** Hannah Gurney, **p25 & p50** Faheba Monir, **p29 & p36** Mumbi Bakari, **p31** ActionAid Uganda, **p32** Simona Supino, **p33** ActionAid Afghanistan, **P34** Taahra Ghazi, **p35** Sarah Waiswa, **p37** Tom Saater, **p38** Bete Photography, **p39 & p53** Pakhuis de Zwijger, **p17 & p53** Aisha Bah, Job Hulsebosch, **p49** Kenneth Mulinde, **p52 & p74** Khadija Farah, **p54** Rehema Baya, **p55** Steve Ouma, **p69** ActionAid Hellas, **p70** Lihlumelo Toyana

TABLE OF CONTENTS

Our strategic pillars



Word from our Executive Director	4	Our Organisation	45
Our Impact	6	How we are organised	46
Key Figures	7	Our supervisory board	47
Mission & Profile	8	Supervisory board report	50
Our Approach	10	Transparency & accountability	51
Feminist leadership	11	Financial Statements	54
Our partners	14	Annual Accounts 2022	56
2022: highlights & achievements	16	Balance sheet per 31-12-2022	57
Strategic pillars	18	Statement of income and expenditure 2022	58
Our Work		Cash flow statement	59
Our campaigns & awareness	38	Accounting principles	60
Our supporters & stakeholders	41	Notes to the balance sheet per 31-12-2022	61
		Notes to the statement of income and expenditure 2022	66
		Board and director costs	70
		Budget 2023	73

STANDING UNITED FOR WOMEN'S RIGHTS

2022 was the year in which we slowly emerged from the COVID-19 pandemic, only to find the pandemic has deepened inequality all over the world. 2022 was also the year of the Russian invasion of Ukraine. The effects of the war have been devastating, both within Ukraine, where so many people have had to flee their homes, and across the world, with rising food and energy prices. This has also had a disastrous effect on people in areas already stricken by drought and civil war, such as the Horn of Africa and Afghanistan.

The extremely rich only got richer while poverty has increased. The global economic system is broken. Fortunately, we work with many strong women and organisations in the Global South and Europe. Together we fight against this inequality. Together we share the vision of a just, sustainable and gender-equal world in which human rights, climate and the environment are protected and respected. And together we fight for a feminist, just and green transition through shifting power and system change.



Marit Maj
Executive Director
ActionAid the Netherlands

Together we fight against this inequality. Together we share the vision of a just, sustainable and gender-equal world in which human rights, climate and the environment are protected and respected. And together we fight for a feminist, just and green transition through shifting power and system change.

We were able to travel again in 2022, which meant our team could meet some of these special women and men, in the Netherlands and beyond. For example, Fatima Vally visited from South Africa. She spoke during the Africa Day in Amsterdam on the abuses in mining in South Africa. Metals and minerals such as manganese are vitally important for the energy transition, but this comes at the expense of the women and communities in the surrounding area. In Uganda, we spoke with human rights activist Perry Aritua, who, despite intimidation and the fact that she has been arrested several times, continues to address human rights violations and in particular the rights of women. Our partners from Bangladesh, Guatemala and Zimbabwe participated in the negotiations for the UN Binding Treaty on Business and Human Rights in Geneva. It's so powerful when women come to tell their own stories and draw attention to the abuses in their communities.

2022 was also the year we moved office. After many years of enjoyable and pleasant subletting with Plan International at the Stadhouderskade in Amsterdam, we moved to De Wittenstraat. The new office is still in Amsterdam and again with a partner in a former school building. We are very pleased we are sharing a new space with our Fair, Green and Global partner, the Transnational Institute. We also seized the opportunity to organise our rooms to make hybrid working easier for all.

2022 was my second year at the helm of ActionAid, and I am extremely proud of what we have been able to achieve with women and communities around the world.

We welcomed new partners and new donors in 2022, in particular the Nederlandse Postcode Loterij (Dutch Postcode Lottery) and Rijksdienst voor Ondernemend Nederland (Netherlands Enterprise Agency), as well as many friends who have helped us to work towards a feminist, just and green transition. Many participated in the Women's March and the Climate March, supported our *Wat is nou écht belangrijk?* campaign for a feminist future and signed our petitions. Government officials, local politicians and young managers from the private sector participated in our feminist leadership workshops, discussing power imbalance and privilege. We want to thank those participants for their involvement and valuable feedback. We also want to thank our ambassador, Geraldine Kemper, as well as all our other ambassadors and participants in the Climate Justice Summer School who have volunteered their time and supported our activities.

We hope this year's report will inspire you to join forces with us in changing the future. Together we will continue to work with women and their communities all over the world to fight for equality and justice. Our work would not be possible without the support of our loyal donors and supporters.

We thank you for that!

OUR IMPACT AROUND THE WORLD

ActionAid works towards a feminist, just and green transition by shifting power and creating system change. The following examples of our impact are part of our theory of change towards a fair and equal world.

337 ORGANISATIONS & COMMUNITIES STRENGTHENED THEIR CAPACITIES

as a result of joint strategising and workshops to improve lobby and advocacy skills.

81 ORGANISATIONS & COMMUNITIES

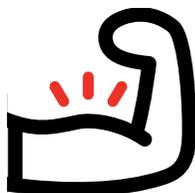
have actively advocated for access to justice towards (local) governments and companies after receiving training.



The agendas of

49 POLITICAL PARTIES, CORPORATIONS AND GOVERNMENTAL ENTITIES WERE INFLUENCED

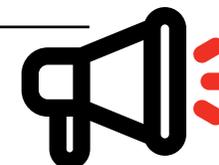
by our recommendations in Guatemala, Kenya, Bangladesh, Uganda, Zimbabwe, the Netherlands and at the international level.



Targeted companies, political parties and governments

PUBLICLY SUPPORTED OUR RECOMMENDATIONS 35 TIMES

in relation to respecting women's rights, inclusivity and climate justice and other issues.



ActionAid and other civil society organisations fought for the

BREAKTHROUGH AGREEMENT ON A LOSS AND DAMAGE FUND AT COP27

This is an example of 20 policy or practical changes based on our recommendations.

KEY FIGURES

€1,521,249

From Government subsidies

€864,446

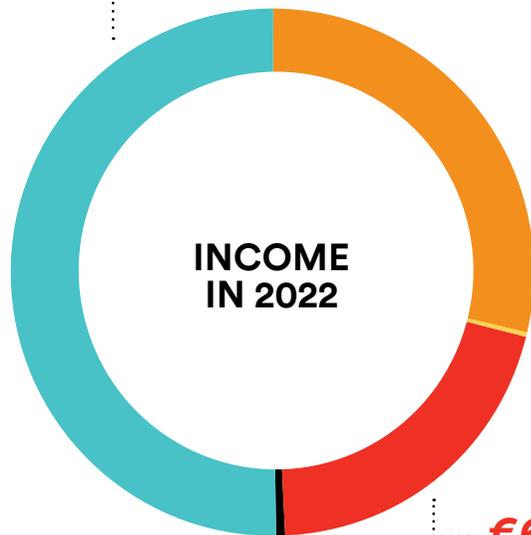
From private individuals

€671,124

Costs of fundraising

€597,142

Campaign, Advocacy and Research



€5,000

From other non-profit organisations

€614,381

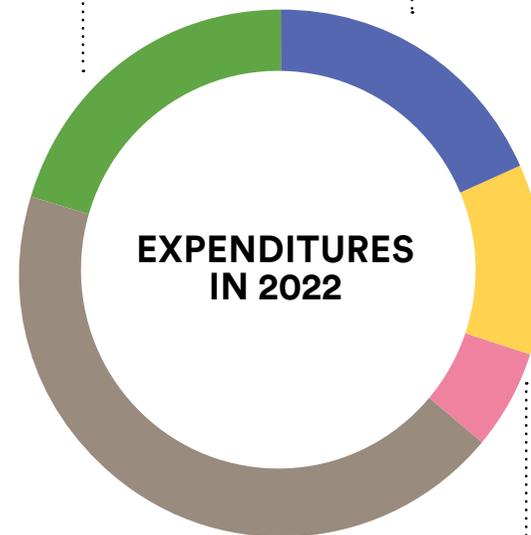
From lotteries

€12,709

From companies

Total income raised

€3,017,785



€381,025

Communication and Public Information

€1,425,606

Programme support to partners in the Global South

€193,180

Management and administration expenses

Total expenditure

€3,268,077

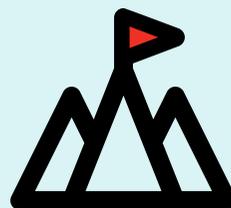
THIS IS ACTIONAID!

ActionAid is an international women's rights organisation that fights for an equal and sustainable world. We do this based on an intersectional feminist perspective, together with women's rights movements and communities worldwide. We believe in a human rights-based approach and stand collectively against inequality and exploitation.



VISION

A just, sustainable and gender-equal world in which human rights, climate and the environment are protected and respected.



MISSION

We strive for a feminist, just and green transition by shifting power and creating system change.



VALUES

Equity, anti-colonialism and sustainability.

OUR DNA

ActionAid International (AAI) is active in more than

45 COUNTRIES.

ActionAid the Netherlands (AANL) works with

160 COMMUNITY-BASED ORGANISATIONS,

networks, movements, communities, feminist organisers, legal networks and human rights and climate activists around the world.

The entire federation works with over

2,000 COMMUNITIES,

local partners and social movements.



International Secretariat is based in Johannesburg

15 MILLION PEOPLE

work together worldwide.



OUR APPROACH



WE BELIEVE IN A FEMINIST APPROACH

FEMINIST LEADERSHIP

An equal and meaningful economy is only possible if the system changes. We can achieve this by making choices based on feminist values, respecting people and nature. This is feminist leadership.

At ActionAid, feminism is not just about fighting gender inequality, but fighting all forms of inequality. Through a feminist lens, we look at how unbalanced power relationships and systematic oppression lead to inequality and exploitation. And more importantly, how this can be solved. Women benefit from this approach, and ultimately so do people and the planet at large. We believe that feminist values in politics and the economy will lead to greater (gender) equality, inclusion and sustainability.

We believe in feminist leadership. All over the world, women have less social, economic and political power. We work with more than 2,000 communities, mostly women, where we support feminist leadership to protect their rights. Together with these groups, we demand accountability from governments and businesses to ensure lasting change.

Ten principles form the basis of feminist leadership for a healthy climate, equal opportunities and fair power structures. We implement these values in all our work and within all 45 ActionAid organisations worldwide. In collaboration with all ActionAid offices, we have adopted the following 10 principles of feminist leadership that guide the way we work to achieve change:

10 FEMINIST LEADERSHIP PRINCIPLES



1. Self-awareness

Working towards accepting our vulnerabilities, as well as recognising and valuing our own strengths and those of others.



2. Self-care and caring for others

Taking care of our own emotional and physical wellbeing and encouraging and supporting others to do the same.



3. Dismantling bias

Checking our own and institutional privilege and power, based on advantages we have such as gender, class, race and ability.



4. Inclusion

Building diverse teams and responding to different barriers to participation.



5. Sharing power

Creating a space for others to lead.



6. Responsible use of power

Being clear, prompt and transparent in making decisions.



7. Accountable collaboration

Ensuring collective goals are clearly defined and mutually owned. Holding ourselves and others accountable for achieving them.



8. Respectful feedback

Seeking, giving and valuing constructive feedback as an opportunity for two-way learning.



9. Courage

Giving each other the confidence to try new things. Taking initiative, learning from mistakes and not fearing failure. Trust is the foundation for growth and change.



10. Zero tolerance

Calling out any form of discrimination and abuse of power and ensuring our own conduct is free from any kind of harassment and exploitation.

THE IMPACT OF FEMINIST LEADERSHIP

Hibo is a lawyer, who also works as a women's rights officer for ActionAid in Somaliland. She works with 85 women's coalitions, 25 safe spaces and 30 self-help groups. These groups are helping women to develop the skills to lead their community and protect other women against increasing rights violations.

Hibo says:

"ActionAid is a feminist organisation that focusses on women's issues. In Somaliland, we have a lot of violence against women and girls. I want to end all discrimination, poverty and injustice and work towards a world where everyone can enjoy their rights. Therefore, we must strengthen the position of women, because women are the majority in Somaliland. If we marginalise most of the population, we cannot achieve justice. With ActionAid, we always keep in mind how projects will affect women. ActionAid supports women a lot."





STRONGER TOGETHER

OUR PARTNERS

We inform and seek an active dialogue with all our stakeholders: partners and activists in the Global South, partners in the Global North, policy makers and politicians, journalists, donors, the ActionAid Federation and last but certainly not least, the general public.

Partnerships with NGOs and networks in the Netherlands

We realise that change will only come about if enough people demand it, there is an immense value in numbers. We work closely with a wide range of organisations: our Fair, Green and Global programme partners Both ENDS, Clean Clothes Campaign, Milieudefensie, SOMO, TNI, IT for Change and The Samdhana Institute, and our partners in other networks including Women's Rights and Mining, the Tax Justice Network, IANRA, WO=MEN, MVO Platform, Friends of the Earth, OECD Watch, HandelAnders, BMO, Food for All, IDVO and Partos. Effective collaboration requires maximum mutual transparency. We meet regularly with our partners – this year predominantly online – sharing new information and developments, research, results and views.



Partners and activists in the Global South

Our partners in the Global South are at the heart of everything we do. As part of our human rights-based approach, the experiences, stories and knowledge of communities in the Global South are central to our work. The people in the Global South stand up for their own rights with ActionAid playing a supporting role. Their stories are key ingredients for our advocacy and communication in the Global North. Collaboration with these partners requires mutual accountability, solidarity and transparency. In practice, interaction with our partners is realised through frequent

online contact, and planning and implementing joint initiatives. An activist from the Global South is regularly invited to visit the Netherlands if an opportunity arises for lobbying or to communicate with the media or the public.

In 2022, we worked with over 160 community-based organisations, networks, movements, communities, feminist organisers, legal networks and human rights and climate activists. We have highlighted the following organisations because they receive direct and long-term financial and strategic support from ActionAid the Netherlands.

2022: HIGHLIGHTS & ACHIEVEMENTS

February

One step closer to corporate accountability: EU due diligence proposal made public by the European Commission.

Big investor retreats from mega coal power plant project in Bangladesh after consistent campaigning by communities and civil society.

5 March

The Women's March brings together 5,000 people demanding gender justice.

8 March

International Women's Day and official launch of NPL That's Mine!, advocating for responsible mining of minerals needed for the energy transition.

March

Direct mailing campaign on Tax Evasion raises awareness on how the Netherlands facilitates large corporations globally to avoid paying their fair share of taxes.

May

Ministers Hoekstra and Schreinemacher announce **Dutch feminist foreign policy.**

Direct mailing campaign on Female Leadership & Emergency Support raises funds for crises like the ones in Ukraine, Afghanistan and the Horn of Africa.

28 May

Africa Day – sessions on feminist foreign policy and tax, partner MACUA/WAMUA from South Africa visits the Netherlands.

19 June



The Climate March unites over 10,000 people in the fight against climate change. ActionAid brings together several organisations in the block Feminists for Climate Justice to raise awareness of the need for feminism in climate solutions.

July-August

Our Climate Justice Summer School trains 20 young activists & organises succesful lobbying actions at the Dutch Parliament for a Loss and Damage Fund.

August

Fair, Green and Global annual meeting in Zimbabwe with ActionAid international counterparts and partners strengthens collaboration and mutual capacity development.

September

Direct mailing campaign on Land Grabbing zooms in on the importance of women's land rights for livelihoods and right to food and collects funds that for example help women claim their rights.

October

Minister Rob Jetten (Climate & Energy) announces that **NL will exit Energy Charter Treaty.**

Negotiations UN Binding Treaty in Geneva – launch of report Pathway to a feminist international corporate accountability framework.

1 November

IRBC legislative proposal presented in Dutch Parliament.

November

UN resolution on Global Tax Body adopted, paving the way for global tax justice and having large corporations pay their fair share of tax.

COP27: Loss and Damage Fund commitment.

Stop Violence Against Women event takes place in Pakhuis de Zwijger, Amsterdam and raises awareness around gender-based violence.

December

Direct mailing campaign focusing on pollution by multinationals and the impact on women's livelihoods and collects funds to, for instance, take action against multinationals and empower communities in the Horn of Africa.

ActionAid moves into the new office.

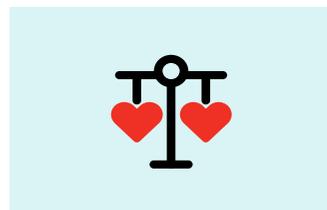


STRATEGIC PILLARS TO CHANGE THE WORLD

In 2022, we completed our new strategy to 2030: *A Feminist Perspective*. The issues that we are combatting are rooted in systemic inequality. The only way to really generate sustainable change is to change the systems and legal frameworks themselves. A feminist perspective is essential to achieve this. Not only because we need to engage more women around the world, but also because we need to look at all the different intersections of inequality.

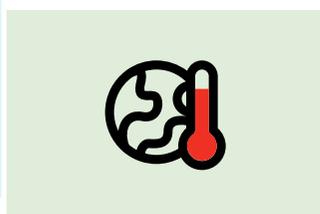
The strategy centres around the key idea that wellbeing should be more important than profit. Human rights and the environment are more important than short-term economic gains. We work with women and marginalised groups around the world to change from a neoliberal capital system to a system that more equally distributes power, wealth and wellbeing.

We have established six pillars that steer our work:



TRADE / IRBC

Governments put in place binding regulations that hold corporations accountable for human rights violations and protect the rights of people and nature. National and international tax policies are improved to avoid tax evasion.



CLIMATE

Governments and companies operate based on climate justice and implement sustainable alternatives. Governments stimulate climate justice through fair climate financing.



ENERGY & MINING

Binding regulations are put in place for mining companies to respect human rights and the environment. The energy transition will not happen at the expense of women and communities in the Global South.



AGRICULTURE & FOOD SYSTEMS

Communities in the Global South have fair access to and control over water and land, and food is produced sustainably.



HUMANITARIAN AID

Advancing women-led emergency preparedness, prevention and response.



PUBLIC SERVICES

The wellbeing of people and nature is a key aspect of public services and political decisions. Governments in the Global South will have more budget to invest in gender-responsive public services as a result of improved rules against tax evasion.

Read our strategy for 2030: [A Feminist Perspective](#).

Cases that we work on generally contain elements from various pillars.



TRADE / IRBC

Governments put in place binding regulations that hold corporations accountable for human rights violations and protect the rights of people and nature. National and international tax policies are improved to avoid tax evasion.

OUR IMPACT

Six political parties submitted a **PROPOSAL FOR THE RESPONSIBLE SUSTAINABLE BUSINESS ACT** (or IMVO in Dutch) in the Netherlands.

ActionAid and partner organisation ZELA

TRAINED 11 WOMEN TO BECOME PARALEGALS

in mining affected communities.

INCREASED SUPPORT

for gender recommendations during the negotiations for UN Binding Treaty for Business and Human Rights (twice as many countries).

COMPANIES SHOULD RESPECT HUMAN RIGHTS

In 2022, ActionAid and partners engaged with policy makers at national and international levels to work towards binding regulations for companies to protect human rights and the environment in their supply chains. At the international level, ActionAid the Netherlands facilitated the participation of partners from Guatemala, Bangladesh and Zimbabwe in United Nations negotiations. In the run-up to the negotiations, we published the report. This report highlights four case studies demonstrating how women are disproportionately affected by human rights abuses by transnational corporations. It argues for the introduction of a feminist binding UN treaty. After collective pressure, twice as many UN member states supported our gender recommendations compared to the year before.

In the Netherlands, the year started with a commitment from the newly formed Dutch government to adopt national human rights due diligence legislation. ActionAid has lobbied for this for many years. This was further advanced in October when six political parties submitted their revised legislative proposal for national mandatory human rights due diligence in Parliament, called the Responsible and Sustainable Business Act. This law would require companies to combat and prevent human rights violations and environmental damage in their supply chains and is in line with the international guidelines on responsible business conduct. In the coming years, we will continue to work towards gender-responsive binding regulations, to protect people and planet in value chains.

Read the report [Pathway to a feminist international corporate accountability framework](#)



PARALEGALS FIGHTING FOR SOCIAL JUSTICE

Mining companies from Europe and China have caused significant environmental damage and are involved in human rights abuses in the Global South, with specific impacts for women. Due to a lack of international regulation, it has been difficult to hold these multinationals accountable. In Zimbabwe, ActionAid and its strategic partner ZELA have trained eleven women from impacted communities to become paralegals. These women support their communities with the grievances against the mining corporations.

Evelyn is one of these paralegals. In 2022, she supported a family who lost their 11-year-old son after he fell into an open pit created by one of the mining companies. The father, who also works for the same company, feared for his low-paid job if he acted against his employer. With Evelyn's support, he was able to get the company to close the pit. A small victory, as he continues to pursue compensation. The money would enable him to plant crops and complement his earnings to support his family.

Trade / IRBC





CLIMATE

Governments and companies operate based on climate justice and implement sustainable alternatives. Governments stimulate climate justice through fair climate financing.

OUR IMPACT

After years of lobbying, UN member states finally decided on the creation of a

LOSS AND DAMAGE FUND to support countries in the Global South in their ongoing battle against climate change.

INVESTORS PULLED FINANCING

in a large, polluting coal-based power plant in Bangladesh after years of campaigning by communities.



FINALLY: A LOSS AND DAMAGE FUND

During the UN climate conference (COP27) in Sharm el-Sheikh, countries agreed to set up a Loss and Damage Fund. This was the most important demand of ActionAid and other civil society organisations (CSOs), and a major win for women and their communities in the Global South. The fund will support recovery in the aftermath of destructive climate impact caused by both sudden-onset disasters, like cyclones and floods, and slow-onset events, like drought or desertification. It will ensure farmers can be compensated if they lose their livelihoods, homes can be rebuilt.

ActionAid was present at COP27 with a large delegation of almost 25 participants, mainly from the Global South. Ten years ago, ActionAid was one of several organisations that put the Loss and Damage Fund on the agenda of the media and the COP. ActionAid also played a crucial role through lobbying, media, campaigns and cooperation with other NGOs to achieve this outcome. This success is an important step towards our long-term change goals related to climate justice: to ensure that those who contributed most to climate change will pay for the damages done to affected communities.

The next step is to follow the process and ensure that the fund contributes to meaningful solutions for women and their communities on the frontline of climate change.

COMMUNITIES FIGHTING BACK AND WINNING!

Coal-fired power plants should be a thing of the past, as they severely impact climate change due to air and water pollution. In Bangladesh, the planned construction of a power plant also led to land grabbing, people losing their livelihoods and forceful evictions. The construction of a first power plant caused considerable harm to people and the environment, but people in the area were unaware of their rights and “were living in silence and fear”.

ActionAid was the first organisation to support the surrounding community and to address the problems related to the power plant project by mobilising the community and CSOs at the local, national and international level. Since 2017, ActionAid has identified and organised the affected communities and connected them with CSOs, academics, politicians, human rights lawyers and NGOs inside and outside Bangladesh. The campaign snowballed in subsequent years and groups in other countries, including Japan, picked up on the campaign as well. This led to a massive victory in 2022.

A major Japanese development agency finally withdrew funding, after the multinational corporation that was supposed to construct the power plant had also announced it would not bid for the project earlier in the year. This was a big blow for the project, and now the Bangladesh government might drop the plan altogether. It is a significant victory for people, the environment and the climate due to the project's highly negative impact over the past years on people's land rights, livelihoods, the environment, as well as its highly negative projected climate impact.

Climate





ENERGY & MINING

Binding regulations are put in place for mining companies to respect human rights and the environment. The energy transition will not happen at the expense of women and communities in the Global South.

OUR IMPACT

The Netherlands will

EXIT THE ENERGY CHARTER TREATY.

OVER 200 PEOPLE WERE TRAINED

in South Africa on their rights and the gendered impact of mining in their areas.

STEPPING AWAY FROM THE ENERGY CHARTER TREATY

The Energy Charter Treaty (ECT) is an international investment treaty that protects investments in the energy sector, often in the fossil fuels sector. An important issue is the investor-state dispute settlement (ISDS) clause. This allows companies to hold states responsible for lost revenue if, for example, policy on energy supplies moves away from fossil fuels and towards more sustainable options. Several billions in claims are pending under this treaty, including claims from companies with investments in fossil energy. ActionAid has been working towards getting the Netherlands to remove itself from this treaty, as it opposes international climate goals.

2022 was a successful year for ActionAid and other NGOs, as Minister Jetten (Climate and Energy Policy) announced that the Netherlands will exit the treaty. Furthermore, first steps were taken in Bangladesh, Kenya and Uganda to draw attention to the dangers of entering the treaty. In Uganda, which has progressed the farthest in preparing entry into the treaty, a key government official has given an informal statement indicating that Uganda may have dropped plans to enter the treaty. In Bangladesh, which is also preparing to join, a strong civil society movement against the treaty has already taken shape with the support of ActionAid. While the ECT was completely unknown in Bangladesh before, it is now widely discussed in the media, among politicians and in academia and civil society.

WOMEN LEADING CHANGE TO MAKE MINING FAIR

In 2022, we started a new programme called **That's Mine!** With support from the Nationale Postcode Loterij, we collaborated with ActionAid South Africa, MACUA/WAMUA (Mining Affected Communities United in Action/Women Affected by Mining United in Action) and women living in mining areas in South Africa. Through this new programme, we aim to make mining fairer by protecting women's rights, combatting violence and exploitation, and reducing pollution.

During the first year of the programme, MACUA/WAMUA and ActionAid trained 75 community members on the gendered impacts of large-scale mining and 100 community members to claim their legal rights. Additionally, 80 community members now have increased knowledge on policies and legislation. To support women to discuss their rights and the impact of mining, a total of 60 Women's Circles have been organised. A Women's Circle is a form of political education of women in the WAMUA movement.

In 2022, Mpho Nkawana was elected as the national WAMUA deputy secretary. She began by taking part in local meetings and social audits: "I noticed that the whole mining hosting community doesn't really know its worth and rights, while mining companies are violating our rights." This year, she has facilitated various Women's Circles. Mpho: "It has embedded very strong feminist ideals in me. Now, I not only have a rooted understanding of what women face, but also the tools to assist women to mobilise and challenge power."

Energy & mining





AGRICULTURE & FOOD SYSTEMS

Communities in the Global South have fair access to and control over water and land, and food is produced sustainably.

OUR IMPACT

The president of Uganda

PUBLICLY SPOKE OUT AGAINST EVICTIONS

after a campaign by several organisations including ActionAid.

In Zambia

28 WOMEN WERE TRAINED

on their rights to land and how to claim those rights.



PRESIDENTIAL SUPPORT TO STOP ILLEGAL LAND EVICTIONS IN UGANDA

In February, the president of the Republic of Uganda issued a directive stopping any evictions in the country in cases where the District Security Committee (a local government oversight body) and the Minister of Lands are not involved. This happened in the context of the past and ongoing massive land grabs and forced evictions in the country by e.g. large foreign agribusinesses running plantations. For example, in the Kiryandongo area in Western Uganda, massive land grabs for foreign plantations have taken place since 2017. These plantations grow sugarcane, soy beans, sunflowers, maize and coffee and they have been causing a disaster for over 30,000 families.

People were evicted from their homes and farmlands, homes and schools were destroyed, and people were left landless, homeless and facing starvation. ActionAid, as part of the Land Rights Now platform, campaigned on the large-scale evictions, including by raising awareness on this issue on national TV. The official directive by the president was issued against this background.

THE POWER OF A WOMAN'S VOICE

For subsistence farmers it is essential to own a piece of land. But when natural resources come into play, conflicts often occur over land and land rights. In the mining town of Mufulira in Zambia, most people do not know how to claim their land back when the land they inherited from their parents is being grabbed by mining companies. This is what happened to Mrs. Chongo, who worked her land as a subsistence farmer.

A year ago, Mrs Winfridah Chongo, a woman from the Mokambo area of Mufulira, was asked to vacate the farm on which she and her family had lived all their lives. It turned out her uncle had sold their family land without their consent. She reported the matter to the Green and Justice office, one of ActionAid's partners in Zambia.

Through trainings conducted by Green and Justice, Mrs Chongo learned about her rights and how she could legally reclaim her inheritance to secure her family's future.

This was the beginning of a yearlong battle in court. In October 2022, the judge ruled in her favour. Green and Justice's continued efforts in educating women on their rights and how to adequately speak out when being oppressed saved Mrs Chongo's land. She now urges other women to take part in these trainings to defend their rights and to help other vulnerable people in their communities.





HUMANITARIAN AID

Advancing women-led emergency preparedness, prevention and response.

OUR IMPACT

ActionAid provided life-saving assistance to **MORE THAN 310,000 PEOPLE IN AFGHANISTAN.**

ActionAid has supported **MORE THAN 1,000,000 PEOPLE IN UKRAINE** in the aftermath of the Russian invasion.

ActionAid supported **273 HOUSEHOLDS IN SOMALILAND** with monthly cash transfers, allowing communities to maintain some food security in the absence of making an income.



Humanitarian aid

The ActionAid Federation has provided emergency aid around the world, including in Malawi, Bangladesh, Ethiopia, Brazil, Nigeria, Ukraine, Afghanistan and Somaliland.

NAVIGATING A COMPLICATED SITUATION IN AFGHANISTAN

In 2022, we continued to provide emergency assistance in Afghanistan. There are almost 20 million people – just under half the population – living in acute food insecurity in Afghanistan, with the vast majority of the population also living below the poverty line. ActionAid has been working with partners to provide life-saving food support to 10,000 families throughout Afghanistan. In total, ActionAid has provided life-saving assistance to more than 310,000 people, in the form of monetary funds, hygiene kits and seed kits.

ActionAid had to make the difficult decision to temporarily halt most of its programmes in Afghanistan after the announcement in December that women were no longer allowed to work for NGOs. Women are essential for providing emergency assistance as under the current rule only women are allowed to interact with women. We remain in close conversations with partners, donors and government officials to enable a reversal of these directives as soon as possible. Fortunately, we have been able to resume some of our work due to our good standing in the community.

A FEMINIST PERSPECTIVE IN HUMANITARIAN WORK

Almost seven million Ukrainian citizens fled their homes to neighbouring and Western European countries after Russia invaded Ukraine on 24 February 2022. Since then, at least 16,500 people have been killed. In the past year, ActionAid's work has supported more than one million people in various ways.

As a feminist organisation, we are extremely concerned about the impact the conflict is having on women and children. They face increased health risks, as well as the risk of gender-based violence, trafficking and exploitation during emergencies, especially when displaced from their homes.

Katarzyna Nowakowska and Joanna Piotrowska work for the Feminoteka Foundation in Poland and support women who have experienced gender-based violence. "Our partnership with ActionAid means that we are able to run a helpline for women and girls who have fled the conflict – staffed by women who can speak Ukrainian. The women who run our helplines are experts in working with t women and girls who have suffered from violence and ensure the immediate safety of the survivor. They provide immediate support, including arranging for legal or psychological support in complete confidentiality."

Humanitarian aid





PUBLIC SERVICES

The wellbeing of people and nature is a key aspect of public services and political decisions. Governments in the Global South will have more budget to invest in gender-responsive public services as a result of improved rules against tax evasion.

OUR IMPACT

The Dutch government finally committed to women's rights and gender equality by **ADOPTING A FEMINIST FOREIGN POLICY.**

Led by countries in the Global South, the United Nations

PASSED A GLOBAL TAX RESOLUTION.

ADOPTING A FEMINIST FOREIGN POLICY

On 13 May, ministers Hoekstra and Schreinemacher announced in a letter to Parliament that the Dutch government will adopt a feminist foreign policy (FFP). This is interpreted as such: ‘Equality is the starting point of our constitution. But it will take many steps, both in the Netherlands and around the world, to create true equality. Across the globe we see structural inequalities, in which various factors intersect with each other, such as religion, race, gender, etc. That is why the Dutch cabinet aims to address these inequalities.’

This commitment is an important step for women’s rights and gender equality worldwide. ActionAid has worked hard to get an FFP on the agenda, together with other international and local NGOs and the Dutch genderplatform WO=MEN. We have published a position paper on this subject and provided input during several public consultations. The next phase is to adapt this commitment into a handbook, and we will continue to influence policies that truly contribute to reducing power imbalances. These policies should not be limited to Dutch foreign policy, but also to national taxation policies and climate finance. This is called policy coherence, as various policies should strengthen each other instead of weakening their effects by contradictions between policies from different ministries and departments.



GLOBAL SOUTH LEADING TAX REFORMS

In a historic decision, the United Nations General Assembly passed a proposal for the UN to take a leading role in global tax policy. The proposal came from 54 African countries and is a prime example of why the perspective from the Global South is essential to create a more equitable world.

There are clear solutions to vigorously tackle tax avoidance, but they are often met with resistance within Organisation for Economic Co-operation and Development (OECD) countries. As a result, countries in the Global South are missing out on tax revenues that are so badly needed to invest in public services. Women are hit particularly hard by the lack of crucial public services such as healthcare and education.

The problem:

OECD countries have favoured OECD-led tax reforms. However, time and time again the OECD has proved unable to vigorously tackle global tax avoidance by international companies of more than \$312 billion a year. Decision-making within the OECD was also insufficiently inclusive and democratic. Even though many countries from the Global South participated in the process, discussions and decisions were dominated by the wealthy OECD countries. The passing of the proposal can be seen as a first move towards more democratic decision-making on international tax legislation.

Public services





CAMPAIGNS & AWARENESS

Awareness and support for women's rights and a feminist, fair and sustainable future is growing in the Netherlands. Together with our supporters, we launched several successful campaigns and initiatives, creating awareness for multiple issues and working together with allies both in the Netherlands and in the Global South.

SMASHING THE PATRIARCHY AT THE WOMEN'S MARCH

2022 was a year of action in the Netherlands. Many protests took place, against the housing problems and institutional racism, and for abortion rights and of course women's rights and the climate. ActionAid attended the Women's March in early March, celebrating International Women's Day. To kick it off, we hosted a sign-making event at De Melkweg in Amsterdam together with Women's March NL. We were visibly present during the march, and many of our supporters and members of our Supervisory Board walked with us.



CREATING A FEMINIST LEADERSHIP TRAINING

Leadership is a powerful tool for change. ActionAid believes in inclusive and positive leadership based on our 10 feminist principles. This has led to the launch of the Feminist Leadership training in 2022. A total of approximately 150 people, working for (semi-) government and private organisations, followed our training to discover how to implement feminist leadership. The Feminist Leadership training sparked national interest and resulted in an interview with New Business Radio as well as an article in Het Financieele Dagblad with our country director Marit Maij.



LAUNCHING *THAT'S MINE* ON AFRICA DAY

Africa Day is an annual event about Africa and international development, organised by the Max van der Stoep Foundation. ActionAid organised the workshop *Does the Africa strategy work for women?* It was a soft launch of our public and political campaign in a relevant political space where our expertise and insights would be well received. Panellists included the country director of ActionAid South Africa, a representative from MACUA/WAMUA, a Dutch representative in the European Parliament and a UN Women NL board member. The objective was to raise awareness around the women's rights impact of mining in South Africa and its solutions in light of the new Africa strategy being developed by the Dutch Ministry of Foreign Affairs. Outcomes from the discussion have been used as input for our lobbying work, as well as in our *That's Mine!* project.



BREAKING THE SILENCE AROUND GENDER-BASED VIOLENCE

For the 2022 International Day for the Elimination of Violence against Women we focussed our annual awareness-raising week on violence against women around a speaker's event at Pakhuis de Zwijger. The programme included in-depth discussions to explore the topic of gender-based violence and possible solutions. Eminent speakers, authors and artists included Nondumiso Nsibandé, Enaam Ahmed Ali, Sara Dekker-Alaoui, Alejandra Ortiz, Marit Maij, Tessel ten Zweepge, Anja Meulenbelt and Daniëlle Zawadi. The evening sparked debate and awareness around the topic and was covered with an in-depth article in the online media outlet *VICE.com*.



FURTHERING FEMINIST POLITICS

As a follow-up to our campaign around the 2021 elections where we launched the Feministische Partijwijzer as part of our Wat is nou écht belangrijk?! campaign, we continued our lobby and advocacy work for a feminist foreign policy. After establishing the coalition agreement, we examined the extent to which the agreement worked with or against our six strategic pillars. Our social media posts gave insights into what a feminist foreign policy should look like to truly work for people in the Global South. This was based on our vast experience on the ground in the 45 countries where ActionAid works together with women and community groups, as well as the numerous research reports we published this year. The Ministry of Foreign Affairs has committed to develop and adopt a feminist foreign policy, and we will continue to share our expertise with the wider public.

ACTION ON CLIMATE JUSTICE

Our climate campaign was based on two key pillars this year. The first aim was to raise awareness around the topic of climate and gender as it is women, especially women in the Global South, who are hit hardest by climate change. Yet they are insufficiently represented at decision-making tables. Together with research institute 75inQ, we launched a groundbreaking report titled The Gender Face of the Climate Crisis. This report explains in depth how women are affected most, the reasons behind this and the way forward. The report received crucial media coverage on NOS.nl, reaching hundreds of thousands of people as well as a double interview with our policy expert Sophie Kwizera and the research institute on Radio 1. The report was also noted and welcomed by the Ministry of Foreign Affairs. Additionally, we joined the Klimaatmars in Rotterdam on 19 June with a message of solidarity: Feministen voor Klimaatrechtvaardigheid (feminists for climate justice).



Our second aim was to achieve the adoption of a **Loss and Damage Fund** at the UN climate conference which took place in Egypt this year. Our presence at COP27 did not go unnoticed by the media, and we were regularly consulted for our expertise, leading to 60 pieces in national newspapers and on prominent news sites. ActionAid is one of the organisations that has been pushing for a Loss and Damage Fund for many years and was one of the first to put it on the international agenda. Such a fund aims to pay for the damage and loss suffered by countries in the Global South due to climate change which is primarily caused by countries in the Global North. Indispensable for the actions was the **Climate Justice Summer School**, which we organised for the second year in a row. Twenty young activists learned more about different areas of the climate debate and developed an engaging social media campaign. They took part in successful lobbying actions at the Dutch Parliament where they managed to speak to several parliamentarians about the need for Dutch government support for a Loss and Damage Fund at COP27.



OUR SUPPORTERS & STAKEHOLDERS

The fight for women's rights continues to resonate throughout the country. In 2022 we were overwhelmed by the support received from our supporters and ambassadors in response to our campaigns. In addition, we informed and sought an active dialogue with our other stakeholders, such as partners in the Global North, policy makers and politicians, journalists, the ActionAid Federation and last but certainly not least, the general public.

INDIVIDUAL SUPPORT

From generous donations and signing petitions, to subscribing to our e-newsletters: support comes in all shapes and sizes. Many people share our vision for a just and equal world and are willing to support us. Our donors enabled us to support women all around the world; the donors are the core of our work. Almost 30,000 people supported ActionAid during 2022. ActionAid welcomed lots of new individual donors too in 2022, which means the group of individual supporters continued to grow again last year.

Since COVID-19 was no longer limiting the organisation, ActionAid organised and partnered up for offline events to optimise the supporters experience, such as the Women's March, Climate March, Africa Day, Impact Festival and Pakhuis de Zwijger events. Both the Women's March and the Climate March were attended by thousands of people.

Taking the donor experience to the next level

At ActionAid, we are continuously trying to improve our donor experience. To do this, we are using a Planning, Monitoring, Evaluation and Learning (PMEL) system. Our strategy is now heading towards a more data-driven approach, where our supporters are at the core.

Our donors are an important part of ActionAid and make everything we do possible. During the past year, we invested in the relationship with our donors, for example sending personal postcards to thank them for their continued support. Through various online and offline channels such as face-to-face acquisition, new donors have joined us in 2022 in support of women's rights, and we wholeheartedly welcome them.

Throughout the year we launched several online campaigns, with paid advertising on Instagram and Facebook. We continuously monitored the outcome, so we were able to adjust when needed, based on the preferences and needs of our supporters.

In 2021, we implemented a new CRM system, to improve our donor journey and strengthen our service, which led to an improved and more efficient way of working in 2022. The new CRM system also guarantees more personal data security because much more can be managed from and within the database directly.

Funding partners & due diligence

In addition to individual support, ActionAid has focussed on expanding institutional, philanthropic and corporate cooperation in the past year. With joint efforts, major steps have been taken to diversify revenues further. By involving a broader portfolio of donors, we can do more to make a difference for the communities we partner with around the world.

In the past year, several new donors have pledged their support. For example, the Nationale Postcode Loterij supports the *That's Mine!* programme. The necessary energy transition for a liveable planet is now often at the expense of women's and human rights and the environment in other parts of the world, such as South Africa. Based on the experience and knowledge of women from the mining communities in South Africa, ActionAid South Africa and our local partner MACUA/WAMUA train and support women and communities to stand up for their rights. Because of the prominent and connecting role that the lottery has in society, we can engage a large Dutch audience on our journey to structurally improve the position of women in the energy transition. This move into the public domain is invaluable to us at this stage of the transition.



Our supporters & stakeholders

Furthermore, in the past year we have consciously chosen to further explore collaborations with companies. When working with companies, it is important to be critical of who we want to work with and why. To this end, ActionAid has a clear due diligence policy that is applied by all offices worldwide. Collaboration will be within the domain of economic system change, inequality and corporate social responsibility. That is why we are proud of the support from the Fund for Responsible Business (FVO) for the project **Improving the black granite supply chain from the Netherlands to Zimbabwe**. In this project we will work with five companies, Mondial, Arte, Jetstone, Kemie and Tuytelaers over the next three years towards a more sustainable black granite supply chain. We will do this by mapping the supply chains of the companies from Zimbabwe to the Netherlands and jointly addressing the main risks posed by the companies in their supply chains, in accordance with the UN Guiding Principles and the OECD Guidelines, and in a gender-responsive manner.

In the coming years, we will continue to develop these types of collaborations.

Policy makers & politicians

We are in regular contact with ministers, state secretaries, members of the Dutch Parliament, Dutch embassies in the countries where we work, civil servants and other officials who deal with issues relating to our change agenda. We engage in (online) workshops, seminars, roundtables and conferences to ensure that our voice and the voices of our local partners are heard.

Media & press

Radio, TV and print journalists are important mediators between our organisation and the public at large, and between us and policy makers and politicians. Equally, we are a trusted source of information for journalists because of our thematic expertise and our contacts with Southern constituencies and local activists. We build good relationships with journalists and will always share new research, new perspectives and important developments.

ActionAid International

Since 2012, we have been a formal member of ActionAid International, a federation working in over 45 countries, with its headquarters in Johannesburg, South Africa.



Thank you
for all your
support!

Our membership entails cooperation in programmes and campaigns as well as some shared strategies, procedures and processes. We place significant importance on this cooperation because it allows us to tap into far more knowledge than we would otherwise be able to, and because it brings us even more close to communities and changemakers in the Global South.

Thankful to our amazing supporters and ambassadors

We are very thankful to our ambassador, Geraldine Kemper, who once again committed in 2022 to be the face of the organisation and used her own platform to amplify our message, for example during our week of action against gender-based violence in November 2022.

Throughout 2022 we were touched by the support we received from all over the country. Many people share our vision for a just and equal world and are willing to support us either with donations, petitions or simply by sharing and amplifying our message. We are very thankful will continue our work in 2023 to stand up for women's rights.



OUR ORGANISATION





OUR ORGANISATION

HOW WE ARE ORGANISED

Four departments

ActionAid the Netherlands is structured in the four departments: Policy & Programmes, Public Engagement, Operational Support, and a dedicated team working on Partnerships & Fundraising. Policy & Programmes oversees our collaboration with partners in the Global South and takes the lead on research and lobbying efforts. Public Engagement works on brand recognition, campaigns and private fundraising. Partnerships & Fundraising is responsible for working with institutional and philanthropical donors and developing other partnerships. Operational Support ensures that everyone within the organisation has the means to do their jobs and make sure we comply with rules and regulations of the sector.

Executive director

The executive director is responsible for the daily management of the organisation. Together with the management team, she drafts strategies, action plans, the budget and key policies. The Supervisory Board approves the annual plan, multiannual plan and budgets before the executive director can adopt these and start implementation together with the team. The Supervisory Board receives quarterly updates. The relationship between the Supervisory Board and the executive director is formally captured in the constitution, the Supervisory Board code, and the management code policies. The Executive Director represents ActionAid the Netherlands in the ActionAid Federation and participates in the meetings of the European directors and the yearly meeting of all directors of the Federation.

The highest authority: our Supervisory Board

In the Netherlands, our highest authority is the Supervisory Board. The Supervisory Board works with the ActionAid executive director. They supervise work on priorities such as organisational focus and structure, financial sustainability and fundraising as described in the annual plan, the budget and the financial report. The Supervisory Board is the employer of the executive director.

Members of the Supervisory Board are appointed for a three-year term, after which reappointment is possible for a maximum of one additional term. Supervisory Board members are selected on predetermined profiles and come from diverse backgrounds, all adding to the knowledge and profile of ActionAid.

EVERYTHING YOU NEED TO KNOW ABOUT THE SUPERVISORY BOARD

In 2022, after two members left at the end of their term and one joined, our Supervisory Board consisted of six members: four women and two men. The Supervisory Board met during five formal meetings, four meetings to discuss quarterly reports and the annual accounts and one meeting to prepare the General Assembly of the ActionAid Federation. The September meeting was used to take some extra time and dive into the procedures of due diligence, as we are starting to work more with private partners.

The Supervisory Board members:

- **Ans Zwerver, chair and member of the Remuneration Committee. Member since 13 October 2021.** She represents AANL in the General Assembly of the ActionAid Federation. As Senior Resident Director of the National Democratic Institute, Ans Zwerver has worked for years for good governance, rule of law, elections, political parties and women's rights in Sudan, Afghanistan and Myanmar. As a long-term EU election observer, she has also observed the elections in Malawi, Tanzania, Afghanistan and Ethiopia. She has extensive experience in political communication, INGOs, intercultural communication, sustainable development and elections. From 1995 to 2003, she was a member of the Senate for GroenLinks. She is currently a volunteer/partner at Museum Beelden aan Zee (unpaid) and occasionally does international consultancy jobs.



- **Marjorie Henny, vice-chair. Member since 13 July 2021.** Marjorie is currently the director of Vialegis, an international recruitment agency specialised in legal, tax & compliance recruitment. In this position, she manages the company and consultants, and she is involved in advising local and international organisations at a strategic level regarding the design of their legal and tax departments. Previously, Marjorie worked as a legal counsel in the personal and family law practice and corporate law and as an entrepreneur within various sectors. She studied Dutch law, private law and criminal law at the Vrije Universiteit in Amsterdam.
- **Maaïke Willemsen, member of the Remuneration Committee. Member since 1 January 2021.** Maaïke has a background in public security.
- **Maarten van Heems, member. Member since 1 January 2021.** Maarten is managing partner at BKB, a campaign agency specialised in social themes. He works as a strategist on projects such as the Night of the Refugee, Movember and Veterans Day. He also provides campaign training to politicians and activists in emerging democracies, such as Tunisia, Egypt, Ukraine and Mali. He lived and worked in Mali from 2014 to 2016. He was active for RAIN, a water management NGO. He also wrote the book *Hallo mijn slaaf, alles goed?*
- **Hans van Egdome, member of the Finance and Audit Committee. Member since 26 January 2021.** Hans is an accountant and historian. He works as a senior policy officer at the Ministry of Finance where he deals with international tax matters. In this capacity, he is chair of an international working group of the OECD that deals with the distribution of (taxable) profits of multinational companies. In addition to his photography hobby, he is chair of the Leiden-Leiderdorp audit committee.

- **Devika Partiman, member since 11 April 2022.** Devika is founder and director of the Stem op een Vrouw foundation, a foundation that works to get more women elected and politically active. At this foundation, she works to ensure that the voices of all women and girls in the Netherlands are heard. In addition to her work at Stem op een Vrouw, she works as a chair, speaker and adviser for funds, social organisations and companies. She is also a board member at the feminist literature festival Zus 'n Zo, at Nederland Wordt Beter, a foundation dedicated to education and awareness about the colonial and slavery past, and she is an ambassador for Atria, a knowledge institute for emancipation and women's history.

In 2022, Emma Verheijke and Michel Jacobs left the Supervisory Board at the end of 2022. Emma Verheijke was the person of trust within the Supervisory Board, a role that has been passed on to Maarten van Heems in 2023. Emma Verheijke was also a member of the Finance and Audit Committee, this role has been passed on to Devika Partiman.

ActionAid the Netherlands is a member of the ActionAid Federation. Notwithstanding that membership, ActionAid the Netherlands is an independent foundation registered at the Chamber of Commerce (KvK), with formal autonomy in its decision-making.



SUPERVISORY BOARD REPORT

The Supervisory Board is regularly informed and consulted on major changes and important strategic choices relating to various matters. These include organisational development, operations, finances and the strategic direction of ActionAid the Netherlands. Our Finance and Audit Committee (FAC), consisting of two Supervisory Board members and supported by the executive director and head of operational support, also met five times to monitor the financial health of the organisation as well as the internal administrative processes. The FAC makes recommendations to the Supervisory Board on appointing an external auditor and discusses annual management letters and annual reports with the external auditor. The remuneration committee meets yearly with the executive director to assess her performance. The chair of the Supervisory Board and the executive director have monthly informal meetings.

The ActionAid International General Assembly holds at least one face-to-face meeting each year. In 2022, this meeting took place in Madrid and the chair represented ActionAid the Netherlands at this meeting. We have an opening on the Supervisory Board for an ActionAid International representative, but we have left this role vacant until new rules on this from the ActionAid Federation are confirmed. Members of the Supervisory Board are not paid for their duties. They can be reimbursed for expenses incurred in the performance of their duties.

The ActionAid Supervisory Board and the executive director subscribe to the Code of Good Governance for Good Causes (Code Goed Bestuur). The Supervisory Board appoints, evaluates and dismisses the executive director, and determines the executive director's compensation in accordance with the Adviesregeling Beloning Directeuren van Goede Doelen.



The Supervisory Board has observed that ActionAid is moving forward to become a more agile and impactful organisation and is working on broadening its financial stability.

The Supervisory Board would like to take this opportunity to thank all ActionAid staff members for their outstanding work over the past year. As is shown in this annual report, we have accomplished excellent work together and positive impact on the lives of so many.

TRANSPARENCY & ACCOUNTABILITY

We aim to be transparent in the way we work, what we do and how we spend money. ActionAid the Netherlands holds the Central Bureau on Fundraising (CBF) seal of approval (Erkenningsregeling). We have also had Dutch charitable status (ANBI) since 2008. In 2019, we received the ISO 9001:2015 certificate which was extended in 2020 and 2021. After an audit in 2022, the ISO certification has been successfully renewed for another three years. This is the international standard for a quality management system. In addition, we abide by ActionAid International's strict requirements in the sphere of governance, monitoring and impact measurement.

Staff & integrity

Accountability is a core value of ActionAid. Being accountable means committing ourselves to the highest standards of integrity in all our actions. The ActionAid Federation has a strict code of conduct. New staff members are required to read and sign the code before they start working at ActionAid. No violations to the code of conduct in the Netherlands were reported in 2022. Additionally, online Sexual Harassment, Exploitation and Abuse (SHEA) and Safeguarding courses were available for all staff within the Federation. ActionAid staff are represented in a staff representation body (personeelsvertegenwoordiging, PVT) which meets regularly with both the executive director and the human resources adviser. Issues such as continuing the staff climate survey and hiring a new occupational health and safety service were among the items discussed. Because of some changes in personnel, the PVT has not been able to function the entire year, according to the regulations on number of PVT members required. Staff are now consulted in general all-staff meetings until the PVT team is completed again.

The ActionAid office in Amsterdam employed 21 staff members (19 FTE) in 2022. The organisation has four departments: Policy & Programmes, Public Engagement, Partnerships & Fundraising, and Operational Support. ActionAid also regularly benefits from working with interns and volunteers who contribute to projects, research, events and write and translate articles for our website and newsletters. In addition, our robust base of campaigners who join us in our actions and campaigns is growing. We also host colleagues from ActionAid International in our office.

Complaints policy

We take complaints from supporters very seriously. If ActionAid receives a complaint, we respond and follow up within five working days, in line with our policy.

Corporate social responsibility

We are as environmentally aware as possible in keeping with ActionAid's ideology and duty of care to the environment, the world and its inhabitants. We print as little and as efficiently as possible, and all printing is done on FSC paper. Waste is separated before it leaves our premises. We have a savings account with ASN Bank, and our regular bank account is with Triodos Bank. Our pensions are administered by Zwitserleven. Donations from companies are assessed using our company fundraising policy to ensure that these businesses meet the conditions of corporate social responsibility. Finally, we monitor our travel behaviour to ensure efficient use of resources and awareness of our carbon footprint.

TIME FOR A FEMINIST PERSPECTIVE

**TOWARDS AN
EQUAL AND SUSTAINABLE
ECONOMY**

How we are organised

Ensuring the best use of resources

Our strategy, [A Feminist Perspective](#), covers the period 2022 to 2030. The strategic objectives are coordinated with the overall objectives of the ActionAid International strategy. Progress of the objectives is checked using a monitoring framework that also feeds into the overall Federation measuring of progress. Annual action plans based on the long-term strategy are drawn up using SMART indicators (specific, measurable, achievable, relevant, and time-bound). Learning from earlier experiences and improving the effectiveness and efficiency of our operations is a constant concern, which is why we use a PMEL format to plan, monitor, evaluate and learn. The internal processes and procedures are described in a comprehensive quality manual. The Supervisory Board approves long-term financial and strategic policies, along with annual plans and associated budgets.

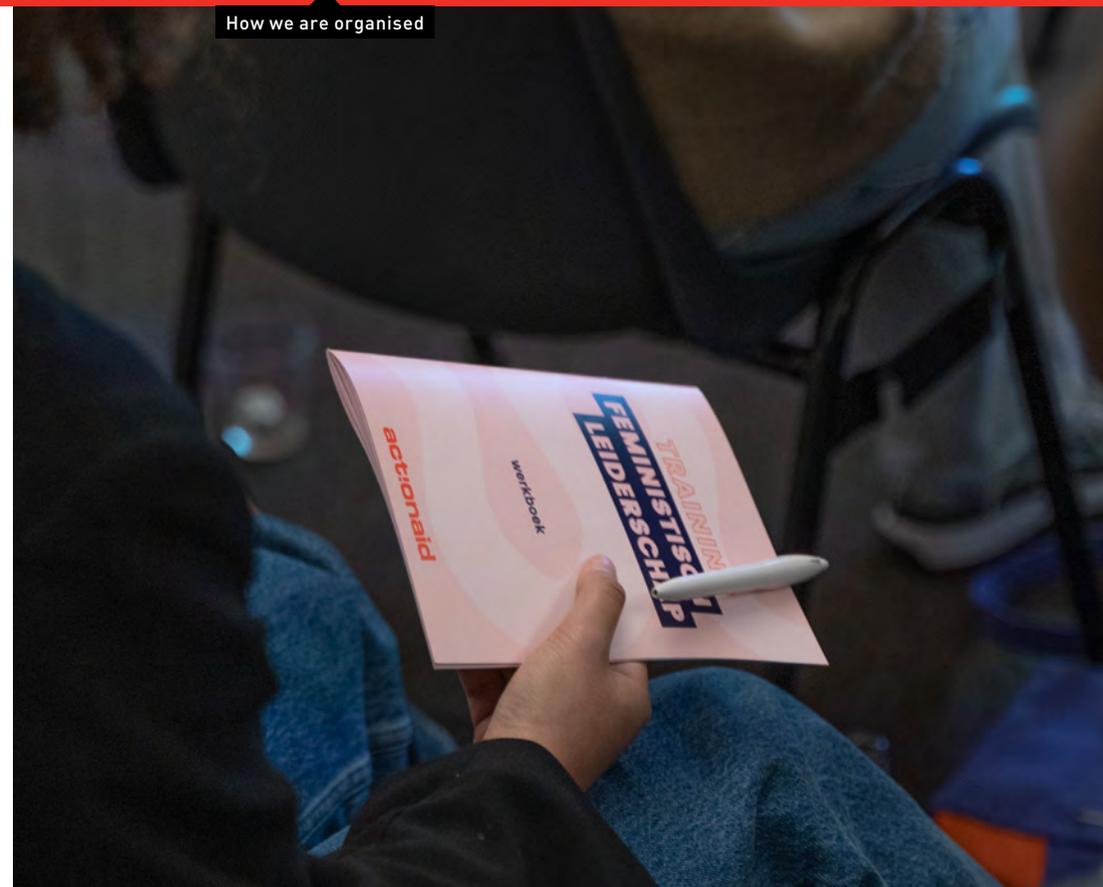
Accompanying risk assessments are developed annually and reviewed halfway through the year. The management team monitors actual income and expenditure against the budget and presents quarterly reports to the board. Internal processes are regularly reviewed by the management team and external parties. Each year, an external auditor prepares a management letter. The Dutch CBF performs three yearly evaluations before awarding a renewed seal of approval.

Planning, monitoring, evaluation & learning

Working towards a just, sustainable and gender-equal world in which human rights, climate and environment are protected and respected, requires a feminist, just and green transition through power shift and system change. This can only be achieved when a representative of the groups involved has a seat at the decision-making table.

Together with our ActionAid colleagues in the Global South and their implementing partners, we are committed to mutually developing our capacities. We believe that every human being has valuable abilities and knowledge to contribute to our joint goals. Within our programmes, we define these goals with the target groups involved: women, youth and their communities. They know best what should change and how that is possible within their context. We therefore organise participatory reflection and review processes. These provide an opportunity for community members and stakeholders to reflect on progress made and challenges encountered, and to advise on ongoing activities.

Meanwhile, in the Netherlands, feminist leadership is integrated into everything we do. To achieve our short- and long-term goals, we lobby, advocate, campaign, mobilise and strengthen capacities. A standardised form is made to monitor progress and gain insight into how all colleagues contribute to our shared goals. Furthermore, respectful feedback is one of our core feminist principles. It helps us in evaluating our plans and outcomes, but also our collaborations. During these evaluations, all people who were involved are asked for their feedback and are taken seriously.



In all our collaboration with partners in the Global South and the Global North, we use our feminist leadership principles. We have set up an internal working group on feminist leadership qualities and every month, we dive into one of the feminist principles to discuss with colleagues and share experiences and lessons learned. Furthermore, we organise sessions on various issues such as ethical dilemmas, safeguarding and diversity. This internal work on our feminist principles strengthens our working relations with our partners in the Global South.



FINANCIAL STATEMENTS





FINANCIAL STATEMENTS

The financial statements 2022 have been prepared in accordance with the Dutch Directive 650 Fundraising Institutions (updated in 2016). On April 25th 2023 the Supervisory Board approved the annual accounts after an audit by Dubois and Co. The auditor's report is included in this annual report.

Financial result 2022

The financial report shows a deficit of €257,079. This is due to less income from unrestricted funds, and less restricted income because of a new regulation within the RJ 650 about five-year contracts. We have signed contracts with six partners for five years in 2021 and the whole amount is accounted for in 2021, which in 2021 resulted in a substantial surplus.

Continuity Reserve

The aim of our reserves policy is to safeguard solvency and maintain future activities. The ideal continuity reserve is defined by our reserves policy which advises a minimum of ten percent of institutional income (€152,184) and a maximum of six months of total operational costs (defined as all staff costs, plus office and facility costs) (€846,533). Our free reserves (continuïteitsreserve) at year's end were €635,222, in line with our reserves policy.



ANNUAL ACCOUNTS



BALANCE SHEET PER 31.12.2022 (IN €)

ASSETS	31 December 2022	31 December 2021
Intangible Fixed Assets	13,773	18,613
Tangible Fixed Assets	62,824	36,361
Receivables, prepayments and accrued income	1,962,138	2,331,920
Cash and cash equivalents	1,382,046	1,194,903
	3,344,184	3,526,823
Total Assets	3,420,781	3,581,797
LIABILITIES	31 December 2022	31 December 2021
Reserves and funds		
Continuity reserves	635,222	842,782
Reserves for Programme	–	50,036
Designated Fund	1,208	691
Long-term liabilities	1,200,829	1,699,572
Current liabilities		
Advances received from donors	451,865	–
Short-term project liabilities	756,112	707,055
Payables	375,545	281,662
	1,583,522	988,717
Total Liabilities	3,420,781	3,581,797

STATEMENT OF INCOME AND EXPENDITURE 2022 (IN €)

INCOME	Actual 2022	Plan 2022	Actual 2021
From private individuals	864,446	891,712	928,529
From companies	12,709	10,000	12,405
From lotteries	614,381	–	–
From government subsidies	1,521,249	2,017,380	4,181,903
From other non-profit organisations	5,000	250,000	38,745
Total income raised	3,017,785	3,169,092	5,161,583
EXPENDITURE	Actual 2022	Plan 2022	Actual 2021
Spent on Objectives			
Campaigning, Advocacy & Research	597,142	612,347	926,833
Communication & Public Information	381,025	428,103	647,965
Programme support to partners in the Global South	1,425,606	1,807,092	2,735,165
	2,403,773	2,847,542	4,309,964
Cost of fundraising	671,124	332,833	503,767
Management and administration	193,180	113,717	172,119
Total Expenditure	3,268,077	3,294,092	4,985,850
Balance before financial income and expenses	-250,292	-125,000	175,732
Financial income/expenses	-6,787	–	-4,127
Surplus/deficit	-257,079	-125,000	171,605
Added to reserves			
Continuity reserves	-207,560	-125,000	185,878
Reserve for programmes AAI	-50,036	–	-11,837
Designated fund	517	–	-2,436
	-257,079	-125,000	171,605

CASH FLOW STATEMENT (IN €)

	2022	2021
Cash flow from operating activities		
Surplus/deficit	-257,079	171,605
Adjustments for depreciation	-80,380	-47,296
	-337,459	124,309
Changes in working capital		
Changes in accounts receivable	369,782	-2,218,108
Changes in long term liabilities	-498,743	1,699,572
Changes in accounts payable	594,805	-622,825
	465,844	-1,141,361
	128,385	-1,017,050
Cash flow from investing activities		
Disinvestments tangible fixed assets	102,957	64,070
Investments in intangible fixed assets	-	-12,100
Investments in tangible fixed assets	-44,200	-11,480
	58,757	40,490
Total Financing cash flow	187,143	-976,560
Net cash flow	187,143	-976,560
Net in-/decrease in cash and cash equivalents	187,143	976,560
	2022	2021
Cash on January 1	1,194,903	2,171,463
Cash on December 31	1,382,046	1,194,903
	187,143	-976,560

ACCOUNTING PRINCIPLES (IN €)

General

The annual accounts were compiled in accordance with Guideline 650 for 'fundraising institutions' (Richtlijn 650 voor Fondsenwervende organisaties), revised in 2016.

Principles for valuation and presentation of assets and liabilities

Intangible fixed assets

Intangible fixed assets are stated at acquisition price less linear depreciation based on economic life-cycle. For inventory furnishings and equipment, the life-cycle is five years.

Tangible fixed assets

Tangible fixed assets are stated at acquisition price less linear depreciation based on economic life-cycle. For inventory furnishings and equipment, the life-cycle is five years.

Accounts receivable

- These are stated at amortised costs.
- Accounts receivable for approved projects are based on agreements with third parties and agreed values.

Liabilities

- Liabilities are stated at the value at which they were incurred unless indicated otherwise.
- Project liabilities refer to all liabilities under financing agreements concluded with third parties.
- New project liabilities are accounted for in the year in which the liability becomes definitive.

Other assets and liabilities

These are stated at amortized costs.

Principles for determining and presenting income and expenditure

Determination of result

- Taking into account the accounting principles, the result is determined as the difference between the revenue and expenditure allocated to the year in question.
- Unless otherwise indicated, income and expenditure are accounted for in the year to which these relate.
- Income from ActionAid fundraising is accounted for in the year of receipt.
- Income from legacies is included in the accounting year in which their size can be reliably determined. Advance payments made are taken as income in the year of receipt.
- Subsidies for projects are accounted for based on projects costs spent.
- Gifts in kind are valued according to the estimated market value in the Netherlands.

Management and administration costs

Management and administration costs represent expenditure for internal management and administration that cannot be attributed to the objectives of the organisation or fundraising costs.

Allocation Principles

The table 'Details of cost allocation' on page 69 shows how the categories of costs are divided over the objectives expenditure, the cost of fundraising and the cost of management and administration. The following comments will clarify the table:

- Grants and contributions are subsidies provided to third parties.
- Own activities relate to actions performed by ActionAid through campaigns, communications, information, fundraising and southern programmes.
- Cost of management and administration are calculated in accordance with Guidelines 650 (2016).
- The costs are allocated on the basis of spent time on the objectives, fundraising and support activities.

NOTES TO THE BALANCE SHEET PER 31-12-2022 (IN €)

ASSETS

Intangible Fixed assets	Software	Total 2022	Total 2021
Cost as per January 1	24,200	24,200	24,200
Desinvestments	–	–	–
Investments	–	–	–
	24,200	24,200	24,200
Depreciation previous years	5,587	5,587	5,587
Depreciation desinvestments	–	–	–
Depreciation	4,840	4,840	–
Book value per December 31	13,773	13,773	18,613
Book value per January 1	18,613	18,613	10,890
Investments	–	–	12,100
	18,613	18,613	22,990
Depreciation	4,840	4,840	4,377
Book value per December 31	13,773	13,773	18,613

Tangible fixed assets	Leasehold improvements	Equipment	Computers	Total 2022	Total 2021
Cost as per January 1	33,875	40,761	96,299	170,935	223,525
Desinvestments	33,875	29,058	40,023	102,957	64,070
Investments	–	25,037	19,163	44,200	11,480
	–	36,739	75,438	112,178	170,935
Depreciation previous years	33,875	32,238	68,460	134,574	186,246
Depreciation desinvestments	33,875	28,801	36,184	98,860	64,070
Depreciation	–	3,357	10,284	13,640	12,397
Book value per December 31	–	29,945	32,879	62,824	36,361
Book value per January 1	–	8,522	27,839	36,361	37,279
Investments	–	25,037	19,163	44,200	11,480
	–	33,559	47,002	80,561	48,758
Book value desinvestments	–	256	3,840	4,096	–
Depreciation	–	3,357	10,284	13,640	12,397
Book value per December 31	–	29,945	32,879	62,824	36,361

All assets are used for operational purposes.

Receivables, prepayments and accrued income	December 31, 2022	December 31, 2021
Subsidies	1,890,478	2,257,866
Receivables AAI	19,579	–
Other receivables	10,784	9,105
Advance payments	41,296	64,948
	1,962,138	2,331,920
Details of subsidies to be received		
<i>Subsidies to receive</i>		
MFMC	–	16,071
Min. of Foreign Affairs	1,890,478	2,241,795
	1,890,478	2,257,866
Cash and cash equivalents		
Saving accounts	973,577	123,123
Cash and bank accounts	408,469	1,071,780
	1,382,046	1,194,903

The figure for cash and cash equivalents also includes an amount of €20,126.48 (2021: €20,126.48) from a bank account at Nedbank in South Africa. This amount is not at our free disposal.

LIABILITIES

Reserves and funds	Total 2022	Total 2021
Continuity reserve		
Value per January 1	842,782	656,904
Added/withdrawn from	-207,560	185,878
Value per December 31	635,222	842,782
Designated Fund		
Value per January 1	691	3,127
Transferred to restricted programmes	-691	-3,127
Added from Restricted Mailing	1,208	691
Value per December 31	1,208	691
Reserve for Programmes AAI		
Value per January 1	50,036	61,873
Added to		30,460
Withdrawn from	-50,036	42,297
Value per December 31	-	50,036

Long-term Liabilities	December 31, 2022	December 31, 2021
Contractual obligations project donors		
FGG3		
ActionAid Bangladesh	206,004	303,702
ActionAid General Secretariat	166,168	235,859
ActionAid Kenya	185,513	284,916
ActionAid Uganda	167,896	273,768
ActionAid Zimbabwe	202,837	301,328
ActionAid Guatemala	200,000	300,000
	1,128,418	1,699,572
NPL "That's mine"		
ActionAid South Africa	27,413	-
ActionAid Macua Wamua	44,998	-
	72,411	-
Total Long-term Liabilities	1,200,829	1,699,572

Current Liabilities		December 31, 2022	December 31, 2021
Advances received from donors			
National Postcode Lottery		385,619	–
Netherlands Enterprise Agency		66,246	–
		451,865	–
Short-term project liabilities		December 31, 2022	December 31, 2021
FGG3	ActionAid Bangladesh	158,933	165,829
	ActionAid General Secretariat	74,632	64,429
	ActionAid Kenya	121,648	129,187
	ActionAid Uganda	129,431	128,284
	ActionAid Zimbabwe	110,989	109,037
	ActionAid Guatemala	112,255	110,000
	ActionAid SouthAfrica	–	288
		707,888	707,054
NPL “That’s mine”	ActionAid South Africa	18,225	–
	ActionAid Macua Wamua	29,999	–
		48,224	–
Total Short-term project liabilities		756,112	707,054
Payables			
Creditors		92,276	61,163
Taxation		56,763	45,663
Holiday days		82,660	57,537
Holiday allowances		40,719	36,649
Auditor		25,224	34,075
ActionAid International		–	5,311
Miscellaneous		77,903	41,264
		375,545	281,662
Total Current Liabilities		1,583,522	988,717

Assets and liabilities not included in the balance

In September 2022 a contract started with Stichting Trans National Institute for hiring an office for €53,304 per year. The rent for 2022 was €15,931.65. In May 2019 a new contract started with Toshiba for hiring a copy machine for €108 per month. For FGG and NPL we made up contracts with partners for 5 years (FGG in 2021) and 2,5 years (NPL in 2022). These amounts will be accounted for at the end of the period.

NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE 2022 (IN €)

INCOME	Actual 2022	Plan 2022	Actual 2021
Income from private individuals			
Regular giving	774,645	821,712	786,736
Appeals	84,801	70,000	122,224
Legacies	5,000	–	19,569
Total income from private individuals	864,446	891,712	928,529
Income from companies			
Appeals	12,709	10,000	12,405
Total income from companies	12,709	10,000	12,405
Income from Lotteries			
National Postcode Lottery	614,381	250,000	–
Total income from Lotteries	614,381	–	–
Income from Government subsidies			
Min. of Foreign Affairs FGG 3	1,521,249	2,017,380	4,156,903
IMVO	–	–	25,000
Total income from government subsidies	1,521,249	2,017,380	4,181,903
Income from other non-profit organisations			
Guerilla Foundation	5,000	–	–
Minor Fund for Major Challenges	–	–	31,288
Norad	–	–	7,457
Total income from other non-profit organisations	5,000	–	38,745
Total income raised	3,017,785	2,919,092	5,161,583

Income from private individuals and companies are unrestricted except for €1,208 restricted mailings.

Income from Government subsidies and other non-profit organisation are restricted.

EXPENDITURE	Actual 2022	Plan 2022	Actual 2021
Salaries, pensions and social security contributions			
Gross salary	1,040,786	1,055,838	953,062
Social security contributions	172,996	188,949	171,946
Pensions	47,660	47,914	41,036
	1,261,442	1,292,701	1,166,044
Other personnel costs			
Temporary staff	20,789	–	12,112
Staff recruitment	12,025	1,020	5,833
Commuting	8,247	20,400	4,234
Other	69,871	49,470	37,503
	110,933	70,890	59,682
Office Rental and Service costs			
Rent incl. service	69,025	60,000	56,802
External storage	423	500	–
Removal costs	22,497	10,000	408
Other	2,318	20,000	260
	94,263	90,500	57,470
Office administration and general costs			
ICT support	57,108	65,000	80,904
Legal advice	13,540	5,000	365
Auditor	25,229	21,420	26,515
Insurances	3,170	6,000	3,601
Supervisory Board	5,055	9,200	2,748
Other office costs	42,923	51,050	34,905
	147,025	157,670	149,037
Depreciation			
Depreciation	18,480	17,000	16,774
	18,480	17,000	16,774

EXPENDITURE	Actual 2022	Plan 2022	Actual 2021
Subsidies and contributions	1,175,477	1,038,780	3,109,600
	1,175,477	1,038,780	3,109,600
Own Activities	460,457	623,100	427,243
	460,457	623,100	427,243
Total costs	3,268,077	3,290,641	4,985,850
Balance of financial income and expenses			
Dividend, interest	11	-	27
Bank costs	-6,797	-	-3,626
Currency loss/gain	-	-	-528
Total financial income and expenses	-6,787	-	-4,127

Expenditure

The table on page 69 explains cost allocations per category of expenditure against major allocation headings such as Campaigning, Advocacy and Research, Communication & Public Information, Programme support to partners in the South, Acquisition of Income and Management and administration. In this table direct and indirect costs are based on time writing by staff. These costs include direct programme costs

Subsidies and contributions

Min. of Foreign Affairs FGG III	534,827
NPL-That's mine	564,743
People versus inequality	5,000
ActionAid International projects	50,907
ActionAid International contribution	20,000
Total	1,175,477

DETAILS OF COST ALLOCATION (IN €)

	Mission Objectives 74%			Costs of Acquisition 20%		Overhead 6%	Actual 2022	Plan 2022	Actual 2021
	Campaigning, Advocacy & Research	Communication & Public Information	Programme Support to Partners in the South	Voluntary fundraising	Government subsidies	Management & Administration	Total	Total	Total
Direct programme costs	107,499	52,382	1,001,249	4,387	4,477	5,483	1,175,477	1,038,780	3,109,600
Own activities	–	83,821	–	340,033	36,602	–	460,457	623,100	427,243
Salary costs incl social security and pension	411,712	205,856	356,817	137,237	102,928	157,823	1,372,375	1,363,591	1,225,726
Property costs	28,279	14,139	24,508	9,426	7,070	10,840	94,263	90,500	57,470
Office and general expenses	44,108	22,054	38,227	14,703	11,027	16,908	147,025	157,670	149,037
Depreciation	5,544	2,772	4,805	1,848	1,386	2,125	18,480	17,000	16,774
Total	597,142	381,025	1,425,606	507,634	163,490	193,180	3,268,077	3,290,641	4,985,850



BOARD AND DIRECTOR COSTS

Expenditure for the supervisory board (under office administration and general costs) consists of meeting and representation costs. All Supervisory Board members are unpaid volunteers. No loans, advances or guarantees were given to the Executive Director nor to any Supervisory Board member. The Country Director's salary is determined by the Supervisory Board.

Remuneration Director

Name	M.E. Maij
Function	Director/Board
Employment	
Duration	Determined
Hours/week	36
Parttime percentage	100
Period	01-01/31-12
Remuneration (EUR)	
Annual income	
- Gross salary	90,576
- Holiday allowance	7,246
- Year-end allowance	3,424
- Payment of holiday-days	-
Total income	101,246
Taxed Fees	
Pension	7,575
Total 2022	108,821
Total 2021	101,429

ActionAid follows the Advies Regeling Beloning Directeuren van Goede Doelen (VFI, 2011) (Advice remuneration NGO's directors, VFI 2011). The guideline gives advice – on the basis of severity criteria – on a maximum standard for annual income. This weighted criteria led to a BSD score of 360 with a maximum annual income of €105,101.

With this publication we meet with the Law on the Standard on High Top incomes (WNT). This standard for Gross salary + Pension is max. €199,000).

2022

M.E. Maij	
Executive Director	
Period	01-01-2022 utai 31-12-2022
FTE	
Employee	yes
Remuneration (EUR)	
Annual Income	108,821
Benefits payable over time	n/a
Maximum salary according to WNT norms	199,000

2021

Executive Director	
Period	18-01-2021 utai 31-12-2021
FTE	1
Employee	yes
Remuneration (EUR)	
Annual Income	101,429
Benefits payable over time	n/a
Maximum salary according to WNT norms	183,042

2021

J.F. Aalstein	
Executive Director	
Period	01-01-2021 utai 28-02-2021
FTE	1
Employee	yes
Remuneration (EUR)	
Annual Income	18,279
Benefits payable over time	n/a
Maximum salary according to WNT norms	31,833

Risks

Risk management is an important aspect of our governance. Standard procedure is to discuss the risks register twice a year in the supervisory board's Finance and Audit Committee, as well as in the full Supervisory Board: once at the time of the approval of the annual plan and once mid-year. The risk register is presented with ratings for probability and impact as well as with risk mitigation actions.

Our immediate mitigation strategy is diversification in income streams through investing in individual and high value fundraising, piloting new channels of fundraising and enhancing our brand. ActionAid the Netherlands will strengthen its effort to generate new institutional and philanthropic income and will invest in specific expertise to source and apply to new opportunities. In 2020 together with the FGG Alliance we successfully submitted a new funding proposal to the Ministry of Foreign Affairs, under the Power of Voices programme. The Board is in control of the structure, the existence and operation of the AO/IC systems. It has identified and evaluated the risks as indicated in this report.

A different risk is the shrinking political space in which we operate. This is both a medium risk for the wellbeing of our overseas colleagues as well as for our compliance with commitments to donors. Building good relationships with members of parliament, press and embassies and continuously emphasizing the importance of protecting human rights and space for civil society is our key mitigation strategy.

A standard risk for organisations working in remote areas with complex project chains is fraud. The ActionAid Federation has robust anti-fraud policies and stringent processes in place to prevent and deal with fraud. In that respect it is worth mentioning that regular internal audits from the ActionAid International Global Secretariat are performed in all 45 ActionAid countries. Such an audit took place in the Netherlands in 2018.

Finally, the current media attention on sexual abuse cases involving INGOs has taught us to be vigilant and invest in robust safeguarding policies and practices to diminish any risks. In 2023 we will continue to keep a close eye on these risks and discuss the mitigating actions.

Quality managementsystem

Since 2019 ActionAid has been audited by Eik certificering for quality management. In 2022 we met the requirements for the audits and renewed our certificate for NEN-EN-ISO 9001:2015 and Partos 9001:2015.

Future developments

Our programme focus in 2023 will remain on assisting partners and communities to lobby for proper corporate conduct and fight against human rights violations such as land grabs, unfair tax regimes and unfavourable investment policies. As always, working on equality, we will focus on strengthening the rights and voices of women. We will continue to work closely with our colleagues in the Federation and seek to strengthen international campaigns where possible.

We will aim to be bolder and more visible. To that end we will continue to engage in large campaigns, further strengthening the ActionAid brand in the Dutch public landscape. This will support our fundraising, which itself will gradually shift from street fundraising to online fundraising and telemarketing. But we will also look in and beyond the Netherlands to find institutional and philanthropic partnerships.

BUDGET 2023 (IN €)

INCOME	Plan 2023	Actual 2022	Plan 2022
From private individuals	904,537	864,446	891,712
From companies	12,000	12,709	10,000
From lotteries	224,000	614,381	–
From government subsidies	1,864,580	1,521,249	2,017,380
From other non-profit-organisations	176,000	5,000	250,000
Total income	3,181,117	3,017,785	3,169,092
EXPENDITURE			
Spent on Objectives			
Campaigning, Advocacy & Research	615,006	597,142	612,347
Communication & Public Information	392,424	381,025	428,103
Programme Support to Partners in the South	1,468,255	1,425,606	1,807,091
	2,475,684	2,403,773	2,847,541
Cost of fundraising	691,202	671,124	332,833
Management and administration expenses	198,959	193,180	113,717
Total expenditure	3,365,845	3,268,077	3,294,091
Balance of financial income and expenses	-184,728	-250,292	-125,000
Financial income/expenses	–	-6,787	–
Surplus/deficit	-184,728	-257,079	-125,000

INDEPENDENT AUDITOR'S REPORT

To: the supervisory board and the management of Stichting ActionAid.

A. Report on the audit of the financial statements 2022 included in the annual accounts.

Our opinion

We have audited the financial statements 2022 of Stichting ActionAid based in Amsterdam, the Netherlands.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting ActionAid at 31 December 2022 and of its result for 2022 in accordance with the 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations') of the Dutch Accounting Standards Board) and the 2022 Policy rules implementation of the Standards for Remuneration Act (WNT).

The financial statements comprise:

1. the balance sheet as at 31 December 2022;
2. the statement of income and expenditure for 2022; and
3. the notes comprising of a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing and the Audit Protocol WNT 2022. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting ActionAid in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Compliance with rule against overlapping pursuant to the WNT not audited

In accordance with the 2022 Audit Protocol under the Standards for Remuneration Act ("WNT"), we have not audited the rule against overlapping as referred to in Section 1.6a of the WNT and Section 5(1)(n/o) of the WNT Implementing Regulations.

Oranje Nassaulaan 1
1075 ah Amsterdam
Telefoon 020 571 23 45

E-mail info@dubois.nl
www.dubois.nl
KvK nummer 34374865



This means that we have not audited whether an executive senior official exceeds the norm as a result of any positions as executive senior official at other institutions subject to the WNT, and whether the explanation required in this context is correct and complete.

B. Report on the other information included in the annual accounts.

The annual accounts contain other information, in addition to the financial statements and our auditor's report thereon.

The other information consists of:

- Management Board's report (through page 51)
- Budget 2023 (page 73)

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

Management is responsible for the preparation of the other information, including the Management Board's report in accordance with Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations').

C. Description of responsibilities regarding the financial statements

Responsibilities of the supervisory board and the management for the financial statements.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations') and the 2022 Policy rules implementation of the Standards for Remuneration Act (WNT). Furthermore, management is responsible for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, management is responsible for assessing the organisation's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting, unless management either intends to liquidate the organisation or to cease operations, or has no realistic alternative but to do so.

Management should disclose events and circumstances that may cast significant doubt on the organisation's ability to continue as a going concern in the financial statements.

The supervisory board is responsible for overseeing the organisation's financial reporting process.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing and the Audit Protocol WNT 2022, ethical requirements and independence requirements.

Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining 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;
- obtaining 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 entity's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- concluding on the appropriateness of management's 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 organisation'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 statements 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 an organisation to cease to continue as a going concern.
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Amsterdam, 19 May 2023

Dubois & Co. Registeraccountants

G. Visser RA



P.O. box 10707
1001 ES Amsterdam
The Netherlands
Tel: +31 20 520 6210
IBAN: NL89 TRIO 0338 8888 88
www.actionaid.nl

act:onaid

