

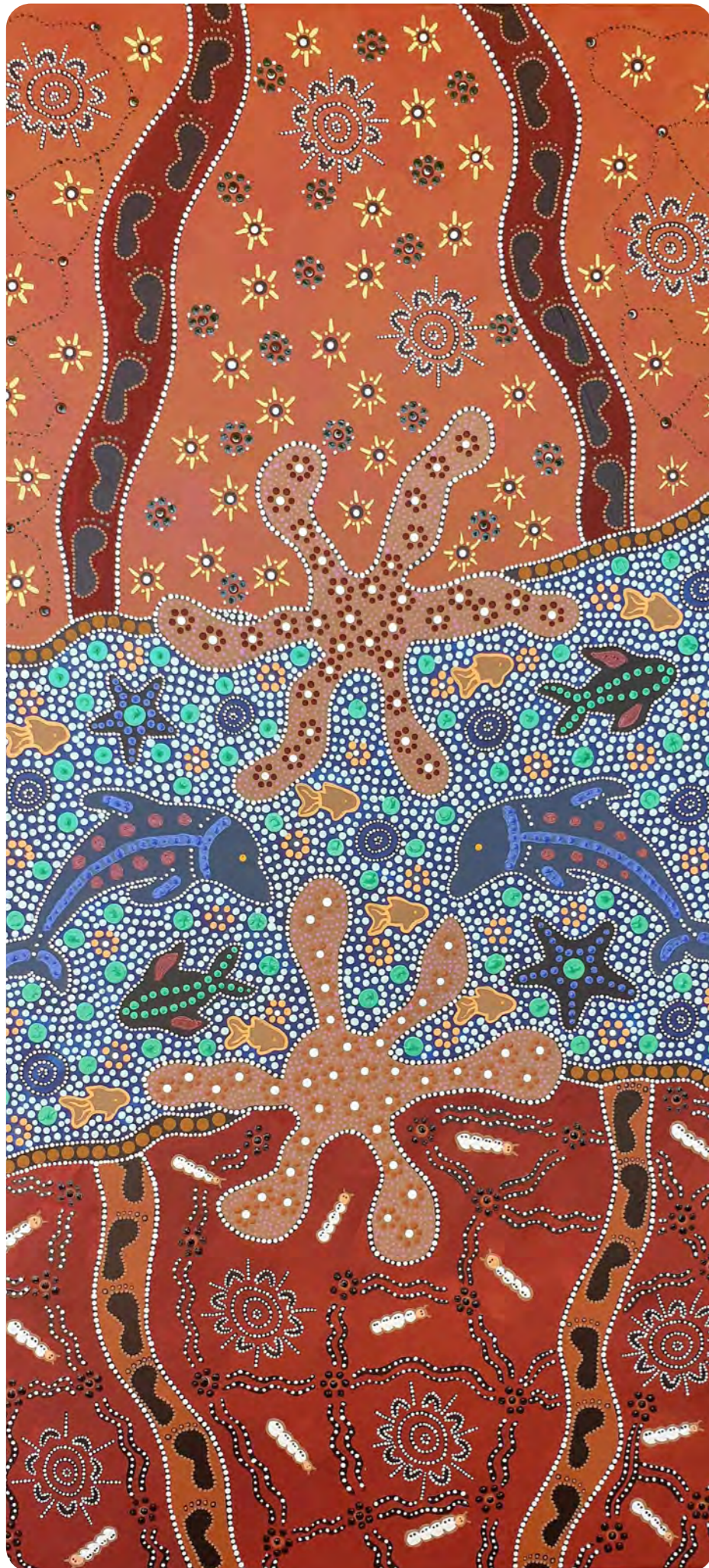


share*thedignity*

Annual Report

2024





Acknowledgment of Country

Share the Dignity acknowledges the Traditional Custodians of the lands and waters throughout Australia.

We acknowledge the land where Share the Dignity's head office is based as belonging to the Turrbal and Yagara nations - land that was never ceded.

We pay our respects to Elders - past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We would like to acknowledge our Aboriginal and Torres Strait Islander staff and volunteers, and thank our charity partners and the communities who have welcomed Share the Dignity to their land.

Artwork by WA Artist
Deb Newenham-Coertse

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share*thedignity*

Ensuring that everyone is afforded the dignity in life that so many of us take for granted.

Our Story

In 2015, Share the Dignity was founded after identifying there was a genuine need to provide vulnerable women, girls and those who menstruate with essential period products.

It was reported that people were being forced to choose between buying food or buying the period products they need to get through the month. To make do, homeless people with a period were having to clean themselves in public restrooms and create makeshift period products out of paper towels, newspaper, toilet paper or socks.

From a grassroots local community initiative to a nationwide charity, Share the Dignity has continued to evolve to meet the needs of women, girls and those who menstruate who are experiencing or at risk of homelessness, domestic violence or poverty.

With the support of 2,629 devoted volunteers, Share the Dignity has been able to collect and distribute over 4.8 million period products and over 900,000 It's in the Bag donations filled with essential items.

This is not, and should never be okay.

Share the Dignity continues to grow with the support of dedicated volunteers, the generosity of Australian businesses, and passionate donors, all working together to ensure that everyone is afforded the dignity in life that so many of us take for granted.

Message from our Chairperson



Simon Tolhurst
-
Chairperson

It's been another successful year for Share the Dignity filled with growth and change as we continue to focus on our purpose to ensure that everyone is afforded the dignity in life that so many of us take for granted. I feel privileged to see firsthand the difference Share the Dignity has made to the lives of so many women and girls. With the generous help of kind Australians, we have had a record year in collecting and distributing over \$13 million of donated period products to women, girls and those who menstruate around Australia. We have also seen new corporate partnerships, an increasing footprint of our Dignity Vending Machines and a range of other successful community events such as the DigniTeas.

The record volume of products has been collected through our two Dignity Drives (March and August) and our It's in the Bag (November) campaign that are made possible by our corporate partners, generous donors and the tireless efforts of our incredible volunteers. As always, these appeals are the core of what we do, and I am happy to report we had 668,939 period products donated and 80,939 It's in the Bag donations this year. These donations are distributed by our team of volunteers to our network of over 3,000 charities across Australia to make an on the ground difference in the lives of the women, girls and people with a period we serve.

We believe that no-one should have to go without period products, so our fleet of Dignity Vending Machines continues to grow and dispense free period packs (containing six tampons and two pads) so anyone can access free period products in a dignified way. With the support of the Queensland government our network of Dignity Vending Machines installed in Queensland schools has grown to 556. Bringing our total fleet of Dignity Vending machine to 834 installed at 30 June 2024 across Australia.

Share the Dignity is governed by an independent seven-person Board of volunteer Directors who have high level expertise in finance, legal, compliance, risk management, fundraising and business. The Board's focus has been on ensuring the foundations are in place to create a charity that has longevity to continue doing this impactful work into the future.

This year our efforts have gone into ensuring excellent financial management, compliance and governance. We've particularly focused on:

- Systems and processes that will serve us now and in the future as the charity grows
- Governance and compliance giving our donors and partners full confidence
- Partnerships with organisations who share our purpose and help us to deliver to those in need
- A culture that staff and volunteers are proud to be a part of

At the end of 2024 our operating surplus was held in reserves to ensure our long-term sustainability with our funds allocated to continue the purchase and deployment of fully stocked Dignity Vending Machines across Australia. We also continue to enhance our commitment to our Indigenous Menstrual Health program to ensure equitable access to period products.

On behalf of my fellow Directors and the Share the Dignity team, I would like to thank you for your ongoing support. We look forward to continuing to work with our supporters to make another big impact, helping those in need, in 2025.

Simon Tolhurst

Chairman of the Board
Share the Dignity

Message from our Founder

As we close out this financial year, I am deeply moved by what we have achieved in our ninth year as a charity. From our beginnings as a small community initiative in Sandgate, Share the Dignity has grown into a nationwide movement championing menstrual equity. Each year brings us closer to an Australia where period poverty is a thing of the past, and this year's milestones inspire hope that real change is possible.

Our Dignity Drives and It's in the Bag campaign remain at the heart of our work, ensuring that those at risk of or experiencing homelessness, poverty, or domestic violence have access to essential period products and personal items. Thanks to the incredible support of our national partners, including Woolworths and Bunnings, we collected and distributed over half a million period products and nearly 81,000 It's in the Bag donations this year alone. It is awe-inspiring to think about the impact of each donation on those who are doing it tough.

Our dedicated volunteers, affectionately known as Sheroes and Heroes, continue to be the backbone of Share the Dignity. With the efforts of over 2,600 volunteers, we are able to operate on a national scale, from collection drives to community events. This year, we continued to gather and connect with our volunteer leaders from every corner of the country to strengthen our shared mission and expand our vision for the future.

Our Dignity Vending Machines, which provide free period products in a dignified way, has now reached 834 installed across Australia. We've installed 556 of these machines in Queensland state schools alone, ensuring students no longer have to miss school because of their period. We're grateful to the Queensland Government, for making this possible. Additionally, our Menstrual Equity Solutions Program was launched aiming for workplaces to supply free period products. We were incredibly excited that the first Menstrual Equity Solutions Program Dignity Vending Machine was funded by Australia Zoo. Based on an identified need, we also introduced a portable dispenser, which can be conveniently placed in high-traffic areas to improve accessibility. It is my hope that we can expand these initiatives even further in the coming years, and we're grateful to our partners for making it possible.

A huge focus this year was the second iteration of our Bloody Big Survey. We asked 49 questions about menstruation and worked tirelessly to gather insights from Australian menstruators between March and May this year. I am incredibly grateful to the 153,000 people who shared their lived experiences of menstruation. We are excited to delve into this data in the next financial year to help identify those experiencing or at risk of period poverty and to drive our advocacy focus as we work to create lasting change here in Australia.

These achievements are a testament to the collective spirit of our supporters, donors, and corporate partners who share our belief that everyone deserves access to period products with dignity. Thank you for standing with us as we work to end period poverty. Together, we are creating a world where no one has to go without period products or feel ashamed about their period. Here's to another year of impact and change!

Rochelle Courtenay

Founder and Managing Director
Share the Dignity



share the dignity

**Rochelle
Courtenay**

-
Founder &
Managing
Director



Mission, Vision, Purpose, Values

Our Mission

Ensuring that everyone is afforded the dignity in life that so many of us take for granted.

Our Purpose

Empower others to use kindness to heal the world

Our Vision

Dignity for all through the achievement of:

- Ending period poverty
- Leadership in education and advocacy
- Dignity for people facing adversity

Values

- Gratitude
- Integrity
- Passion
- Innovation



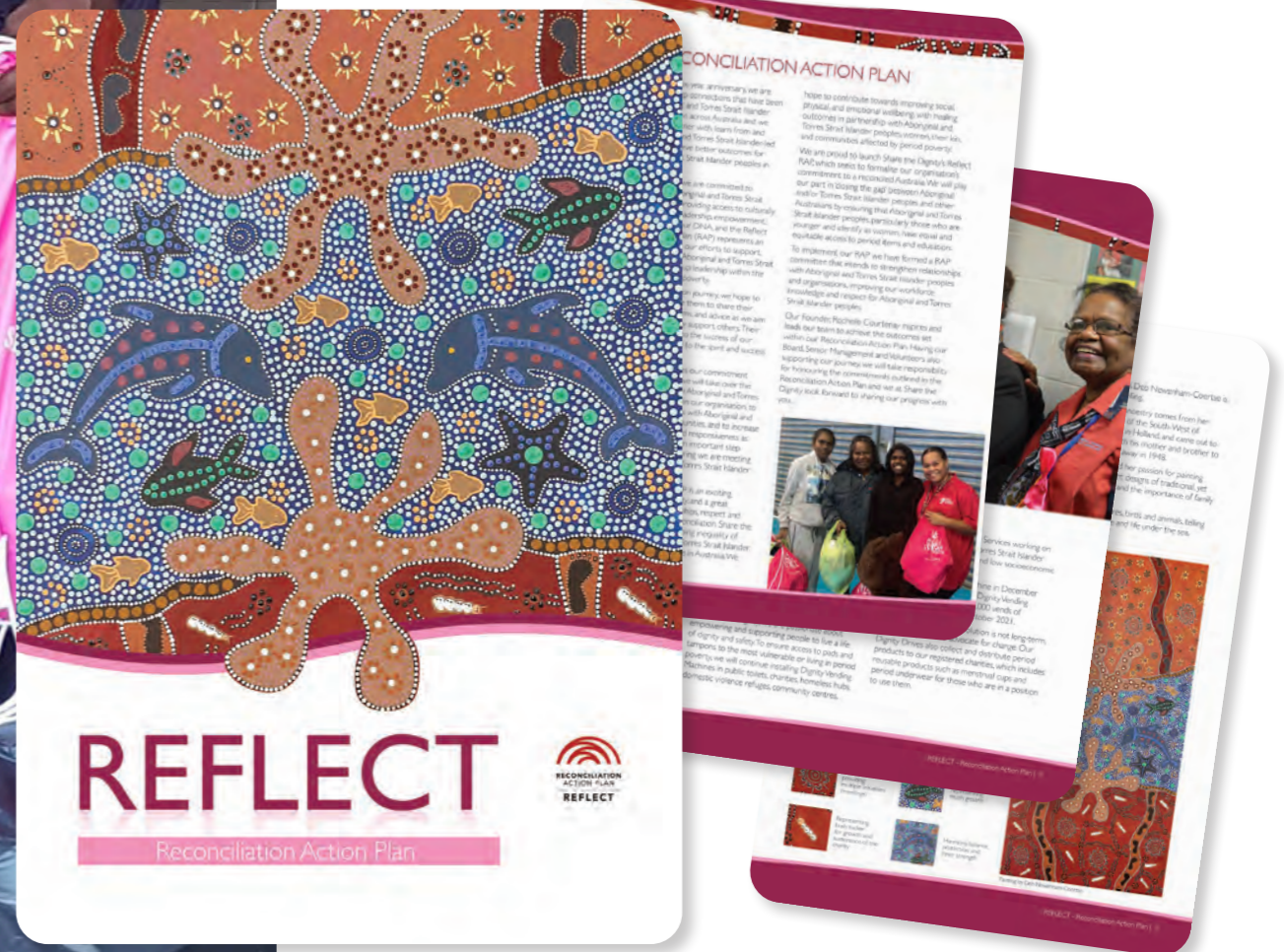


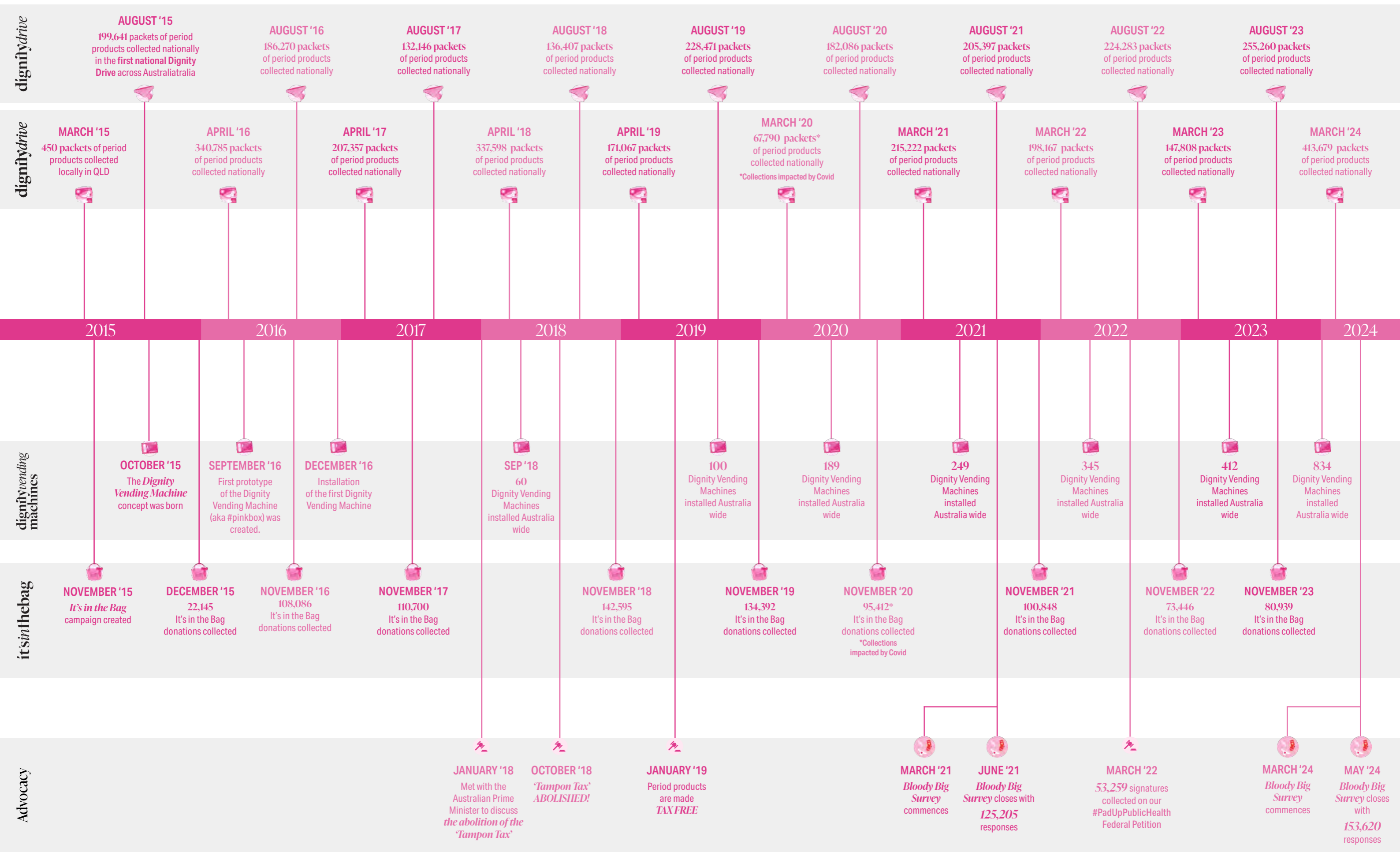
Reconciliation Action Plan

After our Reflect - Reconciliation Action Plan (RAP) was officially endorsed by Reconciliation Australia in March 2022, we have continued our reconciliation journey and worked hard to ensure we have met our actions within the plan.

As an organisation we continue to network with local Indigenous organisations and connect with charities supporting Aboriginal and Torres Strait Islander peoples who menstruate across the country. Staff are supported to exercise their choice to work the January 26th public holiday and take an alternate day off, and continue to build on our Indigenous Menstrual Health program.

We are dedicated to playing our part in 'Closing the Gap' by ensuring Aboriginal and Torres Strait Islander peoples who menstruate have equal and equitable access to period products and menstrual education. We are committed to working alongside Aboriginal and Torres Strait Islander peoples and providing access to culturally responsive services.





Governance

Corporate governance refers to the processes, activities, and relationships that ensure an organisation is effectively and properly managed.

For Share the Dignity, good corporate governance means having processes in place, as well as undertaking activities and maintaining relationships to ensure funds raised from the community are used to carry out our mission.

The Share the Dignity Board is committed to ensuring principles of good governance are implemented openly and with integrity, corresponding with our Board objectives. All Board Directors, Executive Management, employees and volunteers are passionately committed to helping those in need across Australia.



Our Board

The aim and approach of Share the Dignity's Board, with Managing Director and Founder Rochelle Courtenay, is to develop, implement, and maintain a culture and standard of good corporate governance, respected by both internal and external stakeholders, including our partners and sponsors.

The Board has protocols to ensure systems and processes are in place to protect the charity's reputation and ensure all donors, sponsors, and other parties can have complete confidence in their donations.

Simon Tolhurst, Chair



Drawing on 30 years in legal practice with specialties in dispute resolution and competition law, Simon brings a no-nonsense strategic approach to his board role with Share the Dignity. Simon has significant board and governance experience and currently sits on a number of boards, either as Chairman or Non-executive Director, at NextEd Limited (ASX:ICT) one of Australia's largest listed vocational education businesses; Echo IQ Limited (ASX:EIQ) a company proprietary artificial intelligence to help identify patients at risk of structural heart disease; Great Divide Mining Limited (ASX:GDM) a Queensland gold and rare earths exploration company; Biortica Agrimed Limited (BAL) Australia's largest cultivator of medicinal cannabis and genetic library.

Rochelle Courtenay, Founder and Executive Managing Director

Rochelle is Share the Dignity's Founder and Managing Director, however, the title she is most proud of is 'Pad Lady'. Rochelle leads a team of volunteers collecting millions of period products across Australia. When Rochelle first learned of homeless people going without period products, she decided the question was not 'why is no one doing anything' but rather, 'what's stopping me from doing something?'

In March 2015, Rochelle took matters into her own hands collecting period products within her local community and distributing them to local shelters. From the simple idea of giving dignity to those who need it most, Share the Dignity was created and has grown to a national charity. Share the Dignity now has over 6000 volunteers and provides multiple initiatives aimed at giving dignity to women, girls and those who menstruate.



Our Board



Jennifer Witheriff, Deputy Chair

Jennifer is the founder of Energise Leadership, an Australian company specialising in organisational and leadership development, executive coaching, training, and facilitation. Before establishing her own business seven years ago, she held leadership roles in Government.

As her company name suggests, Jen is about engaging and energising people in the practice of leadership. She is particularly passionate about women and their role as leaders in all aspects of life – at work, home and community.

Over the past five years, she has conducted international development programs at the University of Queensland for women leaders of Bhutan, Sri Lanka, and Pakistan. Working with these wonderful women has consolidated her thinking about the practice of leadership and how change can occur through grassroots movements.

Jennifer intends to contribute her knowledge and skills in women's leadership development, empowerment, advocacy, and social inclusion in her role on the Board of Share the Dignity.

Nick Long, Treasurer

Nick is an accomplished, results focused senior executive in an innovative and collaborative technology world. Nick is experienced in driving business transformations that shape team and client engagement, contribute to business prosperity, and produce clear strategic directions, with honed leadership skills.

His previous background was in the Government Education sector as a CTO and Executive Director, driving digital innovation, e-commerce and online customer experiences to enhance teaching and learning experiences. He is considered an expert in providing a pragmatic business viewpoint on the cost, quality and time implications of implementing technological solutions that drive competitive business advantage.

Nick has led and managed large and complex ICT organisations and is also a passionate advocate for cyber security and customer success. Nick is currently a cyber security executive within the Orro Group working closely with business customers on educating boards, developing cyber security strategies and operational planning to enhance security posture. Nick also sits on the Queensland Law Society cyber security board.



Matt Smith, Secretary

Matt Smith joined the Board of Share the Dignity in June 2020 as our Company Secretary.

As a Partner at Prime Accounting and Business Advisory, Matt brings a wealth of knowledge in strategic business planning, management, and financial analysis, as well as past experience in a board advisory capacity for several Australian companies.

Matt has a longstanding relationship with Share the Dignity and is inspired by the passion and goodwill that the charity invokes in the community. He enjoys being able to continue the important work of ensuring that the charity remains aligned to its values.



Michelle Taupau, Director

Michelle Taupau is the Managing Director and co-founder of The Disrupters. She brings to the board 20+ years of experience in partnership and stakeholder engagement and management success across the public and private sectors. Harnessing the unique power of sport, Michelle strategically connects brands, government, and media with athletes, teams, and events, to create powerful partnerships. In her previous role as the NRL's Community Relations Manager, her responsibilities included; management of strategic partnerships, Indigenous engagement, and program management. She has also managed corporate sales and partnerships for Wests Tigers Rugby League, and the Australian Apprenticeship Centre for NSW Business Chamber.

Michelle provides strategic direction to business and sporting bodies and athletes relating to strategic planning, community engagement strategies (diversity, multicultural, Indigenous), talent optimisation and management, and sponsorship. Michelle brings a wealth of knowledge in stakeholder and community engagement, program delivery, sponsorship procurement, activation strategies, and state and federal government lobbying.



Shayne Gilbert, Director

Shayne Gilbert is a founding Board Member of Share the Dignity, who has returned to the Board in June 2020. He has passionately advocated for the difference the charity makes. Shayne is an investment advisor, a passionate rugby coach, a father of four children, and a former teacher. Shayne brings to the charity a strong collaboration strategy to ensure the sustainability of the charity.

"As a father, a husband, a brother, and a son, I could not help but feel empathy for the women, girls and those who menstruate Share the Dignity helps. My experience in the financial industry, along with my studies in teaching and psychology, ensure that my strengths are put to good use to help the charity flourish and continue their good work."





Awards and Recognition

2024

- Ausmumpreneur - AusMumpreneur of the Year (winner – gold)
- Ausmumpreneur - Women Changing the World Award (honourable mention)
- Ausmumpreneur - Non profit Business Excellence (winner - silver)
- Ausmumpreneur - Womens Champion Award (winner – gold)
- Australian Financial Review Women in Leadership (finalist)

2023

- Women Changing the World Awards (finalist)
- Australian Awards for Excellence in Women's Leadership – Queensland Award (winner)

2022

- Try @ Home Best Community Fashion Initiative, Dress for Dignity (winner)
- Zonta Advancement of Women Award (finalist)
- AusMumpreneur People's Choice – Making a Difference (Humanitarian) Award (winner – gold)
- AusMumpreneur Business Excellence Award QLD/NT (winner – gold)
- AusMumpreneur National Business Excellence (winner – silver)
- SBE 2022 Impact Awards, Women to Watch – Unsung Hero (finalist)
- Heart of Women Awards - Woman of the Year (winner)

2021

- HESTA Excellence Awards (finalist)
- Queensland Volunteering Awards – Volunteering Impact Award, Share the Dignity (winner)
- Aus Mumpreneur - QLD & NT Women's Champion (winner)
- Southern Community Award - Southern International Women's Day Dinner and Awards (winner)
- South Australian Volunteers (winner)

2019

- Give Easy - Innovative CEO Award, Rochelle Courtenay (winner)

2018

- Pride of Australia Award, Rochelle Courtenay (winner)
- Pro Bono Australia - Impact 25, Rochelle Courtenay (winner)
- AusMumpreneur Awards - Women Will Change the World, Rochelle Courtenay (winner)
- Century 21 North Lakes - Humanitarian Award (winner)
- Soroptimist International - Woman of the Year (winner)
- Forever New - International Women's Day Inspiring and Influential Women of the Year (finalist)
- Telstra Business Awards - Social Change, Share the Dignity (Queensland finalist)
- Maker Queensland (finalist)

2018 contd.

- CEO Magazine - Executive of the Year, Rochelle Courtenay (winner)
- Financial Review 100 Women of Influence Awards

2017

- The Lilley Australia Day Awards - Ted Tremayne Memorial Trophy (winner)
- AusMumpreneur & Women's Business School - AusMumpreneur 'Rising Star', Rochelle Courtenay (winner)
- Brilliant Biz Mums - Best Community Minded Mum Rochelle Courtenay (winner)
- Australian of the Year - Queensland, Rochelle Courtenay (nominee)
- Telstra Queensland - Telstra Business Woman of the Year

2016

- Cosmopolitan Magazine - Humanitarian of the Year, Rochelle Courtenay (winner)
- Telstra Queensland – For Purpose and Social Enterprise Award (finalist)



Partnering for dignity

We are so grateful for the commitment and support of our corporate partners and donors. Their support, both financial and in-kind, helps Share the Dignity ensure those living in crisis can manage their period with the dignity they deserve.

By supporting us with donations not only do they help us ensure those experiencing period poverty have access to period products, but they also help us create awareness around period poverty so we can ensure everyone in Australia knows this problem exists.

Presenting Partners



Corporate Volunteering to *make a difference*

This year we saw businesses across Australia come together to make a tangible impact through our Sponsor a Bag campaign. This initiative saw teams from various companies volunteering their time and energy to pack 19,346 It's in the Bag donations, filled with the basic essentials for women and girls in need.

The experience not only fostered camaraderie and team spirit but also deepened employees' commitment to social responsibility and community impact.

We are deeply grateful to all the companies and their teams who participated in our corporate volunteering program in 2024! Your generosity and dedication helps us continue our mission to ensure that everyone is afforded the dignity in life so many take for granted.





Corporate Packing Sessions

A special thanks to the following partners for joining us for our in-person sessions at our Virginia office:

- Rio Tinto (Volunteering Qld)
- Kimberly Clarke
- Amazon
- Orange Sherbet
- Women in Insurance
- Colliers
- Ashurst
- UQ International Development
- Venturer Technology
- QUT Impact
- Powerlink
- Auto & General

We would also like to thank the following partners for packing bags at their offices to help ensure women and girls don't have to go without the basic essentials:

- Canva
- Hatch
- GHD Hair anz
- META
- Google
- Woolworths



CYGNETT

Cygnett helps 1,000 women and girls

In 2024, Share the Dignity teamed up with Cygnett for a remarkable event that demonstrated the power of corporate volunteering and community action. Held at Cygnett's warehouse in Melbourne, this hands-on initiative brought together corporate partners from across Melbourne to pack 1,000 It's in the Bag donations for women and girls in need across Australia.

Thanks to the generosity and hard work of everyone involved, the lives of 1,000 vulnerable women and girls was positively impacted through the gift of an It's in the Bag. The success of this event was a powerful reminder that when businesses and communities come together, we can make real, lasting change.

Partnering through *fashion*

This year, Share the Dignity proudly partnered with two Australian fashion brands, *adorne* and Orange Sherbet, bringing style and impact together.

We joined forces with *adorne* in 2024 to create a unique pouch designed not only for fashion but for purpose. 100% of the sales from their limited-edition 'Dignity Pouch' was donated to support our campaigns with an incredible \$10,000 raised. The pouch was created to encourage meaningful and open conversations around period poverty. Their customers were eager to join the cause, making a difference through their purchases, and further raising awareness for our mission.

Orange Sherbet are longtime supporters of Share the Dignity. Known for its commitment to body positivity and inclusivity, the team at Orange Sherbet once again stepped up to support our mission. For the last five years Orange Sherbet has released a limited-edition dress or collection to support women, girls and those who menstruate across Australia. The 2023 collection was an incredible success raising \$10,000. Over the years this partnership has seen the local brand donate over \$50,000 in support of our mission.

We are grateful to both *adorne* and Orange Sherbet for their commitment to making a real difference and for showing that style and compassion can go hand in hand.



adorne Zippy



Orange Sherbet Dress 2023



Women's National Basketball League

In 2024, Share the Dignity partnered with Cygnett and the WNBL (Women's National Basketball League) to launch the Cygnett x WNBL Round, an exciting collaboration that brought the energy of sport together with a powerful message of dignity for all. This unique event not only showcased the skills and strength of some of Australia's top athletes but also highlighted the importance of supporting women, girls and those who menstruate who are facing period poverty. Basketball fans also played their part, with in-game activations encouraging

donations and engagement from the broader sporting community. WNBL players proudly wore Share the Dignity Bloody Good Socks, and we were given the opportunity to share the work we do via a live cross on television. Together, we amplified the conversation around menstrual equity and empowered sports fans to make a tangible difference. We are incredibly grateful to both Cygnett and the WNBL for their dedication to this initiative.

Have you seen our
new Dignity Van?



sharethedignity

In 2024, Share the Dignity was able to purchase our bright pink Dignity Van—a critical part of our logistics network, enabling us to deliver donations to local charities more easily. Thanks to our corporate sponsors, the Dignity Van has enabled us to extend our reach and impact.

We are incredibly grateful to Woolworths, Bunnings, Auto & General, and My Ultimate Hens for their unwavering support in keeping the van running. These partnerships ensure that our donations get where they are needed most, quickly and efficiently.

Community Fundraising

Share the Dignity Ball

For the second year, the local community in Magnetic Island Townsville, hosted their own Share the Dignity Ball. The attendees enjoyed a fantastic night filled with culinary delights, dancing and local entertainment, with the local community raising \$5,089 for Share the Dignity. Magnetic Island businesses sponsored some amazing prizes and attendees brought along their It's in the Bag donations to help vulnerable women and girls in Townsville. This event brought much needed awareness of Share the Dignity in this amazing island community. A special thank you to Kate Nugent for hosting this event.



Queensland Academy for Science Mathematics and Technology (QASMT) – Mother's Day Stall

Since 2023, the QASMT Student Council voted to support Share the Dignity as their chosen charity for the Service Captain Portfolio. This connection enables students to drive real change towards an issue that they recognise and feel passionate about. The It's in the Bag initiative is a Service Captain led activity, where students organise Adult, Teen, and Mum and Bub bags filled with necessary everyday items.

Not only are the Student Council and their parents' raising awareness, they are also actively engaging the community in making a difference. We are so grateful to the entire QASMT school community for their support.

Host your own DigniTea

As well as our own DigniTea events in Brisbane, Melbourne and Sydney, our community are able to host their own DigniTea with their community. One of our incredible supporters, Jennifer, hosted her own DigniTea event raising over \$700. Thank you so much Jennifer for your support.

"Over 20 of us shared afternoon tea, stories, and laughs. It was a wonderful chance to catch up and raise money for a fantastic cause." - Jennifer



International Women's Day

In our second year holding an official International Women's Day fundraiser, we were amazed to see so many individuals, businesses, community groups and schools come together to help raise funds and awareness for Share the Dignity.

There were over 100 events held across the country, 47 of these events included a speaker from one of our passionate volunteers or staff members. Our founder was very honored to speak at events held by Monash University, Jeans West, PICA group and Peter Sheppard.

We are so grateful to everyone who came together to raise a total of \$49,800 to make a real impact for women, girls and those who menstruate.



Donor Recognition

Richard England
Wheatley Family Foundation
Pamarma Private Ancillary Fund
Michelle and Richard Galvin
Tutus McDonagh Foundation
Grangers Foundation
Ros and Lyn Klinge
Michelle Prater
Lorraine Murphy
Sophy Jones
Roma Lestal
Tiffany Hoskins



Our Volunteers

Our work would not be possible without the commitment and the dedication of our volunteers, whom we call our *Sheroes and Heroes*.

Our passionate Sheroes and Heroes

Share the Dignity owes its success to the invaluable contributions of our volunteers, affectionately known as Sheroes and Heroes. Volunteers are the backbone of our organisation, generously dedicating their time to various tasks. Commitment to our cause is evident in the significant number of period products and It's in the Bag donations they have collected and distributed this year, the number of Dignity Vending Machines maintained and restocked, the amount of stock transported across the country, the success of the DigniTea's and other events, and the community connections created.

We strive to cultivate a positive and inclusive environment where volunteers feel appreciated and empowered. Many heartwarming stories have emerged from our volunteers, from children assisting their parents during initiatives to families and friends volunteering together to volunteers connecting and becoming great friends. These connections fostered among our volunteers exemplify the solidarity we share in our mission to end period poverty.

The dedication and enthusiasm of our Sheroes and Heroes is evident in every aspect of their volunteering. Delivering donations to our charity partners is a particularly meaningful experience for both our volunteers and the charities involved. Delivering donations provides our volunteers with a firsthand view of the impact of their efforts, while allowing charities to express appreciation and foster strong relationships with local volunteers.

On behalf of the thousands of women, girls and people with a period that Share the Dignity help each year, we would like to say thank you to all our amazing Sheroes and Heroes.



2629
volunteers helping us
Share the Dignity.

State Visits

Carrying on from last year we completed state catch ups in NSW, ACT, WA, TAS and SA. We came together with the volunteer lead team in each state and it was a great opportunity to listen and learn from the volunteers as well as cover topics like the charity journey, what's coming up for the state, and the state's achievements. The volunteer catch up was about connecting, building community, and celebrating with the wider volunteer team, as well as introduce prospective new volunteers to the charity and the team.

"It was excellent, and I loved hearing about everyone's roles and experiences with Share the Dignity, it was a very supportive and relaxed environment which I liked."

"It was a lovely way to meet people and find out about Share the Dignity and the experiences people have had".



Team Leader Retreat

In January 2024, we convened our Volunteer Team Leaders from every state to Queensland for the Team Leader Retreat, held from January 25 - 28. During the retreat, we established objectives and implemented systems to enhance the effectiveness and success of our charity's volunteer programs and initiatives in a fun and refreshing setting.

The outcomes included strategic reflections and forward planning, leadership development, and team building. These retreats are integral to the functioning of Share the Dignity and play a crucial role in ensuring consistent and effective support for our volunteers and initiatives.

This retreat coincided with our annual It's in the Bag packing day on January 26th, dedicated to giving back to our Aboriginal and Torres Strait Islander communities. Our Volunteer Team Leaders were able to engage in and contribute to this significant event.



Volunteer recognition

Numerous Sheroes and Heroes gain acknowledgment within their community for their volunteering endeavours. We also eagerly seize opportunities to nominate our outstanding volunteers for awards to acknowledge and honour their remarkable contributions. This year we nominated five individual volunteers and two State volunteer teams in six awards across the country.

Between our nominations and the nominations from external sources, there were some great outcomes for our volunteers. It was great to see the efforts of our volunteers being recognised. Below are the Volunteers or State teams that were awarded, or finalists for, an award:

- Portia was acknowledged in the Bundaberg Queensland Day Awards in July 2023.
- Sally was a finalist for Volunteer of the Year at the Third Sector Awards in September 2023.
- Diane was named Adult Volunteer of the Year in the NSW Mid-Western Sydney Volunteer of the Year awards in September 2023.
- Courtney was a finalist for QLD Volunteer of the Year in the QLD Volunteering Awards in May 2024.
- The SA Team were finalists in the The Andamooka Community Project Award in May 2024.
- Barry and Pamela were awarded a Lilley Volunteer Group or Community Project Award in May 2024
- Sue was awarded a 2024 Moreton Bay College Queenslander of the Year Award in June 2023

Congratulations!





Shero Support

Our Sheroes and Heroes (volunteers) are supported by our employees, known as Shero Support. The team of 27 operate from our Virginia office, referred to as Pad Central. This year saw growth and restructuring to better support our volunteers, existing charity functions and our growing Dignity Vending Machine initiatives. Shero Support now consists of five streams: Finance and Strategy; People and Culture; Giving, Communications and Events; Service Operations; and the newly formed Dignity Vending Machines stream. With this came the expansion of Shero Support, the full-time equivalent of employees is currently 24.6 plus one casual employee.

Diversity & Inclusion

In our commitment to fostering diversity and inclusion, we have dedicated considerable efforts to both growth and celebration. Coinciding with the roll-out of the new Diversity and Inclusion policy, Shero Support is currently engaged in the comprehensive 8-module SBS Inclusion Program, enriching our understanding, raising awareness, and equipping us with practical strategies for ongoing improvement. Throughout the year, we commemorated significant days with awareness posts, internal communications, and informative sessions, amplifying our collective understanding and support for diversity and inclusion initiatives. Our commitment in this area is an ongoing focus as we move into the new financial year.



Mental Health

Continuing our commitment to a safe working environment in line with the Managing the risk of psychosocial hazards at work Code of Practice that came into effect in 2023, we rolled out various mental health initiatives. These initiatives included: paired catch ups, team wellness activities, providing access to resources to improve wellbeing, and more. We put a focus on team building to foster stronger connections and enhance team cohesion. We aim to cultivate a supportive environment where colleagues can recognise when someone is having a tough time and feel empowered to reach out to each other.

We marked RUOK Day with a presentation on mental health, emphasising the importance of initiating conversations to support others during challenging times delivered by a dedicated RUOK Day Ambassador.



Our Initiatives

Our key initiatives are made possible with the support of our volunteers, generous donors and the charities who are on the ground supporting women, girls and those who menstruate who are doing it tough. Together, we are working to ensure menstrual equity for all.

Charities we support

We are so grateful to work with more than 3000 charity partners across the country, who are dedicated to their cause and support us with our mission to ensure menstrual equity. Without the partnership and mutual support we receive from these organisations, we wouldn't be able to get period products and lovingly made It's in the Bag donations, out to the women and girls we serve.

Every day, our charity partners are making a tangible difference to the lives of those experiencing homelessness or fleeing domestic violence, as well as providing physical and mental health support, and essential food and daily life items.

We are always deeply humbled by the feedback we receive from our charity partners about the impact our Dignity Drive and It's in the Bag campaigns have had in the communities.

"It was a real privilege to hand out your teen It's in the Bag donations to families, who were all so grateful and excited to share these with their teenagers. I absolutely love the messages of strength and hope you included in each bag. What a beautiful thought."



"Once again, a very BIG thank you for your wonderful support and provision." - Soul + Food in Winter Valley, VIC

Assistance during *national disasters*

An unfortunate reality of living in Australia is wild weather, and the natural disasters that many across our country face every year.

The community of Tara in the Western Downs Region of Queensland battled more than 40 bushfires in late October 2023. In partnership with one of our local charity partners Loaves and Fishes, we were able to put together one of our Mixed Product Pallets to send to the local evacuation centre set up in Dalby. This pallet contained Adult, Teen and Mum and Bub It's in the Bag donations, as well as larger quantities of additional period products. This meant people impacted by the bushfires continued to have dignified access to period products.

Later in the year, in the lead up to Christmas 2023, Cyclone Jasper hit the community of Cooktown in Far North Queensland. The cyclone was devastating and hit the local community hard. We were able to respond swiftly and provide support by way of sending two Mixed Product Pallets to the PCYC in Cooktown who were coordinating relief efforts. It is because of the incredible donations that we receive from supporters and corporate partners that we can respond quickly and ensure people can access the most basic of essentials, not having to worry about how to manage their period when they are already experiencing devastating hardship.



dignitydrive

The goal of our Dignity Drives is simple: to ensure all those who menstruate have access to period products, whenever they need them. In order to achieve this, we ask everyday Australians, twice a year, to donate period products for us to distribute through our charity partner network.

Members of the public can drop period products into their local Woolworths Supermarket, or one of our dedicated local business collection points. We gratefully accept pads, tampons, all reusable period products and incontinence aids.

Once donated, our incredible volunteers collect, count and log the products and then have the immense privilege of delivering these items direct to local charities.

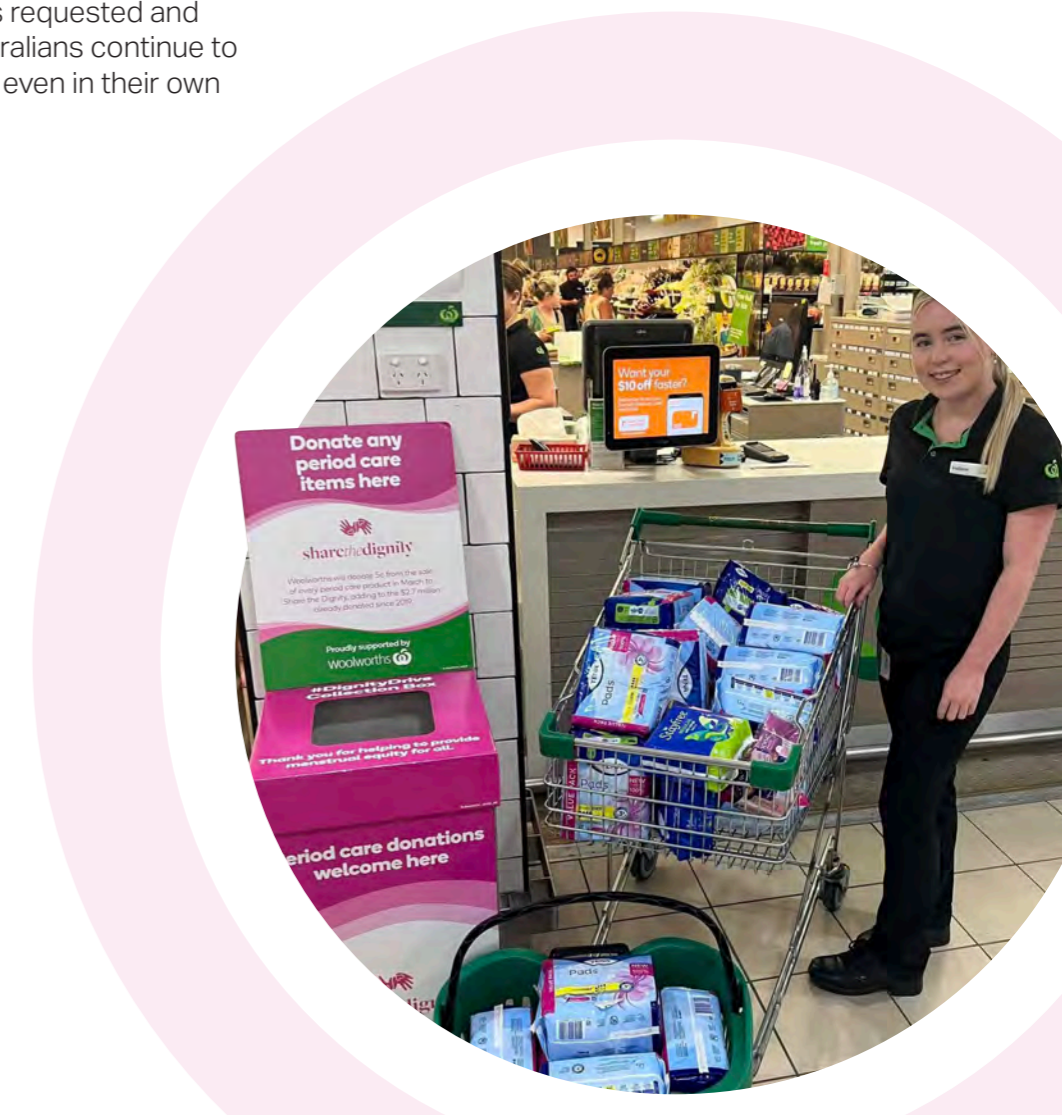
The cost-of-living crisis in Australia continues, reflected in the ever-rising number of requests we receive each year. While we are always striving to close the gap between what is requested and what is collected, every day Australians continue to astound us with their generosity, even in their own times of hardship.

August Dignity Drive

The total number of products requested for our August 2023 drive was 300,262. We had 1500 registered collection points across the country, where a total of 255,260 products were collected.

March Dignity Drive

March 2024 was one of our highest collection point totals in recent years, with 533 local businesses and community sites signing up to help collect period products. With the addition of Woolworths Supermarkets, this meant we had 1540 like-minded organisations making it easier for the public to donate. With nearly a quarter of a million period products requested, we were thrilled that we collected 413,679 items due to some truly wonderful bulk donations from corporate partners. This meant we were also able to fulfill some past requests.





Woolworths

We were delighted to continue to partner with Woolworths for both our March and August Dignity Drive's with collection boxes in every supermarket across Australia.

Having collection points in all Woolworths Supermarkets makes it easy for people to donate period products as part of their regular shop. To date more than 945,140 period products have been donated in stores since 2019.

Excitedly, in August 2024, Woolworths trialed a new initiative which enabled online shoppers to donate dollars to Share the Dignity which was

then matched with a period product donation from U By Kotex! We are so thankful for all the ways Woolworths supports us to ensure that everyone is afforded the dignity in life that so many of us take for granted.

This year we were also delighted to see how stores got into the Dignity Drive spirit with pink weekends, morning teas and donations from the store. It was incredible to see the positive impact the teams had and the flow on effect for donations when stores were engaged and committed to our cause.

it's in the bag

It's in the Bag donations are one of our most desirable donations. Each year we ask everyday Australians to pay it forward and help put together a bag filled with essential items, that will be passed on to ensure someone has a more memorable Christmas. One where they receive the gift of dignity.

There are three types of bags we ask to be put together: adult, teen, and mum & bub. All are always very appreciated by the vulnerable women and girls we support.

For the seventh year running we were thrilled to have Bunnings on board as our national partner, assisting to facilitate official collection points right across the country. Bunnings support Share the Dignity by hosting huge, cheerfully decorated collection boxes at the entrance of their stores across Australia, enabling customers to drop off bags. As our founder Rochelle proudly said, 'drop a bag and grab a snag!' Since our partnership began, more than 690,000 bags have been donated via Bunnings!

On top of being a nationwide collection point for It's in the Bag, this year as part of our It's in the Bag campaign Bunnings launched the ability for customers to purchase a virtual bag via the Bunnings website, which meant that if customers were not able to donate instore, they could donate a virtual bag online. An incredible 655 virtual bags were sold which were then packed as part of our Sponsor a Bag program. We're so excited to continue to build on this new initiative and cannot wait to see what 2024 brings!

Thanks to the generosity of Australians in 2023 we were able to collect 80,939 It's in the Bag donations nationally. Sadly, there was a gap of almost 100,000 bags when comparing what was collected to what was requested by our charity partners. Although a significant effort, more bags are needed to keep up with the increasing demand and to provide vital essentials to women and girls in need, which is why we continue to give supporters the option to sponsor an It's in the Bag online.

It's important to remember that all of this wouldn't be possible without our team of dedicated volunteers, giving their time to collect, check and distribute It's in the Bag donations to over 3,000 charities before Christmas. Already a busy time of year, our volunteers get very excited collecting all the beautiful bags knowing every bag presented to someone has a huge impact on their life. It isn't just a bag, but a glimmer of hope, letting someone know that they are cared for and that they are not alone.

Since 2015 we have collected more than 902,498 It's in the Bag donations. We are on track to meet our target of 1 million bags during our It's in the Bag 2024 campaign.

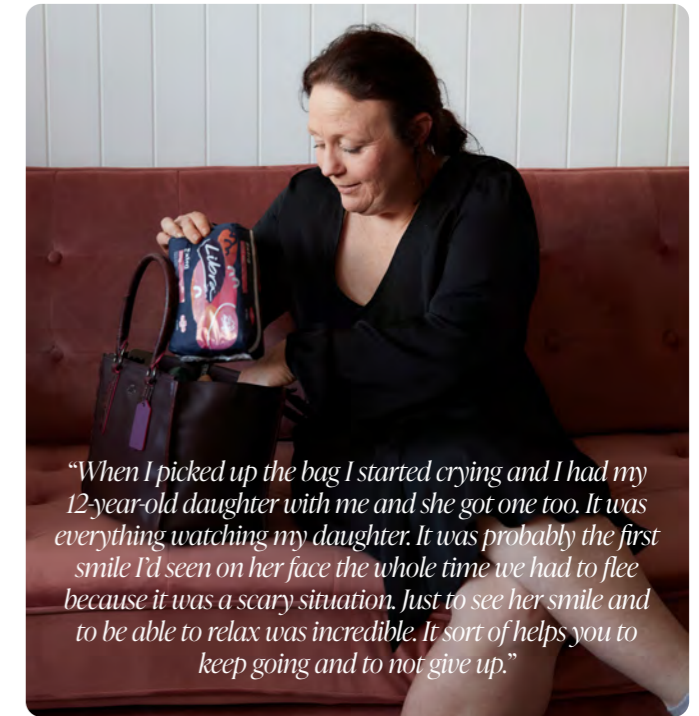


Our Why

Every bag is a gift of love and hope for someone in need for Christmas

It is always wonderful to hear from a brave recipient who received an It's in the Bag donation. This year we heard from Helen who fled domestic violence with her daughter. With just the clothes on their back they travelled through the night eventually arriving at a refuge.

On the bed waiting were two It's in the Bag donations and Helen emotionally shared her reaction...



"When I picked up the bag I started crying and I had my 12-year-old daughter with me and she got one too. It was everything watching my daughter. It was probably the first smile I'd seen on her face the whole time we had to flee because it was a scary situation. Just to see her smile and to be able to relax was incredible. It sort of helps you to keep going and to not give up."



Sponsor a Bag

Through our Sponsor a Bag campaign we have been able to help fill the significant shortfall in requests from charities to ensure that we can provide more essential items to women and girls in need.

Our supporters can Sponsor a Bag virtually year-round through our website, enabling us to pack and deliver bags to the communities and organisations that need them the most throughout the year.

Thanks to the generosity of our donors and corporate partners, we successfully packed an additional 19,346 It's in the Bag donations throughout the year.

Matched Giving Day

In response to a specific shortfall of Mum and Bub Bags, we ran a Mother's Day Sponsor a Bag Appeal during May, focusing on packing more Mum and Bub bags in time for Mother's Day. As part of this campaign, we ran a matched giving day which helped double our impact. Thanks to our our generous donors we raised enough funds to pack 500 additional Mum and Bub It's in the Bags.

A special thank you to Cygnett, Amazon and our generous matched giving partners for helping us double the impact on our matched giving day.



dignity vending machines

Ensuring free and dignified access to period products

dignity vending machines

We believe that no one should have to go without period products, so we created a machine that dispenses them for free. The Dignity Vending Machine is a world-first innovation that dispenses a free period pack containing six tampons and two pads at the push of a button.

These Dignity Vending Machines are installed in public toilets, charities, homeless hubs, domestic violence refuges, workplaces, community centres, hospitals, Aboriginal Health Services working on improving Aboriginal and Torres Strait Islander people's menstrual health, and low socioeconomic schools across Australia. We now have 834 Dignity Vending Machines installed Australia-wide, with a total of 585,013 period packs dispensed... and counting!

The Impact of a Dignity Vending Machine

The profound impact of a Dignity Vending Machine is beautifully illustrated by the team at Richmond-Upper Clarence Regional Library, Casino Branch: "We had a young mother who had told us that she was going to recycle cans at the return and earn machine to try and get enough money to buy period products. She was so relieved when someone told her that she would be able to visit the public library and get some for free... Period poverty is real and as a community we should all be striving to end this. Simply by having the Dignity Vending Machine in our restroom, we are taking a step in the right direction." This is our why.

Continued collaboration with the Queensland Government

The installation of our machines in schools continues to receive positive feedback, with reports indicating a significant impact on students. Kylie Spann, the Head of Department at Queensland Pathways State College in Coorparoo, reflected on the success of their machine, noting that their Dignity Vending Machine has been "...an invaluable asset to our learning environment/school. The majority of the students who use it are students who

are financially unstable. As result, school attendance has improved (when they have their period) as they have access to sanitary products."

After a successful rollout of the initiative, in June 2022, the Queensland Government announced they were committed to expanding the initiative to provide all Queensland state schools, outdoor and environmental education centres, and student residential facilities with the opportunity to have a Dignity Vending Machine. We are grateful to the Queensland Government for championing menstrual equity and ensuring their students don't miss out on an education due to their period. Thanks to their support, we have now installed a total of 556 Dignity Vending Machines in Queensland state schools, all the way from Thursday Island to Camooweal!



New Developments

The team has made significant strides in developing pad-only packs, designed specifically to support individuals experiencing menstruation for the first time, and offer a new alternative for those seeking to manage their periods in a way that aligns with their needs and preferences. The pad-only packs are expected to be available in July 2024.

We also introduced our Menstrual Equality Solutions Program, aiming to provide free period products in workplaces far and wide. In February 2024, we installed our very first Menstrual Equality Solutions Program Dignity Vending Machine at Australia Zoo, which is vending an average of 265 packs per month.

Additionally, the team has developed a Dignity Portable Dispenser designed for convenient use on benches or counters. Its portability allows for easy relocation as needed, ensuring it complements any bathroom or shared space effectively. The dispenser efficiently dispenses one product at a time, with a reserve product automatically dropping down to ensure continuous availability.



Indigenous menstrual health

Aboriginal and Torres Strait Islander people should be aware that this report may contain images, voices or names of deceased persons.

Share the Dignity is passionate about ensuring menstrual equity for all Australians. Our Indigenous Menstrual Health (IMH) program seeks to address any barriers to menstrual health and hygiene equity that Aboriginal and Torres Strait Islander menstruators may experience.

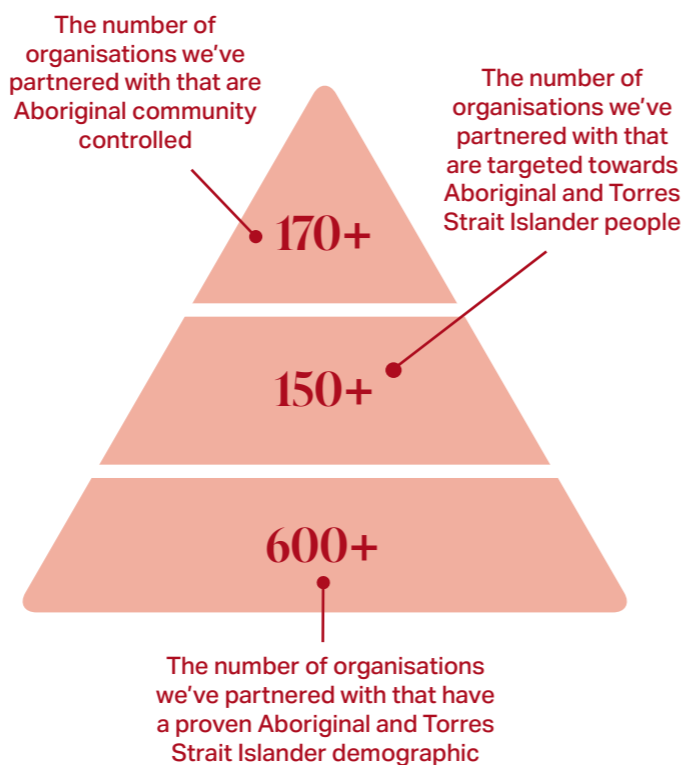
Committed to learning from Aboriginal and Torres Strait Islander communities directly, in 2018, we were part of a yarning circle and heard first-hand about some of the barriers that Aboriginal and Torres Strait Islander people face in achieving menstrual equity. This provided invaluable insights which we have continued to review and reflect, ensuring we are actively listening and learning. We have also worked with a team of researchers to learn more about what we can do to help.

We learnt that one of the biggest barriers to menstrual equity is access to affordable products. Products in remote areas are more expensive (\$10+ per packet) due to greater freight costs and limited availability. In the last year, we have sent over 91,000 period products to organisations who support Aboriginal and Torres Strait Islander people to try and ensure that no one goes without.

An example of how we have utilised feedback and learnings is how we changed the way that we ship period products to Aboriginal and Torres Strait Islander communities. We heard firsthand that menstruation can be considered women's business in Aboriginal culture, and that privacy around menstruation is crucial. To help address this, we created the Mixed Period Pallet.

Our Mixed Period Product Pallets includes a variety of period products as well as It's in the Bag donations to ensure that all those who menstruate can access products discreetly and as they need it. The Mixed Period Pallet

supports Aboriginal and Torres Strait Islander people to access a variety of period products, so that they are empowered to manage their period with dignity, with their preferred product. This financial year we were able to send over 65 Mixed Period Pallets. Another area we have been considering is the types of charities that we work with and how they fit into our IMH program. Over the coming months, we will be working with a team of researchers to shore up our existing data so that moving forward we can be clearer on our goals and how we distinguish between the different types of organisations who support Aboriginal and Torres Strait Islander people, and better understand our reach and impact. Share the Dignity understands the importance of working directly with communities. We hope to partner with more organisations led by Aboriginal and Torres Strait Islander people so that we can ensure products are being transported and delivered in a culturally appropriate manner. The below diagram sets out our preliminary findings.



As part of Share the Dignity's commitment to supporting Aboriginal and Torres Strait Islander self-determination, we have supported 176 Aboriginal community-controlled organisations since 2022, and we hope to see this number grow in the future. We have also provided access to 24 DVMs in these locations.

It is vital to acknowledge that our Indigenous Menstrual Health program is only possible by the generous support of our partners including Essity Australia who proudly donate period products. We are also incredibly fortunate to continue to be supported by The Bryan Foundation, who generously committed \$50,000 per year for three years to help us transport products to more remote areas. Through the support of The Bryan Foundation and Cope Sensitive Freight we can get donations out to the most remote communities in Australia.

We are constantly learning. In the coming months, we will once again be working with a team of researchers to reevaluate our reach as an organisation. We will also look to participate in more yarning circles to ensure that our charity aligns with the needs of Aboriginal and Torres Strait Islander people.

"They were so happy and excited about the contents of the bag and there were lots of smiles and thank yous! It was a beautiful and heart-warming moment to be able to bring a small amount of joy and dignity to these courageous women. Thank you again for all of your hard work" – Children's Ground NT



"I just wanted to let you know that we received the pallet last week and oh my god! I can't say thank you enough. The amount is incredible and the feedback we have received already has been fantastic. You've made some ladies very happy and we are so incredibly grateful for all the help." - SEARMS Community Housing Aboriginal Corporation NSW



Logistics

This year, we were once again able to partner with the incredible team at Cope Sensitive Freight, to ensure all of our precious cargo made its way across Australia. Cope are crucial to the work we do, and are always willing to go the extra mile to guarantee our Mixed Product Pallets, period products and It's in the Bag donations make it to our 3000+ charity partners, spread near and far across Australia.

In the last financial year, we have made almost 1,100 transport requests. Typically, we send items by the pallet load, with an average pallet containing 1000+ packets of pads. From Dalby to Gippsland and everywhere in between, we are so grateful for all that Cope does to help us make a real difference...now that's a lot of kilometres!

As the generosity of every day Australians and our Corporate Partners grows, so too does our need for storage space. The team at Tasman Logistics, located in our home state of Queensland, have provided us with a secure location to house all of our wonderful donations short term, as we coordinate getting them to their final destinations.

Another crucial part of getting donations out to where they are needed is a way to transport them. Typically, we transport items on a pallet in a pallet box. We were absolutely thrilled when VISY Packaging offered to support Share the Dignity with one year's supply of pallet boxes, to ensure we can get donations out to rural and remote communities more easily.



Fundraising & Events

Throughout the year we hold a variety of fundraising activities, events and campaigns to help increase our impact and the number of people we support.

dignitea

Our DigniTea high tea events see our community of supporters come together over an amazing high tea and listen to our inspiring guest speakers, all the while helping end period poverty. This year we reduced the number of DigniTea events across Australia, holding an event in Melbourne, Brisbane and Sydney throughout the month of May.

We had 1,144 guests, over 40 Shero and Hero volunteers, over 1000 raffle tickets sold, and over \$150,000 raised. We were so grateful to be joined by Kim Hamson at all three events, who spoke about her experience receiving an It's in the Bag for herself and her daughter after arriving at a domestic violence refuge. We

also have our very own Founder and Managing Director, Rochelle make her emcee debut at Melbourne DigniTea and again in Sydney. We could not have brought these events to life without our amazing prize donors and local supporters, a special thank you to Cygnett for sponsoring our Melbourne DigniTea event.



bloodygoodsocks

In July 2023 we launched Bloody Good Socks as a conversation starter to help remove the shame and stigma associated with periods.

We chose to sell socks to highlight how when women, girls and those with a period are experiencing domestic violence, homelessness or poverty, they are often forced to use socks, toilet paper or newspaper to try and manage their period.

We reached out to influencers to help us spread awareness and had Christian Hull, Liz Ellis, Cate Campbell and more who joined us in promoting the Bloody Good Socks.

In January 2024, we launched our second round of socks with a new design as part of the WNBL Fighting Period Poverty round. The socks were worn by all WNBL players during the round and Share the Dignity was promoted on ESPN. Our Bloody Good Socks continued to be sold throughout the year at events such as International Women's Day and DigniTea, as well as online.



Our pre-loved fashion marketplace, Dress for Dignity turned two this year. Launched in March 2022, our pre-loved fashion marketplace was the first in the world to launch with a charitable purpose.

In the lead up to International Friendship Day we launched our 'Glam for Good' parties which are all about getting your friends together, selling your pre-loved fashion items and making a difference.

Following the success of last year's virtual 'Biggest Closet Clean Out' we held our Spring Closet Clean Out Challenge where we partnered with fellow fashion brands Adorne, Orange Sherbet, Zjoosh and Love Style Co to offer discounts to anyone who sold or shopped on Dress for Dignity in September. Thank you so much to these incredible businesses for partnering for dignity.

In November, we were excited to launch our 'Green Friday' sales with flash sales of donated designer branded items every Friday for the month of November. We were thrilled to have every Flash sale Friday sell within minutes of being listed.



DRESS
for
DIGNITY



Advocacy
 Share the Dignity is a strong advocate for menstrual equity and removing the shame and stigma around periods. Through our advocacy we hope to create a better world for those who menstruate, where period products are freely available and accessible for those who need them, and the shame and stigma is a thing of the past.

bloody big survey 2024

In 2021 we conducted our first Bloody Big Survey on menstruation which received over 125,000+ responses. The data was an absolute gamechanger allowing us to highlight the extent of period poverty in Australia and advocate for change.

After the first survey we were able to successfully advocate for every state and territory in Australia to provide period products in schools, as well as advocate for period products to be provided in public places which was successfully advocated for in Victoria and the Australian Capital Territory.

Acknowledging the significant impact our data had in these conversations we decided to commit to conducting our Bloody Big Survey every three years with the second iteration going live in March 2024. The 2024 Bloody Big Survey was open from March 1 to May 31 and collected 153,620 respondents, surpassing our 2021 survey to become the biggest body of the data on menstruation in the world.

A variety of methods were used to reach the 150,000+ responses including call outs for help to our community, a pad dress series that saw our Founder Rochelle wear a dress made of unusable pads, traditional media, as well as paid advertising with the aid of generous corporate partners.

For the 2024 survey we were able to learn from our past experiences and diversified our questions to better enable us to advocate for specific changes both nationwide and on a more localised level. We are looking forward

to being able to share this data as we work towards ensuring menstrual equity.

The 2024 Bloody Big Survey Report is being prepared by Dr Jane Connory from Swinburne University of Technology, with data analytics support from Ashish Chopra from The Good Data Institute and WhyHive, and will be released in August 2024 in line with our Dignity Drive.

Thank you to the 153,000 people with a period who took the survey, we are committed to using this data to advocate for change, and to the many influencers, businesses, councils and other organisations who helped us spread the word.

We would also like to say a big thank you to U By Kotex who donated a period product on behalf of the first 100,000 survey respondents and Decjuba for their generous donation to assist us with conducting a sponsored ad campaign in order to reach more Australian menstruators.



Another *Bloody* Podcast

In May we launched Another Bloody Podcast to help reach new audiences, educate and entertain. Hosted by our founder Rochelle, each month she is joined by donation recipients, changemakers who help spread the word, volunteers who make it all possible and the charity partners who join us on the journey.

The first episode saw Rochelle share her own story and motivations that led to her creating Share the Dignity, and for the second she was joined by Share the Dignity changemaker Christian Hull who shone a spotlight on how everyone can help 'Share the Dignity'.

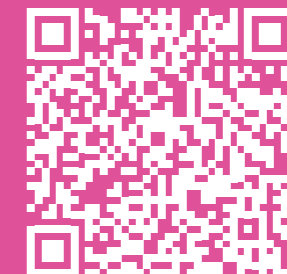


Your guide to all things *Menstruation!*

Education Hub

Share the Dignity is passionate about ensuring education around periods as we work to eradicate the shame and stigma around menstruation. To assist with this, this financial year Share the Dignity launched its Education Hub with tailored education. The hub features general information about periods and menopause, as well as tailored education for dads, brothers and workplaces.

We are excited to continue to build out this resource to ensure everyone has the opportunity for tailored period education. Our latest Dignity Vending Machine designs now feature a QR code linking to this page to ensure everyone has access to period education in the palm of their hand.



Creating Period Pride

We're on a mission to end the shame and stigma that surrounds periods. In 2022 we created the Creating Period Pride competition to help us on our mission.

This competition encourages young Australians in schools and community groups to create 'Period Pride Media' to inspire, entertain and get people talking about periods.

In 2023 we entered the second year of the competition and received 131 registrations and 30 entries. We were absolutely blown away by the impactful content. You could see the passion the next generation felt towards smashing the shame and stigma of periods in every entry.

In our third year of the Creating Period Pride competition, we have already seen over 100 registrations and we can't wait to view the entries that come through.



2nd Place

Students at Bathurst High School created an incredible mural demonstrating how to remove the shame and stigma of periods in their school playground for everyone to see.



1st Place

Lucy Diggerson, a student at Academy of Mary Immaculate, wrote and sang a moving song called 'I'm not the only girl'



3rd Place

We had so many outstanding entries in the 2023 competition we had two 3rd place winners. The incredible students of Yeronga State High School created a womb weaving, and some of the youth of Holistic Avenue wrote and performed a rap.





share*the*dignity

Ensuring that everyone is
afforded the dignity in life that so
many of us take for granted.

sharethedignity.org.au



share*thedignity*

Share the Dignity Limited

ABN 45 607 970 605

Financial Statements

For the year ended 30 June 2024

SHARE THE DIGNITY LIMITED

ABN: 45 607 970 605

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The directors present this report on the company for the financial year ended 30 June 2024.

Information on Directors

The names of each person who has been a director during the year and to the date of this report are:

- Simon Tolhurst
- Rochelle Courtenay
- Matthew Smith
- Shayne Gilbert
- Jennifer Witheriff
- Michelle Taupau
- Nick Long (appointed 8 May 2024)

Principal Activities

Share the Dignity is an Australian charity bringing dignity to homeless and at-risk people experiencing domestic violence through the provision of Sanitary items.

In the 2024 Financial Year we have continued to fund the charity and it's work through developing corporate partnerships, donations, fundraising events, product sales as well as grants and donations for Dignity Vending Machines, raising well over \$21 million dollars in products and funding.

Review of Operations

For the year ended 30 June 2024 the company had a cash surplus before adjusting for depreciation and amortisation expense of \$3,421,452 (2023 : \$213,058).

Over 60% of our \$21mil turnover is in the form of in-kind donated products from our generous supporters. These donated period products are distributed by our dedicated team of volunteer Sheroes and Heroes across Australia to make an on the ground difference in the lives so many in need.

During the financial year our Dignity Drives collected 668,939 donated sanitary items from generous general public supporters around Australia. Share the Dignity recognise the value of these generous donations of period products in our financial statements. This year over \$13.5 million dollars' worth of product has been collected and distributed to make a real difference in the lives of so many suffering under cost-of-living pressures. The value of period products donated has increased over \$2.26million on last year.

Drives

Share the Dignity manages two Dignity Drives each year during March and August. Sanitary items are donated at our collection points throughout Australia which our volunteers collect and distribute to charities that have registered requests for donations. Many of these charities also contact us outside of our drives times throughout the year requesting much needed sanitary items.

In November/December we hold our "It's in the Bag" campaign with Bunnings being our presenting partner. This is where pre-loved/new handbags are filled with essential items for girls, women and anyone who menstruates in need at Christmas time. Our volunteers collect and distribute the bags to charities that have registered with us throughout Australia. This year we collected 80,939 of these in-kind donations for It's in the Bag from our supporters across Australia.

Dignity Vending Machines

Our events, grants and donations help to fund our Dignity Vending Machines into communities to strive to ensure those in need have access to period products.

At 30 June 2024 we had 833 Dignity Vending Machines installed across Australia, which have dispensed over 584,000 period packs in places of need such as public toilets, homeless hubs, domestic violence refuges and hospitals to name a few.

Servicing and restocking of these machines is of course a challenge and a joy at the same time, knowing that they are ensuring dignity for girls, women and anyone who menstruates in need. In the year to June 2023, we reduced our cash resources and invested in Period Pack vending machines. That cash investment has seen our network increase during the year to June 2024, with the support of the Qld State Government, into over 500 state schools.

Operating Model

Share the Dignity is a charity that has and is undergoing rapid growth. The charity has a team of 27 committed employees, also known as Shero Support. The charity has recently implemented a bespoke IT system and is now enhancing the functionalities to further improve efficiencies for both volunteer management and product donation management.

Volunteer Network – Sheroes and Heroes

Our 2,600 plus active Sheroes and Heroes continue to be the heart and backbone of Share the Dignity. We have in place a structure that includes volunteer team leaders at a State level who help coordinate our major collections and maintain charity relationships.

We invest in our leaders by providing regular face to face contact through events where we can undertake:

- Planning and execution of drives;
- Leadership development (Volunteer Team Leader Retreat and state-based leadership meetings).

Many of our volunteer Sheroes and Heroes have been recognised with awards by external organisations for their tireless contributions and efforts.

Significant Changes in the States of Affairs

No significant changes in the company's affairs occurred during the financial year. This year we again included the value of all our product donations, which plays a huge part in our success. Without the generosity of Australians donating to our Dignity Drives and It's in the Bag campaigns, we would not be able to meet the requests of our charities.

Events Subsequent to the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

Environmental Regulation

The company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory of Australia.

Dividends

The company is a company limited by guarantee, and accordingly, is prohibited from declaring dividends.

Options

The company is a company limited by guarantee, and accordingly, is prohibited from issuing options in respect of shares.

Indemnification of Officers

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

Proceedings on Behalf of Company

No person has applied for leave of court to bring proceedings on behalf of the company or intervene in any proceeding to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

Auditor's Independence Declaration

A copy of the auditor's independence declaration is as required under Division 60 -40 of the Australian Charities and Not-for-Profits Commission Act 2012 attached to this financial report.

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

Director

Simon Tolhurst

Simon Tolhurst

SHARE THE DIGNITY LTD
ABN: 45 607 970 605
AUDITOR'S INDEPENDENCE DECLARATION TO THE DIRECTORS OF SHARE THE DIGNITY LTD

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor of Share the Dignity Ltd for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

AH Jackson & Co



Elias Manicaros
Partner

Brisbane, 29 October 2024

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024 \$	2023 \$
REVENUE			
Revenue	4	21,809,613	15,037,079
Interest income		23,851	6,001
Other income	4	5,161	101,785
Depreciation and amortisation expense		(767,324)	(371,550)
Program costs	5	(17,062,735)	(14,068,915)
Interest expense		(48,419)	(30,118)
Volunteer expenses		(545,757)	(369,472)
Administration expenses		(775,517)	(496,205)
Profit/(loss) for the year		<u>2,638,873</u>	<u>(191,395)</u>
Income tax		-	-
OTHER COMPREHENSIVE INCOME			
Fair value gains (losses) on equity securities		<u>15,228</u>	<u>32,930</u>
Total comprehensive income for the year		<u>2,654,101</u>	<u>(158,465)</u>

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2024

		2024	2023
	<i>Note</i>	\$	\$
CURRENT ASSETS			
Cash and cash equivalents	6	979,655	608,114
Trade and other receivables	7	193,615	302,547
Inventories	8	806,330	17,588
Investments	11	2,022,776	-
Other assets	9	286,544	41,233
TOTAL CURRENT ASSETS		<u>4,288,920</u>	<u>969,481</u>
NON-CURRENT ASSETS			
Property, plant and equipment	10	3,953,368	1,209,645
Investments	11	-	875,149
Intangibles	12	3,024	3,782
Right of use asset	13	523,558	693,431
Other assets	9	49,500	1,057,847
TOTAL NON-CURRENT ASSETS		<u>4,529,450</u>	<u>3,839,853</u>
TOTAL ASSETS		<u>8,818,370</u>	<u>4,809,334</u>
CURRENT LIABILITIES			
Trade and other payables	14	2,076,752	601,642
Lease Liability	15	156,354	189,450
Provisions	16	74,257	62,209
TOTAL CURRENT LIABILITIES		<u>2,307,363</u>	<u>853,300</u>
NON-CURRENT LIABILITIES			
Lease Liability	15	383,020	491,005
Provisions	16	53,254	44,397
TOTAL NON-CURRENT LIABILITIES		<u>436,274</u>	<u>535,402</u>
TOTAL LIABILITIES		<u>2,743,637</u>	<u>1,388,702</u>
NET ASSETS		<u>6,074,733</u>	<u>3,420,632</u>
EQUITY			
Financial asset reserve		-	2,579
Retained earnings		6,074,733	3,418,026
TOTAL EQUITY		<u>6,074,733</u>	<u>3,420,632</u>

SHARE THE DIGNITY LIMITED

ABN: 45 607 970 605

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2024

	<i>Financial Asset Reserve</i>	<i>Retained Earnings</i>	<i>Total</i>
	\$	\$	\$
Balance at 30 June 2022	(30,351)	3,609,448	3,579,097
Profit (loss) for the year		(191,395)	(191,395)
Other comprehensive income items	32,930		32,930
Total comprehensive income for the year	32,930	(191,395)	(158,465)
Balance at 30 June 2023	2,579	3,418,053	3,420,632
Profit (loss) for the year	-	2,638,873	2,638,873
Other comprehensive income items	15,228	-	15,228
Transfer on disposal	(17,807)	17,807	-
Total comprehensive income for the year	(2,579)	2,656,680	2,654,101
Balance at 30 June 2024	-	6,074,733	6,074,733

SHARE THE DIGNITY LIMITED

ABN: 45 607 970 605

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
Cash flows from operating activities		
Receipts from grants, donations and fundraising activities	9,671,318	4,118,720
Payments to suppliers	(5,682,860)	(3,007,238)
Interest received	23,851	6,001
Interest paid	(48,419)	-
Dividends received	1,185	66,520
Net cash provided by operating activities	<u>3,965,075</u>	<u>1,184,003</u>
Cash flows from investing activities		
Proceeds from sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	(1,747,289)	(458,401)
Purchase of DVM's in Transit	(572,765)	(1,008,347)
Other cash items from investing activities	<u>(1,132,399)</u>	<u>208,943</u>
Net cash provided by (used in) investing activities	<u>(3,452,453)</u>	<u>(1,257,805)</u>
Cash flows from financing activities		
Proceed from/(Repayment of) leases	(141,081)	(104,879)
Proceed from/(Repayment of) bank guarantee	-	(49,500)
Net cash provided by financing activities	<u>(141,081)</u>	<u>(154,379)</u>
Net increase/(decrease) in cash held	371,541	(228,181)
Cash at beginning of financial year	<u>608,114</u>	<u>836,295</u>
Cash at end of financial year	<u>979,655</u>	<u>608,114</u>

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

The financial report covers Share the Dignity Limited as an individual entity. Share the Dignity Limited is a not for-profit Company, registered and domiciled in Australia.

Share the Dignity is an Australian charity bringing dignity to homeless and at-risk people experiencing domestic violence through the provision of Sanitary items.

The functional and presentation currency of Share the Dignity Limited is Australian dollars.

The financial report was authorised for issue by the directors on 23 October 2024.

Comparatives are consistent with prior years, unless otherwise stated.

1. Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Material accounting policy information relating to the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

The Company has adopted the amendments to AASB 101 Presentation of Financial Statements which require only the disclosure of material accounting policy information rather than significant accounting policies and therefore policy information which does not satisfy one of the following requirements has been removed from these financial statements:

- Relates to change in accounting policy
- Policy has been developed in the absence of an explicit accounting standard requirement
- Documents an accounting policy choice
- Relates to an area of significant judgement or estimation
- Relates to a complex transaction and is required to explain the treatment to the user.

2. Material Accounting Policy Information

(a) Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of control of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

Generally the timing of the payment rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

Specific revenue streams

Government grant income

Where grant income arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligations is satisfied.

The performance obligations are varied based on the agreement but includes the supply, delivery and installation of Dignity Vending Machines (DVM) to participating schools, the supply and delivery of free period products to restock DVM machines, removal of installed DVM's on the completion of the contract and if requested, provision of access to the educational health Program 'Period Talk' to all Queensland schools.

Within grant agreements there may be some performance obligations where control transfers at a point in time and others which have continuous transfer of control over the life of the contract.

Where control is transferred over time, generally the input methods being either costs or time incurred are deemed to be the most appropriate methods to reflect the transfer of benefit.

Revenue recognition policy for contracts which are either not enforceable or do not have sufficiently specific performance obligations.

The revenue recognition policies for the principal revenue streams of the Company are:

Other grant income, donations and fundraising

Revenue is recognised when the Company obtains control over the funds, which is generally at the time of receipt.

In-kind donations

The company receives donations in-kind from corporate entities and the general public which comprises personal care and hygiene products. This year the company has determined the fair value of the goods donated on the basis of the average retail selling price of the items donated during the year. Product donations that have specific performance obligations are not recognised as income until the obligations have been satisfied.

Other income

Revenue is recognised on receipt of cash or at the time a receivable is recorded, if earlier.

(b) Property, plant and equipment

Each class of plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

Depreciation

Plant and equipment is depreciated on a straight-line basis over the assets useful life to the Company, commencing when the asset is ready for use.

The estimated useful lives used for each class of depreciable asset are shown below:

Vending Machines	20%
Office Equipment	33%
Furniture & Fittings	20% to 33%
Computers	26.23%
Motor Vehicles	13%

(c) Income Tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(d) Volunteer services

No amounts are included in the financial statements for services donated by volunteers.

(e) Financial instruments

Financial assets

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Financial liabilities

The financial liabilities of the Company comprise trade payables, bank and other loans and lease liabilities.

(f) Leases

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

The right-of-use asset is measured using the cost model, depreciated over the lease term on a straight-line basis, and assessed for impairment in accordance with the impairment of assets accounting policy.

3. Critical Accounting Estimates and Judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key judgments - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired.

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
4. REVENUE AND OTHER INCOME		
Revenue from contracts with customers (AASB 15)		
DVM Community scheme	5,302,662	1,182,121
	<u>5,302,662</u>	<u>1,182,121</u>
Revenue recognised on receipts (not enforceable or no sufficiently specific performance obligations- AASB 1058)		
Donations	1,666,975	1,164,916
Program revenue		
Dignity Drive	328,339	339,965
Dignity Drive - In kind product	1,250,123	1,457,675
Its in the Bag	374,556	332,847
Its in the Bag - In kind product	7,701,122	7,929,658
Fundraising	352,741	607,341
Fundraising - In kind product	4,609,122	1,909,173
	<u>14,616,003</u>	<u>12,576,659</u>
Other Grants	223,973	113,383
	<u>16,506,951</u>	<u>13,854,958</u>
Total revenue	<u>21,809,613</u>	<u>15,037,079</u>
Other income	5,161	101,785
Total Revenue and Other Income	<u>21,814,774</u>	<u>15,138,864</u>
 Disaggregation of revenue from contracts with customers		
Revenue from contracts with customers has been disaggregated into regions of service and timing of revenue recognition, and the following table shows this breakdown:		
Regions of service		
Queensland	21,809,613	15,037,079
Revenue from contracts with customers	<u>21,809,613</u>	<u>15,037,079</u>
Revenue recognition		
At a point in time	21,809,613	15,037,079
Revenue from contracts with customers	<u>21,809,613</u>	<u>15,037,079</u>
 Government grants and other assistance		
State government		
Department of Education	4,832,272	1,087,273
	<u>4,832,272</u>	<u>1,087,273</u>

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
5. PROGRAM COSTS		
Dignity Drive	1,566,004	1,606,079
ITS IN THE BAG	8,157,359	8,416,332
DVM Community/Reinvestment scheme	1,363,427	631,790
Fundraising	5,975,945	3,414,714
	17,062,735	14,068,915
 6. CASH AND CASH EQUIVALENTS		
Cash on hand	209	229
Cash at bank	979,446	607,885
	979,655	608,114
 7. TRADE AND OTHER RECEIVABLES		
CURRENT		
Credit Card	538	6,342
GST Receivable	(12,152)	69,438
Trade Debtors	24,843	195,000
Other Debtors	180,386	16,767
Rent - In Advance	-	15,000
	193,615	302,547
 8. INVENTORIES		
CURRENT		
Inventory	-	17,588
In-Kind Drive Donations (Sanitary products)	806,330	-
	806,330	17,588
 9. OTHER ASSETS		
CURRENT		
Prepaid Expenses	286,544	41,233
	286,544	41,233
NON-CURRENT		
CBA - TD - Bank Guarantee Share the Dignity Ltd	49,500	49,500
	49,500	49,500

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
10. PROPERTY, PLANT AND EQUIPMENT	\$	\$
<i>VENDING MACHINES</i>		
Vending Machines	3,670,774	1,985,842
Less: Accumulated Depreciation	<u>(1,630,188)</u>	<u>(1,114,422)</u>
	2,040,586	871,420
<i>OFFICE FURNITURE AND EQUIPMENT</i>		
Office Equipment	14,316	9,616
Less: Accumulated Depreciation	<u>(7,476)</u>	<u>(3,921)</u>
	6,840	5,696
<i>FURNITURE & FITTINGS</i>		
Furniture & Fittings	314,571	281,790
Less: Accumulated Depreciation	<u>(60,558)</u>	<u>(21,298)</u>
	254,013	260,492
<i>MOTOR VEHICLES</i>		
Motor Vehicles	43,753	43,753
Less: Accumulated Depreciation	<u>(5,529)</u>	<u>(60)</u>
	38,224	43,693
<i>COMPUTERS</i>		
Computers	70,269	55,860
Less: Accumulated Depreciation	<u>(42,221)</u>	<u>(27,517)</u>
	28,048	28,343
<i>CAPITAL WORKS IN PROGRESS</i>		
Capital works	4,545	-
DVM's in Transit/Uninstalled	<u>1,581,112</u>	<u>1,008,347</u>
	<u><u>3,953,368</u></u>	<u><u>2,217,991</u></u>

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

Movements in Carrying Amounts:

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year

	Vending Machines	Office Equipment	Furniture & Fittings	Motor Vehicle	Computers	Capital Work in Progress	Total
Carrying amount at 30 June 2023	871,420	5,696	260,492	43,693	28,343	0	1,209,644
Additions	1,714,469	4,700	32,781	-	14,409	1,585,658	3,352,016
Disposals/Write offs	(11,599)	-	-	-	-	-	(11,599)
Depreciation Expense	(533,704)	(3,556)	(39,260)	(5,469)	(14,704)	-	(596,693)
Adjustments						0	0
Carrying amount at 30 June 2024	2,040,586	6,840	254,013	38,224	28,048	1,585,658	3,953,368

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
11. FINANCIAL ASSETS	\$	\$
<i>CURRENT</i>		
Managed funds (Morgans)	2,022,776	-
	<u>2,022,776</u>	<u>-</u>
<i>NON-CURRENT</i>		
Managed Funds (Shaw and Partners)	-	420,449
Managed funds (Morgans)	-	454,700
	<u>-</u>	<u>875,149</u>

During the current year non-current financial assets have been converted to cash

12. INTANGIBLE ASSETS

PATENTS & TRADEMARKS

Patents & Trademarks	7,573	7,573
Less: Accumulated Amortisation	(4,549)	(3,791)
	<u>3,024</u>	<u>3,782</u>

13. RIGHT OF USE ASSET

Balance at the beginning of the year	785,337	785,337
Amortisation charged	(261,779)	(91,905)
Balance at the end of the year	<u>523,558</u>	<u>693,431</u>

Building Lease

The building lease is for the corporate offices, there are 3 years remaining and there is a 5 year option extension at the discretion of the company.

14. TRADE AND OTHER PAYABLES

CURRENT

Trade Creditors	1,213,673	513,533
Deferred Revenue	806,330	-
Superannuation Payable	10,105	12,163
PAYG Withholding payable	39,508	75,946
Sundry Payables	7,136	-
	<u>2,076,752</u>	<u>601,642</u>

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

15. LEASE LIABILITY

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below

2024	<1 year	1-5 years	Total Undiscounted Lease Liability	Lease Liabilities Included in this FS (Net of Unexpired Interest)
	\$	\$	\$	\$
Lease Liability	191,340	414,570	605,910	539,374

16. PROVISIONS

	2024	2023
	\$	\$
CURRENT		
Provision for Annual Leave	74,257	62,209
	<u>74,257</u>	<u>62,209</u>
NON CURRENT		
Provision for Long Service Leave	23,254	14,397
Lease provision to make Good	30,000	30,000
	<u>53,254</u>	<u>44,397</u>

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

17. AUDITORS' REMUNERATION

	2024	2023
	\$	\$
Audit Fees	11,000	9,000
	<u>11,000</u>	<u>9,000</u>

18. FINANCIAL RISK MANAGEMENT

Financial Assets

Held at Amortised cost

Term Deposits

-

-

Managed Funds

2,022,776

875,149

Total Financial Assets

2,022,776

875,149

19. KEY MANAGEMENT PERSONNEL DISCLOSURES

The total remuneration paid to key management personnel of the Company is \$783,968 (2023: \$579,086). The payment value increase in 2024 was due to the increased number of key management personnel to support achieved and forecast growth.

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

20. RELATED PARTIES

a. The Company's main related parties are as follows:

Key management personnel - refer to Note 19.

b. Transactions with related parties.

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

Investment management services provided by Shaw and Partners of which an Employee is a Director – total expenses for the year were \$211 with a nil balance outstanding at the end of the year.

Accounting services provided by Prime Accounting & Business Advisory Pty Ltd of which one of the Partners is a Director– total expenses for the year were \$15,450 with a nil balance outstanding at the end of the year.

21. SUBSEQUENT EVENTS

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

22. MEMBERS' GUARANTEE

The Company is registered with the Australian Charities and Not-for-profits Commission Act 2012 and is a Company limited by Guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards any outstanding obligations of the Company. At 30 June 2024, the number of members was 7 (2023:7).

23. REGISTERED OFFICE

1/2023-2033 Sandgate Road, VIRGINIA QLD 4014

PRINCIPAL PLACE OF BUSINESS

1/2023-2033 Sandgate Road, VIRGINIA QLD 4014

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

24. CASH FLOW INFORMATION

c. Reconciliation of Cash		
Cash and Cash Equivalents	979,655	608,114
d. Reconciliation of Net Cash Provided by Operating Activities		
Operating profit (loss) after income tax	2,654,101	(158,465)
Non-Cash Flows in Operating Profit		
Amortisation	757	757
Amortisation – right of use asset	169,874	91,905
Depreciation	596,693	278,888
Unrealised loss/(gain) on Financial Assets	(15,228)	(32,930)
(Profit)/Loss on sale fixed assets	5,037	(48,895)
(Profit)/Loss on sale investments	10,733	
Other (net in-kind donations)	(15,245)	
Write down of Property Plant & Equipment	17,053	
Changes in Current Assets and Liabilities		
Increase in trade receivables	170,157	254,268
Increase in other receivables (incl GST)	(1,142,972)	458,609
Decrease in inventories	17,588	4,331
Increase in trade payables	700,111	324,096
Decrease in other creditors and accruals	5,930	(8,671)
Increase in employee provisions	20,905	20,110
Increase in unearned income	806,330	-
Decrease in other payables	(36,749)	-
Net Cash Provided by Operating Activities	3,965,075	1,184,003

SHARE THE DIGNITY LIMITED
ABN: 45 607 970 605
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

The Directors of the Company declare that:

The financial statements and notes for the year ended 30 June 2024 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, and:

1. Give a true and fair view of its financial position as at 30 June 2024 and of its performance for the financial year ended on that date; and
2. In the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with subsection 60.15 (2) of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Director Simon Tolhurst

Simon Tolhurst

Dated 29/10/2024

SHARE THE DIGNITY LTD
ABN: 45 607 970 605
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SHARE THE
DIGNITY LTD

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Share the Dignity Ltd (the Company), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion, the accompanying financial report of Share the Dignity Ltd has been prepared in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- i. giving a true and fair view of the company's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- ii. complying with Australian Accounting Standards – Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the company in accordance with the auditor independence requirements of the ACNC Act and ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of the Directors for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the entity audit. We remain solely responsible for our audit opinion.

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

AH Jackson & Co



Elias Manicaros
Partner

Brisbane, 29 October 2024