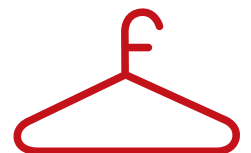


FITTED FOR WORK

INDEPENDENCE AND TRANSFORMATION FOR WOMEN

FITTED
FOR
WORK.ORG



Fitted for Work

ANNUAL REPORT 2014/15

VISION

Independence and transformation for women.

MISSION

*To help women experiencing disadvantage
get work and keep it.*

**Fitted for Work is a not-for-profit organisation and the first of its kind in Australia.
Since 2005 we have transformed the lives of more than 20,000 women.**

*We provide free interview-appropriate clothing at our Personal Outfitting Service, as well
as Interview Preparation, Mentoring, Transition to Work and Staying Employed Programs.
Through mutual respect, compassion, integrity and trust, our dedicated staff and trained volunteers
help women gain the self-esteem and confidence to achieve their goal of sustainable employment.*

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Message from the Chair



It's not easy for a woman who has been struggling to get on the path of economic security, who may have faced a lot of battles – maybe a violent relationship, long-term unemployment or English as a second language – to put herself in the hands of people who do in fact care for you. Taking that first step to make the contact with Fitted for Work is an act of bravery. I want to honour the 4,000 women who made that step this year, let alone the 20,000+ who have done so over the past decade.

The second thing I've marvelled at as the Chair of Fitted for Work is the staff. They are an amazing crew, who are passionate, dedicated, and intelligent. Under Donna's leadership, they have streamlined the organisation's strategic plan for the next three years. They have breathed new life into ways of thinking about how Fitted for Work can widen its sphere of influence, in terms of exemplary conduct with Government, programs and so on. And they have the intelligent capacity to extend the program from where it is now, beyond Melbourne and Sydney.

I want to acknowledge Fitted for Work's volunteers. It's phenomenal to have hundreds of volunteers in an organisation. They want to keep staying because they are looked after as volunteers and know they are performing an extraordinary act of value adding every day they step into our offices.

I also want to acknowledge the Board. I feel privileged to work alongside them. It's a robust Board; we ask hard questions of Donna and she handles the Board really, really well. That's the best you can aim for!

Finally, I'd like to acknowledge the people who enable the Board to govern, the staff to think creatively and intelligently, the women to step through the doors, the donors and corporate partners. There is hardly any government money involved in all of this. Fitted for Work exists because of the women and men who are committed to giving back. Fitted for Work is a triumph of community spirit, people giving and people using the generosity of donors to create a socially purposeful enterprise.

Mary Crooks AO (Chair)

“TAKING THAT FIRST STEP TO MAKE THE CONTACT WITH FITTED FOR WORK IS AN ACT OF BRAVERY. I WANT TO HONOUR THE 4,000 WOMEN WHO MADE THAT STEP THIS YEAR, LET ALONE THE 20,000+ WHO HAVE DONE SO OVER THE PAST DECADE.”

“2014-15 HAS BEEN A MILESTONE PERIOD FOR FITTED FOR WORK. WE CELEBRATED OUR 10th ANNIVERSARY AND REFLECTED ON OUR AMAZING ACHIEVEMENTS OVER THE LAST DECADE.”

The statistics don't lie and it has been a major triumph to know our organisation has touched the lives of more than 20,000 women in Australia. That's 20,000 women who, through the economic security gained from employment, have been able to self-determine their futures and that of their families.

We documented our celebrations with parties and an artistic photographic exhibition in both Melbourne and Sydney. We were fortunate to have procured the pro-bono services of talented photographer, Rhea McKellar, who captured the bravery of clients and generosity of clients, mentors and volunteers.

One thing was reinforced to me when speaking with the subjects of the photography: helping a woman find work causes a powerful ripple effect. This single change in her life has an impact on the way she parents her children, the way she engages with her local community, the value and diversity she brings to her workplace and, ultimately, a profound economic impact on Australia as a whole.

Another thing that struck me this year is the number of people who make our work possible: our Board, staff, volunteers donors, supporters, and corporate and pro-bono partners.

As part of our extended Fitted for Work family, you all make the world a better place. You do this every time you contribute your time, skills, money or clothing. You make a woman's day a little brighter, a little more hopeful and a little more beautiful. A little is a lot when a woman and her family are struggling.

We now look forward to our future and Fitted for Work is ready to commence a new chapter in its evolution. We have refreshed the strategy that will see us through to 2018, with two key goals of:

1. Increasing the workforce participation rates of women experiencing disadvantage.
2. Financial sustainability of Fitted for Work.

These are important goals. The first addresses our core purpose of helping women experiencing disadvantage break through barriers to get work, develop their confidence and achieve economic security. The second goal emphasises the most important step to self-efficacy for a woman is financial independence. For Fitted for Work to continue to grow and assist thousands more women, we also need to have the same self-efficacy. Which we can achieve through long-term financial sustainability.



Together with an amazing team, a dedicated band of volunteers, corporate partners and supporters, I look forward to a future where we can not only provide the means for women to become 'fitted for work' but also to become 'fit for life'. We have 10 years of a tried and true formula under our belt, which has proven that when you empower women, see them gain confidence and Let them know that they are of value and there is no limit to the contribution they can make.

Donna de Zwart, (Chief Executive Officer)



WOMEN AND WORK IN AUSTRALIA: THE NEED

This financial year, Australia has made significant progress towards achieving gender equality in workplaces, education and government. We have seen a growing number of women taking leadership roles and forging pathways for other women and girls to follow.

Despite the progress, women and girls continue to experience inequality and disadvantage in many important parts of their lives, which can limit the choices and opportunities available to them.

With women and girls making up just over half of the Australian population, female participation in the workforce needs to be addressed as a matter of priority for Australia's economy to thrive. This will only happen when workplaces can accommodate their differing needs.

21.3% of employees are women working part-time. 'Part-time' can mean working only one hour a week. Many women seeking part-time positions have capacity to work more hours and are restricted by inflexible workplace practices.

Aside from economic setbacks, when women are unable to work they miss out on the social inclusion and empowerment that comes from employment, which impacts families and communities.

Fitted for Work is committed to empowering women by helping them find and keep work.

THE STATISTICS:

WOMEN COMPRISE 45.9% OF ALL EMPLOYEES. AS A PROPORTION OF ALL EMPLOYEES, 24.5% ARE WOMEN WORKING FULL-TIME AND 21.3% ARE WOMEN WORKING PART-TIME¹

THE FULL-TIME WEEKLY ORDINARY EARNINGS FOR WOMEN ARE 17.9% LESS THAN FOR MEN²

89.5% OF WOMEN AGED 20-24 HAVE ATTAINED YEAR 12 QUALIFICATIONS OR ABOVE, COMPARED TO 83.4% OF MEN IN THE SAME AGE BRACKET³

42% OF WOMEN AGED 25-29 HAVE ACHIEVED A BACHELOR DEGREE OR ABOVE, COMPARED TO 30.6% OF MEN OF THE SAME AGE⁴

ONLY 15.4% OF AUSTRALIAN COMPANIES HAVE A FEMALE CEO⁵

WHILE WOMEN COMPRISE ROUGHLY 46% OF ALL EMPLOYEES IN AUSTRALIA, THEY TAKE HOME ON AVERAGE \$283.20 LESS THAN MEN EACH WEEK⁶

THE NATIONAL GENDER PAY GAP IS 18.2% PER CENT AND IT HAS REMAINED STUCK BETWEEN 15% AND 18% FOR THE PAST TWO DECADES⁷

AUSTRALIAN WOMEN ACCOUNT FOR 92% OF PRIMARY CARERS FOR CHILDREN WITH DISABILITIES, 70% OF PRIMARY CARERS FOR PARENTS AND 52% OF PRIMARY CARERS FOR PARTNERS⁸

1 Workplace Gender Equality Agency, Gender workplace statistics at a glance, December 2015, 2 Workplace Gender Equality Agency, Gender workplace statistics at a glance, December 2015, 3 Workplace Gender Equality Agency, Gender workplace statistics at a glance, December 2015, 4 Workplace Gender Equality Agency, Gender workplace statistics at a glance, December 2015, 5 Workplace Gender Equality Agency, Gender workplace statistics at a glance, December 2015, 6 Australian Human Rights Commission, Face the facts: Gender Equality, December 2015, 7 Australian Human Rights Commission, Face the facts: Gender Equality, December 2015, 8 Australian Human Rights Commission, Face the facts: Gender Equality, December 2015

Fitted for Work Programs

2014-2015 HAS BEEN A SIGNIFICANT YEAR

Our programs have helped more than 4,000 women nationwide and have had, on average, 300 referral agencies utilise our services.

VOLUNTEER HOURS 8,435

VALUE OF CLOTHING RECEIVED \$1,059,080 (52,954 ITEMS)

102 MENTOR MATCHES THIS FINANCIAL YEAR

50% OF WOMEN HAVE OBTAINED EMPLOYMENT IN JUST 3 MONTHS



TRANSITION TO WORK PROGRAMS

Fitted for Work offers tailored and intensive support to women who find it difficult to find work because of disadvantage or barriers. This program focuses on building self-esteem and confidence, and is run in a nurturing and supportive environment.

OUR PROGRAM OFFERS TAILORED SERVICES TO DEVELOP THE NECESSARY SKILLS TO FIND AND KEEP WORK, INCLUDING:

- Life skills training
- 6 Months' mentor support
- Work familiarisation days
- Work experience placement
- Skill development days
- Interviews
- Interview preparation and mock interview.

Since June 2015 we've worked in partnership with the Melbourne City Institute of Education (MCIE), the Jesuit Community College, and the Victorian Immigrants and Refugee Women's Coalition (VIRWC). We have also increased our youth participation by 8% through being engaged with two high schools.

This financial year, our Work Familiarisation and Skill Development Days have been made possible by our corporate partners, including Westpac, National Australia Bank, IBM and Medibank.

| TRANSITION TO WORK SERVICES | | | |
|---|-----------|--------|-------|
| | Melbourne | Sydney | Total |
| No. of career days with corporate partner | 6 | 3 | 9 |
| Work experience placements completed | 29 | 5 | 34 |
| No. of mentors matched with mentee | 90 | 12 | 102 |

PERSONAL OUTFITTING

Our personal outfitting service offers women the chance to be fitted with an appropriate outfit for an interview. Fitted for Work accepts donations of business clothing, appropriate shoes and accessories, which are then offered to women entering the workforce.

This financial year, we received \$1,059,080 in clothing donations and provided on average \$480 per outfitting per client. Our volunteers contributed more than 8,400 hours helping to find the perfect outfit for interviews.



INTERVIEW PREPARATION TRAINING AND WORKSHOPS

Fitted for Work offers women the chance to undergo a mock interview with one of our employer partners to ensure they are set up for success when applying for work. Our program works in partnership with training industry volunteers and corporate partners.

This financial year we piloted a number of half day workshops with our corporate partners Bank of Merrill Lynch, Medibank, Lendlease and National Australia Bank. The workshops provided women with professional advice on work preparation skills, money management, interview coaching, resume writing skills and tips on how to make a good first impression.

WOMEN EXITING PRISON PROGRAM

Fitted for Work offers a program for women exiting prison and community corrections orders to help them transition back into the workforce.

The program is offered to women who are within six months of their release date and to women who are serving a corrections order at a community corrections site. The program takes place onsite over a six day period.

Fitted for Work staff and trained volunteers provide a series of nine modules, covering one-on-one interview coaching, interview workshops and resume writing skills. The women also have the opportunity to attend an Employment Expo and receive clothes upon exiting prison through our Outfitting Service.

24 WOMEN ENROLLED IN THE TARRENGOWER PRISON PROGRAM IN THE FIRST 6 MONTHS

12 WOMEN ENROLLED IN THE RINGWOOD COMMUNITY CORRECTIONS PROGRAM

STAYING EMPLOYED PROGRAMS

Our Staying Employed Program enables women to develop and map out a personalised career plan to increase their employment outcomes. We aim to equip women with the skills and knowledge to implement and self-manage their career plan, which enables them to keep work, progress in the workplace, and provide financial stability for themselves and their families.

Our program focusses on providing practical skills, group workshops and offers mentor support. We also provide employment and career resource kits, career development mapping and networking events to ensure women continue to be connected.

DRIVEN WOMEN PROJECT WITH YARRA TRAMS

Fitted for Work has partnered with Yarra Trams to help increase the number of female tram drivers. In 2015, our program has increased the conversion rate of female applicants from 13% to 30%.

Through this program, we have been engaged in Yarra Trams' recruitment process to review any barriers and enablers for women seeking work as tram drivers. We have been involved in nine Yarra Trams' 'Depot Days' (information days), which have attracted over 174 women. We have also been able to leverage our network to attract more women to these roles and offer coaching assistance to women entering the process.

Fitted for Work will be using The Driven Women Program as a case study to secure further commercial contracts.

TRAM DRIVER POSITIONS HAVE BEEN PROMOTED TO OVER 46,000 WOMEN IN OUR NETWORK

174 WOMEN HAVE ATTENDED DEPOT DAYS'

9 DEPOT DAYS HAVE BEEN COMPLETED

94 WOMEN HAVE UNDERTAKEN FITTED FOR WORK ONE-ON-ONE COACHING

31 WOMEN HAVE PROGRESSED TO THE INTERVIEW STAGE, AND 30 WOMEN ARE PENDING ASSESSMENT

17 WOMEN HAVE SECURED POSITIONS WITH YARRA TRAMS

Client Statistics

WHO ARE FITTED FOR WORK'S CLIENTS?

Our clients come from all walks of life and are diverse in age, cultural background and educational qualifications. They may be a newly arrived migrant or refugee in Australia, leaving a domestic violent relationship, have a disability or are exiting from prison or correction services.

Their commonality is that, at the time of accessing our services, they are experiencing a form of disadvantage that is restricting them from succeeding with finding and/or keeping employment.

This financial year, we saw some significant shifts in our client demographic from the previous year.

THE STATISTICS:

8% INCREASE IN CLIENTS UNDER 25 YEARS OF AGE

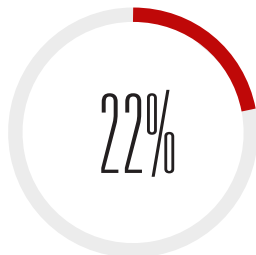
22% ARE 24 YEARS OF AGE OR UNDER

7% INCREASE IN CLIENTS WITH A DEGREE LEVEL EDUCATION OR ABOVE

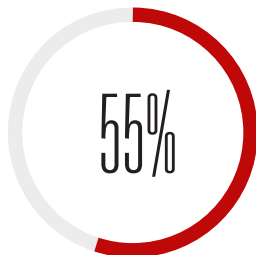
6% DECREASE IN CLIENTS OVER 45 YEARS OF AGE

4% INCREASE IN CLIENTS WITH A VOCATIONAL CERTIFICATE

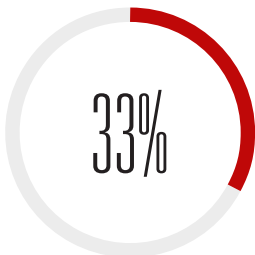
2% INCREASE IN CLIENTS WHO IDENTIFY AS AN ABORIGINAL OR TORRES STRAIT ISLANDER



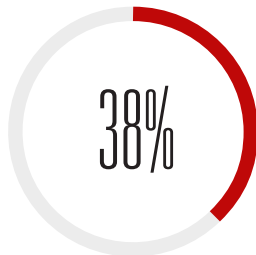
are 24 years of age or under



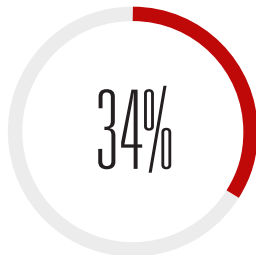
are aged between 25-44



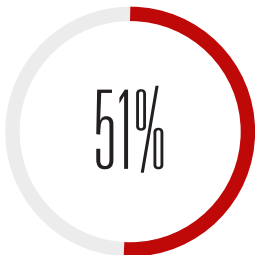
have nominated Year 12 as their highest level of education



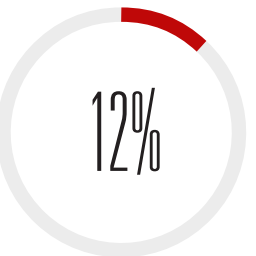
are currently looking for work



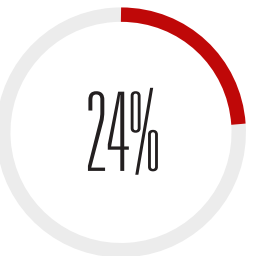
have come to Fitted for Work for interview preparation



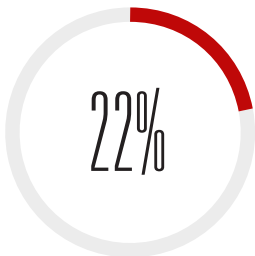
speak a language other than English at home



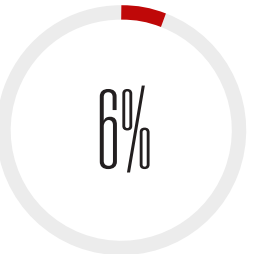
have a Post Graduate qualification



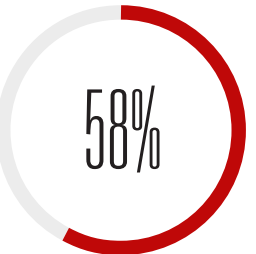
have a disability



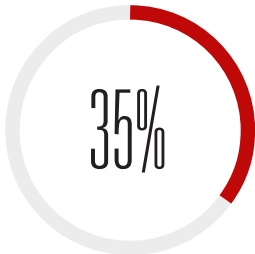
are a single mother



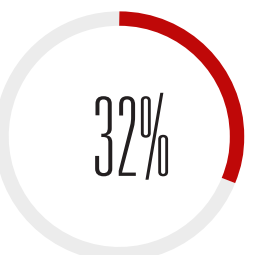
identify as Aboriginal or Torres Strait Islander



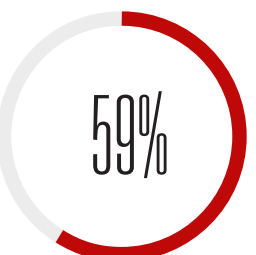
were born overseas



are seeking Administrative work



have been looking for work for over 12 months



are looking for a new area of work



Client Profile

MADIHA, FORMER TRANSITION TO WORK CLIENT AND MENTEE

Finding work in Australia is difficult for many and being a new migrant can pose several challenges that make transitioning even harder.

Like other migrants, Madiha found it difficult to settle into life in Australia and navigate through the cultural differences. Being highly educated, she found it difficult to adjust and find work as her qualifications and previous experience are not recognised.

Being new to Australia, Madiha also faced the challenge of not having the support of a personal and professional network during the job seeking process.

“THE PEOPLE AT FITTED FOR WORK REALLY UNDERSTAND AND ARE COMMITTED TO THE MOTIVE BEHIND THEIR WORK. THEY KNOW THE DIFFERENCE THEY CAN MAKE IN SOMEBODY ELSE’S LIFE AND THEY WORK HARD TO IMPROVE IT ALL THE TIME.”

MADIHA

“IN A COUNTRY WHERE I KNEW NO ONE, FITTED FOR WORK GAVE ME THE CONFIDENCE AND ENCOURAGEMENT TO BE MYSELF AND DO MY BEST.”

MADIHA

Fitted for Work was able to help by offering Madiha the Transition to Work and Mentoring programs, which gave her the confidence and encouragement to continue trying to move forward.

Madiha was introduced to a support network and partnered with a mentor who helped her source a job that related to her qualifications and previous experience. She is now in full time employment and gives back to other women in the Fitted for Work community by speaking about her experiences and advocating for the organisation in the community.

“I BEGAN TO WONDER IF I WOULD EVER BE ABLE TO WORK AGAIN.”

LYNETTE

LYNETTE, MENTEE

I was 56 years old and eager to work, but felt as though my age was a barrier. Over the space of two years, I submitted hundreds of job applications and walked into countless shops to ask the owners for a job but was never successful. I began to wonder if I would ever be able to work again.

My background is working in the education sector so knew I had the skills and experience to get a job. I didn't want to give up and kept trying every day, and it was my connection with Fitted for Work that kept me feeling optimistic. Fitted for Work offer programs that help women like me believe in themselves and acknowledge their worth and value within the wider community.

I signed up for the Mentoring Program because I believed it would be helpful to get an objective view of my strategy from an

experienced person. I was also at a point where I wanted to find somebody who really cared about *me* and *my* goals.

When I met Leigh, one of my biggest surprises was that we were from entirely different worlds: he was from the finance industry and I was from the education field. I was also surprised, but delighted, to have a male mentor because I come from a large family with five brothers so I find it easier to relate to men.

It has been really easy to work with Leigh and I've really benefited from the connection with just one person. He has been there to help me ride the storms and sail the smooth seas of success. Knowing that I haven't been alone in the journey and that a competent, caring person has been there to be honest with me when I've needed advice has helped me realise that I'm in control.

LEIGH, MENTOR

I come from the finance industry and I'm at an age where I want to give back and help others fulfil their goals.

Being a mentor is a big role and requires some important qualities in a person. First of all, a mentor needs to be authentic and be completely present in the conversation. For the relationship to work, you both have to share your story and be open minded when your mentee is sharing a personal situation with you.

Lynette has a brilliant and positive attitude, which has made mentoring her worthwhile. I have helped her make a major change in her career direction. Lynette was once a primary school teacher but now she's working as a golf coach, it's a great feeling for me, knowing that she's loving every minute of it.

“A MENTOR NEEDS TO BE AUTHENTIC AND BE COMPLETELY PRESENT IN THE CONVERSATION.”

LEIGH

“WE ONLY WORK WITH TWO MAJOR CHARITY PARTNERS AND CHOSE FITTED FOR WORK BECAUSE WE GENUINELY WANT TO BUILD STRONG EMOTIONAL CONNECTIONS IN THE COMMUNITY.”

Since 2013, ISPT has been one of Fitted for Work’s major partners provided support to our clients through their Staff Community Program. Through this program, ISPT staff are able to support community initiatives that they are most passionate about.

Mark Bassett is a member of ISPT’s Executive Team and has been heavily involved in developing the relationship between ISPT and Fitted for Work.

“Our Property Investment Manager, Megan French-Wright, first saw the work that Fitted for Work were doing at our retail centre in Melbourne’s GPO. She developed a business case to have Fitted for Work as one of ISPT’s major charity partners. We only work with two major charity partners and chose Fitted for Work because we genuinely want to build strong emotional connections in the community. We believe in equality between women and men and are proud to be associated with an organisation that helps women flourish when times are tough.”

Thanks to ISPT’s generous support, Fitted for Work has been able to fully fund a National Client Services Manager role, which allows the organisation to significantly increase the scale and variety of its programs while maintaining commitment to quality service provision. The ISPT team has also been on hand to provide strategic advice on a range of issues including organisational financial sustainability.

ISPT has provided volunteers for Conscious Closet sales and a training venue through one of their property clients. This level of support has been crucial to ensuring the ongoing implementation of key programs and workshops. Furthermore, ISPT staff Erin Donnellon and Betty Shallard facilitate community connections including the collection of business clothing for our boutique.

The team at ISPT has shown great empathy and desire to learn more about the challenges that face our clients. Part of their

contribution has been to communicate with the wider community what it means to face adversity when you are a woman with limited resources.

“Being a ‘good’ corporate citizen is not a choice, it’s a community expectation. ISPT looks to create meaningful partnerships with organisations like Fitted for Work. We know that reliable sources of support are critical to the continuation of essential community projects. We look at how we can help not just from giving dollars but also at an individual level. That’s why we support our staff to become personally involved in an area that interests them most. We are proud to think that our involvement has empowered women and helped them return to the workforce,” says Mark Bassett.

Founded in 1994 by four leading industry superannuation funds, ISPT is one of Australia’s largest unlisted property fund managers.

“WE ARE PROUD TO THINK THAT OUR INVOLVEMENT HAS EMPOWERED WOMEN AND HELPED THEM RETURN TO THE WORKFORCE.”



Financials and Summary

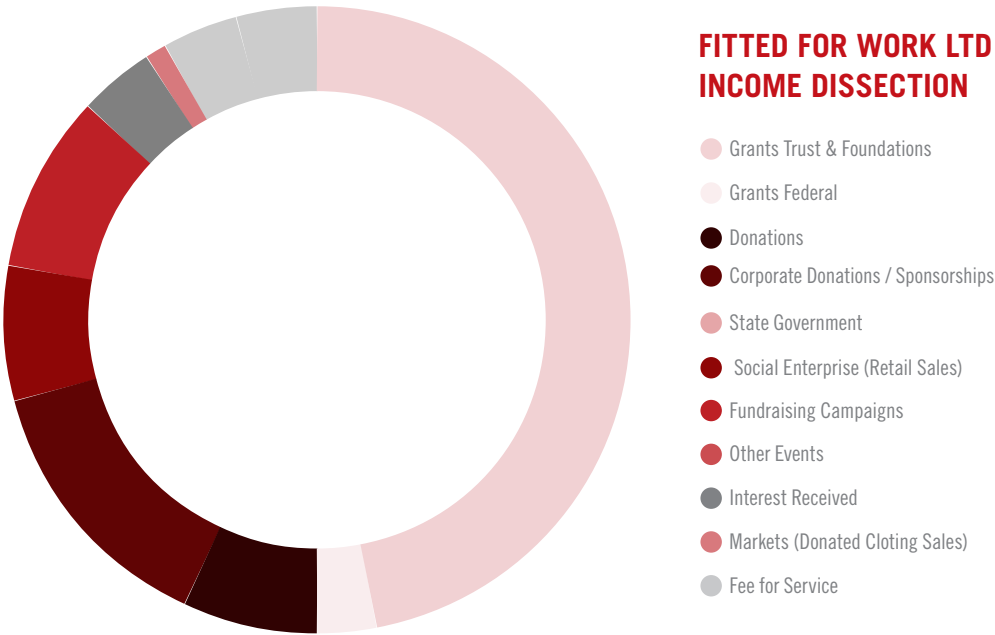
Abridged Audited Financials as at 30 June 2015

FITTED FOR WORK LTD
STATEMENT OF INCOME AND EXPENDITURE FOR PERIOD ENDED 30 JUNE 2015

| | 2015 (\$) | 2014 (\$) |
|-------------------------------|-----------|-----------|
| Total Income | 1,711,646 | 1,370,531 |
| Total Expenses | 1,487,204 | 1,453,723 |
| Operating Surplus / (Deficit) | 224,442 | (83,192) |

BALANCE SHEET AS AT 30 JUNE 2014

| | 2015 (\$) | 2014 (\$) |
|---------------------------------|-----------|-----------|
| Total Assets | 854,783 | 703,980 |
| Total Liabilities | 620,768 | 694,407 |
| Net Assets | 234,015 | 9,573 |
| Retained Profits & Total Equity | 234,015 | 9,573 |



AUDIT AND ACCOUNTS

Fitted for Work complies with all applicable Australian Accounting Standards and Guidelines, and the accounts are prepared in accordance with the *Australian Charities and Not for Profit Act 2012 (ACNC Act)*. The financial statements are audited by Eric Townsend & Associates. These statements are available upon request from Fitted for Work.

How you can help



Since 2005, Fitted for Work have helped change the lives of more than 20,000 women. A special thanks to all of our volunteers, donors, supporters, business and corporate partners, staff, board and of course, our courageous and inspiring clients. These people are the heartbeat of the organisation and our greatest asset.

HOW YOU CAN CONTRIBUTE

There are a number of ways you can help support us and change the life of a woman experiencing disadvantage.

FINANCIAL

Our programs and services are free of charge to our clients. While we have several volunteers helping with each program, we also need regular funding to continue to offer all of our services.

HOW TO HELP:

- Make a personal donation at fittedforwork.org and consider becoming a monthly donor
- Invite us to apply for a grant at your organisation or foundation
- Get involved in one of our community fundraising events, or organise your own fundraising event
- Become a Fitted for Work business or corporate partner
- Shop at Dear Gladys and support a great social enterprise. Visit www.deargladys.com.au
- Buy a bargain at our monthly Closet Clothing Sale.

VOLUNTEER

Volunteering is a great way to make an impact and help one of our clients. We have lots of projects on the go and are always on the look out for more hands on deck. If you're an individual or with a team from your workplace and willing to contribute your skills and time, we would love to hear from you.

HOW TO HELP:

- Volunteer in one of our programs, including the Personal Outfitting in one of our boutiques, Interview Preparation Service or Women Exiting Prison Program
- Become a mentor or offer work experience at your company as part of our Transition to Work Program
- Contribute your time and expertise on one of our skilled volunteering projects
- Assist with other projects found on fittedforwork.org

CLOTHING DONATIONS

We're always in need of quality and work appropriate clothing, shoes and accessories, as well as personal care products.

HOW TO HELP:

- Donate suitable items from your wardrobe after a 'spring clean'
- Donate unopened personal care products such as makeup, shampoo, moisturisers
- Organise a collection of donated products at your workplace



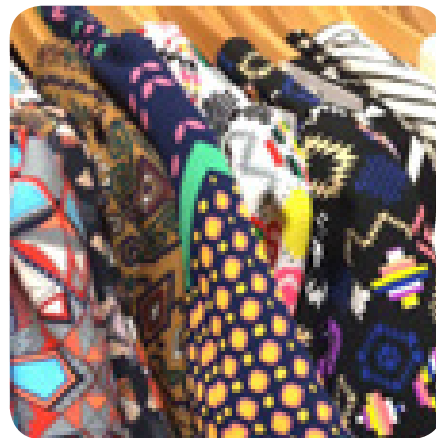
Dear Gladys is a high quality vintage and contemporary boutique owned by Fitted for Work as a social enterprise. The boutique operates online and through pop up shops around Melbourne.

Dear Gladys stocks a range of handpicked clothes, accessories and handbags from Australia, Europe and America, as well as its own brand of hosiery, shoes, and gifts. Customers keep coming back because the stock is regularly updated, well-priced, unique and, most importantly, every purchase goes directly towards helping a woman step out of disadvantage and into work.

Dear Gladys collaborates with Melbourne fashion designers, adding fantastic contemporary pieces to the range which complement the vintage aesthetic.

With five years of online trading, Dear Gladys continues to grow its online business and followers. In 2015, Dear Gladys enjoyed a successful branding makeover, including a stunning new online store reflecting a maturity as a business and a brand. The online store has increased the selection of gifts available and Dear Gladys is planning a more permanent pop up in 2016 to showcase the exciting new ranges.





Dear Gladys encourages customers to think sustainably about their fashion purchases, and to care for, recycle and perhaps pass-on pieces to friends.



Dear Gladys' growth in success and increased popularity can be attributed to the wider Melbourne community where it is now an iconic brand on the Melbourne vintage scene with more than 29,000 online followers.

Find out more about Dear Gladys by visiting www.deargladys.com.au

and follow the fashion via social media:

-  facebook.com/deargladysvintage
-  twitter.com/deargladys
-  pinterest.com/deargladys
-  instagram.com/deargladysvintageboutique

The Board 2014 / 15



Mary Crooks AO (Chair)
BA(Hons), MA
Executive Director of the Victorian Women's Trust.



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B Mus, LLB(Hons), MAICD, AMICDA
Director of the Queen Victoria Women's Centre Trust, Co-Chair of Human Rights Watch Australia.



Maree Davidson
Member of the Centre for Multicultural Youth (CMY) Board, an Executive Member of National Coalition Against Bullying (NCAB), Chair of the Advisory Committee for the Fellowship for Indigenous Leadership, YMCA National Board Member, Director YMCA – Youth Community Fund, Advisory Board Member Verde Foundation and Director of the Board of the Consumer Utilities Advocacy Centre.



Jaclyn Grant (Company Secretary)
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Commercial Consultant.



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BSc(Hons), MSc, PhD, JD GAICD
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Marcus Fazio
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Michael Cohn
B.Ec. Monash
Management Committee of Liberty Victoria.

The Staff 2014 / 15

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Thank you

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Our approach to corporate partnerships is based on shared value principles. All our partnerships are unique and are designed to deliver mutually beneficial outcomes which are clearly defined and measured.

In 2015 we continued and began some new partnerships. We offer a special thanks to our Platinum and Gold partners.

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