

# ANNUAL REPORT 2016-17

VICTORIANS LEADING THE RESPONSE  
TO THE CLIMATE CRISIS



**Environment Victoria is one of Australia's leading environment groups, independent and not for profit.**

We take on the biggest threats to our climate and environment. We inspire, empower and lead people and communities to take action, building power to solve the climate crisis, achieve a healthy environment and secure a fair and thriving Victoria.

Environment Victoria acknowledges that we live and work on Aboriginal land and that this country was cared for over tens of thousands of years by traditional owners before colonisation.

We pay our respect to Victoria's traditional owners – past, present and future – who continue to care for country.

Environment Victoria will support and work towards a just and fair settlement or treaty between Indigenous and non-Indigenous Australia.



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Photo on cover: Ararat wind farm, Victoria, courtesy of RES Group.

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### About this report

Environment Victoria produces an Annual Report describing our activities and performance over the reporting period, including our sustainability performance. In striving for a sustainable planet, we are conscious of the economic, social and environmental impacts of our activities and committed to measuring our performance and minimising our environmental impact.

This report covers our activities for the 2016-17 financial year and discloses those activities of most interest to our key stakeholders, our financial performance and the direct sustainability impacts of our operations.

This report contains Standard Disclosures from the GRI G4 Sustainability Reporting Guidelines. We have defined the content of this report to respond to the commitments set out in our 2016-17 Annual Plan and our Charter. It outlines our performance against our strategic objectives, which were developed in consultation with our key stakeholders.

We welcome feedback regarding the content of this report and our activities generally. All correspondence can be directed to [admin@environmentvictoria.org.au](mailto:admin@environmentvictoria.org.au) or by calling 9341 8100.

Hazelwood power station's final operational unit, Unit 1, being shut down for the last time before the station closed permanently on 29 March 2017.

Photo: WikiCommons user Mriya, licensed under Creative Commons (CC BY-SA 4.0)



# BIG ACHIEVEMENTS THIS YEAR



Above: How *The Age* covered the Victorian government's nation-leading *Climate Change Act* in the wake of news that Hazelwood would close.

## What we achieved together this year:

- Completed our twelve-year campaign to phase out Hazelwood, the oldest and dirtiest power station in Australia.
- Helped secure more than \$300 million in state and federal government funding to support the Latrobe Valley through the transition.
- Launched a major new report, *Life After Coal*, mapping out a transition to more sustainable industries for the Latrobe Valley, prompting government funding for home energy efficiency upgrades in the region.
- Launched the new #Repower campaign calling for a fast and fair transition to 100 percent renewable energy, and supported the establishment of 20 new local #Repower groups around the state.
- Helped strengthen and secure the passage of the Victorian government's nation-leading *Climate Change Act*, which commits to reducing climate pollution to zero.
- Built public and parliamentary support for Victoria's new Renewable Energy Target.
- Contributed to the state government increasing mine rehabilitation bonds by hundreds of millions of dollars through a long-running campaign for better mine rehabilitation standards.
- Helped lock in more than \$162 million in the state budget to overhaul the Environmental Protection Authority, plus \$86 million for biodiversity protection.
- Held community events to track the progress of the Andrews government halfway through its term.
- Hosted a 'climate science briefing' for Victorian MPs at Parliament House, featuring presentations by Professors Ross Garnaut and Malte Meinshausen.
- Campaigned for minimum efficiency standards for rental properties through media stories, reports, petitions and meetings with MPs.
- Launched a new 'Act on Extinction' campaign, calling for stronger nature laws, including a large public forum and submissions to the review of the *Flora and Fauna Guarantee Act*.
- Highlighted the federal government's failure to cut climate pollution with a billboard outside the office of Environment and Energy Minister Josh Frydenberg, public demonstrations and submissions.
- Launched a new website, featuring a Sustainability Hub with support from Lord Mayor's Charitable Foundation.
- Developed an ambitious new five-year organisational strategy.



Above: Our campaign for minimum efficiency standards for rental properties gained traction with national media coverage and two large petitions. Right: The 2017-18 state budget included \$162 million to modernise the Environment Protection Authority. A new biodiversity plan was announced in April 2017. Image Credit: Ed Dunens



# ABOUT US - OUR NEW STRATEGY

With a history spanning back to 1969, Environment Victoria is one of Australia's leading environment groups, independent and not for profit.

In 2017, we worked with Spark Strategy consultants, Board members and staff to develop a new five-year strategy for 2017-2022. Here's a snapshot of our roadmap for the future.

## Our vision

Victoria is a national and global leader for solving the climate crisis. We are an inspiring example of a thriving, sustainable society that protects and values nature.

## Our mission to get there

We take on the biggest threats to our climate and environment.

We inspire, empower and lead people and communities to take action, building power to solve the climate crisis, achieve a healthy environment and secure a fair and thriving Victoria.

## The role we play

-  We're a campaigner and influencer, making change happen.
-  We're an organiser, building the movement.
-  We're a thought leader, looking to the future and developing solutions.

## Our objectives for the next five years (2017-2022)

- 1. Cut climate pollution to zero at emergency speed and make Victoria a leader in combatting the climate crisis.** Phase out our biggest source of greenhouse gas emissions, coal and gas, and build more clean, renewable energy. Cut pollution in how we travel, grow food and care for country, and

reduce the climate change impact of what we import and export.

- 2. Strengthen the laws and systems to protect nature.** Act as a watchdog for Victoria's environment. Campaign to strengthen the laws, standards, institutions and policies that protect our living world and to change those that destroy it in the face of global warming.

- 3. Show that sustainability can be fair.** Ensure the transition to a sustainable Victoria looks out for affected communities, disadvantaged groups and people experiencing the impacts of climate change. Everyone should share in the benefits of clean energy and energy efficiency.

- 4. Build the movement for change.** Empower communities across Victoria to stand up for our environment and climate, making sure our elected representatives put the planet above politics. Maintain a resilient, effective, nimble and financially independent organisation to achieve these goals.

## Measuring success

Our full strategy breaks these big-picture objectives into priorities for 2018, 2020 and 2022 on the way to zero emissions energy by 2030.

# A MESSAGE FROM OUR PRESIDENT AND CEO

For a long time now, Australia has been talking a lot about climate change while delaying action to prevent it. But despite the best efforts of those who would slow down the inevitable shift to clean energy, over the past 12 months it's become very clear that this transition is well underway and that here in Victoria we are at ground zero.

We're proud that this year together we finally achieved the closure of Hazelwood power station, Australia's dirtiest and one of the most polluting in the world. Hazelwood has been a focus of our efforts for over a decade, and its closure is a major step forward for action on climate change in Victoria.

We're also proud of the work that we've done to ensure a just transition for coal workers and communities in the Latrobe Valley, and to continue the shift to clean energy at the pace we need. Stopping the climate crisis, and healing our natural environment is going to require solutions that strengthen and support communities and build powerful alliances for environmental leadership.

We are definitely at a turning point now. Our job is to make sure the world turns the right way. During the past year, Environment Victoria staff and Board members have been working towards a new organisational strategy. Over the next five years, we will focus on Victorian leadership to accelerate the shift to a pollution-free economy, strengthening systems to ensure our environment is protected, and making sure the coming transitions are fair for all Victorians.

Our strategy also maps out a path towards increased strength and resilience. That means further boosting our people power while consolidating and growing our financial independence. Worryingly, we continue to see attacks on our right to participate in public debate.

The Turnbull government is still exploring options for limiting how much advocacy environment groups can undertake. No other types of charities face such restrictions. The coal lobby is driving this attempt to silence environment groups, a sure sign our activities are having an impact.

Our mission is to take on the biggest threats to our climate and environment. We aim to inspire, empower and lead people and communities to take action, building power to solve the climate crisis, achieve a healthy environment and secure a fair and thriving Victoria. This is what we're here to do. It's an ambitious, but necessary plan.

Thankyou for your support this year – together we are making a big difference.



Emma Humann  
President

Mark Wakeham/Nicholas Aberle  
CEO

# 1. A SAFE CLIMATE

We advocate for, and help pioneer, the shift to a pollution-free and energy efficient economy.



Above: How *The Age* covered the closure of Hazelwood power station in March 2017.

Years of hard work is paying off with two significant milestones for action on climate change achieved in Victoria this year: the closure of the Hazelwood power station and the passage of a new Climate Change Act. But with Australia's climate pollution still rising and increased attacks on clean energy, there is still a lot of work to do building people power for a safe climate.

## Hazelwood power station closes

We started campaigning for the retirement of Hazelwood, Australia's dirtiest power station, in 2005. In March 2017 it finally stopped polluting.

In the lead-up to the closure announcement, we demonstrated to owners Engie and Mitsui the public support for closure, and called on them to ensure they decommission the power station responsibly, with a plan to fully rehabilitate the mine and support workers who would lose their jobs.

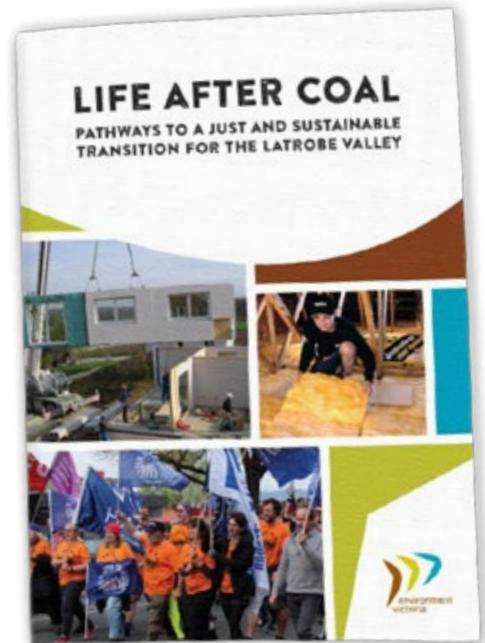
We used the increased focus on the energy transition to launch a campaign for a national plan to phase out the rest of Australia's coal power stations. We complemented this work by making a detailed submission and giving evidence to a Senate Inquiry into the Retirement of Coal Power Stations and contributing to the Finkel Review into the National Electricity Market.

## Supporting the Latrobe Valley transition

We worked closely with our friends in the Latrobe Valley to call for measures to support a just transition away from coal.

In October we launched the *Life After Coal* report, canvassing economic development opportunities in the Valley and highlighting key lessons from around the world. The report called for a Latrobe Valley Transition Fund and for the community to lead decision-making. Together with strong local voices, this helped secure the establishment of the Latrobe Valley Authority and a \$266 million state government support package for the region.

We hosted a forum at the Sustainable Living Festival, linking unions, environmentalists and Hazelwood workers calling for a national plan to phase out coal and support communities in transition. We also organised a stakeholder roundtable to bring together representatives from across Victoria to learn from those leading the coal transition in the Appalachian Region of the US, and organised a Day of Action in the Latrobe Valley to survey community members about their vision for the future.



Above: Our *Life After Coal* report mapped out a transition to more sustainable industries in the Latrobe Valley.

Below: Nick Aberle's Op-Ed in *The Guardian* on the need for a national transition plan.





Above: Thanks to a very generous donation, we were able to place this billboard down the road from the office of Environment and Energy Minister Josh Frydenberg in April as the Coalition reviewed its climate and energy policy.

Below: Victorian MPs attending our climate science briefing in Parliament in November 2016.

## Securing better climate laws for Victoria

**In 2017 Victoria got a new Climate Change Act.**

The newly strengthened Act and framework commits Victoria to achieving net zero climate pollution by the year 2050 and supports measures to reduce pollution and embed climate change into government decision making.

To ensure politicians across the board were fully aware of the urgency of climate action, we organised a climate science briefing for MPs at Parliament House, featuring presentations by world renowned economist Professor Ross Garnaut and climate scientist Professor Malte Meinshausen. We also hosted a series of morning teas for MPs to hear from their constituents about climate change.

**Right:** Audience members showing their support for as just transition away from coal at the 2017 Sustainable Living Festival. Environment Victoria CEO Mark Wakeham was joined by Hazelwood worker Mark Richards, ACTU Chief of Staff Ben Davison and Climate Institute Head of Policy Olivia Kember.

## Repowering Victoria with 100 percent renewable energy

**We are using 'decentralised' community organising to grow people power for clean energy in Victoria.**

We are helping establish new local groups across Victoria who can defend renewable energy from scare campaigns and make sure our elected representatives on all sides of politics support cutting pollution and building clean energy.



## 2. Healthy ecosystems

We advocate for the restoration of our rivers and wetlands and the protection of Victoria's biodiversity.



Above: South Australian Environment Minister Ian Hunter's frustrated outburst in November 2016 was a wake-up call on the Murray-Darling Basin Plan.

**Our nature campaign is bearing fruit with the introduction of Victoria's new Biodiversity Plan, funding for nature protection in the state budget and strong community support for protecting Victoria's threatened species. We continue to work hard for a stronger and successful Murray-Darling Basin Plan to deliver the water our rivers need.**

### Act on Extinction

**This year we launched our Act on Extinction campaign to strengthen the laws that protect nature in Victoria. Current laws are woefully inadequate and in urgent need of reform.**

We have worked with partner groups Victorian National Parks Association and Environmental Justice Australia to raise awareness, tell the story of our threatened species, develop solutions and lobby government for change. We organised a large public forum in response to the government's review of the *Flora and Fauna Guarantee Act* and facilitated submissions from supporters. Now we are pressuring the government to get serious and undertake meaningful reform to protect our precious plants and animals. We also contributed to the development of the state government's Biodiversity Plan – the first update for managing biodiversity in Victoria in 20 years. Together with the \$86 million allocated to biodiversity protection in the state budget, this is a welcome commitment to protecting Victoria's natural environment.

### Save the Murray

**The historic Murray-Darling Basin Plan is intended to restore the Murray River and its northern tributaries to health. We continue to press for implementation of the Plan on time and in full.**

This year there was enough doubt about the outcomes for the Council of Australian Governments (COAG) to become concerned and make it a standing item of business to report on progress. Our work together with the Lifeblood Alliance made that happen. We also exposed the impacts of unfair water sharing rules in NSW on the lower Darling and into Victoria, supported regional river champions and lobbied hard around Ministerial Council meetings. The Plan is once again in the media spotlight, which gives us a unique opportunity to ensure it does its job of restoring our largest river system to health.



Above: Together with Victorian National Parks Association and Environmental Justice Australia, we held an information session about the *Flora and Fauna Guarantee Act* in February 2017. More than 150 people attended, and many submitted to the government's review of the Act.



## New protections for our rivers

We worked hard to ensure that the Andrews government's *Water for Victoria* plan, released in October 2016, included a strong focus on the impacts of climate change on our rivers and wetlands and began to plan for a future with less water.

The Andrews government also took another big step forward with the introduction of the Yarra River Protection (Wilip-gin Birrarung murrn) Bill with its strong focus on Traditional Owner involvement in river management.

**Above:** Our new Act on Extinction campaign calls on the Victorian government to update nature laws so they can protect threatened species, such as the Long-nosed potoroo pictured above. We thank photographer Doug Gimesy for contributing images to this campaign.

Photo Doug Gimesy, see [www.gimesy.com](http://www.gimesy.com)

**Right:** The Wimmera River near Jeparit, Victoria.



# 3. One Planet Living

We advocate for a society and economy that lives within the means of the one planet we share.



Above: One of many articles in *The Age and Domain* covering our campaign for efficiency standards for rental properties.

Our campaigns tackle the drivers of unsustainable energy and water use and help communities reduce their environmental impacts. In 2016-17 we maintained our focus on helping households vulnerable to rising energy and water costs through the One Million Homes Alliance and our rental standards campaign. With support from the Lord Mayor’s Charitable Foundation we began the Smart Clean Energy for All project to ensure the transition to 100 percent renewable energy is fast, fair and affordable.

## Improving efficiency and living standards for One Million Homes

Environment Victoria continued to work with our One Million Homes Alliance partners to ensure the Victorian government delivers on its commitments to improve energy efficiency across the Victorian economy, with a particular focus on low-income and disadvantaged households.

We welcomed the government’s commitment to retrofit the homes of several thousand people experiencing energy hardship or with complex health conditions, and have continued to advocate for scaling up such programs state-wide. The \$5 million Latrobe Valley Home Energy Upgrades program followed recommendations of Environment Victoria’s *Life After Coal* report, which identified efficiency upgrades as a key opportunity for creating jobs and tackling socio-economic disadvantage in the Latrobe Valley.

## Bringing rental homes up to scratch

A key focus for 2016-17 has been the One Million Homes Alliance campaign for minimum efficiency standards for the nearly one-third of Victorian homes that are rental properties.

We have ensured the voices of people who rent are being heard by MPs, both through the media and in direct meetings. Over 14,000 Victorians signed our petitions for minimum efficiency standards for rental properties. We are hopeful this long overdue reform will be delivered before the 2018 state election.



Above: Efficiency standards for rental properties will benefit Victoria’s 610,000 rental households.



### Smart, clean energy for all

With recent public attention on energy security issues, we have been highlighting the critical role of energy efficiency in achieving a rapid transition to 100 percent renewable energy, and the need to ensure renewable energy is accessible to all Victorians.

As well as engagement with key policy processes such as the Finkel Review, we are developing an agenda for rapidly rolling out efficiency and renewable energy upgrades to Victorian households. Research and consultation undertaken in 2016-17 has laid the foundation for active campaigning in the lead-up to the 2018 state election.

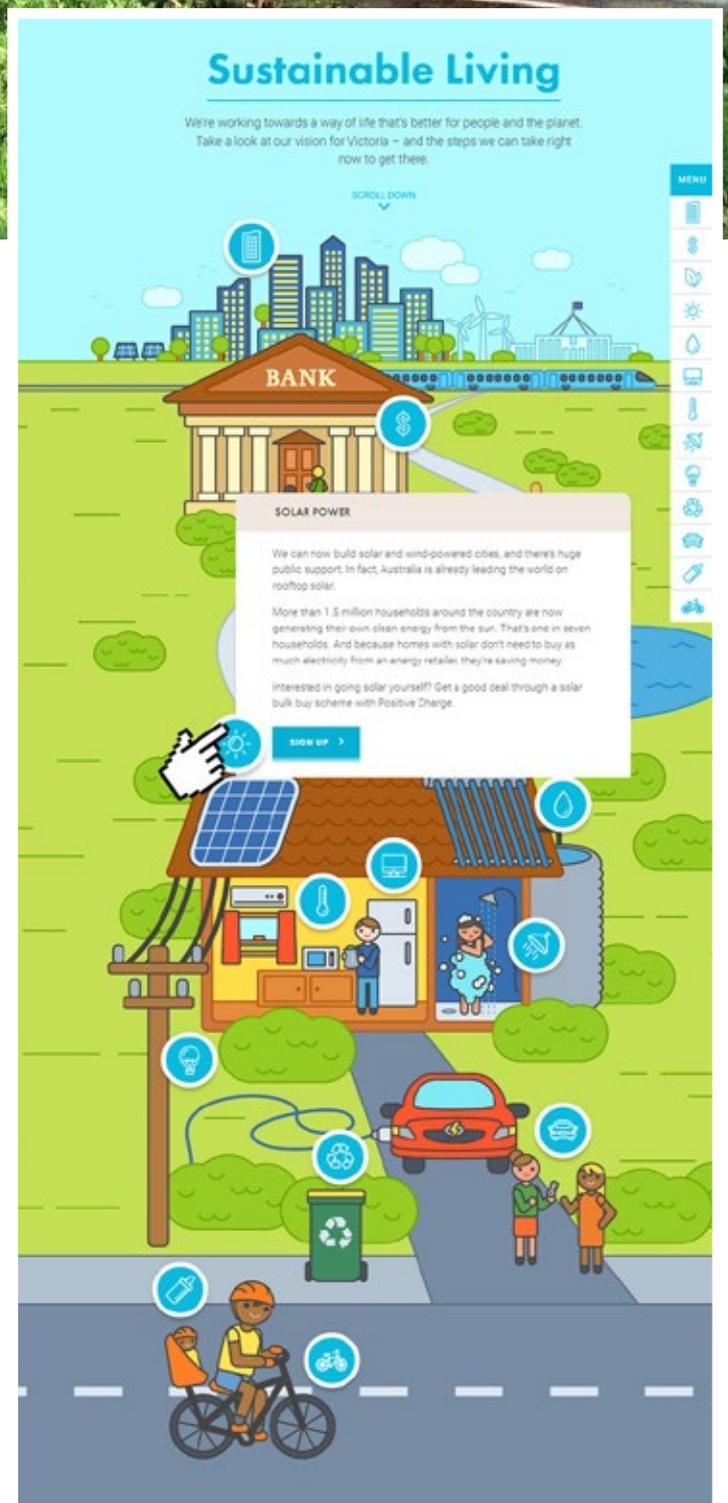
**Above:** This dilapidated rental home, located in one of Melbourne's inner suburbs, is a classic example of why we need efficiency standards to bring the worst rental properties up to scratch.

**Right:** A screenshot of our new website. See [environmentvictoria.org.au/sustainability-hub](http://environmentvictoria.org.au/sustainability-hub)

### Sustainability hub

With the launch of our new website in October 2016, we released an online sustainability hub to give Victorians easy access to information about how our homes, suburbs, towns and state can become more sustainable.

This new web portal collates decades of advice and research from Environment Victoria in one place. This work was generously supported with a grant from the Lord Mayor's Charitable Foundation.



# 4. Community organising to #Repower Victoria

**We are building significant community power for our climate and environment.**



**Above:** Volunteers gathered in Ringwood – one of many events organised for the #Repower day of action in July to show support for the Victorian Renewable Energy Target.

**It's been a year of exciting growth for our community organising program as we continue to build Victoria's movement for strong environment and climate action. Over the last 12 months we continued working closely with community leaders in key areas, while also launching our new #Repower Victoria campaign to build a people-powered network championing the transition to renewable energy.**

## Boosting our people power

**In the strategically important eastern and south-eastern suburbs of Melbourne, our volunteer teams – South East Environment Network (SEEN), 'Southies', and Eastern Action for the Environment (EAFE) – have been going from strength to strength.**

With our support, they've rolled out high-impact campaigns to engage their local communities. These grassroots activities demonstrate to political representatives that their constituents want action to protect our environment and climate.

On-the-ground activities that generate maximum attention and impact on Victoria's decision-makers are only possible because of our

volunteers. Some highlights from the year include: street stalls; morning teas with MPs and calls to key politicians in the lead-up to the *Climate Change Act* vote in state Parliament; community forums on the Andrews government's track record halfway through their term with The Wilderness Society, Victorian National Parks Association and Friends of the Earth; rapid response local action in Bentleigh after a clean energy scare campaign from the state Coalition; and constituent meetings with key MPs to hold them accountable on their promises.

We will continue to invest in developing strong, self-sustaining local networks of skilled volunteers who are confident to make their voices heard because we know it has a big impact.



**Above:** On 23 February, after the Victorian Coalition voted against legislation to cut climate pollution, volunteers driving a mobile billboard protested outside the office of MP Inga Peulich.

## Ready to #Repower

**Our #Repower campaign aims for a fast and fair transition to 100 percent renewable energy. It was developed in collaboration with partner organisations including the Australian Conservation Foundation, 350.org, the Nature Conservation Council of NSW and Solar Citizens.**

#Repower uses a directed network approach to seed, resource and connect local community campaigns around the country to boost our impact well beyond what we could achieve alone.

We helped lead the design of #Repower nationally and launched the Victoria campaign in April 2017 to a crowd of over 100 people. We followed up with #Repower Convergence

– an ambitious strategy, training and action planning day – held in Melbourne in May. Throughout the first half of 2017 we recruited a team of more than a dozen central Network Support Team volunteers to support local #Repower leaders.

There are now #Repower groups in about 20 suburbs and towns across Victoria. We have been assisting them to hold initial meetings, survey their communities and demonstrate strong support for renewable energy to their local MPs.





**2018, a double election year**

**Over the next year we will ensure the Andrews government delivers on its promises to implement good climate and energy policies. We'll also hold accountable those who are trying to slow down the energy transition.**

We'll consolidate and support our growing network of linked-up community campaigners around the state, while continuing to build a powerful presence in key battleground seats where political parties pay extra attention. This will ensure community support for building

clean energy, protecting our environment and taking action on climate change as we approach the state election in November 2018, and an expected federal election in the second half of next year.

**Right:** Volunteers at #Repower day of action events in July. Fourteen local groups took part.

**Above & bottom left:** Volunteers at our Convergence in May 2017, getting ready to #Repower Victoria. Photos by Doug Gimesy, see [www.gimesy.com](http://www.gimesy.com)



# OUR CHALLENGES

**As an organisation, Environment Victoria is in good health. Unfortunately, we can't say the same for our environment. That is why we need to continue to boost our efforts, while defending ourselves against efforts to silence environmental charities.**

## Implementing our new five-year strategy

We're a committed team at Environment Victoria, and over the decades we've nurtured a culture and reputation for 'doing what it takes'. Building on this history, our new five-year organisational strategy sets some very ambitious goals. It recognises that the climate crisis demands transformative change, not just incremental tinkering. While we have a plan to meet those goals, we recognise that we're aiming high and it is going to be a lot of hard work to reach them.

## Consolidating our financial independence

2016-17 is the first financial year in which we have received no government funding at all. Through the generosity of our supporters, we have been able to carry on our work with full financial independence from the governments we are holding to account. Growing our resource base further will allow us to run bigger and stronger campaigns.

## Building a people-powered social movement

As the old saying goes, the only thing that can beat organised money is organised people. That's why we're committed to our community organising strategy, which aims to build an unstoppable people-power movement to put the planet above politics. There are several challenges here. One is scale – reaching enough people to show our elected representative that environmental issues matter to voters. The other is the political heat that comes from working in marginal seats, even though this is legitimate work for charities.

## Defending against attacks on environmental charities

After a short hiatus, the federal government has re-established efforts to silence environmental charities. The latest move is a Treasury discussion paper that proposes limits on how much environmental charities can spend on advocacy efforts to protect the environment. Environment Victoria made submissions to the discussion paper process and the previous inquiry, and we'll continue to monitor developments.

# OUR GOVERNANCE

Environment Victoria Incorporated (referred to in this document as Environment Victoria) is a not-for-profit incorporated association under the *Associations Incorporation Act 1981* (Victoria) operating in Victoria, Australia. The principal activities of Environment Victoria are to safeguard Victoria's environment through advocacy and education. As at June 30, 2017 we had 132,960 supporters. Of those, 6223 supporters made donations, 2186 people made a monthly contribution and 298 group and individual members.

The organisation is governed by a Board of Directors in line with the requirements of Environment Victoria's Rules of Incorporated Association. Directors are appointed by Environment Victoria members at the annual general meeting, and are members themselves. Directors serve for a minimum two-year term and do not receive remuneration for their role, but may be reimbursed for out-of-pocket expenses.

Directors govern the organisation and retain ultimate authority over its management, delegating the day-to-day management to the Chief Executive Officer. The CEO's responsibilities are guided by an Annual plan, performance criteria and monitoring adopted by the Board. The Board conducts an annual performance review of the CEO.

Environment Victoria maintains a public fund which is a tax-deductible gift recipient registered by the Australian Taxation Office and subject to the regulatory oversight of the Commonwealth Register of Environmental Organisations and the Australian National Charities and Not-for-profits Commission. All donations received are used to support Environment Victoria's charitable objectives.

## Role of the Board

The Board's primary role is the good governance of Environment Victoria, including the development and monitoring of long-term directions and goals and the strategies and policies needed to achieve these goals. The Board also appoints and manages the CEO and ensures that the organisation complies with its contractual, statutory and legal obligations; remains financially viable and proactively manages risks. The Board regularly engages with employees via strategy planning sessions, sub-committees, events and meetings. The Board also

invites senior staff to regularly present key information to the Board, and the Directors are always available to provide support and advice or receive feedback.

To meet our governance requirements, Board membership is diverse and includes key competencies such as environmental policy and strategy, finance, legal, fundraising, strategy, audit, risk, communications and engagement. The Board regularly reviews the skills necessary to undertake its activities and undertakes a formal appraisal of its performance annually.

The Board operates sub-committees to investigate various issues and make recommendations to the Board. The Board currently operates four sub-committees, with membership consisting primarily of Directors with support from co-opted experts. The Board does not abrogate its responsibilities to sub-committee members.

### Finance, Audit and Public Fund Committee

This committee assists the Board to fulfill its responsibilities for the financial reporting process, the system of internal controls, the audit process, the organisation's processes for monitoring compliance with laws and regulations and codes of conduct, and the organisation's processes for recognising, identifying and dealing with financial risks. This Committee also oversees Environment Victoria's Public Fund.

### Fundraising, Communications and Engagement Committee

This committee provides advice to the Board on strategies to enhance the reputation and capacity of Environment Victoria, and contributes to its long-term financial strength through leading the development of an effective revenue-raising strategy.

### Governance and Performance Committee

This committee provides support to the Board with regard to processes, policies, systems and frameworks that help maximise the efficiency, effectiveness and quality of Environment Victoria and the Board. It also leads the oversight, management and performance of the CEO.

### Remuneration and Performance Committee

This committee oversees the annual performance review and remuneration of the CEO.

# DIRECTORS REPORT

## OUR DIRECTORS



Emma Humann



Kate Colvin



Tim Watts



Tabatha Fulker



Elaine Montegriffo



Ben Krasnostein



Paul Bailey



Peter Christoff



Sue Davidson

**Emma Humann | President, member of the Remuneration and Performance Committee, Governance Committee member and Finance Audit and Public Fund Committee member**

Emma brings experience in stakeholder engagement and communications to the Environment Victoria Board. She has worked in the corporate, government and not for profit sectors and holds a Bachelor of Arts with Political Science and Environmental Studies majors. Emma joined the board in October 2013.

**Kate Colvin | Vice President, Fundraising and Marketing Committee and Remuneration and Performance Committee member**

Kate has over 20 years' experience in senior positions in policy, advocacy and communications in the social services, environment and overseas development sectors. She has developed and led successful campaigns for more accessible public transport, more affordable housing and better youth justice and homelessness services. Kate has a degree in economics and joined the Board in October 2013.

**Tim Watts | Governance Committee member**

Tim's career spans start-ups (Co-Founder of Flexicar), strategy consulting (with Nous Group) and corporate executive roles in sectors including health, aged care and energy. He holds a Masters degree in politics and economics from Northeastern University in Boston. Tim joined the Board in 2016.

**Tabatha Fulker | Fundraising and Marketing Committee member**

Tabatha is the founding Director at OrganiseUs, a creative and strategic communication agency working across a diverse range of national and state-based campaigns advocating for positive environmental, social justice and community welfare outcomes.

Tabatha has 20 years' experience developing engagement, media and communication strategies for progressive non-profits, over seven years as a daily news and feature journalist at APN News and Media and Fairfax Media, and has lectured in journalism at Monash University. Tabatha joined the Board in 2016.

**Elaine Montegriffo | Fundraising and Marketing Committee member**

Elaine brings strategic leadership skills developed through working in the UK, Asia and Australia in global consulting firms, international NGOs and dynamic social enterprises where she has successfully developed and implemented new strategies for growth and impact. Most recently, as CEO of SecondBite, she significantly grew its social, environmental and economic impact through innovative partnerships.

In 2015 Elaine was recognised as a Global Social Entrepreneur by the prestigious Schwab Foundation, the sister organisation to the World Economic Forum. Elaine holds a Masters in International Development and a BA (Honours) in Philosophy. Elaine joined the Board in 2016.

**Ben Krasnostein | Chair of the Governance and Remuneration and Performance Committee and Finance Audit and Public Fund Committee member**

Ben is an experienced legal professional and company secretary. He is active in business ventures, corporate advisory, in-house solutions, negotiation, renewable energy and property transactions.

Committed to the impact investment movement and all it stands for, both professionally and personally, Ben focuses on policy change and shifting capital allocations away from traditional forms of investment into areas that blend deep social, environmental and financial outcomes and returns. Ben joined the Board in 2016.

**Paul Bailey | Chair of the Fundraising and Marketing Committee**

Paul has worked with some of Australia's largest and most successful charities, helping them to develop effective communication programs and fundraising campaigns. As a specialist fundraising consultant, Paul is responsible for assessing the holistic performance of non-profit fundraising and communications, evaluating opportunities and using data analytics and historic results to make recommendations that generate more money for their cause. Paul joined the Board in October 2014.

**Peter Christoff | Governance Committee and Remuneration and Performance Committee member**

Associate Professor Peter Christoff teaches and researches climate politics and environmental policy in the School of Geography at the University of Melbourne. He is a former Board member of the Australian Conservation Foundation and of Greenpeace Australia-Pacific.

He has also provided policy advice to government, including as a former member of the Victorian Ministerial Reference Council on Climate Change Adaptation, as the Assistant Commissioner for the Environment (Victoria) and a Board member of the Victorian EPA. Peter joined the Environment Victoria Board in October 2015.

**Sue Davidson | Chair of Finance Audit and Public Fund Committee, Governance and Remuneration and Performance Committee member**

Sue is an environmental lawyer with many years' experience advising clients in the corporate, government and regulatory sectors in New Zealand, England and Australia. She also has expertise in economics having completed a Bachelor of Arts (Economics) in New Zealand and an LL.M in Law and Economics in The Netherlands. Sue currently manages a small residential building company in Melbourne that is focused on promoting sustainable residential construction. With this background, Sue brings a diverse range of expertise and experience to Environment Victoria's Board which she joined in April 2016.

# MEETING ATTENDANCE

The Board must meet at least four times a year but typically meets on a six week cycle. Directors commit to a minimum of twelve hours a month including Board and committee meetings and an annual strategic planning process.

Meetings attended	Board	
Emma Humann	7/8	
Kate Colvin	8/8	
Sue Davidson	8/8	
Peter Christoff	5/8	
Paul Bailey	7/8	
Ben Krasnostein	4/5	
Elaine Montegriffo	5/5	
Tabatha Fulker	5/5	
Tim Watts	5/5	
Michael Collins	2/4	(Stepped down from board in December 2016)
Joan Staples	2/3	(Stepped down from board in October 2016)
Simone Zmood	3/3	(Stepped down from board in October 2016)
Robyn Murphy	3/3	(Stepped down from board in October 2016)
Amanda Nuttall	3/3	(Stepped down from board in October 2016)

Image credit: Flickr user A. Elizabeth



# ADHERENCE TO REGULATIONS

Environment Victoria's activities are subject to a number of regulations under Commonwealth and state law. These regulations include those associated with the proper governance of the organisation's management, finances, fundraising and safety. We have met these regulations throughout the year.

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



Emma Humann  
President

# OUR FINANCIAL PERFORMANCE

In 2016-17 we took further steps towards Environment Victoria’s financial security and independence. We have been working hard over recent years to grow our fundraising programs and reduce our reliance on government grants. We are proud to report that we did not seek, nor receive, any new government funding in 2016-17.

We continued to invest in regular giving programs to improve long-term income and have broadened our supporter recruitment channels to include phone, online and events. Appeals by direct mail and online continue to bring in wonderful gifts from our incredibly generous and caring supporters.

The support received from philanthropic trusts, partners and a small group of incredibly generous individuals making major donations was also vital to our transition to a financially independent organisation, and our thanks go out to all our financial supporters in 2016-17.

## Environment Victoria Inc

Environment Victoria’s total income for the year was \$2.3m and expenses for the year were \$2.2m, resulting in a total annual surplus of \$115,678.

This surplus comprises an operating deficit of \$209,863 offset by net realised investment earnings from the Green Future Fund of \$325,541.

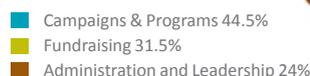
Operating income fell by 20 percent from 2015-16 but this was almost entirely due to the absence of Commonwealth Government funding in 2016-17.

\$1.0 million of our income was spent on our environment campaigning and programs, \$0.7 million was invested in raising funds and \$0.5 million spent on essential administration and organisational leadership.

### INCOME BREAKDOWN



### EXPENDITURE BREAKDOWN



## Thank you

We’d like to thank our wonderful supporters for their donations over the past year. It is their generosity and dedication that has ensured our organisation continues our effective work to safeguard our environment.

# THE GREEN FUTURE FUND

Our environmental challenges won't be solved overnight, so we need to make sure we're here for many years to come. That's exactly what the Green Future Fund does. It provides a long-term investment plan to safeguard Victoria's environment by accepting donations and bequests today and investing them for the future.

Donations to the Green Future Fund are ethically invested and used, with associated income, over 20 years to generate reliable income for Environment Victoria to create a greener future and secure our financial independence. A distribution is made to Environment Victoria each year.

Since its launch in 2010, the Green Future Fund has received \$2.2 million in donations and 45 people have notified an intention to pledge bequests to the Fund through their Will. The Fund has distributed \$1.2 million

to support Environment Victoria's campaign activities. Despite these significant distributions, as at June 30 2017 the Green Future Fund held investments to the value of \$1.89m. The ethical investment returns on the Fund have been consistently high, meaning that the capital base of the fund remains largely intact.

The Green Future Fund is managed by a sub-committee of the Board of Environment Victoria and in 2016-17 was invested in a portfolio managed by Ethical Investment Services. The investment managers operate under an ethical investment overlay (which excludes investments in fossil fuel companies, for example), and the Board monitors ongoing compliance with that ethical overlay.

## Green Future Fund Patrons

### We thank our remarkable Green Future Fund donors

The Dara Foundation (founding supporter)

Mr Malcolm Shore

Dr Phillipa Currie

Melliodora Fund, Australian Communities  
Foundation

Eric Bottomley

The estate of Barbara Beeson

Fair World Foundation

# OUR FINANCIAL FUTURE

In 2009 we started a five-year transition towards financial independence. Our aim was to achieve at least 75 percent of our funding from non-government sources. This was a fairly ambitious goal considering we started with 25 percent of our funds being from independent sources and 75 percent from governments.

In 2016-17 not a cent of our funding came from governments. As a result of our forward-thinking fundraising strategy and thanks to the amazing generosity of our supporters, we have achieved our goal and our full financial independence.

Environment Victoria now has \$2.6 million in members' reserves, including \$1.9 million in the Green Future Fund. Investment has continued in regular giving programs

through online, telemarketing and sign-ups at community events. We aim to strike a balance between online and offline communications, recognising the preferences of our supporters in how they like to receive information.

Our supporter base has increased to over 130,000 Victorians, with a growing number providing us generous financial support. This year we welcomed a new bequest officer to the organisation helping supporters who wish to leave a gift in their Will, and we continue to offer trusts, foundations and supporters the opportunity to invest in our campaigns.

With the unwavering support of our donors, we are confident we will secure and maintain a strong financial base for our campaign work.



The following is a summary of the financial statements for Environment Victoria Inc for the year ended 30 June 2017. The full financial statements are available on Environment Victoria's website.

**ENVIRONMENT VICTORIA INC.**  
A B N 84 495 053 605

**RESPONSIBLE ENTITIES' DECLARATION  
FOR THE YEAR ENDED 30 JUNE 2017**

In the opinion of the responsible entities of Environment Victoria Inc.:

1. The attached financial statements and notes of Environment Victoria Inc. are in accordance with the Australian Charities and Not for Profits Commission Act 2012, including:

- i Giving a true and fair view of its financial position as at 30 June 2017 and of its performance for the financial year ended on that date; and
- ii Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Australian Charities and Not for Profits Commission Regulation 2013; and

2. There are reasonable grounds to believe that Environment Victoria Inc. will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the responsible entities:

  
**Emma Humann**  
President

  
**Sue Davidson**  
Treasurer

Dated this *04* day of *October* 2017

**ENVIRONMENT VICTORIA INC.**  
A B N 84 495 053 605

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2017**

	Note	2017 \$	2016 \$
<b>Income</b>			
Revenue	2	2,296,850	2,569,937
		<u>2,296,850</u>	<u>2,569,937</u>
<b>Expenditure</b>			
Employee expenses		1,219,181	1,332,210
Occupancy and Office		239,976	252,140
Events and Travel		51,959	69,599
Research and Consultancies		412,437	549,702
Communications and Marketing		98,903	92,943
Phone, Information Technology and Equipment		61,912	74,621
Finance, Accounting and Legal		81,983	74,959
Other Expenses		14,821	16,379
		<u>2,181,172</u>	<u>2,462,553</u>
<b>Net Surplus for the year</b>		<u>115,678</u>	<u>107,384</u>

**ENVIRONMENT VICTORIA INC.**  
**A B N 84 495 053 605**

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30 JUNE 2017**

	Note	2017 \$	2016 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	3	601,578	793,240
Other Financial Assets	7(a)	500,986	306,841
Trade and Other Receivables	5	79,719	170,344
<b>TOTAL CURRENT ASSETS</b>		<b>1,182,283</b>	<b>1,270,425</b>
<b>NON-CURRENT ASSETS</b>			
Plant and Equipment	6	106,030	77,012
Available For Sale Financial Assets	7(b)	1,893,588	1,814,514
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,999,618</b>	<b>1,891,526</b>
<b>TOTAL ASSETS</b>		<b>3,181,901</b>	<b>3,161,951</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	8	57,524	104,935
Provision for Employee Entitlements	9	162,381	171,182
Grants Received in Advance		369,016	227,443
<b>TOTAL CURRENT LIABILITIES</b>		<b>588,921</b>	<b>503,561</b>
<b>NON-CURRENT LIABILITIES</b>			
Provision for Employee Entitlements	9	14,864	4,886
<b>TOTAL CURRENT LIABILITIES</b>		<b>14,864</b>	<b>4,886</b>
<b>TOTAL LIABILITIES</b>		<b>603,785</b>	<b>508,447</b>
<b>NET ASSETS</b>		<b>2,578,116</b>	<b>2,653,503</b>
<b>MEMBERS' EQUITY</b>			
Reserves	10	226,928	417,993
Accumulated Surplus		2,351,188	2,235,510
<b>TOTAL MEMBERS' EQUITY</b>		<b>2,578,116</b>	<b>2,653,503</b>

**ENVIRONMENT VICTORIA INC.**  
A B N 84 495 053 605

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2017**

	Note	2017 \$	2016 \$
<b>Cash Flows from Operating Activities</b>			
Receipts from Customers		2,175,447	2,696,720
Payments to Suppliers and Employees		(2,191,287)	(2,732,163)
Interest Income		18,802	22,005
<b>Net Cash (Outflow)/ Inflow from Operating Activities</b>	<b>4</b>	<b>2,962</b>	<b>(13,438)</b>
<b>Cash Flows from Investing Activities</b>			
Investment in Term Deposit		(194,145)	145,597
Capital Distribution/ (Contributions) (Green Future Fund)		55,402	(17,695)
Purchase of Plant & Equipment		(55,881)	(68,095)
<b>Net Cash Inflow / (Outflow) from Investing Activities</b>		<b>(194,624)</b>	<b>59,807</b>
<b>Net Increase in Cash Held</b>		<b>(191,662)</b>	<b>46,369</b>
<b>Transfer from EV Trust</b>		<b>-</b>	<b>22,181</b>
<b>Cash and Cash Equivalents at beginning of the year</b>		<b>793,240</b>	<b>724,690</b>
<b>Cash and Cash Equivalents at end of the year</b>	<b>3</b>	<b>601,578</b>	<b>793,240</b>

**ENVIRONMENT VICTORIA INC.**  
A B N 84 495 053 605

**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 30 JUNE 2017**

	Note	Retained Profit/(Loss) \$	Investment Revaluation Reserve \$	Total \$
<b>Balance at 1 July 2015</b>		759,845	-	759,845
Adjustments relating to merger with EV Trust		1,368,282	498,992	1,867,274
Movement in Investment Revaluation Reserve	<b>7(b)</b>	-	(80,999)	(80,999)
Net Surplus for the Year		107,384	-	107,384
<b>Balance as at 30 June 2016</b>		<b>2,235,510</b>	<b>417,993</b>	<b>2,653,503</b>
Balance at 1 July 2016		2,235,510	417,993	2,653,503
Movement in Investment Revaluation Reserve	<b>7(b)</b>	-	(191,065)	(191,065)
Net Surplus for the Year		115,678	-	115,678
<b>Balance as at 30 June 2017</b>		<b>2,351,188</b>	<b>226,928</b>	<b>2,578,116</b>



**MCG Partners**  
Chartered Accountants

Our Ref

**INDEPENDENT AUDITOR'S REPORT**

Your Ref

**TO THE RESPONSIBLE ENTITES OF ENVIRONMENT VICTORIA INC.**

**Opinion**

We have audited the special purpose financial report of Environment Victoria Inc. a not for profit, ACNC registered non-reporting entity ("the association"), which comprises the statement of financial position as at 30 June 2017, 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, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities' declaration.

In our opinion, the accompanying financial report of Environment Victoria Inc. has been prepared in accordance with Div 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of the association's financial position as at 30 June 2017 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, and Div 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

**Basis of 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 association in accordance with the 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.

**Emphasis of Matter – Basis of Accounting**

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to satisfy the requirements of the association's constitution and meet the needs of members. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

*(Independent Audit Report continued over page...)*

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partners@morco.com.au www.morco.com.au

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## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **Responsible Entities Responsibility for the Financial Report**

The responsible entities are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and is appropriate to meet the needs of the members. The responsible entities responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a 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 responsible entities are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the association 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

- 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 association's internal control.
  
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.

**INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

– Conclude on the appropriateness of the responsible entities 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 registered entity'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 association to cease to continue as a going concern.

– Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the responsible entities 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.

*MCG Partners*  
**MCG PARTNERS**  
Chartered Accountants

*Harish*  
**HARISH BUDHIRAJA**  
Partner

Camberwell  
Melbourne

Date: 05<sup>th</sup> October 2017



**MCG Partners**  
Chartered Accountants

Our Ref

**AUDITOR'S INDEPENDENCE DECLARATION**

Your Ref

**TO THE RESPONSIBLE ENTITIES OF ENVIRONMENT VICTORIA INC.**

In accordance with the requirements of section 60-40 of the Australian Charities and Not for Profits Commission Act 2012, as the auditor for the audit of Environment Victoria Inc. for the year ended 30 June 2017, we declare that, to the best of our knowledge and belief, 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.

*MCG Partners*  
**MCG PARTNERS**  
Chartered Accountants

*Harish*  
**HARISH BUDHIRAJA**  
Partner

Camberwell  
Melbourne

Date: 05<sup>th</sup> October 2017

# WALKING THE TALK

## ENVIRONMENTAL REPORT

We strive to meet the same environmental, ethical and labour standards that we demand of others.

Indicator	Consumption	Consumption	Consumption
	2014-15	2015-16	2016-17
<b>Energy (see note 2)</b>			
Renewable	23,582 kw/h	15,135 kw/h	14,615 kw/h
Coal-fired	0 kw/h	0 kw/h	0 kw/h
<b>Water (see note 2)</b>			
Mains	60,048 litres	65,297 litres	60,397 litres
Rainwater	36,101 litres	36,516 litres	44,195 litres
<b>Transport (see note 5)</b>			
Flights	17,342 km	18,158 km	17,399 km
Car	3,465 km	1,200 km	5318 km
<b>Materials and waste (see note 6)</b>			
Landfill	81 kg	71 kg	128 kg
Co-mingled recycled	114 kg	100 kg	116 kg
Composted	24 kg (only had March-June)	45 kg	118 kg
Paper recycled	467 kg	338 kg	279 kg

### Methodology and comments

1. This report covers our operations at our leased office based in the 60L green building at Level 2, 60 Leicester Street, Carlton. We have no other office buildings and no car fleet. A number of sub-tenants share our space, contributing to our waste production, energy and water use.
2. Energy consumption determined via meter readings.
3. Water use was determined through the use for the building at 60 Leicester Street, Carlton, Australia, and calculating Environment Victoria's share based on our occupancy space (m2).
4. We emit no greenhouse pollution from our energy use as it is generated at our premises through roof-top solar panels or purchased from 100 percent accredited renewable energy sources.
5. We limit the use of mains water by the capture, treatment and use of rainwater, which is of course climate dependent.
6. Transport impacts were measured by recording all flights and car hire kilometres throughout the year. Additionally a travel audit was conducted over two two-week periods, extrapolated over the year for a more accurate representation of our transport use.
7. Waste was measured through a waste measurement audit over two fortnight periods, extrapolated over the year. We compost our organic waste and separate and recycle waste materials, minimising waste to landfill. We use 100 percent post-consumer recycled paper for all our printing and we recycle paper and newspapers used onsite.

# SUPPORTING OUR PEOPLE REPORT

As at 30 June 2017 we had 9 Board members and 21 employees working in Melbourne and remotely. In total we had 16 full-time equivalent staff.

All employees except the CEO and Fundraising Director are covered by a Certified Agreement that provides for competitive salaries and family-friendly work practices, including flexible working hours, ability to work from home and generous carer's leave arrangements. The CEO and Fundraising Director are also covered by performance-based, fixed-term contracts.

Environment Victoria provides networking and training opportunities for our staff to develop their knowledge, skills and capacity. In 2016-17 this included attendance at conferences and formal training in community organising, workplace representation and digital communications. All staff members undergo annual planning and performance reviews.

The safety of our staff, volunteers and contractors is a high priority for the Board. During the year we experienced no OHS incidents.

	Staff	Board
Number	21	9
FTE	16	n/a
Female	71%	55%
Male	29%	45%
Covered by Certified Agreement	90%	n/a
Turnover of permanent staff	23%	n/a

# ETHICAL PARTNERS AND INVESTMENT REPORT

Our Corporate Partnerships Policy requires us to screen potential corporate partners to assess if their activities and operations are compatible with our vision, values and goals. We do not accept funds from organisations that have a poor environmental, social or ethical record or whose operations impact negatively on our environment or community.

Our Investment Policy requires us to screen all potential organisations we may invest in. We've developed

an ethical overlay for our investments that excludes organisations with a poor environmental record or whose operations impact negatively on our environment or community. Green Future Fund investments are now invested with Ethical Investment Services to meet our ethical overlay.

# THANK YOU

## Thank you to our supporters and donors

We would like to thank the thousands of Victorians who donated to Environment Victoria in 2016-17. Your gifts helped deliver the biggest step towards sustainability in Victoria – the retirement of Hazelwood power station. You have heralded the beginning of the end of polluting brown coal in Victoria, and the dawn of a new era of clean energy.

You've supported us in our campaigns to stop extinction in Victoria with tens of thousands of you signing our petition to improve the laws that protect nature, and shown that you believe everyone should benefit from the transition to renewable energy and energy efficiency.

We also want to pay our respects to long-term supporters and donors who passed away this year, John Souter, Glenda Lindsay and Dr Brian Cuming. Dr Cuming played a crucial role in protecting Westernport and received an Order of Australia Medal in 2015 for his service to conservation. We acknowledge their extraordinary legacy for our environment.

## Thank you to our partners and philanthropic supporters

Thank you to the partners, trusts, foundations and organisations that financially supported our programs in 2016-17.



**The Lord Mayor's Charitable Foundation** provides grants to eligible organisations for innovative programs that work to increase life opportunities, promote social inclusion and improve quality of life. The Lord Mayor's Charitable Foundation supported our work on energy efficiency and developing a new organisational strategy.



**The Australian Communities Foundation** offers individuals, families, groups, corporations and not-for-profit organisations an easy and satisfying way of giving something of real value back to the community that they care about by establishing philanthropic funds under Foundation. Various ACF sub-funds supported our campaigns in 2016-17.



**The Mullum Trust** supports projects which have significant ongoing or catalytic environmental outcomes, with a focus on environment, animal welfare and wildlife and conservation and heritage. The Mullum Trust supported our Step-up Victoria campaign.



**Patagonia** give 1 percent of sales to support environmental organisations around the world, funding at the grassroots level in countries and communities where they have people on the ground. Patagonia support our transitions work in the Latrobe Valley.



**Planet Wheeler Foundation** supports practical and effective projects which make a difference in the alleviation of poverty. Planet Wheeler supports our community organising work and Safe Climate campaign.



**The Reichstein Foundation** works for social justice and environmental sustainability by investing strategically in inspirational people, projects and organisations. It is a catalyst for more effective philanthropy in Australia. The Foundation supported our CEO to undertake a US study trip of innovative campaigning organisations via the Jill Reichstein Award.

# THANK YOU TO OUR BUSINESS SUPPORTERS

Thank you to the sustainable businesses that invested in our programs in 2016-17.



**Bank Australia** is a customer-owned bank offering banking products and services that support customers to achieve their financial goals while creating stronger communities and a healthier environment. Environment Victoria is running a divestment campaign with Bank Australia for which we receive a commission if customers shift their mortgage to Bank Australia – a bank that doesn't invest in the fossil fuel industry.



**Powershop** is Australia's first and only 100 percent carbon neutral electricity retailer. Powershop is backed by Meridian Energy, a 100 percent renewable energy producer with no investments in fossil fuels, and was ranked number one for Australia's greenest power company for two years running in Greenpeace's Green Electricity Guide. Powershop has partnered with Environment Victoria for our Power Revolution campaign.

# THANK YOU TO OUR PARTNERS

Thank you to our program delivery, campaigns and One Million Homes Alliance partners:

- Alternative Technology Association
- Australia-German Climate and Energy College
- Australian Conservation Foundation
- Australian Environmental Grantmakers Network
- Australian Council of Trade Unions
- Australian Youth Climate Coalition
- Baby Boomers for Climate Change Action
- Bank Australia
- Birdlife Australia
- Bob Burton
- Brotherhood of St Laurence
- Centre for Social Change
- City Life Church
- Climate Action Network Australia
- Climate for Change
- Climate Institute
- Consumer Action Law Centre
- Consumer Policy Research Centre
- Conservation Council of South Australia
- Croydon Conservation Society
- Democracy in Colour
- Doctors for the Environment
- Eastern Climate Action Melbourne (ECAM)
- Earthworker Cooperative
- EcoMaster
- Energy for the People
- Environmental Justice Australia
- Environmental Farmers Network
- Environmental Film Festival Australia
- Ethical Investment Services
- Frankston Climate Action Group
- Frankston Environmental Friends Network
- Friends of the Earth
- GetUp!
- Goulburn Valley Environment Group
- Greenpeace
- Green Energy Markets
- Inland Rivers Network
- Kildonan Uniting Care
- Kooyong Climate Coalition
- Latrobe Valley Sustainability Group
- Lighter Footprints
- Lisa Nichols and Jennifer Trehwella (Barristers for Hazelwood mine fire inquiry)
- Maribyrnong City Council
- Meadow Heights Community Centre
- Melbourne Sustainable Societies Institute
- Moreland Energy Foundation
- Multicultural Hub
- Murray Lower Darling Rivers Indigenous Nations
- Nature Conservation Council of NSW
- Northern Alliance for Greenhouse Action
- Our Power documentary (Peter Yacono and Anissha Vijayan)
- Oxfam
- Powershop
- RMIT
- Seaford Community Committee
- SecurITon
- SEED Indigenous Youth Climate Network
- Spark Strategy
- #StopAdani
- Sustainable Living Foundation
- Tenants Union of Victoria
- The Australia Institute
- The Change Agency
- The Rescope Project
- Transition Kingston
- Uniting Church of Australia
- University of Melbourne
- VicSuper
- Victorian Climate Action Groups
- Victorian Council of Social Service
- Victorian National Parks Association
- Victorian Trades Hall Council and Young Workers Centre
- Voices of the Valley
- The Wilderness Society
- Western Alliance for Greenhouse Action
- Westernport & Peninsula Protection Council
- Yarra Energy Foundation
- Yarra Riverkeeper

# THANK YOU

## Thank you to our regular volunteers

We estimate that our regular office volunteers provided around 1500 hours of invaluable service to Environment Victoria in 2016-17. We could not get by without them so we thank them from the bottom of our hearts. Our regular office volunteers team includes Les Smith, Ian Hazewinkel, Margaret Ryan, Angela Gill, Meg MacDonald and many more people.

Les was recently awarded an honorary Medal of the Order of Australia for his service to our environment. Congratulations Les!

This year around 200 volunteers have given thousands of hours to the Step Up Victoria and #Repower campaigns, including many involved in our three local groups – the ‘Southies’, SEEN (South East Environment Network) and EAFE (Eastern Action for the Environment). Volunteers have built and demonstrated community power that has helped to bring in the *Climate Change Act* and a suite of renewable energy policies for Victoria. They have made invaluable contributions to shaping and kicking off our ‘#Repower Victoria’ campaign, including the formation of a Network Support Team and a budding network of local campaigns.

Thanks especially to Bruce Cutts, Jeff Woods and the Southies team, Malcolm Scott, Hilary Bray, Pip Coulthurst and the SEEN team, Teresa Hicks, Andy Parsons, Maddie Stamatiou, Mary French and the EAFE team, Giuseppe Scelsi and Alison Ray, Tony Lunken, John Egan and the

phonebank team and everyone in the #Repower Victoria Network Support Team! Thank you so much for your energy and inspiration!

## Thank you to our staff

Lastly, we wouldn’t have achieved anything for our environment without our dedicated staff. They work tirelessly for the environment and they never give up, even when the going gets tough. We thank them for their incredible leadership and work, including those that have now moved on.

**Chief Executive Officer:** Mark Wakeham

**Campaigns:** Nicholas Aberle, Juliet Le Feuvre, Anne Martinelli, Cat Nadel, Anica Niepraschk

**Organising:** Taegen Edwards, Adele Neale, Emma Horsburgh, Jane Stabb

**Communications:** Alex Merory, Greg Foyster, Cameron Wheatley

**Fundraising:** Jonathan Storey, Karly Roolker, Heather Bruer, John Macdonald, Shannan Courtenay

**Administration & Finance:** Kate Rogers, Jing Lu, Cate Hoyle, Sharon Hargreaves

# G4 CONTENT INDEX

## STANDARD DISCLOSURES PART I: Profile Disclosures

Report fully on the below selection or profile disclosures or provide a reason for omission

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
<b>1. STRATEGY AND ANALYSIS</b>			
1.1	Statement from the most senior decision-maker of the organization.	Fully	A message from our President and CEO, p.7
<b>2. ORGANIZATIONAL PROFILE</b>			
2.1	Name of the organization.	Fully	About Us, p.6, Our Governance, p.17
2.2	Primary brands, products, and/or services.	Fully	About Us, p.6, Our Governance, p.17
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Our Staff, p.35
2.4	Location of organization's headquarters.	Fully	Walking the Talk, p.30
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Our Governance, p.17
2.6	Nature of ownership and legal form.	Fully	Our Governance, p.17
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Our Governance, p.17
2.8	Scale of the reporting organization.	Fully	Our Governance, p.17
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	A message from our President and CEO, p.7
2.10	Awards received in the reporting period.	Fully	No awards to advise
<b>3. REPORT PARAMETERS</b>			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	About this Report, p.3
3.2	Date of most recent previous report (if any).	Fully	2015-16 Annual Report
3.3	Reporting cycle (annual, biennial, etc.)	Fully	About this Report, p.3
3.4	Contact point for questions regarding the report or its contents.	Fully	About this Report, p.3
3.5	Process for defining report content.	Fully	About this Report, p.3
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Our Governance, p.17, Walking the Talk, p.30

## STANDARD DISCLOSURES PART I: Profile Disclosures

Report fully on the below selection or profile disclosures or provide a reason for omission

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Walking the Talk, p.30
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	Ethical Investment Report, p.31
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	No re-statements to advise.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	No re-statements to advise.
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	G4 Content Index, p.36

## 4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT

4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Our Governance, p.17 Directors' Report, p.18
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Our Governance, p.17 Directors' Report, p.18
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	Our Directors, p.18
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Our Directors, p.18 Directors' Report, p.18
4.14	List of stakeholder groups engaged by the organization.	Fully	Thank you to our partners, p.34
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Ethical partners and investment report, p.31

## STANDARD DISCLOSURES PART III: Performance Indicators

Report fully on 10 core or additional performance indicators - at least 1 from each dimension (economic, environmental, social)

Indicator	Description	Reported	Cross-reference/Direct answer
<b>ECONOMIC PERFORMANCE</b>			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations & other community investments, retained earnings, and payments to capital providers and governments.	Fully	Our Financial Performance, p.21
EC4	Significant financial assistance received from government.	Fully	Our Financial Future, p.23
<b>ENVIRONMENTAL PERFORMANCE</b>			
<b>Energy</b>			
EN3	Direct energy consumption by primary energy source.	Fully	Walking the Talk, p.30
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Walking the Talk, p.30
<b>Water</b>			
EN8	Total water withdrawal by source.	Fully	Walking the Talk, p.30
EN10	Percentage and total volume of water recycled and reused.	Fully	Walking the Talk, p.30
<b>Emissions, effluents and waste</b>			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Walking the Talk, p.30
<b>SOCIAL: LABOR PRACTICES AND DECENT WORK</b>			
<b>Employment</b>			
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partial	Walking the Talk, p.30
<b>Labor/management relations</b>			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Walking the Talk, p.30
<b>Occupational health and safety</b>			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	Supporting our People, p.31
<b>Training and education</b>			
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Supporting our People, p.31



