

# ANNUAL REPORT 2012

COURAGE AND PERSISTENCE



Environment Victoria mobilises people to safeguard our environment. As the state's peak non-profit environment group, we believe our future depends on all Victorians. That's why we're asking all 5 million of us to be part of looking after our environment.

**So what do you say? Are you in?**

[Visit our website today](#)



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**[www.environmentvictoria.org.au](http://www.environmentvictoria.org.au)**

## Contents

<b>ABOUT US</b>	<b>5</b>
<b>A MESSAGE FROM OUR PRESIDENT AND CEO</b>	<b>6</b>
<b>OUR ACTIVITIES THIS YEAR</b>	<b>7</b>
<b>OUR CHALLENGES</b>	<b>18</b>
<b>OUR GOVERNANCE</b>	<b>19</b>
<b>DIRECTORS' REPORT</b>	<b>21</b>
<b>OUR FINANCIAL PERFORMANCE</b>	<b>24</b>
<b>WALKING THE TALK</b>	<b>31</b>
<b>THANK YOU</b>	<b>34</b>





# ABOUT US

**We are one of Australia's leading, independent environment groups working to safeguard our environment and the future.**

**We are environmental advocates and educators, speaking up for our environment and helping others do the same.**

We believe that Victoria's natural treasures are beautiful, unique and worthy of protection in their own right. And because a healthy environment underpins the lives, health and wealth of all Victorians, we believe safeguarding it is critical to our future.




Right now we know that our environment is in serious trouble and because of this, so are all Victorians.

But there is hope. We believe we can renew our environment and secure the future. We believe that not only can Victoria have healthy rivers, clean energy, abundant forests and wildlife and zero waste but doing so will grow clean jobs and industries, and protect people. But if we are to secure the future, we must all act right now, to safeguard our environment.

We believe that we all have a responsibility to act and that it is our choices today that will determine our own and our environment's future. That's why we're taking action and helping Victorians to do the same.

Our big vision is for every Victorian, all 5 million of us, to take part in safeguarding our environment and future.

## Our values

-  Have courage to always speak up for our environment
-  Show respect for people and for nature
-  Be inclusive and fair in the way that we work

## Our themes





- 1) Creating a safe climate
- 2) Restoring our ecosystems to health
- 3) Helping people live sustainably
- 4) Leading environmental ideas, opinion and action

## Our ways of working

- 1) We champion our environment and the people who care about it
- 2) We develop solutions and partnerships to create large, permanent environmental outcomes
- 3) We help people understand and reduce their impacts on our environment
- 4) We continue to build a strong and respected organisation

## Our success indicators

**We'll know when we've been successful when:**

-  Victorian greenhouse emissions are declining
-  Victorians use energy and water efficiently and produce less waste
-  Our ecosystems are healthy and connected
-  Victorians take actions everyday to safeguard our environment

# A MESSAGE FROM OUR PRESIDENT AND CEO

**After a momentous year of challenge and change, two big stories have emerged for Environment Victoria.**

The first is about our environment – a story of celebration and frustration.

We've had some wonderful successes including stopping a new coal-fired power station for Victoria called HRL, getting a price on greenhouse pollution, boosting recycling and energy efficiency and winning more environmental water for Victoria's rivers. Our victory in stopping HRL set a precedent for Australia and hopefully we've seen our last new coal-fired power plant anywhere in the country.

We've also experienced some major setbacks with both the state and federal governments winding back commitments on climate action, the closure of our most polluting coal stations like Hazelwood and protections for our most vulnerable native species and green spaces.

The second story is about our organisation – a story of courage, generosity, persistence and pride.

All of the amazing outcomes we achieved happened despite the state government trying to silence us by removing our government funding. Thanks to the magnificent generosity of our supporters and donors we have replaced all those funds and taken a giant step towards our goal of financial independence. Not only did we become more independent, we also became bolder and stronger. Our supporter, donor and partnership base has grown and our environmental leadership strengthened.

Our staff are to be congratulated for their courage, persistence and professionalism in running high-calibre campaigns and programs under significant financial uncertainty. We recognise the personal strain that this has caused and are proud that they have emerged stronger and more dedicated than ever.

We're pleased that even in the most difficult circumstances we can still achieve significant outcomes for our environment. But we recognise the enormous challenges ahead and we've been changing the way we operate to have greater impact and reach.

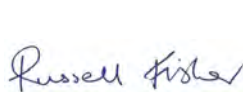
To inform our work, we researched Victorians' attitudes to our environment and engaged widely with our supporters and stakeholders to help us determine our way forward. The key messages were that Victorians are proud of their environment and expect the state government to uphold its environmental duties and that our supporters and stakeholders want us to work on what's important and necessary, not what's easy.

As a result, we developed an ambitious new charter that builds on our strategies of taking on the big issues; mobilising new communities and new partners; and making the environment a non-partisan issue so that all governments restore and protect it.

It's been a trying year yet through the blood, sweat and tears, Environment Victoria has emerged stronger and more effective.

Donors, supporters and partners can be immensely proud of the efforts of our dedicated and talented team of staff and volunteers. Their work this past 12 months has been exceptional.

Thank you to the Board, staff, and all who have contributed to our ongoing success as an organisation, and to safeguarding and securing our environment.



Russell Fisher  
President



Kelly O'Shanassy  
CEO



# OUR ACTIVITIES THIS YEAR

It's not easy securing environmental victories and 2011-12 has been a particularly challenging year. Together we've celebrated and commiserated as we won and lost outcomes for our environment. We've been shocked and saddened as our governments unraveled the environmental protections we all worked so hard to accomplish. But there has been one constant throughout the year - we never gave up - and our never-say-die attitude led to some pretty amazing achievements!

## Our achievements at a glance

- Stopped HRL
- Got a price on greenhouse pollution
- The Victorian Government committed to massively boost water efficiency
- Increased the landfill levy to make recycling cheaper
- Victoria's multicultural communities became leaders in sustainability
- Increased environmental flows to Victorian rivers





# We stopped HRL by never giving up!

Bob Dylan said the 'darkest hour comes before the dawn' – it certainly feels that way when it comes to coal campaigns. But this year we won our battle to Stop HRL, a new coal-fired power station proposed for Victoria. It wasn't easy with many disappointments along the way. But despite these setbacks, we never gave up and ultimately, we won!

## Here's how it happened:

### 2006-7

HRL receives \$150 million in grants from the Bracks and Howard Governments for the development of a coal-fired power station.

### 11 May 2011

Despite 4,000 objections, EPA Victoria approves 300 megawatts of the 600 megawatt HRL power station.

### 24 October 2011

Environment Victoria and others begin a landmark legal challenge against the EPA's approval of HRL. HRL also appeal the EPA's decision, asking for the whole 600 megawatts to be approved.

### 9 February 2012

An Environment Victoria and Greenpeace driven petition against the government funding of HRL is tabled in Federal Parliament with over 12,000 hand-written signatures.







### 10 February 2012

The federal government announces another extension for HRL's funding, but with two important details – the extension is only for six months, and this time it's final.

### 29 March 2012

HRL win their legal challenge at VCAT, and are awarded full approval of their 600 megawatt power station. However, due to our challenge, HRL is not allowed to begin construction until another coal-fired power station has signed a contract to close with the Australian Government.

### 16 April 2012

HRL announce that they have halted development of their project indefinitely as a result of the VCAT condition.

### 27 July 2012

The federal government withdraw HRL's grant of \$100 million. This opens the door for the Victorian Government to withdraw their \$50 million in grant funding. It's impossible for HRL to proceed without this government funding...

## WE WIN!



# CREATING A SAFE CLIMATE

**We campaign for Victoria to lead the way in slashing greenhouse pollution and pioneering the shift to clean energy and an energy efficient economy.**



**2011-12 was an incredible year of highs and lows for our Safe Climate team. Here's a brief summary of the year and an update on how we're progressing towards our 2014 goals. We know these goals are ambitious and we can't do it alone, but it's crucial we get large-scale change if we are to secure a safe climate for us all.**

**Victoria's emissions are falling, and are on target to be reduced by at least 50 percent from 1990 levels by 2020**

This year the state government abandoned the state's legislated target to reduce greenhouse emissions by 20 percent by 2020. This was incredibly disappointing given that our research report Turning it around: climate solutions for Victoria showed that halving Victoria's emissions is possible and beneficial for Victoria's economy and community.

Despite our rallies, leadership and evidence that 75 percent of Victorians want the state government to reduce Victoria's emissions, the government chose to abandon its target.

Nevertheless Victoria's emissions are falling as a result of renewable energy and energy efficiency programs and declining coal-fired power generation.

At the federal level, we lobbied for tough new fuel efficiency standards to reduce transport emissions.

**A Victorian coal-fired power station is replaced with clean energy and no new coal plants are built**

Environment Victoria, with help from our friends at the Environment Defenders Office, Greenpeace and many others; stopped HRL, the new coal-fired power station planned for the Latrobe Valley. An amazing outcome for all involved!

This was achieved through our legal challenge of EPA's approval of the plant and successful efforts to get the federal government to withdraw its \$100 million grant to HRL.

Environment Victoria successfully campaigned for the federal government to commit to retiring 2000 MW of Australia's most polluting coal-fired power as part of the carbon price package. Sadly in September 2012, the government reneged on that commitment and power stations like Hazelwood continue to pollute. We're now developing new strategies to close these highly polluting coal plants.

**Homes are being retrofitted for water and energy efficiency and are on target for 1 million homes to be retrofitted by 2020**

Environment Victoria continues to coordinate the One Million Homes Alliance, bringing together organisations committed to the same goal – retrofitting one million homes across Victoria to a five star rating.

We meet with state government Ministers to ensure they deliver on their pre-election promises on energy and water efficiency, which would deliver our one million homes target.

The Alliance showed that the state government would save \$2.5 billion on their energy concession payments by implementing the program, paying for the retrofit of 800,000 homes. The report, developed by the Alternative Technology Association called 2.5 Billion Reasons to Invest in Energy Efficiency was released in August 2012.

**A price is put on greenhouse pollution in 2011**

On July 1 2012, Australia put a price on carbon, making greenhouse pollution no longer free!

Environment Victoria joined forces with eight national environment groups as part of the Say Yes Alliance to demonstrate support for the carbon price.

Environment Victoria single-handedly negotiated with the federal government to commit to retiring our most polluting coal-fired power stations as part of the package (which they later abandoned).

We're now working to embed and defend the carbon price to make it harder to repeal by future governments.





“All our dreams can come  
true, if we have the courage  
to pursue them”.

*Walt Disney*



# RESTORING OUR ECOSYSTEMS TO HEALTH

**We campaign for Victoria to lead the way in slashing greenhouse pollution and pioneering the shift to clean energy and an energy efficient economy.**

**In 2011-12 we focused our energy on both the state and federal governments in an effort to return our rivers to health. Here's what we got up to and how we're progressing towards our 2014 goals.**

## **The federal government agrees to return at least 4,000 billion litres to the Murray-Darling Basin**

A national plan is underway to set the volume of water to be returned to the Basin and Environment Victoria is a leading influencer through our Save the Murray campaign.

We formed the Lifeblood Alliance with farmers and environment groups and worked with scientists to advocate for at least 4,000 billion litres to be returned to the Basin.

We held street stalls and public forums in the city and country and generated 3,000 submissions to the draft plan. We even held a mock funeral for the Murray River when the draft plan recommended returning 2,750 billion litres, meeting only half of the environmental objectives set for the river. We also held the state government to account in the media when they advocated for returning only 2,100 billion litres.

While a final plan is not expected until 2013, our activities have encouraged the Federal Water Minister to investigate increasing the level of water returned from that proposed in the draft plan.

## **The state government delivers promised environmental flows to Victorian rivers and wetlands**

In 2011-12 we managed to get more water for Victorian rivers and ensure that existing flows were delivered.

Our leadership on the regional sustainable water strategies resulted in 10 billion litres of new environmental flows for the Latrobe River as well as increased flows for the Wimmera, Glenelg, Moorabool and Macalister Rivers, and improved groundwater management in these regions.

After a long campaign by Environment Victoria, the Victorian Independent Environmental Water Holder (first established in 2010) was officially appointed by the state government on 1 July 2011. Since then we've been working with the state government to get the best environmental gain from environment allocations.

We were also pleased when the state government's Livable Victoria Plan released in 2012 adopted many of the recommendations we made in our report Water Security, Healthy Rivers: Environment Victoria's Vision for Melbourne released in 2008. It does show that it can take considerable time for good ideas to get adopted.

## **Victoria's Water Act provides equal protection of environmental water rights to consumptive rights**

Legislative reform of the Water Act was not progressed by the state government in 2011-12 but is expected to start in 2012.

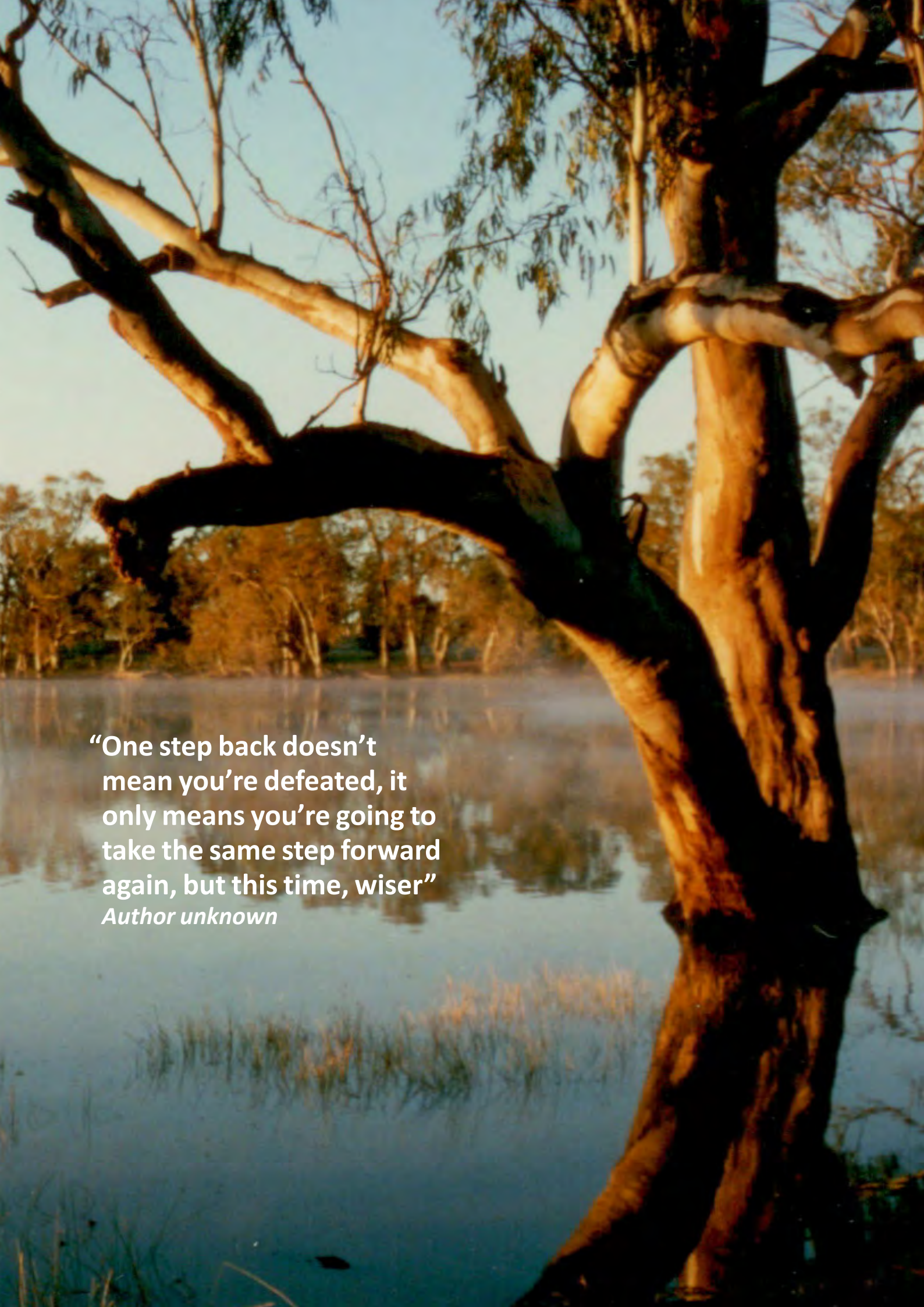


## **New life on the Murray**

Rains over the last couple of years have generated a stunning resurgence of life on the Murray River. Wildlife and fish populations are thriving. Birds that haven't bred for many seasons are raising young. And spectacular red gums have come back to life.

But this is just a temporary reprieve.

As the abundant rains end and the next drought begins, we must secure permanent and reliable flows for the Murray to safeguard its wildlife and the communities that depend on it.



**“One step back doesn’t  
mean you’re defeated, it  
only means you’re going to  
take the same step forward  
again, but this time, wiser”**

*Author unknown*



# HELPING PEOPLE LIVE SUSTAINABLY

We help people overcome barriers to sustainable living and find new ways to green up their personal life and tread more lightly on the earth.



**Our goal is to help communities understand their environmental impacts and reduce their water, energy, waste and greenhouse emissions. We've focused on helping communities that are most vulnerable to rising water and energy costs or who are marginalised for one reason or another.**

## Home Planet

Mainstream messages about the environment and treading lightly on the earth don't often reach our newest Australians. That's where Home Planet comes in.

Home Planet ensures that Victoria's environmental assets and challenges are understood and appreciated by young recently arrived immigrants and their families. The program helps them learn about sustainability and demonstrate to their families, friends and peers how to make positive social and environmental change. In 2011/12 we trained 100 young people and they reached 400 people in their communities. Over the life of the project we've helped over 1,000 multicultural Victorians.

## GreenTown

We train people from culturally and linguistically diverse communities in sustainability audits and empower them to carry out free audits in the homes and businesses of others in their community. We've worked with 2,860 people directly, and delivered the message to 14,000 Victorians.

On average, GreenTown households reduced greenhouse emissions by 33 percent, water use by 35 percent and reduced waste to landfill by 25 percent. Our participants are reducing on average 4 tonnes of CO2 emissions - four times the government target for behaviour change programs and significantly better than similar programs run by other organisations.

## Hume Environmental Champions

Our work with developing environmental leaders in hard to reach communities has been so successful that we're taking it to the next level.

We're working with Hume City Council to help design and deliver an environmental leadership program pilot, working directly with 20 local leaders, who have designed community environmental projects which have engaged 3,140 people to date.

We hope this will be the first of many successful partnerships where we train other organisations in our model of environmental leadership development.

## The Green Smart Renters Guide

We renamed our guide to help renters make their homes more sustainable and livable. It's about living smart as well as sustainably. To date over 20,000 copies of the guide have been circulated with thousands more online.

## EcoCarlton

Eco-Carlton is a community project, focused around the new six star Carlton Housing Redevelopment on the Carlton Public Housing Estate. In previous sustainable public housing estates built in Victoria, tenants were not always properly using the sustainability features. This project provides environmental education to show people how to use the features and motivate them to do so by understanding the environmental and economic benefits.

Environment Victoria worked with 14 community leaders who designed environmental education information that was translated into their own languages and spread among their neighbours, reaching 300 new tenants.

## Multicultural Climate Action

We're harnessing the power of communities with a difference to spread the word about action on climate change. In March 2012 we launched a new project to educate multicultural Victorians, who often miss mainstream environmental messaging about climate change.

The project involves translating communications materials about climate change, renewable energy and energy efficiency into 11 languages to reach 50,000 multicultural Victorians.



**“Sometimes the biggest act  
of courage is a small one”.**  
*Lauren Raffo*



# LEADING ENVIRONMENTAL IDEAS, OPINION AND ACTION

**We influence environmental policy, ideas and opinion in Victoria and hold the state government and decision-makers to account for their decisions and actions.**

## Reclaiming Victoria's Environment

Environmental protection and action on climate change is becoming increasingly partisan. But this is not what Victorians want; a poll commissioned by Environment Victoria showed that Victorians, no matter who they vote for, are proud of their environment and want the state government to uphold their duty to protect it. The truth is that safeguarding our environment is a political obligation and should be fundamental to all governments.

So in 2012, Environment Victoria launched Reclaim Victoria's Environment - a campaign to get the environment back on the agenda of all major political parties. This campaign is ambitious but without it, none of the environmental issues we care about are safe - not our rivers, our forests or our fragile climate.

### Reclaiming Victoria's Environment Trustee Circle

Dr Elizabeth Xipell

Rob Michael

Diana & Brian Snape AM

Melliodora Fund, Australian Communities Foundation

Earth Welfare Foundation

Julia Cox

Our first step was to hold the state government to account for their attacks on our environment by tracking their environmental decisions through our EnviroWatch program. Our poll showed that most Victorians were unaware of these decisions so we produced the report 'Victoria's Environment: A State in Reverse' and spread the word through a media tour and newspaper advertisements across the state.

The next step is to promote the actions and solutions that we want major political parties to adopt. We'll do this through advertising and grassroots campaigning - community stalls, meetings and advocacy. We'll reach people who don't traditionally identify as environmentalists by going to places we don't normally go to and talking to people we don't normally talk to. We think this is what it will take to get the environment back on the agenda.

None of this would be possible without the support of our donors who pledged support over three years for this campaign.



## Environment Victoria leading thought and opinion

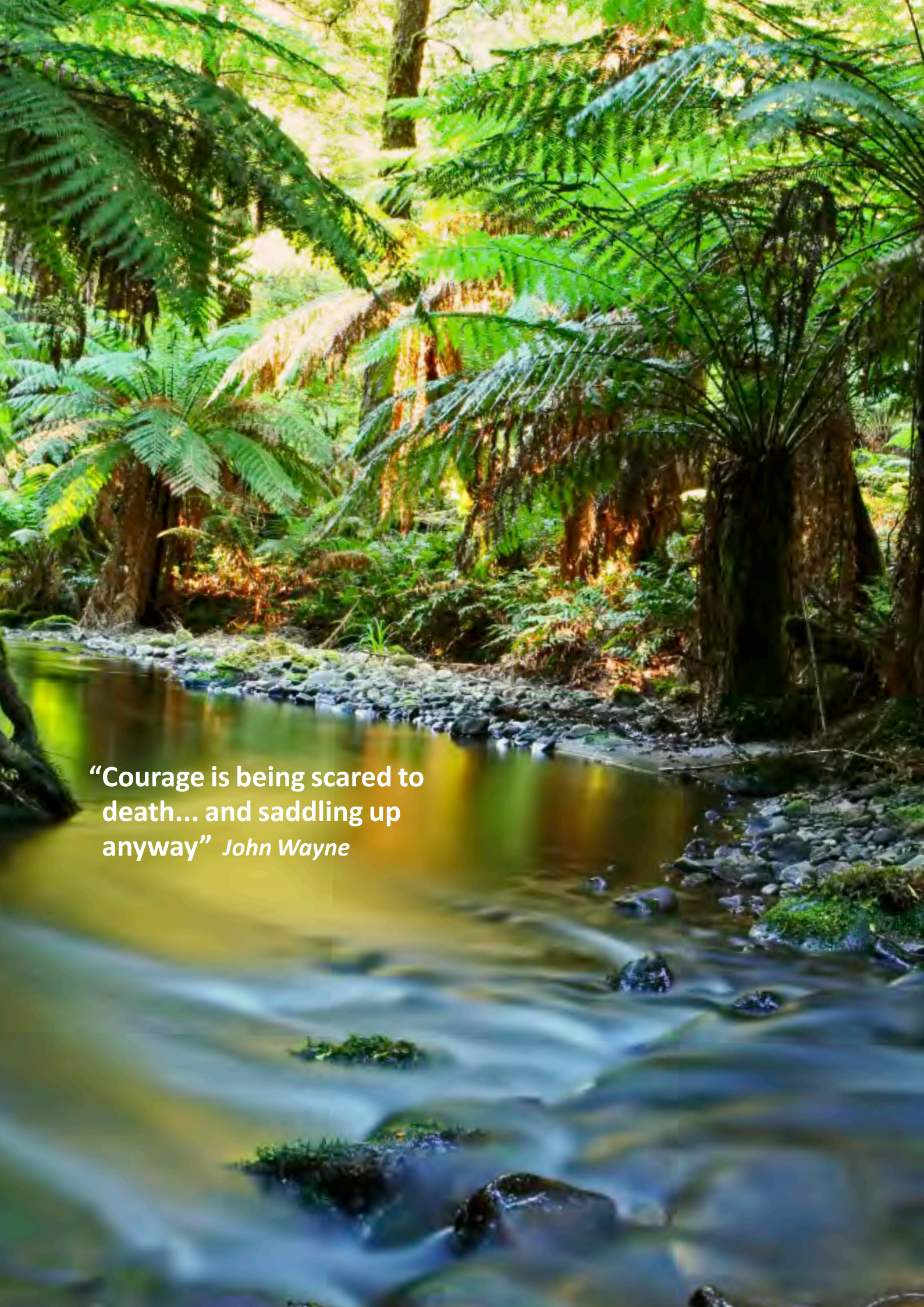
Our supporter base is growing rapidly each year and our environmental messages are reaching hundreds of thousands of Victorians. Not a day goes by when we're not inspiring Victorians to seek information or take action.

We influence the media by ensuring that the important stories about the state of our environment and action to protect it are told. And we are there in the media, week after week, holding governments and decision-makers to account.

Above all we advocate for solutions.

So while we're holding decision-makers to account, and making people aware of the real state of our environment, we never lose sight of our ultimate goal - a Victoria where we can all enjoy clear air to breathe, clean water to drink, beautiful, healthy ecosystems and a safe climate for future generations.



A serene forest landscape featuring a stream with a small waterfall. The water is clear and flows over dark, mossy rocks. The surrounding forest is dense with large, vibrant green ferns and other foliage. Sunlight filters through the trees, creating a warm, golden glow. The overall atmosphere is peaceful and natural.

**“Courage is being scared to death... and saddling up anyway”** *John Wayne*



# OUR CHALLENGES

**It's been a tough year for our environment, and unfortunately it doesn't look like improving anytime soon. So we're shaking things up and adopting new approaches to make a difference for our environment.**

## Influencing differently

If the last 12 months have taught us anything, it's that we can't rely on our politicians alone to protect our environment. In this short time we've seen hard-fought environmental policies, laws and commitments unraveled, some that were put in place over 40 years ago. And while we work hard to put the environment on the agenda of all major parties through our Reclaim Victoria's Environment Campaign, we need to look at different spheres of influence to create lasting change.

That's why we're focusing on strengthening voices for our environment in the business sector and the community. The business sector has had a role in creating the current unsustainable economy that is threatening our existence on this planet, and business has an important role in making a long-term investment in creating a sustainable economy.

## Thinking even bigger

The environmental problems we face and the changes we need to make to solve them are huge. So we need to think even bigger than before. This year we'll be working to re-imagine our sustainable living program to reach much larger numbers of people to transform the way they think about their environment and help them to live within the resources of one planet.

We're also working with community groups to create stronger networks of people taking action across the state. By mobilising people around environmental solutions, we can change the game.

## Continuing to secure our finances

We faced a very tough year after the state government cut the majority of our funding in 2011. Since then, we've seen an incredible surge of support from our wonderful community of donors and now receive 63 percent of our funding from individuals, trusts and foundations (see page 24). This means not that only are we able to keep delivering on the most important environmental issues, but we do so from a position of increased financial independence. And to continue going from strength to strength, we will need to maintain the amazing turnaround. This is no easy task, but the issues we face are not getting any smaller, so it's vital that we have the resources to keep working to safeguard Victoria's environment.

# 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 of 30 June 2012 we had 31,406 supporters; 3,149 donors; 390 individual members and 65 group 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 receive out-of-pocket expenses to enable them to fulfil their duties.

Directors govern the organisation and retain ultimate authority over its management and delegate the day-to-day management to the Chief Executive Officer. The CEO's responsibilities are limited and guided by a framework of direction, performance criteria and monitoring set by the Board. The process of evaluating the CEO is ongoing and the Board conducts an annual performance review of the CEO.

Environment Victoria is supported by the Environment Victoria Trust (the 'Trust') which is a tax-deductible gift recipient registered by the Australian Taxation Office and subject to the regulatory oversight of the Commonwealth Registrar of Environmental Organisations. The Trust is managed by Trustees appointed by the Board of Directors. Half the Trustees are Directors and half are independent skills-based appointments. The Trustees manage the Trust in accordance with the Trust Deed which requires that all donations received are used to support Environment Victoria's activities. As part of their responsibilities, the Trustees administer the Green Future Fund (page 25).

## 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, 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 Risk Committee

This committee assists the Board to fulfil its responsibilities for the financial reporting process, the system of internal controls, the audit process, the organisation's process for monitoring compliance with laws and regulations and codes of conduct and the organisation's process for recognising, identifying and dealing with risks.

## Fundraising and Marketing 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 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.

## Remuneration and Performance Committee

This committee leads the oversight, management and performance of the CEO.

# DIRECTORS REPORT

## OUR DIRECTORS

**Environment Victoria would like to thank Jeana Vithoulkas who retired from the Environment Victoria Board in September 2011. Her commitment and passion guided Environment Victoria to great effect.**



Russell Fisher



James Meldrum



Elizabeth McKinnon



Robyn Murphy



Simone Zmood



Hugh Wareham



Sue Noy



Alison Rowe



Amanda Nuttall



Dieter Schadt

### **Russell Fisher, President**

Russell is Director of Sustainability in Mind and works with a broad range of organisations to help them find new ways of working and living more sustainably. Russell joined the Board in September 2004.

### **Elizabeth McKinnon, Vice President and Trustee**

Elizabeth is a practicing lawyer and currently holds the position of Law Reform Director at the Environment Defenders Office, a specialty public interest environmental law centre. She holds a Bachelor of Laws and Legal Practice and a Bachelor of Environmental Science. Elizabeth joined the Board in September 2008.

### **Simone Zmood, Chair of the Finance, Audit and Risk Committee and Trustee**

Simone has spent almost two decades in management consulting with a focus on strategic planning and performance management. She has provided high-level strategic advice to multinationals, ASX200 companies, government-owned corporations, start-ups and not-for-profits across a range of industries encompassing strategy development, market positioning, business planning, operational improvement and portfolio analysis. Simone holds an Honours Degree in Applied Mathematics. She is a member of the Australian Institute of Company Directors. Simone joined the Board in September 2010.

### **Sue Noy, Chair of the Fundraising and Marketing Committee**

Sue is an academic teaching and researching sustainability education at Deakin University. She also works with the health sector to encourage health professionals to incorporate sustainability thinking into their work. Sue has a social sciences background with expertise in sustainability, behaviour change, strategic planning and communications. She is committed to supporting individuals to create their future through individual and community action. Sue joined the Board in September 2005).

### **Amanda Nuttall, Chair of the Governance Committee**

Amanda is a corporate social responsibility professional specialising in sustainability governance, strategy, reporting and assurance. She has a background leading programs in sustainability performance measurement and management, and developing community focused behavioural change programs. Earlier in her career, Amanda worked in corporate finance and has formal qualifications in environmental management, business and international development. Amanda joined the Board in September 2008.

### **James Meldrum**

James is co-founder of Nourish Foods, one of Australia's leading organic food companies. He has senior management experience in marketing, brand strategy, business planning and marketing communications. James holds a Bachelor of Town & Regional Planning and a Master of Business Administration. James joined the Board in February 2010.

### **Robyn Murphy**

After 40 years of corporate experience in business planning, actuarial analysis, general management and analytical consulting, Robyn now owns and manages a small, medical device manufacturing company. She has previous board experience, serving with other NGO and commercial boards since the 1990s. Robyn's particular expertise relate to business research, strategic analysis, management accounting and the valuation of intangible assets. Her original studies were in the fields of mathematics, statistics and psychology. Robyn joined the board in 2010.

### **Hugh Wareham, Trustee**

Hugh is the CEO of ECO-Buy Limited, an independent organisation which aims to increase sustainable procurement practices in organisations across Australia. Previously he was Director and Deputy to the Victorian Commissioner for Environmental Sustainability and has worked in a number of senior roles for the Environment Agency for England and Wales. Hugh has an Honours Degree in Marine Biology, a Masters Degree in applied Fish Biology and is a Member of the Australian Institute of Company Directors. Hugh joined the Board in September 2010.

### **Alison Rowe**

Alison is a global Chief Sustainability Officer responsible for the sustainability strategy for a large technology firm, ensuring the needs of society are met through solutions and services. Alison describes herself as a passionate optimist and is a renowned international thought leader. Alison has significant experience in strategy, marketing and operations in a range of industries supported by an MBA and other post graduate qualifications. Alison is a Williamson Fellow and a member of the Australia Institute of Company Directors. Alison joined the Board in September 2011.

### **Dieter Schadt, Secretary**

Dieter brings to the board a broad professional experience ranging from research in physics and engineering, through finance and regulatory management to economics consulting. Currently he heads the Pricing function in an Australian enterprise with substantial public exposure and has previously held a range of senior positions in telecommunications and consulting. Among other degrees Dieter holds a PhD in physics and he is a Graduate of the Australian Institute of Company Directors. Dieter joined the Board in September 2011.



## MEETING ATTENDANCE

**The Board must meet at least four times a year but typically meets every six weeks. Directors commit to a minimum of 12 hours a month including Board and committee meetings and an annual strategic planning process.**

Meetings attended	Board	Finance, Audit & Risk Committee	Fundraising & Marketing Committee	Governance Committee	Remuneration & Performance Committee	Trust
Russell Fisher	10/10	-	-	-	3/3	4/5
Elizabeth McKinnon	9/10	-	-	7/7	-	5/5
Sue Noy	9/10	-	5/5	-	-	-
Amanda Nuttall	8/10	-	-	7/7	-	-
Jeana Vithoulkas	0/3	-	-	-	-	-
James Meldrum	6/10	-	2/4	-	-	-
Hugh Wareham	7/10	-	-	2/2	3/3	5/5
Simone Zmood	10/10	5/5	-	-	-	-
Robyn Murphy	10/10	5/5	-	-	3/3	-
Alison Rowe	5/7	-	4/4	-	-	-
Dieter Schadt	6/7	-	-	4/5	-	-
David Osborn*	-	-	-	-	-	5/5
Peter Carey#	-	5/5	-	-	-	-
Ernestine Razario#	-	2/2	-	-	-	-
Isobel Michael+	-	-	1/1	-	-	-
Amanda Stevens^	-	-	-	6/6	-	-

\* Trustee of the Environment Victoria Trust

# co-opted expert to the Finance, Audit and Risk Committee

+ co-opted expert to the Fundraising and Marketing Committee

^co-opted expert to the Governance Committee

# OUR STRATEGY

In 2010-11 we conducted Stage 1 of our Strategic Plan review by evaluating environmental trends and priorities; assessing the impact of our programs and through conducting interviews with experts from government, business, philanthropy, media, politics, academia and civil society; as well as surveying our members and donors to get their view on our environmental challenges and performance.

As a result of this research and consultation we were re-assured that our goals, priorities and strategies are the right ones but we embraced the improvements that were suggested. In 2011-12, we incorporated those improvements into a new charter for our organisation called Environment 2050 : A Charter for Safeguarding Victoria’s Environment.

Improvement	Response
Set clear, measurable goals	Our charter articulates 2050 and 2020 goals for a Safe Climate, Healthy Ecosystems and One Planet Living
Increase our focus on reducing the impact of Victoria’s population and consumption	We’re establishing a new campaign called One Planet Living aimed at reducing Victoria’s ecological footprint and living within the resources of the one planet we share
Increase the impact of our sustainable living activities to create faster, large-scale behaviour change	We’re refocusing our behavior change and education activities around our goals and aligning our Sustainable Living activities with the new One Planet Living campaign
Partner more strategically with responsible businesses to convince our government that a healthy environment is good for the economy	We’re developing a new collaboration with responsible businesses to set a new business agenda for a sustainable Victoria
Engage Victorians across the state to get the environment back on the state government’s agenda	We’ve launched a new campaign to Reclaim Victoria’s Environment (page 18)

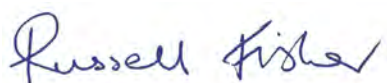
[See the Environment Victoria Charter here](#)



## 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 our 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:

A handwritten signature in blue ink that reads "Russell Fisher". The signature is written in a cursive, flowing style.

Russell Fisher  
President

# OUR FINANCIAL PERFORMANCE

2011-12 was an extraordinary year for Environment Victoria's financial security and independence. After the state government withdrew around \$1 million in funding from our community education and sustainability programs, we anticipated a difficult year financially. However, our donors rallied behind us and with their incredible support, we've replaced the lost state funds and increased our financial independence.

In 2011-12 our fundraising income grew by 96 percent from the previous year and our Green Future Fund has received gifts of \$2.1 million since 2010 to secure our finances and a green future for Victorians. This shows that there is widespread support for our work to safeguard Victoria's environment.

We'd like to thank our wonderful donors for their support over the past year because it is their generosity and dedication that has ensured our organisation continues to work to safeguard our environment through these times of financial uncertainty.

We'd also like to thank our amazing staff who worked hard to cut costs and who volunteered to cut back their hours and pay (and still managed to deliver outcomes for our environment).



Decreasing our office space: just one of the things we did to cut costs.

Thank you to Rob Michael and Geoff & Simone Boadle of Sustainable Impact for matching the gifts made by donors to our Stop HRL appeal!

**\$1.97 million**  
Funds received

**\$1.91 million**  
Funds spent

**+96 percent**  
Increase in donations

**70 percent**  
Spent on campaigns & programs

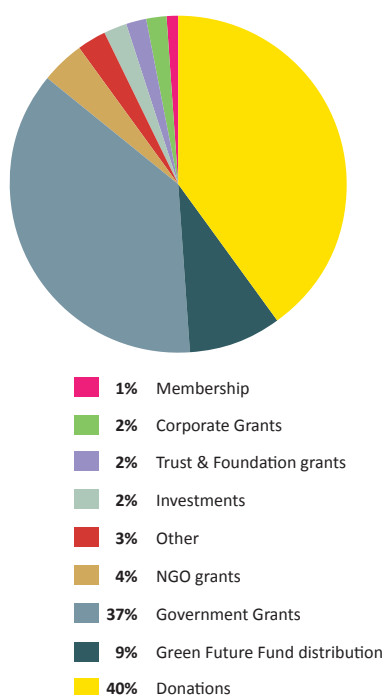
**\$2.1 million**  
Donated to the Green Future fund



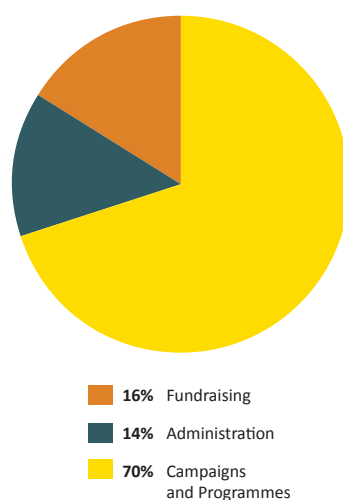
## ENVIRONMENT VICTORIA

Environment Victoria's total income for the year was \$1.97 million and our expenses were \$1.91 million. The final result was an unexpected surplus of \$68,000 which will be re-invested into our campaigns and programs. We were pleased that despite the loss of state funds, we increased our donation income and managed our expenditure to avoid a financial loss while still delivering what counts — environmental outcomes.

### Total income \$1,976,900



### Total expenditure \$1,908,921



In 2011-12 for the first time, our donation income was greater than government income (from both federal and state governments) part of our plan for financial independence (see page 27). 70 percent of our donation income was spent on our environment campaigning and programs, 16 percent on raising funds and 14 percent on essential administration and organisational leadership. According to the Good Giving Guide, our expenditure on fundraising and administration is very low by compared to many other environment organisations', allowing us to spend our income on achieving environmental outcomes.

## ENVIRONMENT VICTORIA TRUST

Total donations to the Trust in 2011-12 were \$866,000 and when combined with the annual distribution from the Green Future Fund (see page 26), a total of \$1.05 million was transferred to Environment Victoria to support its critical activities.

The Trust has retained earnings of just over \$2 million, largely comprising donations made to the Green Future Fund which, with associated income, will be paid to Environment Victoria in future years. The value of these investments in any specific year is a function of a number of factors including increases or decreases in the market value of investments, investment income, donations to the Green Future Fund, and the annual distribution from the fund to Environment Victoria. In 2011-12, the value of this investment was lower than 2010-11 due largely to the annual distribution of income and donations from the Green Future Fund to Environment Victoria.

# 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.

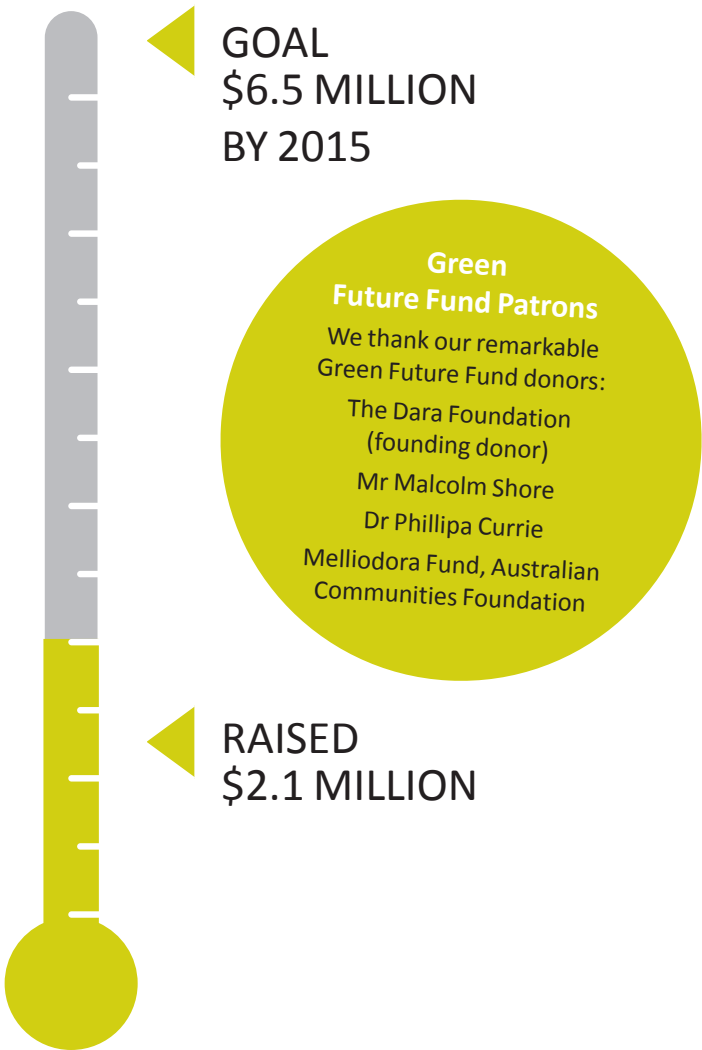
Donations to the Green Future Fund are ethically invested and used over 20 years to generate reliable income for Environment Victoria to create a greener future and secure our financial independence. An annual distribution is made to Environment Victoria each year from the investment earnings and a proportion of the capital. In 2011-12, the distribution to Environment Victoria was \$189,034.

Since its launch in 2010, the Green Future Fund has received \$2.1 million in donations and 18 people have pledged bequests to the Fund through their Will. \$341,534 has been distributed to support Environment Victoria activities.

Our goal for the Green Future Fund is to raise \$6.5 million by 2015, generating approximately \$0.5 million annually for our activities.

The Green Future Fund is managed by the Trustees of the Environment Victoria Trust and invested with two fiduciary investment managers, ANZ Trustees and Equity Trustees. The donations are invested to ensure the fund provides a reliable annual distribution to Environment Victoria over the twenty year period of each donation. Trustees monitor the performance of investment managers using appropriate benchmarks and were satisfied with their performance in 2011-12.

The Trustees and investment managers operate under an ethical investment overlay and Trustees monitor ongoing compliance with that ethical overlay.





## 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 2011-12 only 37 percent of our funding was from governments and was provided to deliver sustainable living and community education programs. In 2012/13 we anticipate 79 percent of our funds will be from non-government sources, surpassing our goal!

We anticipate losing all state government funds by October 2012 which means our financial situation will remain tight. While we're disappointed that the state government has chosen not to support our vital environmental education work, our forward-thinking fundraising strategy and the amazing generosity of our donors has positioned us to increase our financial independence.

Environment Victoria now has \$599,949 in members' reserves and has received \$2.1 million in donations to the Green Future Fund.

2012-13 will be another year of building our independent funding from donors, and remaining vigilant in seeking new funding sources and managing our expenditure. And with the unwavering support of our donors, we are confident we will secure our financial future.

Our main focus to boost independent funds will continue to be donations and the Green Future Fund. However, we are also focusing on securing funds for our business-related programs from progressive and ethical businesses, and we anticipate that this will comprise around 10 percent of our income in future years.

**Change in Income type  
(percentage of overall income)**



The following is a summary of the financial statements for Environment Victoria and the Environment Victoria Trust. The full financial statements are available on Environment Victoria's website.

# ENVIRONMENT VICTORIA INC

## INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$	2011 \$
Revenue - GVESH0	2a, 14	127,000	87,000
Revenue - Other	2b	1,849,900	1,929,733
Employee benefits expenses	(	1,177,327)	( 1,297,106)
Communications and marketing	(	98,849)	( 162,135)
Events and travel	(	74,761)	( 83,539)
Occupancy and office expense	(	227,678)	( 198,309)
Research & consultancies	(	199,834)	( 123,950)
Other expenses	(	130,471)	( 134,011)
<b>Profit before income tax</b>	3	67,980	17,683
Income tax expense	1	-	-
<b>Profit after income tax</b>		67,980	17,683
Retained profits at the beginning of the financial year		531,969	514,286
Retained profits at the end of the financial year		599,950	531,969

## ENVIRONMENT VICTORIA INC

STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2012

	Note	2012 \$	2011 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	4	647,242	555,741
Term Deposits	5	354,132	335,878
Security Deposit	6a	22,687	22,687
Trade and Other Receivables	7	167,585	109,450
Prepayments	8	12,798	28,065
<b>TOTAL CURRENT ASSETS</b>		<b>1,204,444</b>	<b>1,051,821</b>
<b>NON CURRENT ASSETS</b>			
Plant and equipment	9	31,994	43,026
Investments	6b	98,852	-
<b>TOTAL NON CURRENT ASSETS</b>		<b>130,846</b>	<b>43,026</b>
<b>TOTAL ASSETS</b>		<b>1,335,290</b>	<b>1,094,847</b>
<b>CURRENT LIABILITIES</b>			
Trade, Other Payables and Annual Leave	10	186,899	222,240
Employee Provisions	11	97,553	71,131
Grants in Advance		435,220	352,690
<b>TOTAL CURRENT LIABILITIES</b>		<b>719,672</b>	<b>646,061</b>
<b>TOTAL LIABILITIES</b>		<b>719,672</b>	<b>646,061</b>
<b>NET ASSETS</b>		<b>615,618</b>	<b>448,786</b>
<b>MEMBER FUNDS</b>			
Reserve - Investments Revaluation	6,12b	15,669	22,338
Retained Profits	12a	599,949	531,969
<b>TOTAL MEMBERS FUNDS</b>		<b>615,618</b>	<b>554,307</b>



## ENVIRONMENT VICTORIA INC

STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2012

	Note	Retained Earnings	Reserve - Investment Revaluation	Total
<b>Balance at the start of last year - 1st July 2010</b>		514,286	23,273	537,559
Profit attributable to the Members		17,683	-	226,749
Transfers to Investment Revaluation Reserve	12b	(	935)	( 935)
<b>Balance at the end of last year - 30th June 2011</b>		<b>531,969</b>	<b>22,338</b>	<b>554,307</b>
Profit attributable to the Members		67,980	-	67,980
Transfers to Investment Revaluation Reserve	12b	(	6,669)	( 6,669)
<b>Balance at the end of last year - 30th June 2012</b>		<b>599,949</b>	<b>15,669</b>	<b>615,618</b>

## ENVIRONMENT VICTORIA INC

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$	2011 \$
<b>Cash flows from operating activities</b>			
Payments received from membership and donations		881,998	492,013
Payments received from sales of goods		10,822	2,815
Payments received from other sources		56,435	35,810
Interest Received		37,479	48,435
Grants / Sponsorship received from funding bodies		825,526	913,797
Cash paid to suppliers / grant projects		( 543,306)	( 502,272)
Cash paid to employees		( 1,149,740)	( 1,276,659)
Net cash (used in) / provided by operating activities	13b	119,214	( 286,061)
<b>Cash flows from investing activities</b>			
Movement in Term Deposits		( 18,254)	172,352
Plant and equipment purchases		( 9,459)	( 5,955)
Net cash (used in) / provided by investing activities		( 27,713)	166,397
<b>Cash flows from financing activities</b>			
		-	-
Net increase / (decrease) in cash held		91,501	( 119,664)
Cash at the beginning of the financial year	13a, 13b	555,741	675,405
Cash at the end of the financial year	13a, 13b	647,242	555,741

## ENVIRONMENT VICTORIA INC

### STATEMENT BY MEMBERS OF THE BOARD

The Board has determined that the Environment Victoria Inc. is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Board the financial report as set out on pages 2 to 12:

1. Presents a true and fair view of the financial position of the Environment Victoria Inc. as at 30th June 2012 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe the Environment Victoria Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Russell Fisher  
President



Simone Zmood  
Chair, Finance, Audit and Risk Committee

Dated at Melbourne this 16th day of October, 2012





**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
THE ENVIRONMENT VICTORIA INC (continued)  
ABN 84 495 053 605**

*Independence*

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

*Auditor's Opinion*

In our opinion, the financial statements presents fairly, in all material aspects, the financial position of the Environment Victoria Inc as at 30 June, 2012 and its financial performance and cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Act 1981, Victoria.

*Basis of Accounting and Restriction on Distribution*

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. This financial report has been prepared to assist the Environment Victoria Inc to meet the requirements of the Associations Incorporation Act 1981, Victoria. As a result, the financial report may not be suitable for another purpose.

**RICHARD CALLIS**  
**Principal**

**CLEMENTS DUNNE & BELL PARTNERSHIP**  
Level 14, 350 Queen Street  
MELBOURNE VIC 3000

Dated this 16<sup>th</sup> day of October, 2012

Clements Dunne & Bell Partnership. Chartered Accountants.  
Independent member of BKR International and Walker Wayland Australasia Ltd  
Level 14, 350 Queen Street, Melbourne Victoria 3000 Australia.  
Telephone (03) 8618 2222. Fax (03) 8618 2200. Website [www.cdb.com.au](http://www.cdb.com.au)  
Liability limited by a scheme approved under Professional Standards Legislation

**ENVIRONMENT VICTORIA TRUST**  
**STATEMENT OF RECEIPTS & PAYMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2012**

	<b>2012</b>	<b>2011</b>
	<b>\$</b>	<b>\$</b>
<b>RECEIPTS</b>		
Donations	610,713	516,190
Appeals	204,298	142,718
Green Future Fund Donations	51,100	1,050,000
Green Future Fund Income	131,363	30,686
Interest Received	703	17,542
	<u>998,178</u>	<u>1,757,135</u>
<b>PAYMENTS</b>		
Fees	28,604	10,384
Green Future Fund Transfers to Environment Victoria	189,034	102,500
Donation Transfers to Environment Victoria	861,849	472,893
	<u>1,079,487</u>	<u>585,777</u>
Surplus/(Deficit) in Trust	( 81,309)	1,171,358
Opening Retained Income	<u>2,126,511</u>	<u>955,153</u>
Closing Retained Income	<u><u>2,045,201</u></u>	<u><u>2,126,511</u></u>

## ENVIRONMENT VICTORIA TRUST

STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2012

	Notes	2012 \$	2011 \$
<b>CURRENT ASSETS</b>			
Cash at Bank	2	157,073	188,861
Sundry Debtors			
-Franking Credits	3	25,420	400
-Income Accrual		26,355	12,484
Green Future Fund Investments			
Green Future Fund	4	1,797,081	1,894,219
<b>TOTAL CURRENT ASSETS</b>		<u>2,005,929</u>	<u>2,095,964</u>
<b>TOTAL ASSETS</b>		<u>2,005,929</u>	<u>2,095,964</u>
<b>CURRENT LIABILITIES</b>		<u>-</u>	<u>-</u>
<b>NET ASSETS</b>		<u>2,005,929</u>	<u>2,095,964</u>
<b>MEMBER FUNDS</b>			
Settled sum		100	100
Retained Income		2,045,201	2,126,511
Investments Revaluation Reserve	4	( 39,372)	( 30,647)
<b>TOTAL MEMBERS FUNDS</b>		<u>2,005,929</u>	<u>2,095,964</u>



## ENVIRONMENT VICTORIA TRUST

### TRUSTEES' DECLARATION

The Trustees have determined that the Environment Victoria Trust Fund is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Trustees declare that:

1. the financial statements and notes, as set out on pages 2 to 4 present fairly the trust's financial position as at 30 June 2012 and its receipts and payments for the year then ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;
2. in the trustees' opinion there are reasonable grounds to believe that the trust 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 Trustees and is signed for and on behalf of the Trustees by:



**Elizabeth McKinnon**

Trustee



**Hugh Wareham**

Trustee

Dated at Melbourne this 10<sup>th</sup> day of October 2012



**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE  
ENVIRONMENT VICTORIA TRUST (continued)**

*Independence*

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

*Auditor's Opinion*

In our opinion, the financial statements presents fairly, in all material aspects, the financial position of the Environment Victoria Trust as at 30 June, 2012 and its financial performance and receipts and payments for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

*Basis of Accounting and Restriction on Distribution*

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. This financial report has been prepared to assist the trustees of the Environment Victoria Trust to meet their requirements under the trust deed. As a result, the financial report may not be suitable for another purpose.

A handwritten signature in black ink, appearing to read 'Richard Callis'.

**RICHARD CALLIS**  
**Principal**

**CLEMENTS DUNNE & BELL PARTNERSHIP**  
Level 14, 350 Queen Street  
MELBOURNE VIC 3000

Dated this 16<sup>th</sup> day of October, 2012

**Clements Dunne & Bell Partnership. Chartered Accountants.**  
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# WALKING THE TALK

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

## ENVIRONMENTAL REPORT

Indicator 11/12 consumption		
Energy	19,196 KW/ hrs of renewable electricity	We emit no greenhouse pollution from our energy use. Our energy is either generated at our premises at the 60L green building through roof-top solar panels or purchased from 100 percent accredited renewable energy sources.
Water	56,774 litres of mains water 36,838 litres of rainwater or recycled water	Our mains water use is limited by the capture, treatment and use of rainwater or recycled wastewater on-site at our premises. Our wastewater is recycled and used on-site.
Transport	14,192 km of flight travel 5,155 km of car travel	Our primary mode of transport is public transport, walking or riding. Where required we use hire cars and flights and offset the related emissions.
Waste	104 kg to landfill 113 kg co-mingled recycled 165 kg compost 451 kg of paper recycled	We compost our organic waste and we separate and recycle waste materials, minimising waste to landfill.
Materials		We use 100 percent post-consumer recycled paper for all our printing and we recycle paper and newspapers used on-site. We have a policy of vegetarian or low impact catering. Our office fit-out is largely comprised of recycled materials and our kitchen includes pre-loved crockery and cutlery.

### Methodology

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.

- 1. Energy and Water usage was determined through the usage for the building at 60 Leicester Street Carlton Australia, and calculating Environment Victoria’s share based on our occupancy space (m2).
- 2. Transport impacts were measured by recording all flights and car hire kilometers throughout the year.
- 3. Waste was measured through a waste measurement over a two week period, extrapolated over the year.



## SUPPORTING OUR PEOPLE

As of June 30, 2012 we had 10 Board members, 16 permanent employees and 4 short-term contract employees working in Melbourne. In total, we had 13.9 full-time equivalent staff.

All employees except the CEO 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 carers' leave arrangements. The CEO is also covered by a performance-based, fixed-term contract.

Environment Victoria provides networking and learning opportunities for our staff to develop their knowledge, skills and capacity. In 2011-12 this included attendance at critical conferences and formal training in environmental education and media presentation. 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 major safety incidents and one minor incident when a staff member fell from her bike on a way to a meeting.

	Staff	Board
Number	20	10
FTE	15.5	-
Female	80%	60%
Male	20%	40%
Age		-
18-30	20%	
31-40	45%	
41-50	20%	
over 50	15%	
Covered by Certified Agreement	95%	-
Turnover of permanent staff	17%	-

# ETHICAL MONEY REPORT

# LISTENING AND INFORMING OUR STAKEHOLDERS

Our Corporate Partnerships Policy requires us to screen potential corporate partners to assess whether 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 avoids organisations with a poor environmental record or whose operations impact negatively on our environment or community. The Environment Victoria Trustees review the Green Future Fund investments quarterly to ensure that they continue to meet our ethical overlay.

We make sure we uphold clear communications with our key stakeholders and are committed to maintaining an open and transparent relationship with them all. This helps us establish our strategies and priorities, and has also informed the content of this report.

The following table outlines the key stakeholder groups with whom we engage regularly and the issues that are important to them.

Stakeholder	Interests	Engagement methods
Members, donors & supporters	Environmental problems and solutions and our priorities, campaigns and programs. Our effectiveness, governance and financial performance.	Surveys, direct discussions, events, rallies, regular bulletins, our bi-annual newsletter, quarterly letters outlining environmental issues, briefings and meetings, public events and through our website and social media.
Our partners	Shared projects	Meetings, briefings, public forums and joint project planning delivery and evaluation
Government	Environmental problems and solutions.	Surveys, meetings and briefings
Business	Environmental problems and solutions.	Surveys, meetings and briefings
Board	Effective and inspiring environmental campaigns and programs, governance and strategy, financial performance, supporting our staff and safety,	Board and Committee meetings, strategy planning days.
Employees	Effective and inspiring environmental campaigns and programs, financial performance, safe and enjoyable working environment	Staff and team meetings and strategy planning days.

# THANK YOU

## OUR DONORS

We would like to thank the thousands of Victorians who donated to Environment Victoria in 2011-12 and helped safeguard Victoria's environment. Your gift helped stop a new coal station, provide water to the mighty Murray River and build a brighter future for Victorians. Your generosity is outstanding. Your commitment is inspiring. And the difference you are making will be felt by many.

## OUR CORPORATE SUPPORTERS

Thank you to the sustainable businesses that invested in our programs in 2011-12.



bankmecu 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. bankmecu supported the One Million Homes Alliance.



Australian Ethical is a financial services company with a difference. It offers high conviction ethical superannuation and managed investments to clients interested in making money and making the world a better place. Australian Ethical sponsored HomePlanet.

## OUR PHILANTHROPIC SUPPORTERS

Thank you to the trusts, foundations and organisations that financially supported our programs in 2011-12.



AMES is the largest provider of English language and Settlement services to refugees and newly arrived migrants in Victoria. AMES funded and is a key delivery partner for HomePlanet.



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 HomePlanet.





## OUR GOVERNMENT FINANCIAL SUPPORTERS

Thank you to the Australian Government which supported the Multicultural Community Action on Climate Change program through the Department of Climate Change and Energy Efficiency; community forums workshops on the Murray-Darling Basin Plan through the Murray-Darling Basin Commission and our community education work through the Grants for Voluntary Environment, Heritage and Sustainability Organisations.

Thank you to the Victorian Government which supported the GreenTown program through the Sustainability Fund; EcoCarlton through the Department of Human Services; our input into river health strategies through the Department of Sustainability and Environment and our input into transport strategies through the Department of Transport.

We would like to thank the City of Melbourne for supporting EcoCarlton; the City of Brimbank for supporting HomePlanet and the Hume City Council for supporting the Hume Environmental Leadership Program.

## OUR PARTNERS: THANK YOU TO OUR PROGRAM DELIVERY PARTNERS

- Aborigines Advancement League
- Alevi Community Council
- Alternative Technology Association
- Arabic Welfare Inc
- AusCopy
- Australian Conservation Foundation
- Bluefish
- Bob Burton
- Brotherhood of St Laurence
- Climate Action Network Australia
- City of Yarra
- City West Water
- Climate Action Network Australia
- Climate Institute
- Collingwood Community Information Centre
- Collingwood Neighbourhood Renewal
- Consumer Utilities Advocacy Centre
- Cultivating Community
- Doctors for the Environment
- Environmental Defenders Office
- Flemington Neighbourhood Renewal
- Friends of the Earth
- Gippsland Climate Change Network
- Goodling Web Design and Development
- Goulburn Valley Environment Group
- Greenpeace
- Gurwidj Neighbourhood House
- Hepburn Wind
- Independent Outdoor Media
- Inland Rivers network
- Kildonan
- Kurnai College
- Locals into Victoria's Environment
- Michael Alexander
- Migrant Information Centre
- Melbourne Transport Forum
- Moonee Valley City Council
- Moreland Energy Foundation
- New Hope Foundation
- Oxfam
- Print Bound
- Probus Ladies
- Public Transport Users Assoc.
- Quang Minh Temple
- Sikh Council of Australia
- Sikh Interfaith Council of Victoria
- Stop HRL Collective
- Sustainable Living Foundation
- Sunraysia Mallee Ethnic Communities
- Uniting Church of Australia
- Victorian Climate Action Centre
- Victorian Climate Action Groups
- Victorian Council of Social Services
- Victorian Local Government Association
- Victorian National Parks Association
- Vietnamese Welfare Resource Centre
- Victorian Department of Human Resources
- The Wilderness Society
- World Vision
- Yarra Valley Water

## THANK YOU TO OUR REGULAR VOLUNTEERS AND STAFF

We estimate that our volunteers provided over 2,200 hours of invaluable service to Environment Victoria in 2011-12. We could not get by without them so we thank them from the bottom of our hearts.

### Our volunteers

- |                     |                     |                   |
|---------------------|---------------------|-------------------|
| • Anne Martinelli   | • Ivano Cascone     | • Melissa Howard  |
| • Benita Auterinen  | • Janet Gellie      | • Mesko Ayouz     |
| • Bob Michael       | • James Williams    | • Neil Barter     |
| • Bronwyn Plarre    | • Joan Selby-Smith  | • Polly Hughes    |
| • Cate Hoyle        | • John Egan         | • Peter Flanagan  |
| • Cameron Steele    | • John Knox         | • Robyn Erwin     |
| • Catheryn Thompson | • Katerina Gaita    | • Samia Mikhai    |
| • Cassie Mealey     | • Kaye Cleary       | • Sue Williams    |
| • Danny Venzin      | • Lakshmi Venugopal | • Steve Pollard   |
| • Eleanor Villani   | • Lance Lessels     | • Sultan Cinar    |
| • Gabby Fakhri      | • Laura Knight      | • Surmeli Aydogan |
| • Hamish Fawns      | • Les Smith         | • Suzan Saka      |
| • Helen Collins     | • Lina Hassan       | • Tim Curmi       |
| • Ian Penrose       | • Lynne Holroyd     | • Xiaomei Tan     |
| • Ian Hazelwinkel   | • Mal Brown         | • Zahy Zaibak     |

Lastly, we wouldn't have achieved anything for our environment without our dedicated staff. They work tirelessly for the environment and they never, ever give up, even when the going gets tough. We thank them for their incredible leadership and work.

### Our Staff

**Chief Executive Officer:** Kelly O'Shanassy

**Campaigns & communications:** Mark Wakeham, Victoria McKenzie-McHarg, Tricia Phelan, Juliet LeFeuvre, Alex Merory, Tom Hartney, Domenica Settle

**Sustainable Living:** Michele Burton, Nina Bailey, Charlie Davie, Eva Cox, Katerina Cox and Ayesha Cain

**Fundraising:** Amber Sprunt and Larissa Olenych

**Administration:** Ivan Kolker, Helen Vine, Tony Cox and Keran Fegan

# GRI G3 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.6
<b>2. Organizational Profile</b>			
2.1	Name of the organization.	Fully	Our Governance, p.20
2.2	Primary brands, products, and/or services.	Fully	Our Governance, p.20
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Our Governance, p.20
2.4	Location of organization's headquarters.	Fully	Our Governance, p.20
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.20
2.6	Nature of ownership and legal form.	Fully	Our Governance, p.20
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Our Governance, p.20
2.8	Scale of the reporting organization.	Fully	Our Governance, p.20
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	A message from our President and CEO, p.6
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	Inside cover p.2
3.2	Date of most recent previous report (if any).	Fully	This is in Environment Victoria's first Annual report including sustainability disclosures.
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Inside cover p.2
3.4	Contact point for questions regarding the report or its contents.	Fully	Inside cover, p.2
3.5	Process for defining report content.	Fully	Listening and informing our stakeholders, p.33
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.20, Environment Report p.31
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Our Governance, p.20, Environment Report p.31
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 organisations.	Fully	Our Governance, p.20, Environment 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	GRI G3 Content Index, p.37
<b>4. Governance, Commitments, and Engagement</b>			
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Our Governance, p.19 Directors' Report, p.20 Roll of the board, p.19
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Our Governance, p.19 Directors' Report, p.20
4.3	For organisations 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 Board of Directors, p.20
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Our Board of Directors, p.20 Directors' Report, p.20
4.14	List of stakeholder groups engaged by the organisation.	Fully	Listening and informing our stakeholders, p.33
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Listening and informing our stakeholders, p.33

## 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.24
EC4	Significant financial assistance received from government.	Fully	Our Financial Future, p.27
<b>Environmental performance</b>			
<b>Energy</b>			
EN3	Direct energy consumption by primary energy source.	Fully	Environment report, p.31
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Environment report, p.31
<b>Water</b>			
EN8	Total water withdrawal by source.	Fully	Environment report, p.31
EN10	Percentage and total volume of water recycled and reused.	Fully	Environment report, p.31
<b>Emissions, effluents and waste</b>			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Environment report, p.31
<b>Social: Labour Practices and Decent Work</b>			
<b>Employment</b>			
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	Supporting our people, p.32
<b>Labour/management relations</b>			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Supporting our people, p.32
<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.32
<b>Training and education</b>			
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Supporting our people, p.32