

# ANNUAL REPORT 2017-18

REPOWERING VICTORIA WITH CLEAN ENERGY



on votes for clean energy



**Environment Victoria is one of Australia's leading environmental charities. We are 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.**



Level 2, 60 Leicester Street, Carlton VIC 3053  
Telephone (03) 9341 8100, [admin@environmentvictoria.org.au](mailto:admin@environmentvictoria.org.au)

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

Cover photo: The #Repower Victoria Hub in Frankston, a local campaign headquarters for Environment Victoria's state election campaign.  
Photographer: Julian Meehan.

## Contents

<b>BIG ACHIEVEMENTS THIS YEAR</b>	<b>5</b>
<b>ABOUT US</b>	<b>6</b>
<b>A MESSAGE FROM OUR PRESIDENT AND CEO</b>	<b>7</b>
<b>CLIMATE</b>	<b>8</b>
<b>NATURE</b>	<b>10</b>
<b>SUSTAINABLE TRANSITION</b>	<b>12</b>
<b>COMMUNITY ORGANISING</b>	<b>14</b>
<b>OUR CHALLENGES</b>	<b>16</b>
<b>OUR GOVERNANCE</b>	<b>17</b>
<b>DIRECTORS REPORT</b>	<b>18</b>
<b>OUR FINANCIAL PERFORMANCE</b>	<b>21</b>
<b>WALKING THE TALK</b>	<b>30</b>
<b>THANK YOU</b>	<b>32</b>

## 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 2017-18 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 2017-18 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.



Frankston local Claire Dawson with her children Sarah and Micah outside the #Repower Victoria Hub campaign headquarters. Claire was one of hundreds of volunteers involved in Environment Victoria's state election campaign. Photo by Julian Meehan.





# BIG ACHIEVEMENTS THIS YEAR

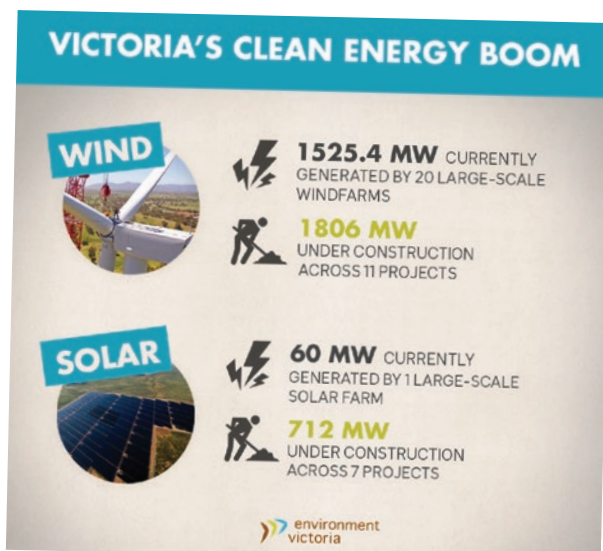
## What we achieved together this year:

- Victoria's greenhouse gas pollution fell by 10 per cent in the first full year after Hazelwood's closure. More than \$300 million is being spent to diversify the Latrobe Valley's economy away from coal.
- Victoria's Renewable Energy Target of 40 per cent by 2025 was legislated and is driving investment in new renewable energy projects.
- The Andrews government launched a massive plan to put solar on 650,000 more homes in the next decade.
- We made some progress in the 'War on Waste' with a \$37 million recycling industry rescue package and a new state government ban on single-use plastic bags.
- The state's Environment Protection Act was improved, including greater powers for communities to enforce pollution laws.
- We secured improvements to the proposed amendments to the Flora and Fauna Guarantee Act.
- The final of three Latrobe Valley coal projects was cancelled and \$30 million funding returned to taxpayers.
- Coal mine rehabilitation bonds were increased by \$300 million, delivering better environment and social outcomes for the Latrobe Valley.
- Our One Million Homes campaign secured a commitment to energy efficiency standards for all rental properties across the state.
- With our allies, we used the South Australian election campaign to secure a Royal Commission into the Murray-Darling Basin Plan.



Above: Our election policy agenda called for 250,000 solar homes over 4 years, but Labor went even bigger, pledging to put solar on 650,000 homes in a decade.

- We put the spotlight on the weaknesses of the proposed Turnbull government's National Energy Guarantee, winning some improvements and a strong Victorian government position.
- We launched our #Repower Victoria campaign, building community power for clean energy.
- We kicked off our biggest-ever state election campaign, including making 100,000 phone calls for clean energy, enrolling 1000 young voters and opening a campaign headquarters in the key area of Frankston.



Above: How The Age covered our expose on the EPA's lack of carbon dioxide pollution limits for coal-burning power stations..

Left: Victoria's legislated Renewable Energy Target is driving massive investments in wind and solar.

# ABOUT US – OUR 5 YEAR STRATEGY

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

## 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 as fast as possible.** 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. We're tracking our progress against key metrics. For example, in objective one to cut climate pollution, we aim to help Victoria achieve 30 per cent emissions reduction by 2022.

**Want more detail?**

Visit [environmentvictoria.org.au/strategy-2022](https://environmentvictoria.org.au/strategy-2022)

# A MESSAGE FROM OUR PRESIDENT AND CEO

At Environment Victoria, we have a vision of Victoria being a global leader and national catalyst for solving our climate and sustainability crises. This year, against a backdrop of continued federal inaction on the major environment challenges of our times, we made some serious progress towards achieving this vision.

We were proud to see Victoria legislate an ambitious renewable energy target of 40 per cent by 2025, which we now look set to exceed. This target is a great example of states getting on with the job of solving the climate crisis and creating jobs in regional areas at the same time. Coupled with the state's legislated zero emissions target, it's a clear sign of the positive direction we're heading.

As we predicted, Victoria has adapted well to the closure of Hazelwood power station. The lights stayed on, the state's greenhouse gas pollution dropped by 10 per cent, and the Latrobe Valley is developing new industries. We're proud of the role we've played in this transition. We've also won major reforms to improve coal mine rehabilitation and another proposed brown coal project bit the dust this year.

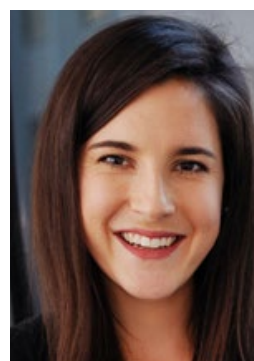
Solutions to our environmental crises must also deliver for social justice. This year we won reforms to improve the energy efficiency of rental homes and, just recently, also won a massive expansion of the state's solar industry with new solar installations for 650,000 low and middle income homeowners. We're working side by side with communities in the Latrobe Valley to ensure they don't get left behind by the clean energy transition. We continue to work with farmers in regional Victoria affected by drought and the decline of our river systems and we're committed to deepening our working relationship with Traditional Owners across the state.

We've won stronger environment protection laws and also had some smaller wins for nature. And Victoria has made a start in the 'War on Waste'.

But we all know we need to go further, faster to safeguard life on this precious planet. This year's state election provides an opportunity for us to really step up the pace and scale of Victorian leadership for our environment. With your incredible donations of time, energy and money we are throwing everything at this crucial moment. We're implementing the largest election campaign for the environment ever seen in this state, and trying to secure genuine environmental leadership from all political parties.

As you'll see from this Annual Report, as we head into our 50th year of campaigning for our environment, Environment Victoria is in great health as an organisation. We've ended our reliance on government funding and have increased our campaigns, community organising and communications capacity. We have an ambitious five-year strategy, and a very talented Board and staff united to achieve it.

Thank you for your passion and support; it sustains us and gives our planet a fighting chance



*Emma*

Emma Humann  
President



*Mark*

Mark Wakeham  
CEO

**A post-script from Mark:** *This will be my last Annual Report as I finish up in the CEO role at the end of the year. It's been a wonderful privilege to work here for over a decade. Thank you for your amazing support over the years, and special thanks to the Board, staff and volunteers who have built such a fantastic team and community. I look forward to seeing you all at the 50th Birthday celebrations next year, and can't wait to see what Environment Victoria does next!*



# 1. CLIMATE

**Cutting climate pollution to zero at emergency speed and making Victoria a leader in combating the climate crisis.**

**The energy revolution is underway. In the wake of Hazelwood's closure last year, Victoria is building record amounts of renewable energy, with more in the pipeline. The question now is not whether we shift to clean energy, but how smoothly and quickly it can be done. And time is of the essence.**

## Clean energy boom

The Victorian Renewable Energy Target (VRET) is written into law and is already driving new projects.

Thanks to the work of Environment Victoria and many others, Victoria now has a legislated target to get to 40 per cent renewables by 2025.

As part of the national #Repower campaign to shift Australia to clean energy, volunteers hit the streets to demonstrate public support for passing the VRET through state Parliament. We had a day of action with over a dozen events across the state and two huge 'Repower Hour' public meetings. After the Victorian Liberal Party voted against the new laws, volunteers staged protests outside the office of Liberal leader Matthew Guy.

In May, standing side by side with author and environmentalist Bill McKibben, we helped launch the *Plan to Repower Australia* – a detailed blueprint from Australia's leading environment groups on how to shift from polluting coal to clean energy.

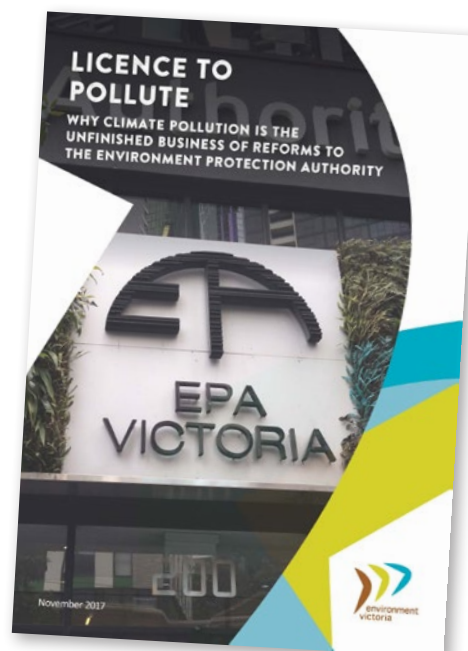
## Carbon dioxide limits for Victoria's biggest polluters

**We launched a new push for the Victorian Environment Protection Authority (EPA) to finally put limits on how much carbon dioxide pollution the Latrobe Valley coal power stations can pump out.**

The campaign kicked off with a big report, written up in *The Age*, showing how the EPA has serious unfinished business despite significant reforms to its operations. An EPA review of coal power station licences was going to happen behind closed doors, until the community forced them to open it up to community consultation.



**Above:** We placed this ad in local papers to highlight the Victorian Liberal Party's opposition to Victoria's renewable energy target. **Below:** Our *Licence to Pollute* report called for EPA limits on climate pollution.







Above: Volunteers across the state taking part in our 'Repower Hour' events.



Above: Asha, aged 7, inspired the winning concept by her uncle, Caulfield North local Ric Benjamin, in our clean energy billboard competition. Photo by Julian Meehan.

## Opposing the fossil fuel industry in Victoria

The last of three coal processing projects given contracts by the previous state government finally collapsed, but it is not all plain sailing.

In April we won the cancellation of a major coal project proposed for the Latrobe Valley. But in May, the Andrews government announced extensions to the coal mining licences beyond their current expiry dates of 2026 for Yallourn and 2037 for Loy Yang. We also criticised the government for handing over \$50 million to a consortium proposing a coal-to-hydrogen facility. And we are working with local groups from the Mornington Peninsula and Phillip Island to fight against AGL's plans to build a massive gas import terminal in Westernport Bay.

## Influencing the national stage

With much of the post-Hazelwood media and political discussion focusing on power prices and the (non-existent) risk of blackouts, we commissioned analysis to remind everyone that Victoria avoided 10 million tonnes of carbon dioxide pollution in the year after Hazelwood closed – one of the most significant steps we've taken in Australia to tackle global warming.

Our new Senior Climate and Energy Adviser, Erwin Jackson, (formerly Deputy CEO at the Climate Institute) helped shine a light on the weaknesses of the proposed National Energy Guarantee. We also worked to ensure the mechanism would not stall state government action, and helped lock in a strong position on the NEG from the Victorian government.



## 2. Nature

### Strengthening the laws and systems to protect nature.



Above: New laws give community members the ability to take polluters to court.

Along with being a watchdog for the Victorian environment, we're campaigning to strengthen the laws, standards, institutions and policies that protect our natural world. This year we redoubled our efforts to save the Murray-Darling, campaigned for improvements to our state's Flora and Fauna Act, pushed for important reforms to the EPA and had an early victory in the war on waste.



In July community members from across the Murray-Darling Basin converged on the Victorian Parliament.

### Saving the Murray-Darling Basin

**In the wake of the explosive revelations on Four Corners, the Environment Victoria community helped drive home the failings of the existing Murray-Darling Basin Plan.**

Over 6000 people signed our petition calling for Water Minister Lisa Neville to stand up for the protection of Victoria's rivers. We supported communities from the Murray-Darling Basin to hold a rally on the steps of Parliament, and community concern eventually convinced the South Australian

government to set up a Royal Commission into the Basin Plan, at which our Rivers Campaigner Juliet Le Feuvre gave evidence. Federally, we helped block the first round of cuts to the Basin Plan, although these were later overturned.

### Protecting Victoria's natural environment

**Together with thousands of supporters, we successfully lobbied for improvements to proposed changes to the *Flora and Fauna Guarantee Act*.**

The proposed changes, which have not yet gone through

Parliament, fall a long way short of what is necessary to protect Victoria's threatened species, but our work has set a foundation for further improvements in the next term of Parliament.

We also presented evidence at a Victorian Parliamentary Inquiry into the use and effectiveness of environmental flows. The committee's findings supported our view that environmental flows remain an essential element of maintaining healthy rivers.





Photo: Doug Gimesy

## Securing stronger powers for the EPA

A major reform of the EPA has passed through Victorian Parliament, creating a new duty 'not to pollute' and putting the onus on industry to clean up its act.

The new laws also allow the EPA to impose much higher penalties for pollution, and potentially allow communities to bring legal action if the EPA fails to prosecute.

## Tackling our waste crisis

China's ban on foreign recycling sent the waste industry into a tailspin, and we helped secure \$37 million in funding to get recycling back on track in Victoria.

This work has a long way to go before we reach our goal of a truly circular economy.





# 3. Sustainable transition

Ensuring a just and fair transition to a sustainable Victorian society and economy.



Above: Consistent media coverage put minimum efficiency standards for rental properties on the agenda.

Everyone should share in the benefits of clean energy and energy efficiency, including affected communities, disadvantaged groups and people experiencing the impacts of climate change. This year we had big wins in our campaign for minimum efficiency standards in rental homes, and our call to repower hundreds of thousands of homes with solar.

## Bringing rental homes up to scratch

We have continued our focus on the One Million Homes Alliance campaign for minimum efficiency standards for the nearly one-third of Victorian homes that are rental properties.

Our *Bringing Rental Properties Up to Scratch* report released in September received extensive print and radio media coverage, including the *Herald Sun*, 3AW and ABC. A petition of more than 15,000 signatures to the Minister for Consumer Affairs elevated the voice of renters. The government heard this call and included the power to make standards for energy and water efficiency in the legislation, which passed in September 2018.

## Smart, clean energy for all

Our campaign to repower 250,000 Victorian homes with efficiency and clean energy in four years had a big win with the government announcing its Solar Homes program to install solar on 650,000 Victorian homes within ten years.

Energy Efficiency Campaigner Anne Martinelli ran two successful 'Repower Your Home' events in Carrum and Moorabbin in June, attracting nearly 200 people, many of them new to Environment Victoria. We will continue to work with government to ensure the Solar Homes program incorporates complementary efficiency upgrades and is targeted towards those households most in need.



Above: Anne and Nick delivering 15,000 signatures calling for rental standards to the Minister for Consumer Affairs.





**Above:** Public Policy and Advocacy Manager Dean Rizzetti presents our safe and sustainable homes agenda at a 'Repower Your Home' event in Melbourne's Bayside suburbs. Photo by Julian Meehan.

## Improving efficiency and living standards for One Million Homes

**Collaborating with the One Million Homes Alliance, we're working 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.**

Along with successfully campaigning for rental standards, this year the Alliance refreshed its policy agenda to incorporate equitable access to clean energy as well as efficiency. The new 'Safe and Sustainable Homes for All' Policy Roadmap lays out a comprehensive agenda for ensuring no-one is left behind in Victoria's inevitable transition to clean energy.

## Working towards a just transition in the Latrobe Valley

**With input from local community groups, we have developed a policy agenda to support the Latrobe Valley through its transition away from coal, with a focus on opportunities for smart, clean energy.**

A key part of the transition in the Valley is ensuring the mines become valuable community assets after they close. This year marked the culmination of several years of detailed work on mine rehabilitation, with bonds for each mine increased by at least \$100 million. This guarantees funding to clean up the mess that has been created. Now the mines need to be converted into something the community actually wants and that doesn't leave a toxic environmental legacy.

We have also continued to work with other civil society leaders such as unions, the social sector and local government to find common ground on what a "just transition" means for places like the Latrobe Valley, but also for parts of Victoria where climate change will impact local economies.



**Above:** The release of our report calling for efficiency standards for rental homes was covered by the *Herald Sun*, 3AW and ABC radio.

## 4. Community organising to Repower Victoria

**This election, we're standing up for our environment.**

Over the last five years, Environment Victoria has built community support for clean energy across the state. With the #Repower Victoria network stronger than ever, we've focused on flagship campaigns in key areas to protect our environment this election and into the future.

### Building power

Our community organising team has been critical in building the “#Repower Australia” campaign with partners across the environment movement.

This is a ‘decentralised’ collaboration run by volunteers all over the state, from flagship campaigns in key areas like Frankston to individual community members in towns and regional centres. Twelve new volunteer groups hosted “Repower Hour” campaign events in 2017, with hundreds of participants and new supporters. We are using the #Repower Victoria framework, branding and story for our election campaign.

Over the last 12 months, we have organised, trained and supported hundreds of volunteers through local groups to deliver local field campaigns, and we have established community organising systems and infrastructure to support these campaigns.

### New territory and

### technology

We have developed and integrated a sophisticated technical system, including platforms to support user-friendly remote dialling (for community calls), peer-to-peer SMS messaging and a public-facing campaign website that integrates with our database.

We're pioneering a youth enrolment strategy in key areas and (writing at September 2018) have already enrolled an estimated 300 young people to vote and engaged thousands more.



**Above:** Volunteers are making phone calls about environment issues to voters in the lead-up to the 2018 state election.

**Below:** Schools outreach officer Jack gives a presentation to hundreds of students at Mentone Girls Secondary School as part of the new Young Votes campaign.







## Gearing up for the election

We are delivering Environment Victoria's biggest-ever field campaign, mobilising hundreds of volunteers to make 100,000 phone calls to community members about environment issues in our target areas across the state.

This field campaign is building crucial community support for clean energy, making sure that Victorians know where the parties stand on clean energy, tackling global warming and protecting our environment.

We have opened a community #Repower Victoria Hub in Frankston, providing a visible shopfront, advertising space

and a volunteer-run campaign headquarters.

Our organising team has facilitated public events in key seats including 'Repower Your Home' forums, a public launch of our #Repower Frankston Hub, movie nights and Water in the Hub, and a campaign event updating locals on Victorian river management issues.

We're supporting local groups in Frankston and Bentleigh, and we have a central Network Support Team of incredible young volunteers facilitating local calling parties and delivering our peer-to-peer SMS campaign and youth enrol to vote campaign.



**Above:** Community organiser Emma encourages young people to enrol to vote at campuses.

**Above:** Volunteers ready to get involved at the launch of the Frankston Repower Hub.



**Above:** How the local paper in Frankston covered the launch of our new volunteer headquarters.

# 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 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 was the first financial year in which we 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. In 2017-18 we expanded our campaigns capacity in the lead-up to the state and federal elections, but sustaining this long-term requires increasing our income.

## 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 unstoppable people power 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 on the ground in election campaigns, even though this is legitimate work for charities.

## Defending against attacks on environmental charities

The federal government continues its attempts, on multiple fronts, to silence environmental charities. We're working with our colleagues across the charitable sector to push back against these attacks and defend our right to speak up for our 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 at 30 June 2018 we had 162,081 supporters, 6706 active cash donors, 2335 regular givers and 289 individual and 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.

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 appoints and conducts an annual performance review of the CEO. The Board is currently recruiting a new CEO with the departure of Mark Wakeham at the end of 2018, after 11 years with the organisation.

Environment Victoria maintains a public fund, the Environment Victoria Trust, 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. 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 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

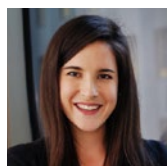
This committee provides advice to the Board on strategies to enhance the reputation and capacity of Environment Victoria, and contributes to its long-term financial strength through leading the development of an effective revenue-raising strategy.

### Governance and Performance Committee

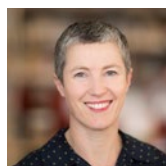
This committee provides support to the Board with regard to processes, policies, systems and frameworks that help maximise the efficiency, effectiveness and quality of Environment Victoria and the Board. It also leads the oversight, management and performance of the CEO.

# DIRECTORS REPORT

## OUR DIRECTORS



Emma Humann



Kate Colvin



Tim Watts



Tabatha Fulker



Elaine Montegriffo



Ben Krasnostein



Paul Bailey



Peter Christoff



Ralf Thesing



Katherine Lake



Sue Davidson

### **Emma Humann | President, 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 | Fundraising, Communications and Engagement 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.

### **Timothy Watts | Vice President, 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, Communications and Engagement 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 | Chair of Fundraising Communications and Engagement 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 | Treasurer, Chair of the Governance 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, Communications and Engagement 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 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.

### **Ralf Thesing | Director (appointed October 2017, leave of absence from July 2018)**

### **Katherine Lake | (appointed October 2017, resigned July 2018)**

Katherine has worked in climate change and energy law and policy for fifteen years for international law firms in London, Sydney and Melbourne, and for Australian federal and state governments. She has expertise in advising companies and governments on the implications of climate and energy regulations at state, federal and international levels. She has worked with the federal government on UNFCCC negotiations, focusing on carbon markets and climate finance. She recently worked with the Victorian state government to develop its climate change and renewable energy policies.

### **Sue Davidson | Treasurer (resigned October 2017)**

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 LLM 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.

The Board also co-opted two experts to Board subcommittees including Peter Carey to the Finance Audit and Public Fund Committee member and Sue Noy to the Fundraising, Communications and Engagement Committee.



# 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	6/6	
Kate Colvin	4/6	
Peter Christoff	4/6	
Paul Bailey	5/6	
Ben Krasnostein	5/6	
Elaine Montegriffo	4/6	
Tabatha Fulker	5/6	
Tim Watts	5/6	
Katherine Lake	4/4	(resigned July 2018)
Ralf Thesing	4/4	(leave of absence from July 2018)
Sue Davidson	1/1	(resigned October 2017)

**Below:** Seals in Westernport Bay, where AGL energy wants to build a gas import terminal. Photo: Lisa Schonberg



# 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 2017-18 Environment Victoria's financial security and independence was maintained and we are pleased to report that we did not seek, nor receive, any government funding from either federal or state governments in 2017-18.

During the year we grew the numbers of supporters making a bequest to Environment Victoria in their Will, and continued to invest in regular giving programs through various channels. Our generous and caring supporters responded positively to our appeals through the mail and online, and they were joined by many new supporters through our acquisition programs.

The support received from philanthropic trusts, partners and a small group of incredibly generous individuals making major donations was again vital to keeping us financially independent. Thanks to all our financial supporters, we can act both quickly and effectively, as well plan for delivering the longer term action our environment and climate needs.

## Environment Victoria Inc

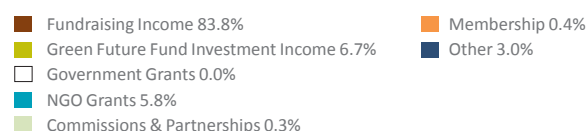
Environment Victoria's total income for the year was \$2.74m and expenses for the year were \$2.57m, resulting in a total annual surplus of \$166,093.

This surplus comprises an operating deficit of \$4,197 offset by net realised investment earnings from the Green Future Fund of \$170,290.

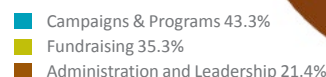
The operating deficit was \$209,158 better than 2016-17 as we fundraised in anticipation of a large increase in campaigns expenditure towards our 2018 Victorian state election campaign.

\$1.1 million of our income was spent on our environment campaigning and programs, \$0.9 million was invested in raising funds and \$0.5 million spent on essential administration and organisational leadership.

## INCOME BREAKDOWN



## EXPENDITURE BREAKDOWN



## Thank you

Thank you to all our wonderful supporters for your gifts over the past year. It's your generosity and vision for a thriving environment and a safe climate that keep us financially secure, independent of all governments and make us – bang for buck – the most effective environment organisation in Australia.

# 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.

Since its launch in 2010, the Green Future Fund has received \$2.26 million in donations and 88 people have notified an intention to pledge bequests to the Fund through their Will. The Fund has distributed \$1.3 million to support Environment Victoria's campaign activities.

Despite these significant distributions, as at 30 June 2018 the Green Future Fund held investments to the value of \$1.9m. 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 2017-18 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 donor)

Mr Malcolm Shore

Dr Phillipa Currie

Melliodora Fund, Australian Communities  
Foundation

The estate of Eric Bottomley

The estate of Barbara Beeson

Fair World Foundation



# OUR FINANCIAL FUTURE

In 2017-18, thanks to the incredible generosity of our supporters, we again achieved 100 per cent financial independence with not a cent of our funding coming from government. Our fundraising strategies will continue to invest in both proven and new funding streams, and keep our supporters at the heart of what we do. Investment will continue in appeals, bequests, regular giving and funds sought through trusts and foundations, as well as new online communication tools.

Environment Victoria now has \$2.7 million in members' reserves, including \$1.9 million in the Green Future Fund.

Our supporter base has increased to over 150,000 Victorians, with a growing number providing us generous financial support. With the unwavering support of our donors, we are confident we will secure and maintain a strong financial base for our campaign work.

Photo: Solar installed at Beechworth Montessori School, funded through Citizens Own Renewable Energy Agency (CORENA), [corenafund.org.au](http://corenafund.org.au)



The following is a summary of the financial statements for Environment Victoria Inc for the year ended 30 June 2018. The full financial statements are available on Environment Victoria's website.

**ENVIRONMENT VICTORIA INC.**  
**A B N 84 495 053 605**  
**RESPONSIBLE ENTITIES' REPORT**

**Proceedings on Behalf of the Association**

No person has applied for leave of Court to bring proceedings on behalf of the association or intervene in any proceedings to which the association is a party for the purpose of taking responsibility on behalf of the association for all or any part of those proceedings. The association was not a party to any such proceedings during the year.

**Auditor's Independence Declaration & Non-Audit Services**

A copy of the auditor's independence declaration under section 60-40 of the Australian Charities and Not for Profits Commission Act 2012, in relation to the audit for the financial year is provided with this report.

Signed in accordance with a resolution of the responsible entities:



**Emma Humann**  
President



**Benjamin Krasnostein**  
Treasurer

Dated this 26 day of September 2018

**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 2018**

	Note	2018 \$	2017 \$
<b>Income</b>			
Revenue	2	2,740,677	2,296,850
		<u>2,740,677</u>	<u>2,296,850</u>
<b>Expenditure</b>			
Employee expenses		1,384,614	1,219,181
Occupancy and Office		258,145	239,976
Events and Travel		55,043	51,959
Research and Consultancies		472,473	412,437
Communications and Marketing		210,445	98,903
Phone, Information Technology and Equipment		84,237	61,912
Finance, Accounting and Legal		94,441	81,983
Other Expenses		15,186	14,821
		<u>2,574,584</u>	<u>2,181,172</u>
<b>Net Surplus for the year</b>		<u>166,093</u>	<u>115,678</u>



## ENVIRONMENT VICTORIA INC.

A B N 84 495 053 605

STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2018

	Note	2018 \$	2017 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	3	760,509	601,578
Other Financial Assets	7(a)	302,956	500,986
Trade and Other Receivables	5	336,141	79,719
<b>TOTAL CURRENT ASSETS</b>		<b>1,399,606</b>	<b>1,182,283</b>
<b>NON-CURRENT ASSETS</b>			
Plant and Equipment	6	83,314	106,030
Available For Sale Financial Assets	7(b)	1,900,224	1,893,588
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,983,538</b>	<b>1,999,618</b>
<b>TOTAL ASSETS</b>		<b>3,383,144</b>	<b>3,181,901</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	8	52,830	43,024
Provisions	9	132,531	176,881
Grants Received in Advance		446,888	369,016
<b>TOTAL CURRENT LIABILITIES</b>		<b>632,249</b>	<b>588,921</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	45,908	14,864
<b>TOTAL CURRENT LIABILITIES</b>		<b>45,908</b>	<b>14,864</b>
<b>TOTAL LIABILITIES</b>		<b>678,157</b>	<b>603,785</b>
<b>NET ASSETS</b>		<b>2,704,987</b>	<b>2,578,116</b>
<b>MEMBERS' EQUITY</b>			
Reserves	10	187,706	226,928
Accumulated Surplus		2,517,281	2,351,188
<b>TOTAL MEMBERS' EQUITY</b>		<b>2,704,987</b>	<b>2,578,116</b>

## ENVIRONMENT VICTORIA INC.

A B N 84 495 053 605

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
<b>Cash Flows from Operating Activities</b>			
Receipts from Customers		2,383,249	2,175,447
Payments to Suppliers and Employees		(2,531,633)	(2,191,287)
Interest income		16,733	18,802
<b>Net Cash (Outflow)/ Inflow from Operating Activities</b>	<b>4</b>	<b>(131,651)</b>	<b>2,962</b>
<b>Cash Flows from Investing Activities</b>			
Redemption/(Investment) in Term Deposit		198,030	(194,145)
Capital Distribution/ (Contributions) (Green Future Fund)		104,677	55,402
Purchase of Plant & Equipment		(12,125)	(55,881)
<b>Net Cash Inflow / (Outflow) from Investing Activities</b>		<b>290,582</b>	<b>(194,624)</b>
<b>Net Increase in Cash Held</b>		<b>158,931</b>	<b>(191,662)</b>
<b>Cash and Cash Equivalents at beginning of the year</b>		<b>601,578</b>	<b>793,240</b>
<b>Cash and Cash Equivalents at end of the year</b>	<b>3</b>	<b>760,509</b>	<b>601,578</b>

## ENVIRONMENT VICTORIA INC.

A B N 84 495 053 605

STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2018

	Note	Retained Profit/(Loss) \$	Investment Revaluation Reserve \$	Total \$
Balance at 1 July 2016		2,235,510	417,993	2,653,503
Movement in Investment Revaluation Reserve	7(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>
Balance at 1 July 2017		2,351,188	226,928	2,578,116
Movement in Investment Revaluation Reserve	7(b)	-	(39,222)	(39,222)
Net Surplus for the Year		166,093	-	166,093
<b>Balance as at 30 June 2018</b>		<b>2,517,281</b>	<b>187,706</b>	<b>2,704,987</b>





Our Ref

**INDEPENDENT AUDITOR'S REPORT**

Your Ref

**TO THE RESPONSIBLE ENTITIES OF ENVIRONMENT VICTORIA INC.****Report on the Audit of the Financial Report****Opinion**

We have audited the accompanying special purpose financial report of Environment Victoria Inc., which comprises the statement of financial position as at 30 June 2018, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the 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 (ACNC Act), including:

- (i) giving a true and fair view of the entity's financial position as at 30 June 2018 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 to the financial statements

**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 entity in accordance with the ACNC Act, 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.

**Emphasis of Matter – Basis of Accounting**

We draw out attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Responsible Entities' financial reporting responsibilities under the Australian Charities and Not for Profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

**Responsibilities of the Responsible Entities for the Financial Report**

The association's 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 controls as the Responsible Entities determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

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

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 also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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.
- 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 association'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.



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

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the association audit. We remain solely responsible for our audit opinion.

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



**MCG Partners**  
 Chartered Accountants

Our Ref  
 Your Ref

**AUDITOR'S INDEPENDENCE DECLARATION****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 2018, 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:

*08<sup>th</sup> October 2018*

# 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
	2015-16	2016-17	2017-18
<b>Energy (see note 2)</b>			
Renewable	15,135 kw/h	14,615 kw/h	14,713 kw/h
Coal-fired	0 kw/h	0 kw/h	0 kw/h
<b>Water (see note 2)</b>			
Mains	65,297 litres	60,397 litres	69,231 litres
Rainwater	36,516 litres	44,195 litres	14,744 litres
<b>Transport (see note 5)</b>			
Flights	18,158 km	17,399 km	34,472 km
Car	1,200 km	5,318 km	7,027 km
<b>Materials and waste (see note 6)</b>			
Landfill	71 kg	128 kg	120 kg
Co-mingled recycled	100 kg	116 kg	107 kg
Composted	45 kg	118 kg	133 kg
Paper recycled	338 kg	279 kg	353 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 (m<sup>2</sup>). Mains water consumption higher this year due to lower rainfall.
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. Low rainfall in 2017-18 reflected in the rainwater usage.
6. Transport impacts were measured by recording all flights and car hire kilometres throughout the year. Additionally a travel audit was conducted over two 2-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 2018, we had 9 Board members and 21 employees working in Melbourne and remotely. In total we had 17.3 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 2017-18 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	17.3	n/a
Female	67%	45%
Male	33%	55%
Covered by Certified Agreement	90%	n/a
Turnover of permanent staff	0%	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 invested with Ethical Investment Services to meet our ethical overlay.

# THANK YOU

## Thank you to our donors and supporters

We would like to thank the thousands of Victorians who donated to Environment Victoria in 2017-18. Your gifts helped drive Victorian leadership on climate change, including a legislated renewable energy target for Victoria and new higher coal mine rehabilitation standards.

Victoria's greenhouse pollution fell by 10 per cent with the closure of Hazelwood – 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 and update our state's environmental protection laws for the 21st century. And we've won environmental reforms that also deliver fairness, including legislated rental standards, support for low-income homes to go solar, and transition funding for the Latrobe Valley.

We'd particularly like to thank the donors who gave so generously to ensure that our 2018 state election campaign has the resources it needs to achieve big wins for our environment. We're confident this campaign will deliver transformative change.

We also want to pay our respects to long-term supporters and donors who passed away this year including Mary O'Sullivan, John Penington, Peter Sutherland, Nancye Trigellis-Smith, Cynthia Neubecker and Mary Lou Friday. We acknowledge their wonderful contribution 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 2017-18.



**Planet Wheeler Foundation** supports practical and effective projects which make a difference in the alleviation of poverty. Planet Wheeler supports us with a donation for core support.



**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 supports our campaigns work.



**Patagonia** give 1 per cent 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.



**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.



**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 2017-18 including the Hamer Family Fund, the Fairer Futures Fund, the Melliodora Fund, the Koshland Innovation Extension Fund and the BB & A Miller Fund.



# THANK YOU TO OUR BUSINESS SUPPORTERS

Thank you to the sustainable businesses that invested in our programs in 2017-18.



**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 per cent carbon neutral electricity retailer. Powershop is backed by Meridian Energy, a 100 per cent renewable energy producer with no investments in fossil fuels, and is ranked number one for Australia's greenest power company in Greenpeace's Green Electricity Guide. Powershop has partnered with Environment Victoria for our clean energy and climate campaigns.

# THANK YOU TO OUR PARTNERS

## Thank you to our campaigns and organising 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
- Birdlife Australia
- Bob Burton
- Brotherhood of St Laurence
- City Life Church
- Climate Action Network Australia
- Climate for Change
- 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
- 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
- RMIT
- Save Westernport
- Seaford Community Committee
- SecurITon
- SEED Indigenous Youth Climate Network
- Spark Strategy
- #StopAdani
- Sustainable Living Foundation
- Tenants Victoria
- The Australia Institute
- The Change Agency
- The Next Economy
- The Rescope Project
- Transition Kingston
- Uniting Church of Australia
- University of Melbourne
- VicSuper
- Victorian Climate Action Groups
- Victorian Council of Social Services
- 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 2017-18. 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.

This year around 200 volunteers have given thousands of hours to the #Repower Victoria campaign, including many involved in our three local groups – the ‘Southies’, SEEN (South East Environment Network), EAFE (Eastern Action for the Environment) and Repower North East. Volunteers have built and demonstrated community power that has helped to secure political leadership on climate change in Victorian politics. Through our Network Support Team and local #Repower groups, volunteers have made phonecalls, hosted community events, and chatted with locals at street stalls, building critical community support for clean energy, climate action and nature protection in communities that matter at election time.

Thanks especially to volunteers Ingrid DeNeve, Bruce Cutts and Rick Graham from the Southies team in Bentleigh and Mordialloc; Elaine Smith and Dave Archer from the SEEN team in Frankston and Carrum; Teresa Hicks, Andy Parsons, Mary French and the EAFE team; Giuseppe Scelsi and Alison Ray, and the Caulfield and #Repower North East teams; and Gemma Lowden, Chris Barron, Sophia Nibbe, Benjamin Richards and Emily Wilson and all the incredible volunteers from the #Repower Victoria Network Support Team! There are too many volunteers to mention here – thank you so much for your energy and inspiration. You really are the backbone of our organisation and our movement.

## 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, Erwin Jackson, Dean Rizzetti

**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, Lena Herrera Piekarski

**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	2016-17 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
-----------	-------------	----------	-------------------------------

### ECONOMIC PERFORMANCE

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

### ENVIRONMENTAL PERFORMANCE

#### Energy

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

#### Water

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

#### Emissions, effluents and waste

EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Walking the Talk, p.30
------	---	-------	------------------------

### SOCIAL: LABOR PRACTICES AND DECENT WORK

#### Employment

LA2	Total number and rate of employee turnover by age group, gender, and region.	Partial	Walking the Talk, p.30
-----	--	---------	------------------------

#### Labor/management relations

LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Walking the Talk, p.30
-----	--	-------	------------------------

#### Occupational health and safety

LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	Supporting our People, p.31
-----	--	-------	-----------------------------

#### Training and education

LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Supporting our People, p.31
------	---	-------	-----------------------------







