

# Annual Report 2018-19

COMMUNITIES POWERING THE  
TRANSITION TO CLEAN ENERGY





**Environment Victoria is one of Australia's leading environment groups, independent and not for profit. We take on the biggest threats to our climate and environment. We inspire, empower and lead people and communities to take action, building power to solve the climate crisis, achieve a healthy environment and secure a fair and thriving Victoria. Environment Victoria acknowledges that we live and work on Aboriginal land and that this country was cared for over tens of thousands of years by Traditional Owners before colonisation.**

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

**We recognise the unique impacts Aboriginal and Torres Strait Islander people are facing on communities, culture and country, and the intrinsic knowledge and wisdom of traditional custodians to lead the way to a more sustainable world.**

**We respect the leadership of Aboriginal and Torres Strait Islander people and support a just and fair settlement or treaty between white and black Australia.**



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Cover photo: Stop AGL Gas rally outside AGL's AGM in 2018. Photographer: Julian Meehan  
This report is printed on 100% recycled paper.

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## About this report

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

This report covers our activities for the 2018-19 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 2018-19 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's Repower Victoria Hub was the volunteer headquarters for our state election campaign.  
Photo by Julian Meehan.





# BIG ACHIEVEMENTS THIS YEAR

## What we achieved together this year:

- Environment Victoria's biggest ever volunteer-led state election campaign made 100,000 clean energy calls and texts to undecided voters in key electorates. The Victorian state election delivered a significant shift in support for renewable energy and action to address global warming.
- Victorian government committed to half-price solar for 700,000 homes and then another 50,000 rental homes.
- We delayed the proposed gas import terminal in Westernport Bay twice.
- We established a deep organising program in the Latrobe Valley to support the transition to a just, sustainable economy.
- We secured a stronger Environmental Protection Authority with a mandate to be a more forceful watchdog to cut pollution across the state, including greater powers for communities to enforce pollution laws.
- The first auction under the Victorian Renewable Energy Target delivered 938 megawatts worth of new projects, 50 percent more than the government's original commitment.
- Our work with partner organisations in the One Million Homes Alliance secured a commitment to energy efficiency standards for all rental properties across the state.



Above: We delayed AGL's proposed gas import terminal for beautiful Westernport Bay. Twice.



Local paper in our target state electorate of Frankston covers the opening of our campaigning hub.



Our opinion piece in the Age calling on Victoria to lead on climate action after the federal election.

# ABOUT US – OUR 5 YEAR STRATEGY

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

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

## Our vision




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

## Our mission to get there

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

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

## The role we play

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

## Our FIVE YEAR objectives (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 percent 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

All institutions have a lifespan. Some endure thousands of years, some but a few. In our fiftieth year it is wise to ask – are we still serving a valuable purpose? Have we adapted and grown to meet the challenges of our time?

The urgency of our mission is undoubtable. Globally, one million species are on the verge of extinction, greenhouse emissions are still rising and we are on track for warming of several degrees above levels safe for human habitation.

So, when everything that Environment Victoria members have fought for over the last 50 years is at risk, the question that remains is – are we up to the challenge? And to that, we say yes. We are 50 years young, we are powerful and we are growing. And we are steadfast in our determination to solve the climate crisis, achieve a healthy environment and secure a fair and thriving Victoria.

In 2018-19 Environment Victoria pushed Victorian politics beyond a critical turning point. More than 500 heroic volunteers helped put climate action on the agenda at the state election, where voters rewarded the Labor government for its ambitious solar energy plan, whilst the Liberal-National opposition acknowledged their anti-environment, pro-coal platform cost them dearly. Looking beneath the headlines, Victorian voters followed a similar pattern at the federal election, evidence that our community organising program is creating an enduring shift in what people expect of their elected representatives.

In the middle of the biggest and most successful election campaign in our history, we found out about AGL's plans to import dirty gas through the Ramsar-listed Westernport Bay. Enabled by the rapid response of generous donors and concerned locals we stopped the state government from waving the project through, instead subjecting it to a full Environmental Effects Statement, gaining at least a year's breathing space to build the case against AGL's dangerous plans.

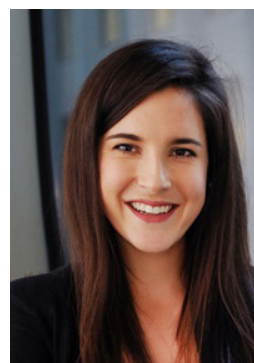
We didn't skip a beat after the state election, and at the start of 2019 we launched the next phase of our Beyond Coal campaign to replace Victoria's last three coal-burning power stations. These aging clunkers account for over 40 percent of the state's greenhouse emissions and are our largest source of toxic air pollutants.

Internally, it has been a year of transition, with our

visionary and much-loved CEO Mark Wakeham handing Environment Victoria's leadership over to Jono La Nauze in January. We are grateful for Mark's pivotal contribution in building Environment Victoria and leading us to historic outcomes such as the closure of Hazelwood.

As we seek to learn from history, we also reflect on where we can grow in the years ahead. This year we commenced a program to make Environment Victoria an inclusive, diverse workplace, an agent of change against oppression in our community and a better ally to First Nations people. We initiated a mid-term review of our five-year strategy and began developing an ambitious new plan to grow our income so that we can meet the enormous challenges that lie ahead.

The Environment Victoria community is resilient but these are difficult times. The evidence of catastrophic climate change is bearing down upon us. As we write, both the Arctic and the Amazon are on fire. In Queensland and New South Wales the bushfire season started early, yet the drought is so extreme firefighters struggled to find water to quench the flames. Sustaining ourselves in the face of this reality is challenging, but it is possible because the people of Environment Victoria are united. Your passion and support propel us forward together. Thank you.



*Emma*

Emma Humann  
President



*Jono La Nauze*

Jono La Nauze  
CEO

## SPECIAL REPORT

VICTORIAN  
ELECTION 2018Repowering Victoria with clean  
energy at the state election

**Our state election campaign focused on defending and extending progress on the clean energy transition – and it had a big impact.**

**We made clean energy central to the election debate and built significant community support for clean energy in key electorates through a sharp campaign and powerful organising effort.**

This election campaign was our biggest ever. More than 500 volunteers across the state had persuasive conversations asking voters to pledge their vote for clean energy. Our volunteers knocked on doors and made over 100,000 calls and texts to undecided voters in marginal electorates, and handed out more than 80,000 scorecards.

We continued our deep engagement in key electorates, supporting our local volunteer groups to run clean energy campaigns in their communities. The central location for this was our “Repower Frankston” Hub on the main street of

Frankston. And we ran a ground-breaking campaign to empower 1500 young people – who have the most at stake – to vote for the first time for our climate and environment.

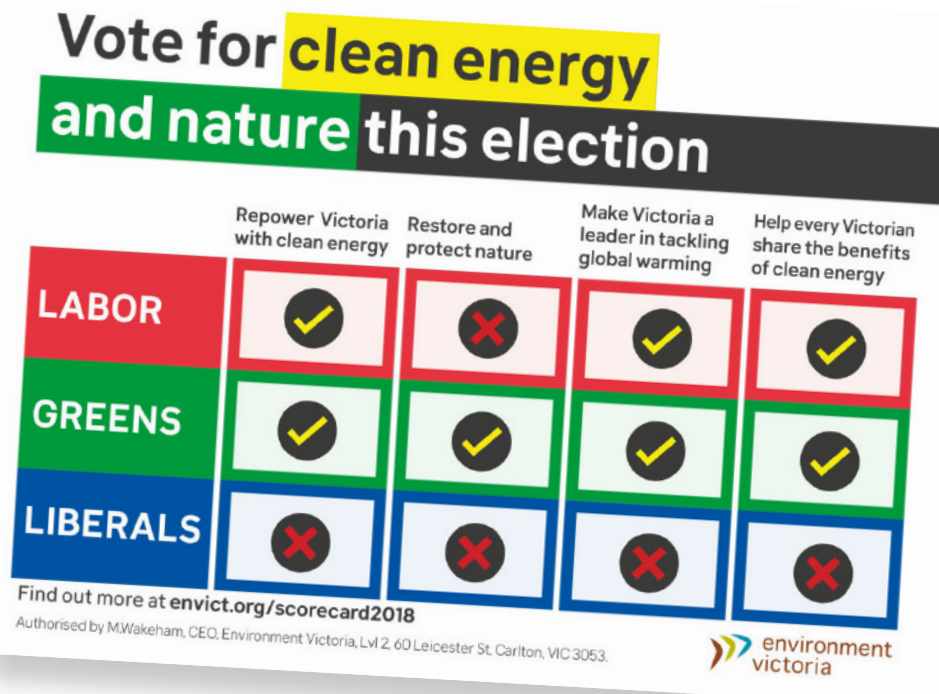
We kicked off the campaign launching a report that showed the benefits of creating a long pipeline of renewable energy projects. Our advertising and media blitz reached millions of Victorians through television, media and billboards to communicate support for clean energy and what was at stake this election. Labor and the Greens made strong policy commitments, with Labor promising to put

solar panels on 700,000 homes. Unfortunately, however, Labor’s position on nature fell far short of what is needed, as did the Coalition’s.

Exit polling showed clean energy was a top issue for 23 percent of voters – the first time a result like this has been recorded, and after the election senior figures in Victorian Liberal party publically acknowledged the party needs to do better on climate.

We drove the message home with a full-page ad in *The Age* calling for bipartisan support for more clean energy and stronger climate action.

**For more information on the policies of the major parties at the Victorian state election, go to [envict.org/scorecard2018](http://envict.org/scorecard2018)**



**Above:** Our election policy scorecards were seen online by tens of thousands of people and handed out outside prepoll voting stations.







The launch of our Frankston Hub.  
Photo by Julian Meehan

When it comes to climate change young people have the most at stake. So we enrolled over 1500 young people to vote for the first time at the state election. Photo by Tully Samson.



Above: Some of our 500 election volunteers ready to have clean energy conversations in their neighbourhood.



Above: Our full page ad published in *The Age* after the election called on the Liberal Party to do better on climate and clean energy.



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 over the next decade and then followed it with a promise to put solar on 50,000 rental homes.



# 01 A safe climate

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



The energy revolution is underway. Victoria is the home of a renewable energy boom, and before the election our government made strong commitments to building clean energy and cutting pollution. Now the challenge is to translate this to a fast and fair transition away from coal.

## Victoria Beyond Coal

In June 2019 we launched a new campaign to close all coal-burning power stations in Victoria by 2030, starting with the oldest and most polluting – Yallourn.

Along with thousands of supporters, we called on EnergyAustralia to stop Yallourn polluting the climate and harming the health of local communities. After widespread media speculation about Yallourn's possible closure ahead of schedule, the discussion is now not "if" Yallourn will close but "when".

## Making Victoria a leader on climate action

Victoria will set emissions reduction targets for 2025 and 2030 next year and these will decide the scope of ambition for climate action in Victoria for years to come. So we're taking every opportunity to push for strong targets.

Thousands of Environment Victoria supporters called on the government to aim for pollution cuts consistent with no more than 1.5 degrees of warming. We've also highlighted the challenge and opportunity for emissions targets in the media.

## Carbon dioxide limits for Victoria's biggest polluters

We're calling on the Environment Protection Authority (EPA) to put limits on how much carbon dioxide Latrobe Valley power stations can pump out.

Our relentless campaign to get pollution limits on power

stations has included emails, media coverage, actions outside EPA offices and ongoing engagement with government and EPA on this issue. They've heard the message loud and clear and we're now awaiting announcement of their final decision.



Yallourn is Australia's most polluting power station and Victoria's oldest.

The Environment Protection Authority is a respected public agency. For decades it has been protecting Victorians from harm and ensuring polluters are held accountable.

Victoria's Climate Change Act 2017 gives the EPA power to regulate greenhouse gas emissions from our biggest polluters, but so far the EPA has not done enough. The current review of coal power station licences is a perfect opportunity to change this.

We are surveying EPA staff to find out whether the people who make up Victoria's top environmental regulator agree that the EPA tackle Victoria's top environmental challenge.

Authorised by Jono La Nauze, CEO, Environment Victoria,  
60 Leicester Street, Carlton, 3053.

environment victoria

Our volunteers handed out flyers outside EPA offices to engage staff in our campaign for pollution limits on coal-burning power stations.





**Above:** Westernport locals joined Environment Victoria supporters in a colourful protest outside AGL's AGM.

## No gas import terminals

**Working with local groups, our campaign to stop AGL's proposed gas import terminal for Westernport Bay has delayed this project twice. Now the challenge is to stop it permanently.**

When AGL tried to submit their project in two parts to avoid undergoing an Environmental Effects Statement process, we raised the alarm in the community and with government, ensuring the project should now be rigorously assessed and forcing AGL to delay the project by at least another year. We've exposed AGL's

attempts to weaken regulations with an explosive story in *The Guardian*. And we have been supporting the amazing dedicated local campaigners at Save Westernport to demonstrate vigorous local opposition to the project. Highlights include a massive public forum during the federal election campaign, with all major candidates opposing the project, and a big presence outside and inside AGL's 2018 AGM, which led to meetings with the CEO and Board about the project.



**Above:** Our research uncovered AGL's attempt to change laws around wastewater discharge in high protection value areas to clear a path for their gas import terminal.



## 02 Protecting nature and improving sustainability

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



**Along with being a watchdog for Victoria's environment, we're campaigning to strengthen the laws, standards, institutions and policies that protect our natural world. This year we exposed failures in the Murray-Darling Basin Plan and made inroads into tackling the war on waste.**

### Fixing the Murray-Darling

Along with a broad section of the community who depend on a healthy river, we're helping expose the failures in implementing the Murray-Darling Basin plan and calling for solutions.

As our drying climate and gross mismanagement of our precious rivers converged, we seized on key moments – fish kills in the Darling and the findings of the South Australia royal commission – to call for a series of steps to fix these failures. We've been working with groups and individuals across the Murray-Darling Basin to speak up in support of healthy rivers, and we delivered a 5000-strong petition to federal water minister David Littleproud.

### Tackling the waste crisis

We helped secure \$37 million in funding to get recycling back on track in Victoria. But it's just one early step in tackling our waste crisis.

We have acted as a watchdog on Victoria's unfolding waste crisis. We've called on the Victorian government to use the underspent Sustainability Fund for this purpose, joining the chorus of people calling on them to act. All this helped secure \$37 million to solve the waste crisis. We have made submissions to inquiries and decisions on waste, recycling, circular economy and waste-to-energy facilities.

### Securing stronger powers for the EPA

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

Our opinion piece in *The Age* highlighting the Victorian government's poor record on the Murray-Darling Basin Plan.







Above: In June we delivered our “dead fish” petition to water minister David Littleproud in Canberra.



A satellite image of the Menindee lakes on 4 January 2019, just before the mass fish kills.



# 03 Sustainable transition

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

## Better efficiency and living standards for Victorian homes

We've been working for years to improve efficiency standards for Victorian homes. This year we saw significant progress.

Together with an alliance of environment and social sector groups, we secured new powers in the Residential Tenancies Act to establish minimum energy efficiency standards for rental homes. We're now working to ensure this results in good standards for healthy, comfortable rental homes. We've also been lobbying for improved efficiency standards for new homes.

## Supporting a just transition for the Latrobe Valley

For our climate it's important that coal is phased out as quickly as possible. But just as important is how that happens.

We've engaged a senior organiser to work with the Latrobe Valley community to support a network of

people building a vision of life after coal, and advocating for solutions that benefit everyone. We've continued to hold government and mine operators to account to ensure mines are properly rehabilitated after they are used.



In July 2018 we delivered our petition from 15,000 Victorians calling for better efficiency standards for rental homes to Victorian Minister for Consumer Affairs, Marlene Kairouz.



Media coverage of the changes to establish minimum efficiency standards for rents.





Young climate strikers in the Latrobe Valley, which is home to Victoria's three coal-burning power stations, speaking up for climate action.



The view across Traralgon to Victoria's coal-burning power stations.



## 04 Community organising to build power

**We've been building grassroots power in key areas for over five years. In 2018, we combined it with a centralised network of volunteers, led by volunteers. Our state election campaign, our biggest ever, showed what we can achieve together.**

### 2019 federal election campaign

Climate was a big issue at the federal election and our volunteers piled on to make sure this message was heard in Victoria.

We deployed our volunteer capacity in our target areas to support the goals of the Climate Election in Deakin, Dunkley, Goldstein and Menzies. Our decentralised network of volunteers across Victoria ran phone banks and texting parties, and staffed booths on polling day.

Even though climate wasn't the decisive issue nationwide, there was evidence of a strong vote for climate in many Victorian electorates.

After the election, we pivoted our active volunteers and a surge in volunteer interest towards our Beyond Coal campaign, which was timed to begin immediately after the election.

### Building power with a decentralised network of volunteers

To amplify our power and grow our movement, we've developed a crack team of volunteers to plan and deliver on the ground tactics for our major campaigns. They are called the Network Support Team (NEST).

We have restructured our campaigns and organising teams to invest heavily in our Latrobe Valley on-ground organising work, in Westernport building community opposition to AGL's proposed gas terminal, and centrally, with a full-time organiser working with NEST to support movement building across Victoria for both environment protection and climate change. Thanks to the work of NEST we can support individuals and volunteer groups across the state to take action for our climate and environment.



**Above:** Locals volunteer to host calling parties at the launch of our state election hub in Frankston.



**Above:** Local group Eastern Action for the Environment out at markets talking to people about the climate election





Above: Our Network Support Team (NEST) supported a decentralised network of volunteers to make calls and texts during the state and federal elections.



Above: Our giant billboard displayed in the centre of Frankston during the federal election was accompanied by a local community campaign.





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



# OUR GOVERNANCE

Environment Victoria Incorporated (referred to in this document as Environment Victoria) is an incorporated association under the *Associations Incorporation Reform Act 2012* (Victoria) and is a registered charity under the Australian National Charities and Not-for-profits Commission. The principal activities of Environment Victoria are to safeguard Victoria's environment through advocacy and education. As at June 30, 2019 we had 176,968 supporters, 6018 active cash donors, 2133 monthly donors and 422 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.

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 also appoints and manages the CEO and ensures that the organisation complies with its contractual, statutory and legal obligations; remains financially viable and proactively manages risks. The Board regularly engages with employees via strategy planning sessions, sub-committees, events and meetings. The Board also invites senior staff to regularly present key information to the Board, and the Directors are always available to provide support and advice or receive feedback.

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

The Board operates sub-committees to investigate various issues and make recommendations to the Board, 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 fulfil 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

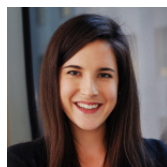
This committee provides advice to the Board on strategies to enhance the reputation and capacity of Environment Victoria, and contributes to its long-term financial strength through leading the development of an effective revenue-raising strategy.

## 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

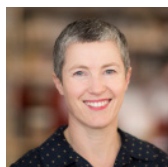
## OUR DIRECTORS



Emma Humann



Tim Watts



Kate Colvin



Tabatha Fulker



Elaine Montegriffo



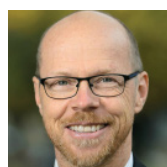
Ben Krasnostein



Paul Bailey



Peter Christoff



Ralf Thesing



Paul Brown

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

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.

### **Tim Watts | Vice President, Chair of the Governance Committee**

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.

### **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.

### **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 | Secretary, Chair of Fundraising Communications and Engagement Committee, Governance 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 | 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, 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 | Fundraising, Communications and Engagement Committee member**

Paul has worked with some of Australia's leading charities, helping them to develop effective communication and fundraising programs. 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 historical 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 Greenpeace Australia-Pacific. He has provided policy advice to government, including as a former member of the Victorian Ministerial Reference Council on Climate Change Adaptation, Board member of the Victorian EPA and as the Assistant Commissioner for the Environment (Victoria). Peter joined the Board in October 2015.

### **Ralf Thesing | Treasurer, Chair of Finance Audit and Public Fund Committee**

Ralf has a professional background in Finance and IT, runs a small business and is very passionate about sustainability and renewable energy.

Ralf brings extensive experience in the not-for-profit sector to the Board from prior roles, such as Treasurer and President of Renew (formerly Alternative Technology Association) and President of the Macedon Ranges Sustainability Group.

### **Paul Brown | Finance Audit and Public Fund Committee member and Governance Committee member**

Paul is an experienced company director, entrepreneur and clean energy advocate. He is founder of Ironbark Sustainability and for 20 years has supported local councils and communities to avoid over 3 million tCO<sub>2</sub>-e and \$500 million of operating costs.

Paul has helped to establish sustainability organisations including the Sustainable Living Festival, the Australian Wind Energy Association (now the Clean Energy Council) and the Australian Student Environment Network.

### **The board also co-opted two experts to Board subcommittees:**

Peter Carey to the Finance Audit and Public Fund Committee. Peter resigned at the end of the year and we thank him for his service.

Sue Noy to the Fundraising, Communications and Engagement Committee.



## MEETING ATTENDANCE

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

Meetings attended	Board
Paul Bailey	8/9
Paul Brown	7/7 (appointed to the Board at 2018 AGM)
Peter Christoff	7/9
Kate Colvin	8/9
Tabatha Fulker	8/9
Emma Humann	9/9
Ben Krasnostein	7/9
Elaine Montegriffo	7/9
Ralf Thesing	8/9
Tim Watts	9/9

## 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 2018-19, thanks to the wonderful generosity of our supporters, Environment Victoria’s financial security and independence was maintained and we are pleased to report that we did not seek or receive any government funding from either federal or state sources during the financial year.

As at June 2019 Environment Victoria had \$2.74 million in members’ reserves, including \$2.05 million in the Green Future Fund.

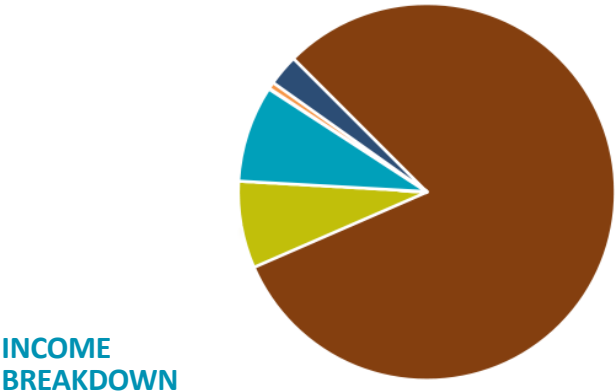
## Environment Victoria Inc

Environment Victoria’s total income for the year was \$2.76 million and expenses were \$2.83 million, resulting in a total annual deficit of \$68,808.

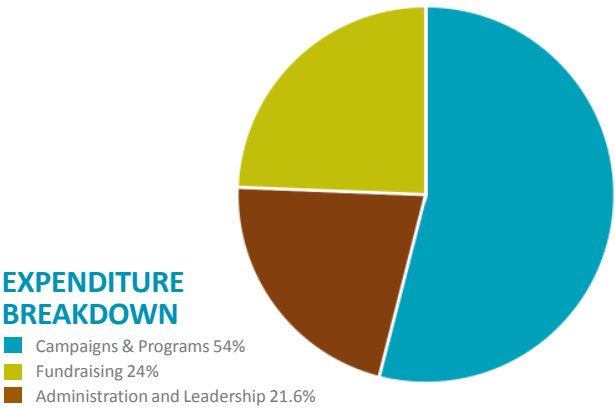
This deficit comprises an operating deficit of \$258,349 offset by net investment earnings from the Green Future Fund of \$189,541.

The operating deficit was \$254,152 greater than 2017-18 due to a significant expansion of our campaigning and organising activities in the context of both state and federal election campaigns. The final result compares very favourably to the originally budgeted operating deficit of \$435,357 for the last financial year.

\$1.5 million of our income was spent on our environment campaigning and programs, \$0.7 million was invested in raising funds and \$0.6 million spent on essential administration and organisational leadership.



- Fundraising Income 81%
- Green Future Fund Investment Income 7.4%
- Government Grants 0.0%
- NGO Grants 8.3%
- Commissions & Partnerships 0.1%
- Membership 0.6%
- Other 2.7%



- Campaigns & Programs 54%
- Fundraising 24%
- Administration and Leadership 21.6%



This year saw renewed investment in our major donor and bequest program with an expanded role to help manage our growing number of key financial supporters, as well as promoting opportunities for all of our supporters to leave a gift to Environment Victoria in their Will. Several new trusts and foundations came on board as funders and others continued their generous multi-year commitments to vital climate campaigns.

Our regular givers continued to provide vital income every month, and our appeal supporters, both online and offline, provided record support for our campaigns. Growth continued in the digital space with improvements to our online donation capabilities and the rise of multichannel fundraising across email and social media. As a result, we welcomed 1192 new financial appeal supporters during the year.

Fundraising continued to work with the communications and campaigns teams to provide cutting-edge environment news and campaign updates across multiple communications channels. The long-term viability of the fundraising program relies on communicating to our supporters the impact of their donations to support our work. Success in this area has been recognised in sector benchmarking as Environment Victoria took out the award for the best five-year fundraising income retention across over 70 charities in Australia.

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

## 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 keeps us financially secure, independent of all governments and one of the most effective environment organisations in Australia.

Weedy Sea Dragon. Photo by Richard Wylie



# 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 gifts in people's wills today and investing them for the future.

Since its launch in 2010, the Green Future Fund has received \$2.3 million in donations. The Fund has distributed \$1.6 million to support Environment Victoria's campaign activities.

Despite these significant distributions, as at June 30 2019 the Green Future Fund held investments to the value of \$2.05m. 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 2018-19 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 Philippa Currie

Melliodora Fund, Australian Communities  
Foundation

Eric Bottomley

The estate of Barbara Beeson

Fair World Foundation





The following is a summary of the financial statements for Environment Victoria Inc. for the year ended 30 June 2019. The full financial statements are available on Environment Victoria's website.

**ENVIRONMENT VICTORIA INC**  
ABN 84 495 053 605

**RESPONSIBLE ENTITIES' DECLARATION  
FOR THE YEAR ENDED 30 JUNE 2019**

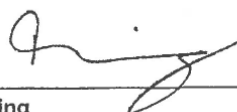
The responsible entities of Environment Victoria Inc declare that, in the responsible entities' opinion:

1. The financial statements and notes, as set out on pages 3 to 15, comply with Australian Accounting Standards and give a true and fair view of the financial position of Environment Victoria Inc as at 30 June 2019 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that Environment Victoria Inc will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



**Emma Humann**  
President



**Ralf Thesing**  
Treasurer

Dated this 25<sup>th</sup> day of September 2019

Dated this 25<sup>th</sup> day of September 2019

**ENVIRONMENT VICTORIA INC**  
ABN 84 495 053 605

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2019**

	Note	2019 \$	2018 \$
<b>Income</b>			
Revenue	2	2,757,397	2,740,677
		<u>2,757,397</u>	<u>2,740,677</u>
<b>Expenditure</b>			
Employee expenses		1,526,638	1,384,614
Occupancy and Office		220,248	258,145
Events and Travel		60,146	55,043
Research and Consultancies		396,228	472,473
Communications and Marketing		344,996	210,445
Phone, Information Technology and Equipment		169,061	84,237
Finance, Accounting and Legal		91,906	94,441
Other Expenses		16,982	15,186
		<u>2,826,205</u>	<u>2,574,584</u>
<b>Net (Deficit)/Surplus for the year</b>		<u>(68,808)</u>	<u>166,093</u>



## ENVIRONMENT VICTORIA INC

ABN 84 495 053 605

## STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2019

	Note	2019 \$	2018 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	3	828,332	760,509
Other Financial Assets	7(a)	350,000	302,956
Trade and Other Receivables	5	74,484	336,141
<b>TOTAL CURRENT ASSETS</b>		<b>1,252,816</b>	<b>1,399,606</b>
<b>NON-CURRENT ASSETS</b>			
Plant and Equipment	6	54,733	83,314
Green Future Fund	7(b)	2,055,593	1,900,224
<b>TOTAL NON-CURRENT ASSETS</b>		<b>2,110,326</b>	<b>1,983,538</b>
<b>TOTAL ASSETS</b>		<b>3,363,142</b>	<b>3,383,144</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	8	66,623	52,830
Provisions	9	130,965	132,531
Grants Received in Advance		362,361	446,888
<b>TOTAL CURRENT LIABILITIES</b>		<b>559,949</b>	<b>632,249</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	59,474	45,908
<b>TOTAL CURRENT LIABILITIES</b>		<b>59,474</b>	<b>45,908</b>
<b>TOTAL LIABILITIES</b>		<b>619,423</b>	<b>678,157</b>
<b>NET ASSETS</b>		<b>2,743,719</b>	<b>2,704,987</b>
<b>MEMBERS' EQUITY</b>			
Reserves	10	295,246	187,706
Accumulated Surplus		2,448,473	2,517,281
<b>TOTAL MEMBERS' EQUITY</b>		<b>2,743,719</b>	<b>2,704,987</b>

## ENVIRONMENT VICTORIA INC

ABN 84 495 053 605

STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2019

	<u>Note</u>	Retained Profit/(Loss) \$	Investment Revaluation Reserve \$	Total \$
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>
Balance at 1 July 2018		2,517,281	187,706	2,704,987
Movement in Investment Revaluation Reserve	7(b)	-	107,540	107,540
Net (Deficit) for the Year		(68,808)	-	(68,808)
<b>Balance as at 30 June 2019</b>		<b>2,448,473</b>	<b>295,246</b>	<b>2,743,719</b>

## ENVIRONMENT VICTORIA INC

ABN 84 495 053 605

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2019

	<u>Note</u>	2019 \$	2018 \$
<b>Cash Flows from Operating Activities</b>			
Receipts from Customers and Donors		2,725,197	2,383,249
Payments to Suppliers and Employees		(2,749,224)	(2,531,633)
Interest income		18,342	16,733
<b>Net Cash (Outflow) from Operating Activities</b>	4	<b>(5,685)</b>	<b>(131,651)</b>
<b>Cash Flows from Investing Activities</b>			
(Investment)/Redemption in Term Deposit		(47,044)	198,030
Net Capital Distribution / (Contribution) (Green Future Fund)		127,406	104,677
Purchase of Plant & Equipment		(6,854)	(12,125)
<b>Net Cash Inflow from Investing Activities</b>		<b>73,508</b>	<b>290,582</b>
<b>Net Increase in Cash Held</b>		<b>67,823</b>	<b>158,931</b>
<b>Cash and Cash Equivalents at beginning of the year</b>		<b>760,509</b>	<b>601,578</b>
<b>Cash and Cash Equivalents at end of the year</b>	3	<b>828,332</b>	<b>760,509</b>





**MCG Partners**  
Chartered Accountants

Our Ref

Your Ref

## **INDEPENDENT AUDITOR'S REPORT**

### **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 2019, 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 to the financial statements including a summary of significant accounting policies and the Responsible Entities' declaration.

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

- (i) giving a true and fair view of the association's financial position as at 30 June 2019 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 registered 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.

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

##### **Information Other than the Financial Report and Auditor's Report Thereon**

The responsible entities are responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2019, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

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

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PO Box 1143 Hartwell Victoria 3124  
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partners@morco.com.au [www.morco.com.au](http://www.morco.com.au)

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

### **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.

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.





**MCG Partners**  
Chartered Accountants

Our Ref

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## AUDITOR'S INDEPENDENCE DECLARATION

### TO THE RESPONSIBLE ENTITIES OF ENVIRONMENT VICTORIA INC

In accordance with Subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012, we are pleased to provide the following declaration of independence to the responsible entities of Environment Victoria Inc. As the lead audit partner for the audit of the financial report of Environment Victoria Inc for the year ended 30 June 2019, to the best of our knowledge and belief, during the year ended 30 June 2019 there have been no contraventions of:

- i. 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. any applicable code of professional conduct in relation to the audit.

*MCG Partners*

**MCG PARTNERS**

Chartered Accountants

*[Signature]*

**HARISH BUDHIRAJA**

Partner

Camberwell,  
Melbourne

Date: *07th October 2019*

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# 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
	2016-17	2017-18	2018-19
<b>Energy (see note 2)</b>			
Renewable energy	14,615 kw/h	14,713 kw/h	13,617 kw/h
Coal and gas	0 kw/h	0 kw/h	0 kw/h
<b>Water (see note 3)</b>			
Mains	60,397 litres	69,231 litres	77,575 litres
Rainwater	44,195 litres	14,744 litres	35,417 litres
<b>Transport (see note 4)</b>			
Flights	17,399 km	32,472 km (high)	19,320 km
Car	5,318 km	7,027 km	18,438 km
<b>Materials and waste (see note 5)</b>			
Landfill	128 kg	120 kg	118 kg
Co-mingled recycled	116 kg	107 kg	82 kg
Composted	118 kg	133 kg	160 kg
Paper recycled	279 kg	353 kg	368 kg

### Methodology and comments

1. This report covers our operations at our leased office, which is based in the 60L Green Building 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. This does not include the Frankston Enviro Hub, which was a short term lease with no comparative data.
2. Energy consumption determined via meter readings. 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.
3. Water use was determined by calculating Environment Victoria's share of the use for the building at 60 Leicester St Carlton, based on our occupancy space (m2). We limit the use of mains water by the capture, treatment and use of rainwater, which is of course climate dependent.
4. Transport impacts were measured by recording all flights and car hire kilometres throughout the year. Additionally a travel audit was conducted over two two-week periods, extrapolated over the year for a more accurate representation of our transport use. Car transport increased due to more work in the Latrobe Valley.
5. 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 2019 we had 10 Board members and 21 employees working in Melbourne and remotely. In total we had 16.7 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 2018-19 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	10
FTE	16.7	n/a
Female (%)	71	40
Male (%)	29	60
Covered by Certified Agreement (%)	90	n/a
Turnover of permanent staff	4	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, supporters and volunteers

We would like to thank the thousands of Victorians who donated to Environment Victoria in 2018-19. Your gifts helped drive Victorian leadership on climate change, including support for 700,000 Victorian households to get rooftop solar.

You've powered the next stage of our Beyond Coal campaign, supported our efforts to stop a gas import terminal being built in Westernport Bay and spoken out in thousands to protect our rivers and keep them flowing.

We also want to pay our respects to long-term donors, supporters and volunteers who passed away this year:

Dr Milan Kantor OAM  
Charles Roxburgh

Dr Philippa Currie  
Felicity Teague

Les Smith OAM  
Jessica Taylor

David O'Neill  
Jenny Cowie

Diana Snape

## Thank you to our supporters who left a gift in their Will

The estate of Val Crohn, leaving a gift in her Will to continue her legacy for a sustainable Victoria

The estate of John Pennington for leaving a gift in his Will.

## Thank you to our partners and philanthropic supporters

Thank you to the partners, trusts, foundations and organisations that financially supported our programs in 2018-19.



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



**The Australian Communities Foundation** offers individuals, families, groups, corporations and not-for-profit organisations an easy and satisfying way of giving something of real value back to the community that they care about by establishing philanthropic funds under Foundation. Various ACF sub-funds supported our campaigns in 2018-19.



**The Sunrise Project** supports and empowers Australian communities to protect our land, water, community health and the global climate from the negative impacts of the fossil fuel industry, and to hasten the inevitable shift to an efficient, renewable energy economy. Sunrise supports our campaigns on coal, climate and energy.



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



# THANK YOU

## Thank you to our regular volunteers

Almost 500 volunteers contribute to our campaigns, from local volunteer groups planning and delivering smart and strategic local election campaigns to groups of volunteers slogging away in our office, stuffing envelopes, entering data, cutting out pictures of fish and multitudes of other tasks.

Our regular office volunteers team included Margaret Ryan, Angela Gill, Meg Macdonald, David Evans, Lance Lessels and many more - thank you so much for the time you contribute and the fun and energy you bring to our office - you brighten our day!

A huge thank you goes to our volunteer groups - the Southies team in the Bentleigh Mordialloc area, SEEN in Frankston and Carrum, Repower North East in the north eastern suburbs of Melbourne around Bulleen and Caulfield and EAFE - our Eastern suburbs group in the Ringwood, Box Hill and Burwood areas. Your local campaigns are the backbone of our work to cut pollution and hold governments to account for the promises they make. We are only strong and powerful because of you - thank you for all the early mornings at train stations and street stalls, all the late nights at community meetings and all the weekend volunteer planning meetings and conversations that inspire all of us to work harder and smarter, over coffee, homemade snacks, pizza and the odd glass of wine.

Thank you to everyone who worked so hard at the state and federal elections. For all the phone calls, texting parties, street stalls, flyering events and for every polling day shift - thank you from the bottom of our hearts. Our volunteers have never run a bigger campaign, and we are inspired every day by the time, energy and passion that you all put into this. You are the backbone and the beating heart of our organisation, and it's because of you that we are so strong.

## 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:** Jono La Nauze (from January 2019), Mark Wakeham (until December 2018)

**Campaigns:** Nicholas Aberle, Juliet Le Feuvre, Rai Miralles, Taegen Edwards, Cat Nadel, Erwin Jackson, Anne Martinelli, Dean Rizzetti

**Organising:** Adele Neale, Jane Stabb, Laura Melville, Chante Bock, Emma Horsburgh

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

**Fundraising:** Jonathan Storey, Karly Roolker, Heather Bruer, Lena Herrera Piekarski

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

# THANK YOU TO OUR PARTNERS

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

- Alternative Technology Association/ Renew
- Australia-German Climate and Energy College
- Australian Conservation Foundation
- Australian Environmental Grantmakers Network
- Australian Council of Trade Unions
- Australian Youth Climate Coalition
- Baby Boomers for Climate Change Action
- Bank Australia
- Birdlife Australia
- Bob Burton
- Brotherhood of St Laurence
- The Next Economy
- 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
- Institute for Energy Economics and Financial Analysis
- Kildonan Uniting Care
- Kooyong Climate Coalition
- Latrobe Valley Sustainability Group
- Lighter Footprints
- Meadow Heights Community Centre
- Melbourne Sustainable Societies Institute
- Moreland Energy Foundation (now Australian Energy Foundation)
- Multicultural Hub
- Murray Lower Darling Rivers Indigenous Nations
- Nature Conservation Council of NSW
- Northern Alliance for Greenhouse Action
- Our Power documentary (Peter Yacono and Anissha Vijayan)
- Oxfam
- Powershop
- RMIT
- 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 Rescope Project
- Transition Kingston
- Uniting Church of Australia
- University of Melbourne
- VicSuper
- Victorian Climate Action Groups
- Victorian Council of Social Service
- Victorian National Parks Association
- Victorian Trades Hall Council and Young Workers Centre
- Voices of the Valley
- The Wilderness Society
- Western Alliance for Greenhouse Action
- Westernport & Peninsula Protection Council
- Yarra Energy Foundation
- Yarra Riverkeeper

Thank you to Arnold Bloch Leibler for generously providing pro bono legal advice.

# THANK YOU TO OUR BUSINESS SUPPORTERS





# JOIN THE FOREVER GREEN COMMUNITY

Some of us grew up here, others discovered Victoria later in life. Some of us are climate activists, passionate bushwalkers or environmental pioneers.

We're all different, but we share one thing in common: a love for Victoria's environment.

This important work to protect the places we love is powered by acts of giving. And the most extraordinary gift you will ever give is in your Will.

A gift to Environment Victoria in your Will can help protect Victoria's unique plants and animals, cut the pollution that causes climate change, and ensure future generations can enjoy our home as much as we do.

Should you choose to join the Forever Green Community by leaving a gift in your Will, we would like to celebrate and honour your commitment to Victoria's environment. Please let us know if you are interested or have already left a gift in your Will.

**Please contact:**  
**[giftsinwills@environmentvictoria.org.au](mailto:giftsinwills@environmentvictoria.org.au)**

Including a future gift to Environment Victoria in your Will is an exceptional legacy for future Victorians who will inherit this beautiful state. It's a simple change when you next review your Will. The wording below is a guide for your solicitor or trustee:

*"I give to Environment Victoria Inc. (ABN: 84 495 053 605) of Level 2, 60 Leicester Street, Carlton, Vic, 3053 for the purpose of safeguarding Victoria's environment [the residue [or....%] of the residue of my estate] or [....% of my estate] or [the sum of \$....] or [specified property....] free of all debts, duties or taxes and declare that the receipt of an authorised officer shall be a sufficient discharge for my executor(s)."*

*Xanthorrhoea australis (grass trees)  
have a lifespan of up to 600 years.  
Photo: Doug Gimesy*













# 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.19
2.2	Primary brands, products, and/or services.	Fully	About Us, p.6, Our Governance, p.19
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.19
2.6	Nature of ownership and legal form.	Fully	Our Governance, p.19
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Our Governance, p.19
2.8	Scale of the reporting organization.	Fully	Our Governance, p.19
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.19, 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.32
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.38

## 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.19 Directors' Report, p.20
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 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.20
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Our Directors, p.20 Directors' Report, p.20
4.14	List of stakeholder groups engaged by the organization.	Fully	Thank you to our partners, p.36
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Ethical partners and investment report, 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
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### 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.22
EC4	Significant financial assistance received from government.	Fully	Our Financial Future, p.22

### ENVIRONMENTAL PERFORMANCE

#### Energy

EN3	Direct energy consumption by primary energy source.	Fully	Walking the Talk, p.32
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Walking the Talk, p.32

#### Water

EN8	Total water withdrawal by source.	Fully	Walking the Talk, p.32
EN10	Percentage and total volume of water recycled and reused.	Fully	Walking the Talk, p.32

#### Emissions, effluents and waste

EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Walking the Talk, p.32
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### 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.33
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#### Labor/management relations

LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Walking the Talk, p.33
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#### 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.33
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#### Training and education

LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Supporting our People, p.33
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