



Annual Report 2019-20



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 has been cared for since time immemorial by Traditional Owners, whose sovereignty has never been ceded.

We pay our respect to Victoria's Traditional Owners, past, present and future. We respect their leadership in caring for country and support treaties that empower them to continue to do so.

We understand that colonisation has been an unjust and often brutal process that continues to impact on Aboriginal and Torres Strait Islander peoples and their country today. As people living and working on Aboriginal land it is incumbent on us to play our part in righting this historical wrong. Indeed, our vision of a society living in harmony with a healthy environment depends upon it.

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Cover image credit: Doug Gimesy

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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 impact.

This report covers our activities for the 2019–20 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 2019–20 Annual Plan and our Charter. The report 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. Responses can be directed to admin@environmentvictoria.org.au or by calling 9341 8100.



We gave bushfire survivors a platform to tell their story. Here is Mark McCord at his burnt Clifton Creek property and below in a full-page Age ad, calling on Premier Andrews to set strong climate targets. Credit: Doug Gimesy

THE AGE

Bushfire survivor
Mark at his property in
Clifton Creek, Victoria

**“We’ve suffered
real damage in the
bushfires. Now we
want to see real
climate action.”**

**Premier Andrews, we’re calling on you to set
climate targets to keep warming under 1.5 degrees.**

This summer’s unprecedented bushfires show that climate change is already putting Victorians at risk. Victorian Premier Daniel Andrews now has a crucial decision to make. By the end of March his government will set targets to reduce emissions over the next decade. With only 1.1 degree of warming, Victoria is experiencing more dangerous fires, heatwaves, storms and drought. This is just the beginning. Without urgent action to cut the pollution overheating our planet, we’re on track for temperatures and consequences beyond our ability to cope. We can only solve this crisis by acting together. Through the Paris Climate Agreement, the global community aims to limit warming to 1.5 degrees. If Victoria wants others to do their part, we must do ours. That’s why Victoria’s emissions reduction targets must also aim to keep warming under 1.5 degrees. At the very least, that means cutting pollution by 45 to 80 percent by 2030. Premier Andrews has said he would make Victoria a leader on climate change. Now is the time to match those words with real climate action.

**Call on the Premier to set
strong climate targets.**
envict.org/targets

PHOTOGRAPH BY DOUG GIMESY

environment victoria

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Big achievements this year

What we achieved together this year:

- Secured a second VRET auction as part of Victoria's "renewables-led recovery". This will generate at least 600 megawatts of new renewable energy projects, enough to power all our schools, hospitals, trains and government operations with 100 percent renewable energy.
- Celebrated 50 years of standing up for Victoria's environment and launched a history book and film showcasing the amazing people behind five decades of iconic campaigns.
- Delayed AGL's proposed gas import terminal in Westernport Bay – again.
- Established the Victorian Climate Roundtable, bringing together the most influential Victorian peak bodies representing business, unions, the social sector and investors, sending a clear signal to the Victorian government that action on climate change is a critical issue.
- Released two game-changing pieces of analysis: one on how to replace Yallourn power station with renewables in as little as three years, and the other on how a shift in mind-set to reducing gas demand can avoid any need for new environmentally damaging gas supply projects.
- Developed a new long-term strategy to support local leaders in the Murray-Darling to build the community power we need to protect the country's most important river system.
- Gave bushfire survivors who want action on climate change a platform in major national and international news media and made a series of short films seen by hundreds of thousands of people.



Above: The cover of our 50th Anniversary book.



Above: After months of community action calling on the Andrews government to put climate solutions at the heart of our pandemic recovery, in September they announced a big boost to renewable energy.

Right: Hundreds of people joined online rallies against AGL's gas import terminal.



About us – our five-year strategy



At Environment Victoria we take on the biggest threats to our climate and environment. This often means taking on vested interests whose resources and access to power dwarf those of the community. We have the passion and commitment of 200,000 Victorians on our side, but it also takes smart strategy to turn that people power into an irresistible force for change.

In 2017 we laid out the core elements of our strategy for the five years to 2022: a bold vision, a clear and unique role, and four simple objectives: cut climate pollution, strengthen the systems that protect nature, show sustainability can be fair, and build the movement for change.

In early 2020, halfway through the five years, we paused to reflect on our progress and adjust our strategy for the next two and a half years, with the assistance of campaign and organising expert Erik Peterson of Bending the Arc Strategies.

Our review confirmed that we are playing a unique role building and connecting people power with the institutions that shape Victoria's society, economy and environment. The overall vision and mission defined in our strategy remain fit for purpose.

At the same time, we decided to make two key changes to bring greater clarity and focus to our campaigns.

First, we will focus our nature conservation campaigning more sharply on the Murray-Darling, Australia's food bowl and the country's largest, most heavily exploited river basin. With national environment groups no longer working in the Murray-Darling Basin, we must work with our state conservation colleagues to offer greater support to the community leaders on the ground who are fighting for these rivers, which are the lifeblood of three million Australians. Beyond this, we will continue to remain responsive to emerging threats and opportunities affecting Victoria's natural environment, just as we responded in 2018 to AGL's proposed gas import terminal.

Secondly, we will take our community organising program to its next phase to keep growing our people power. For some time, we have been growing our grassroots network in key areas of Melbourne; for example, more than 500 volunteers contributed to our influential 2018 state election campaign. We need to keep growing if we are to be an enduring force that can hold any future government to account. That means more leaders deeply committed to our work, more people taking action, and the ability for people to participate wherever they live. The next phase of our grassroots network will see community leaders taking greater ownership of our strategy and vision, and developing the skills and resources to lead distributed actions throughout Victoria.

“ We have the passion and commitment of 200,000 Victorians on our side, but it also takes smart strategy to turn that people power into an irresistible force for change.

A snapshot of our revised strategy



Our vision

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

Our mission

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 are a campaigning organisation focused on winning environmental outcomes in Victoria by holding government and businesses to account. Our power comes from:

- Building and connecting organised people power with decision makers
- Maintaining a reputation as a trusted voice for environmental solutions
- Being an ally, leader and network builder

Our five-year objectives (2017–2022):

1. Cut climate pollution as fast as possible.

Phase out coal and gas, our biggest sources of greenhouse gas emissions, 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. Protect and improve the health of the

Murray-Darling Basin. Act as a watchdog for our rivers and organise local communities to drive the transition to sustainable regional economies that are resilient to a drier and hotter future.

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.

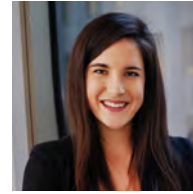
Measuring success

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 the first objective to cut climate pollution, we aim to ensure Victoria achieves a 30 percent emissions reduction by 2022.

Want more detail?

Visit envict.org/strategy-2022

A message from our CEO and president



Emma Humann
President



Jono La Nauze
CEO

We are living in extraordinary times. Last summer's bushfires were barely out when our lives and livelihoods were upended by the worst pandemic in a century. In this year of crisis, we have been inspired time and again by the power of community and by people working together for a better world.

At Environment Victoria our mission is to empower Victorians to make our state a global leader in solving the climate and ecological disasters rapidly gathering pace around us. We believe in the power of organised people to achieve lasting change, because we have embodied it for fifty years.

A year ago, as we gathered to celebrate the people and the campaigns of our first five decades, the ferocious fire season was already leaving its mark on the Gondwanan rainforests of Queensland and New South Wales. After millions of years without fire, a new kind of extreme drought had made them flammable.

When Victoria's turn came, the catastrophic conflagration that hit East Gippsland shocked all of us.

It's clear climate change is no longer a future problem. Our climate is dangerous already, with barely more than a degree of warming. Everything we have fought for and protected in our fifty years is threatened anew.

Last summer we held each other in grief but together we banished despair. For fifty years, hope has brought us together, with belief in our collective ability to usher in positive change. The next fifty will test us to the core, but if 2020 is anything to go by, we will rise to the challenge.

Our first response was to reach out to those on the fire front. We heard that, while urgent care and shelter were priorities, so was telling the world this is climate change. We quickly assembled a media team and supported those who wanted to share their stories. Some used the media to call on Premier Andrews to set emissions targets in line with keeping warming below 1.5 degrees. They were followed by businesses, organisations, local governments and peak bodies coming together to call for serious climate action.

Across Victoria, we are part of a changing conversation about climate change. In the Latrobe Valley, we are nurturing a community-owned vision for the region as it moves beyond coal. In the Murray-Darling, we are supporting local leaders to drive debate about what a sustainable future looks like in a harsher, drier climate. And in Westernport Bay, we are once more helping the community fight off another polluting energy project in this global marine sanctuary. You can find out more about the results in the Campaigns section.

The board focused on three strategic challenges this year. The first was to replace three long-serving directors, living up to our commitments to excellence and diversity. After an exhaustive recruitment process, we appointed Conor Costello, Marina Lou and Tim Lo Surdo.

The second challenge was to review our five-year strategy as we approached the halfway mark, as we've discussed in the previous section.

Finally, as we entered the last quarter of the year, the global pandemic brought new challenges and uncertainties. Through all this, the twin catastrophes of climate change and ecosystem collapse have not gone away, nor has the passion, generosity and commitment of Environment Victoria supporters. You have shown that, even if we can't meet in person, you will show up and speak up, taking part in activities from online submission-writing workshops to virtual town-hall meetings. And thanks to the generosity of past and present donors – including the visionaries who established Environment Victoria's Green Future Fund – we are confident we can keep campaigning as never before.

This year has been hard on our community and on our team, but every day we are touched by the fortitude and generosity of the people who make up Environment Victoria. To everyone who has donated or taken action in this most difficult of years, we thank you. These extraordinary times call for extraordinary hope and inspired action. Together, we will create that better world.



Victoria Beyond Coal

We've been powering ahead with our campaign to close all Victoria's coal-burning power stations by 2030, starting with the oldest and most polluting – Yallourn.

Exposing EnergyAustralia

Yallourn is Australia's oldest, most polluting and most unreliable coal-burning power station. In 2019–20, we held Yallourn's owner, EnergyAustralia, to account for the damage it does.

We called out their attempts to undermine the Victorian government's climate policy ambition. We commissioned powerful analysis from Reputex that revealed Yallourn's closure could be absorbed as soon as 2023 without supply shortages or price spikes if immediate measures were taken to shore up replacement renewable energy and storage. This analysis became an important reference point for decision-makers and journalists reporting on the issue, and it continues to help shape the story about Victoria's transition from coal.

Carbon dioxide limits for Victoria's biggest polluters

Although Victoria's EPA started a review of coal power station licences in 2017, it still hasn't made a final decision.

We continue to press the EPA and the state government to finalise this important process. This review needs to set tighter limits for toxic air pollution and impose annual limits on how much greenhouse gas the coal power stations can produce.

Right: Hazelwood's smoke stacks were demolished in May this year - a symbolic moment in the shift away from coal power in Victoria and the opportunities to create new industries in the Latrobe Valley.







No AGL gas

We continued our powerful campaign to stop Australia's biggest climate polluter, AGL, from building a gas import terminal in the heart of Westernport Bay.

Galvanising community opposition

We worked with local groups to demonstrate deep community opposition to AGL's dirty gas terminal.

Over summer, our campaign partners Save Westernport ran market stalls nearly every weekend to inform locals and visitors about AGL's gas plans. We supported Save Westernport to run online community meetings and refine their digital communications to engage this new network of supporters.

We built a strong alliance with environmental and community organisations around Westernport Bay, who collaborated to critique AGL's 11,000-page Environment Effects Statement (EES). With our broad networks, we were able to support a record-breaking 10,000 people to make submissions against AGL's proposal.

Pressure on AGL

Together we demonstrated AGL has no social licence to build a dirty gas import terminal in an internationally recognised wetland sanctuary.

More than 5000 people pledged to boycott AGL unless they abandoned the project. Despite the Coronavirus restrictions, hundreds attended our digital AGL Day of Action.

We supported thousands to hold AGL to account on social media, through phone and email complaints to AGL, and helped them switch from AGL to more ethical energy providers. We contacted AGL staff to complete a survey about their views on the project and apply internal pressure on the company to abandon this project.

Below: We commissioned a report on how Victoria can reduce gas demand that is pushing the needle on how we talk about gas in Victoria.

More than 10,000 Victorians created submissions opposing AGL's gas import terminal for the Environment Effects Statement process



Getting off gas

Instead of allowing energy giants to lock in new supplies of dirty gas, the Victorian government needs a plan to transition away from gas. Over the past year, we've been making this case.

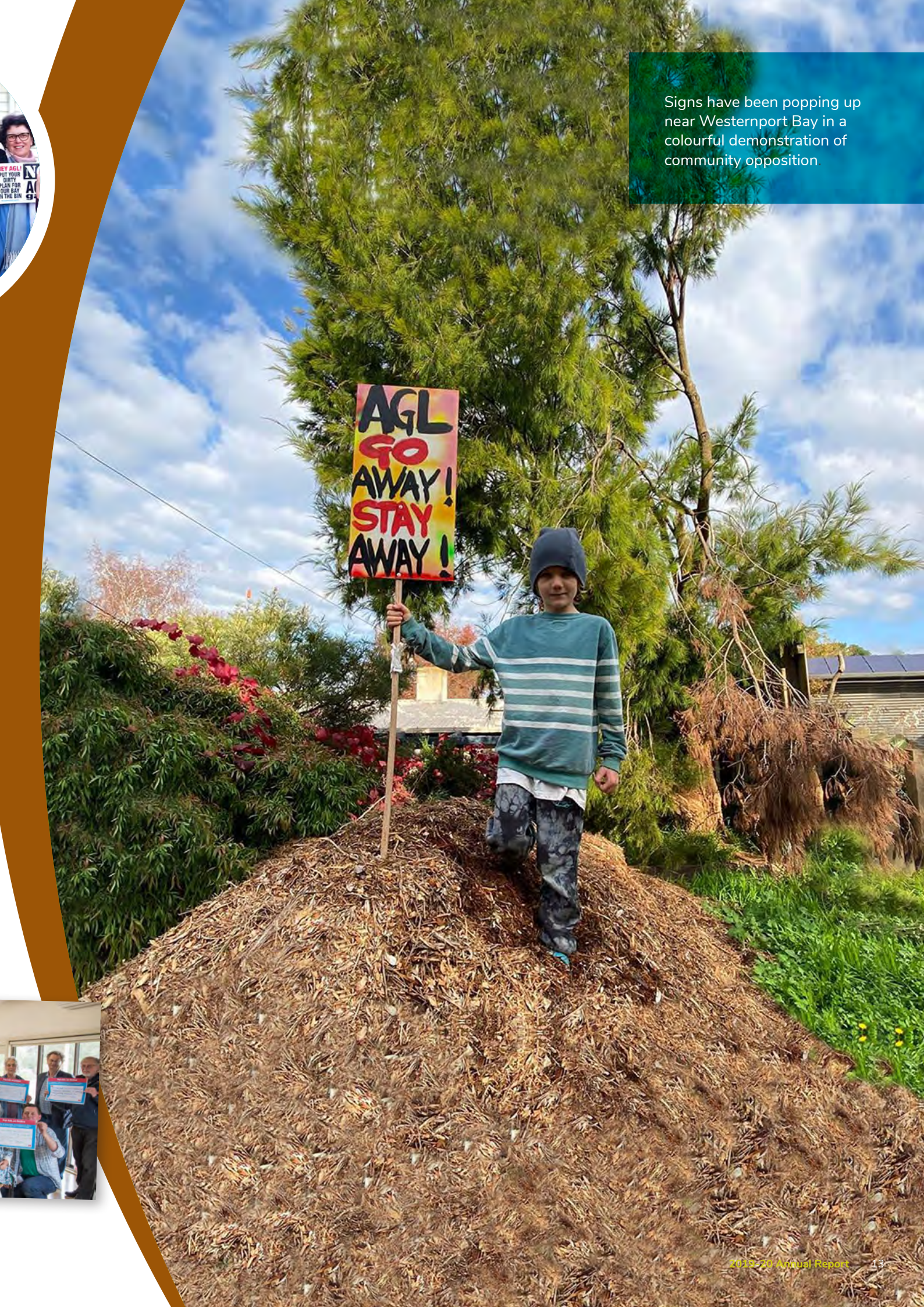
We commissioned an influential report from energy efficiency experts Northmore Gordon on how Victoria can eliminate the need to pursue new sources of gas (such as gas import terminals or new onshore fields) through electrification and energy efficiency.

Our well-attended briefings sharing the findings of the report attracted state bureaucrats, local council staff, energy industry representatives, and allies from environment groups. While some commentators continue to view gas through a supply-only lens, our report has started to shift the debate by showing reducing demand is a cleaner and smarter solution than finding new gas supplies.



Above: Our report demonstrating Victoria can meet its gas needs through reducing demand for gas is changing the conversation.





Signs have been popping up near Westernport Bay in a colourful demonstration of community opposition.



Healthy Rivers

We're building community power to bring Australia's biggest, most vital river system – the Murray-Darling Basin – back from the brink.



Restoring trust and certainty in the Murray-Darling Basin Plan

The Murray-Darling Basin Plan is a roadmap to reviving our rivers, but it hasn't kept up with the impacts of over-extraction and climate change.

When independent studies have looked at the progress of the Basin Plan, it's clear that a lot of water has gone missing, and the environment is missing out. To find out what's gone wrong and who's taken water they're not entitled to, we're pushing decision-makers to conduct a Basin-wide audit of water diversions. This may be the best resource to report on progress, identify solutions and increase community trust in the years to come.

Bringing the Basin back from the brink

Alongside our allies across the Murray-Darling Basin, we're working to keep more water flowing down the river with water buybacks.

States were tasked with lowering the amount of water taken out of rivers to a manageable level by 2019. Nearly 20 per cent of the water consumed a decade ago is now flowing again in the river, but some northern rivers still need to reduce extraction. We've launched a Basin-wide campaign to buy back enough water from willing irrigators to throw a lifeline to our rivers. This water can benefit everyone living and working in Basin communities, because there will be more water to ensure living rivers, floodplains and wetlands. More than 8000 people have signed petitions to water ministers, and our opinion pieces have run in papers across the Murray-Darling Basin.


Building the power to win

This year our Healthy Rivers campaign began a new chapter supporting local leaders to drive debate about what a sustainable future looks like as longer, harsher droughts amplify the stresses on rivers that are the lifeblood of regional towns and industry.

Changes in water politics have pushed us to look much deeper at how to create the conditions for the best possible Basin Plan when it is reviewed in 2026. Over the past year, we've been developing a new campaign strategy with a focus on long-term power building in regional communities and narrative-shaping work to tell the stories of both the environmental impact of over-extraction and the benefits of keeping water in rivers. This work has started with film screenings and discussions, growing into trainings and community organising in key areas like the Goulburn Valley.



Above: We've been raising the issue of our struggling rivers and promoting alternatives to protect our lifeblood for the communities that rely on them in newspapers across the country.



The Wimmera River
just prior to flowing
into Lake Hindmarsh
near Jeparit, Victoria,
Australia

Making Victoria a leader on climate action

Putting climate solutions at the heart of plans to rebuild from the pandemic crisis.

Setting emissions reduction targets for a safe climate

We pulled out every stop to call on the Victorian government to set climate targets for 2025 and 2030 in line with holding global warming to 1.5 degrees.

We rolled out a widespread media, social media and advertising campaign. We supported thousands of Victorians to send personal stories after the horrific summer, and to contact and meet their MPs to call for strong climate targets.

We established the Victorian Climate Roundtable, demonstrating powerful common ground on the need for state climate action across the union, business, investor and community sectors. It gained the attention of media and key Victorian government decision makers. In March we launched an open letter signed by almost 400 businesses and organisations calling on the Premier to deliver strong Victorian climate targets, and secured two full-page ads in the Age.

Victoria's climate targets will set our pathway for emissions reduction over the next crucial decade. We are keeping the pressure up despite key announcements being delayed by Covid-19, and now expected by the end of 2020.

A climate-centred recovery from Covid-19

When the pandemic hit, we sharpened our focus on the job-creating opportunities of climate solutions. Through social media and media we promoted the idea that Victoria must commit to building back better.

Our supporters emailed and called MPs to talk about economy-boosting solutions, from household energy efficiency rollouts and nature restoration programs to new renewable energy projects and grid upgrades. We put these ideas in front of key Victorian government decision makers and coordinated a joint submission with key climate, environment and industry groups highlighting jobs-rich climate solutions to drive Victoria's economic recovery.

Our efforts paid off in September 2020, when the Minister for Energy, Environment and Climate Change, Lily D'Ambrosio, announced a significant step towards Victoria's "renewables-led recovery" with a government tender process for at least 600 megawatts of new renewable energy projects, enough to power all Victorian hospitals, schools, trains and government operations with renewable energy.

Bushfire survivors calling for climate action

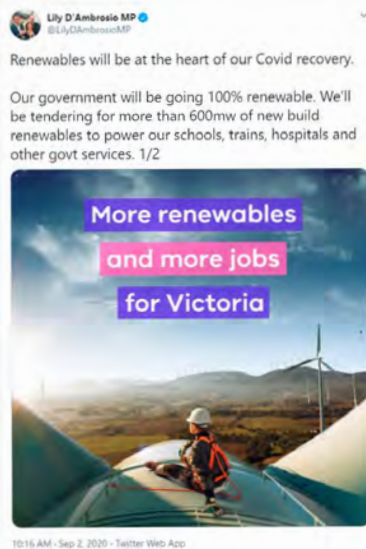
When fires burnt through the wet forests of East Gippsland, we urgently needed to alert the public to the underlying cause of climate change.

Working with more than fifty bushfire survivors, we placed major media stories across 150 publications, including the *Herald Sun*, the *Age*, ABC Radio National, Channel 10's *The Project* and 3AW.

We sourced some of the first drone footage of burnt areas and made social media films showcasing the stories of bushfire survivors, receiving 188,000 views overall. We published a full-page newspaper ad and brought a bushfire survivor to Melbourne to meet with ministers and MPs, appear on radio and give a press conference in front of Parliament house calling for serious action on climate change.

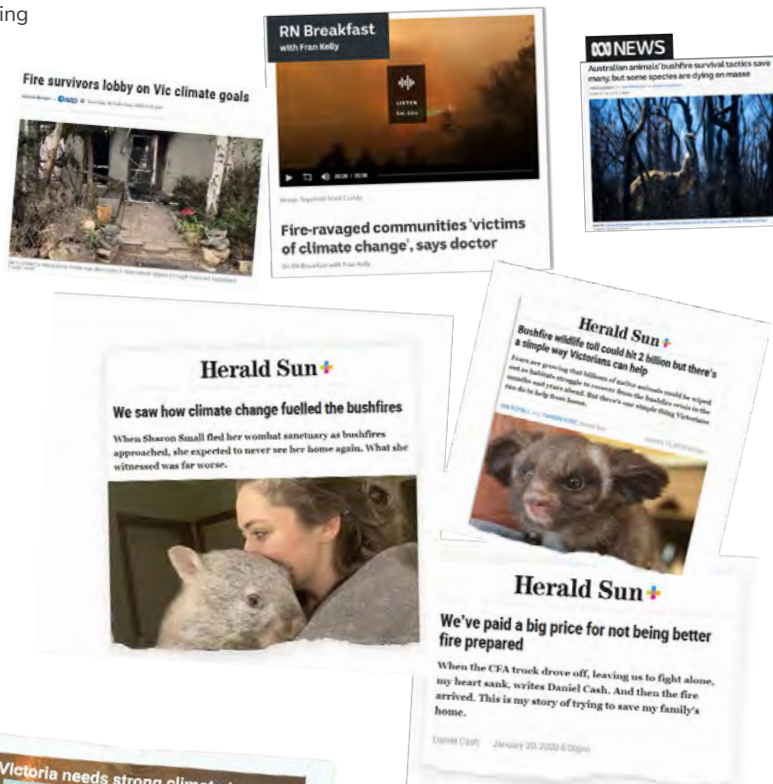
The work continues, with a 20-minute film to be released late in 2020.

Right: Jann Gilbert, whose home in Mallacoota was destroyed in the bushfires, travelled to Parliament to call for climate targets to keep warming below 1.5 degrees.



Left: In September the government announced 600 megawatts worth of new renewable energy projects for Victoria saying "renewables will be at the heart of our Covid recovery".

Below: We gave bushfire survivors a platform to talk about climate and nature, resulting in news stories across 150 publications.



Making our homes energy-efficient

Energy-efficient homes are more comfortable, cheaper to live in and create less climate pollution.

Despite these benefits, energy efficiency is not a hot topic in the property market. We surveyed real estate agents to find out their knowledge of the energy performance of the homes they rent and sell. The results were very poor, meaning prospective buyers and tenants lack access to this information. We promoted these findings with extensive media coverage, making the case for improved rental standards and mandatory disclosure of energy performance at point of sale.

We also worked with a diverse coalition of organisations to call for a Victorian home energy efficiency stimulus package to create jobs, cut climate pollution and reduce energy bills for homes and businesses.



Left: Our open letter published in The Age calling on Premier Andrews to set strong climate targets. The letter was signed by 285 businesses and organisations across Victoria



People power in a time of Covid-19

A year of crises hasn't stopped our dedicated community of volunteers from being heard on the issues that matter to them. And despite the challenges, we have continued to bring together community members from around Victoria to work for a healthy climate and environment.

Gathering Online

Once restrictions were in place, we rapidly pivoted to online gatherings. We supported all our community groups to move their regular meetings online, by setting up shareable Zoom accounts and handy guides (created by our Network Support Team) to facilitate online meetings.

To replace the important community connections normally built at campaign events, we swiftly established a Monthly Community Webinar.

Our volunteers have been able to gather online every month to share successes and challenges, receive campaign and tactic updates, and participate in mini-trainings. The webinars have been invaluable in creating a welcoming and constructive space for volunteers new and old to keep in touch, which has been key to maintaining wellbeing for our community.

Focusing on online meetings has had the benefit of including volunteers from across the state.

At our webinars and calling parties, we have been joined by people from across Melbourne, Mallacoota, wider Gippsland, Westernport, Ballarat and other areas who wouldn't normally be able to attend events in central Melbourne.

Build Back Better

During the pandemic, our volunteer leaders pivoted to focus on Building Back Better and mobilised their communities to get excited for this vision.

We produced a Community Survey to gather ideas about how our supporters and their neighbours wanted to build back better. We received 1000 responses, with almost 500 respondents expressing interest in getting more involved in their community.

In a three-week period, we hosted seven online calling parties where volunteers calls and emailed their local MPs and key ministers, pushing them to advocate for Building Back Better.

We have also established a new community group in Preston. They have been meeting regularly, recruiting new members and starting to engage with their local MP.

Our Network Support Team has continued to assist our local community groups, including through webinar tech, online facilitation, developing tactics guides and resources. The team even continued to operate when several of the volunteers were stuck overseas!

A just transition for the Latrobe Valley

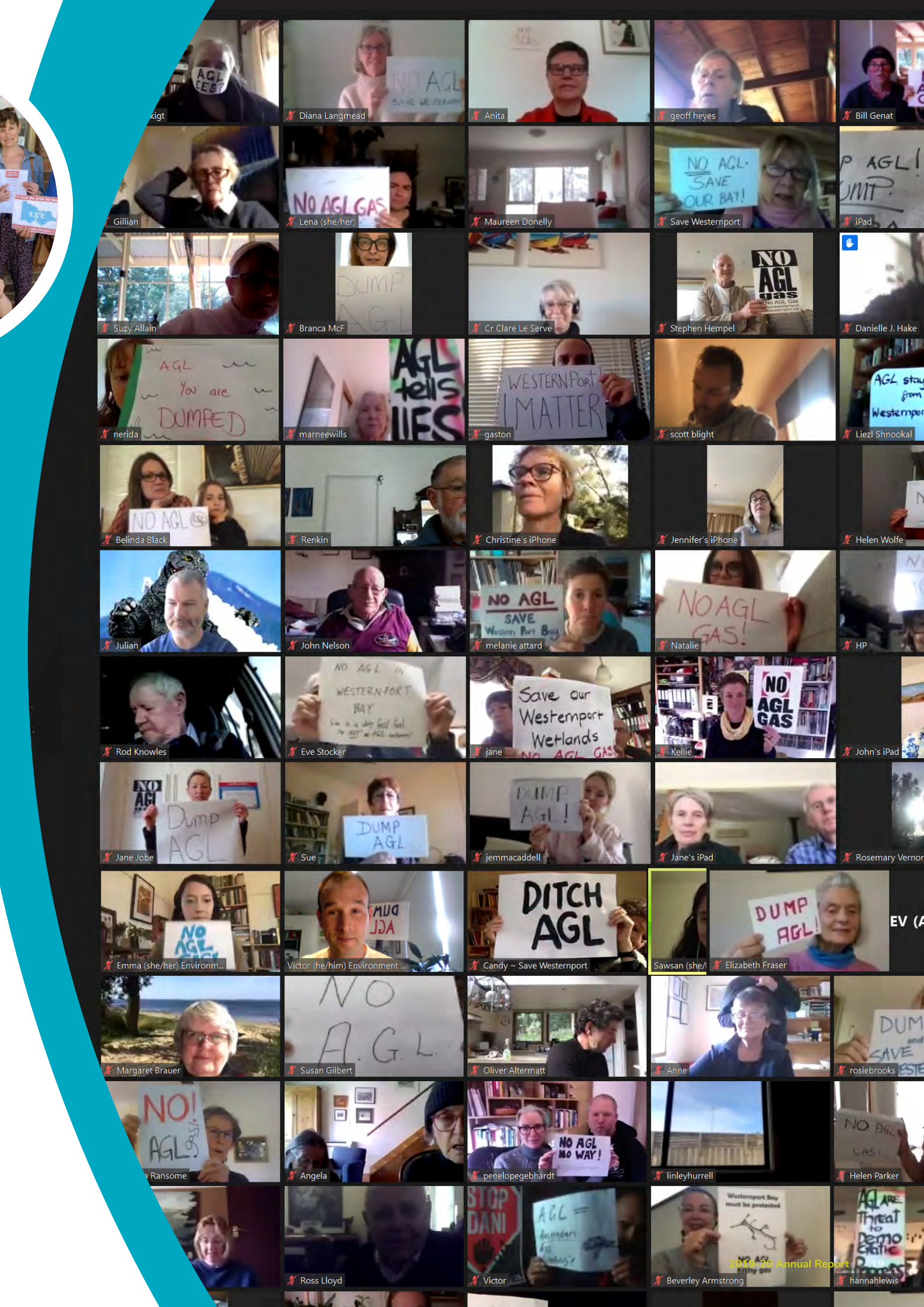
Our deep organising in the Latrobe Valley grew throughout 2020 despite the challenges of Covid-19.

We supported concerned Latrobe Valley locals who established a new local group, Friends of Latrobe Water (FLoW). We've offered support and are working with the group to develop mine rehabilitation strategies that will secure the best outcomes for health, for the community and for the local environment.

We collaborated with Communities Leading Change to engage people in creating a vision for the future of the Latrobe Valley and Gippsland as we move beyond coal and adapt to a changing climate.



Right: Hundreds of people joined online rallies against AGL's gas import terminal.



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, 2020 we had 199,212 supporters, 7266 active cash donors, 2355 regular givers and 369 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 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 three 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 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

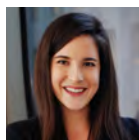
This committee provides advice to the Board on strategies to enhance the reputation and capacity of Environment Victoria, and contributes to its long-term financial strength through leading the development of an effective revenue-raising strategy.

Governance 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



Paul Brown



Elaine Montegriffo



Tim Lo Surdo



Ralf Thesing



Tim Watts



Tabatha Fulker



Paul Bailey



Marina Lou



Conor Costello

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, member of the Finance, Audit and Public Fund 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.

Paul Brown | Chair of the Governance Committee

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 2 million tonnes of CO2 emissions and save \$500m 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.

Tabatha Fulker | Chair of the Fundraising, Communications and Engagement Committee

Tabatha is the founding Director at OrganiseUs, a creative and strategic communication agency working across a range of environmental, social justice and community welfare campaigns. Tabatha has twenty 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 | Member of the Fundraising, Communications and Engagement Committee member and Governance Committee

Elaine brings strategic thinking and leadership from working in the UK, Asia and Australia across business and for purpose sectors. In 2015 Elaine was recognised as a Global Social Entrepreneur by the Schwab Foundation. Elaine holds a Masters in International Development and a BA (Honours) in Philosophy. Elaine joined the Board in 2016.

Paul Bailey | Member 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.

Ralf Thesing | Treasurer, Chair of the 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.

Conor Costello | Member of the Finance, Audit and Public Fund Committee

Conor brings a breadth of experience in policy and advocacy, strategy and communications gained through a long history in the international development sector. Conor has worked on a broad range of issues, including human rights in conflict, climate change, and labour rights.

Conor's work has spanned both the global and local levels, in Australia and around the world. Conor joined the Board in 2020.

Directors' report

Our Directors



Marina Lou | Member of the Finance, Audit and Public Fund Committee and Governance Committee

Marina has a background in litigation, climate advocacy and energy policy. Marina was the Global Project Lead (Climate and Energy) with Greenpeace International, where she acted as an expert on financial risks for the forestry and energy sector in Japan, Indonesia, Thailand and the Philippines. As a lawyer, she instructed on supreme court litigations to protect East Gippsland forests. She brings a deep understanding of climate risk, the Australian business environment and strategic outlooks for the global movement. Marina joined the Board in 2020.

Tim Lo Surdo | Member of the Fundraising, Communications and Engagement Committee

Tim is the Founder and National Director of Democracy in Colour - Australia's first racial and economic justice organisation led by people of colour. Before starting Democracy in Colour, he helped low-paid workers set up Hospo Voice - a new union in hospitality. Previously, Tim was the Head of Campaigns at Oaktree, a senior adviser to two federal Senators, the Campaigns Director at Jhatkaa, the National Communications Director at UN Youth Australia, and co-founded Open Sky. Tim is also on the Boards of Plan International Australia and Climate for Change.

Miheka Patel | Secretary of the Board

Thank you to our long-serving Board members who left after the 2019 Annual General Meeting:

Peter Christoff, Kate Colvin, Ben Krasnostein

Thank you to the experts co-opted to the board sub-committees:

- Sue Noy, co-opted member of the Fundraising, Communications and Engagement Committee
- Aaron Lamb, co-opted member of the Fundraising, Communications and Engagement Committee
- Maxwell Smith, co-opted member of the Finance, Audit and Public Fund Committee
- Bernadette Maheandiran, co-opted member of the Governance Committee

Thank you to the staff members that support the board sub-committees.

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.

Board Meetings attended

| | |
|--------------------|-----|
| Paul Bailey | 7/9 |
| Paul Brown | 7/9 |
| Conor Costello | 4/4 |
| Tabatha Fulker | 8/9 |
| Emma Humann | 8/9 |
| Mariana Lou | 4/4 |
| Elaine Montegriffo | 8/9 |
| Ralf Thesing | 8/9 |
| Tim Watts | 8/9 |
| Tim Lo Sordo | 3/4 |
| Ben Krasnostein | 2/3 |
| Kate Colvin | 2/3 |
| Peter Christoff | 3/3 |

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 2019–20, thanks to the wonderful generosity of our supporters, Environment Victoria was able to maintain its financial security and independence.

Despite difficult economic conditions during a global pandemic, we reported only a small loss of \$20,449.

Environment Victoria now has \$2.64 million in members' reserves, including \$1.775 million in the Green Future Fund.

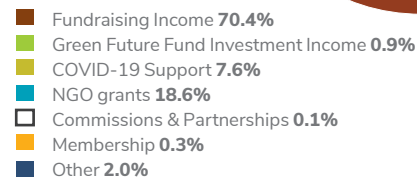
Environment Victoria's total income for the year was \$3.24 million and expenses for the year were \$3.26 million. The net deficit of \$20,449 comprises an operating deficit of \$35,281 offset by net investment earnings from the Green Future Fund of \$14,832.

The operating deficit was \$223,068 lower than in 2018–19 due to:

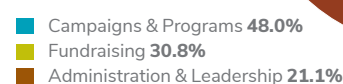
- Reversion to non-election year spending levels in campaigning and organising activities
- A change in accounting standards with regard to revenue recognition for grant funding
- Federal government Covid-19 support

\$1.6 million of our income was spent on our environment campaigning and programs, \$1 million was invested in raising funds and \$0.7 million was spent on essential administration and organisational leadership.

INCOME BREAKDOWN



EXPENDITURE BREAKDOWN



Thank you to all our supporters

Thank you in difficult times to all our wonderful supporters for your gifts over the past year. It is your generosity and vision for a thriving environment and a safe climate that keeps us financially secure, independent of all governments and the most effective environment organisation in Australia.



This year brought two major shocks for our supporters to respond to – the devastating bushfires and the advent of Covid-19. We adjusted our income forecasts to account for the resulting economic downturn, but we are extremely grateful that many supporters continued to give at pre-pandemic levels to fund our campaigns, including our vital regular monthly givers.

The year also saw the re-start of an investment in face-to-face fundraising and brought in 652 new regular supporters in the successful start-up phase. Unfortunately, delays in the commencement of the program, coupled with significant down-time due to Covid-19 restrictions, mean that we are now behind the timeline we set ourselves to grow income in line with future needs. However, we forecast that this can be caught up with an expanded program once restrictions are lifted.

Our key financial supporters continued to make multi-year commitments and the number of supporters notifying an intention to leave a bequest grew to 174. We welcomed back several trusts and foundations as funders, and received the support of others for the first time.

Our regular givers continued to provide their incredible support every month, and our appeal supporters stepped up to provide extra support for our bushfire stories and Stop AGL, Save Westernport Bay campaigns. We happily welcomed 2077 new appeal supporters during the year as well as over 22,000 new action takers.

With 2020 developing into a unique and challenging year, the work in raising vital funds completed by the fundraising, campaigns, communications and organising teams provides a springboard for maintaining a strong financial base for our future.

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 \$2.3 million in donations. The Fund has distributed \$1.85 million to support Environment Victoria's campaign activities.

Despite these significant distributions, as at 30 June 2020 the Green Future Fund held investments to the value of \$1.775 million. Even after the challenges the financial markets endured to June 2020, the ethical investment returns on the fund have been consistently high, meaning 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 2019–20 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





Weedy Sea Dragon. Credit: Sasha Schultz.



The following is a summary of the financial statements for Environment Victoria Inc. for the year ended 30 June 2020. The full financial statements are available on Environment Victoria's website.

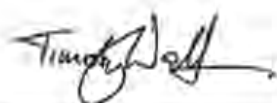
ENVIRONMENT VICTORIA INC
ABN 84 495 053 605

RESPONSIBLE ENTITIES' DECLARATION
FOR THE YEAR ENDED 30 JUNE 2020

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 16, comply with Australian Accounting Standards and give a true and fair view of the financial position of Environment Victoria Inc as at 30 June 2020 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.



Timothy Watts
Vice President



Ralf Thesing
Treasurer

Dated this 25 day of September 2020

Dated this 25th day of September 2020

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

| | Note | 2020 \$ | 2019 \$ |
|---|------|------------------|------------------|
| Income | | | |
| Revenue | 2 | 3,246,139 | 2,757,397 |
| | | 3,246,139 | 2,757,397 |
| Expenditure | | | |
| Employee expenses | | 1,861,369 | 1,526,638 |
| Occupancy and Office | | 183,421 | 220,248 |
| Events and Travel | | 56,732 | 60,146 |
| Research and Consultancies | | 680,697 | 396,228 |
| Communications and Marketing | | 212,866 | 344,996 |
| Phone, Information Technology and Equipment | | 143,992 | 169,061 |
| Finance, Accounting and Legal | | 59,541 | 56,471 |
| Other Expenses | | 67,970 | 52,417 |
| | | 3,266,588 | 2,826,205 |
| Net (Deficit) for the year | | (20,449) | (68,808) |

ENVIRONMENT VICTORIA INC
ABN 84 495 053 605

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2020

| | Note | 2020 \$ | 2019 \$ |
|--------------------------------------|------|------------------|------------------|
| CURRENT ASSETS | | | |
| Cash and Cash Equivalents | 3 | 867,883 | 828,332 |
| Other Financial Assets | 7(a) | 200,000 | 350,000 |
| Trade and Other Receivables | 5 | 134,284 | 74,484 |
| TOTAL CURRENT ASSETS | | 1,202,167 | 1,252,816 |
| NON-CURRENT ASSETS | | | |
| Property Plant and Equipment | 6 | 130,235 | 54,733 |
| Green Future Fund | 7(b) | 1,774,973 | 2,055,593 |
| TOTAL NON-CURRENT ASSETS | | 1,905,208 | 2,110,326 |
| TOTAL ASSETS | | 3,107,375 | 3,363,142 |
| CURRENT LIABILITIES | | | |
| Trade and Other Payables | 8 | 142,399 | 66,623 |
| Provisions | 9 | 148,689 | 130,965 |
| Grants Received in Advance | | - | 362,361 |
| Lease Liabilities | 10 | 92,224 | - |
| TOTAL CURRENT LIABILITIES | | 383,312 | 559,949 |
| NON-CURRENT LIABILITIES | | | |
| Provisions | 9 | 79,159 | 59,474 |
| Lease Liabilities | 10 | 4,479 | - |
| TOTAL NON-CURRENT LIABILITIES | | 83,638 | 59,474 |
| TOTAL LIABILITIES | | 466,950 | 619,423 |
| NET ASSETS | | 2,640,425 | 2,743,719 |
| MEMBERS' EQUITY | | | |
| Reserves | 11 | 226,940 | 295,246 |
| Accumulated Surplus | | 2,413,485 | 2,448,473 |
| TOTAL MEMBERS' EQUITY | | 2,640,425 | 2,743,719 |

ENVIRONMENT VICTORIA INC
ABN 84 495 053 605

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020

| | Note | 2020 \$ | 2019 \$ |
|---|----------|------------------|----------------|
| Cash Flows from Operating Activities | | | |
| Receipts from Customers and Donors | | 2,784,615 | 2,725,197 |
| Payments to Suppliers and Employees | | (2,971,761) | (2,749,224) |
| Interest income | | 8,900 | 18,342 |
| Interest on lease liabilities | | (7,965) | - |
| Net Cash (Outflow) from Operating Activities | 4 | (186,211) | (5,685) |
| Cash Flows from Investing Activities | | | |
| Redemption/(Investment) in Term Deposit | | 150,000 | (47,044) |
| Net Capital Distribution / (Contribution) (Green Future Fund) | | 219,797 | 127,406 |
| Purchase of Plant & Equipment | | (30,474) | (6,854) |
| Proceeds from Disposal of Plant & Equipment | | 4,395 | - |
| Net Cash Inflow from Investing Activities | | 343,718 | 73,508 |
| Cash Flows from Financing Activities | | | |
| Repayment of Lease Liabilities | | (117,956) | - |
| Net Cash (Outflow) from Financing Activities | | (117,956) | - |
| Net Increase in Cash Held | | 39,551 | 67,823 |
| Cash and Cash Equivalents at beginning of the year | | 828,332 | 760,509 |
| Cash and Cash Equivalents at end of the year | 3 | 867,883 | 828,332 |

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2020

| | Note | Retained Profit/(Loss) \$ | Investment Revaluation Reserve \$ | Total \$ |
|--|------|---------------------------------|--|------------------|
| 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) |
| Balance as at 30 June 2019 | | 2,448,473 | 295,246 | 2,743,719 |
| Balance at 1 July 2019 | | 2,448,473 | 295,246 | 2,743,719 |
| Movement in Investment Revaluation Reserve | 7(b) | - | (68,306) | (68,306) |
| Adjustment from the adoption of AASB 16 | | (14,539) | - | (14,539) |
| Net (Deficit) for the Year | | (20,449) | - | (20,449) |
| Balance as at 30 June 2020 | | 2,413,485 | 226,940 | 2,640,425 |



INDEPENDENT AUDITORS REPORT

Our Ref
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 2020, 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 2020 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 2020, 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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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.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the 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.

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

Chartered Accountants

HARISH BUDHIRAJA

Partner

Camberwell,
Melbourne

Date: 25/09/2020



MCG Partners
Chartered Accountants

Our Ref

Your Ref

AUDITORS 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 2020, to the best of our knowledge and belief, during the year ended 30 June 2020 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

Chartered Accountants

Camberwell
Melbourne

HARISH BUDHIRAJA

Partner

Date: 25/09/2020

Walking the talk



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

| Indicator | Consumption | Consumption | Consumption |
|----------------------------------|------------------|---------------|------------------|
| | 2016-18 | 2018-19 | 2019-20 |
| Energy (see note 2 and 4) | | | |
| Renewable | 14,713 kw/h | 13,617 kw/h | 11,380 kw/h |
| Coal-fired | 0 kw/h | 0 kw/h | 0 kw/h |
| Water (see note 3, 5 and 8) | | | |
| Mains | 69,231 litres | 77,575 litres | 5,471 litres |
| Rainwater | 14,744 litres | 35,417 litres | 40,301 litres |
| Transport (see note 6 and 8) | | | |
| Flights | 32,472 km (high) | 19,320 km | 20,189 km |
| Car | 7,027 km | 18,438 km | 38,220 km (high) |
| Materials and waste (see note 7) | | | |
| Landfill | 120 kg | 118 kg | 72kg |
| Co-mingled recycled | 107 kg | 82 kg | 77 kg |
| Composted | 133 kg | 160 kg | 253 kg |
| Paper recycled | 353 kg | 368 kg | 194kg |

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. Staff worked from home from the end of March. This report does not account for energy consumption, waste or water use in home offices.
2. Energy consumption determined via meter readings.
3. Water use was determined through the use for the building at 60 Leicester Street, Carlton, Australia, and calculating Environment Victoria's share based on our occupancy space (m²).
4. We emit no greenhouse pollution from our energy use as it is generated at our premises through roof-top solar panels or purchased from 100 percent accredited renewable energy sources.
5. We limit the use of mains water by the capture, treatment and use of rainwater, which is of course climate dependent.
6. Transport impacts were measured by recording all flights and car hire kilometres throughout the year. Additionally a travel audit was conducted over one two-week period, extrapolated over the year for a more accurate representation of our transport use. Car transport increased due to more work in the Latrobe Valley.
7. Waste was measured through a waste measurement audit over one fortnight period, 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.
8. Limitations for the 2019-20 Walking the Walk report: Office occupancy was significantly reduced during the Bushfires in January and February due to the impacts of smoke and the majority of staff began working from home from the end of March due to the COVID-19 pandemic. Due to these circumstances we were unable to carry out the usual two fortnight survey periods for Waste and Travel.

Supporting our people



As at 30 June 2020 we had 10 Board members and 25 employees working in Melbourne and remotely.

In total we had 20.7 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.

Environment Victoria provides networking and training opportunities for our staff to develop their knowledge, skills and capacity. In 2019–20 this included attendance at conferences and formal gender and diversity training for staff.

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 | 25 | 10 |
| FTE | 20.7 | n/a |
| Female (%) | 64% | 50% |
| Male (%) | 36% | 50% |
| Covered by Certified Agreement (%) | 92% | n/a |
| Turnover of permanent staff | 3 | n/a |

Ethical partners and investment

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 2019-20, our 50th year.

You've powered our Build Back Better campaign, taken action for a future beyond coal and helped build a local vision of the future for the Latrobe Valley,

continued to support our efforts to stop a gas import terminal being built in Westernport Bay, spoken out to protect our rivers and keep them flowing and made it clear in your thousands that Victoria must have strong climate targets.

We also want to pay our respects to three long-term donors, supporters and volunteers who passed away this year: Gilvray Smith, Robert Brice and Gordon Monsborough.

Thank you to our partners and philanthropic supporters

Thank you to the partners, trusts, foundations, sustainable businesses and organisations that financially supported our programs in 2019-20.



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 2019-20.



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



The 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.



Local History 50th Film grant. Environment Victoria gratefully acknowledges the support of the Victorian Government and Public Record Office Victoria for making our 50th history film possible.



The PMF Foundation invests in organisations that strive to make significant positive impacts socially, culturally, economically, environmentally, and politically. The PMF foundation supports our just transition work in the Latrobe Valley.

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 already left a gift in your Will.

Please contact giftsinwills@environmentvictoria.org.au

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

Leaving 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)."

Below: Ramsar listed wetlands bordering Crib Point and Hastings. Credit Stacey Chilcott



Thank you to our partners



Our impact is made possible through collaboration with dozens of partners

- A New Power
- Australian Energy Foundation (formerly Moreland Energy Foundation)
- Brotherhood of St Laurence
- Climate Action Network Australia
- Climate Council
- Communities Leading Change
- Climate for Change
- Conservation Council SA
- Consumer Action Law Centre
- Democracy in Colour
- Doctors for the Environment Australia
- Environmental Justice Australia
- East Gippsland Climate Action Network
- Earthworker Cooperative
- French Island Community Association
- Friends of Latrobe Water
- Friends of the Earth
- Geelong Sustainability
- Gippsland Climate Change Network
- Gunnaikurnai Land and Waters Aboriginal Corporation
- Goongerah Environment Centre
- Goulburn Valley Environment Group
- Healthy Futures
- Hunter Community Environment Centre
- Hunter Renewal
- Inland Rivers Network
- Latrobe Valley Community Power Hub
- Latrobe Valley Sustainability Group
- Murray Lower Darling Rivers Indigenous Nations
- Nature Conservation Council of NSW
- Northern Alliance for Greenhouse Action
- Phillip Island Conservation Society
- Renew (formerly Alternative Technology Association)
- Save Westernport
- Southern Peninsula Indigenous Flora & Fauna Association
- Strzelecki Sustainable Futures
- Surfers for Climate Action
- Tenants Victoria
- The Australia Institute
- The Wilderness Society
- Uniting
- Victorian Council of Social Service
- Victorian National Parks Association
- Voices of the Valley
- Westernport and Peninsula Protection Council
- Yarra Energy Foundation
- Yarra Riverkeeper

THANK YOU TO OUR BUSINESS SUPPORTERS



Thank you to our volunteers



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

Our regular office volunteers include David Evans, Angela Gill, Ian Hazewinkel, Lance Lessels, Meg Macdonald, Elaine Smith 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 days!

A massive thank you to all our wonderful volunteers and partner groups who have stayed committed during a tough year and worked with us to take on the most important fights. Thanks to all our network volunteers, and our volunteer groups Southies, Eastern Action for the Environment, South East Environment Network, Repower North East, and EV Preston. Thanks for keeping your passion and commitment alive during a global pandemic, learning new skills to transition quickly and looking after each other. Your drive to keep fighting for our climate despite new challenges has been inspiring.

Thanks to the volunteers we've worked with in Westernport Bay. We've shown that Westernport Bay locals and visitors overwhelmingly reject AGL's gas plans – a testament to the leadership, consistent community engagement and political nous of our partners at Save Westernport and allied organisations around the Bay.

Thanks to all the incredible allied organisations and community leaders we work with across the Latrobe Valley like Friends of Latrobe Valley Water and Communities Leading Change, who are advocating for a just transition and holding coal companies to account for the damage they have caused. Your work is crucial to ensure a thriving and sustainable future for the region as it moves beyond coal.

Volunteers from across the state have powered our work this year and continued to protect our climate, our environment and our communities.

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 who have now moved on.

Chief Executive Officer:

Jono La Nauze

Campaigns:

Nicholas Aberle, Rai Miralles,
Taegen Edwards, James Conlan,
Tyler Rotche, Juliet Le Feuvre, Cat Nadel

Organising:

Jane Stabb, Laura Melville, Chante Bock,
Emma Horsburgh, Victor Komarovskiy,
Lavanya Pant, Adele Neale

Communications:

Alex Merory, Greg Foyster,
Cameron Wheatley, Sawsan Alfayadh

Fundraising:

Jonathan Storey, Karly Roolker,
Heather Bruer, Lena Herrera Piekarski

Administration & Finance:

Kate Rogers, Jing Lu, Cate Hoyle,
Angela Nicopolous, Fiona Ames

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 |
|----------------------------------|--|----------|--|
| 1. STRATEGY AND ANALYSIS | | | |
| 1.1 | Statement from the most senior decision-maker of the organization. | Fully | A message from our President and CEO, p.8 |
| 2. ORGANIZATIONAL PROFILE | | | |
| 2.1 | Name of the organization. | Fully | About Us, p.6, Our Governance, p.20 |
| 2.2 | Primary brands, products, and/or services. | Fully | About Us, p.6, Our Governance, p.20 |
| 2.3 | Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures. | Fully | Our Staff, p.39 |
| 2.4 | Location of organization's headquarters. | Fully | Walking the Talk, p.34 |
| 2.5 | Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report. | Fully | Our Governance, p.20 |
| 2.6 | Nature of ownership and legal form. | Fully | Our Governance, p.20 |
| 2.7 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). | Fully | Our Governance, p.20 |
| 2.8 | Scale of the reporting organization. | Fully | Our Governance, p.20 |
| 2.9 | Significant changes during the reporting period regarding size, structure, or ownership. | Fully | A message from our President and CEO, p.8 |
| 2.10 | Awards received in the reporting period. | Fully | No awards to advise |
| 3. REPORT PARAMETERS | | | |
| 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 | 2018-19 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.20, Walking the Talk, p.34 |

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.34 |
| 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.35 |
| 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.40 |

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.20 Directors' Report, p.21 |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer. | Fully | Our Governance, p.20 Directors' Report, p.21 |
| 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 | Directors' Report, p.21 |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | Fully | Directors' Report, p.21 |
| 4.14 | List of stakeholder groups engaged by the organization. | Fully | Thank you to our partners, p.38 |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | Fully | Ethical partners and investment report, p.35 |

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.23 |
| EC4 | Significant financial assistance received from government. | Fully | Our Financial Performance, p.23 |

ENVIRONMENTAL PERFORMANCE

Energy

| | | | |
|-----|---|-------|------------------------|
| EN3 | Direct energy consumption by primary energy source. | Fully | Walking the Talk, p.34 |
| EN5 | Energy saved due to conservation and efficiency improvements. | Fully | Walking the Talk, p.34 |

Water

| | | | |
|------|---|-------|------------------------|
| EN8 | Total water withdrawal by source. | Fully | Walking the Talk, p.34 |
| EN10 | Percentage and total volume of water recycled and reused. | Fully | Walking the Talk, p.34 |

Emissions, effluents and waste

| | | | |
|------|---|-------|------------------------|
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved. | Fully | Walking the Talk, p.34 |
|------|---|-------|------------------------|

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.34 |
|-----|--|---------|------------------------|

Labor/management relations

| | | | |
|-----|--|-------|------------------------|
| LA4 | Percentage of employees covered by collective bargaining agreements. | Fully | Walking the Talk, p.34 |
|-----|--|-------|------------------------|

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.35 |
|-----|--|-------|-----------------------------|

Training and education

| | | | |
|------|---|-------|-----------------------------|
| LA12 | Percentage of employees receiving regular performance and career development reviews. | Fully | Supporting our People, p.35 |
|------|---|-------|-----------------------------|



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