

Annual Report

2020-21



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 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: Julian Meehan



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This report covers our activities and financial performance for the 2020–21 financial year.

We have defined the content of this report to respond to the commitments set out in our 2020–21 Annual Plan. 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 03 9341 8100.





Big Achievements This Year



Stopped Australia's biggest polluter,

AGL, from building a giant hulking gas import terminal in beautiful Westernport Bay



Helped secure the largest single investment in clean energy

of any state, ever



Brought forward the closure of Australia's dirtiest coal power station,

Yallourn, by at least four years



Secured new protections for the Goulburn river

from damaging unseasonal irrigation flows



Produced a powerful documentary on the 2019-20 bushfires

Our 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 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:

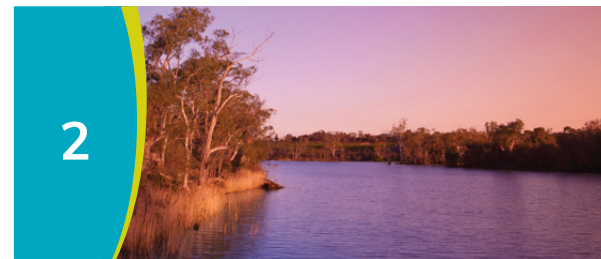
We are a campaigning organisation focused on winning environmental outcomes in Victoria by holding government and businesses to account. Our power comes from:

- 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



2
Protect and improve the health of the Murray-Darling Basin



3
Show that sustainability can be fair



4
Build the movement for change

Want more detail? Visit envict.org/strategy-2022

A Message From Our President and CEO



Connor Costello
President



Jono LaNauze
CEO

Through another year of lockdowns and frightening climate news, you – our supporters, volunteers and staff – have made us proud to be part of the Environment Victoria community. Together, we have achieved remarkable things.

Australia's biggest polluter, AGL, expected the Westernport community to “take one for the team” (that's literally what AGL said) and put up with a hulking gas import terminal polluting the quiet waters of Crib Point. This year AGL packed their bags after our three-year campaign with Save Westernport and other environment and community groups. AGL reportedly spent \$130m on the project, but they couldn't overcome the will of the passionate, organised people who powered our campaign.

Australia's second-biggest polluter, EnergyAustralia, owns Yallourn coal power station in the Latrobe Valley. Little more than a year after we released independent analysis showing how it could be replaced with wind, solar and batteries, the company announced it would close Yallourn at least four years early. With state government support, they are planning to build a giant battery onsite and deliver a transition package for workers.

Yallourn's earlier closure was made possible by an accelerated renewable energy rollout announced in the 2020 state budget – the largest single investment in clean energy by any state ever. Victoria's Minister for Energy, Environment & Climate Change, Lily D'Ambrosio, spent budget night outlining the package to a packed webinar hosted by Environment Victoria. She singled out Environment Victoria supporters for their Build Back Better campaign, which made the historic investment possible.

The campaign also enabled Victoria to set a new benchmark for emissions targets. Announced in May, the 50% cuts by 2030 are less than the science-based 75% cuts we were pushing for, but leapfrogged the federal government's targets and those of similar states. Since then we have seen momentum grow, with NSW matching Victoria and increasing pressure on the federal Coalition.

In spite of extended lockdowns, we not only stayed connected but also formed new bonds. Our rivers communication training program brought Murray-Darling residents together over a series of seven workshops. In the Latrobe Valley, we brought disparate groups together to organise community forums and produce a remarkable publication profiling local leaders in the transition. In the Goulburn Valley, we aligned conservationists, traditional owners and recreational fishers in a campaign to protect the river from damaging summer irrigation flows. And as the year was ending we readied to launch the Environment Victoria Action Network, which will multiply our power in the years to come and provide even more Victorians with the opportunity to take action.

All of this is possible because of you, our donors and volunteers, who give generously to help build a thriving, sustainable society in Victoria. Thank you to those who stood with us through the pandemic, and to those who have joined us for the first time.

Together, our board and leadership team make sure your contribution has real impact. We have taken extra care to steer Environment Victoria through the uncharted waters of this pandemic. As a people-powered organisation, we prioritised the wellbeing of our staff and volunteers, and we thank every one of them for their extraordinary efforts and tenacity.

The board continued its transition to new leadership with the departure of the much-loved Emma Humann as President and the directors who joined us in 2020 taking on new responsibilities. Conor is thrilled to be taking on the Presidency with the backing of Paul Brown as Vice President.

Thank you again for making all of this possible and for being a part of the caring community that is Environment Victoria.

Victoria Beyond Coal

We've been powering ahead with our campaign to close all Victoria's coal-burning power stations by 2030.

EPA review of coal power station licences

Victoria's coal power stations are among the dirtiest in the world and by far the state's biggest source of climate pollution and toxic emissions.

Victoria's Environment Protection Authority (EPA) has been conducting a three-year review of power station licences, and throughout that time, we have been consistently pushing them to tighten the historically weak toxic pollution limits and add limits on greenhouse gas emissions. We have also supported the Latrobe Valley community to build the scientific, legal and moral case for action.

In March 2021, the EPA finally announced the outcome of their review. We were devastated by their decision, which was to do almost nothing on climate or toxic pollution. We immediately asked our legal team to review the decision, and after careful analysis we decided to challenge the decision in the Supreme Court. This landmark case under Victoria's nation-leading climate laws will take place in 2021/22.

Coal mine rehabilitation

This year we continued our crucial work monitoring the rehabilitation plans and requirements for the Latrobe Valley coal mines.

The current proposal involves filling the huge mine pits with water, but Hazelwood alone would require more water than Sydney Harbour, and there are major concerns about water availability, ecological impacts and groundwater pollution.

So, together with local allies and farmers, we generated extensive media coverage on the issue of water availability, with stories appearing on the front page of the Age, on ABC Gippsland and in other local outlets. We also produced a detailed briefing, which was given to key decision-makers.

As a result, the Victorian government has ruled out allowing water from the Latrobe river system to be used to fill the pits and is requiring the mine operators and regulators to look at less destructive ways to supply the water.

Yallourn closure announcement

For years we have campaigned to expose Yallourn as the dirtiest and most unreliable coal power station in Australia and build the case for an earlier closure date.

In 2019, we released an independent analysis showing how Yallourn could be replaced with clean energy by 2023. Just over a year later, in March 2021, Yallourn's owners, Energy Australia, reached an agreement with the Andrews government to bring forward Yallourn's closure. The agreement is that it must close no later than 2028, but independent experts believe it could be mothballed well before then. The announcement also included plans for a big battery on the site and a transition package for workers.

The state government's record \$1.6 billion investment in clean energy in the 2020 Victorian budget paved the way for this announcement.



Loy Yang coal power station in the Latrobe Valley.
Image credit: John W Banagan



- **Exposed major issues with the plan to rehabilitate coal mines by turning them into lakes.**
- **Launched legal action against Victoria's Environment Protection Authority (EPA).**

12-year-old Leroy on the steps of Parliament, reading out a poem he'd written about Westernport Bay.



OUR CAMPAIGNS

No AGL Gas

WIN! After more than three years of grassroots campaigning, we stopped Australia's biggest polluter from building a dirty gas terminal in Westernport Bay.

Exposing the true cost of AGL's gas terminal

At the very beginning of the Stop AGL campaign, we pushed for the Victorian planning minister, Richard Wynne, to require an Environment Effects Statement (EES). It was the best way to expose the true harm of AGL's proposed gas terminal, and our victory is only the second time in the last 20 years that an EES process has resulted in a project being rejected. It's a huge achievement and provides a solid foundation for defending other Victorian Ramsar sites into the future.

Our work on the EES was focused on assembling a team of scientists, energy analysts, lawyers and more than 70 locals to deliver compelling evidence and oral submissions at the hearings. This unprecedented level of community engagement helped build a strong case against AGL's gas import terminal, and ultimately led to minister Wynne rejecting the project in March 2021.

A new campaign to reduce gas demand

Victorians use more gas for heating, cooking and hot water than any other state, and unless we address the problem at its root and reduce demand, communities will have to keep fighting damaging gas projects. So after the AGL celebrations, we decided to carry the momentum into a new campaign to move Victoria beyond gas.

A top priority is changing the planning rules, which force new housing developments to connect to the gas network. We've begun working with almost 30 local councils who are pushing to change these rules.

At a state level, the Andrews government has begun work on a 'Gas Substitution Roadmap'. We've engaged with this process through supporter surveys and submissions, and over the next year we will continue our work to ensure this roadmap prioritises cutting emissions rather than protecting the fossil fuel industry's assets.

Community organising

Our success in stopping AGL's gas import terminal was an inspiring display of how connected and organised communities can stand up to multi-billion-dollar corporations and protect our environment. Our broad, loud and persistent community campaign gave planning minister Richard Wynne the political impetus to reject AGL's proposal.

We were persistent and nimble throughout the lockdowns, assisting local groups to shift online and organising in person when possible. A key highlight was the huge community 'day of action'. More than 50 volunteers collected 3000 handwritten messages for the planning minister, and we delivered them to him on the steps of Parliament in front of TV news crews.

These public mobilisations were underpinned by regular collaboration among a strong coalition of environmental organisations and local spokespeople, who were consistently pitching to local and national media outlets.

- Stopped energy giant AGL from building a gas import terminal in Westernport Bay!
- Launched a new campaign to reduce gas demand in Victoria.

Healthy Rivers

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

Protecting the Goulburn River

Under the water sharing rules between South Australia, Victoria and NSW, if less water flows down the Darling-Baaka River to South Australia, the Murray and its tributaries need to supply a greater share. In recent years this has meant huge volumes of water have been forced down the Goulburn at the wrong time of year, destroying native fish nurseries and eroding riverbanks to the point of collapse.

We responded by building a diverse alliance of fishing, boating and local environment groups, and ran a successful campaign for the Victorian government to introduce a flow limit. This is a great win that will prevent the extreme damage we have seen in the past few years, but there's more work to do and we will continue pushing for improvements to these flow limits in the future.

Building alliances and partnerships

Our alliance building has continued to develop over the last year. Working with our counterparts in New South Wales and South Australia, we are creating a strategy to coordinate our work across the Basin over the next five years. We continued our work with the Lifeblood Alliance, a network of groups across the Basin that is developing relationships at the federal level.

We have also been deepening our alignment with the Yorta Yorta people, identifying how our campaigns can best support and overlap with priorities for self-determination and care of Country, and our work with local fishing, boating and environment groups resulted in flow limits to protect the Goulburn River.

Changing the story

To win long-term protection for our rivers, we need to tell local stories that help build understanding of complex problems and galvanise people to take action.

So this year we brought people together from across the Murray-Darling Basin for a comprehensive training program. Over seven workshops, more than 120 participants learnt to develop and pitch stories and opinion pieces, which appeared in local media outlets and the Canberra Times.

One participant, Tuesday Browell, even organised a flotilla of boats to travel from Menindee to Wentworth to highlight what was happening on the flow-stressed Darling-Baaka River. Her flotilla gained positive local and national media coverage and was the subject of a short film we produced and distributed on social media, reaching tens of thousands of people.

Inset: Tuesday Browell led a flotilla from Menindee to Wentworth to highlight the plight of our rivers.



- **Ran a comprehensive storytelling program with 120 locals from across the Murray-Darling Basin.**
- **Successfully campaigned to protect the Goulburn River from damaging, unnatural high flows.**



"I wanted to let you know how beautiful the film is, how well the story of fire in East Gippsland was told. It was haunting, at times brought me to tears. And it was also educational and uplifting. The people who spoke were so eloquent and passionate and their stories will sit with me for a long time."

Bushfire survivor Jo Dodds speaking on our film *Beyond the Burning*

With our allies at Friends of the Earth we presented a huge community petition to Lily D'Ambrosio on the steps of parliament.

OUR CAMPAIGNS

Making Victoria a Leader on Climate Action

Accelerating clean energy and putting climate solutions at the heart of plans to rebuild from the pandemic.

Beyond the Burning

Thanks to generous support from the Lord Mayor's Charitable Foundation, we produced a short documentary about the 2019/20 bushfires highlighting the underlying causes of climate change and native forest logging.

Titled *Beyond the Burning: Voices from the East Gippsland Fires*, it premiered at the Transitions Film Festival and is currently a finalist for best short Australian documentary at the Melbourne Documentary Film Festival. One of the key people in the film, Jann Gilbert from Mallacoota, featured in a special report on climate change for ABC 7.30.

Environment Victoria supporters and local councils hosted screenings of the film online and in-person across Victoria, and it has been picked up for international distribution.

Emissions Reduction Targets

The state government was preparing to decide climate targets covering the critical decade to 2030 just as COVID hit. The decision was delayed by over a year, during which time Environment Victoria supporters kept up the pressure. There is not a single government MP who didn't hear from us on the phone, through email or via social media.

While the target that has been set – 45-50% by 2030 – falls short of the science-based 75% cuts we were calling for, it set a new benchmark among the major states. The Victorian decision put pressure on NSW, who have since matched Victoria, and on the federal government ahead of the Glasgow summit.

Environment Victoria dominated media coverage of the Victorian announcement, making it clear that the targets will need to be improved on if Victoria is to play its part in averting the worst impacts of global warming.

Build Back Better

When the pandemic hit, we sharpened our focus on the job-creating opportunities of climate solutions and gathered the best ideas into a proposal backed by seven climate and energy groups.

To highlight these opportunities and build momentum for the state budget, we ran a targeted and powerful 'Build Back Better' campaign. Our supporters made hundreds of phone calls to Victorian MPs, we reached hundreds of thousands of people on social media and got extensive coverage in major news outlets. The Andrews government listened, and November's COVID-recovery budget delivered a whopping \$1.6bn for clean energy and energy efficiency, including \$540million to create six 'Renewable Energy Zones' and a game-changing \$797 million investment in household energy efficiency, solar and batteries.

On budget night, Energy and Environment Minister Lily D'Ambrosio addressed a packed webinar of Environment Victoria supporters, thanking them for raising their voices and helping to achieve the largest single investment in clean energy of any state ever.

- Helped secure the largest single investment in clean energy of any state ever.
- Produced and distributed a moving 25-minute film about the 2019/20 bushfires.

People Power

Despite the challenges, we have continued to bring together community members from around Victoria to work for a healthy climate and environment.

Transition in the Latrobe Valley

Our deep organising work continued in the Latrobe Valley. The Victorian Parliament has called an inquiry into the impact of power station closures and the effectiveness of transition planning. This is an excellent opportunity to build momentum and bring new voices to this issue. We distributed a discussion paper among allies and supporters and will be assisting them to write submissions to the inquiry.

We've also continued our work with First Nations communities, surveying more than 50 Aboriginal community members. We will use the results of this survey to plan targeted events and activities to engage the community in issues of energy transition, coal pollution and climate.

Developing our new Action Network model

Throughout Environment Victoria's 50 year history, our biggest wins have always been driven by connected and empowered local communities, from protecting the Little Desert in 1969 to stopping AGL's gas import terminal in 2021.

We're now taking the lessons we've learnt from dozens of winning campaigns and scaling up our organising model into a powerful new statewide network. Over the last year, we've begun to roll out this new model which empowers everyday Victorians to become Local Organisers and bring their communities together to take coordinated action.

More than 130 volunteers from four key Victorian regions have already participated in our first People Power workshop series. The training is designed to develop people's core organising skills, such as building relationships, finding shared purpose, community mapping, and planning new actions to push for Victorian climate action.

Communities Leading Change

We're working hard to shift the conversation about the Latrobe Valley and build a positive vision for a future beyond coal. These important conversations need to be led by locals and this year we continued our work with Latrobe Valley group Communities Leading Change (CLC) to make this happen.

During the lockdowns we helped CLC to run an online forum with guest speakers from the Latrobe Valley, Taranaki in New Zealand and the Hunter Valley in NSW. More than 60 attendees from the Latrobe Valley heard stories of transitioning coal communities and participated in discussions about the region's future.

We also worked with CLC to produce "Transitions: Stories of Gippsland Communities Leading Change", a publication which showcases the stories of more than 25 Latrobe Valley and Gippsland residents who see a bright and healthy future for the region beyond coal. It's available for free at communitiesleadingchange.org.au/resources

- **Launched a new state-wide organising network.**
- **Helped produce and publish the stories of more than 25 community leaders across Gippsland.**



Reports and Submissions

Over the last financial year we have produced a series of major reports and made detailed submissions to a range of government processes.

This work has helped shape policy outcomes, generate media coverage and change the debate on core issues such as gas demand, mine rehabilitation and energy efficiency.

All reports and submissions are available on our website at environmentvictoria.org.au/category/reports/

Reports

- Victorian Gas Market – Demand Side Measures to Avoid Forecast Supply Shortfall
- Putting jobs-rich climate solutions at the centre of Victoria's economic recovery from COVID-19
- Water availability and Latrobe Valley coal mine rehabilitation

Submissions

- Response to the Consultation Paper on the Second VRET Auction
- Submission on Goulburn to Murray Trade Rule Review
- Submission on the Crib Point gas import jetty and pipeline project
- Submission to the Inquiry into Victoria's ecosystem decline
- Submission on Energy Security Board's post-2025 market design options paper





Media Coverage

Media coverage is one of the most powerful tools we have to influence the public narrative on environmental issues so this year we invested in a new media strategy and expanded in-house capacity.

Environment Victoria was mentioned in major media outlets more than 2200 times through 2020-21. We invested more staff time into securing media coverage, and it paid off. Despite the pandemic dominating coverage, we still achieved more media hits than we had in any previous year since 2012-13.

Some of our big campaigns culminated in this financial year, leading to important media moments. The Stop AGL campaign was front page of *The Age* in March and led the ABC Victoria news bulletin. Our interpretation of the Victorian climate targets, announced in May, dominated the public reaction to the decision.



Jono La Nauze on Channel Nine News after the Victorian government announced climate targets for 2025 and 2030.



Our clean energy tram on Channel 10 News.

We also reacted swiftly to the announced closure of Yallourn power station, published a range of opinion pieces about rivers which were syndicated across the Murray Darling Basin, and helped bushfire survivors tell their stories on state and national media, including a special report on climate change for ABC 7.30.

As the leading voice for environment issues in Victoria, we respond rapidly to different campaign issues speak across dozens of different topics – from renewables to recycling, batteries to bushfires, the Goulburn River to gas demand, and tree cover to transport emissions.

Media coverage can be a way to hold the government to account. This year we used Freedom of Information laws to expose that a plan to fill the Latrobe Valley coal mines with water would cause ecological damage to the Latrobe River system and Gippsland Lakes. The story made front page of *The Age*.

- **Mentioned in the major news outlets more than 2200 times.**
- **Our stories on mine rehabilitation and AGL's gas import terminal both made the front page of *The Age*.**



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, 2021 we had 220,968 supporters, 9,664 active cash donors, 3,530 regular givers and 395 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 conducts an annual performance review of the CEO.

Environment Victoria maintains a public fund, which is a tax-deductible gift recipient registered by the Australian Taxation Office and subject to the regulatory oversight of the Commonwealth Register of Environmental Organisations. 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.

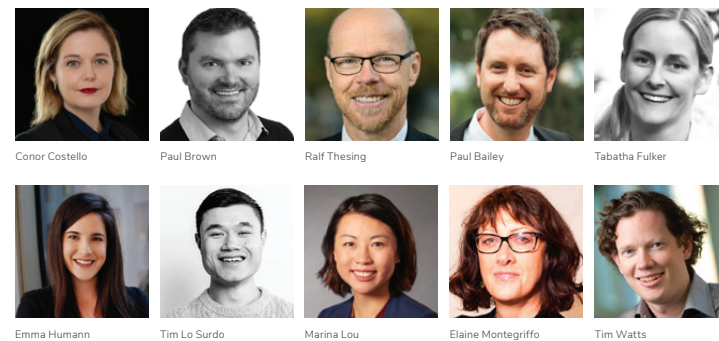
Fundraising, Communications and Engagement Committee

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



Conor Costello | President, Finance, Audit and Public Fund Committee member and Governance Committee member

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.

Based in the UK for over a decade before returning to Australia in 2014, Conor's work has spanned both the global and local levels, in Australia and around the world. Conor joined the Board in 2020.

Paul Brown | Vice-President, 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.

Ralf Thesing | Treasurer, Finance, Audit and Public Fund Committee Member

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 Bailey | Fundraising, Communications and Engagement Committee member

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.

Tabatha Fulker | Chair of Fundraising, Communications and Engagement Committee

Tabatha is the founding Director at OrganiseUs, a creative and strategic communication agency. 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.

Emma Humann | Governance Committee member

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

Tim Lo Surdo | Fundraising, Communications and Engagement Committee member

Tim is the Founder and National Director of Democracy in Colour – Australia's first racial and economic justice organisation led by people of colour.

Previously Tim was a Senior Organiser at United Voice, where he helped low-paid workers start Hospo Voice – a new union in hospitality. He has led campaigns at Oaktree, been an adviser to two Senators, was the Campaigns Director at Jhatkaa, and led national communications at UN Youth Australia. Tim is also on the Boards of Plan International Australia, Be Slavery Free, and Climate for Change. Tim joined the Board in 2020.

Marina Lou | Finance, Audit and Public Fund Committee member and Governance Committee member

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

Elaine Montegriffo | Fundraising, Communications and Engagement Committee member, 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.

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.

Tim Watts |, Chair of 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.

The board is assisted by the following non-board members:

- Miheka Patel | Secretary
- Sue Noy | Co-opted member of the Fundraising, Communications and Engagement Committee
- Aaron Lamb | Co-opted member of the Fundraising, Communications and Engagement Committee
- Bernadette Maheandiran Lamb | Co-opted member of the Governance Committee.

Board Meetings attended

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.

Conor Costello	7/7
Paul Bailey	7/7
Paul Brown	6/7
Tabatha Fulker	7/7
Marina Lou	7/7
Emma Humann	7/7
Elaine Montegriffo	6/7
Ralf Thesing	7/7
Tim Le Surdo	7/7
Tim Watts	6/7

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:

Conor Costello
President



Our Financial Performance

In 2020–21, thanks to the wonderful generosity of our supporters, Environment Victoria was able to maintain its financial security and independence. Our fundraising appeals reached hundreds of thousands of people in Victoria through mail, email and social media, generating both funds, new supporters, and increasing the profile of our campaigns and growing our community across new audiences.

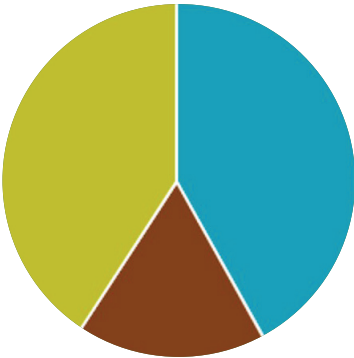
Despite difficult economic conditions during a global pandemic, we reported a small surplus of \$82,659.

Environment Victoria now has \$2.87 million in reserves, including \$1.9 million in the Green Future Fund, a donor funded endowment that underpins our ability take on the most pressing campaigns and speak without fear or favour.

Environment Victoria’s total income for the year was \$3.44m and expenses for the year were \$3.36m. The net surplus of \$82,659 comprises an operating surplus of \$19,719 along with net investment earnings from the Green Future Fund of \$62,940.

The operating surplus was \$55,000 higher than in 2019–20 due to mainly to higher fundraising income, driven by investment in fundraising programs to ensure we are a strong and sustainable organisation. There were savings in some operating areas as COVID-19 restrictions limited travel and events. Government COVID-19 support continued with \$312,000 received in 2020-21 (\$248,000 in 2019-20). This support is not expected to continue in future.

\$1.4 million of our income was spent on our environment campaigning and programs, \$1.3 million was invested in raising funds and our profile, and \$0.6 million was spent on essential administration and organisational leadership.

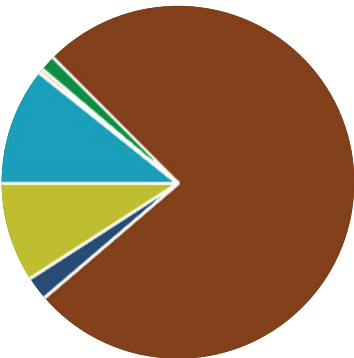


EXPENDITURE

- Campaigns and programs 41.9%
- Fundraising 40.8%
- Administration and leadership 17.3%

INCOME

- Fundraising income 76.2%
- NGO grants 10.7%
- Covid-19 Support 9.1%
- Green Future Fund investment income 2.2%
- Other 1.4%
- Membership 0.3%
- Commissions and partnerships 0.1%





Thank you to all our supporters!

It's been a year like no other in Victoria, and our supporters have stood up for our climate and the environment.

Our supporters have backed us to deliver campaign wins and we've welcomed in many new supporters on the back of stopping AGL in Westernport Bay and Victoria's largest ever investment in renewable energy investment.

2,416 of you joined us this year with a gift to our appeals, and 2,310 of you started a regular gift. Our monthly income from regular giving rose 49% to \$100,000 per month in the twelve months to the ends of June 2021, thanks to our investment in the future through our regular giving fundraising program.

Our appeal at tax-year end was particularly pleasing. We raised an incredible \$100,000 from a gift match with one of our key supporters, showing how much you value of our work.

We welcomed back familiar trusts and foundations as funders and received the support of others for the first time – we look forward to continuing our relationship with you all we tackle the biggest threats to nature and our climate in Victoria.

Thank you to all our wonderful supporters for your generous gifts over what has been an incredible year.

From taking on and beating Australia's biggest climate polluter to achieving Victoria's largest ever investment in renewable energy and laying in the foundations for a fairer future beyond coal in the Latrobe Valley – you've been there.

Thank you.

The Green Future Fund

Environment Victoria's Green Future Fund underpins our financial stability, giving us the power to take on the biggest environmental challenges. 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 foundation in 2010, the Green Future Fund has received \$2.46 million in donations directly from generous individuals, as a legacy through gifts in Wills, and from foundations wanting to invest in future generations.

Over the last eleven years the Green Future Fund has distributed \$2.23 million to support Environment Victoria's campaign activities. Despite these significant distributions, as at 30 June 2021 the Green Future Fund held investments to the value of \$1.899m. 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 2021–21 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

Image credit: Sean Kelleher (flickr)

The following is a summary of the financial statements for Environment Victoria Inc. for the year ended 30 June 2021. The full financial statements are available on Environment Victoria's website.

ENVIRONMENT VICTORIA INC
ABN 84 495 053 605

STATEMENT OF SURPLUS OR DEFICIT
FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
Income			
Revenue	2	3,439,578	3,246,139
		3,439,578	3,246,139
Expenditure			
Employee expenses		1,802,563	1,861,369
Occupancy and Office		179,638	183,421
Events and Travel		46,232	56,732
Research and Consultancies		849,193	680,697
Communications and Marketing		234,676	212,866
Phone, Information Technology and Equipment		88,737	143,992
Finance, Accounting and Legal		67,542	59,541
Other Expenses		88,338	67,970
		3,356,919	3,266,588
Net Surplus/(Deficit) for the year		82,659	(20,449)

The accompanying notes form part of these financial statements

ENVIRONMENT VICTORIA INC
ABN 84 495 053 605

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2021

	Note	2021 \$	2020 \$
CURRENT ASSETS			
Cash and Cash Equivalents	3	862,765	867,883
Other Financial Assets	7(a)	-	200,000
Trade and Other Receivables	5	428,407	134,284
TOTAL CURRENT ASSETS		1,291,172	1,202,167
NON-CURRENT ASSETS			
Property Plant and Equipment	6	116,116	130,235
Green Future Fund	7(b)	1,899,518	1,774,973
TOTAL NON-CURRENT ASSETS		2,015,634	1,905,208
TOTAL ASSETS		3,306,806	3,107,375
CURRENT LIABILITIES			
Trade and Other Payables	8	97,142	142,399
Provisions	9	176,398	148,689
Lease Liabilities	10	96,560	92,224
TOTAL CURRENT LIABILITIES		370,100	383,312
NON-CURRENT LIABILITIES			
Provisions	9	64,518	79,159
Lease Liabilities	10	656	4,479
TOTAL NON-CURRENT LIABILITIES		65,174	83,638
TOTAL LIABILITIES		435,274	466,950
NET ASSETS		2,871,532	2,640,425
EQUITY			
Reserves	11	375,388	226,940
Accumulated Surplus		2,496,144	2,413,485
TOTAL EQUITY		2,871,532	2,640,425

The accompanying notes form part of these financial statements

ENVIRONMENT VICTORIA INC
ABN 84 495 053 605

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
Cash Flows from Operating Activities			
Receipts from Customers and Donors		3,414,980	2,784,615
Payments to Suppliers and Employees		(3,571,400)	(2,971,761)
Interest income		2,561	8,900
Interest on lease liabilities		(7,136)	(7,965)
Net Cash (Outflow) from Operating Activities	4	(160,995)	(186,211)
Cash Flows from Investing Activities			
Redemption/(Investment) in Term Deposit		200,000	150,000
Net Capital Distribution (Green Future Fund)	7(b)	83,690	219,797
Purchase of Plant & Equipment		(9,028)	(30,474)
Proceeds from Disposal of Plant & Equipment		-	4,395
Net Cash Inflow from Investing Activities		274,662	343,718
Cash Flows from Financing Activities			
Repayment of Lease Liabilities		(118,785)	(117,956)
Net Cash (Outflow) from Financing Activities		(118,785)	(117,956)
Net Increase in Cash Held		(5,118)	39,551
Cash and Cash Equivalents at beginning of the year		867,883	828,332
Cash and Cash Equivalents at end of the year	3	862,765	867,883

The accompanying notes form part of these financial statements



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 2021, 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 2021 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 2021, 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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MCG Partners ABN 47 963 324 418
Liability limited by a scheme approved under Professional Standards Legislation.

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: 28/09/2021



First Nations Solidarity

We recognise our responsibility to use our power and our privilege to support First Nations achieve land justice, address inequality, and build power to make decisions about country and culture. This is what we have achieved and learned delivering our Solidarity Action Plan over the past year:

- We've been using our platform to back First Nations' movements and organisations. This has included directing our supporters to a fundraising push by Seed, Australia's first Indigenous youth-led environmental organisation, and encouraging our supporters to show solidarity at significant moments, like the Black Lives Matter protests in 2020.
- More than ever before, we've been amplifying the messages from First Nations movements on our social media platforms to reach our following of more than 60,000. And *Beyond the Burning* - the short film we produced about the catastrophic 2019/2020 bushfires - features interviews of First Nations people highlighting the critical role they play caring for the forests and lands of East Gippsland.

- We're building our capacity to deliver shared environmental and social justice outcomes. We've allocated more resources to building relationships with and empowering First Nations groups in all our flagship campaigns, which will be the foundation for future collaboration and solidarity. Our work to engage the First Nations community in the Latrobe Valley has been guided and led by First Nations people, and the lessons from that engagement will shape our ongoing work in the Valley. We've created new processes to ensure that each of our campaigns are designed and run to deliver shared outcomes with First Nations. We've also added to our daily media briefings news stories from First Nations supporting our staff and supporters to keep up with First Nations' issues.

We've still got a lot of work to do to. We have been working with a First Nations consultant to design a cultural competency syllabus for staff. Our top priority is to roll out this training in the coming months and, where possible, extend it to our Board members, volunteers, and affiliated groups. Our Solidarity Action Plan is a start, but we recognise there are actions we need to take to have meaningful, transformational impact in support of First Nations' struggles. Our upcoming five-year plan provides an opportunity for us to embed solidarity principles into the organisation's strategic direction.



Supporting Our People

As at 30 June 2021 we had 10 Board members and 23 employees working in various locations across Victoria. In total we had 18.5 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. During the pandemic we have introduced a special Covid-19 leave policy providing up to 15 additional days of leave to cover circumstances like receiving a COVID-19 vaccination or additional caring responsibilities during lockdowns.

Over FY2020-21 we also finalised negotiations on a new Agreement, and it is currently with our lawyers. The new Agreement will include a new standardised method for promotions, new leave policies including menstrual, menopause and gender transition leave, and measures to tackle both the gender pay gap and the gender super gap.

Environment Victoria provides networking and

training opportunities for our staff to develop their knowledge, skills and capacity. In 2020-21 this included attendance at conferences as well as a program of Justice, Equity, Diversity & Inclusion 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	23	10
FTE	18.5	n/a
Female	65%	50%
Male	35%	50%
Covered by Certified Agreement	91%	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 partners and philanthropic supporters

Thank you to the partners, trusts, foundations, sustainable businesses and organisations that financially supported our programs in 2020-21.



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.



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



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.



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: Generously provided through a community partnership with Yarra Trams, our very own clean energy tram ran on routes 48 and 109 from mid-April to mid-May.



Thank You to Our Partners

Our impact is made possible through collaboration with dozens of partners:

Beyond Coal, Build Back Better and Energy Efficiency

- Environmental Justice Australia
- Climate Council
- Friends of Latrobe Water. Through FLOW have worked with:
 - o Latrobe River Irrigators
 - o Great Latrobe Park
 - o A New Power
 - o Voices of the Valley
 - o Strzelecki Sustainable Futures
- Healthy Futures
- Friends of the Earth
- Renew
- Communities Leading Change
- RE Alliance (formerly Australian Wind Alliance)
- WWF

Get off Gas - No AGL Gas

- Save Westernport
- Westernport and Peninsula Protection Council
- Phillip Island Conservation Society
- Renew
- Lock the gate
- Victorian National Parks Association
- Crib Point Action Group
- Southern Peninsula Indigenous Flora and Fauna Association
- Doctors for the Environment

Phillip Island Conservation Society were one of the many local groups we worked with to stop AGL's gas import terminal. Image credit: Josephine Kent

- Lighter Footprints
- Surfrider Foundation
- Sea Shepherd
- French Island Community Association
- Geelong sustainability
- Yarra City Council
- Moreland City Council

Healthy Rivers

- Inland Rivers Network
- Conservation Council SA
- Environmental Justice Australia
- Friends of the Earth
- Goulburn Valley Environment Group
- Inland Rivers Network
- Murray Lower Darling Rivers Indigenous Nations
- Nature Conservation Council of NSW
- The Australia Institute
- Victorian National Parks Association
- The Wilderness Society
- Yarra Riverkeeper



Thank You to Our Volunteers

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

Our regular office volunteers include David Evans, Angela Gill, Ian Hazewinkel, Meg Macdonald, 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! Also a special thank you to Daisy and Stephanie who wake up bright and early each morning to put together our news wrap.

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 and looking after each other. Your drive to keep fighting for our climate has been inspiring.

Thanks to the volunteers we've worked with in Westernport Bay. Together we stopped Australia's biggest polluter from building a gas import terminal in in a Ramsar listed wetland! This win is a testament to the leadership, consistent community engagement and political nous of our friends in Save Westernport, Phillip Island Conservation Society, Westernport and Peninsula Protection Council and other 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 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.

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, Tyler Rotche, James Conlan

Organising:

Laura Melville, Chante Bock, Emma Horsburgh, Victor Komarovsky, Jane Stabb, Angela Chittern

Communications:

Alex Merory, Greg Foyster, Cameron Wheatley, Isabel Kimpton, Sawsan Alfayadh

Fundraising:

Jonathan Storey, Karly Roolker, Heather Bruer, Hannah Minns, Camille Warambourg, Lena Herrera Piekarski

Administration & Finance:

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

G4 Content Index

STANDARD DISCLOSURES PART I: Profile Disclosures

1. STRATEGY AND ANALYSIS

Profile Disclosure	Description	Reported	Cross-referenced/Direct Answer
1.1	Statement from the most senior decisionmaker of the organization	Fully	A message from our President and CEO, p.7

2. ORGANIZATIONAL PROFILE

2.1	Name of the organization.	Fully	About Us, p.2 Our Governance, p.21
2.2	Primary brands, products, and/or services	Fully	About Us, p.2 Our Governance, p.21
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	About Us, p.2
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.21
2.6	Nature of ownership and legal form.	Fully	Our Governance, p.21
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Fully	Our Governance, p.21
2.8	Scale of the reporting organization.	Fully	Our Governance, p.21
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

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	2019-20 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

Profile Disclosure	Description	Reported	Cross-referenced/Direct Answer
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.21
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	About this Report, p.3
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Fully	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 organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully	Our Governance, p.21 Directors' Report, p.22
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Our Governance, p.21 Directors' Report, p.22
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	Our Governance, p.21
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Our Governance, p.21 Directors' Report, p.22
4.14	List of stakeholder groups engaged by the organisation.	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

Our usual environmental reporting measures were not feasible this year due to the Covid-19 pandemic. Staff worked the majority of the year from home and as such it was not practical to measure energy, water, materials and waste. Staff travel was almost non-existent.

ECONOMIC PERFORMANCE

Indicator	Description	Reported	Cross-reference/Direct answer
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	Financial performance, p.24
EC4	Significant financial assistance received from government.	Fully	Financial performance, p.24

SOCIAL: LABOR PRACTICES AND DECENT WORK

Employment

LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	Supporting Our People p.35
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Labor/management relations

LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Supporting Our People p.35
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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.35
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Training and education

LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Supporting Our People p.35
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Annual Report
2020-21

