



SUPPORT  
SUSTAINABLE  
FARMING

PEOPLE  
ACTION  
SOLUTIONS

STOP NUCLEAR  
GO RENEWABLE

STOP  
FISHING  
AWAY  
AFRICA'S  
FUTURE

SAVE  
THE  
CONGO  
FORESTS

FOOD  
FOR THE  
FUTURE



WORKING AS ONE  
2013

ANNUAL REPORT

GREENPEACE



For more information contact: [iafrica@greenpeace.org](mailto:iafrica@greenpeace.org)

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**Acknowledgements:** The Executive Director, the board members and all Greenpeace Africa staff for their dedication to the organisation and their contribution to the publication of the 2013 Annual Report.

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**Photos and illustrations © Greenpeace.**

Greenpeace exists because this fragile Earth deserves a voice. It needs solutions. It needs change. It needs action!

Greenpeace is an independent global campaigning organization that acts to change attitudes and behavior, to protect and conserve the environment and to promote peace. It comprises of 28 independent national/regional offices in over 40 countries across Europe, the Americas, Asia, the Pacific and Africa as well as a co-coordinating body, Greenpeace International.

Greenpeace has been working in Africa to end environmental destruction and fighting for the right of Africans to a healthy environment since the early 1990s. Our campaigns focus on climate change, halting the destruction of tropical forests and preventing the degradation of marine ecosystems.

© Greenpeace / Clément Tardif. World Oceans Day in Senegal, 2013.



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GREENPEACE







# 1. Message from the Executive Director

This annual report provides a summary of the activities carried out in different parts of Africa in an effort to curtail some of the pressing environmental challenges of our time, including: climate change, deforestation, water pollution, coal mining, coal energy, nuclear waste, and overfishing.

Throughout 2013, and employing diverse strategies, Greenpeace Africa continued to highlight and seek solutions to the teething environmental challenges facing our beautiful continent, Africa.

Greenpeace Africa made inroads into new areas like lobbying for sustainable agriculture in East Africa (specifically Malawi, Kenya and Tanzania) under a campaign called Food For Life.

In May 2013 a fact finding mission was undertaken to Kenya to meet with like-minded organisations that also believe that farmers need to prioritise the protection of soil, water and climate to produce food for life.

While carrying out our mandate from specific locations on the continent, Greenpeace Africa strongly believes that African unity is vital for political, social and economic progress. The fate of Africans is intertwined, as we do not merely share a common history but a destiny too. Jealously protecting our natural resources will enable our countries to be self-reliant in terms of food security.

Greenpeace Africa also escalated engagement programmes with communities and local authorities on critical issues affecting their livelihood. International scandals on

environmental ‘crimes’ were exposed, forcing authorities to review some of their policies.

True to the Greenpeace values of not keeping permanent friends or foes, Greenpeace Africa held cordial and fruitful engagements with once hostile government departments and corporations like the South African power utility - Eskom, but remained resolute in objecting to environmentally unfriendly energy policies.

Greenpeace Africa “walked the talk” by installing solar panels in all its offices across Africa, to demonstrate how renewable energy works and also to reduce dependence on the grid.

On a sad note, in this annual report, we pay tribute to our own hero, a friend and colleague, Just van den Broek, who collapsed and died in our Johannesburg office in June. Just’s work touched many lives in Africa and the world over. He will be fondly remembered for his humility and dedication to environmental justice. May His Dear Soul Rest In Eternal Peace!

Working together we can achieve the dream for a “green Africa”!

**Michael O'Brien Onyeka**  
Executive Director









# Climate and Energy

In 2013, the Climate and Energy unit intensified its campaign to push the South African Government to move from dirty coal and nuclear generated energy and prioritise investing in affordable and accessible renewable sources.

While pushing for a smooth transition towards renewables remained the core focus, Greenpeace Africa also developed a Crisis Response strategy to equip staff members with skills to respond proficiently in the event of emergencies. This saw a Crisis Response campaigner joining the team in March.

In August, 15 employees from all Greenpeace Africa offices participated in an intensive preparedness training module.

Greenpeace Africa sustained pressure on the South African Government to prioritise investing in renewable energy sources, emphasising in consultations with key stakeholders, that the country was richly endowed with wind and solar. Campaigners were vocal about Greenpeace Africa's frustration with the ongoing development of new coal fired power plants – Medupi (in Limpopo) and Kusile (in Mpumalanga). It was worrying to note that authorities continued to publicly boast about the development of the two power stations.

Greenpeace Africa engaged Eskom in outreach programmes. Campaigners made presentations at one of Eskom's environmental conferences, specifically targeting employees who deal with environmental issues. The message was that the power utility was failing the people of South Africa due to its preference to invest in coal and nuclear instead of cheap and clean renewable sources. The debate was sustained by the media throughout the year.

We released a report; **Powering the Future: Renewable Energy Roll-out in South Africa** on the eve of the BRICS Conference held in Durban on 25 March. The report became a primary opinion piece at the summit.

## GLOBAL DAY OF ACTION AGAINST COAL

In June, Greenpeace Africa participated in events to mark the Global Day of Action to #EndCoal. The commemorations were aimed at building a movement against coal in South Africa, as well as to highlight efforts being made world-wide to curtail the use of coal. At all given opportunities, work continued to promote the **Water Hungry Coal** report exposing the linkage between coal expansion and threats to South Africa's scarce water resources.

## WATER POLLUTION PROJECT

Towards the end of the year, a team from the Climate and Energy unit spent two weeks with communities affected by Medupi and Kusile, gathering testimonials and intelligence related to water pollution and health problems caused by coal mining.

The mission also sought to building relationships with the communities, their representatives and other partners working on similar challenges.

The findings were devastating. It came to light that the affected communities have no access to clean water due to the industrial activities. Some are forced to buy bottled water to drink as the water delivered on a weekly basis by the municipality has been found to be unfit for human consumption and need to purified first.

## PARTNERSHIPS

Collaboration with other non-governmental organisations, specifically GroundWork and Earthlife Africa Johannesburg continued throughout 2013. In February, allegations came to light that Eskom had been spying on communities around Medupi power station and the three organisations. A joint letter was written to the World Bank to investigate the allegations.



The issue was resolved in November when South Africa's energy utility monopoly Eskom finally issued a joint press release with in which it acknowledged that it had behaved improperly and apologised.

## NUCLEAR

The key areas in the anti-nuclear campaign for the year were on the issue of secrecy, cost and liability of nuclear power.

Greenpeace used the Promotion of Access to Information Act (PAIA) to obtain the Integrated Nuclear Infrastructure Review - a document that assesses a country on whether it is ready to build a nuclear power station. The process of acquiring the document, from application to final denial, took at least a year (May 2012 to August 2013).

On March 11, Greenpeace partnered with traditional partners to commemorate the Fukushima Nuclear Disaster, marking two years after Japan experienced one of the world's worst nuclear disasters. A national nuclear coalition named the Tsunami was formed.

## THE TRUE COST OF COAL

The True Cost Of Coal report continued to be used by the renewable energy industry and leading academic institutions, as a reference document throughout the year.

## GREENING OUR OFFICES

The Greenpeace Africa head office in Johannesburg and offices in Senegal and the DRC went green as solar panels were installed, reducing electricity consumption and dependence on the grid. While this is a demonstration of how renewable energy works, it is also a practical way for Greenpeace to "walk the talk."

This milestone was celebrated in Johannesburg by hosting of an energy sector stakeholders forum. The installation was unveiled to key media with a tour of the head office, followed by a very successful solar training camp in Cape Town. It was organised in conjunction with the Wildlife and Endangered Society of Southern Africa and the Progressive Women's Movement of South Africa. The training allowed Greenpeace Africa to talk about green jobs and the simplicity of how renewable energy can become an integral part of the economy.















# Forests

Exposing logging scandals in the Democratic Republic of Congo (DRC) and highlighting threats posed by badly managed expansion of palm oil plantation in Cameroon took centre stage in the Forests Network campaign in 2013.

## LOGGING

In the DRC Greenpeace Africa continued to call on the government to maintain and enforce the freeze on allocation of new logging concessions, as well as demonstrate the need for clear pre-conditions and safeguards for industry expansion.

Collaboration with civil society paid off and has constant mention of Greenpeace Africa in most local and international stories on the iconic splendour and the threats to the Congo Basin forests.

On March 4, a logging scandal brief; **Cut it Out: Illegal Logging in the DRC** was released at a press conference in Kinshasa. The report, published in both English and French, details how logging in the DRC is in a state of organised chaos and how the government's so-called 'battle against illegal logging' is failing the Congolese people.

Greenpeace Africa documented and exposed two international high profile scandals. In one case, illegally harvested wood from the DRC was seized by Belgian authorities after a tip from Greenpeace Africa. This got substantial media attention around the world forcing the DRC authorities to protest against the buyer.

In the second case, the team uncovered an illegal shipment of endangered wood from the DRC at a veneer-processing factory in the Czech Republic, unfortunately, a call for the wood to be seized under the recently introduced EU Timber Regulation was rejected.

As part of community outreach programmes in the DRC a workshop was conducted, in collaboration with partners in Mbandaka, Equateur Province. Greenpeace Africa also conducted a solar training camp in Oshwe and conducted a field trip to Lisala. This enabled campaigners to gather evidence of human rights violations against communities and added the information in the Greenpeace Africa newsletter.

## PALM OIL

In 2013, the Government of Cameroon was forced to intervene and take decisive measures against a US owned company Herakles Farms' palm oil plantation project, after Greenpeace Africa unearthed illegal activities in the system.

On February 19, the **Herakles Crime File** report was released in Washington DC. The report exposed the project as a good example of the threat posed by badly managed expansion of palm oil plantations, this report also recorded wide attention in Cameroon.

As a result of the lobbying, concessions were cancelled, some projects stopped or moved to acceptable areas out of natural forests. The main Herakles Farms' operation area was suspended for a short period before being re-authorised.

The company's concession has been reduced from 73 000 hectares to approximately 20 000 hectares and a three year provisional land lease was offered.

In August, Greenpeace Africa released the results of a biodiversity study carried out by the University of Dschang, in collaboration with the University of Gottingen, which showed the presence of endangered primates including chimpanzees within the Herakles Farms concession.

The report; **Forest People's Programme**, which showed that communities had little or no information as to what will happen to their land as a result of the expanding plantations, was also published.

The Forest and Food Security Solutions Report; Agriculture Systems and Food Security in Toko, Mundemba and Nguti, in South-West Cameroon was commissioned in Yaounde. It assesses how small-scale farming can offer a responsible development path, in contrast to a proposed industrial palm oil plantation in the region, which threatens local livelihoods and the environment. Feedback from communities highlighted the need for intensified community engagement.

On April 16, a Community Solutions Workshop was held in Kumba, Cameroon, to engage with communities and local authorities on food security, land rights and forest protection.

Community visits helped us attain first-hand information from the affected people.

Greenpeace Africa has since developed a solutions case study together with partners, targeted at the Congo Basin governments and donor institutions, to demonstrate that alternatives to industry-led development models are viable. Greenpeace Africa believes that agro-forestry can contribute to forest protection in biodiversity hotspots threatened by Herakles Farms project in line with our regional approach.

To mark the International Day of Forests, volunteers went to a public space in Johannesburg exhibiting photos documenting the forest destruction by Herakles Farms in Cameroon. They were joined by Greenpeace International Executive Director Kumi Naidoo. They signed up an additional 250 people for the petition.















# Oceans

In 2013, the Oceans campaign lobbied authorities in Mauritania and Senegal to reduce the allocation of fishing licenses to industrial fleets by 50% and ensure that the Senegalese Government upholds the decision not to give new permits to such vessels.

Greenpeace Africa continued to expose the scale of ocean destruction and inequity in the fishing industry in Senegalese waters. Campaigners confronted the monster fishing vessels.

## TUNA CAMPAIGN

We joined the global campaign fighting against the tuna industry's unsustainable fishing practices. The Greenpeace Africa consumer campaigner spent three weeks aboard the Esperanza ship with campaigners from other parts of the world as part of the Indian Ocean tour to share skills and research experiences.

South African volunteers participated in the Sustainability Week also known as Arbour Week, which runs from September 1- 7. Commemorations were held at the Johannesburg Zoo and volunteers spoke about unsustainable tuna fishing. More than 100 new supporters joined Greenpeace.

A thorough research was conducted in Senegal which gave an overview of the tuna market. The "Save The Thiof" campaign was launched in the capital Dakar and has seen top class restaurants and the Accord Group of Hotels accepting not to serve "thiof" on their menu starting 2014.

The French and German embassies in Dakar positively received the message and stopped to serve "thiof" for their official dinners.

## FOREIGN TRAWLERS

Greenpeace Africa developed a rapid response after Senegalese President Macky Sall's declaration to reconsider bringing back the foreign pelagic trawlers in Senegal. The move paid off and the Environmental Commission of the Senegalese Parliament prioritised on its agenda the urgency to maintain the ban on issuing licenses to unsustainable industrial foreign fleets.

We also mobilised fishery scientists from across the world to write a letter to President Sall asking him to uphold the freezing of permits. The response was overwhelming as 17 scientists from Europe, South America and Africa signed in.

By the end of 2013, Greenpeace Africa was excited that the platform of Fishermen/Women Association in Senegal became fully functional and that National Industrial Fleet Trade Union (GAIPES) continued to support the demand to stop unsustainable fleet licensing.

Senegalese members of Parliament have since asked Greenpeace Africa to develop papers for them to use during sessions with the Minister of Fisheries.

## MAURITANIAN FISHERMEN

Greenpeace Africa held a successful workshop with Mauritanian fishermen and civil society an event that culminated in a joint declaration allowing Greenpeace to mobilise and communicate against European monster boats operating in Mauritanian waters was signed. This enabled Greenpeace to put pressure on the EU-Mauritania agreement on fishing negotiations.







# Food for Life

In 2013, the sustainable agriculture campaign initiated in 2012 was further developed, lobbying for farming that protects the climate while guaranteeing food security for generations to come.

In line with Greenpeace Africa's resolve to have a Pan African presence, the Food For Life campaign brings to the organisation's fold the East Africa region.

The sustainable agriculture campaign in East Africa specifically focusses on ecological farming, which advocates for an agricultural system in which safe and healthy food is grown to meet fundamental human needs. In this regard, control over food and farming systems rests with farmers and local communities.

The aim is to shift support from chemical intensive agriculture, to ecological farming so as to ensure that research and extension services for farmer knowledge transfer are in place allowing small-scale farmers to prosper.

It is no coincidence that Greenpeace Africa is focussing on such a campaign at this time, but research has proved that

small-scale farmers produce 70 percent of the world's food, using only a quarter of the world's farmland, yet corporations are aggressively moving in to control all aspects of the food production system.

Corporations are in the process promoting an industrial, chemical intensive model of agriculture. Under this model, inappropriate crops like thirsty, land-hungry sugar cane are being supported instead of more focus being put on crops indigenous to Africa like millet, cassava and sorghum. Besides displacing small-scale farmers, this model of agriculture has led to a dramatic decrease in global seed diversity which could put African food and nutrition security at risk.

As a result, farmer's rights to save, breed, exchange and sell seed have been considerably diminished. Further, the impacts of climate change are increasingly being felt in East Africa, Greenpeace Africa therefore argues that ecological farming and accompanying increased seed diversity can help farmers adapt to these effects. Ecological farming encourages diversity at all levels in order to increase farmers' resilience.



© Greenpeace / Sven Torfinn. Bio-Intensive Agricultural Garden in Kenya, 2013.



# The Arctic 30

When 28 Greenpeace International activists and two journalists were arrested in Russia in September 2013 for protesting against a Russian tanker carrying the first oil produced by an offshore platform in the Arctic Ocean, Greenpeace Africa took the decision to prioritise pushing for their release in a campaign dubbed, “the Arctic 30”, linking it with climate and energy work.

Stressing that climate change knows no borders, Greenpeace seized the opportunity to turn the threat into a massive people-powered win for the protection of the environment in Africa.

On the day after the arrest, head office handed over a letter to the Russian Embassy in Pretoria, demanding their release. On the 5th of October we took part in the Global Day of Solidarity that attracted over 40 countries .

On the 18th, we kicked off an engagement drive, targeting youth at universities to sign a petition calling for the release of the activists. More than 8 000 signatures were collected.

Greenpeace Africa also took part in the Global Calling Day, getting about 60 phone calls in to the secretary of the Russian





Ambassador to South Africa. Supporters in Johannesburg were mobilised to take part in Drumming for Justice, to drum for the release of the 30 activists.

A series of lobbying work followed, including getting leading South Africa human rights activist Archbishop Emeritus Desmond Tutu to write a letter condemning the imprisonment of the 30, at the same time as a dozen Nobel laureates were calling for their release.

We called on South Africa's Department of International Relations and Cooperation (DIRCO) to support Greenpeace Africa's case at the International Tribunal for the Law of the Sea (ITLOS) to help secure the release of our ship, the Arctic Sunrise.

Local branches of many international organisations such as Amnesty International, Action Aid and Friends of the Earth, gave the Arctic 30 campaign maximum support.









# *Focus on SA's Karoo*

The Government of South Africa seems to be pushing for fracking as a solution to the country's energy crisis despite intense objections from the local community, environmental organisations and other key stakeholders.

Objections are based on the fact that fracking involves digging very deep wells, followed by pumping in of large amounts of water mixed with chemicals under high pressure to crack the shale rock and release gas.

Greenpeace Africa believes the project will ravage the environment in the Karoo, depleting and polluting water which is a scarce commodity in the area. This is also viewed as another case of a multi-national company plundering natural resources in Africa at the expense of the community and the environment.





# Communications and Mobilisation

In 2013 the Communication unit consolidated successes, drew lessons from challenges and mobilised opinion to pressurise national, regional and corporate leaders to make decisions that have real and sustainable results on the environment.

Greenpeace Africa registered a 75 percent improvement in communications and online mobilisation efforts composed 2012, a testimony that there is potential to reach out to more communities in Africa.

The initiative resulted in the surpassing of an envisaged Facebook growth target of 18 000 followers for 2013, in six months. More than 13 000 people signed to the 'Save the Thiof' campaign, 3 000 more than the 10 000 goal. In total, the reach on social media platforms passed the 50 000 mark, a 71 percent growth from the previous year.

The Greenpeace Africa English email list growth objective was to reach 31 000 subscribers by November but by year end it hit 40 000 subscribers, an amazing growth rate of 191 percent in a year. The French Twitter account is also now active.

Story-telling continued to be a big-part of the communications work in Africa. This enabled the organisation to garner more support, engage other voices and act as a channel for disadvantaged communities to highlight their challenges, hopes and aspirations.

There was a conscious effort to engage grass-root and community media outlets which resulted in an increase in the reporting on socio-environmental issues. In South Africa, Senegal, DRC and Cameroon, community radio stations have become a key channel for environmental issues.

The office solar panel installation in all Greenpeace Africa offices received notable media coverage online, in print, on television and radio. There were also numerous offline and online pickups.

By sustaining relations with key contacts in the tier one African media (press, radio, television) there is now an increase in media pick-up of Greenpeace related news and interest in actions and report launches.

A 2013 magazine outreach programme resulted in an agreement with the Environmental Management Magazine to have two pages of Greenpeace Africa News in every issue.

More than 3 000 people signed an online petition for the release of 30 Greenpeace International activists arrested in Russia in September. The campaign saw another 100 people joining offline in South Africa and Senegal to support the global day of solidarity with the activists.

Deliberate efforts were made in the course of the year to give positivity to the Greenpeace Africa brand in communication especially in the Climate and Energy campaign where the organisation has been perceived as being anti -development. Feedback suggested a gradual change in public perception.

The communications team has a better understanding of value based audience segmentation, which is increasingly shaping the design of messaging for particular audiences.

The Greenpeace International Executive Director, Kumi Naidoo was featured as one of the 21 icons in South Africa, joining the ranks of Nelson Mandela and Archbishop Desmond Tutu. This was a great opportunity for Greenpeace Africa to raise its profile in South Africa.













# Fundraising

Our supporters are valuable stakeholders who provide the organization with financial support, enabling it to fulfill the Greenpeace mandate of being the voice of the voiceless in protecting the environment.

The fundraising team continued to consolidate, strengthen and grow the Greenpeace Africa donor base in 2013.

The consolidation work started in 2012 and in 2013 the fundraising team continued to pursue the objective of creating a viable base by profiling donors. The idea being to know donors better so as to be able to regularly engage with them.

This task required more energy, time and manpower. Interns were hired in February, mostly for research and administration purposes. The interns were also involved in organising events and logistics for meetings with donors.

Most of the work went towards developing middle donors as it is envisaged that it is through them that future major donors will be developed. Donor engagement events were held in Johannesburg, Cape Town and Durban.

In addition to donor events, prospective donors were identified and targeted for one on one engagements. Greenpeace Africa managed to retain 93 percent of donors by highlighting to them the value of their gifts and the positive impact on the environment.

Traditional recruitment strategies like Direct Dialogue Canvassing (DDC), Tele-marketing as well as online mobilisation were used in the process. 2013 was the most progressive year for the online platform, the Give 'n' Gain.

A more rigorous programme targeting mostly new donors was initiated and the base of prospective donors increased.

Companies and shopping malls willing to promote Greenpeace Africa activities were encouraged to target their employees in the distribution of our reading materials.

In July, the fundraising team went through skills training to enable them to professionally handle donors, from recruitment, cultivation and retaining them, we are increasingly seeing more interests and support in our work.



© Greenpeace / Philip Schedler. A Greenpeace Africa volunteer engages pedestrians during a meet and greet in Alexander township, 2013.



© Greenpeace / Shayne Robinson. Levi's 'Detox' Action in Johannesburg, 2012.









# Finance

The Finance Department is proud to include a summary of the Greenpeace Africa's audited annual financial statements for the year ended 31 December 2013.

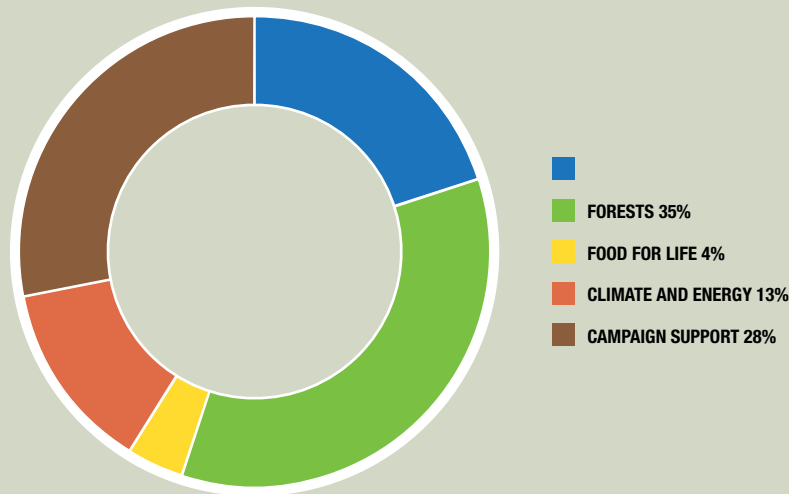
Comprehensive audited annual financial statements are available for download on the Greenpeace Africa website.

Operating throughout Africa does pose fundamental risks, not least of which is the exchange rate. Even though the South African Rand depreciated substantially during 2013, causing the cost of activities in the rest of Africa to soar, we were able to generate a net exchange rate profit of R605,290, enabling us to fund the higher costs of our US Dollar (DRC and Cameroon) and Euro (Senegal) activities

Greenpeace Africa was able to increase overall revenue for 2013 by 11.2% over 2012 levels while limiting the increase in overall expenditure to 1.5%, in a conscious effort to increase our accumulated reserve balance and thus improve cash reserves and reduce operational risk.

As at 31 December 2013, Greenpeace Africa had an accumulated reserve balance of R6,050,294 (R1,475,211 for 2012) which represented 13.6% of total budgeted 2014 expenditure (4.3% of actual 2013 expenditure as at the end of 2012).

**The chart below indicates expenditure by campaign activity:**



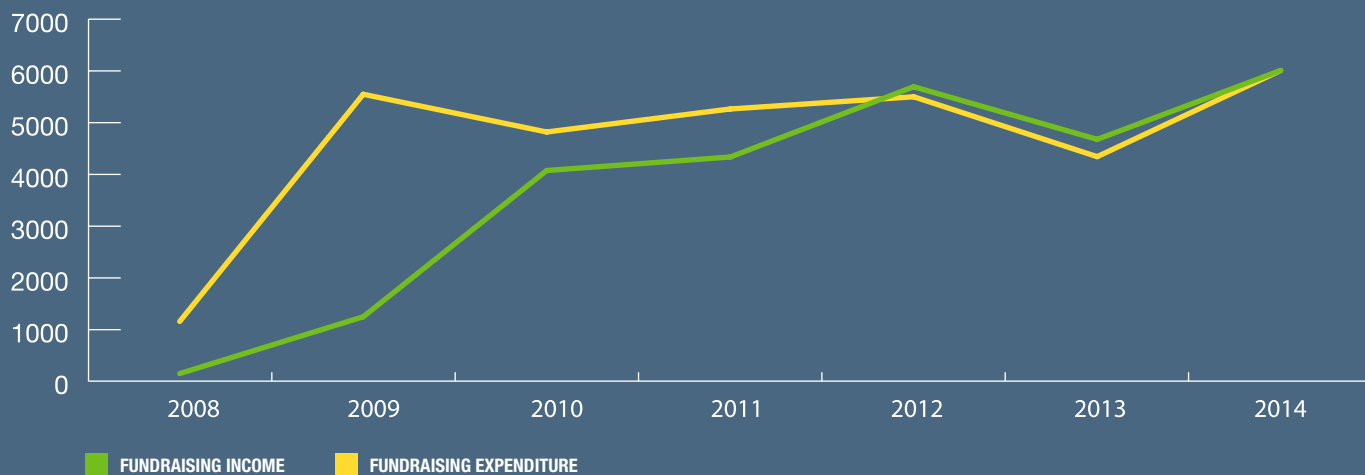
## Income and Expenditure

	2008 Actuals ('000)	2009 Actuals ('000)	2010 Actuals ('000)	2011 Actuals ('000)	2012 Actuals ('000)	2013 Actuals ('000)	2014 Budget ('000)
Non-restricted funding - GPI	13 301	13 745	12 229	21 392	15 206	15 206	37 479
Restricted funding - GPI	0	0	0	3 102	8 538	8 520	0
Activity based income - GPI	0	0	0	1 462	1 650	4 840	0
Other income - Greenpeace International	0	0	0	353	2 646	5 835	0
Bilateral Funding	0	0	0	1 459	285	1	762
Other non-fundraising income	112	383	363	773	765	1	0
Fundraising Income	160	1 254	4 072	4 332	5 686	4 672	4 358
Fundraising Expenditure	1 168	5 541	4 815	5 258	5 493	4 340	5 237
<b>Net FR Income</b>	<b>-1 008</b>	<b>-4 287</b>	<b>-743</b>	<b>-926</b>	<b>193</b>	<b>332</b>	<b>-879</b>
<b>TOTAL Income</b>	<b>12 405</b>	<b>9 841</b>	<b>11 849</b>	<b>27 615</b>	<b>29 283</b>	<b>34 734</b>	<b>37 362</b>
<b>TOTAL non-fundraising Expenditure</b>	<b>8 373</b>	<b>11 570</b>	<b>17 767</b>	<b>23 386</b>	<b>28 494</b>	<b>30 159</b>	<b>36 770</b>
Surplus / (Deficit)	4 032	-1 729	-5 918	4 229	789	4 575	592

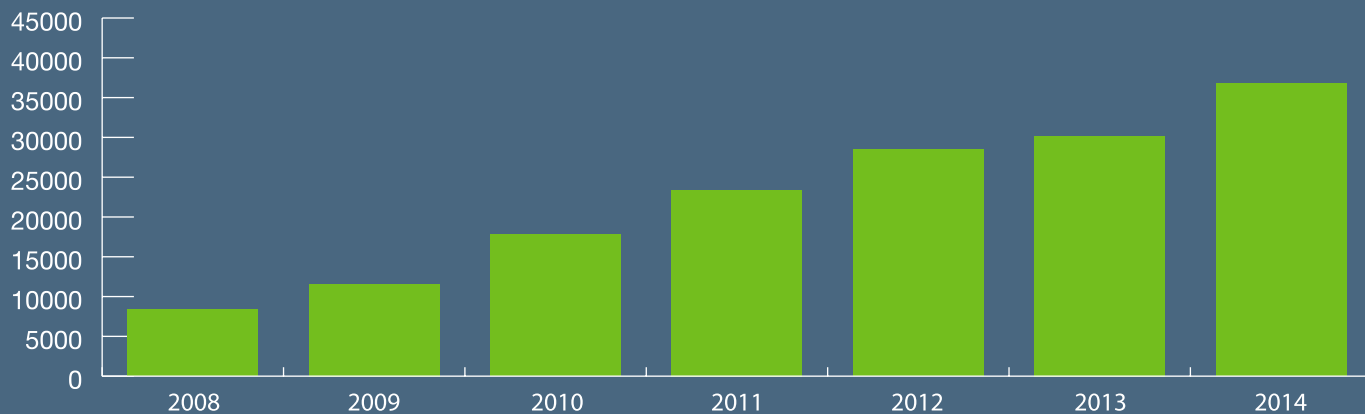




## Fundraising Income and Expenditure



## Annual Total Expenditure



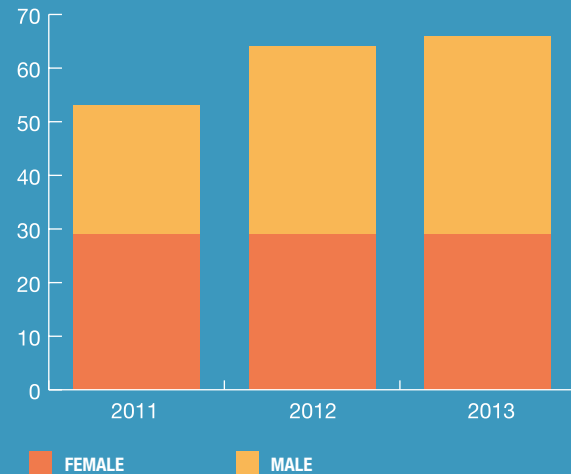


# Organisational Development

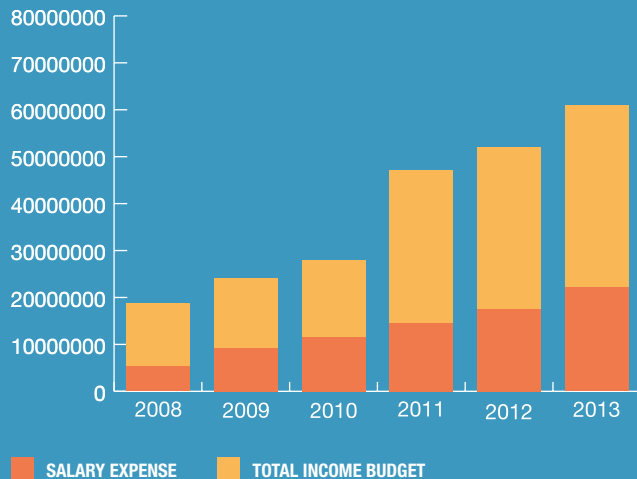
In 2013 Greenpeace Africa continued to grow its programmes in Africa which also had a ripple effect on the staff structure as well as the budget. Our focus remain on people development.

Key campaigners participated in the Future Leaders programme, a flagship of the Greenpeace Global People Strategy. Three members of staff, Irene Wabiwa (Forests), Melita Steele and Ferrial Adam both from Climate and Energy unit, participated in the programme. Ferrial has since left the organisation.

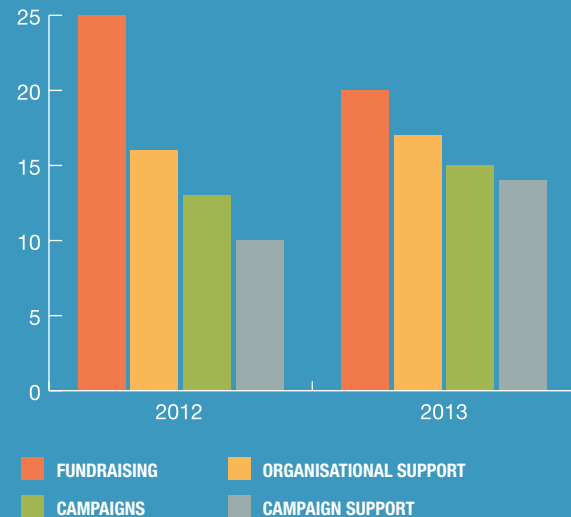
## Total Staff



## Salary Expenses vs Total Income Budget



## Staff members Per Function



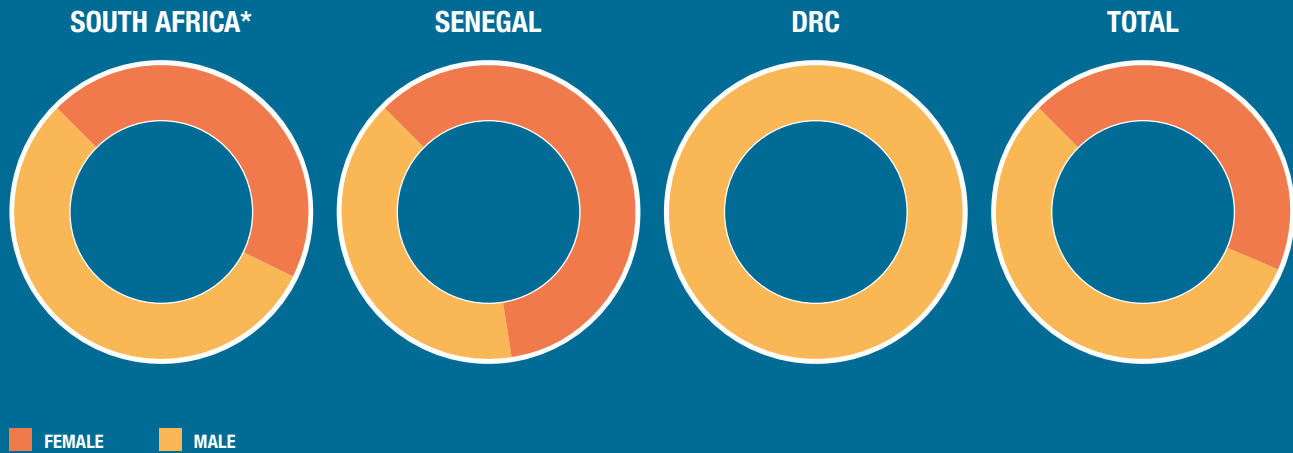
Organisational support includes the office of the Executive Director Campaign Support includes Campaign Coordination, Media and Communications, Public Information and Outreach, and Marine Operations and Action Support





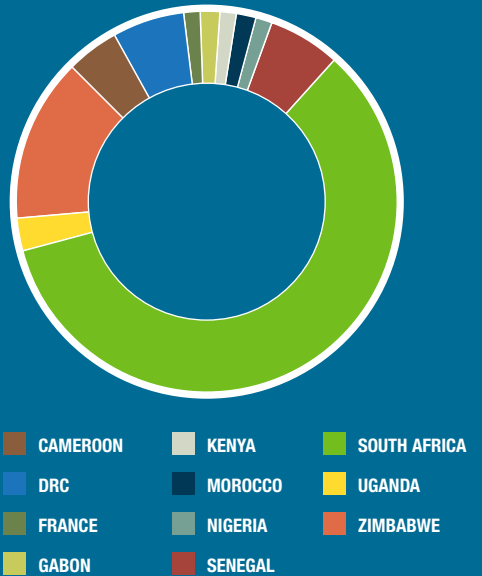
© Greenpeace / Shayne Robinson. 'I Love Arctic' Day of Action in South Africa, 2013.

## Number of Staff Per Office



\* Staff employed for the purpose of the Cameroon campaign is currently based in Johannesburg, South Africa, and therefore included in the South African numbers.

## Staff Nationalities

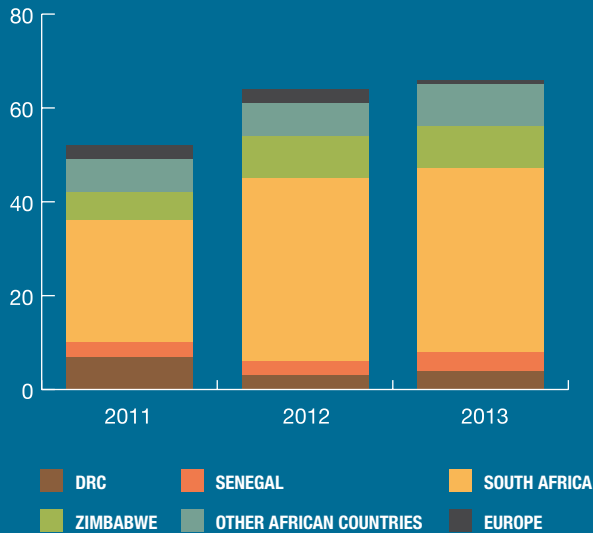


© Greenpeace / Shayne Robinson. Levi's 'Detox' Action in Johannesburg, 2012.

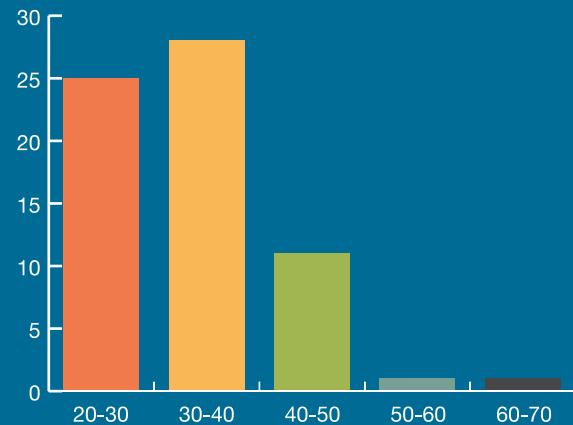




## Changes in Staff Nationalities



## Staff Age brackets



**Average Age: 33.**

The global average age for a Greenpeace employee is 37.

## Senior Management, Board of Directors and Voting Members

Senior Management Team (Full time employees)	
Number of SMT members	8
Number of female SMT members	3
Number of male SMT members	5
Number of HDIs *	4
Number of South Africans	3
Number of employees from other African countries	4
Number of employees from countries outside Africa	1

Board of Directors (Volunteers)	
Number of Directors	7
Number of female Directors	4
Number of male Directors	3
Number of HDIs *	6
Number of South Africans	1
Number of Directors from other African countries	4
Number of Directors from countries outside Africa	2

Voting Members (Volunteers)	
Number of voting members	8
Number of female voting members	6
Number of male voting members	2
Number of HDIs *	7
Number of South Africans	2
Number of voting members from other African countries	5
Number of voting members from countries outside Africa	1

\* For the purpose of this report, we have included non South African Africans as HDIs







# Spotlight on Melita and Irene

## Melita Steele



I was lucky to grow up in fairly rural areas in the Eastern Cape and my best childhood memories are of spending lots of time outside and with animals. This is probably where my love of nature came from.

I spent most of my childhood in a village in the Drakensburg called Rhodes, Umtata and then East London. During my schooling years, I loved the challenge of always trying to improve. I was always academically focused, but I think school offers so many different opportunities to learn and grow and get involved. I took this to extremes and was even in the school choir.

After completing a Masters degree in Environmental Science, I joined an environmental consulting company. Unfortunately, I quickly learnt that absolutely was not for me and resigned. I was very happy to be given a chance to work for Greenpeace Africa because of my potential, despite my lack of experience in the sector.

I joined Greenpeace Africa because I was ready for a challenge and felt very passionate about working for an organisation that

I could identify with; where I feel that I am actually making a difference.

I love working for Greenpeace. I think this organisation is very dynamic. There are so many wonderful, committed, talented, creative people who also put in so much time and energy to try to make the greatest impact. I find the openness and creative thinking particularly exciting about working for Greenpeace.

I have just been appointed the Senior Climate and Energy Campaigns Manager, which means that I move out of a campaigner role to become a lot more involved in helping the team reach the objectives we have set together, and try to guide things so that we can be even more effective.

I am looking forward to developing new ways of working with the teams and making sure that our ability to communicate effectively with one another is reflected in the external change that we are able to achieve.

I was lucky to be selected as one of the participants in Greenpeace's Future Leaders Programme and through this year-long intensive programme, I learnt a lot about the different elements of leadership. I am really looking forward to putting what I have learnt into practice.

I see myself having grown and developed within the Greenpeace system, leading an even bigger team to deliver and have maximum impact.

There is a saying that 'life only begins at the edge of your comfort zone' and I think that is really true - sometimes we need to really challenge ourselves in order to grow, and so I encourage others to take those leaps of faith, and to keep learning, even when it is not easy.

## Irene Wabiwa



I was born and raised in Bukavu, a Southern region in the Democratic Republic of Congo. I have recently assumed the post of Senior Forest Campaign Manager for Greenpeace Africa.

Most of my childhood was spent away from home in boarding schools. However, I have fond memories of when I would be reunited with the entire family during school holidays. This was time for me to experience warm love of being at home. School holidays for me were special because I got to play in the streets with my siblings.

I also have sad recollections about the beginning of the civil war which destabilised my home town in 2006. I clearly remember a day when my parents ordered us to pack our belongings in preparation to leave for the village as the war was escalating. In my young mind, the relocation was fun as I could not comprehend what was going on around me but our lives were to change forever from that day.

My dream as a child was to become a lawyer. I studied International Law with the university of Kinshasa in pursuit of that dream.

After graduating in 2008, I joined a law firm but quit after realising that I probably was in the wrong environment. My passion was with the environment. I joined a non-governmental organisation, Conseil pour la Defense Environnementale par la Legalite et la Tracabilite (CODELT). I was responsible for legal issues concerning forest management and communities' rights in DRC.

I left this position to join Greenpeace Africa in 2010. I saw the opportunity to tackle human rights issues I could not venture into in my country of origin.

Greenpeace has given me a voice to speak and act on behalf of communities in the Congo Basin affected by the plundering of their natural forests by international companies. Being part of the Greenpeace Africa team gives me the joy and freedom to act and speak on community rights issues.

However, like in any job there are challenges that one has to deal with on a daily basis. In the forests campaign we have our fair share which include the volatility of the situation, things change spontaneously and there is no continuity.

My immediate challenge in my new post is to build and nurture a formidable team in the Forests Campaign unit despite the different locations from where we work from. I view this as a great adventure for me as I want to steer the team into making a difference in Africa.

Five years from now, I see myself as one of the reference leaders in the Greenpeace family.

My advice to all colleagues is that, let us be resolute and patient in our mission because great success comes after challenges. If we take the easy way, the win is not sustainable.





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# From a Journalists' Point of View



Greenpeace Africa did a lot of positive work in 2013. A number of campaigns were undertaken to raise awareness among different communities on the state of the environment and health challenges arising from industrial activities by both public companies and the private sector.

I also observed that there was practical involvement of communities, educating them about alternative sources of energy such as solar and wind. There was also direct engagement with Eskom in a bid to encourage the power utility to abandon some of its environmentally unfriendly projects such as Kusile and Medupe power stations.

Greenpeace also proved to be a media friendly organisation. Interviews were timeously granted. The media had unfettered access to activists carrying out environmental missions in different parts of the globe, as far as the Arctic.

Channel Africa Radio, an external service of the South African Broadcasting Corporation (SABC) in 2013 had the opportunity to conduct exclusive interviews and broadcast in real time.

## Wandile Kallipa

*Senior Journalist/Producer – Channel Africa Radio*



Greenpeace Africa is highly visible on social media, Twitter, Facebook, YouTube and Flickr. Well done. However in 2013, I did not see much of the exciting campaigns like the ones carried out in Denmark and Mexico.

Greenpeace is synonymous with scaling tall buildings and ships,

mounting protest banners and keeping those committing environmental crimes on their toes at international conferences. In South Africa the only notable thing I saw recently was an Eskom billboard. I would like to see more of Greenpeace Africa activities, maybe a loud banner on the twin towers in Soweto.

I personally know how hard you are campaigning for environmental justice and green energy, holding governments to account but sadly your presence not being felt by ordinary citizens.

Let the campaign not be on social media only, go out and let South Africans see Greenpeace Africa in action.

## Lebo Tshangela

*Producer – SABC Digital News*



Greenpeace Africa remains an obscure organisation in Zimbabwe, despite your visibility across the border in neighbouring South Africa. It is my feeling that the organisation needs to spread its wings to other parts of the region. Africa is a vast continent and as a result environmental issues differ from country to country. In Zimbabwe

for example, our environmental challenges are not the same as those of other countries.

At the moment we hear about campaigns in the oceans and the Arctic, issues foreign and distant to us.

However, I am one of the few journalists in Zimbabwe who receive regular updates about Greenpeace Africa activities and also follow you on social media. I find your website very useful. I have used some of the information for my weekly articles to do with climate change issues.

## Wisdom Mudzungairi

*NewsDay – Zimbabwe.*



Greenpeace Africa's presence in West Africa has motivated communities to rise up against overfishing. This has increased the demands and appeals to African leaders to take concrete measures to stop the plunder of African resources. The call to stop the looting of our oceans had not fell on deaf ears, the Sub regional Fisheries Commission

(SRFC) is now monitoring fishing operations in the region, what a great difference this has made to artisanal fisherman and biodiversity at large. Greenpeace deserves the support of all.

## El Hassane Sall

*La Tribune – Senegal.*







**EU licence  
to plunder  
GREENPEACE**







# *R.I.P Just van den Broek*

On June 3, a dark cloud descended upon our offices as a dear colleague and, Just van den Broek collapsed and died behind his desk, hours after arrival from Cameroon.

Just was the Greenpeace Africa Forests Campaign manager. He had passionately campaigned for the protection of the Congo Basin for two years.

Before joining Greenpeace Africa, Just had worked with Greenpeace Netherlands and Greenpeace International for over 10 years, he was also the Director of Eco Mare and the Maritime Museum, as well as the Chairman of the Board of Texel Museum Foundation.

He brought his expertise and experience to the Greenpeace Africa forest campaign team. He initially supported the team in the DRC before his appointment as Greenpeace Africa Forest campaigns Manager working from the Johannesburg office. His great talent and wonderful personality led to the establishment of a very dynamic forest team.

Through rigorous campaigning, he led the Congo Basin Campaign leading to the temporary suspension of a monster logging project in Cameroon by Herackles Farms.

Just will be remembered by all who worked with him as a passionate campaigner for the environment and a wonderful friend and colleague. He was funny, generous and wise.

Our hearts and sympathy go out to his family, wife Godelieve and children Sjoerd and Eva.

***We are still in mourning for this gentle giant, but his spirit lives on. Our campaigns continue to be guided by the pride and passion that Just and many others before him instilled in this organisation.***



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We do not have a physical presence in Cameroon yet but we are working closely with national partners.

