

A dramatic night scene of a forest fire. The sky is filled with a dense shower of glowing orange embers and sparks falling from the top. In the foreground, the dark silhouettes of trees are visible against the bright, fiery background. The overall atmosphere is one of intense heat and destruction.

GREENPEACE INTERNATIONAL ANNUAL REPORT 2019

GREENPEACE

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FOREWORD

This is the 2019 Annual Report for Stichting Greenpeace Council. Stichting Greenpeace Council commonly works under its operational name, Greenpeace International.

Greenpeace International's main legal entity is "Stichting Greenpeace Council" (SGC), a Dutch foundation (*stichting*) - a not for profit entity - based in Amsterdam, the Netherlands. The Articles of Association (bylaws) specify its purpose and provide the framework for the governance and coordination processes in the global Greenpeace network. The entity is registered with the Dutch Chamber of Commerce under nr. 41200515; its RSIN number is 006623207.

FOR THE PURPOSE OF THIS REPORT:

"Greenpeace" refers to the global network of 27 independent national/regional Greenpeace organisations (NROs) plus Greenpeace International as a coordinating and supporting organisation for the global network.

► National and/or Regional Organisations (NROs) refers to the independent Greenpeace organisations, operating in countries and regions around the world. They are (or consist of) independent entities, and each NRO has its own Executive Director and Supervisory Board. Greenpeace International does not exercise control over NROs, but does facilitate coordination across the global network. This includes facilitating the development of global Greenpeace standards and policies, which NROs adopt according to local realities and needs.

► The use of "we" and "us" or "our(s)" in this report may refer to GPI (Stichting Greenpeace Council) or the global Greenpeace network, depending on context.

OUR MISSION

Greenpeace is an independent campaigning network which uses non-violent, creative confrontation to expose global environmental problems and to force solutions which are essential to a green and peaceful future.

Greenpeace's goal is to ensure the ability of Earth to nurture life in all its diversity. Therefore, we strive to:

► Protect biodiversity in all its forms

► Prevent pollution and abuse of the Earth's ocean, land, air and fresh water

► End all nuclear threats

► Promote peace, global disarmament and non-violence

OUR VISION

We imagine a planet where it is understood and accepted that the fates of humanity and the natural world are inextricably linked; and therefore economic, cultural and political systems are designed to deliver sustainability, justice and equity for all peoples and the planet.

IED AND BOARD CHAIR INTRODUCTIONS



JENNIFER MORGAN
Executive Director of
Greenpeace International

IED INTRODUCTION

It is daunting what a huge year 2020 has already become since my New Year's Day tweet. Unprecedented bushfires raging out of control in Australia, plagues of locusts devastating crops in Africa, the Arabian Peninsula and southeast Asia; cyclones and brutal winter storms across Asia, Europe and the Americas; and the hottest weather in Antarctica on record. Every weather record devastatingly smashed was a realisation of the warnings repeatedly issued by scientists and the environmental movement of the impact of climate change.

Our world was still reeling from these onslaughts, when it was rocked to its core by the COVID-19 pandemic. As it has spread from continent to continent, the virus has changed us – how we live; if we live; our ability to work; access to basic needs like food, shelter and health care. It has even changed how we now view the simplest human contact. Across the globe, it has also prompted people to question the political and business priorities that got us here.

I believe that out of adversity also comes courage – and the opportunity to follow those questions with answers that will reset the system, to switch off the drive for economic growth at any cost and question “at what cost?” Nature has forced a pause in politics and the “business as usual” model. What the COVID-19 pandemic is showing us is that we cannot in good conscience allow this moment to pass without doing everything in our power to bring about the systemic changes we need to avert future crises as the climate emergency has not gone away.

We have an historic opportunity to fundamentally shift the political and economic axis; to create more resilient and fairer systems that put the welfare of people and planet at the core of everything we do, every political and business decision made.

We must hold world leaders accountable for the actions they take. Greenpeace does that through our campaigns, but also in part by taking a lead ourselves through ensuring transparency and accountability in our own work, and how we create more a just, equitable and diverse workplace, that is an example of the future we want.

At a time of such enormous challenge and opportunity, it may feel strange to look back instead of forward. But in 2019, we set the stage for the work we must do now.

We saw millions of people - youth activists, unions, religious leaders, families, elders, women, Indigenous Peoples and private individuals take to the streets, to demand fundamental change.

I am immensely proud of the work that Greenpeace undertook in 2019 - to protect our vital biodiversity and as part of the global climate movement, and I am delighted to be able to share some of the highlights in this report. We moved forward together, to lay the groundwork and raise up the hope for the future we want.

Global Climate Strike in Sydney. The crowd play with a globe at the Sydney Climate march. Millions of people around the world are striking from school or work to demand urgent measures to stop the climate crisis.



AYESHA IMAM
Greenpeace International
Board Chair

BOARD CHAIR INTRODUCTION

We are part of nature. As we move through these turbulent times of the global pandemic and the climate emergency, we bear witness to the undeniable interdependence of people and planet.

We have seen throughout 2019 and already in 2020, the scale of the climate and biodiversity crisis going beyond even some of the most extreme predictions. As nature is impacted, so are we – some far more than others.

We know that people who have been and are being marginalised (poorer communities especially across the Global South but also in the Global North, women, people of colour, Indigenous Peoples) are disproportionately impacted by climate change and biodiversity loss. Environmental sustainability cannot be achieved unless it goes hand in hand with equity, economic and social justice on all fronts globally.

Greenpeace has been working with many allies and partners to this end. We are also working to ensure that, as a global network, Greenpeace itself makes the change it wants to see in the world - reflecting and promoting justice, diversity, inclusion and sustainability.

In 2019 we witnessed a great resurgence of youth activism. The powerful energy of young people, sometimes standing alone in protest, but united by a common voice, inspired and challenged all of us. Coupled with the student strikes that galvanised millions of people to take to the streets and demand a better future, the youth are a magnificent reminder of people power in action.

We continue to be an integral part of that movement, but we must strive to expand its reach and impact. We are committed to continuing to organise ourselves, and with others, to be more impactful, bring faster and deeper change, to live our principles and to achieve our goals of justice, equity and peace for people and the planet.

INTRODUCTION WE ARE LIVING IN A CLIMATE EMERGENCY

“It is a profoundly important moment in world history. We still have time to save millions of lives, but if we don’t act, we face a catastrophe that humankind has never experienced before.”

JENNIFER MORGAN, GREENPEACE INTERNATIONAL EXECUTIVE DIRECTOR,
KEYNOTE SPEAKER AT THE HUMANITARIAN CONGRESS IN BERLIN 2019.

Statistics can only give a fraction of the story of humankind in the midst of this climate emergency, but in 2019 the numbers were still terrifying.

2019 was the second hottest year on record – capping off the hottest decade ever recorded. Cyclones were more intense; bush fires fiercer, floods more frequent. The number of floods and heavy rains has quadrupled since 1980 and doubled since 2004. Extreme temperatures, droughts and wildfires have also more than doubled in the last 40 years. More and more species are being pushed to extinction, and in 2019 the human and financial cost was higher than ever – hundreds of billions of dollars in damage, more than sixteen million people displaced as a result of extreme weather, and countless lives lost. As is always the case – the poorest communities bore the greatest burden of impact - as, Philip Alston, the UN Special Rapporteur on extreme poverty and human rights described it “an unconscionable assault on the poor.”

Fossil fuel industries appeared increasingly desperate to frack or drill the last oil and gas, in the least stable, most vulnerable places, like the high Arctic and the deep ocean. Industrial-scale food production – already massively wasteful and destructive on land and at sea – was another prime driver of greenhouse gas emissions, habitat loss and extinction of species.

The increasingly violent and deadly natural manifestations of global warming were compounded by the rise of climate-denying world leaders, many funded by and continuing to support damaging fossil fuel and extractive industries.

Companies which had begun to lose their social license, found new political favour. Once again corporations were able to buy the rights to drill, dig, scour, trawl and clear our lands and waters on a massive scale, further reducing the planet’s natural resilience and increasing greenhouse gas emissions.

The cumulative impact of fossil fuel burning, the cutting of forests, trawling of oceans and massive depletion of the natural world, coupled with the abject failure of governments to find the political will to change prompted the UN Secretary General, Antonio Guterres to declare that the “war against nature must stop.”

It was a call echoed loudly on every continent - even Antarctica - as 2019 also saw a record year in the rise of climate activism and hope. Powerful youth movements took to the streets and the political stage. Where elected world leaders failed to act or, more cynically, intentionally rolled back international progress on climate change, new leaders stepped up.

Across the globe, from Argentina to Japan, nearly 1,500 national, regional and local authorities, representing more than 820,000,000 people, have declared a climate emergency.

Greenpeace International and NROs are proud to be part of this powerful force and of the part it has played in the growth and momentum of the climate change movement.

KEY CLIMATE VICTORIES

Talking about climate change and the climate emergency has, for too long, been amongst too small a group of scientists, environmentalists and some politicians. In 2019 that changed.

Climate emergency was declared 2019 Word of the Year by the Oxford English Dictionary - noting the “rapid rise of *climate emergency* from relative obscurity to becoming one of the most prominent – and prominently debated – terms of 2019”. Virtually all the words that were short-listed in 2019 were also climate crisis-related, and the scale of debate, concern, reporting and information sharing was reflected in mainstream and social media.

The urgent need for real action on the climate emergency was also the rallying cry at countless, massive protests throughout 2019. The Fridays for Future campaign mobilised more than 7,500,000 people - in March and September – inspired by youth activists such as Sweden’s Greta Thunberg, Vanessa Nakate from Uganda, Alexandria Villaseñor from the USA, indigenous Mexican campaigner Xiye Bastida, Indian activists Ridhima Pandey and John Paul Jose, indigenous Amazonian youth leader Artemisa Xakriaba, Senegalese University student Yero Sarr, Eyal Weintraub from Argentina, Russian activist Arshak Makichyan and Wu Guanzhuo from China.

Greenpeace International and NROs, alongside many others, have cheered, supported and mobilised with the youth movement throughout 2019.

We also gave practical support on the ground during many of the climate emergency incidents throughout 2019, including assisting with food distribution, following Typhoon Kammuri (locally known as Tisoy) in the Philippines; documenting and sharing the untold stories from survivors of torrential rains and floods across the African continent; and showing where the once abundant Laguna Aculeo in Chile has been turned into a dried-out wasteland.

Rapid response work done during the vast Siberian fires of 2019 helped to provide greater insight and understanding of the climate impacts of wildfires. The reality was brought home to the delegates and media attending the COP 25 Climate Conference.

In the Amazon, massive wildfires drew worldwide attention and Greenpeace succeeded in making the connection between the anti-environmental President Jair Bolsonaro’s policies, the industrialised meat industry and agribusiness, and showing how it poses a major threat to the world’s largest rainforest. At the same time, our supporters around the world voiced solidarity with Brazilians, and especially with the indigenous peoples who are most directly impacted by the destruction.

Activists from Greenpeace USA also brought the message back to the source – blockading the Fred Hartman Bridge in Baytown, Texas – which spans the busiest fossil fuel thoroughfare in the country – an action which the courts subsequently agreed was justified because of the climate emergency.

Throughout 2019, hundreds of Greenpeace activists blocked coal ports in Poland; oil company headquarters in the Philippines; and toxic fracking waste dumps in Patagonia; climbed drilling platforms in the North, Barents and Mediterranean Seas and official EU parliament buildings in Belgium; scaled public statues in Indonesia; disrupted motor shows in Seoul and Frankfurt.

2019 also saw a historic victory, when the Commission on Human Rights in the Philippines judged, for the first time, that fossil fuel companies can be held accountable based on human rights violations as a result of climate change and other threats arising from global warming.

It comes as a growing number of climate litigation cases are being brought before judicial courts in several countries. Experts from Greenpeace International and Greenpeace Southeast Asia gave evidence to the Commission ahead of its ruling.

Greenpeace Andino and allies in Chile also won a groundbreaking ruling at the country’s Supreme Court, which held coal-fired power stations responsible for both pollution and human rights abuses in Quintero and Puchuncaví.

After years of campaigning by Greenpeace Central and Eastern Europe, Budapest became the first capital in the Central and Eastern Europe region to declare a climate emergency and put in place concrete measures to take action to limit global warming.

climate emergency climate change #climateemergency

In English-language news media, mentions of “climate emergency” grew by 78%, with “climate change” growing by 45% during the same time. The use of the #climateemergency hashtag on Twitter more than doubled. Google Searches for the term took up in April, and increased fivefold within only a few months.



Transshipment in Antarctica. Krill are transferred from a fishing vessel to a reefer, during a transshipment at the South Orkney Islands, Antarctica.



Renewable Energy Light Paintings in New Delhi. To ensure India meets its ambitious 100 GW installed solar targets by 2022, focusing on various decentralized renewable energy solutions is crucial.

Indigenous Leaders Protest at Consumer Goods Forum Global Summit in Berlin.



© Mike Schmidt / Greenpeace



© Tomas Halasz / Greenpeace

Greenpeace activists have climbed the mining tower of Slovak coal company HNB in Nováky, Slovakia.



© Tatiana Khakimulina / Greenpeace

Old-growth Spruce Forest in Arkhangelsk Region, Russia.

ADDITIONAL VICTORIES

Investing and Divesting

Greenpeace India, along with its allies, has been campaigning for the speedy implementation of a scheme to provide off-grid solar pumps in rural areas and reduce dependence in grid-connected areas. The KUSUM scheme was announced in the 2018 budget. In addition, a series of 'Rooftop Revolution' reports mapping the rooftop solar potential of various cities across India made the case for additional investment. In 2019 the government committed Rs. 46,000 crores (\$6million/€5.5million) until 2022 for not just KUSUM, but rooftop solar investment as well.

Following years of pressure from Greenpeace Switzerland, banking giant Credit Suisse finally introduced finance guidelines that require them to follow international agreements on the rights of Indigenous Peoples, when considering project financing.

The world's largest insurance company sent the clearest signal possible that the world's dirtiest fossil fuel generation method is bad for business as well as the environment. Netherlands-based Aegon withdrew more than half a billion dollars of investment in Canada's tar sands industry, as well as selling off their interests in Canadian oil pipeline companies Transcanada and Enbridge. Aegon is the 19th company to withdraw support and funding for tar sands extraction. Greenpeace Netherlands had been actively petitioning Aegon to withdraw funding.

The European Investment Bank also confirmed in 2019 that it would not finance a Gas network expansion infrastructure in the Canary Islands. In addition to the climate impacts of gas extraction, the proposal was a major threat to local habitats. Greenpeace Spain had worked closely with local allies to successfully fight the plans.

The Norwegian Government Pension Global Fund - the world's largest sovereign wealth fund, which manages \$1tn (£770bn/€872bn) of Norway's assets, announced

it would drop investments in firms that explore for oil and gas - a massive victory for campaigners and yet another huge signal that fossil fuels are bad for business.

Campaigning in Slovakia led the government to approve an Action Plan to end subsidies to coal mining by 2023 and end mining in the country by 2027.

Clean Air & Lands

One of the world's most polluted countries – India – released its first ever National Clean Air Action Plan. Greenpeace India has been part of a powerful nationwide clean air coalition pushing for regulation for the last three years. Although the plan is weak, it is the first step to hold the government accountable over their air pollution promises.

The climate impact of the global reliance on fossil-fuel powered cars was brought into sharp focus by Greenpeace Germany, where activists disrupted German Chancellor

Angela Merkel's visit to the world-famous Frankfurt Motor Show. Their individual action inspired 25,000 people to also protest.

Greenpeace Japan, working with a number of allies forced the government to decontaminate a known radioactive area at the Olympic venue.

After two decades of campaigning by Greenpeace Russia and other environmental NGOs, the Russian government established a 300,000 hectare old-growth nature reserves – one of the largest ever created in the country.

Food Production & Climate Change

Industrial meat production is one of the most significant drivers of climate change. In 2019, Greenpeace organisations across Europe, Asia and the America's secured a ground-breaking Food Declaration from 14 of the world's major cities – including Tokyo, London, Los Angeles, Milan, Guadalajara, Paris and Toronto. The Declaration commits the cities to significantly reduce meat consumption in public facilities such as schools.

NO MORE BUSINESS AS USUAL

“We’re entering a new era of activism and a new era of accountability for weak governments and the toxic power of the fossil fuel industry.”

JENNIFER MORGAN, GREENPEACE INTERNATIONAL EXECUTIVE DIRECTOR.

The climate emergency facing the planet and humankind requires decisive action at all levels, from all people and organisations. So urgent is the need, that in 2019, Greenpeace International committed to shift the vast majority of its resources to fighting the causes, drivers and perpetrators of climate change.

With Greenpeace International devoting its core business to provide high-level strategic global coordination and support for all 27 national and regional organisations addressing the climate emergency has resulted in a laser-sharp focus on creating systemic change in the “business as usual” mindset, policies and systems; responding more quickly to significant political and environmental developments; and working more closely with allies and partners, telling their stories as well as our own.

THE POWER OF MANY

Our mission is to create a green and peaceful world that is also fair and just. We know we can’t achieve this alone, but we can do it together, when the power of many is unleashed; when millions of people are all heroes of change and telling their stories.

In 2019 more people than ever before took to the streets, signed petitions, lobbied politicians and corporations on the need for action on climate change.

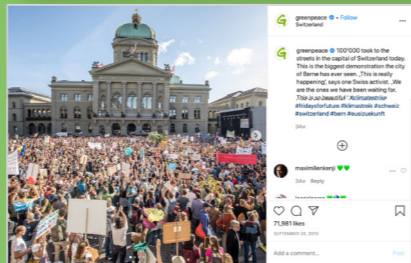
More than seven million strikers took part in the Fridays for Future strikes in March and September, across 150 countries and more than 4,500 locations.

In addition to supporting the strikers logistically and joining with them on the streets, Greenpeace organisations also passed control of their social media channels to the youth activists.



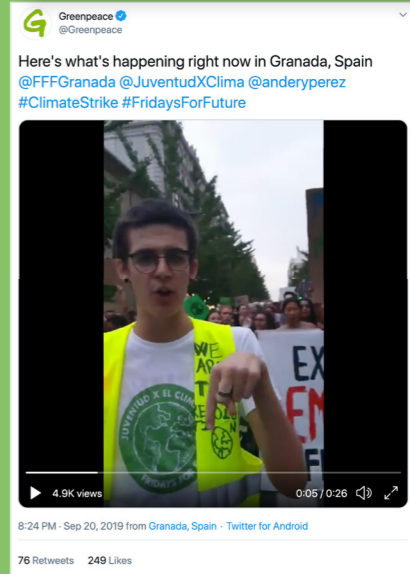
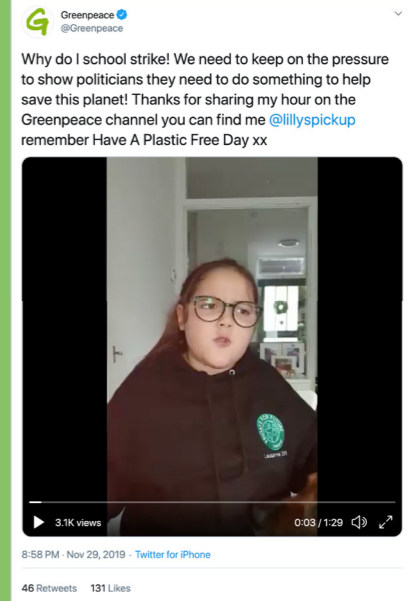
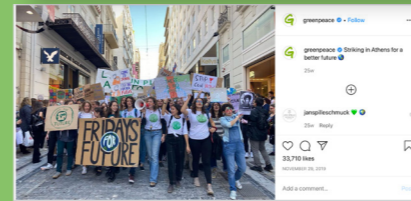
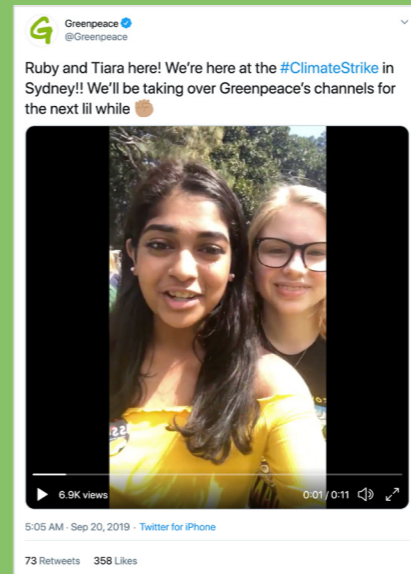
Climate March in Beirut, Lebanon. Lebanon takes part in the Fridays for Future.

RAFAEL LEPELEY, CHILE
"Everyone from the highest classes to the vagabonds were supporting the cause. We want to make the government put aside its vested interests and be more concerned about the damage it is causing by giving the companies freedom to destroy the biodiversity of these places."



HIROTO, TOKYO

"Our generation or even the next ones haven't done anything wrong, yet we might suffer. This hurts me".



Working alongside many partners in the youth movement enabled us to also work collaboratively on creating and improving additional tools to help grow and support the movement.

STREET CLASSROOMS

In 2019, while we saw millions of students going on strike and marching for their future, demanding immediate action to address the climate crisis, many also voiced concerns that their school systems are ill-equipped to prepare them for the uncertainties that climate change will bring. We responded to those concerns by partnering with Climate Psychology Alliance and the Presencing Institute to create Street Classrooms.

Lasting up to 3 hours, sessions can be held anywhere, in open spaces or designated rooms, during climate protests and is also a – a collaborative programme of two-way learning, in order for facilitators to better understand from the students the kind of skills and knowledge they think they need to adapt.

GREENPEACE GREENWIRE

The online portal is a tool designed to enable national and regional organisations (NROs) to engage more deeply with their supporters. It provides an easy-to-use, mobile-responsive platform to join groups, locate and attend events, take an active role in change-making and, ultimately, invite others to join the movement.

SHARE YOUR STORY, CHANGE THE WORLD.

In this Climate Emergency we must all raise our voices, louder than ever. The Greenpeace Story Website was launched in 2019, as a resource, a platform and a megaphone for all.

“Storytelling has been a critical tool and space for resistance and progress. Through stories, we illuminate hidden truths, we counter myths that oppress, we unify and build communities. Storytelling is essential to making change. What’s beautiful about stories is that everyone has a story.”

CONTROLSHIFT (OR “GREENPEACEX”)

Supporter-created petitions represent one of the ways we support people-powered campaigning globally. ControlShift is the open-campaigning platform, designed to empower, engage, and mobilize anyone to generate and drive their own campaigns.

Students in Bangkok strike and demonstrate to support the School strike for climate movement, also known as Fridays for Future, Youth for Climate and Youth Strike 4 Climate. Students demand politicians to act urgently in order to prevent further global warming and climate change.





© Jilson Tiw / Greenpeace

Fighting Inequality Concert in Manila. Protests were launched in different countries as the World Economic Forum convened in the mountain resort of Davos, Switzerland. A global week of action was organized by the Fight Inequality Alliance to highlight the growing gap between the rich and the poor.

ALLYSHIP

“This is a collective crisis that requires massive collective action. we have the money and the technology to do it - it is the political will that is missing.”

JANE FONDA - FIRE DRILL FRIDAY

Greenpeace International and NROs have always sought to partner with individuals and organisations that share their values and goals. With the need for global climate action ever more urgent, it has never been more important to grow and be part of a movement. We do not campaign alone. We put people power at the heart of our campaigns. We help build campaigns in which people, acting individually or collectively, have the power to create change in their community, culture or systems and ultimately the world.

In 2019, more than ever, we have worked in deep but practical partnership with allies, to catalyze a broader climate movement including youth activists, scientists, artists, politicians and celebrities.

The approach has enabled us to work more closely with Indigenous Peoples and non-governmental organisations (NGOs), in addition to our traditional and loyal supporter base of tens of millions of people worldwide. Together we achieved significant victories in the last year.

In the Fight Inequality Alliance, we tackled the twin crises of inequality and the climate emergency. In 2019 this resulted in work with unions as well as a broad grassroots alliance, from the World Economic Forum meeting in Davos to the high-level climate conference in Madrid – COP25.

Greenpeace New Zealand hosted a nationwide series of “protest clinics” which introduced communities to concepts and techniques of non-violent direct action (NVDA). It culminated in dozens of people taking part in direct actions for the first time.

In conjunction with activists from Friends of the Earth, Extinction Rebellion, Nature League, Climate Parents, and Artists, Greenpeace Nordic coordinated a series of training programmes in four cities. The goal was to provide skills and advice to feed the momentum around increased climate activism.

Greenpeace USA supported Jane Fonda’s Fire Drill Friday protests, during which the actress makes no secret of leveraging her celebrity status to raise the debate on climate change.

Greenpeace Brazil again worked closely with partners at APIB (Articulation of the Indigenous Peoples of Brazil) to facilitate their “Free Land Camp”.



© Christian Braga / MNI

The Acampamento Terra Livre - ATL (in English: Free Land Camp), happening from April 24th to 26th, 2019, is the main and largest annual assembly of indigenous leaders coming from the five regions of Brazil.

SÔNIA GUAJAJARA EXECUTIVE COORDINATOR, APIB

“Greenpeace’s support to the Free Land Camp in recent years has been fundamental for increasing the visibility of the indigenous reality and our struggles for respect for our rights. Both political and financial support is essential for us to take strong action, which sends a direct message to the sectors we want to lobby.”

FROM SHORES TO SHIPS

Greenpeace International manages three ocean-going ships. During 2019 the Rainbow Warrior, the Arctic Sunrise and the Esperanza were at the forefront of Greenpeace campaigns, particularly on climate and ocean related issues.

Throughout 2019, the “Protect the Oceans” project has been a priority for the global network, with our vessels sailing ‘pole to pole’ from the Arctic to the Antarctic to highlight the many threats our oceans are facing and demand a strong Global Ocean Treaty, to protect at least 30% of the world’s oceans by 2030.

The impact on our oceans and shores of single-use plastic came into sharp focus in 2019. The Greenpeace flagship Rainbow Warrior hosted activists from a range of allied organisations in Southeast Asia to protest this growing problem. It is a powerful example of where systemic change is required including ending the inequity of dumping the problem in Asia. The “Ship it Back” campaign sent that message loud and clear.

The Rainbow Warrior also welcomed more activists in Bulgaria and Romania, as well as an aerial artist who took

to the ship’s rigging in Greece to mount her protest against climate inaction. The ship was also central to a Greenpeace occupation of an oil rig off the coast of Sicily.

In the Amazon, the Esperanza became a crucial scientific and investigation platform, exploring the newly-discovered Amazon Reef. Documentation, provided by Greenpeace from the expedition, including never-seen-before footage of whales swimming on the reef, led oil companies to cancel plans to drill the reef.

Each year a detailed breakdown of the use of the Greenpeace International fleet is compiled by the GPI Technical Operations Unit. The report includes time spent on various activities (see below), a global coverage map, operational data including fuel use, costs, crew data, and media analysis.

In 2019, the fleet spent 47 percent of the year actively campaigning (mainly to support Greenpeace’s global programme priorities), 27 percent on maintenance, 16 percent on transit towards campaign projects, 5 percent on standby, and 5 percent on training. The fleet sailed a total of almost 76,000 nautical miles around the globe. Throughout the year, the fleet attracted 52,157 visitors during open days. A total of 84 ports were visited in 2019.



Arctic Sunrise in Antarctica. Greenpeace is back in the Antarctic on the last stage of the ‘Protect The Oceans’ Expedition.



WE LISTEN TO THE SCIENCE

Using strong scientific evidence to drive campaigns has been core to Greenpeace work for decades. The Greenpeace International Science Unit, based at the University of Exeter in the UK, also provides its own research and data, as well as identifying emerging trends and areas of concern.

In 2019, much of their work and expertise was focused on providing new scientific data and expert testimony on the impacts of climate change.

Complex modelling simulations highlighted the terrible human cost and blatant hypocrisy of investing in coal-fired power plants in Southeast Asia. The Double Standard report showed how Korean public finance agencies are funding coal power plants in Bangladesh and Indonesia which would never be permitted in Korea. The modelling shows these plants would be responsible for up to 1200 premature deaths every year. It is the second such report to which the Science Unit and the Greenpeace Air Pollution Unit (a collaboration between Greenpeace International, Greenpeace East Asia and Greenpeace Nordic) have made major contributions (along with a number of Greenpeace Organisation); the first highlighting Japan's public investment in coal.

In 2019 Greenpeace scientists gave key briefings at the Climate COP25 in Madrid on the impacts of the industrialised meat industry.

Analysing the health of our oceans was also a key task for the Science Unit as part of the ambitious Pole to Pole oceans expedition which began in 2019. The team worked on a wide range of issues from plastic pollution, species tracking and monitoring, sampling and recording.

Work to document and expose the massive impact of plastics pollution in Malaysia was led by the Science Unit on behalf of a number of Greenpeace organisations, including Greenpeace Southeast Asia, Greenpeace Spain, Greenpeace Italy and Greenpeace Germany. Investigating and reporting on microplastics in waterways, soils and fishponds has made the insidious, but almost invisible presence now visible and the problem can no longer be ignored or denied.



© Isabelle Rose Povey / Greenpeace

Water samples from UK rivers are being analysed for plastics at the Exeter Laboratory in the UK.

CHANGE STARTS FROM WITHIN

There are no more “normal” years left. The climate emergency requires us to act and organise as though we are in the fight of our lives – because we are.

This is the battle Greenpeace was made for, and we recognise that in order to be as effective in the world as we need to be, we also need to be effective in the way we organise ourselves and our work.

It is also incredibly important that we be the change we wish to see and are a living example of the just, diverse and sustainable world we urgently need.

Greenpeace is a collaborative and diverse global network of national/regional Greenpeace organisations. Our strength lies in our diversity.

All Greenpeace organisations are guided by seven core principles, from which stem a range of practical initiatives to put principle into practice.



@Giorgos Moutafis / MSF / Greenpeace

Safe Passage Demonstration on Lesbos. The activity was held in solidarity with other protests across Europe on Saturday February 27 as thousands of people in more than 100 cities marched in support of refugee rights.

SEVEN CORE PRINCIPLES ON DIVERSITY AND INCLUSION



Greenpeace participated in the 11th São João da Boa Vista LGBTQI+ Pride Parade, through his group of volunteers of the eastern region of São Paulo State.



© Giseli Paschini / Greenpeace



© Jumasanto Sukarya / Greenpeace

Young Papuan dancers take a group photo with captain Hettie Geenen at the arrival of the Rainbow Warrior in Waisai port, Raja Ampat, West Papua.



© Valdemir Cunha / Greenpeace

Red-and-green macaw (Ara chloropterus) feathers used to make a Mundurucu Cacique (chief) cockade

The flag of the Rainbow Warrior while the ship is in Recife.

01

We believe that a diverse and inclusive Greenpeace is essential to delivering effective campaigns, sparking a billion acts of courage, and achieving our mission of creating a sustainable and peaceful planet.

02

Diversity and inclusion reflects our core organisational values and our moral values as human beings.

03

We are committed to attracting, developing and retaining a diverse and talented community of volunteers, crew and staff.

04

We create a safe and inclusive culture where all people treat each other with respect and dignity.

05

We value and rely on collaboration based on the diversity of our ideas, perspectives, and experiences to make wise decisions and create effective outcomes.

06

Everyone is supported to learn, lead and grow, while barriers or potential tensions are identified and actions are taken to address them.

07

We all share accountability and responsibility for diversity and inclusion.

Greenpeace International takes seriously its responsibility to provide a just, safe, productive and inclusive working environment for all of its employees and volunteers regardless of race, ethnicity, gender, age, sexual orientation, class, disability or faith. A five-point Justice, Safety and Diversity plan guides the way all Greenpeace organisations operate in this respect.

JUSTICE, SAFETY, AND DIVERSITY INITIATIVES

Initiative 1

Restoring Justice

Initiative 2

Upgrade Systems

Initiative 3

Make Diversity & Inclusion Count

Initiative 4

Increasing Diversity in Leadership and Across our Organisation

Initiative 5

Systematic Discrimination and Marginalisation as Root Causes

THE RAINBOW NETWORK

The Global Rainbow Network is a safe network of empowerment and inclusion for LGBTQIAP+ staff within Greenpeace, which prompts systems and action to ensure integration and a safe space for queer employees.

Greenpeace organisations around the world celebrated Pride Month in June, as well as organising the Rainbow Resistance project - a celebration of queer (LGBTQIAP+) members of our communities.

Pride Parade in Mexico City. Greenpeace Mexico participates in the 2019 Mexico Pride Parade.



INVESTING IN STAFF

People power is at the core of our work, our collaborations and also Greenpeace staff. We work hard to ensure that we have great people working across the global network.

By great people, we mean people with backgrounds, experiences, and styles—not just skills—that contribute to a more inclusive, collaborative and innovative Greenpeace.

RECRUITMENT

To support Greenpeace diversity and inclusion goals, Greenpeace International established a set of guidelines in 2019 that help us find and hire those great people.

The Global Talent Acquisition Principles & Guidelines are designed to not only find and hire the best people across the Greenpeace network, but also make sure that we offer support, training and development that will ensure they stay with us.

LEARNING & DEVELOPMENT

Recruiting great people is only part of the commitment. Keeping them is also crucially important if we are to continue to build strength and resilience across the global network.

In 2019, we developed a range of programmes to support improvement of the working and learning environment across the network.

We strongly believe in empowering and training staff. The Greenpeace International Global Learning and Development team offers assistance to all NROs and provides a range of training programs in campaigning, leadership, project and line management.

In 2019, Greenpeace International developed a comprehensive new learning management system – the Greenpeace Academy – to ensure staff and volunteers across the network have access to best practice guidelines, accelerated learning programmes and new training programmes for emerging trends.

GREENPEACE ACADEMY

2019 has seen the Greenpeace Academy project come to fruition. Greenpeace Academy allows NROs to share their learning programs with other NROs as well GPI. Online learning reduced the need for staff to travel, reducing GPI's CO₂ footprint, and can be more frequently accessed by more staff.

The Greenpeace Academy can be accessed by all Greenpeace staff and the Greenpeace Open Academy is designed to provide learning access for Greenpeace volunteers, supporters, and allies world wide.

Individual development processes were also improved in 2019, with the introduction of a tailor-made Performance Management System – CoFFee by Greenpeace International.

CoFFee

CoFFee stands for Continuously Feeding Forward. It is designed to help staff development and improve skills and knowledge.

Climbing Ancient Himalayan Hemlock Tree in Yunnan, China. The first life-size portrait photo ever taken in this area, of an ancient Himalayan Hemlock (*Tsuga dumosa*), a species of conifer native to the eastern Himalayas.



DUTY OF CARE

At Greenpeace International, we embrace risk-taking: we advocate for the use of non-violent creative confrontation to bring about positive change.

In doing so, the organisation also undertakes the moral duty of care for the individuals who choose to take action in line with our core values and principles. We ensure, to the highest reasonable level, the physical and psychological wellbeing of our people before, during and after involvement in an activity.

That duty of care commitment is set down in network-wide agreed guidelines "Essential Principles and Protocols for Actions and Legal", or EPPAL, which outlines five basic principles.

To promote implementation of EPPAL, Greenpeace International launched a Greenpeace-internal online platform to explain the processes for assessing and communicating risk and the principles underlying them. This "How We Take Risks" Platform supports everyone involved in development, implementation or decision-making around a risk-taking project to understand and apply the steps to follow.

01

Non violence

02

Smart Risks

03

Duty of Care

04

Individual Rights and Collective Action

05

Taking responsibility of Our Actions

Beluga whales feeding at the ice edge in the Arctic. Greenpeace is conducting an expedition bringing scientists to take sea ice core samples, measure snow and ice thickness, and water column properties below the ice at the Arctic ice edge in Fram Strait, between Svalbard and Greenland. A group of US scientists is collecting data at the Arctic sea ice edge in May 2019 during the time of spring algae blooms to study the interactions between melting sea ice and the local ecosystem.

GREENPEACE STAFF GPI & GLOBAL GREENPEACE FIGURES

GPI STAFF



In 2019, there were approximately 4000 Greenpeace staff working for GPI and NROs around the globe, alongside thousands more volunteers and activists.

GREENPEACE STAFF ACROSS THE NETWORK

Greenpeace International has coordinated various Diversity & Inclusion initiatives (Justice, Safety and Diversity Initiatives, The Rainbow Network, Global Talent Acquisition Principles & Guidelines) which are being adopted in the majority of the Greenpeace National and Regional Organisations. Greenpeace International has taken in developing tools and systems to track progress on diversity and inclusion in global staffing and recruitment in order to determine the demographic composition of Greenpeace employees across the globe, to facilitate equal opportunities monitoring for Diversity & Inclusion initiatives, and to facilitate inter-organisational learning and benchmarking.

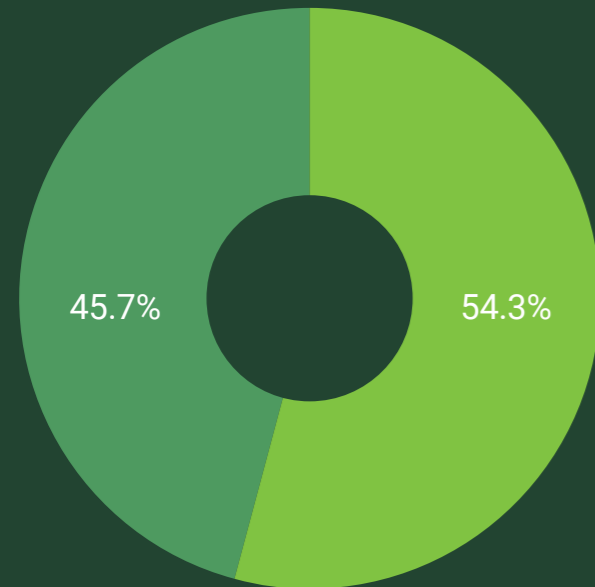
■ 2019 ■ 2018

	2019	2018
GPI Amsterdam	140	135
GPI staff based in NROs (Dispersed Staff)	162	144
Marine (ships' crew)	93	94
TOTAL	395	373

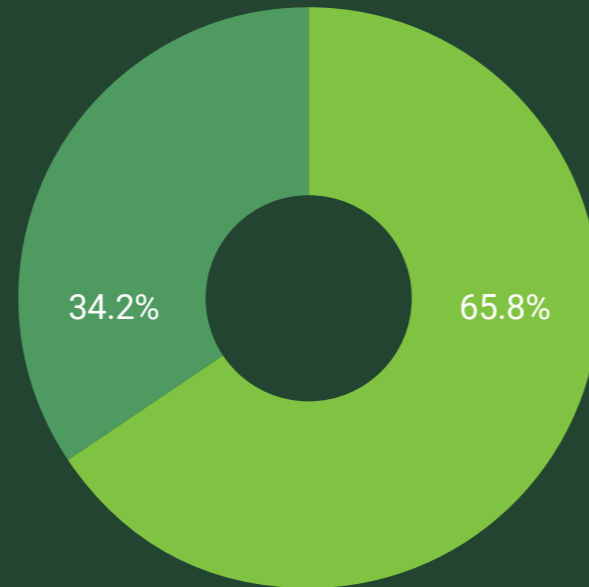
Greenpeace staff across the network 2018

Male Female

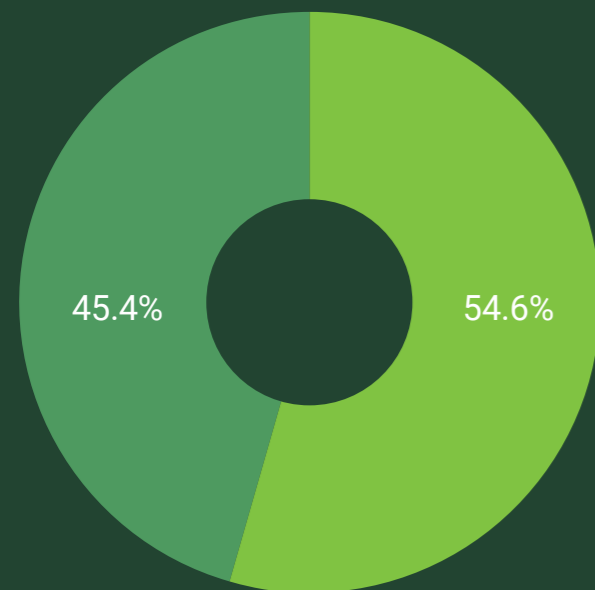
Boards



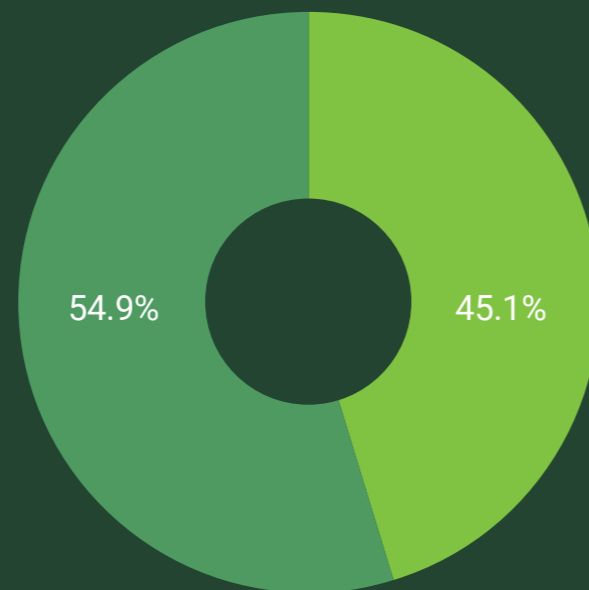
Executive Directors



SMT



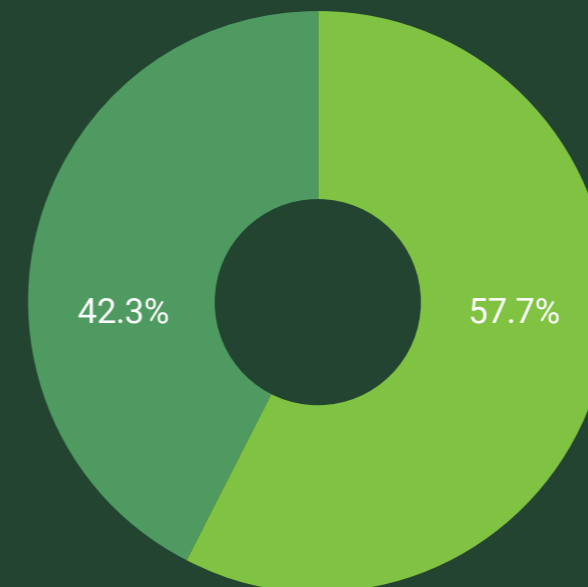
Staff without direct reports



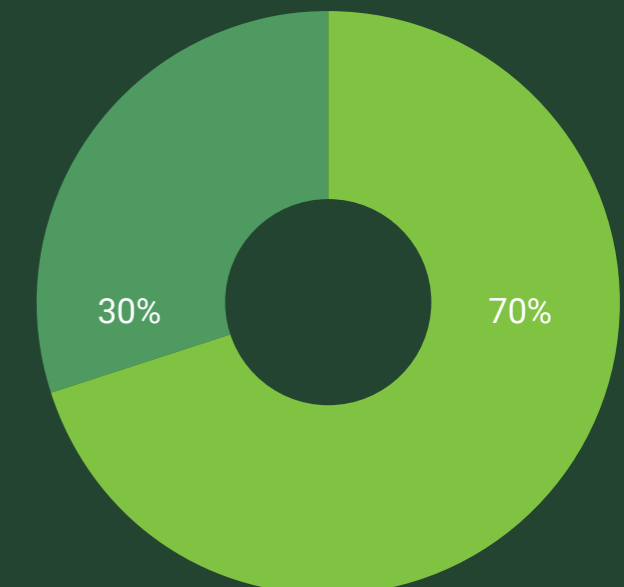
Greenpeace staff across the network 2019

Male Female

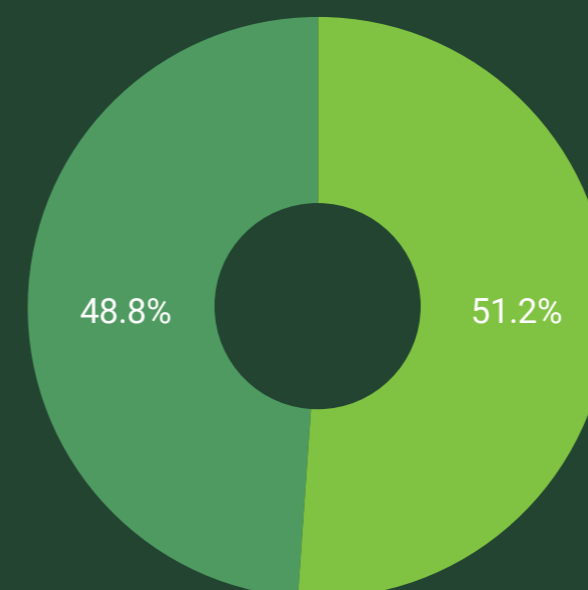
Boards



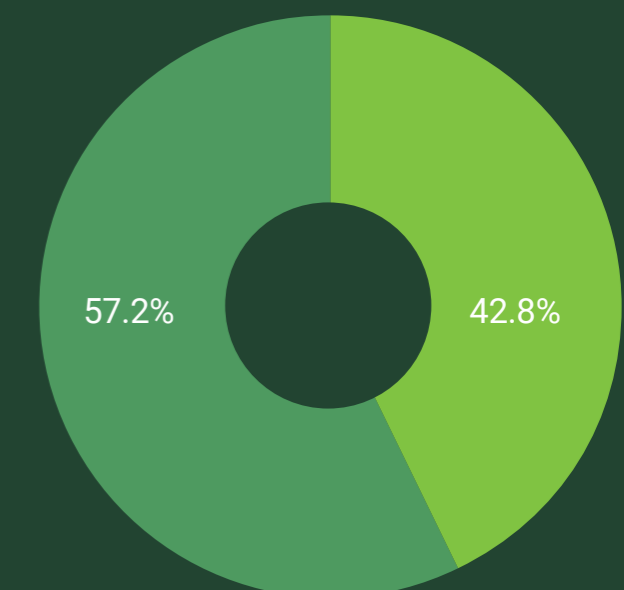
Executive Directors



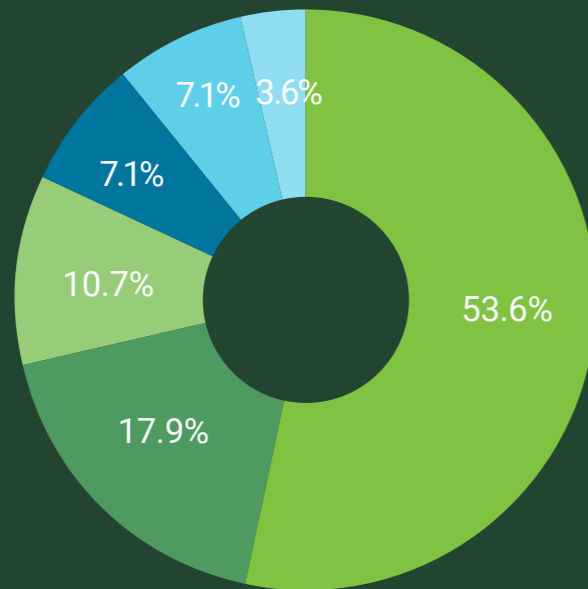
SMT



Staff without direct reports



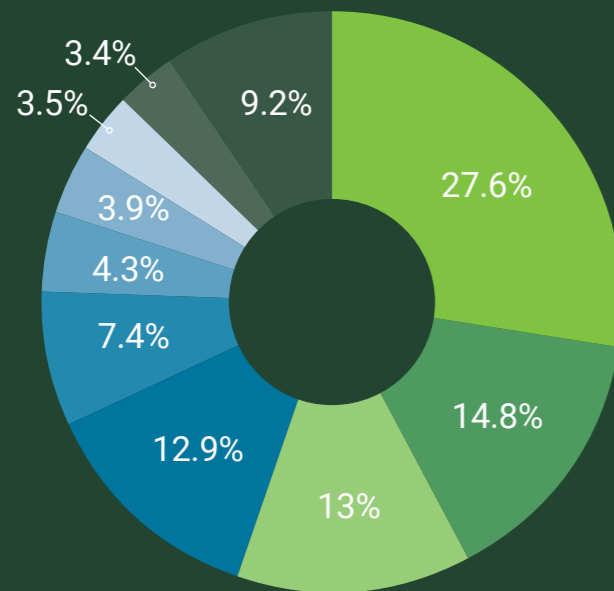
DISTRIBUTION OF GREENPEACE EMPLOYEES ACROSS THE CONTINENTS



- Europe (incl. Russia and UK)
- Asia (including Middle East)
- South America
- Oceania
- North America
- Africa

The workforce in Europe grows in relation to the rest of the world. In 2018, 48% of paid staff were located in Europe. In 2019, it is 54%.

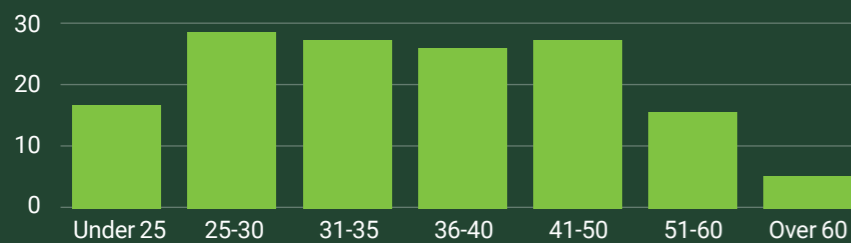
DIVERSITY OF NATIVE LANGUAGE SPEAKERS



- English
- German
- Spanish
- Mandarin
- Brazilian Portuguese
- Russian
- Dutch
- Italian
- Bahasa Indonesia
- Others

Approximately 70% of Greenpeace employees worldwide are not English native speakers.

AGE DISTRIBUTION



Average age

37.8

The average age of the local workforce varies considerably for example from 34 years in East Asia to 44 years in Germany. In 2018, the average age was 38.9.



World Oceans Day Event. Greenpeace staff and volunteers wave ribbons as an 'ocean wave' in Mexico City, Mexico.

© Greenpeace / Claudia Carrillo

INTEGRITY CASES, OUTCOMES, AND RESOLUTIONS

Greenpeace International is committed to transparency and strives to be as open as possible. In 2019 we made public our Greenpeace Model Code of Conduct, as well as the number of integrity cases and/or complaints reported. Within the #metoo context, important improvements have been made across Greenpeace world wide.

Those initiatives have been driven by Greenpeace International for the global network, and subsequently has been adopted by Greenpeace organisations. For international transparency purposes, and as part of our membership with Accountable Now, all global Greenpeace figures are reported where available at the time of publication.

We have a Zero Tolerance approach to sexual, verbal, or physical harassment, bullying and any kind of discrimination including that based on gender, race, ethnicity, age, sexual orientation, gender identity, disability, faith, or any other aspect of our beings.

Across all Greenpeace NROs and Greenpeace International there are approximately 4,000 employees. Between 1 January 2019 and 31 December 2019, there were 45 cases and/or complaints made and processed by integrity officers (at GPI and NROs) relating to integrity issues such as discrimination, harassment, conflict of interests, substance abuse, financial mismanagement, or other forms of inappropriate behaviour.

Of the 45 cases and/or complaints, 30 concerned harassment, sexual harassment or bullying. Of those 30 cases and/or complaints, 8 were redirected to other processes such as grievance or mediation procedures for resolutions and 22 were investigated.

Of the 45 cases and/or complaints received and handled in 2019, 18 cases and/or complaints have been upheld, disciplinary action resulted in 8 people leaving Greenpeace, while the remaining breaches were dealt with through a mixture of training, formal warnings and/or mediation.

■ 2018 ■ 2019

Total number of cases and/or complaints received

96	45
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Total number of investigations

71	35
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Number of violations found (case and/or complaint upheld)

42	18
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CORE PRINCIPLES AND SYSTEMS

OUR ENVIRONMENTAL IMPACT

Greenpeace International strives at all times to live up to the values it champions, which means limiting our environmental impact whenever possible and having rigorous tracking and reporting systems.

The GPI travel policy precludes all short haul flights and has systems in place to replace face to face meeting with virtual sessions, where possible.

Where in-person meetings are required, a range of tools are used, including the Greenpeace Meeting Optimiser developed by Greenpeace UK. These can track travel arrangements, are able to calculate the optimal destination, based on the home-base of each participant and measure our CO₂ footprint.



Global Climate Strike March in Mexico. An inflatable globe is among protesters in Mexico City. Millions of people around the world strike from school or work to demand urgent measures to stop the climate crisis.

© Victor Callos / Greenpeace

The industrial meat industry is one of the highest contributors to greenhouse gas emissions and unsustainable land use. In 2019 Greenpeace International and NROs also adopted a meat-free, organic and locally-grown food policy, for meetings and training programmes.

In addition to the meat industry, the car industry is one of the other main accelerators of climate change. Greenpeace International and NROs are committed to removing all fossil-fueled vehicles from our global equipment inventory.

In addition to the policies and procedures, Greenpeace International and NROs have ongoing tracking and annual reporting of their environmental impact (CO₂ emissions), which is collated and reported by Greenpeace International for transparency and to identify trends and areas for improvement. The key figures from the CO₂ Emissions report across Greenpeace from the last five years are included in the table below.

Scope	Emmissions (tCO ₂ e)	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Scope 1*	Direct Emissions for Helicopter transportation	102.59	67.04	91.93	491.33	18.97	3.35
	Direct Emissions for Inflatables	32.89	52.38	39.20	56.13	45.92	38.24
	Direct Emissions for Marine transportation	4667.47	5837.54	5112.97	4867.07	5902.12	5476.69
	Direct Emissions for Natural Gas	267.42	247.54	183.83	191.01	189.59	76.81
	Direct Emissions for Vehicles	571.47	407.06	434.24	340.50	385.25	288.19
	Total Scope 1	5641.83	6611.57	5862.18	5946.04	6541.84	5883.27
Scope 2*	Indirect Emissions for Office Electricity	1008.05	739.86	513.24	563.38	537.04	504.09
	Indirect Emissions for Server Electricity	26.08	9.83	7.39	7.89	7.30	6.74
		Total Scope 2	1034.13	749.69	520.63	571.26	544.34
Scope 3*	Direct Emissions for Helicopter transportation	21.16	13.83	18.96	101.33	3.91	0.69
	Direct Emissions for Inflatables	6.74	10.72	8.04	11.43	9.38	7.71
	Direct Emissions for Marine transportation	919.42	1150.15	1007.16	958.87	1162.51	1078.69
	Direct Emissions for Natural Gas	37.88	37.01	28.03	29.14	28.93	11.72
	Direct Emissions for Vehicles	145.83	141.52	143.91	102.02	122.70	102.60
	Indirect Emissions for Business Travel	10926.17	11556.25	11216.16	10006.27	11355.12	7678.07
	Indirect Emissions for Office Electricity	280.45	194.82	144.75	159.79	146.22	119.90
	Indirect Emissions for Paper consumption	2000.26	1838.51	1379.99	1246.91	1397.74	1113.64
	Indirect Emissions for Server Electricity	6.36	2.58	2.34	2.55	2.43	2.22
		Total Scope 3	14,344.27	14,945.39	13,949.33	12,618.59	14,228.94
	Grand Total	21,020.23	22,306.65	20,332.14	19,135.59	21,315.12	16,509.35

*Scope 1 emissions are direct emissions from sources that are owned or controlled by us, Scope 2 emissions are indirect emissions from sources that are owned or controlled by us, Scope 3 emissions are from sources not owned or directly controlled by us but relate to our activities.

Not all data (2019) from all Greenpeace organisations is available at the time of writing this report - data from three Greenpeace Organisations is not currently available - therefore a year-on-year comparison of emissions is not currently possible.

FINANCIAL INDEPENDENCE

A founding principle of Greenpeace is financial independence and transparency. We do not take money from governments, corporations or companies. We are extremely proud that the entirety of our income comes from millions of individuals and a small number of charitable foundations.

Our financial records are available to the public and are published annually.

Greenpeace International does not directly fundraise from the public but supports the efforts of NROs. All fundraising activities conform to the laws of the countries in which these activities take place, and all NROs follow national laws and regulations. In addition, NROs are usually members of, or adhere to, relevant ethical fundraising bodies in their own countries.

Greenpeace also has a Policy on Relationships with Third Parties & Fundraising which GPI and all NROs commit to adhere to. This policy is designed particularly to ensure that we adhere to our core principle of independence, but also describes other aspects of ethical fundraising.

PREVENTING CORRUPTION, BRIBERY AND MISUSE OF FUNDS

Bribery and corruption are corrosive drivers of societal and environmental degradation. Greenpeace International is committed to ensuring transparency and accountability in all its work and alliances and has strict policies and procedures in place to counter bribery and corruption, such as Avoiding Corruption Policy, Financial Responsibility Policy and the Impartiality and Conflict of Interests Policy.

PRIVACY AND DATA PROTECTION

All Greenpeace International systems for collecting and retaining information on donors and supporters conform to the European Union's General Data Protection Regulation (GDPR) requirements.

Additional systems and procedures on staff privacy policy, data retention policy, and data breach notification procedure were implemented in 2019 by the GPI Information Security Officer and responsible departments within GPI.

Primary Forest in Papua
Aerial view near the river
Digul in southern Papua

IMAGE CAPTION Tur
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© Uel/iansasti / Greenpeace

“Corruption, like climate
change, is a threat
multiplier – It fuels poverty
and political instability,
undermines sustainable
economies and distorts
fair compensation.”

JENNIFER MORGAN, GREENPEACE
INTERNATIONAL EXECUTIVE DIRECTOR

GOVERNANCE

Greenpeace International is a non-profit organisation, a foundation under the laws of the Netherlands, which has been registered with the Amsterdam Chamber of Commerce under its formal name "Stichting Greenpeace Council" (SGC) since 1979.

The Greenpeace Council is the name for the collective of representatives (Trustees) from National and Regional Greenpeace Organisations (NROs), which addresses strategic issues with broad significance or long term impact for the global Greenpeace network.

The Council elects 6 members of the Greenpeace International Board, who in turn elect a Board Chair to form a 7-person Board. The Board appoints the Greenpeace International Executive Director (IED) who is responsible for the day-to-day management of Greenpeace International. The IED is accountable to the Board, while the Board is responsible for setting policy and for supervision of the IED.

OVERSIGHT ROLE OF THE BOARD

The International Executive Director is accountable to the GPI Board under the Rules of Procedure, 5.7.1, which provides that it is the responsibility of the Board;

"To hire, supervise and fire the International Executive Director [...] To ensure that Council and Board decisions are implemented by the International Executive Director and to supervise the work of the International Executive Director to make sure that it conforms with Council and Board directives and applicable law [...]".

INTERNATIONAL EXECUTIVE DIRECTOR

Jennifer Morgan was appointed International Executive Director of Greenpeace International in 2016, in a shared leadership role with Bunny McDiarmid and took over the entire responsibility in late 2019.

FINANCIAL INFORMATION AND DISCLOSURES

Greenpeace International's annual budgets, policies (especially those regarding complaints, governance,

staffing/salaries and operations), evaluations, top executive remuneration and vital statistics about the organisation are available on our website.

A detailed breakdown of the remuneration for staffing, including payments made to board members, International Executive Director, and senior management can also be found on our website.

SGC BOARD COMPENSATION

The Chair and Members of the Greenpeace International Board do not receive a salary, but their expenses are refunded and they receive a compensation (attendance fee) for time spent on activities such as Board meetings and preparation.

Payment in 2019 (number rounded off): The Board of Greenpeace International received compensation during 2019 of a total of €89,000.

PAYMENTS TO SENIOR STAFF

Greenpeace International uses the same salary grading system for all staff, with the exception of the International Executive Director's remuneration – which is set by the GPI Board.

Netherlands-based members of the GPI Strategy and Management Team (SMT), as well as a few other staff, are all in the top band of the GPI salary structure. In 2019, this band is set at €81-108.2k. GPI SMT members who are living outside of the Netherlands and therefore, in accordance with HR policy, based in other Greenpeace organisations are paid according to the senior levels of local salary structures.

The IED and SMT are paid salaries that reflect their high level of responsibility and are in line with other international non-governmental organisations of similar size.

The employment costs for the IEDs (Bunny McDiarmid and Jennifer Morgan) in 2019 were €141,000 and €191,000 respectively. This includes a salary of €124,000 and a salary of €168,000 respectively, employer's social charges and pension contributions. The difference is largely explained by Bunny McDiarmid's departure in 2019. Total employment costs for other members of the SMT totaled €843,000.

The Arctic Sunrise off Half Moon Island, Antarctica. Greenpeace is back in the Antarctic on the last stage of the Pole to Pole Expedition. We have teamed up with a group of scientists to investigate and document the impacts the climate crisis is already having in this area.

© Abbie Traylor-Smith / Greenpeace

ACRONYMS USED THROUGHOUT THE REPORT

- EPPAL** Essential Principles and Protocols for Actions and Legal
- GPI** Greenpeace International
- IED** International Executive Director
- NGO** Non-Governmental Organisation
- NRO** National and/or Regional organisation, NROs for plural
- NVDA** Non-violent direct action
- L&D** Learning and Development
- SGC** Stichting Greenpeace Council (Greenpeace International's formal name)
- SMT** Strategic and Management Team

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Art Direction + Design Atomo Design

Cover photograph
© Jurnasyanto Sukarno / Greenpeace

Fires burn trees at a plantation area, in Palangkaraya city, Central Kalimantan. This year's nearly 2,000 wildfires are burning across Indonesia. It is the worst year since 2015. Officials estimate that the fires have burned more than 800,000 acres.

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Greenpeace International is a member of Accountable Now.

All figures are unaudited. All global Greenpeace figures are reported where available at the time of publication.



