

GREENPEACE INTERNATIONAL ANNUAL REPORT 2020



GREENPEACE

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FOREWORD

This is the 2020 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). It is a Dutch stichting -a foundation-type non-profit entity-, based in Amsterdam, 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 26 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 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 for 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.

BOARD CHAIR AND INTERNATIONAL EXECUTIVE DIRECTOR (IED) INTRODUCTIONS

© Bryce Richter



AYESHA IMAM
Greenpeace International
Board Chair

© Bas Beentjes / Greenpeace



JENNIFER MORGAN
Executive Director of
Greenpeace International

BOARD CHAIR

Like many people, I deeply appreciate the people around the world whose essential work during this COVID-19 pandemic has been the struggle to keep us alive, fed, healthy, safe - the people in the frontline, whether in direct healthcare, maintaining transport for people and of goods, sanitation, producing and selling food and other necessities, communications and the vast array of related services. I am in awe of the courage and commitment with which they work and I am equally dismayed by how poorly so many are treated in return. Governments and private employers continue to pay as little as possible, while imposing heavy workloads in conditions that could be made safer. The physical and mental health toll is already high and likely to grow. We must give more support for better returns and dignity to all of those workers who do so much for us.

The pandemic which shaped our lives last year brought into sharper focus many systematic inequalities. Keeping socially distant assumes there is space and ability to do so. Washing hands assumes access to water and good sanitation. Being able to work from home assumes there is a home, and often assumes that people have access to electricity and the internet. Remote learning for children and youth assumes computer access for individual children and stable internet. Being able to be tested, diagnosed, treated and vaccinated assumes a person has easy and affordable access to medical services. These needs are denied millions of people in both the global north and the global south. It is women, poor, Black, Indigenous and People of Colour and LGBTQI+ communities who are excluded and who have been most heavily impacted by the pandemic.

As I look back at 2020, I also remember the millions of people who lived through the worst bushfires, floods, droughts, windstorms and heatwaves on record, while the pandemic raged. Many of them are still living with that devastation. Those most vulnerable to the pandemic are also those most vulnerable to climate impacts - an effect of the same interweaving of economic exploitation, sexism, racism, colonial history and other systems which marginalise and exclude, which place individuals and communities in positions of vulnerability.

The natural disasters in 2020 have had a profound impact on families. It is estimated that 40 million more children, youth and adults were displaced that year - the highest annual figure in a decade. Of this, three quarters had to move due to floods, storms and wildfires, with people in East Asia and the Pacific region most impacted.

These are just a small fraction of the people who are living on the frontline of the climate emergency and the biodiversity crisis. We know that climate justice cannot be achieved without social justice and the people-power to change political, economic, social and cultural environments to sustain all of us with equity within natural environmental boundaries. I am happy that we in Greenpeace are working more closely with allies to make this happen.

Rainbow Warrior Joins Sailing Protest against Oil Refinery Expansion in Sweden. The peaceful and coronavirus safe protest comes as the Swedish government is set to decide on an application from the oil company Preem to expand their oil refinery in Lyseki.

© Andrew McConnell / Greenpeace



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The need to work collectively and with greater impact is urgent. During 2020 at least 331 human rights defenders were murdered - three quarters of them because of their work on environmental, land or indigenous rights. These are our allies, our friends on the front line of defending nature, justice, equity, human rights and peace. They stand for us. We must not only stand up for and support them, we must stand together.

The devastation and disruption we have witnessed and experienced throughout 2020 has forced us to think deeply and act swiftly and decisively. I am inspired by the work that has been done collectively across all of our offices and together with our allies. I am confident that we have the right vision for a holistic, sustainable, and fair future society; for the wellbeing of our planet and all our peoples, and that we continue to work to put the right ethical systems in place within the organisation to achieve it.

IED

Disruption on a global scale. That's what 2020 was about and what the world is still striving to live through. The tragedy and chaos of the pandemic further exposed the failed racist, patriarchal, polluting system that is hurling people and the planet to catastrophe. Systemic injustice, inequity, intolerance and imbalance contaminate the courage, compassion and cooperation we have seen across communities.

The realities we saw in 2020 are not new, they have been the harsh truth for far too many, for far too long. But, from the bushfires, floods and droughts across the world, to the global pandemic, institutional racism and corporate/ government-directed assaults on environmental and human rights defenders - in 2020 the inequalities and injustices were exposed at an unprecedented scale.

But we also saw another truth that we have known since Greenpeace was founded - that when the right pressure is applied - entire systems can be changed. Such massive societal and economic disruption gave us a huge opening to propose radical new solutions; set a course for a better future; to shift not only mindsets, but entire systems, to create a reshaped society.

We responded with our hearts, our heads and our own disruption.

Across all of our offices we took stock of the work we had been planning for the coming year and re-focused our energy toward reshaping the global narrative and campaigns, seeing and seizing the moments to make systemic change.

Our goal was to meet people where they were, to propose recovery programmes designed to strengthen their communities, while respecting our planet and addressing the root causes of injustice. We actively supported the goal for the [People's Recovery](#), including an urgent demand for [#PeoplesVaccine](#), to address the health care inequalities that have become all too evident during the pandemic.

At the same time our offices and activists found heartfelt and practical ways to support to frontline healthcare workers in Asia, Africa, Europe and the Americas - transporting much

needed equipment to remote indigenous communities in the Amazon and to hospital staff in Bangkok; repurposing old Greenpeace banners into protective clothing in Spain and delivering sanitation packs and 10,000 face masks to artisanal fisheries workers in Senegal. These are all ways to create the world we are all striving for.

Our ships did not lie idle. The logistical challenges of keeping a ship out on the oceans, campaigning and holding corporations to account, could fill an entire annual report! I will spare you the details and only say we did it - not once, but with all three ships, while still keeping our crews safe and healthy.

As the pandemic continued to tighten its grip on our planet, we forged closer bonds with new partners across a wide range of diverse organisations.

The murder of George Floyd in the United States led us to examine the racial inequalities within our own organisation and campaigns. Our Greenpeace USA office took the lead in working with the Black Lives Matter movement, while Greenpeace offices in Africa, Asia and Australia/Pacific also worked to build deeper allyship at home, while sharing those insights across the whole organisation.

We have much to learn. We are listening to our allies to understand how we can be better partners and followers; how we can be actively anti-racist in our work and how we can expose and remove the inherent racism in climate change. Systemic inequality is part of the same broken system that exploits people and the earth alike. Radically disrupting the system today will mean a better tomorrow for all.

We are immensely proud of what Greenpeace has achieved in the last year. Together we faced some of the most challenging times we have experienced in the organisation's lifetime and our own. It was hard. Keeping our people safe while still forging a pathway to a better, fairer, safer and greener planet was challenging for us all, personally and organisationally. We have learned a lot.

Greenpeace is now in its fiftieth year. What has been at our core since 1971 came very much to the fore in 2020 - the positive power of disruption, the strength we find through inclusivity and the power of people to make systemic change.

As we take stock of the last year and also consider the last half century, I want to thank the millions of people in 2020 who stood up and took action, despite the challenges. To them and to all the change makers, disruptors, agitators and activists; the scientists, lawyers, storytellers and leaders who have been on this journey with us from the start - the challenge remains, but we don't have fifty years to make a difference - we have ten.

This year of positive disruption has given the people a clear pathway. It has taken away the political excuses for inaction, exposed the greenwashing, and proven not only the environmental case, but also the legal necessity for action.

It's time to get it done and I look forward to being part of the systems change that makes it happen in the coming years.

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INTRODUCTION DISRUPTION

DISRUPTION *noun* [C or U]

UK /dɪsˈrʌp.ʃən/ US /dɪsˈrʌp.ʃən/

the action of preventing something, especially a system, process, or event, from continuing as usual or as expected

KEY ACHIEVEMENTS & VICTORIES

Greenpeace International's role is to coordinate the global Greenpeace network and support NROs. Below is a selection of the successes they have been able to achieve in 2020.

Many Greenpeace National and Regional Organisations sparked and amplified national conversations about a better normal. Greenpeace Spain won a national commitment to phase-out coal; in South Korea, Greenpeace East Asia, won a promise for a Green New Deal and historic commitments from China and Japan. Greenpeace France forced the government to confront the gap between their words and actions on the environment in President Macron's recovery plan. Greenpeace Canada successfully built a strong public narrative of support for social and environmental goals in the recovery.

Our core values came to the fore during the pandemic - using our skills, our equipment, our staff, and our combined resources to stand with and amplify the voices of frontline workers, marginalised communities and countless people suddenly struggling to even put food on their tables.

Greenpeace Spain repurposed old banners to make Personal Protective Equipment (PPE) for health workers and turned its telefundraising team into a support helpline for the community. Greenpeace Brazil's Wings of Emergency project used its skills and machines to deliver supplies to remote Amazon communities. In the Philippines Greenpeace SouthEast Asia drove essential workers to work and staff and volunteers handed out food and PPE. In Senegal Greenpeace delivered sanitation packs and 10,000 face masks to artisanal fisheries workers in Senegal. Greenpeace India worked with sustainable farmers to source food packs in five major cities to jobless migrant workers. Greenpeace United Kingdom and Greenpeace Netherlands turned their office kitchens over

to catering companies to feed people without shelter. It was important work that showed, at the outset of the pandemic, the kind of world we want to create and we believe is possible when we show what it means to shift mindsets and make systemic change.

Positive changes that looked impossible to achieve before the coronavirus crisis, became both possible and real. Throughout the year Greenpeace International (GPI) provided guidance and resources to enable and enhance the work of the national and regional Greenpeace organisations as they seized the moments to present radical new systems and shifted mindsets.

Throughout 2020 Greenpeace campaigns won victories across the span of our campaigns, including these inspiring moments from around the planet:

Amazon

French Oil company Total abandoned its drilling projects near the Amazon Reef. Greenpeace International and Greenpeace Brazil started the campaign in 2017, working with the local communities to stop the drilling. In 2018, the environmental agency denied Total the license to drill, but the company did not back down. The campaign gathered more than 2 million supporters and was supported by 35 Greenpeace offices - a huge victory for traditional communities, the environment and the climate.

Australia

Equinor - a Norwegian oil company - cancelled its plans to drill for oil in the Great Australian Bight, following four years of campaigning by Greenpeace Australia/Pacific, firstly against BP, then Chevron, then Equinor. As Equinor was the last major oil company with a permit, it is highly likely to mean the end of oil exploration in the Great Australian Bight.

Wings of Emergency Project Delivers Donations in Remote Places in the Amazon in Brazil. Ninawá Inu Huni Kuĩ, president of the Huni Kuĩ People Federation in the State of Acre (Fephac), overseeing the transportation of donations by the Wings of Emergency to the city of Jordão, Acre state.



© Greenpeace / Jean Chung



Call for Climate Action Projection near Namsan Mountain in Seoul. Greenpeace Korea projects laser beam messages demanding climate action from world leaders before they meet for Leaders Summit on Climate on Earth Day. The messages in English and Korean include the texts "Leaders, Save Earth Save Us", "Act Now" and "Climate Action Now".



© Julien Flosse / Greenpeace

Stolen Fish in West Africa - Stand 4 Women. Senegal, Joal and Bargny Fishmeal and fish oil factories in West Africa are putting at risk food security and livelihood of up to 40 million people. These factories swallow enormous amounts of fresh fish, that the local population need, to feed fish in aquaculture industries, pigs and chickens and even pets in Europe and Asia. Now people are rising up on International Women's day against the factories.



© Dmitry Sharomov / Greenpeace

Sampling the Pyasina River Contaminated by Oil in the Russian Arctic. Greenpeace Russia takes samples from the Pyasina River's contaminated water. On the 29th of May 21000 tonnes of diesel fuel from the tank N3 of Norilsk Nickel power plant spilled into the Daldikan creek in Norilsk city.

Cameroon

As a result of relentless campaigning by Greenpeace Africa together with local communities, scientists, and NGOs, the government of Cameroon has suspended logging plans in the Ebo Forest. A logging concession in Ebo Forest was approved in 2019, despite violating community rights, threatening the biodiversity of the forest, and exacerbating the climate crisis.

Canada

A proposal to build a new tar sands mine was killed by the company itself, citing public opposition and market uncertainty created by the lack of a coherent climate plan from Canadian governments. The decision came after years of campaigning by Greenpeace Canada against the expansion of tar sands projects.

Denmark

After relentless pressure from Greenpeace Nordic, the Danish Parliament committed to cancelling all future licensing rounds for new oil and gas exploration and production permits in the Danish part of the North Sea and ending existing production by 2050. As a major oil-producing country in the EU, Denmark's announcement is a landmark decision towards the necessary phase-out of fossil fuels.

European Union

The European Parliament adopted a call to introduce new legislation that requires any 'forest and ecosystem risk commodities' (e.g. meat, soy and palm oil) sold on European markets to ensure they are not linked with deforestation, ecosystem destruction or human rights violations. The basis of the law came directly from campaign work driven by Greenpeace and its allies in the European Union. The #Together4Forests campaign mobilised one million citizens to push the European Commission to adopt the legislation.

Indonesia

Greenpeace South East Asia won an appeal case at the Supreme Court of Indonesia against the Ministry of Agrarian and Spatial Planning, making it legally binding for the Ministry to publish the ownership data of Palm Oil Plantations in Papua and West Papua.

Israel

After intense efforts over the last year from Greenpeace Israel, alongside other NGOs, to toxify fossil fuels, especially oil shale - The Israeli Ministry of Energy announced they will refuse new authorizations of exploration or exploitation of oil shale.

Russia

GP Russia rapidly reacted to one of the biggest accidents in the Russian Arctic - the Norilsk diesel oil spill, Krasnoyarsk Krai, Russia - by providing true data based on satellite images, expertise and proposed solutions based on their Climate Vision. They called on the Government to carry out a thorough damage assessment, which resulted in the company being fined 148 billion rubles - the largest environmental penalty in the history of Russia. President Putin subsequently instructed the Government to introduce amendments to the environmental legislation to prevent emergencies like Norilsk happening in the future.

Senegal

On World Oceans Day, Senegal's Minister of Fisheries rejected new licensing requests for 52 foreign industrial-scale fishing vessels. The decision followed weeks of sustained campaigning by artisanal fishermen, women fish processors and NGOs, including Greenpeace Africa. A fantastic win for the oceans, for food security in West Africa, and for the fishermen and female fish processors, who have been campaigning for a long time to stop their government supporting these destructive industries.

South Korea

The South Korea government pledged carbon neutrality by 2050, following a Greenpeace East Asia campaign in Seoul, demanding the government and National Assembly declare a climate emergency and 2050 net zero target. The declaration comes after Greenpeace East Asia launched its Climate Suffrage campaign in Seoul in 2019, demanding a country-level climate emergency declaration. By June 2020, 226 out of a total of 228 local governments in South Korea announced a climate emergency declaration at the National Assembly, making it one of the largest joint climate emergency declarations by the local governments in the world.

UK

Greenpeace UK and its allies won a third court case against the expansion of Heathrow airport, but importantly this most recent victory was based on climate grounds, with the court agreeing the Government had acted unlawfully in approving it, as they hadn't properly considered their climate obligations under UK and international law.

United States

The result of the US election was critical for anyone working to address the climate emergency we are all facing. Throughout



SONA Protest in the Philippines. In occasion of President Rodrigo Duterte's fifth State of the Nation Address (SONA), Greenpeace Philippines activists join a demonstration and support local visual artists in unfurling a giant banner with the message "Activism Is Not Terrorism" written in Baybayin language.

March on Washington 2020. A march participant holds a likeness of George Floyd in front of the Reflecting Pool. Thousands of people gathered to march in Washington to denounce racism and protest police brutality on the anniversary of Martin Luther King's historic 1963 "I Have a Dream" speech.



Aerial view view of a large burned area after the devastating forest fires in the city Candeiras do Jamari, Amazon.



Clean Air Now Action in New Delhi. Greenpeace India conducts a flash mob in New Delhi at Dilli Haat to create public awareness on air pollution, its sources, health impacts and solutions. The activity is part of a global movement against air pollution.

2020 Greenpeace US worked to map out a new vision for a fossil-free, just and equitable economic recovery, but also joined other grass roots organisations and coalitions to get out the vote on election day, with particular focus on marginalised communities who are disproportionately impacted by climate change. The campaign reached more than four million people before election day.

ALLYSHIP

Increasing and deepening our allyships was a key goal in 2020. We worked alongside and learned from a wide variety of different groups. We forged new bonds with new allies and strengthened our relationships with old friends.

In the Philippines a broad coalition of local groups, workers and fisherfolk came together with women, LGBTQIA+ activists and concerned citizens to ask the Philippine Commission on Human Rights to conduct an inquiry into the responsibility of major companies like Shell, BHP Billiton, BP, Chevron, ConocoPhillips, ENI, ExxonMobil, Glencore, OMV, Repsol, Sasol, Suncor, Total, RWE and other big carbon polluters for human rights harms resulting from the climate crisis. After a 5-year investigation, we now await the Commission's findings.

Greenpeace International and the national and regional organisations continued to work with and support youth climate movements across the globe, including the first #FridaysforFuture underwater climate strike, by Mauritian teenage scientist and activist Shaama Sandookeya. Shaama sailed on the Greenpeace ship Arctic Sunrise as part of an expedition to examine the health of critically important seagrass beds off the coast of the Seychelles.

Greenpeace Middle East and North Africa and South East Asia were part of Muslim-focused, alliance led project - "Ummah for Earth"(U4E) project- engaging new audiences in the climate emergency debate

In the Philippines we have been hard at work supporting citizens, communities and local governments in voicing out their needs and concerns in shaping a #BetterNormal.

Greenpeace activists join the communities and civil society at the University of the Philippines, Quezon City in commemorating Independence Day in a peaceful solidarity activity to call on the government to scrap the proposed anti-terrorism bill.

A partnership with the Greenpeace International Science Unit, Greenpeace Southeast Asia, the Center for Research on Energy and Clean Air and IQAir AirVisua produced a powerful new monitoring tool to assess the air pollution. The [Air Pollution Cost Counter Tool](#) calculates the real-time impact of air pollution in 28 cities around the world and estimates the health and financial cost from pollutants.

Greenpeace India partnered with the Centre for Research on Energy, as well as Clean Air (CREA) and the Greenpeace Science Unit, to launch the second sulphur dioxide (SO₂) annual report - "[Ranking the World's Sulfur Dioxide Hotspots: 2019-2020](#)". The report uses NASA satellite data and a global catalogue of SO₂ emission sources to identify SO₂ emission hotspots worldwide, and highlights the major source industries and countries as well as trends in SO₂ emissions.

Greenpeace US acted swiftly and in solidarity with the Black community and the movement for Black Lives following the murder of George Floyd, demanding action to confront the racism, police violence, white supremacy, and inequality in the country.

Greenpeace US also became part of the powerful coalition work around the Essential Worker Bill of Rights brought together grassroots groups, non-profits, and coalitions and saw new partnerships with organisations such as unions who have previously opposed Greenpeace campaigns.

In Brazil, actress Alice Braga and Greenpeace Brazil partnered to launch "Countdown to Destruction", a three-video animated [series](#) that explains how the production of food commodities such as meat, dairy, soy and palm oil at an industrial scale is causing widespread deforestation across the world, displacing and threatening Indigenous Peoples, and fueling the climate crisis.

ACTION AT SEA

Keeping our ships and crew COVID-safe was a major challenge in 2020. At the start of the pandemic all the ships were brought to shore while comprehensive health and safety protocols, guidelines, risk assessments and sign offs processes were developed.

We not only met the challenge, we went beyond it - ensuring that by the middle of the year, all three of our ships were back at sea where they belong - in action and getting results.

18-year-old environmental activist and campaigner Mya-Rose Craig sailed on the Arctic Sunrise to take part in the most northerly climate strike at 82.2° North. The expedition was designed to amplify the voices of youth climate strikers and highlight the diversity of people fighting against the climate breakdown ahead of the UN Biodiversity Summit. The expedition also clearly showed the interdependence between our oceans and the climate crisis, and the need for a Global Oceans Treaty protecting 30% of the world's oceans.

Working with allies in Sweden, the Rainbow Warrior joined a flotilla of sail boats to protest the expansion of a refinery in Lysekil by the oil company Preem. Crew from the Warrior then mounted a 62 hour blockade of the refinery.

Mya-Rose Craig Holds Most Northerly Climate Strike in the Arctic. 18-year-old environmental activist and campaigner Mya-Rose Craig poses on an ice floe in the Arctic as part of the most northerly climate strike at 82.2° North. A Greenpeace team is in the Arctic to document the impact of the climate crisis and investigate marine life in the region.



The joint campaign generated a significant national debate on the climate crisis, with more than 50,000 signatories to the campaign demands, including climate campaigner Greta Thunberg. The collective pressure resulted in Preem withdrawing the application - saving an estimated one million tonnes of additional CO2 emission per year. Preem also committed to transiting to renewable production instead.

The Esperanza played its part in protecting vital marine life, by placing large granite stones in a marine protected area in the North Sea to ensure that bottom trawlers can no longer operate in the new bottom trawler exclusion zone. The stones will prevent trawlers from destroying the marine habitat of the Dogger Bank - one of the North Sea's most important habitats. It is home to sandeels, crabs, flatfish and more. These species are a vital food source for porpoises and seabirds like puffins.

An annual Fleet Report is compiled with a breakdown of our ships operations, including campaign activities, costs and crewing.

There were more women on the ship's crew than last year, accounting for 26.3% of the total, up from 23.6% in 2019. Of the new recruits in 2020, more than half (55.6%) were women.

In 2020 the crew of Greenpeace ships was drawn from 38 different countries, split between Europe (44.4%), Asia (24.4%), Latin America (13.3%), Australia/Pacific (8.1%), the US (6.7%), Africa/Middle East (3%).

More than a third of the crew were aged 30-39 years old (36%), with a quarter aged 40-49 years old. Across the age spread, 13% were under 30 years old and 4% over 60 years old.

Despite the COVID-19 restrictions significantly impacting ship operations, our fleet still spent almost a third of the year (28%) campaigning. Transit time for campaigns and standby in port accounted for 16% of ship's time, while 9.6% was spent on essential maintenance. Overall COVID restrictions meant the ships collectively spent 46% of the year on standby with a total ban on visitors - with the exception of technicians, surveyors and required authorities.

Our fleet sailed 47,822 nautical miles around the globe in 2020, from an average of 78,000 nm over the previous 10 years. Port visits and fuel consumption were also notably reduced as a result of the pandemic.

Greenpeace Sweden and the Rainbow Warrior join a flotilla of sailboats in a floating climate manifestation against the expansion of Preem's oil refinery in Lysekil, Sweden, the largest in the country.



CAMPAIGNING ROUTES AT SEA

The 2020 travels of the *Arctic Sunrise*, *Esperanza* and *Rainbow Warrior*, with some highlights of their work



Esperanza Greenpeace UK aboard the *Esperanza* took action to protect vital marine life, by placing large granite stones in a marine protected area in the North Sea to ensure that bottom trawlers can no longer operate in the new bottom trawler exclusion zone. The stones will prevent trawlers from destroying the marine habitat of the Dogger Bank - one of the North Sea's most important habitats.



Arctic Sunrise The *Arctic Sunrise* took part in the most northerly climate strike at 82.2° North. The expedition was designed to amplify the voices of youth climate strikers and highlight the diversity of people fighting against the climate breakdown ahead of the UN Biodiversity Summit.



Rainbow Warrior The *Rainbow Warrior* with Swedish allies joined a flotilla of sail boats to protest the expansion of a refinery in Lysekil by the oil company Preem. Crew from the *Warrior* then mounted a 62 hour blockade of the refinery. The joint campaign generated a significant national debate on the climate crisis, with more than 50,000 signatories to the campaign demands, including climate campaigner Greta Thunberg.

WHO WE ARE AND HOW WE WORK

OUR DIVERSITY AND INCLUSION

It is 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.

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



SEVEN CORE PRINCIPLES



Reaction to the Murder of George Floyd in Washington DC. Freedom Fighter Philomena Wankenge holds her hand in the air during a rally on Capitol Hill as activists lay face down during a rally on Capitol Hill, for more than eight minutes symbolizing the amount of time George Floyd was pinned under the knee of a former police officer in Minneapolis when he was killed.

JAGs Performance in Berlin to Commemorate the Dropping of the Atomic Bomb on Hiroshima Members of Greenpeace Youth AG, JAGs, call for peace and nuclear disarmament at Brandenburg Gate.



© Paul Lovis Wagner / Greenpeace



© David Azevedo / Greenpeace

Portrait of Adriano Karipuna, Indigenous Leader in Brazil Adriano Karipuna, one of the Karipuna Indigenous leaders.

Peace Projection at Hamburg Bunker. To commemorate the victims of World War II on the 76th VE Day in Europe, activists project the words peace in multiple languages onto historically significant buildings across Germany



© Fred Dott / Greenpeace

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

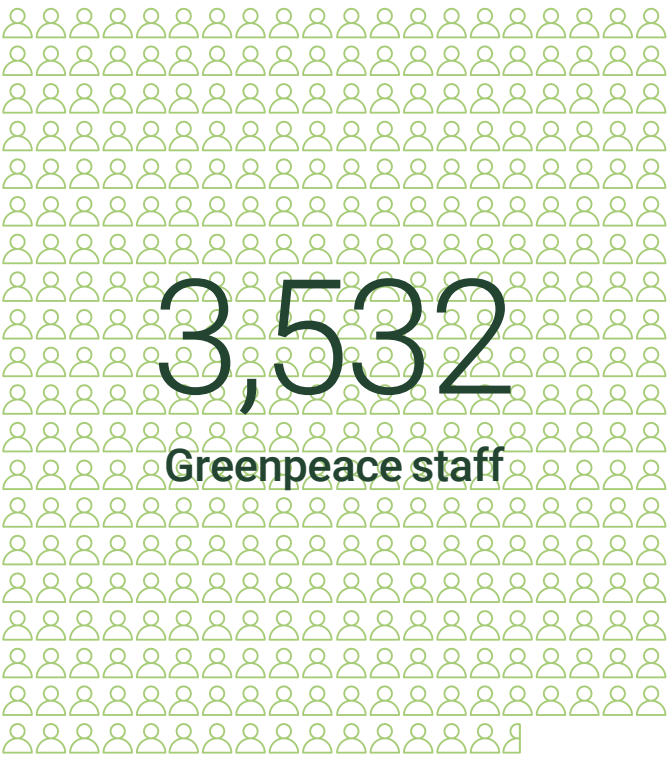
Everyone is supported to learn, lead and grow, while barriers or potential tensions are identified and actions are taken to address them.

07

We all share accountability and responsibility for diversity and inclusion.

MORE THAN JUST NUMBERS

GP STAFF



Greenpeace International has developed tools and systems to monitor staff numbers as well as tracking our progress on diversity and inclusion in our staffing and recruitment. The model is also being adopted in the majority of the Greenpeace National and Regional Organisations.

GLOBAL STAFF NUMBERS

In 2020, there were 3,532 Greenpeace staff working for GPI and NROs around the globe, alongside thousands more volunteers and activists.

GREENPEACE INTERNATIONAL STAFF

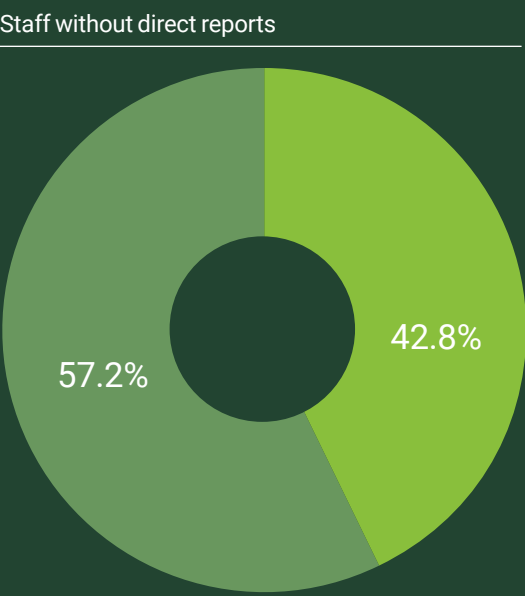
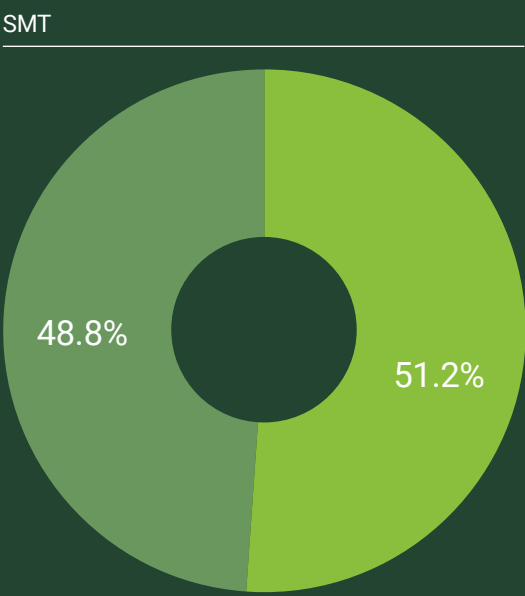
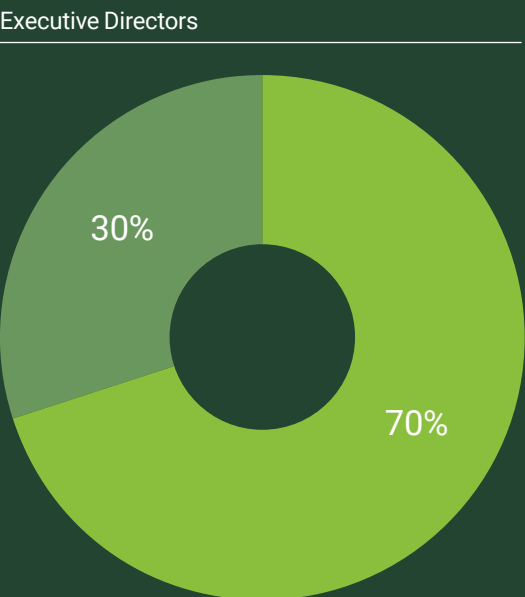
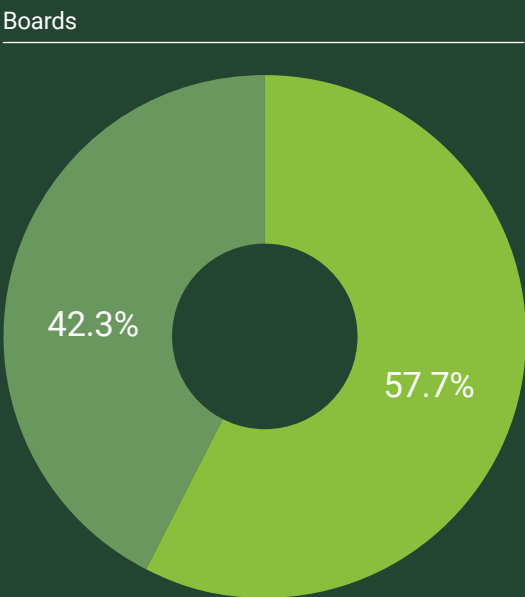
Greenpeace International employed 406 staff in 2020. Direct Dialogue Initiatives India (DDII) employees, which are also counted under the Greenpeace International quota totalled 165 employees.

AVERAGE (Full Time Equivalent- FTE)

	2020	2019
GPI Amsterdam	133	140
GPI staff based in NROs (Dispersed Staff)	164	162
Marine (ships' crew)	109	98
Subtotal w/o DDII	406	400
DDII	165	159
TOTAL	571	559

Greenpeace staff across the network 2019

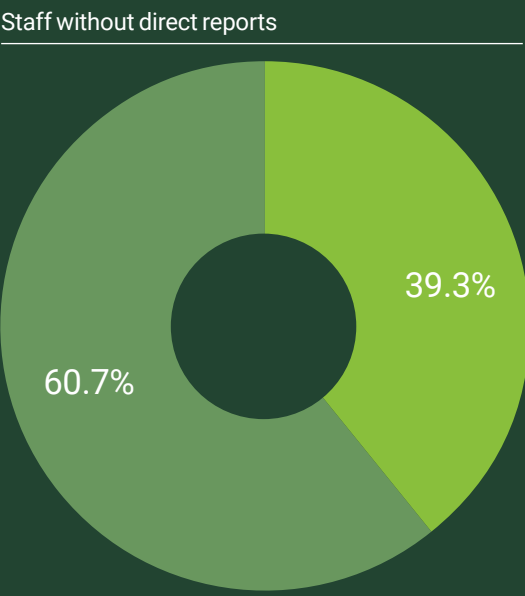
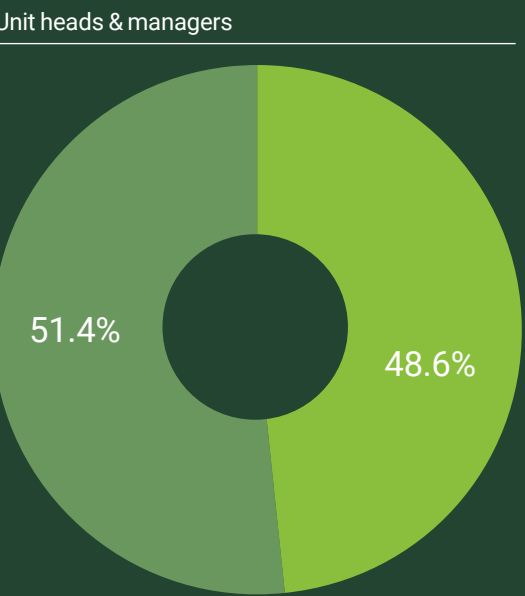
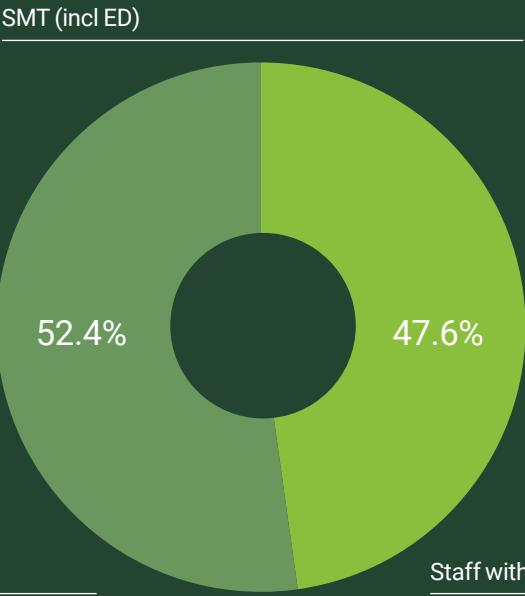
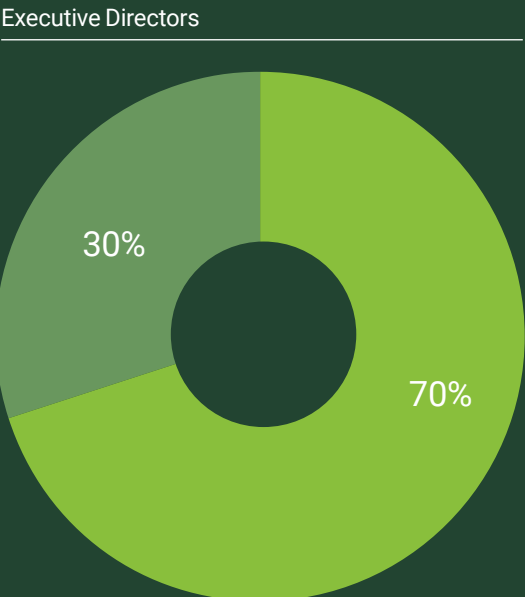
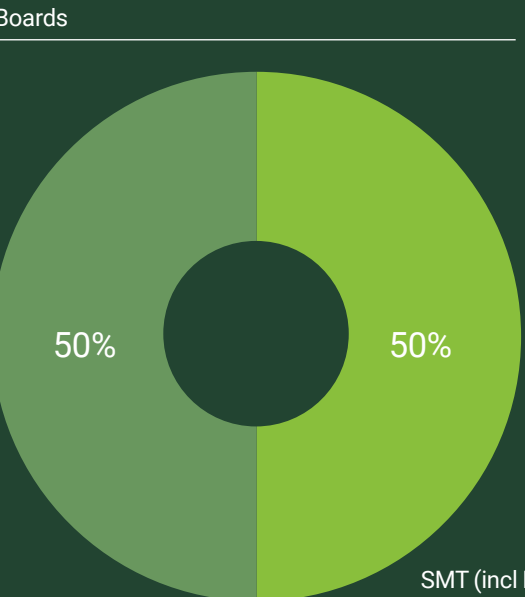
Male Female



The above portrays the binary gender distribution in leadership. Not all Greenpeace National and Regional Organisations report on non-binary gender data among their staff. The available non-binary data was suppressed for privacy reasons.

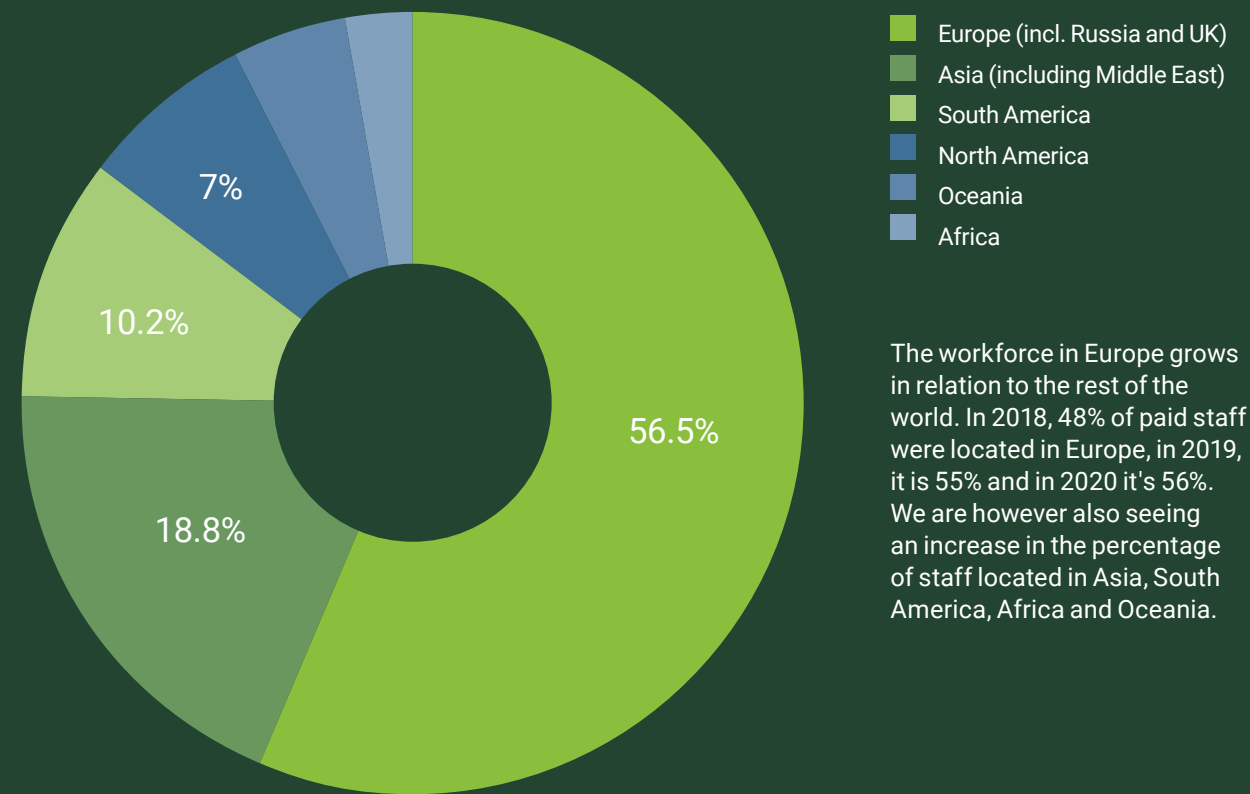
Greenpeace staff across the network 2020

Male Female



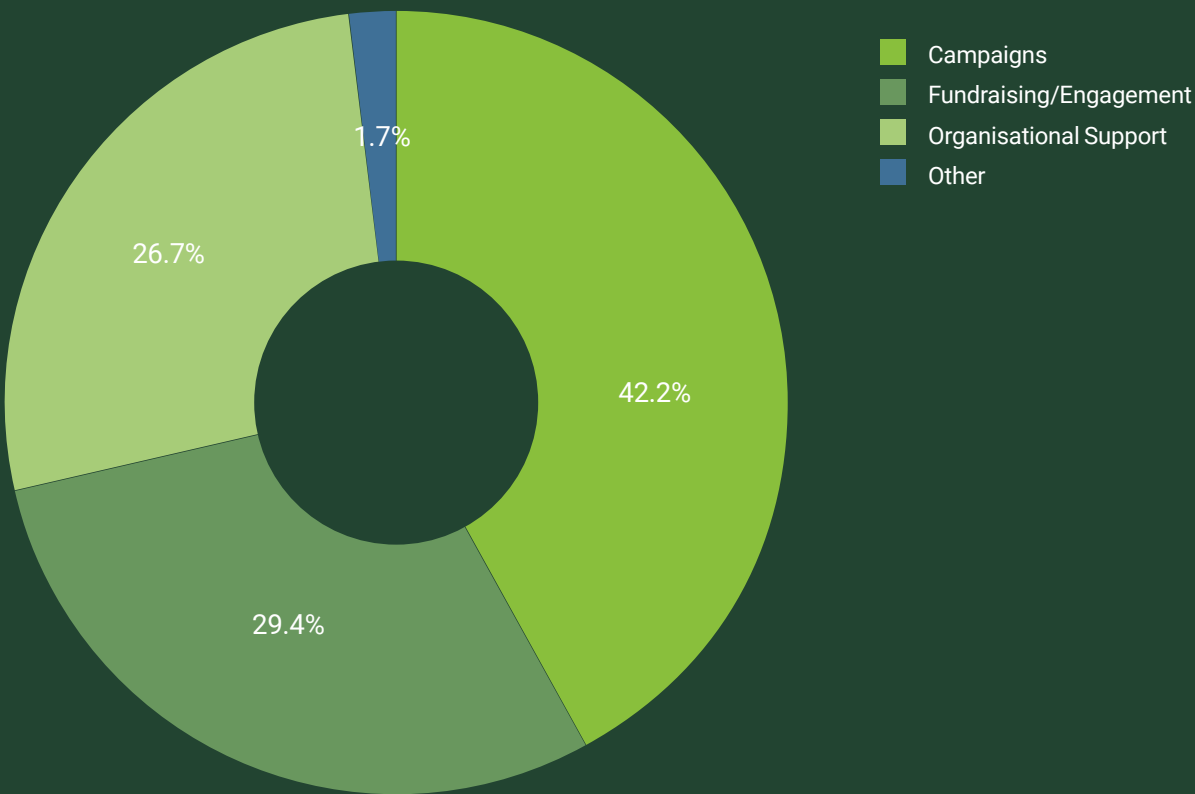
The above portrays the binary gender distribution in leadership. Not all Greenpeace National and Regional Organisations report on non-binary gender data among their staff. The available non-binary data was suppressed for privacy reasons.

DISTRIBUTION OF GREENPEACE GLOBAL EMPLOYEES ACROSS THE CONTINENTS

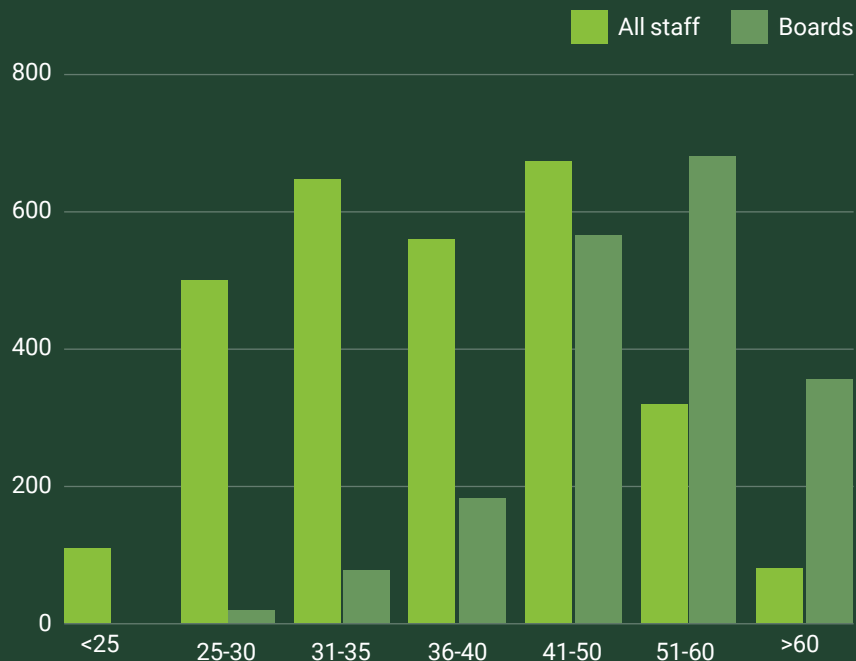


The workforce in Europe grows in relation to the rest of the world. In 2018, 48% of paid staff were located in Europe, in 2019, it is 55% and in 2020 it's 56%. We are however also seeing an increase in the percentage of staff located in Asia, South America, Africa and Oceania.

2020 GLOBAL STAFF DISTRIBUTION BY DEPARTMENT (ex DD)



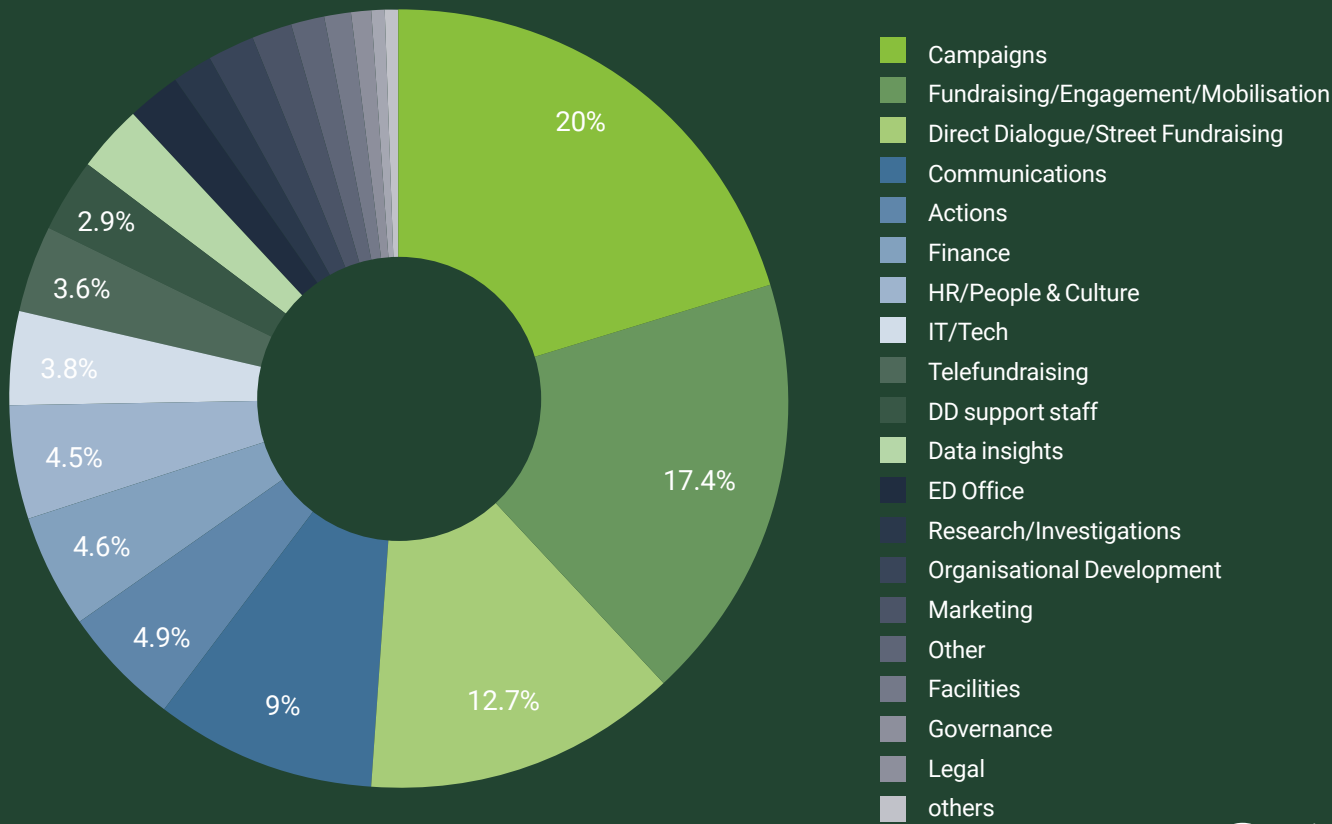
AGE DISTRIBUTION - STAFF AND BOARDS



Average board age 2020: **51.70**
Average staff age 2020: **38.14**
Although the average age decreased in 2019, it increased again in 2020. This makes sense as our staff numbers also decreased in 2020, we have had less job openings than in 2019, and our tenure has increased by nearly one year.

Source: SpencerStuart

2020 GLOBAL STAFF DISTRIBUTION BY UNITS



DUTY OF CARE

The COVID-19 pandemic impacted all Greenpeace staff and volunteers. Greenpeace HR teams across the world faced a huge challenge to ensure they were providing the best possible COVID-19 specific duty of care, while taking into account the wildly different realities of each of the organisations and all of their people.

Greenpeace International created two separate teams to meet the COVID-19 needs of the GPI staff and a Global team to support the national and regional Greenpeace organisations. New policies and procedures were quickly put in place, with best practice on health and safety standards, travel and meeting policies. Regular webinars were also provided on resilience and navigating the COVID-19 challenges.

A 'Staff Care Coordinator' (SCCs) role was created to assist with practicalities such as insurance or healthcare paperwork, medical referrals and also support GPI staff and family members who are COVID+ve, or have lost loved ones or simply are struggling with isolation.

An Employee Assistance Programme (EAP) was also implemented for GPI staff -enabling them to access counselling sessions as well as a wide range of wellbeing resources and support.



Greenpeace Esperanza crew members form hearts with their hands to say 'Goodbye and Thank you' to the Crew of the Esperanza in the Indian Ocean.

© Will Rose / Greenpeace

INTEGRITY CASES, OUTCOMES AND RESOLUTIONS

Greenpeace International has 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.

Our [Code of Conduct](#) is published on our website, as well as the non-confidential details of cases reported to have breached the Code.

The global Greenpeace initiative to document and publish any integrity cases arising from breaches of the code of conduct has been driven by Greenpeace International and subsequently adopted by Greenpeace NROs.

Across all Greenpeace NROs and Greenpeace International there are 3,532 employees.

Between 1 January 2020 and 31 December 2020, there were 33 cases and/or complaints made and processed by integrity officers (at GPI and NROs) relating to integrity issues such as discrimination, harassment, conflict of interest, substance abuse, financial mismanagement, or other forms of appropriate behaviour.

Of the 33 cases and/or complaints, 24 concerned harassment, sexual harassment or bullying. Of those 33 cases and/or complaints, 7 were redirected to other processes such as grievance or mediation procedures for resolutions and 16 were investigated.

Of the 33 cases and/or complaints received and handled in 2020, 7 cases and/or complaints have been upheld, disciplinary action resulted in 4 people leaving Greenpeace, while the remaining breaches were dealt with through a mixture of training, formal warnings and/or mediation.



*This year, as with previous years, not all the data from every Greenpeace NRO is available at the time of writing this report.

TRACKING OUR CO₂ EMISSIONS

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 across a range of different aspects of our operations.

While not all our environmental impacts can be assessed and collated annually across all Greenpeace offices, Greenpeace International and national and regional Greenpeace organisations do track, collate and report annual CO2 emissions.

As part of Greenpeace’s duty of care for all its staff, the vast majority of NROs were closed, travel was suspended and staff worked from home. This resulted in a significant reduction in CO2 emissions in almost all areas.

Scope	Emmissions (tCO ₂ e)	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Scope 1*	Direct Emissions for Helicopter transportation	67.04	91.93	491.33	18.97	11.15	150.02
	Direct Emissions for Inflatables	52.38	39.20	56.13	45.92	42.24	17.58
	Direct Emissions for Marine transportation	5,837.54	5,112.97	4,867.07	5,902.12	5,476.69	4,555.20
	Direct Emissions for Natural Gas	247.82	183.83	192.94	197.12	79.99	71.40
	Direct Emissions for Vehicles	407.06	446.52	350.14	394.89	312.44	120.51
	Total Scope 1	6,611.84	5,874.45	5,957.61	6,559.02	5,922.51	4,914.71
Scope 2*	Indirect Emissions for Office Electricity	998.59	609.44	701.05	629.28	627.07	301.49
	Indirect Emissions for Server Electricity	9.83	7.39	7.10	6.56	6.74	1.68
	Total Scope 2	1,008.42	616.83	708.15	635.84	633.81	303.17
Scope 3*	Direct Emissions for Helicopter transportation	13.83	18.96	101.33	3.91	2.30	30.94
	Direct Emissions for Inflatables	10.72	8.04	11.43	9.38	8.55	6.93
	Direct Emissions for Marine transportation	1,150.15	1,007.16	958.87	1,162.51	1,078.69	896.88
	Direct Emissions for Natural Gas	37.05	28.03	29.43	30.08	12.21	10.90
	Direct Emissions for Vehicles	141.52	146.37	103.95	124.63	107.37	54.04
	Indirect Emissions for Business Travel	11,556.25	11,216.16	9,963.09	11,346.92	9,031.09	1,740.87
	Indirect Emissions for Office Electricity	254.21	169.53	192.61	175.31	157.56	49.15
	Indirect Emissions for Paper consumption	1,838.51	1,379.99	1,225.72	1,199.03	1,118.35	473.09
	Indirect Emissions for Server Electricity	4.50	2.34	2.29	2.19	2.22	0.80
	Total Scope 3	15,006.74	13,976.58	12,588.72	14,053.96	11,518.34	3,263.60
	Grand Total	22,627.00	20,467.86	19,254.48	21,248.82	18,074.66	8,481.48

*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 (2020) 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.

The one exception to the emission reduction was in helicopter travel. The increase in 'Direct Emissions for Helicopter Transportation' from 2019 to 2020 is a consequence of the 'Asas da Emergência' (Wings of Emergency), an emergency campaign from Greenpeace Brazil that ensured that more than 63 tons of medical supplies (including oxygen cylinders) and hygiene products reached, by plane and boat, the most remote indigenous communities abandoned by the Brazilian government. Projects like these speak directly to the Greenpeace vision for our future planet.

Since the publication of the 2019 annual report we have gathered and collated more data from Greenpeace NROs and the table below represents the most up to date information on CO2 emissions in 2020, as well as additional data from 2019.

FINANCIAL INDEPENDENCE

A founding principle of Greenpeace is financial independence and transparency. Greenpeace does 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.

Greenpeace International’s financial records are available to the public and are published annually on our website.

Greenpeace International does not directly fundraise from the public but supports the efforts of the independent national and regional Greenpeace organisations (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.

We have additional systems and procedures on staff privacy, data retention, and data breach notification.

This summer Siberia is extremely suffering from various consequences of climate change: heat waves, oil spills caused by permafrost thawing and raging forest fires. Greenpeace Russia team has documented forest fires in the Krasnoyarsk region. It is a clear evidence of a climate emergency: the northern landscape is being transformed by heat and fire



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.

2019 BOARD MEMBERS

Ayesha Imam (Chair)

Michael Hammer

Ravi Rajan

Sue Cooper (Treasurer)

Ailun Yang

Ifeoma Malo

Marcelo Iniarra

ROLE OF THE BOARD

The Greenpeace International Board is the guarantor of the integrity of the organisation and ensures adherence to internationally accepted good governance and financial management standards. It approves Greenpeace International's budget and audited accounts, and appoints and supervises Greenpeace International's executive directors. More information about the Board can be found on the [Greenpeace International](#) website.

INTERNATIONAL EXECUTIVE DIRECTOR

Jennifer Morgan is the Executive Director of Greenpeace International. She was appointed in 2016 in a shared leadership role with Bunny McDiarmid until 2019, when she assumed the sole task of Executive Director.

FINANCIAL INFORMATION AND ORGANISATIONAL DISCLOSURES

Greenpeace International's accounting, annual budgets and board, executive and staff salaries are all available on our [website](#), as is the strategic vision for the organisation, our core values and our Code of Conduct.

STICHTING GREENPEACE COUNCIL (SGC) BOARD COMPENSATION

The Greenpeace International Board membership is not salaried, but expenses and a compensatory attendance fee are paid to cover time spent preparing and attending Board activities.

In 2020, the total amount paid to the Chair and six members was €86k. Rounded off to the nearest thousand, the Board Chair received €37k, four Board Members received €10k, and one Board Member received €9k.

PAYMENTS TO SENIOR STAFF

The Greenpeace Board sets the remuneration package of the International Executive Director's role. The IED salary is in line with other international non-governmental organisations of similar size and level of responsibility, with a salary of €172k and overall employment costs, including employer's social charges and pension contributions, totalling €196k .

All other Greenpeace International salaries, including the Strategy and Management team (SMT) are set using an established salary grading system.

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 2020, this band is set at €83-111K. In accordance with organisational HR policy, any GPI SMT members living outside of the Netherlands are contracted through the national or regional Greenpeace organisation and are paid according to the local NRO salary structure.

Total employment costs for all other members of the SMT, whether they were based in the Netherlands or elsewhere were € 1,063,517.

Deception Island, in the South Shetland Islands, Antarctica. The island is the caldera of an active volcano. It last erupted in 1969 forcing the British to abandon their research station on the island.

© Andrew McConnell / 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

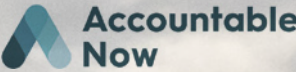
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Cover photograph
© Beach Guardian Clean-up Activity in Cornwall. Beach Guardian is a Community Interest Company based in Cornwall, United Kingdom, which acts against plastic pollution and organises cleaning activities. They are finding an increasing amount of PPE (Personal protective equipment) amongst the litter they collect on the beaches in North Cornwall. / Greenpeace. © Beach Guardian / Greenpeace

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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.

