

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND
ADVISERS**
FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees	Amine Ahlafi Lourdes Diaz Colon Josepha Hendriksen Laura Hickey Ian Humphreys Lesley Jones, Chairwoman and President Sasha Karajovic Nikos Petrou
Company registered number	04752279
Charity registered number	1148274
Registered office	74 The Close Norwich Norfolk NR1 4DR
Company secretary	Daniel Schaffer
Chief executive officer	Daniel Schaffer
Independent auditors	Larking Gowen LLP Chartered Accountants King Street House 15 Upper King Street Norwich NR3 1RB
Bankers	Danske Bank Holmens Kanal 2-12 1092 Copenhagen Denmark

FOUNDATION FOR ENVIRONMENTAL EDUCATION
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Foundation for Environmental Education (the charitable company) for the year ended 31 December 2020. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Charities SORP (FRS 102).

Since the company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Structure, governance and management

a. Constitution

The organisation is a charitable company limited by guarantee, incorporated on 2 May 2003 and registered as a charity on 24 July 2012. The company was incorporated under a Memorandum of Association as amended by special resolution dated 8 June 2012 which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

b. Methods of appointment or election of Trustees

Trustees are usually appointed for a period of two years. Each Trustee will retire at the General Assembly following expiry of the two year term of office and may (if they so wish) offer themselves for re-election. The President, who is also the chairperson, is elected for a period of four years. A person may not be appointed as a Trustee unless they are a nominated representative of a full member organisation. Care is taken to ensure that the Board of Trustees includes relevant experience to the Foundation's core activities, experience in financial matters, legal and other relevant fields

c. Organisational structure and decision-making policies

The Board of Trustees meet at least four times a year and oversee finances, the present work and the future development of the charity. They have regard for the advice of the executive team, to whom the management of the work of the charity and the day-to-day operational decisions have been delegated. The remuneration of staff is approved by the Trustees within annual parameters set by the Trustees. The FEE Secretariat (Head Office) is the administrative office of FEE. The work of the FEE Secretariat follows the FEE Articles of Association, Rules of Procedure and Strategic Plan. The FEE Secretariat reports and receives direction and feedback from the Board of Trustees at four annual board meetings and on an ongoing basis between the FEE President and the FEE CEO and between the FEE programme directors and the specific Board members responsible for each programme.

d. Policies adopted for the induction and training of Trustees

New Trustees are introduced to the work of the charity by the Chairman of the Trustees and the executive team. Trustees are kept informed through regular internal reports (including financial reports) and samples of printed material. All Trustees are encouraged to visit the activities of the charity as well as attend events that the charity organises. On appointment Trustees are informed of their obligation in law as a Trustee of a charity and are encouraged to acquaint themselves with the publications and guidance available from the Charity Commission.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Structure, governance and management (continued)

e. Pay policy for key management personnel

Key management personnel remuneration is reviewed annually by the Trustees.

f. Financial risk management

The Trustees recognise that they have overall responsibility for ensuring that they implement an appropriate system for the management of risks, whether financial or otherwise, to which the charity may be exposed. For this reason, the Trustees have charged an executive team with the task of ensuring that internal controls and the exposure to risk is reviewed on a regular basis.

Nevertheless, some risks are worth mentioning as the trustees recognise them as high-level risks that require special monitoring and action. The first is FEE's contractual obligations with its key funders. This risk is derived from FEE's contracts with the funders depending on the good implementation of the national portion of these funded projects by the FEE members. To reduce this risk, FEE has established a payment policy that depends on reporting of progress of project phases on a national level. In addition, FEE advocates for transparency towards its funders and by the members so if problems arise, they could be dealt with early on and with full involvement of the funder. By doing so, FEE reduces misunderstandings and miscommunications and enhances the ability to provide solutions early in the process if issues arise. The trustees believe that the long lasting and continuing support from a large corporate entity such as the Mars Wrigley Foundation is evidence of the success of this approach. With the Brexit agreement the uncertainty is reduced. And based on this agreement FEE is now in a position to manage the fallout. Specially for FEE Brexit has meant that access to EU funded projects is cut off. This will be addressed during 2021.

Objectives and activities

g. Policies and objectives

The objects for which the charity is established, as stated in its Articles of Association, are to promote for the benefit of the public, the conservation, protection and improvement of the physical and natural environment; and to advance the education of the public in subjects relating to Sustainable Development and the conservation, protection and improvement of the physical and natural environment.

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TRUSTEES' REPORT (CONTINUED)
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Objectives and activities (continued)

h. Strategies for achieving objectives

FEE has an overall Strategic Plan for 2016-2020, approved at the FEE General Assembly in 2016, and is still in place in 2020.

The main strategies included in the current Strategic Plan are:

MEMBERSHIP:

- 1) FEE will continue to grow through accepting organisations from new countries into membership.
- 2) Acceptance into membership will continue to be based on an organisation's capacity to successfully implement FEE programmes over the long term and compliance with FEE's mission, vision, values and objectives.
- 3) FEE will actively seek member organisations from countries where the impact of implementation of FEE programmes is strategically important in achieving our vision and mission globally. Organisations targeted in this way should comply with the same criteria for FEE membership as any other organisation.
- 4) FEE will explore opportunities to provide support for new organisations from developing countries who might otherwise struggle to meet the financial criteria for membership. FEE will ensure this does not increase the financial burden on existing members.
- 5) FEE will continue to evaluate existing members according to the 2016 General Assembly approved Rules and Procedures.
- 6) FEE will equitably continue to support the FEE members by providing professional advice and information; quality communications and PR; FEE events; visits to government or sponsors in country from Head Office staff and the Board and by developing projects which allocate funds to participating members.
- 7) FEE sees the knowledge and experience of its members as crucial assets and will maximise opportunities for members to get involved in activities such as mentoring new members, internal working groups and representation of FEE at international events and expert panels where we are invited to participate.

PROGRAMMES:

- 1) Two-year objectives and strategic plans will be produced for each FEE programme. The documents and their outcomes must comply with the overall FEE vision, mission, values, objectives and strategic plan, and must also take the needs and development of the members into account.
- 2) FEE programmes and activities should align with the September 2015 UN approved Sustainable Development Goals set for 2015-2030.
- 3) FEE programmes and joint projects with partners should align with the FEE Educational Principles approved by the 2014 General Assembly.
- 4) FEE will monitor and evaluate the progress of nationally run programmes to make sure quality, vision, mission and values are maintained.
- 5) FEE will consider expanding existing programmes to integrate new ideas or similar projects run by member organisations instead of creating new, very similar programmes.
- 6) FEE will also continue to identify or develop new programmes to widen the range of FEE involvement and positive impact on the global Educational for Sustainable Development (ESD) stage. Specifically, FEE would like to explore the possibilities of creating a new FEE programme focusing on empowerment of communities through ESD.

INTERNATIONAL POSITIONING:

- 1) FEE will continue to strengthen existing partnerships with other global organisations and seek new ones if the partnership helps to promote and increase the impact of FEE's programmes; enhances FEE and its members' positive exposure and helps expand global ESD.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Objectives and activities (continued)

BRANDING:

- 1) FEE will continue to take action to strengthen the recognition of our brands.
- 2) FEE will ensure that our brands are protected internationally or nationally based on the recommendations of the members working group established for this purpose.
- 3) Clear rules and procedures for the use of the FEE brands will be developed for FEE and our members.
- 4) FEE will establish a financial mechanism to cover the costs related to trademark protection. This mechanism will be funded by FEE surpluses and will provide funding for the active legal protection of the FEE brands on all levels.

COMMUNICATIONS:

- 1) FEE will allocate the necessary resources to ensure professional communications and PR.
- 2) The Communications Strategy that was adopted at the 2014 General Assembly will be implemented.
- 3) Coherent messages will be developed ensuring that the messages are relevant and suitable for multiple audiences.
- 4) The development and adjustment of web platform tools will continue to enhance communications and data management both at the FEE Head Office and for member organisations.

FINANCIAL:

- 1) The reserve fund will be increased over time to allow for a sufficient resource to cover a six-month operating period.
- 2) A development fund will be established to support the development of the organisation geographically, enhancement of our existing programmes and the introduction of new programmes. This fund should allow for better long-term planning and annual development. The development fund will be financed by any annual surplus or other funds generated.
- 3) The fundraising strategy adopted at the 2014 General Assembly will be implemented to increase the financial sustainability of FEE and our programmes.
- 4) The contingency fund will be increased to enable FEE support members facing financial difficulties. Clear criteria will be established to ensure that the fund is only used as a 'one-off' emergency fund and members are supported to identify long term sustainable solutions.
- 5) Cross programme cooperation and synergies will be developed to increase efficiency.

ADMINISTRATION/HEAD OFFICE:

- 1) FEE will continue to use and develop methods for self-evaluation and external evaluation to help increase efficiency and the positive impact generated through FEE activities.
- 2) FEE Head Office will continue to seek ways to increase efficiencies and reduce costs.

In 2019-2020, FEE has launched the development of its new strategic plan, which will be a long-term strategy for 2021-2030.

i. Public benefit

The Trustees confirm that in exercising their power and duties, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

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TRUSTEES' REPORT (CONTINUED)
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Achievements and performance

a. Review of activities

FEE prepared and adapted rapidly to the COVID-19 pandemic. The staff at the FEE Head Office started to work from home, the organisation developed new virtual methodologies to manage the organisation as well as its programmes and projects. The FEE Head Office developed a risk assessment plan to allow the FEE Board of Directors to evaluate the developing situation and take steps to manage the risks accordingly. This plan also took into account the potential financial difficulties that the FEE members might face due to the pandemic and FEE increased its proposed support to those members who were hardest hit through its Contingency Fund and by showing flexibility to support the FEE members. FEE was able to do so because of prudent financial management and considerable savings related to halting of all FEE related travel. A great number of webinars and courses have been developed and executed to keep the FEE programme stakeholders engaged.

Throughout 2020, FEE continued the process of developing its ten-year strategic plan focused on Climate Change, Loss of Biodiversity and Environmental Pollution. This process was established in mid-2019 and will be finalised early March 2021. These three environmental themes have been developed into twelve sub-goals. Each of these sub goals has short-term action plans that drive towards the long-term target outcomes. The development of the twelve sub-goals was done in consultation with global experts in the three thematic fields. The outcome of these consultations was presented to the many FEE members, funders and partners that actively participated in a complex process of developing the sub-goals so FEE could impact them effectively. Each of the FEE programmes has created action plans that are designed to support and implement the organisational strategic plan and overarching actions.

FEE, through its youth focussed educational programmes, implemented a range of projects supported through grants. The Litter Less Campaign (LLC) supported by Mars Wrigley Foundation continues to be a major project of FEE. The project involved 372,517 participants from 698 schools in 15 countries during 2019-20. The project was able to demonstrate good results in the form of a 13 per cent improvement in students' knowledge and 21 per cent improvement in students' behaviour. The amounts of litter measured in the schoolyards were reduced by 28 per cent. The campaign reached 98.5 million people in total. A new proposal was submitted to and approved by the Foundation for a grant to rework the campaign design for better outreach and strengthening of the capacity building needs of different stakeholders. The Eco-Schools project advancing circular economy (E-SPACE) supported by Lucart Professional, is piloting a methodology to make schools more circular by reducing or eliminating waste. 33 schools each in Latvia and Slovenia are part of the pilot that involves testing of lesson plans, design challenge and assessment of literacy-related to Circular Economy. The second cycle of Alcoa W5 was implemented between May 2019-October 2020. The project reached 22 schools in Australia, Norway and the USA, reaching over 9,000 students and 650 teachers. It has engaged teachers in professional development training, as well as the community in action days connected to the school implementation themes. COVID-19 has posed challenges in completing school-based projects, though many of the participating schools have gone above and beyond to continue their work at home and engage their families. The five-year Great Plant Hunt project supported by Toyota Europe came to a successful end in 2020. The project during the five years had an outreach of 323,418 students in 16 countries. There was a significant increase in the knowledge experienced by participating students across all three age groups during this period. The documentation of the project on a film continues and would spill over to 2021 due to the pandemic.

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Achievements and performance (continued)

To support FEE Academy, EE30U30 small project grant by the North American Association for Environmental Education (NAAEE) has supported the development of three courses. The two courses: Understanding the basics of EE/ESD and Project-based Learning through Eco-Schools Seven Steps are being tested. The third course on the assessment of environmental literacy is being developed for launch in summers of 2021. Further, a number of new project proposals and concept notes were submitted to governmental, corporate and private organizations.

Due to COVID-19, the FEE Board of Directors met virtually in 2020 at meetings held in January, February, March, April (two meetings), June, September, and November. Besides the general matters at the Board agenda, the main issues for discussion were the follow-up to the COVID-19 crisis and the development of FEE's strategic plan for 2021-2030. In addition, the FEE programmes organised National Operator Meetings (NOMs) where only the Young Reporters for the Environment NOM was physically held in Sarajevo (Bosnia-Herzegovina) in February, while the other NOMs were virtually (Learning about Forests NOM in April, Blue Flag NOM in October and Eco-Schools NOM in November). Green Key did not host a NOM in 2020. Virtual meetings between the FEE Head Office and the programme National Operators to discuss the effects of the COVID-19 crisis were organised in all FEE programmes.

The FEE General Assembly was planned as a physical meeting in September 2020 but had to be postponed until 2021 due to the COVID-19 crisis. A majority of more than 75% of the votes of member organisations approved a change in the Articles of Association, Article 14.1 to: "The next General Assembly following the General Assembly held on 13 September 2018 shall be held no later than 30 September 2021. Thereafter, there must be no more than 27 months between one General Assembly and the next". The Board elected in 2018 hereafter continued until the upcoming General Assembly in 2021.

In 2020, the FEE Board of Directors was pleased to approve associate membership for Albanian Coast Lifeguards and Water Rescue Federation (Albania), Fundacion Coastman (Ecuador), and Keep Georgia Tidy (Georgia). The Board of Directors also welcomed the following new affiliate members: Swim Drink Fish (Canada), Tún (Iceland), Ecobi (Sweden), American Shore and Beach Preservation Association (USA), and Swedish Forestry Association (Sweden) was welcomed back as an affiliate member of FEE. The following organisations terminated FEE membership in 2020: Green Key Sweden (Sweden), Estonian Nature Conservation Society (Estonia) and the Indian Oceans Commission (Intergovernmental).

FEE launched the FEE Academy in 2020 as a platform for delivering knowledge and capacity to the various stakeholders (member organisations and their programme national operators as well as the wider network). FEE staff has received training in the use of the platform tools and various courses are being developed by the FEE Head Office.

In 2020 Blue Flag held two international juries for the north and the south hemispheres. Blue Flag awarded 3,915 beaches, 684 marinas and 72 boats. That is respectively +99 beaches, -7 marinas and +6 boats compared to 2019. Blue Flag signed two new partnerships: one year with Pick a Pier online boating platform and three years with Werner and Mertz green cleaning products. Blue Flag dealt with COVID-19 in the network by adapting procedures and rules in constant evolution with health authorities' requirements. Due to COVID-19 the northern hemisphere international jury was held online and was still a success. Despite COVID-19, most of the Blue Flag sites opened for their season, working extra hard to ensure public health measures at their sites. A few of the Blue Flag sites, unfortunately, did not open at all due to COVID-19. Countries with usually a high level of international tourism had a calmer season, whereas countries which usually receive few national visitors experienced high pressure on their beaches which led to adaptation measures. Blue Flag held the first online NOM, a success with a record in attendance and a wider audience enlarged to the whole teams of the NO and not just one person per team. Blue Flag started our cooperation with the EEA and their Marine Litter Watch initiative. This was a pilot year and smaller scale than intended due to COVID-19, but built the foundations for longer intended collaboration as Blue Flag in 2021 are planning a bigger collaboration with

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Achievements and performance (continued)

them. Blue Flag successfully held a public call for tender for our 2021-2025 Blue Flag flag production, and at the term of this call, Blue Flag renewed our partnership with Semaphore. Åland islands, Chile and India received their first Blue Flag awards, opening new regional areas.

In 2020, Green Key entered collaboration agreements with the hotel chains "Historic Hotels of Europe", "Pegasus hotels" and "Story Hospitality". Green Key entered corporate partnerships with Purezza and Travel Without Plastic to promote sustainability in the hospitality industry through these companies. Green Key also joined the Tourism Declares Climate Emergency initiative. Green Key developed a COVID-19 strategy allowing establishments to extend the Green Key award for up to 12 months and allowing on-site audits to be done virtually. In 2020, Green Key introduced its new international database collecting resource and outreach data from awarded establishments and provide sustainability reports for each awarded establishment. Green Key finalised its suggestion for new criteria and explanatory notes for 2022-2025.

In 2020, Eco-Schools was implemented by FEE member organisations in 70 countries, including two new countries, Burundi and Georgia. The programme engaged more than 19.8 million students and 1.4 million teachers in 56,249 schools worldwide. FEE EcoCampus was implemented in a total of 136 institutions across 22 countries. COVID-19 brought many challenges throughout 2020, especially in terms of school lockdowns. However, it also highlighted the resiliency and adaptability of the Eco-Schools programme and network. Several guides, learning materials, campaigns, and online meetings were created throughout the year to assist National Operators, teachers, and students to stay engaged in the programme – even during lockdowns. Across the three educational programmes, a total of 25 webinars with over 2,400 participants were organised and co-hosted with prominent professionals in the field of Education for Sustainable Development, e.g. from UN Environment, Ellen McArthur Foundation, and PBL Works. A temporary checklist including minimum requirements for assessment for the Green Flag award was also created to enable schools to apply or re-apply for a Green Flag despite the limitations Eco-Schools are facing due to COVID-19. On an international level, a number of partnerships created new opportunities for joint activities such as the development of an online course on Climate Education for FEE Academy together with Office for Climate Education, as well as online seminars and workshops together with eTwinning. In addition, five new lesson plans that promote an action-oriented pedagogy about specific Sustainable Development Goals (SDGs) were published online. These were submitted by teachers in the network as part of a lesson plan competition. The Eco-Schools National Operators Meeting (NOM) took place virtually on 1-3 December 2020 with over 100 participants. The online format made it possible for more countries to attend the NOM and for inviting also national Eco-Schools Team Members, which was highlighted as an important benefit.

Young Reporters for the Environment (YRE) in 2020 had a lot of online activities to empower youth during the pandemic time. YRE launched a series of webinars for students and teachers to educate them online on environmental and journalistic issues. In total, in 2020 YRE ran 29 webinars for over 2,500 participants. To activate students during the lockdown a mini campaign #YREStaysHome was initiated. The winners of our #YREstayshome competition were selected in the five categories of Single Photo, Written Story, Video, Most Active Participant and Special Category. Based on the success of the YRE Stays Home campaign the new #YREStayActive campaign was launched by Autumn 2020. The first winners from the Water Sanitation and Hygiene activities were selected and now together with UNESCO, the Trash Hack Campaign is continued. In activities in 2020, over 275,000 students from almost 5,000 school participated. They have submitted over 16,000 journalistic entries for the YRE competition that had over 6.5 million engagements globally. YRE students participating in the Litter Less Campaign had another successful year reporting on issues related to litter, waste and pollution in their communities. Their stories attracted the attention of local and regional leaders, and some of the problems the Young Reporters brought to light were solved as a result. And the new brochure about Impact measurement was published to present the positive impact on behaviour and opinion leadership of students. To increase the impact and visibility of the programme the new video from the programme and from the LLC was created. A lot of conferences planned for 2020 was organised virtually instead. YRE remained active in this field as well. 10 students from different countries participated in the 4 different conferences to learn, but also to interview speakers and publish stories from them.

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Achievements and performance (continued)

In 2020, LEAF was implemented in 27 countries, including two new countries, England and South Korea. By the end of the year, LEAF reached over 10,000 schools, 43,200 teachers and over 900,000 students globally. In Autumn 2020, LEAF ran its #LEAFanywhere campaign, aiming to bring children and teachers outdoors to explore local fungi and engage in the global network. LEAF renewed its collaboration with Environment Online under a new Memorandum of Understanding, which expands the collaboration between LEAF and ENO beyond tree planting events, and to the co-creation of resources and strengthened partnership in 2021. LEAF supported its network of operators, teachers and schools through COVID-19 response meetings and webinars, as well as a set of thematic activities to implement at home. The LEAF NOM took place virtually on 7-9 October 2020 with over 30 participants, and the engagement of our partners from NAAEE delivering a workshop on Nature Connectedness research. During the NOM, LEAF also celebrated its 20th anniversary with the launch of a video, as well as the launch and signature of its 20th Anniversary Declaration by all National Operators, committing to continue to promote ESD and outdoor education through LEAF. Finally, as per FEE's new structure for international school registrations, LEAF is now offered in over 50 international schools in countries without a National Operator through the FEE Head Office.

b. Fundraising activities and income generation

Summary of Financial Performance:

Total fund balance at 31 December 2020 was €1,177,374, comprised of:

€853,375 Unrestricted funds

€323,999 Restricted funds

FEE does not have any third-party fundraisers acting on its behalf and has not received any complaints about its fundraising activity over the last year.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Reserves policy

The Trustees aim is to establish unrestricted reserves amounting to 6 months of operating costs however, the Trustees are also committed to the continuing growth and development of the charity and therefore it is recognised that reserves are also required to deliver this objective and as a result, it may take some time to achieve the target level of reserves. The charity's free reserves total €740,904 (2019: €630,045). Free reserves allocated for cover for operating costs on the 31 December 2020 amounted to €399,400 (with the remainder allocated for growth). This is about 70% of the full required amount and FEE aims to continue to increase the reserve funds whenever possible towards the 6 months target. This allocation is generally done based on recommendations from the GA on prioritization of use of funds.

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c. Investments policy

The Trustees have a policy of placing funds into short-term cash deposits, which offer an acceptable level of risk for the charity.

d. Summary of financial performance

The FEE Statutory Accounts 2020 continued the consolidated financial report including all of FEE's international activities with the general administration, all programmes and all projects being part of the Financial reporting in the accounts.

The following comments relates to the management accounts and budget for 2020:

Income and Expenditure accounts

- a. The overall income for the year is €170,000 lower than budgeted. The main reason for this an deferment of project activity due to COVID-19 as well as delays in initiating the next phase of Alcoa, secondly FEE saw a drop in income from international hotels, partially countered by an increase in corporate sponsorships.
- b. Wages and salaries are €27,000 higher than budgeted due to significant change of the staff during 2020
- c. Grant expenses are €147,000 lower than budgeted due to project delays because of COVID-19 and delay in the initiation of the next phase of Alcoa.
- d. The overall net income for the year is €199,000 better than budgeted. The main reason for this is the cancellation of all travel due to COVID-19, combined with great resilience in our partners to withstand the impact of COVID-19.

Balance sheet

- e. Debtors at the end of 2020 include unpaid fees/levies from member organisations. The value of the individual receivables have been evaluated and accounted for.
- f. The cash in bank at year-end amount to €1,246,291 and are all placed in accounts in Danske Bank affiliates.

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Plans for future periods

During 2021 FEE will launch its ten-year strategy focusing on Climate Change, Loss of Biodiversity and Environmental Pollution as the main themes for its work. FEE plans to execute this strategy on a four-year cycle that will allow for measurement, evaluation and change when needed. All FEE programmes follow focused two-year action plans driving the strategy implementation and measure the impact of these actions at all levels of the programmes engagement. FEE will report annually to its members on the progress it has made based on the KPIs it has set to measure this impact. FEE will continue to develop materials, projects and partnerships aimed at increasing the strategy impact.

Application for governmental and institutional support – FEE will continue to develop its capacity to apply and lead large scale governmental and institutional projects like the EU Horizon 2020 and UK Aid calls. By doing so FEE will be able to increase its impact and position while also increase and diversify its sources of funding to do so. FEE is looking forward to the results of a few calls with Horizon 2020 proposals that if accepted will present large scale 4–5-year projects aligned with the 10-year strategy goals.

The next FEE General Assembly will be organised on 17 June 2021 as a virtual meeting. FEE will also have a General Meeting on 11 March 2021 to discuss the FEE strategy for 2021-2030.

The FEE Head Office and FEE Board have been working on the suggestion for new Rules of Procedure for FEE. It is the aim that FEE's new Rules of Procedure will be presented at the FEE General Assembly 2021 for approval.

FEE will in 2021 continue the work of developing courses and webinars for member organisations/programme.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Lesley Jones, Chairwoman and President

Date: 10 May 2021

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FOUNDATION FOR ENVIRONMENTAL EDUCATION

Opinion

We have audited the financial statements of Foundation for Environmental Education (the 'charitable company') for the year ended 31 December 2020 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FOUNDATION FOR ENVIRONMENTAL
EDUCATION (CONTINUED)**

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FOUNDATION FOR ENVIRONMENTAL
EDUCATION (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiries with management and those charged with governance about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing Board minutes;
- Reviewing transactions with countries on Financial Action Task Force listing and enquiring with management about due diligence procedures and controls in place;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

Because of the field in which the charitable company operates, we identified the following areas as those most likely to have a material impact on the financial statements: Health and Safety; Employment law; GDPR; and compliance with the UK Companies Act and Charities Act.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF FOUNDATION FOR ENVIRONMENTAL
EDUCATION (CONTINUED)**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Joanne Fox FCA (Senior statutory auditor)

for and on behalf of

Larking Gowen LLP

Chartered Accountants

Statutory Auditors

King Street House

15 Upper King Street
Norwich
NR3 1RB

Date: 12.05.2021

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	Unrestricted funds 2020 €	Restricted funds 2020 €	Total funds 2020 €	Total funds 2019 €
Income from:					
Charitable activities	3	995,202	511,610	1,506,812	2,300,614
Total income		995,202	511,610	1,506,812	2,300,614
Expenditure on:					
Charitable activities		914,264	862,543	1,776,807	2,299,693
Total expenditure		914,264	862,543	1,776,807	2,299,693
Net income/(expenditure)		80,938	(350,933)	(269,995)	921
Transfers between funds	11	19,608	(19,608)	-	-
Net movement in funds		100,546	(370,541)	(269,995)	921
Reconciliation of funds:					
Total funds brought forward		752,829	694,540	1,447,369	1,446,448
Net movement in funds		100,546	(370,541)	(269,995)	921
Total funds carried forward		853,375	323,999	1,177,374	1,447,369

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 20 to 36 form part of these financial statements.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)
REGISTERED NUMBER: 04752279

BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	2020 €	2019 €
Fixed assets			
Intangible assets	8	112,471	122,784
		<u>112,471</u>	<u>122,784</u>
Current assets			
Debtors	9	296,200	166,477
Cash at bank and in hand		1,246,291	1,670,593
		<u>1,542,491</u>	<u>1,837,070</u>
Creditors: amounts falling due within one year	10	(477,588)	(512,485)
Net current assets		<u>1,064,903</u>	<u>1,324,585</u>
Total net assets		<u><u>1,177,374</u></u>	<u><u>1,447,369</u></u>
Charity funds			
Restricted funds	11	323,999	694,540
Unrestricted funds	11	853,375	752,829
Total funds		<u><u>1,177,374</u></u>	<u><u>1,447,369</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Lesley Jones, Chairwoman and President

Date: 10 May 2021

The notes on pages 20 to 36 form part of these financial statements.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 €	2019 €
Cash flows from operating activities			
Net cash used in operating activities	13	(410,062)	134,755
Cash flows from investing activities			
Purchase of intangible assets		(14,240)	(32,069)
Net cash used in investing activities		(14,240)	(32,069)
Change in cash and cash equivalents in the year		(424,302)	102,686
Cash and cash equivalents at the beginning of the year		1,670,593	1,567,907
Cash and cash equivalents at the end of the year	14	1,246,291	1,670,593

The notes on pages 20 to 36 form part of these financial statements

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company. The address of the registered office is 74 The Close, Norwich, Norfolk NR1 4DR and the head office is Scandiagade 13, DK-2450 Copenhagen SV, Denmark.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Foundation for Environmental Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees have considered the financial uncertainty of COVID-19, and have prepared a strategic COVID-19 response plan covering operational and financial options for future actions once there is a better understanding of the financial and practical impact. The level of unrestricted reserves and possible financial savings means that the charity is in a good position to withstand the impact in the short-term. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The Trustees consider that the budgeted income and expenditure is sufficient with the level of unrestricted reserves for FEE to be able to meet its liabilities as they fall due. For this reason the Trustees consider it appropriate for the financial statements to continue being prepared on a going concern basis.

2.3 Income

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The main source of income relates to membership fees and programme levies charged to FEE member organisations as well as from co-operation agreements with corporate partners (mainly Wrigley Foundation) providing funding for specific projects. These are recognised when FEE has entitlement to the income.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charitable company's objectives, as well as any associated support costs.

Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

All expenditure is inclusive of irrecoverable VAT.

2.5 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

2.6 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.7 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into euros at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into euros at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activities.

2.8 Presentational Currency

These financial statements are presented in Euros, which is the local currency. The sterling Euro exchange rate as at 31 December 2020 was £1.105 and as at 31 December 2019 was £1.175.

2.9 Taxation

The charitable company is considered to meet the definition of a charitable company for UK corporation tax purposes. Accordingly, there is no tax charge in these accounts.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.10 Intangible assets and amortisation

Intangible assets costing €5000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. The intangible fixed assets relates to the capitalisation of the website.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Trademarks	- 10 % straight line
Database	- 20 % straight line
Website	- 20 % straight line

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.14 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

3. Income from charitable activities

	Unrestricted funds 2020 €	Restricted funds 2020 €	Total funds 2020 €
Fees and Other income	331,629	-	331,629
Blue Flag	239,678	-	239,678
Eco-Schools	174,148	50,998	225,146
YRE	28,985	458,507	487,492
LEAF	10,117	2,105	12,222
Green Key	210,645	-	210,645
Total 2020	995,202	511,610	1,506,812
	<i>Unrestricted funds 2019 €</i>	<i>Restricted funds 2019 €</i>	<i>Total funds 2019 €</i>
Fees & Other income	358,604	-	358,604
Blue Flag	228,556	-	228,556
Eco-Schools	193,771	140,468	334,239
YRE	37,690	850,537	888,227
LEAF	11,748	247,126	258,874
Green Key	232,114	-	232,114
<i>Total 2019</i>	1,062,483	1,238,131	2,300,614

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

4. Analysis of expenditure by activities

	Activities undertaken directly 2020 €	Governance costs 2020 €	Total funds 2020 €
Meetings & Other Administration Costs	442,250	-	442,250
Blue Flag	170,713	-	170,713
Eco-Schools	203,407	-	203,407
YRE	643,610	-	643,610
LEAF	88,654	-	88,654
Green Key	193,870	-	193,870
Professional fees	-	34,303	34,303
	<u>1,742,504</u>	<u>34,303</u>	<u>1,776,807</u>

	<i>Activities undertaken directly 2019 €</i>	<i>Governance costs 2019 €</i>	<i>Total funds 2019 €</i>
Meetings & Other Administration Costs	465,172	-	465,172
Blue Flag	220,012	-	220,012
Eco-Schools	253,927	-	253,927
YRE	807,863	-	807,863
LEAF	307,807	-	307,807
Green Key	216,797	-	216,797
Professional fees	-	28,115	28,115
	<u>2,271,578</u>	<u>28,115</u>	<u>2,299,693</u>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

4. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Meetings & Other Admin Costs 2020 €	Blue Flag 2020 €	Eco- Schools 2020 €	YRE 2020 €	LEAF 2020 €
Staff costs	310,561	139,947	135,740	155,701	60,548
Travel and admin expenses	68,654	22,903	60,216	470,238	23,103
PR materials	7,335	7,863	6,251	17,671	5,003
Amortisation	18,170	-	-	-	-
Loss/(gain) on foreign exchange	22,130	-	-	-	-
Bad debt write off	15,400	-	1,200	-	-
Total 2020	442,250	170,713	203,407	643,610	88,654

	Green Key 2020 €	Total funds 2020 €
Staff costs	138,651	941,148
Travel and admin expenses	31,843	676,957
PR materials	13,993	58,116
Amortisation	6,383	24,553
Loss/(gain) on foreign exchange	-	22,130
Bad debt write off	3,000	19,600
Total 2020	193,870	1,742,504

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

4. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Meetings & Other Admin Costs 2019 €</i>	<i>Blue Flag 2019 €</i>	<i>Eco-Schools 2019 €</i>	<i>YRE 2019 €</i>	<i>LEAF 2019 €</i>
Staff costs	288,592	164,417	141,028	180,122	83,261
Travel and admin expenses	153,386	48,691	100,353	610,062	199,165
PR materials	23,022	6,904	12,546	17,679	25,381
Amortisation	39,513	-	-	-	-
Loss/(gain) on foreign exchange	(39,341)	-	-	-	-
Total 2019	465,172	220,012	253,927	807,863	307,807

	<i>Green Key 2019 €</i>	<i>Total funds 2019 €</i>
Staff costs	141,971	999,391
Travel and admin expenses	58,151	1,169,808
PR materials	11,516	97,048
Amortisation	5,159	44,672
Loss/(gain) on foreign exchange	-	(39,341)
Total 2019	216,797	2,271,578

5. Auditors' remuneration

	2020 €	2019 €
Fees payable to the charitable company's auditor for the audit of the charitable company's annual accounts	12,215	11,850

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

6. Staff costs

	2020	<i>2019</i>
	€	€
Wages and salaries	845,621	<i>898,032</i>
Social security costs	13,683	<i>14,404</i>
Contribution to defined contribution pension schemes	81,844	<i>86,955</i>
	941,148	<i>999,391</i>

The average number of persons employed by the charitable company during the year was as follows:

2020	<i>2019</i>
No.	<i>No.</i>
15	<i>16</i>

The number of employees whose employee benefits (excluding employer pension costs) exceeded €67,735 was:

	2020	<i>2019</i>
	No.	<i>No.</i>
In the band €67,736 - €70,000	2	<i>3</i>
In the band €70,001 - €80,000	-	<i>1</i>
In the band €100,001 - €110,000	1	<i>1</i>

The fluctuation in the number of employees receiving employee benefits in excess of €67,735 is due to movements in the value of the exchange rate. There have been no significant staff changes during the year.

Key Management personnel are considered to have aggregate remuneration of €627,099 (2019: €647,856).

7. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - €NIL).

Reimbursement of Trustees expenses are set out in note 18.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

8. Intangible assets

	Website €	Trademarks €	Database €	Total €
Cost				
At 1 January 2020	141,669	111,790	25,795	279,254
Additions	-	8,120	6,120	14,240
At 31 December 2020	<u>141,669</u>	<u>119,910</u>	<u>31,915</u>	<u>293,494</u>
Amortisation				
At 1 January 2020	130,580	20,731	5,159	156,470
Charge for the year	6,179	11,991	6,383	24,553
At 31 December 2020	<u>136,759</u>	<u>32,722</u>	<u>11,542</u>	<u>181,023</u>
Net book value				
At 31 December 2020	<u>4,910</u>	<u>87,188</u>	<u>20,373</u>	<u>112,471</u>
At 31 December 2019	<u>11,089</u>	<u>91,059</u>	<u>20,636</u>	<u>122,784</u>

9. Debtors

	2020 €	2019 €
Due within one year		
Trade debtors	266,529	142,952
Other debtors	29,671	23,525
	<u>296,200</u>	<u>166,477</u>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

10. Creditors: Amounts falling due within one year

	2020	<i>2019</i>
	€	€
Trade creditors	137,202	<i>158,832</i>
Other creditors	169,457	<i>163,650</i>
Accruals and deferred income	170,929	<i>190,003</i>
	477,588	<i>512,485</i>
	€	€
Deferred income at 1 January 2020	169,045	<i>150,833</i>
Resources deferred during the year	156,905	<i>169,045</i>
Amounts released from previous periods	(169,045)	<i>(150,833)</i>
	156,905	<i>169,045</i>

Deferred income is in relation to Eco-School levies invoiced in the year relating to 2021 projects.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

11. Statement of funds

Statement of funds - current year

	Balance at 1 January 2020 €	Income €	Expenditure €	Transfers in/out €	Balance at 31 December 2020 €
Unrestricted funds					
General Funds	752,829	995,202	(914,264)	19,608	853,375
Restricted funds					
Alcoa (phase 3)	42,236	-	(35,896)	-	6,340
Wrigley (phase 3)	24,013	-	(22,397)	(1,616)	-
Wrigley (phase 4)	412,511	458,508	(675,208)	3,596	199,407
Toyota Y5	91,061	-	(54,163)	-	36,898
Global Forest	27,757	2,105	(9,481)	-	20,381
W30 Comms	27,670	-	(28,802)	1,132	-
W30 Dev GFF	32,471	-	(13,881)	-	18,590
W30 SAC	27,428	-	(4,708)	(22,720)	-
Lucart	8,999	40,488	(13,192)	-	36,295
Children4Children	394	3,590	-	-	3,984
NAEE Changemaker	-	6,919	(4,815)	-	2,104
	694,540	511,610	(862,543)	(19,608)	323,999
Total of funds	1,447,369	1,506,812	(1,776,807)	-	1,177,374

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

11. Statement of funds (continued)

Restricted Funds

The Litter Less campaign is being implemented through the Young Reporters for the Environment (YRE) and Eco Schools programs, run by the Foundation for Environmental Education and funded by **Wrigley Company Foundation**. The campaign and the programme are open to students aged 11 to 21 who act as 'journalists' investigating the problem of litter and reporting in their community via print, photography or video. During the year a transfer of EUR 1,616 was made between phases as the number of schools reduced in phase 3 which then ended. EUR1,980 was also transferred in from Unrestricted due to an overspend in Phase 4.

Co-operation with **Toyota Motor Europe**: Competition to encourage youth to get us moving in a sustainable direction.

Global Forest Fund minimises effects of CO2 emissions by planting trees.

Alcoa Fund new environmental literacy initiative programme started in 2016 to educate children about environmental issues through science, technology, engineering and math skills.

The Wrigley 30 year anniversary grant (W30) funds internal capacity building and development in regards to communication (Comms), development and promotion of the Global Forest Fund (Dev GFF) and the establishment of a regional African network by supporting African countries (SAC). EUR 22,720 has been transferred from this fund to support African countries membership fees. EUR 1,132 was also transferred into the Comms fund due to an overspend on the finished project.

Lucart funds the E-SPACE programme focused on promoting Circular Economy within the Eco-Schools programme.

Children4Children is to support disaster stricken Eco-Schools around the world.

NAEE Changemaker is to support the development of three courses. The two courses: Understanding the basics of EE/ESD and Project-based Learning through Eco-Schools Seven Steps are being tested. The third course on the assessment of environmental literacy is being developed for launch in summers of 2021.

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11. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2019 €</i>	<i>Income €</i>	<i>Expenditure €</i>	<i>Transfers in/out €</i>	<i>Balance at 31 December 2019 €</i>
Unrestricted funds					
General Funds	761,576	1,062,483	(1,093,442)	22,212	752,829
Restricted funds					
Alcoa (phase 2)	11,546	-	(12,053)	507	-
Alcoa (phase 3)	-	97,926	(55,690)	-	42,236
Wrigley (phase 3)	393,914	-	(369,901)	-	24,013
Wrigley (phase 4)	-	850,537	(438,026)	-	412,511
Toyota Y2 & Y3	13,500	-	-	(13,500)	-
Toyota Y4	62,330	-	(59,804)	(2,526)	-
Toyota Y5	-	235,000	(159,966)	16,027	91,061
Global Forest	16,130	12,127	(500)	-	27,757
W30 Comms	55,784	-	(28,114)	-	27,670
W30 Dev GFF	75,904	-	(43,433)	-	32,471
W30 SAC	55,764	-	(5,616)	(22,720)	27,428
Lucart	-	42,147	(33,148)	-	8,999
Children4Children	-	394	-	-	394
	684,872	1,238,131	(1,206,251)	(22,212)	694,540
Total of funds	1,446,448	2,300,614	(2,299,693)	-	1,447,369

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12. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 €	Restricted funds 2020 €	Total funds 2020 €
Intangible fixed assets	112,471	-	112,471
Current assets	1,218,492	323,999	1,542,491
Creditors due within one year	(477,588)	-	(477,588)
Total	853,375	323,999	1,177,374

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €
Intangible fixed assets	122,784	-	122,784
Current assets	1,142,530	694,540	1,837,070
Creditors due within one year	(512,485)	-	(512,485)
Total	752,829	694,540	1,447,369

13. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 €	2019 €
Net income/expenditure for the period (as per Statement of Financial Activities)	(269,995)	921
Adjustments for:		
Amortisation charges	24,553	44,672
Increase in debtors	(129,723)	(26,857)
Increase/(decrease) in creditors	(34,897)	116,019
Net cash provided by/(used in) operating activities	(410,062)	134,755

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14. Analysis of cash and cash equivalents

	2020 €	2019 €
Cash in hand	1,246,291	1,670,593
Total cash and cash equivalents	1,246,291	1,670,593

15. Analysis of changes in net debt

	At 1 January 2020 €	Cash flows €	At 31 December 2020 €
Cash at bank and in hand	1,670,593	(424,302)	1,246,291
	1,670,593	(424,302)	1,246,291

16. Pension commitments

The charitable company a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

The pension cost charge represents contributions payable by the charitable company to the fund and amounted to €81,844 (2019 - €86,955).

17. Operating lease commitments

At 31 December 2020 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 €	2019 €
Not later than 1 year	80,645	80,645
Later than 1 year and not later than 5 years	40,323	40,323
	120,968	120,968

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18. Related party transactions

The Trustees represent other organisations who are also members of FEE and pay membership fees along with other members. Any transactions between FEE and member organisations in which Trustees have an interest are subject to normal commercial terms.

During the year, all Trustees received reimbursement for direct travel expenses to and from committee meetings and in connection with the business of the charity totalling €9,562 (2019: €27,103), of which €2,224 is yet to be utilised due to COVID-19 travel restrictions. Indirect travel expenses were incurred on the same basis as any other attendee at meetings and conferences for a total of 3 days for one Trustee (2019: 141 days across all Trustees).

No trustees received any remuneration (2019: €Nil).

FEE rents its head office from the Danish Outdoor Council which is a member organisation of FEE. Total rent for the year was €84,042 (2019: €82,800).