

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

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 2021

Trustees	Amine Ahlafi (resigned 17 June 2021) Lourdes Diaz Colon (resigned 17 June 2021) Joaquin Arturo Diaz Rios (appointed 17 June 2021) Josepha Hendriksen (resigned 17 June 2021) Laura Hickey Ian Humphreys, Treasurer Lesley Jones, Chairwoman and President Sasha Karajovic Sanskriti Ravi Menon (appointed 17 June 2021) Nikos Petrou, Vice Chair Petra Lamberha Maria Schut (appointed 17 June 2021)
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 2021

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 2021. 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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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.

Objectives and activities

a. 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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Objectives and activities (continued)

b. Strategies for achieving objectives

In June 2021, the FEE General Assembly approved a new ten-year strategy, GAIA 20:30, which makes a commitment to prioritise all the work on empowering climate action, protecting global biodiversity and reducing environmental pollution over the coming years. Many FEE members are adopting GAIA 20:30 into their organisation's own strategies, whilst the implementation of KPIs and actions needed to achieve our goals is underway through all five FEE programmes.

The main goals (and sub-goals) included in the current Strategic Plan are:

EMPOWER CLIMATE ACTION:

- 1) Ensure FEE's policies and programmes meet its environmental goals;
- 2) Increase climate change knowledge to drive impactful action;
- 3) Support actions for climate resiliency;
- 4) Accelerate the transition to climate neutrality;

PROTECT GLOBAL BIODIVERSITY:

- 1) Preserve existing and create new forests / natural areas;
- 2) Promote sustainable management of the coastal zone;
- 3) Combat pollinator and insect loss;
- 4) Raise awareness of and support actions to remove invasive alien species (IAS);

REDUCE ENVIRONMENTAL POLLUTION:

- 1) Reduce litter and waste;
- 2) Promote responsible production and consumption;
- 3) Increase knowledge and take action to reduce invisible pollutants;
- 4) Promote the circular economy model.

Planned developments within the Action Plan of GAIA 20:30 include both actions to be carried at an organisational level (FEE level) and at a programme level. The main actions identified within the Action Plan of GAIA 20:30 are the following:

1) **EDUCATION** - Identify and/or develop, gather and disseminate educational materials and resources about climate change, biodiversity and pollution for members, National Operators and other audiences both within and outside the FEE network.

2) **ADVOCACY** - Gather stories and best practices from members and promote them to FEE's global audiences. Scale-up communication efforts and strengthen FEE's role in the global dialogue about the strategic focal areas. Produce and disseminate an advocacy guide to help members lobby for action at the local and national levels and use FEE's established brand and position to give credibility to members' advocacy efforts.

4) **PROJECTS** - Pursue funding opportunities and partnerships for developing new projects to be implemented by FEE members, aimed at reducing environmental pollution, reversing biodiversity loss, educating about pollution and biodiversity topics and engaging young people with nature. Increase promotion of existing pollution-related projects and showcase FEE's extensive experience working with pollution reduction and education.

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Objectives and activities (continued)

6) **PARTNERSHIPS** - Bring FEE's methodologies and influence to new audiences through collaboration and partnerships. Continue to strengthen FEE's role in the UNFCCC/UNESCO Action for Climate Empowerment (ACE) and strengthen FEE's involvement with youth organisations. Develop relationships to ensure that FEE has a voice in relevant forums that connect tourism and climate change. Present FEE's programmes and our members' interests to players in the tourism industry.

8) **SUPPORT** - Adapt the FEE financial strategy to make contingency funds available to members and National Operators who are impacted by natural disasters caused by climate change, to ensure continuity of the FEE membership and programmes. Develop additional strategies to support members and sites affected by disasters. Pursue funding opportunities and partnerships for developing projects focused on climate change resiliency and adaptation.

9) **ACCOUNTABILITY** - Ensure that organisational policies and events organised by FEE adhere to the FEE Environmental Policy and encourage Member Organisations to apply the policy to their operations and other events they host. Ensure that all of FEE's suppliers and providers adhere to the principles of responsible production, and that FEE itself engages in responsible consumption.

c. 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.

Achievements and performance

a. Review of activities

In 2021, the Foundation for Environmental Education (FEE) celebrated 40 years of excellence in Education for Sustainable Development (ESD). What began as a regional organisation with just one programme, Blue Flag, and four national members (Spain, France, Germany and Denmark), has since grown into a globally connected network of member organisations in more than 80 countries running five different programmes.

Due to COVID-19, the FEE Board of Directors met virtually in 2021 at meetings held in January, April, May, June, September, and December. Besides the general matters on 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 virtual National Operator Meetings (NOMs) (Young Reporters for the Environment NOM in March, Learning about Forests NOM in May, Blue Flag and Eco-Schools NOM in October). Green Key did not host a NOM in 2021, as NOMs take place on an 18-months cycle.

In May 2021, the Foundation for Environmental Education (FEE) partnered with other organisations and individuals and hosted the inaugural Earth Action Hub event, a dynamic three-day experience that was focusing on youth learning about and promoting sustainable solutions to climate change challenges.

In response to a series of challenges that the members of FEE in the Global South are facing, the organisation established the FEE Regional African Network (FRAN), made up of representatives from member organisations in Mauritius, Morocco, Cape Verde, Burundi, Ghana, South Africa, Zanzibar, Uganda and Madagascar. The aim of the FRAN is to support capacity-building, share best practices and experiences and increase collaboration and financial resources available among the FEE members in the African region. An initial meeting was held on May 10th, 2021, to establish the structure and expected objectives of the FRAN.

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Achievements and performance (continued)

On June 17th, 2021, FEE held its first virtual General Assembly, which had been postponed from 2020 due to the COVID-19 pandemic. The FEE Board of Directors, Head Office Staff and representatives of FEE's member organisations attended the event. Updates to FEE's Rules of Procedure as well as the annual Trustee Reports and Financial Audits (for the years 2019 and 2020) were presented to the participants and approved by the member organisations. An overview of FEE's new ten-year GAIA 20:30 Strategy was shared with participants in a meeting in March, before being ratified by member organisations with enthusiastic support during the GA.

In November, FEE was invited to the 26th UN Climate Change Conference of the Parties (COP26), held in Glasgow. Focused on the theme 'Together for Our Planet', COP26 provided a valuable platform for FEE to showcase the impacts created by its network and to illustrate how each of FEE's programmes drives the agenda of climate action.

Across all five programmes, 11 webinars with over 2700 participants were organised and held during 2021, engaging participants in a number of GAIA 20:30 subgoals. In line with FEE's goal of protecting global biodiversity as laid out in its strategy, GAIA 20:30, FEE was named a Supporting Partner of the UN Decade on Ecosystem Restoration for the protection and restoration of ecosystems and biodiversity around the world.

The 2021 GA also saw several changes in FEE's Board of Directors, with Nikos Petrou (Hellenic Society for the Protection of Nature), Joaquín Díaz (FEE México), Sanskriti Menon (Centre for Environment Education) and Petra Schut (IVN, Instituut voor natuureducatie) stepping up as new Board of Directors members. At the same time, Amine Ahlafi, Lourdes Díaz Colón, and José Hendriksen stepped down from their positions on the Board of Directors.

In 2021, the FEE Board of Directors was pleased to approve associate membership for:

- Japan Alliance of Responsible Travel Agencies (Japan)
- Kuwait Water Association (Kuwait)
- Zamin International Public Foundation (Uzbekistan)

The Board of Directors also approved the upgrading of the following to full membership:

- ECAT (United Arab Emirates)
- FEE Korea (South Korea)
- FEE Mexico (Mexico)
- Reef Conservation (Mauritius)
- Qatar Green Building Council (Qatar)
- Tanzania Forest Conservation Group (Tanzania)
- Association J'Aime ma Planete (Switzerland)
- Keep Australia Beautiful (Australia)

Finally, the Board of Directors also welcomed the Estonian Life-Saving Association (Estonia) and the Foundation Tartu Environmental Education Centre (Estonia) as new Affiliate Members. Biosfera 1 - Associação para Defesa do Meio Ambiente (Cabo Verde) terminated FEE membership in 2021.

a. FEE Academy

2021 saw a steady increase of FEE Academy users, with just over 100 users in January increasing to 478 users by July. By December, the number of users had more than doubled, and 2021 ended with just over 980 FEE Academy users. Of these users, a majority were from Colombia, India, Portugal, Greece, the United Kingdom and Cambodia, reflecting FEE's global network and the demand for professional development and capacity-building in both the Global North and Global South.

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Achievements and performance (continued)

In 2021 alone, the first eight FEE Academy courses were developed and opened for participants around the world. These courses aimed to provide participants with key tools and resources to help them to successfully implement Education for Sustainable Development through the five FEE programmes and work towards achieving our three strategic goals: empowering climate action, protecting global diversity and reducing environmental pollution.

Courses developed and run in 2021 on FEE Academy are either programme-specific or open to all those interested in sustainability and ESD topics. These include:

Programme-specific courses:

- LEAF for National Operators
- YRE for National Operators
- Eco-Schools Seven Steps – A Project Based Learning Best Practice course
- Introduction to Green Key
- Getting Ready for Green Flag

General courses on sustainability and ESD:

- Understanding Environmental Education and Education for Sustainable Development
- Strategies to Advance Circular Economy
- Environmental Journalism: Photography (run twice in 2021)

During 2021, FEE developed resources for other courses scheduled to run in 2022. These include:

- Introduction to Environmental Literacy
- Environmental journalism: Videography
- Environmental journalism: Writing

b. Blue Flag

In 2021 Blue Flag held two international juries for the Northern and the Southern hemispheres. Blue Flag awarded 4,045 beaches, 707 marinas and 79 boats for a total of 4,831 sites in 50 countries. That is respectively +130 beaches, +23 marinas and +7 boats compared to 2020. Finland (mainland) and Trinidad and Tobago received their first Blue Flag awards, opening new regional areas.

Werner and Mertz green cleaning products stopped the partnership with Blue Flag in 2021 as part of their strategy to focus more on the collaboration with the Green Key programme.

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 a success. Despite COVID-19, most of the Blue Flag sites opened for their season, striving 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 a usually 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.

In 2021, the Blue Flag programme began the process of revising the criteria to include ones that address the adaption and mitigation of climate change, the protection of biodiversity and the reduction of pollution.

The Blue Flag programme was also represented at the 4th Ibero-American Summit on Accessible Tourism in Havana, Cuba, as part of a panel discussion on inclusive and accessible nature tourism. Lastly, the Blue Flag programme was featured as a best practice in the UN World Tourism Organization's (UNWTO) 2021 publication 'Accessibility and Inclusive Tourism Development in Nature Areas'.

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Achievements and performance (continued)

c. Green Key

With 2,790 establishments in 57 countries, the Green Key programme continued its position as a leading certification programme for hotels and other tourism establishments. The first Green Key award was received by an establishment in Madagascar, and two establishments in Trinidad & Tobago were the first to receive the Green Key award in the English-Speaking Caribbean.

In 2021, Green Key partnered with the small hotel chain Story Hospitality, entered a new cooperation agreement with Beirholm, and renewed their cooperation agreement with Drinkable Air. The Green Key programme was also represented at COP26 in Glasgow, and highlighted by the Association of Hotels, Restaurants and Cafés (HOTREC) as an example of robust and well-run sustainable tourism scheme in their publication 'Towards sustainable tourism in Europe' (2020).

With a COVID-19 strategy in place until the end of 2021, certification periods were extended beyond 12 months for establishments that were closed or operating with very reduced staff, and with the option to conduct on-site audits virtually.

2021 saw an exciting collaboration between the Green Key programme, the École d'Hôtellerie et de Tourisme Paul Dubrule (EHT), the German agency GIZ's Regional Economic Development Program IV (GIZ RED IV) through the development of a specialisation course on sustainability in tourism and hospitality for young tourism professionals in Cambodia.

As part of FEE's GAIA 20:30, the Green Key programme completed a comprehensive revision of their criteria to ensure their alignment with the strategic goals. Green Key's new standards for 2022-2025 were also announced and have been recognized by the Global Sustainable Tourism Council.

d. Eco-Schools

2021 saw over 1.4 million teachers and more than 20 million students participating in the Eco-Schools programme around the world. The programme was implemented in over 59,000 schools in 72 countries by FEE members, including two new countries: Uzbekistan and Argentina. The programme has seen steady growth in higher education settings as well, with 135 Eco-Campuses in 22 different countries.

The Eco-Schools National Operators Meeting (NOM) took place virtually between 12 -14 October 2021 with over 100 participants.

Within FEE, the Litter Less Campaign is jointly run by the YRE and Eco-Schools programmes. In Eco-Schools, teachers and students develop action plans according to the Seven Steps framework to improve their recycling practices and to reduce the amount of waste and litter produced in their school and local community.

Since 2016, the Eco-Schools programme has been running the Alcoa W5 project with the support of the Alcoa Foundation. In 2021, the Alcoa W5 project was implemented in 33 schools in USA, Canada, Norway and Australia. Through the Seven Steps framework, schools work on one or more of the five project themes: waste, water, watts (energy), wildlife (biodiversity), and warming (climate change). The W5 project develops environmental literacy among both students and teachers, as well as promotes Green STEM and the Sustainable Development Goals. The Eco-Schools programme also produced a number of resources over the year, such as the Curricular Framework for Advancing Circular Economy as part of the E-SPACE project.

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Achievements and performance (continued)

e. Young Reporters for the Environment

In 2021, the Young Reporters for the Environment programme reached over 6,5 million people and engaged over 495,000 Young Reporters in 42 countries around the world. With the support of close to 16,000 teachers, these Young Reports addressed a wide range of environmental issues in 2021, from highlighting the effects of pollution to showcasing efforts to protect native species.

The Eco-Schools National Operators Meeting (NOM) took place virtually between 2 - 4 March 2021.

In 2021, the national and international YRE Competitions focused on FEE's three strategic goals. A total of 19,764 submissions were collected from students in 4,405 schools around the world. International collaboration between students in different countries was positively received, with 505 participants entering in the International Collaboration category.

YRE was also present at a number of international conferences in 2021, including:

- Communication workshop organised by the Speakers Trust;
- COP26 in Glasgow;
- World Environmental Congress;
- International Conference on Sustainability Education;
- Jota-Joti, the world's largest digital Scouts event.

Other collaborations included the UNESCO Trash Hack campaign, which aimed to raise awareness, educate and inspire communities to take actions to reduce litter and waste. Almost 500 best practice entries were submitted from the YRE network.

In 2021, the Litter Less Campaign celebrated its 10-year-anniversary with the annual Community Action Days, which reached an audience of 1,400,000 people. 404,937 students in 757 schools participated in the LLC through Eco-Schools and YRE. In the YRE Competition, more than 1,500 entries were submitted to the Litter Less category. In October, the Mini Litter Less Campaign received over 180 entries around the theme of 'Zero-waste Actions'. Implemented through the YRE programme in 11 countries, the Litter Less Campaign continues to be a successful project with the generous support of the Mars Wrigley Foundation.

f. Learning About Forests

In 2021, the LEAF programme was implemented in over 10,000 schools across 26 countries. 965,000 students and 43,200 teachers participated in programme activities, including planting over 84,200 trees worldwide. The LEAF NOM in 2021 took place online from 25-27th of May.

At the international level, the LEAF programme coordinated the GAIA 20:30 Biodiversity Campaign, developing a set of actions (Online Biodiversity Quiz, Lesson Plan & Best Practice Competitions, Spotting Nature Challenge and Global Action Days 2022). Winning biodiversity lesson plans and best practices collected during the campaign will be awarded in 2022. Other FEE programmes contributed in the shaping of the actions and adapted them to their own agendas where synergies and added value for the network could be found.

To support the continued growth of the LEAF network, the LEAF Handbook for International Schools was developed as a guide for both National Operators and newly joined international schools. The handbook includes a set of initiation activities, as well as performance indicators for international schools, a Biodiversity Register template and an Educational Plan template.

LEAF was also present at a number of international conferences in 2021, including:

- Virtual Colombia BirdFair 2021 that took place in February 2021;
- UNESCO World Conference on ESD.

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Achievements and performance (continued)

In addition, in 2021, LEAF was selected by HundrED as one of the 100 inspiring innovations that are changing the face of education in a post COVID world. The LEAF innovation is featured in the HundrED Global Collection 2022.

Spearheaded by the LEAF programme, FEE was awarded a generous grant from the Helvellyn Foundation for the development of courses on FEE Academy and to support young researchers on Eco-Campuses globally.

h. Global Forest Fund

2021 saw FEE's member organisation in Kenya, the Kenya Organization for Environmental Education (KOE), successfully wrap up their Global Forest Fund (GFF) project 'Tree Planting as a Pathway to Green Growth and Sustainability'. A total of 1,120 students, teachers and community members came together to plant 10,000 native trees best suited for each school's ecological conditions. Students and teachers were also educated on the benefits of trees, forestry practices such as grafting and composting.

b. Fundraising activities and income generation

Summary of Financial Performance:

Total fund balance on 31 December 2021 was €1,294,276, comprised of:

€1,067,151 Unrestricted funds

€227,125 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 €975,943 (2020: €740,904). Free reserves allocated for cover for operating costs on the 31 December 2021 amounted to €500,000 (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 2021 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 relate to the management accounts and budget for 2021:

Income and Expenditure accounts

a. The overall income for the year is €120,000 higher than budgeted. The main reason for this is due to a combination of a timing relating to membership fees and levies being sent out at the end of 2021 due to financial director's resignation at the end of 2021. The statutory accounts have been updated to reflect accrued and deferred income as appropriate. There was also a €14,000 reduction in non-member levies and €160,000 in project funds moved forward to 2022 due to delays in project expense allocations that were unable to be used in 2021 due to COVID-19 restrictions. FEE also saw an increase in royalties and donations income received as well as income from GIZ project, Smurfit Kappa Development Award and income from plaques and flags sent out to our international hotels and members.

b. Wages and salaries have not had a significant change compared to the budgeted amount.

c. Travel and Meetings are €50,000 lower than budgeted due to travel restrictions during COVID-19 and moving to more virtual meetings compared to face-to-face.

d. PR and Marketing are €82,000 lower than budgeted as a PR/Marketing consultant firm was unable to be secured during 2021.

e. Other costs are €45,000 lower than budgeted which includes saving on contingency funds not used during COVID-19 restrictions as well as auditing and legal expenses not being incurred in 2021 due to the resignation of the financial director at the end of 2021 and audit requirements being delayed into 2022. These have been accrued in the year-end statutory accounts.

f. Grant expenses are €109,000 lower than budgeted due to project delays because of COVID-19 and delays in completing necessary project requirements throughout 2021.

g. The overall net income for the year is €413,000 better than budgeted due to reasons listed above.

Balance sheet

a. Debtors at the end of 2021 include unpaid fees/levies from member organisations. The value of the individual receivables have been evaluated and accounted for.

b. The cash in bank at year-end amount to €1,365,810 and are all placed in accounts in Danske Bank affiliates.

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Plans for future periods

During the coming years FEE will need to increasingly implement its ten-year GAIA 20:30 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.

FEE continues 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 is able to increase its impact and position while incrementing and diversifying its sources of funding to do so.

In this regard, FEE has become part of the PLAN'EAT consortium, consisting of 24 Partners. The main objective of PLAN'EAT will be to foster the transition to Healthy and Sustainable Dietary Behaviour through an in-depth understanding of its underlying factors and drivers and through the design of effective recommendations, tools, and interventions, targeting food system actors. PLAN'EAT will aim at implementing an evidence-based, multi-actor, multi-layered and systemic approach at macro (food system), meso (food environment) and micro (individual) levels. Within the project, FEE is responsible for trials with schools and restaurants. In addition, in 2021, the BioBeo project was submitted, FEE being an associated partner of the project. Its overall aim is to develop and implement an education programme to improve understanding and engagement across society regarding circularity and the bioeconomy. Coordinated by the UCD School of Biosystems and Food Engineering, BioBeo will be delivered by 15 partners across 10 countries.

The next FEE General Assembly will take place in 2023. It will be jointly hosted by FEE's members in the Netherlands and Belgium. In 2022, FEE will continue the work on the development of the tools for the evaluation of the actions taken in GAIA 20:30. Furthermore, FEE has engaged with Zestissime, a marketing communications and PR consultancy firm from Switzerland, to improve its organisational approach to both internal and external communications.

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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.

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: 18.08.2022

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**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 2021 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 2021 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 Trustees' 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees 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 other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Due to the field in which the charitable company operates, we identified the areas most likely to have a direct material impact on the financial statements as compliance with the UK accounting standards, the Companies Act 2006 and the Charities Act 2011. In addition, we considered the provisions of other laws and regulations which, whilst not having a direct impact on the financial statements, are fundamental to the charitable company's ability to operate including Employment law, and GDPR.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management about any knowledge 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 statements disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Challenging assumptions and judgement made by management in their significant accounting estimates, in particular in relation to provision for bad debts; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

There are inherent limitations in our audit procedures described above. The more removed that laws or regulations are from financial transactions, the less likely it is that we would be aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and management and the inspection of regulatory and legal correspondence, if any.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

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

Material misstatement that arises due to fraud can be harder to detect than those that arise from error as they 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.

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: 1 September 2022

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted funds 2021 €	Restricted funds 2021 €	Total funds 2021 €	<i>Total funds 2020 €</i>
Income from:					
Charitable activities	3	1,143,762	652,251	1,796,013	1,506,812
Total income		1,143,762	652,251	1,796,013	1,506,812
Expenditure on:					
Charitable activities	4	929,763	749,348	1,679,111	1,776,807
Total expenditure		929,763	749,348	1,679,111	1,776,807
Net income/(expenditure)		213,999	(97,097)	116,902	(269,995)
Transfers between funds	11	(223)	223	-	-
Net movement in funds		213,776	(96,874)	116,902	(269,995)
Reconciliation of funds:					
Total funds brought forward		853,375	323,999	1,177,374	1,447,369
Net movement in funds		213,776	(96,874)	116,902	(269,995)
Total funds carried forward		1,067,151	227,125	1,294,276	1,177,374

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

The notes on pages 21 to 37 form part of these financial statements.

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

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 €	2020 €
Fixed assets			
Intangible assets	8	91,208	112,471
		<u>91,208</u>	<u>112,471</u>
Current assets			
Debtors	9	232,203	296,200
Cash at bank and in hand		1,365,810	1,246,291
		<u>1,598,013</u>	<u>1,542,491</u>
Creditors: amounts falling due within one year	10	(394,945)	(477,588)
Net current assets		<u>1,203,068</u>	<u>1,064,903</u>
Total net assets		<u><u>1,294,276</u></u>	<u><u>1,177,374</u></u>
Charity funds			
Restricted funds	11	227,125	323,999
Unrestricted funds	11	1,067,151	853,375
Total funds		<u><u>1,294,276</u></u>	<u><u>1,177,374</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: 18.08.2022

The notes on pages 21 to 37 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 2021

	Note	2021 €	2020 €
Cash flows from operating activities			
Net cash used in operating activities	13	119,519	(410,062)
		<hr/>	<hr/>
Cash flows from investing activities			
Purchase of intangible assets		-	(14,240)
		<hr/>	<hr/>
Net cash provided by/(used in) investing activities		-	(14,240)
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		119,519	(424,302)
Cash and cash equivalents at the beginning of the year		1,246,291	1,670,593
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year	14	1,365,810	1,246,291
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 21 to 37 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 2021

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 ongoing financial uncertainty of COVID-19, increasing inflation and the threat of recession. 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 2021

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.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

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 2021 was £1.191 and as at 31 December 2020 was £1.105

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.

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.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

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.

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 2021**

3. Income from charitable activities

	Unrestricted funds 2021 €	Restricted funds 2021 €	Total funds 2021 €
Fees and Other income	419,362	-	419,362
Blue Flag	242,228	-	242,228
Eco-Schools	210,366	135,419	345,785
YRE	30,756	516,832	547,588
LEAF	16,443	-	16,443
Green Key	224,607	-	224,607
Total 2021	<u>1,143,762</u>	<u>652,251</u>	<u>1,796,013</u>

	<i>Unrestricted funds 2020 €</i>	<i>Restricted funds 2020 €</i>	<i>Total funds 2020 €</i>
Fees & 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
<i>Total 2020</i>	<u>995,202</u>	<u>511,610</u>	<u>1,506,812</u>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

4. Analysis of expenditure by activities

	Activities undertaken directly 2021 €	Governance costs 2021 €	Total funds 2021 €
Meetings & Other Administration Costs	376,865	-	376,865
Blue Flag	156,195	-	156,195
Eco-Schools	283,185	-	283,185
YRE	563,306	-	563,306
LEAF	65,024	-	65,024
Green Key	216,241	-	216,241
Professional fees	-	18,295	18,295
	<u>1,660,816</u>	<u>18,295</u>	<u>1,679,111</u>

	<i>Activities undertaken directly 2020 €</i>	<i>Governance costs 2020 €</i>	<i>Total funds 2020 €</i>
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>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

4. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Meetings & Other Admin Costs 2021 €	Blue Flag 2021 €	Eco- Schools 2021 €	YRE 2021 €	LEAF 2021 €
Staff costs	287,875	129,412	155,317	174,507	42,470
Travel and admin expenses	70,684	20,530	108,706	354,861	19,031
PR materials	17,798	6,253	17,362	33,938	3,523
Amortisation	14,880	-	-	-	-
Loss/(gain) on foreign exchange	(18,134)	-	-	-	-
Bad debt write off	3,762	-	1,800	-	-
Total 2021	376,865	156,195	283,185	563,306	65,024

	Green Key 2021 €	Total funds 2021 €
Staff costs	153,377	942,958
Travel and admin expenses	35,597	609,409
PR materials	13,384	92,258
Amortisation	6,383	21,263
Loss/(gain) on foreign exchange	-	(18,134)
Bad debt write off	7,500	13,062
Total 2021	216,241	1,660,816

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

4. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Meetings & Other Admin Costs 2020 €</i>	<i>Blue Flag 2020 €</i>	<i>Eco-Schools 2020 €</i>	<i>YRE 2020 €</i>	<i>LEAF 2020 €</i>
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	-	-
<i>Total 2020</i>	<u>442,250</u>	<u>170,713</u>	<u>203,407</u>	<u>643,610</u>	<u>88,654</u>

	<i>Green Key 2020 €</i>	<i>Total funds 2020 €</i>
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 written off	3,000	19,600
<i>Total 2020</i>	<u>193,870</u>	<u>1,742,504</u>

5. Auditors' remuneration

	2021 €	2020 €
Fees payable to the charitable company's auditor for the audit of the charitable company's annual accounts	<u>12,805</u>	<u>12,215</u>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

6. Staff costs

	2021 €	2020 €
Wages and salaries	856,463	845,621
Social security costs	6,594	13,683
Contribution to defined contribution pension schemes	79,901	81,844
	<u>942,958</u>	<u>941,148</u>

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

	2021 No.	2020 No.
	<u>15</u>	<u>15</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded €60,000 was:

	2021 No.	2020 No.
In the band €69,540 - €70,000	-	2
In the band €100,001 - €110,000	1	1

The fluctuation in the number of employees receiving employee benefits in excess of €69,540 (2020: €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 €569,056 (2020: €627,099).

7. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - €NIL).

During the year ended 31 December 2021, no Trustee expenses have been incurred (2020 - €NIL).

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

8. Intangible assets

	Website €	Trademarks €	Database €	Total €
Cost				
At 1 January 2021	141,669	119,910	31,915	293,494
At 31 December 2021	141,669	119,910	31,915	293,494
Amortisation				
At 1 January 2021	136,759	32,722	11,542	181,023
Charge for the year	2,890	11,990	6,383	21,263
At 31 December 2021	139,649	44,712	17,925	202,286
Net book value				
At 31 December 2021	2,020	75,198	13,990	91,208
At 31 December 2020	4,910	87,188	20,373	112,471

9. Debtors

	2021 €	2020 €
Due within one year		
Trade debtors	202,091	266,529
Other debtors	30,112	29,671
	232,203	296,200

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

10. Creditors: Amounts falling due within one year

	2021	<i>2020</i>
	€	€
Trade creditors	86,537	<i>137,202</i>
Other taxation and social security	62,121	<i>-</i>
Other creditors	83,102	<i>169,457</i>
Accruals and deferred income	163,185	<i>170,929</i>
	394,945	<i>477,588</i>
	2021	<i>2020</i>
	€	€
Deferred income at 1 January 2021	156,905	<i>169,045</i>
Resources deferred during the year	150,355	<i>156,905</i>
Amounts released from previous periods	(156,905)	<i>(169,045)</i>
	150,355	<i>156,905</i>

Deferred income is in relation to Eco-School levies invoiced in the year relating to 2022 projects.

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**NOTES TO THE FINANCIAL STATEMENTS
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11. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 €	Income €	Expenditure €	Transfers in/out €	Balance at 31 December 2021 €
Unrestricted funds					
General Funds	853,375	1,143,762	(929,763)	(223)	1,067,151
Restricted funds					
Alcoa (phase 3)	6,340	127,062	(86,321)	-	47,081
Wrigley (phase 4)	199,407	296,604	(452,093)	-	43,918
Wrigley (Transition)	-	220,228	(147,752)	-	72,476
Toyota Y5	36,898	-	(6,981)	-	29,917
Global Forest	20,381	-	(7,847)	-	12,534
W30 Dev GFF	18,590	-	-	-	18,590
Lucart	36,295	-	(35,962)	-	333
Children4Children	3,984	1,357	(5,538)	197	-
NAEE Changemaker	2,104	-	(2,130)	26	-
Earth Action Hub	-	7,000	(4,724)	-	2,276
	323,999	652,251	(749,348)	223	227,125
Total of funds	1,177,374	1,796,013	(1,679,111)	-	1,294,276

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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.

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).

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. During the year a transfer of EUR 197 from Unrestricted due to an overspend.

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. During the year a transfer of EUR 26 from Unrestricted due to an overspend.

Earth Action Hub is to deliver the digital Conference Earth Action Hub and create a permanent content platform.

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**NOTES TO THE FINANCIAL STATEMENTS
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11. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2020 €</i>	<i>Income €</i>	<i>Expenditure €</i>	<i>Transfers in/out €</i>	<i>Balance at 31 December 2020 €</i>
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

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**NOTES TO THE FINANCIAL STATEMENTS
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12. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 €	Restricted funds 2021 €	Total funds 2021 €
Intangible fixed assets	91,208	-	91,208
Current assets	1,364,888	233,125	1,598,013
Creditors due within one year	(388,945)	(6,000)	(394,945)
Total	1,067,151	227,125	1,294,276

Analysis of net assets between funds - prior year

	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

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

	2021 €	2020 €
Net income/expenditure for the year (as per Statement of Financial Activities)	116,902	(269,995)
Adjustments for:		
Amortisation charges	21,263	24,553
Decrease/(increase) in debtors	63,997	(129,723)
Decrease in creditors	(82,643)	(34,897)
Net cash provided by/(used in) operating activities	119,519	(410,062)

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**NOTES TO THE FINANCIAL STATEMENTS
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14. Analysis of cash and cash equivalents

	2021 €	2020 €
Cash in hand	1,365,810	1,246,291
Total cash and cash equivalents	1,365,810	1,246,291

15. Analysis of changes in net debt

	At 1 January 2021 €	Cash flows €	At 31 December 2021 €
Cash at bank and in hand	1,246,291	119,519	1,365,810
	1,246,291	119,519	1,365,810

16. Pension commitments

The charitable company has 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 €117,659 (2020 - €81,844).

17. Operating lease commitments

At 31 December 2021 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 €	2020 €
Not later than 1 year	80,645	80,645
Later than 1 year and not later than 5 years	-	40,323
	80,645	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 €83 (2020: €9,562), of which €nil (2020: €2,244) 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 nil days for nil Trustees (2020: 3 days across all Trustees).

No trustees received any remuneration (2020: €Nil).

FEE rents its head office from the Danish Outdoor Council which is a member organisation of FEE. Total rent for the year was €83,630 (2020: €84,042).