

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
**(A company limited by guarantee)**

---

---

**CONTENTS**

---

	Page
<b>Reference and administrative details of the charitable company, its Trustees and advisers</b>	1
<b>Trustees' report</b>	2 - 18
<b>Independent auditors' report on the financial statements</b>	19 - 22
<b>Statement of financial activities</b>	23
<b>Balance sheet</b>	24
<b>Statement of cash flows</b>	25
<b>Notes to the financial statements</b>	26 - 42

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

---

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**Trustees**                      Helena Atkinson, Treasurer (appointed 15 June 2023)  
  Joaquin Arturo Diaz Rios  
  Laura Hickey (resigned 15 June 2023)  
  Ian Humphreys  
  Lesley Jones, Chairwoman and President  
  Sasha Karajovic  
  Sanskriti Ravi Menon  
  Nikos Petrou, Vice Chair  
  Petra Lamberha Maria Schut

**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**      BW Audit Limited  
  Chartered Accountants  
  Statutory Auditors  
  54 Thorpe Road  
  Norwich  
  Norfolk  
  NR1 1RY

**Bankers**                      Danske Bank  
  Holmens Kanal 2-12  
  1092 Copenhagen  
  Denmark

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

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 2023. 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 charitable 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 resolutions dated 8 June 2012 and 20 April 2020) 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.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**Structure, governance and management (continued)**

**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.

**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 able to manage the fallout. Specially for FEE, the risk regarding Brexit is not as high now as there is clarity on what funding can be applied for.

**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.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**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.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**Objectives and activities (continued)**

3) **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.

4) **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.

5) **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.

6) **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**

Following the COVID 19 crisis, FEE updated its "Travel Policy & Planning for the FEE Head Office", focusing on the need to reduce travel-based emissions and to condense multiple purposes in the same trip, while still acknowledging that physical interaction between stakeholders is beneficial for the operations. The Board of Directors (Trustees) met physically in 2023 at meetings held in March (Morocco), June (The Netherlands), and twice in October (once physically, in Greece, and once virtually, for an extraordinary session).

Besides the general matters on the Board agenda, the main issues for discussion were the process to **update FEE's organisational structure and financial systems**. This initiative, introduced earlier in 2022, underwent meticulous preparation for presentation at the General Assembly (GA). Following its introduction at the GA, the initiative progressed through various working groups, fostering dialogue and engagement across the organization. Presently, FEE is actively engaged in discussions with its members, seeking insights to effectively manage the anticipated growth within the organization. Throughout the year, the Board of Directors (BoD) has addressed membership-related matters, including the approval of new memberships and the continuous development and approval of processes and policies. This ongoing effort underscores FEE's commitment to fostering a dynamic and inclusive community dedicated to environmental education and sustainability.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

In line with its strategic objectives, FEE diligently reported on its **involvement in GAIA 20:30**, offering valuable insights and contributing to broader environmental initiatives in line with its vision and mission. This strategic reporting not only highlights FEE's active participation but also underscores its role as a key player in global environmental advocacy.

The BoD demonstrated its commitment to FEE's mission by actively participating in the organization's first unified **National Operators Meeting (NOM)** in Rabat for the three educational programmes. This participation signifies the BoD's dedication to collaboration and collective action, further strengthening FEE's network and impact. In addition to the meeting in Rabat, FEE organised a virtual Blue Flag NOMs in October and a physical Green Key NOM in Ekaterini, Greece, in November.

Additionally, FEE devoted resources to enhancing its headquarters' capacity, particularly in communication and related areas. This strategic investment underscores FEE's proactive approach to organizational development, ensuring its ability to effectively develop a coherent communications and marketing strategy, and to fulfil its mission in an ever-evolving landscape.

In June 2023, the Foundation for Environmental Education (FEE) published its **Climate Action Plan**, following the process defined for signatories of the **Glasgow Declaration** pledge for the Decarbonisation of the Tourism Sector, committing (also via its Sustainable Tourism programmes Blue Flag and Green Key) to implement a series of actions to raise awareness about and to reduce the impacts of climate change from tourism.

FEE made a significant mark at COP28 by being a notable presence in the inaugural educational pavilion. As the sole non-UAE representative with its dedicated booth, FEE showcased its commitment to environmental education and sustainability on a global stage. Throughout the event, FEE actively engaged in numerous sessions, leveraging these opportunities to present its initiatives, forge partnerships, and elevate the visibility of its work. Notably, FEE took the opportunity to sign agreements with new partners, further expanding its network and impact. At COP28, FEE strategically aligned its efforts with key global initiatives, including the Greening Education Partnership (GEP) and the UN Decade for Ecosystem Restoration. Specifically, FEE presented on the integration of sustainability principles into vocational education for the hospitality workforce, showcasing its innovative approach to embedding sustainability practices at the core of educational curricula. Furthermore, FEE's representation at the Glasgow Declaration booth underscored its dedication to promoting sustainability within the tourism sector.

The **General Assembly (GA)** marked a pivotal moment for FEE, with the election of a new BoD. Six members were re-elected, demonstrating a vote of confidence in their continued leadership and dedication to FEE's mission. One member stepped down, while a new BoD member was elected, bringing fresh perspectives and expertise to the board. Notably, the GA represented a significant milestone as it marked the first physical gathering since the onset of the COVID-19 pandemic, with the last in-person GA held in 2018. This return to physical meetings underscored FEE's resilience and adaptability in navigating challenging circumstances. During the GA, audits for the two previous years were approved, ensuring transparency and accountability in FEE's financial operations. Members also received a comprehensive report on the organization's development, providing insight into its achievements, challenges, and future direction.

Furthermore, the following day saw the convening of the first physical FRAN (FEE Regional African Network) plenary meeting. 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)** in 2021. This session provided an invaluable platform for African countries and members to discuss collaboration opportunities, share insights on common challenges, and articulate their expectations regarding FEE's support in the region. By fostering dialogue and collaboration, FEE reaffirmed its commitment to empowering its members and driving positive change at the regional level.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

In 2023, FEE took proactive steps towards fostering collaboration and partnership in response to the emerging directive on Green Claims, empowering consumers in the green transition. Through the creation of robust processes and active **engagement with other certification bodies**, FEE played a pivotal role in the development of a partnership aimed at addressing future developments in sustainable tourism practices. This initiative underscores FEE's commitment to promoting transparency and credibility in environmental certifications, aligning with evolving regulatory frameworks.

Building on its advocacy efforts, FEE leveraged the momentum generated by its involvement in the Running Out of Time (ROoT) initiative in 2022 to continue advocating for climate education. This advocacy materialized in FEE's co-leadership of Pillar 1 within the **Greening of Education Partnership (GEP)**. Collaborating closely with UNESCO, FEE is at the forefront of efforts to integrate climate education into national curricula, ensuring that future generations are equipped with the knowledge and skills to address pressing environmental challenges. Through these initiatives, FEE reaffirms its position as a key player in environmental advocacy and education, driving positive change at both the local and global levels.

In 2023, the **Litter Less Plus (LLP) campaign** was run from January to December, aiming at bolstering FEE's global efforts to raise awareness about and combat pollution. Integral to FEE's GAIA:2030 strategy, LLP seamlessly linked with the Litter Less Campaign (LLC), leveraging resources and actions taken by all FEE member organizations. Notably, all participants in the LLC were also engaged in the LLP, highlighting the cohesive nature of FEE's pollution reduction initiatives.

Key achievements of the LLP include:

- **Circular Economy Projects in Schools:** FEE received 110 project proposals from teachers around the world and disseminated 60 grants, each about €500 to schools from 13 countries. The schools designed and implemented projects on circular economy on the whole school approach and submitted reports on their projects.
- **Pollution Quizzes and Webinars:** quizzes on pollution garnered significant participation, with over 1,300 individuals taking part. Additionally, FEE hosted seven successful webinars on various pollution-related topics, attracting a total of 1,127 participants.
- **Global Action Days (GAD):** The two-week GAD campaign held in April witnessed a 25% increase in registrants compared to the previous year. With 1,581 institutions from 87 countries participating, GAD 2023 engaged over 217,000 participants globally. The campaign garnered substantial online engagement, with the GAD Facebook group witnessing a significant increase in membership and interaction.
- **Lesson Plans Competition:** A Lesson Plans Competition on pollution was conducted for teachers, with the best four teachers recognized for their outstanding contributions.

In 2023, FEE reached a significant milestone with the conclusion of the **GAIA Fellowship Programme**, a testament to its commitment to nurturing the next generation of environmental leaders. Throughout the programme, mentored youth showcased remarkable projects, demonstrating their passion for environmental stewardship and innovative solutions. As FEE reflects on the lessons learned from this initiative, a dedicated process has been initiated to discern the most effective strategies for continuing and expanding this impactful work in the future.

In the past years, FEE engaged the services of Zestissime!, an external consultancy firm. This partnership proved instrumental in refining and enhancing **FEE's communication strategies** and outreach initiatives. As the collaboration evolved, FEE made the strategic decision to establish an in-house director-level position for communication and marketing. The recruitment process culminated in the appointment of a seasoned professional who commenced duties in early 2024. While transitioning towards in-house expertise, FEE will gradually phase out its reliance on external consultancy support.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

In 2023, FEE's commitment to global environmental education was exemplified through the deployment of a member of its network to South Africa. This initiative was part of the **FEE Ambassador's Programme**, aimed at extending FEE's reach and impact across diverse regions. The selected member travelled to South Africa to lend support to the development of the LEAF (Learning about Forests) programme in the country.

In August 2023, FEE concluded its first year within the **EU-funded Horizon project PLAN'EAT**, with UKRI funding FEE tasks under the Horizon Project Guarantee. The project engaged National Operators (NOs) from Belgium, Italy, Greece, Spain, Poland, Germany, and Sweden. As leader of the Consultation Working Group (CWG) of restaurants, FEE recruited 26 restaurants across 10 countries, facilitating data collection on their needs and current initiatives for offering sustainable and healthy food options. In October 2023, the first physical Consortium Meeting took place in Barcelona, where FEE presented the project's initial outcomes. FEE's involvement focuses on examining the role of education in shaping better food environments through curriculum and school practices.

As an associated partner of the BioBeo project, FEE's overall aim is to develop and implement an education programme to improve understanding and engagement across society regarding circularity and the bioeconomy. FEE Head Office also joined a Steering Committee meeting held in Warsaw in November.

In 2023, the FEE Board of Directors was pleased to **approve Associate Membership** for:

- Sint Maarten, Environmental Protection in the Caribbean (EPIC)
- Armenia, "ISSD" Innovative Solutions for Sustainable Development of Communities
- Estonia, Foundation Tartu Environmental Education Centre had their membership status changed and became an associate member

In 2023, The Board of Directors also approved the upgrading of the following to **Full membership**:

- Poland, Polish Foundation for Environmental Education
- Trinidad and Tobago, Green T & T
- Chile, Fundacion Educarse
- New Zealand, Keep New Zealand Beautiful
- Malaysia, Green Growth Asia Foundation

**New Affiliate members** in 2023:

- Denmark, National Park Skjoldungernes Land

In 2023, the full member ECAT had its **membership terminated**.

In response to the unfortunate loss of a key figure within the FEE Headquarters, the organization, in consultation with the Board of Directors, embarked on a restructuring initiative aimed at fortifying its educational programmes. Recognizing the increased workload and evolving opportunities within this vital area, FEE made the strategic decision to employ two director-level positions. These new roles were designed to provide focused leadership and support in developing and expanding FEE's educational initiatives to better align with emerging opportunities and demands.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

Additionally, as these expanded opportunities would necessitate additional resources, FEE initiated a process at the end of 2023 to recruit **a dedicated fundraising role** within the organization, to commence in 2024. This proactive step underscores FEE's commitment to securing the necessary resources to sustain its growth and effectively address the evolving needs of its educational programmes. By investing in talent and resources, FEE is positioning itself to further advance its mission of environmental education and sustainability on a global scale.

In a demonstration of their commitment to expanding FEE's global reach and impact, several members of the Board of Directors (BoD) actively engaged in exploring, initiating, and supporting the **development of new memberships in Southeast Asia**. This proactive involvement included significant efforts such as travelling to the region to cultivate relationships and foster partnerships conducive to membership growth.

**a. FEE Academy**

In 2023, 5092 new users joined FEE Academy, resulting in a total of 7277 users by the end of 2023. The top 5 countries represented by users are the United Arab Emirates, the United Kingdom, Greece, India, and Malaysia. In 2023, a significant majority (almost 4000 users) of new users identified as educators.

In 2023, FEE Academy hosted 21 unique courses.

Both Green Key and Blue Flag developed courses to train and build capacity within the FEE network for control visits (Blue Flag sites) and audits (of Green Key establishments). The educational programmes continued to run the existing programmes dedicated to teacher training and programme implementation.

Several courses were also translated in 2023. The Learning & Teaching about SDGs course, funded through the Alcoa W5 project, was translated into French, Spanish, Norwegian, Italian, Arabic and Mandarin. The GAIA 20:30 Biodiversity and Pollution courses were also translated into Italian, Arabic and Mandarin.

The Climate Change Education: From Action to Knowledge course, developed in partnership with the Office for Climate Education was officially launched in April 2023, and had over 1000 enrolled participants by December.

The Eco-Schools Seven Steps course began a critical tool for FEE as a co-lead of Pillar 1 of the Greening Education Partnership, with over 1000 participants enrolled in the course and a course completion rate of just under 50%.

Through the Green Key project with GIZ Cambodia, the Basics to Sustainability in Tourism and Hospitality course was launched by the end of the year.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**b. Blue Flag**

In 2023, Blue Flag held two international juries for the Northern and the Southern hemispheres. Blue Flag awarded 4,212 beaches, 711 marinas and 122 boats for a total of 5,045 sites in 52 countries. That is respectively -4 beaches, -23 marinas and +6 boats compared to 2022. The global balance was mainly impacted by the loss of Blue Flag awarded sites in Russia and Ukraine (-60 BF sites between the two countries). The US and Albania received their first Blue Flag awards, opening new regional areas.

In 2023, Blue Flag International renewed its corporate partnership agreement with Pick a Pier for another two years (2023/2024). FEE applied for an EU funded large scale project towards ecosystem restoration and coastal resiliency with the FUTURE BLUE Consortium. Even if unsuccessful, this built on the good relationship with EConcrete. The cooperation with EConcrete in regard of the European Project "Living Ports" has been completed. FEE and EConcrete are seeking new ways for collaboration with potential fundings, e.g. Call for projects, etc.

Blue Flag International (BFI) answered an EU Interreg Baltic call for proposal together with GERICS, DOC, FEE Latvia, and EUCC-D. The project focuses on Climate Adaptation Local Communities Action Plan in the Baltics and was approved. The project kicked off in September 2023. BFI continues to engage in data sharing with EU research institutions and participates in the EU Tourism Dashboard and started a collaboration for the EU Nature Based Tourism assessment. FEE was approached to join the UN Ocean Decade NGO taskforce. The BF International Director represents FEE and the network on this platform.

The global Blue Flag criteria revision Working parties kicked off early 2023, with the setting up of seven working groups looking at the GAIA 20:30 pillars and other important themes for the standard. A series of virtual meetings culminating at the Blue Flag virtual NOM in October 2023 have been held for each working party. The work is still under way during 2024.

In 2023, the BF International Coordinator has started a remote post-graduate specialisation degree on a part-time basis to support the necessary revision of the Blue Flag processes in light of the EU Green Claims Directives and tourism verification standards expectations.

BFI attended several partners' international conferences in 2023, including the ICOMIA International Conference in Portugal, Sail Training International Conference in France, as well as the national conferences in Turkey and Spain.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
**(A company limited by guarantee)**

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**c. Green Key**

In 2023, Green Key experienced significant expansion, witnessing a remarkable surge in certified establishments. The programme saw a nearly 30% increase, with the number of certified establishments growing from approximately 3,700 to around 4,800 by the end of the year.

Green Key's growth was facilitated by successful collaborations with major international hotel chains and tour operators. Building on existing partnerships with prominent names such as Radisson Hotel Group and NH, Green Key expanded its reach by welcoming three new international hotel chains, including Accor Hotels and IHG (InterContinental). Additionally, strengthened cooperation with tour operators like Jet2holidays further propelled Green Key's impact. In 2023, Green Key solidified partnerships with key industry stakeholders to advance sustainable tourism efforts. Notably, formal agreements were established with the Sustainable Hospitality Alliance and the Caribbean Hotel and Tourism Association, aiming to empower sustainable tourism initiatives globally, including certification programmes in the Caribbean region.

Internally, Green Key introduced new online application and audit tools to streamline certification processes. Partnering with a new database provider enabled faster collaboration with online booking platforms, enhancing visibility for certified establishments and catering to the growing interest in sustainable accommodations among travellers.

Green Key's impact was further underscored by increasing attention in the media and online platforms. The programme's website experienced a significant surge in unique visitors, reflecting heightened interest in sustainable tourism and in the programme's work. Additionally, media monitoring initiatives yielded positive results, indicating growing recognition and visibility for Green Key in the public sphere.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**d. Eco-Schools**

In 2023, the Eco-Schools programme engaged over 1 million teachers and more than 14 million students across 49,600 schools in 74 countries.

Eco-Schools expanded to include Bangladesh and Armenia, while Australia transitioned its membership to KAB regional offices. However, ECAT in the UAE ended its membership, leading to collaboration with the UAE Ministry of Education. The programme also extended to 47 international schools in non-member countries.

Personnel changes saw the addition of two Directors of Education, a coordinator for the EU project PlanEAT and EcoCampus, and an additional part-time employee to support International Schools management alongside her role as Eco-Schools NO in Argentina.

The inaugural joint educational programmes NOM for Eco-Schools, YRE, and LEAF was held in Rabat, Morocco, hosted by The Mohammed VI Foundation for Environmental Protection.

FEE EcoCampus underwent review, with plans for a development strategy and the first international conference scheduled for 2024.

The Eco-Schools W5 project concluded, while the E-SPACE project, supported by Pratt & Whitney's E-STEM Awards, concluded successfully in multiple countries.

FEE participated in the New European Bauhaus (NEB-LAB) project launch. By building on the concept of Open Schooling, the selected pilot sites will develop concrete and replicable climate action plans, raising citizen awareness activities to facilitate social innovation, promote education and training for sustainability.

In 2023, a total of 47 international schools were actively part of FEE's ESD programmes in 21 countries. Two international schools from Saudi Arabia renewed their Green Flag award, and two new international schools were awarded with a new Green Flag, one from Botswana and one from Costa Rica. After the closure of the annual registration window on January 31st, 2024, nine new International Schools registered.

FEE played an active role in the development of the Greening Education Partnership (GEP), launched by the UN Secretary General in 2022, and was well-represented at COP28 in Dubai, facilitating discussions on various environmental topics. Additionally, the FEE Teacher Award was celebrated on World Environment Day, with a call for new applicants launched later in the year.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**e. Young Reporters for the Environment**

As the former YRE Director sadly passed away in July 2023 due to illness, the Head Office staff had to re-prioritise activities until a new Education Director has taken over.

Nevertheless, the YRE programme managed to run the main activities and maintain close communication with the member countries.

In 2023, we ran YRE in 7154 schools in 44 countries, involving 336,284 students and about 28,000 teachers. Our awareness-raising YRE activities reached about 5 million people around the globe, calling for environmental actions. The YRE Competition saw 22,789 entries, where 7,804 were articles, 13,142 photos and 21,103 videos.

Our member in Brazil, IAR as well as Czech Republic, TEREZA will no longer be running YRE.

The new Media Category was approved in 2023 and will become part of the International YRE Competition starting 2025 and will be communicated to NOs during 2024. The new category will focus on podcasting for 2024/2025 competition and then in 2025/2026, the artistic journalism category will be implemented.

The YRE Director attended and was a keynote speaker at the 6th WOSM Conference organised from 1st until 3rd December in Paris. During this conference, LWD also ran a workshop session with Scout Leaders from around the world to show how they could implement the YRE programme in their scout groups and how YRE can be used as a tool to help support Greening of Education Partnership (GEP) pillar 4 and foster youth leadership.

The collaboration with UNESCO's ASPnet schools is expanding through the YRE-Litter Less Campaign and more countries come on board. Currently we have 10 UNESCO countries that participate in LLC activities and 3 more will likely join in year 3 of the campaign.

In 2023, the Litter Less Campaign had been combined with the Litter Less Plus Campaign and was open up for all of FEE Educational Programmes. For more details, please look at the LLP section.

YRE-LLC strengthened the collaboration between YRE and scouts (WOSM) by presenting YRE and LLC at the Jota Joti international online scout event in October. Our successful collaboration with UNESCO ASPnet schools through the YRE-LLC is also expanding to more countries.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**f. Learning About Forests**

In 2023, the LEAF programme was implemented in over 3,900 schools across 27 countries. Over 669,00 students and 23,700 teachers participated in the programme, including planting over 275,000 trees worldwide. In 2023, Germany and Scotland completed their 2022/23 free pilot year running the LEAF programme, while FEE member in Brazil, IAR and FEE Latvia indicated they would no longer be running LEAF in 2024.

At the international level, LEAF is leading FEE's involvement in the UN Decade on Ecosystem Restoration as a Supporting Actor. FEE is also co-leading the Education Challenge 6.1 which aims to embed ecosystem restoration education (ERE) into formal and non-formal education systems worldwide by 2030.

After the last meeting with UNESCO and NAAEE in September, it was agreed that the next programme efforts will focus on the establishment of an Advisory Board. A list of members for the advisory committee and their suitability were reviewed.

In September, LEAF was represented (online) at the International Conference on Sustainability Education (ICSE) and gave a presentation on the UN Decade on Ecosystem Restoration's initiative.

For third year, LEAF has been selected as one of the most impactful and scalable innovations in education by the 2024 HundrED.org Global Collection.

FEE has also linked teachers from the network using the eTwinning platform with the University of Hohenheim (Germany) to assist with the pilot of an educational bioeconomy board game. FEE HO participated in the first Advisory Board of the sister project – GEN B.

Through the LEAF programme, FEE secured extended funding from the Helvellyn Foundation until 2025, supporting actions aligned with the UN Decade on Ecosystem Restoration.

**g. Global Forest Fund**

In 2023, the Kenya Organization for Environmental Education (KOE), a member organization of FEE, continued its impactful Global Forest Fund (GFF) project, 'Tree Planting as a Pathway to Green Growth and Sustainability', with significant success. The project focused on educating students and teachers about the benefits of trees, forestry practices, and actively engaging them in activities such as irrigation and monitoring of planted trees.

To empower students, KOEE formed a student team tasked with leading the project and educating their peers about the economic, social, and environmental benefits of trees. Additionally, capacity-building sessions were conducted for teachers and parents, emphasizing the incorporation of tree-related information into teaching lessons and promoting tree nurturing within communities.

Monitoring activities included the capture of photos and videos to track changes in the planted site over time and assess tree survival rates. Efforts were also directed towards site management, including weeding, to ensure optimal growth conditions. Despite challenges such as drought and curriculum constraints impacting tree survival, KOEE remains committed to the project's success, planning for the replacement of dead trees and future planting activities with the onset of expected long rains in early April.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**Fundraising activities and income generation**

Total fund balance on 31 December 2023 was €1,510,038 (2022: €1,277,791), comprised of:

€1,260,867 (2022: €1,128,491) Unrestricted funds

€249,171 (2022: €149,300) 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 €1,161,561 (2022: €1,045,469). Free reserves allocated for cover for operating costs on the 31 December 2023 amounted to €600,000 (with the remainder allocated for growth). This is about 80% 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.

**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.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**Financial Review (continued)**

**d. Summary of financial performance**

The FEE Statutory Accounts 2023 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 statutory accounts and budget for 2023:

**Income and Expenditure accounts**

a. The overall income for the year is €67k higher than budgeted. The main reason for this is that FEE received an agreement from Helvellyn whom will contribute £50k per year for 3 years to support FEE activities. These funds will be unrestricted, however, use of these funds have already be planned to ensure they meet the agreement terms. Other contributing factor for the growth of 2023 is attributed to the exponential growth of the Green Key International Hotels.

b. Wages and salaries budget are €71k lower than budget. The difference is mainly due to staffing changes during the year.

c. Travel and Meetings have not had a significant change compared to the budgeted amount. FEE is also continuing to minimise its travel needs to meet the GAIA 20:30 strategy.

d. PR and Marketing are €80k lower than budgeted. The contributing factors for this were related to the educational team held a joint NOM in March 2023.

e. Grant expenses have not had a significant change compared to the budgeted amount.

f. Other expenses are €158k lower than budgeted due to the change in timing of some of the budgeted development expenditure.

f. The overall net income for the year is €379k higher than budgeted. The main reason for this for the same reasons stated above.

**Balance sheet**

a. Debtors at the end of 2023 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 €1,476,596 and are all placed in accounts in Danske Bank affiliates.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**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 can increase its impact and position while incrementing and diversifying its sources of funding to do so. FEE will continue during 2024 to apply for a number of calls for projects and focus both on education and on coastal development, forwarding the GAIA 20:30 strategy and its objectives as part of the planning and implementation of these projects.

In line with its commitment to environmental education and sustainability, FEE prioritized the expansion of its ESD programmes, with a particular focus on the GEP. Efforts were and will be directed towards increasing the number of schools and teachers engaged in these programmes, facilitating the integration of climate change education into educational curricula.

Simultaneously, FEE will dedicate resources to enhancing its non-formal educational capacity and impact (e.g. Scouts, Sail Training International). FEE will focus on developing innovative approaches to engage diverse audiences and foster environmental stewardship beyond traditional educational settings. These efforts aim to maximize FEE's reach and effectiveness in promoting sustainable practices and behaviours.

Looking ahead, fundraising will play a pivotal role in supporting FEE's future endeavours, particularly in advancing the objectives outlined in the GEP and the UN Decade of Ecosystem Restoration. FEE is poised to increase its active fundraising activities through various channels, including governmental grants and corporate foundations, to secure the resources necessary to drive meaningful impact.

FEE intends to look at how to further develop its tourism-based programmes to make sure that its commitment to the Glasgow Declaration materialises in continuous improvement and updates of its climate action plan.

During 2024, the Blue Flag programme will have a physical NOM in Trinidad and Tobago, bringing National Operators together to discuss relevant developments in the programmes and in the implementation of GAIA 20:30, to share plans and opportunities for the future, and to favour internal networking.

In 2024, the staff of FEE Head Office will continue to participate in international Conferences, such as COP 29 on Climate Change and more, so that the experiences and best practices from the network, as well as the agenda of GAIA 20:30 can be brought to the attention of local, regional, national and international decision-makers, while ensuring that its commitment to reduce travel-related emissions is implemented.

Lastly, FEE will continue in its effort to build solid and valuable partnerships to synergise with other corporate and institutional organisations and increase the impact according to FEE's GAIA 20:30 strategy.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**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: 26.04.2024

---

**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 2023 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 2023 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.

**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.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

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

---

**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 objectives of our audit in respect of fraud are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both the management and those charged with governance of the charitable company.

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 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, GDPR and compliance with various other regulations relevant to the operation of the charitable company.

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 legal and professional fees for indicators of litigation;
- Reviewing transactions with countries on the Financial Action Task Force listing and enquiring with management about the due diligence procedures and controls in place;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Assessing the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance;
- Challenging assumptions and judgements 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 of journal entries and other adjustments for appropriateness.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

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

---

Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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](http://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 BA FCA (Senior statutory auditor)**

for and on behalf of

**BW Audit Limited**

Chartered Accountants

Statutory Auditors

54 Thorpe Road

Norwich

Norfolk

NR1 1RY

Date: 29 April 2024

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2023**

		Unrestricted funds 2023 €	Restricted funds 2023 €	Total funds 2023 €	<i>Total funds 2022 €</i>
	Note				
<b>Income from:</b>					
Charitable activities	3	1,473,216	725,839	2,199,055	1,755,176
<b>Total income</b>		<u>1,473,216</u>	<u>725,839</u>	<u>2,199,055</u>	<u>1,755,176</u>
<b>Expenditure on:</b>					
Charitable activities	4	1,340,840	625,968	1,966,808	1,771,661
<b>Total expenditure</b>		<u>1,340,840</u>	<u>625,968</u>	<u>1,966,808</u>	<u>1,771,661</u>
<b>Net movement in funds</b>		<u>132,376</u>	<u>99,871</u>	<u>232,247</u>	<u>(16,485)</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward		1,128,491	149,300	1,277,791	1,294,276
Net movement in funds		132,376	99,871	232,247	(16,485)
<b>Total funds carried forward</b>		<u>1,260,867</u>	<u>249,171</u>	<u>1,510,038</u>	<u>1,277,791</u>

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

The notes on pages 26 to 42 form part of these financial statements.

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

**BALANCE SHEET**  
**AS AT 31 DECEMBER 2023**

	Note	2023 €	2022 €
<b>Fixed assets</b>			
Intangible assets	8	99,306	83,022
		<u>99,306</u>	<u>83,022</u>
<b>Current assets</b>			
Debtors	9	316,183	309,217
Cash at bank and in hand		1,476,596	1,294,258
		<u>1,792,779</u>	<u>1,603,475</u>
Creditors: amounts falling due within one year	10	(382,047)	(408,706)
<b>Net current assets</b>		<u>1,410,732</u>	<u>1,194,769</u>
<b>Total net assets</b>		<u><u>1,510,038</u></u>	<u><u>1,277,791</u></u>
<b>Charity funds</b>			
Restricted funds	11	249,171	149,300
Unrestricted funds	11	1,260,867	1,128,491
<b>Total funds</b>		<u><u>1,510,038</u></u>	<u><u>1,277,791</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: 26.04.2024

The notes on pages 26 to 42 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 2023**

---

	<b>2023</b> €	<i>2022</i> €
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	<b>223,007</b>	<i>(58,236)</i>
	<hr/>	<hr/>
<b>Cash flows from investing activities</b>		
Purchase of intangible assets	<b>(40,669)</b>	<i>(13,316)</i>
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>(40,669)</b>	<b>(13,316)</b>
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>182,338</b>	<b>(71,552)</b>
Cash and cash equivalents at the beginning of the year	<b>1,294,258</b>	<i>1,365,810</i>
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>1,476,596</b>	<i>1,294,258</i>
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 26 to 42 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 2023**

---

**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 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 2023**

---

**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.

In the prior year, transactions in foreign currencies were translated into euros at the rate ruling on the date of the transaction. In the current year, transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction and converted into euros using the average exchange rate at the year end.

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

**2.8 Presentational currency**

These financial statements are prepared in Euros. The sterling Euro exchange rate as at 31 December 2023 was €1.153 and as at 31 December 2022 was €1.127.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**2. Accounting policies (continued)**

**2.9 Taxation**

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**2.10 Intangible assets and amortisation**

Intangible assets costing €5,000 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.

Amortisation is provided on the following bases:

Database	- 20 % straight line
Trademarks	- 10 % 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 2023**

---

**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 2023**

---

**3. Income from charitable activities**

	<b>Unrestricted funds 2023 €</b>	<b>Restricted funds 2023 €</b>	<b>Total funds 2023 €</b>
Fees and other income	562,939	-	<b>562,939</b>
Blue Flag	224,183	-	<b>224,183</b>
Eco-Schools	185,686	106,564	<b>292,250</b>
YRE	29,008	565,460	<b>594,468</b>
LEAF	15,973	16,098	<b>32,071</b>
Green Key	455,427	37,717	<b>493,144</b>
	<u>1,473,216</u>	<u>725,839</u>	<u><b>2,199,055</b></u>

	<i>Unrestricted funds 2022 €</i>	<i>Restricted funds 2022 €</i>	<i>Total funds 2022 €</i>
Fees and other income	392,880	-	392,880
Blue Flag	269,121	-	269,121
Eco-Schools	194,432	57,637	252,069
YRE	28,762	473,822	502,584
LEAF	10,000	16,829	26,829
Green Key	307,397	4,296	311,693
	<u>1,202,592</u>	<u>552,584</u>	<u>1,755,176</u>

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**4. Analysis of expenditure by activities**

	<b>Activities 2023 €</b>	<b>Support costs 2023 €</b>	<b>Total funds 2023 €</b>
Meetings & other administration costs	611,138	-	611,138
Blue Flag	146,675	-	146,675
Eco-Schools	317,143	-	317,143
YRE	493,363	-	493,363
LEAF	70,864	-	70,864
Green Key	302,244	-	302,244
Professional fees	-	25,381	25,381
	<u>1,941,427</u>	<u>25,381</u>	<u>1,966,808</u>

Meetings & other administration costs and professional fees are support costs in relation to the charitable activities.

	<i>Activities 2022 €</i>	<i>Support costs 2022 €</i>	<i>Total funds 2022 €</i>
Meetings & other administration costs	520,477	-	520,477
Blue Flag	159,607	-	159,607
Eco-Schools	214,490	-	214,490
YRE	532,461	-	532,461
LEAF	88,021	-	88,021
Green Key	215,763	-	215,763
Professional fees	-	40,842	40,842
	<u>1,730,819</u>	<u>40,842</u>	<u>1,771,661</u>

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**4. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Meetings &amp; other admin costs 2023 €</b>	<b>Blue Flag 2023 €</b>	<b>Eco-Schools 2023 €</b>	<b>YRE 2023 €</b>	<b>LEAF 2023 €</b>
Staff costs	430,824	107,079	205,935	170,432	51,873
Amortisation	3,061	-	-	-	-
Travel and admin expenses	156,039	26,296	93,996	291,744	14,706
Loss/(gain) on foreign exchange	6,369	-	-	-	-
PR materials	13,064	13,300	17,212	31,187	4,285
Bad debt write off	1,781	-	-	-	-
	<u>611,138</u>	<u>146,675</u>	<u>317,143</u>	<u>493,363</u>	<u>70,864</u>

	<b>Green Key 2023 €</b>	<b>Total funds 2023 €</b>
Staff costs	187,116	1,153,259
Amortisation	10,709	13,770
Travel and admin expenses	87,052	669,833
Loss/(gain) on foreign exchange	-	6,369
PR materials	17,367	96,415
Bad debt write off	-	1,781
	<u>302,244</u>	<u>1,941,427</u>

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**4. Analysis of expenditure by activities (continued)**

**Analysis of direct costs (continued)**

	<i>Meetings &amp; other admin costs 2022 €</i>	<i>Blue Flag 2022 €</i>	<i>Eco-Schools 2022 €</i>	<i>YRE 2022 €</i>	<i>LEAF 2022 €</i>
Staff costs	374,085	99,431	103,659	169,496	51,022
Amortisation	3,128	-	-	-	-
Travel and admin expenses	140,889	44,785	71,413	322,037	31,991
Loss/(gain) on foreign exchange	(33,525)	-	-	-	-
PR materials	24,933	15,391	36,958	40,928	5,008
Bad debt write off	10,967	-	2,460	-	-
	<u>520,477</u>	<u>159,607</u>	<u>214,490</u>	<u>532,461</u>	<u>88,021</u>
				<i>Green Key 2022 €</i>	<i>Total funds 2022 €</i>
Staff costs				133,179	930,872
Amortisation				6,383	9,511
Travel and admin expenses				44,878	655,993
Loss/(gain) on foreign exchange				-	(33,525)
PR materials				31,323	154,541
Bad debt write off				-	13,427
				<u>215,763</u>	<u>1,730,819</u>

**5. Auditors' remuneration**

	<b>2023 €</b>	<b>2022 €</b>
Fees payable to the charitable company's auditor for the audit of the charitable company's annual accounts	<u>12,070</u>	<u>12,750</u>

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**6. Staff costs**

	<b>2023</b>	<i>2022</i>
	<b>€</b>	<b>€</b>
Wages and salaries	<b>1,071,593</b>	<i>850,411</i>
Social security costs	<b>7,086</b>	<i>6,454</i>
Contribution to defined contribution pension schemes	<b>74,580</b>	<i>74,007</i>
	<b><u>1,153,259</u></b>	<i><u>930,872</u></i>

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

	<b>2023</b>	<i>2022</i>
	<b>No.</b>	<i>No.</i>
Employees	<b><u>16</u></b>	<i><u>13</u></i>

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

	<b>2023</b>	<i>2022</i>
	<b>No.</b>	<i>No.</i>
In the band €70,001 - €80,000	<b>3</b>	<i>2</i>
In the band €80,001 - €90,000	<b>1</b>	<i>-</i>
In the band €110,001 - €120,000	<b>1</b>	<i>1</i>

The bands detailed above are the Euro equivalent to the Sterling band disclosures as required in the SORP.

The fluctuation in the number of employees receiving employee benefits in excess of €70,001 (2022: €71,000) is due to movements in the value of the exchange rate. There have been no significant staff changes during the year.

Key management personnel have aggregate remuneration of €581,869 (2022: €545,844).

**7. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - €NIL).

Reimbursement of Trustee 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 2023**

**8. Intangible assets**

	Website €	Trademarks €	Database €	Total €
<b>Cost</b>				
At 1 January 2023	154,985	119,910	31,915	306,810
Additions	-	-	40,669	40,669
At 31 December 2023	<u>154,985</u>	<u>119,910</u>	<u>72,584</u>	<u>347,479</u>
<b>Amortisation</b>				
At 1 January 2023	142,777	56,703	24,308	223,788
Charge for the year	2,663	11,991	9,731	24,385
At 31 December 2023	<u>145,440</u>	<u>68,694</u>	<u>34,039</u>	<u>248,173</u>
<b>Net book value</b>				
At 31 December 2023	<u>9,545</u>	<u>51,216</u>	<u>38,545</u>	<u>99,306</u>
At 31 December 2022	<u>12,208</u>	<u>63,207</u>	<u>7,607</u>	<u>83,022</u>

**9. Debtors**

	2023 €	2022 €
<b>Due within one year</b>		
Trade debtors	167,891	252,929
Other debtors	21,651	31,206
Prepayments and accrued income	126,641	-
Grants receivable	-	25,082
	<u>316,183</u>	<u>309,217</u>

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**10. Creditors: Amounts falling due within one year**

	<b>2023</b>	<i>2022</i>
	<b>€</b>	<b>€</b>
Trade creditors	<b>66,911</b>	<i>66,280</i>
Other taxation and social security	<b>2,434</b>	<i>-</i>
Other creditors	<b>118,566</b>	<i>102,680</i>
Accruals and deferred income	<b>194,136</b>	<i>239,746</i>
	<b>382,047</b>	<i>408,706</i>
	<b>2023</b>	<i>2022</i>
	<b>€</b>	<b>€</b>
Deferred income at 1 January 2023	<b>198,524</b>	<i>150,355</i>
Resources deferred during the year	<b>143,654</b>	<i>198,524</i>
Amounts released from previous periods	<b>(168,301)</b>	<i>(150,355)</i>
	<b>173,877</b>	<i>198,524</i>

Deferred income relates to levies invoiced in advance for 2024 Eco-School projects and grant income that the charity is not yet entitled to.

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**11. Statement of funds**

**Statement of funds - current year**

	Balance at 1 January 2023 €	Income €	Expenditure €	Balance at 31 December 2023 €
<b>Unrestricted funds</b>				
General Funds	1,128,491	1,473,216	(1,340,840)	1,260,867
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted funds</b>				
Alcoa (Phase 5)	26,761	10,063	(36,824)	-
Wrigley (Phase 5)	58,872	565,460	(438,165)	186,167
Global Forest	45,814	-	-	45,814
W30 Dev GFF	17,190	-	-	17,190
GIZ Project 22-25	663	37,717	(38,380)	-
BioBEO	-	16,098	(16,098)	-
PlanEat	-	57,264	(57,264)	-
E-Space STEM	-	39,237	(39,237)	-
	<hr/>	<hr/>	<hr/>	<hr/>
	149,300	725,839	(625,968)	249,171
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	<u>1,277,791</u>	<u>2,199,055</u>	<u>(1,966,808)</u>	<u>1,510,038</u>

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**11. Statement of funds (continued)**

**Restricted Funds**

The Litter Less campaign is being implemented through the Young Reported for the Environment (YRE) and Eco-Schools programmes, 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.

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

**Alcoa Fund** is an 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).

**ESpace- STEM** is a programme to develop and test a methodology to promote a circular economy in schools through the Eco-Schools Seven Steps. The programme was piloted in Slovenia and Latvia with success and the grant will be used to support eight developing countries in South America, Africa and Asia with small financial grants and to develop resources in additional languages of French, Spanish and Arabic.

**GIZ Project 22-25** is a programme to improve the Competitiveness of National Enterprises in Cambodia by promoting the tourism sector's recovery following COVID and integrating sustainable practices as part of the rebuild.

**BioBEO** is a two-and-a-half-year project with 15 partners to develop and deploy an education programme to enhance engagement across society regarding lifestyle, circularity and bioeconomy, using 5 bioeconomy themes – Interconnectedness, Outdoor Learning, Forestry, Life Below Water and The Food Loop.

**PlanEAT** is a Horizon Europe research project, funded by the European Commission, which aims at transforming food systems and food environments towards healthy and sustainable dietary behaviour. The project started in September 2022 and will last for 4 years

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**11. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 January 2022 €</i>	<i>Income €</i>	<i>Expenditure €</i>	<i>Transfers in/out €</i>	<i>Balance at 31 December 2022 €</i>
<b>Unrestricted funds</b>					
General Funds	1,067,151	1,202,592	(1,125,134)	(16,118)	1,128,491
<b>Restricted funds</b>					
Alcoa (Phase 5)	-	50,075	(23,314)	-	26,761
Alcoa (Phase 3)	47,081	-	(47,081)	-	-
Wrigley (Phase 5)	-	473,822	(414,950)	-	58,872
Wrigley (Phase 4)	43,918	-	(43,918)	-	-
Wrigley (Transition)	72,476	-	(72,476)	-	-
Toyota Y5	29,917	-	(29,917)	-	-
Global Forest	12,534	16,829	-	16,451	45,814
W30 Dev GFF	18,590	-	(1,400)	-	17,190
Lucart	333	-	-	(333)	-
Earth Action Hub	2,276	-	(2,276)	-	-
GIZ Project 22-25	-	4,296	(3,633)	-	663
PlanEat	-	7,562	(7,562)	-	-
	227,125	552,584	(646,527)	16,118	149,300
<b>Total of funds</b>	1,294,276	1,755,176	(1,771,661)	-	1,277,791

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**12. Analysis of net assets between funds**

**Analysis of net assets between funds – current year**

	<b>Unrestricted funds 2023 €</b>	<b>Restricted funds 2023 €</b>	<b>Total funds 2023 €</b>
Intangible fixed assets	99,306	-	<b>99,306</b>
Current assets	1,515,641	277,138	<b>1,792,779</b>
Creditors due within one year	(354,080)	(27,967)	<b>(382,047)</b>
<b>Total</b>	<b>1,260,867</b>	<b>249,171</b>	<b>1,510,038</b>

**Analysis of net assets between funds – prior year**

	<i>Unrestricted funds 2022 €</i>	<i>Restricted funds 2022 €</i>	<i>Total funds 2022 €</i>
Intangible fixed assets	83,022	-	83,022
Current assets	1,454,175	149,300	1,603,475
Creditors due within one year	(408,706)	-	(408,706)
<b>Total</b>	<b>1,128,491</b>	<b>149,300</b>	<b>1,277,791</b>

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

---

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

	<b>2023</b>	<i>2022</i>
	<b>€</b>	<b>€</b>
Net income/expenditure for the year (as per Statement of Financial Activities)	<b>232,247</b>	<i>(16,485)</i>
<b>Adjustments for:</b>		
Amortisation charges	<b>24,385</b>	<i>21,502</i>
Decrease/(increase) in debtors	<b>(6,966)</b>	<i>(77,014)</i>
Increase/(decrease) in creditors	<b>(26,659)</b>	<i>13,761</i>
<b>Net cash provided by/(used in) operating activities</b>	<b>223,007</b>	<i>(58,236)</i>

**14. Analysis of cash and cash equivalents**

	<b>2023</b>	<i>2022</i>
	<b>€</b>	<b>€</b>
Cash in hand	<b>1,476,596</b>	<i>1,294,258</i>
<b>Total cash and cash equivalents</b>	<b>1,476,596</b>	<i>1,294,258</i>

**15. Analysis of changes in net debt**

	<b>At 1 January 2023</b>	<b>Cash flows</b>	<b>At 31 December 2023</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Cash at bank and in hand	<b>1,294,258</b>	<b>182,338</b>	<b>1,476,596</b>
	<b>1,294,258</b>	<b>182,338</b>	<b>1,476,596</b>

---

**FOUNDATION FOR ENVIRONMENTAL EDUCATION**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**16. Pension commitments**

The charitable company operates 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 €nil (2022: €1,358) was payable to the fund at the balance sheet date and is included in creditors.

**17. Operating lease commitments**

At 31 December 2023 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2023</b>	2022
	€	€
Not later than 1 year	<b>72,189</b>	72,189

**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, 8 Trustees received reimbursement for travel expenses to and from committee meetings and in connection with the business of the charity totalling €12,557 (2022: €9,815). At the year end €1,272 (€Nil) was outstanding. Further costs of trustee travel and subsistence for attendance at member meetings and conferences were paid by the charity on the same basis as any other members attending.

No trustees received any remuneration (2022: €nil).

FEE rents its head office from the Danish Outdoor Council which is a member organisation of FEE. Total rent for the year as €84,639 (2022: €85,804).