

GREENPEACE INTERNATIONAL ANNUAL REPORT 2021



GREENPEACE

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FOREWORD

This is the 2021 Annual Report for Stichting Greenpeace Council. Stichting Greenpeace Council commonly works under its operational name, Greenpeace International.

Greenpeace International's main legal entity is "Stichting Greenpeace Council" (SGC, GPI). It is a non-profit foundation (*stichting*) incorporated under the laws of the Netherlands and having its office in Amsterdam, the Netherlands. The Articles of Association (bylaws) specify its purpose and provide the framework for the governance and coordination processes in the global Greenpeace network. The entity is registered with the Dutch Chamber of Commerce under nr. 41200515; its RSIN (tax) number is 006623207.

FOR THE PURPOSE OF THIS REPORT

"Greenpeace" refers to the global network of 26 independent national/regional Greenpeace organisations (NROs) plus Greenpeace International as a coordinating and supporting organisation for the global network.

- ▶ National and/or regional organisations refers to the independent Greenpeace organisations operating in countries around the world. They are (or consist of) independent entities, and each has its own Executive Director and supervisory board. Greenpeace International does not exercise control over NROs, but does facilitate coordination across the global network. This includes facilitating the development of global Greenpeace standards and policies, which NROs adopt according to local realities and needs.
- ▶ The use of "we" and "us" or "our(s)" in this report may refer to GPI (Stichting Greenpeace Council) or the global Greenpeace network, depending on context.

OUR MISSION

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

Greenpeace's goal is to ensure the ability of Earth to nurture life in all its diversity.

Therefore, we strive to:

► Protect biodiversity in all its forms

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

► End all nuclear threats

► Promote peace, global disarmament and non-violence

OUR VISION

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

INTRODUCTIONS

BOARD CHAIR

The inequalities caused by systems that abandon people and planet in favour of power and profit widened more than ever during 2021. Despite growing movements in many countries to 'build back better' – equitably and sustainably from Covid-19 – politicians and corporations relentlessly solidified the status quo.

Vaccine nationalism and capitalist profiteering meant millions of people in vulnerable situations were denied access to Covid-19 testing and immunisation. The widening impacts of the climate crisis continued to rage around the world – torrential rains, cyclones and flash floods swept across Australia, Belgium, China, Cuba, Niger and South Africa, amongst others. Fires raged from Siberia and California to the Amazon. Turkey experienced its worst forest fires in a decade. Ironically, the scale, impact and effects of these are strongest in regions that contribute least to causing the problem – Africa, Asia, small island states and South America.

Meanwhile, governments continued to indulge fossil fuel industries with taxpayer money in the form of subsidies, tax incentives and bailouts. And fossil fuel companies continued to obfuscate the climate crisis and their role in exacerbating it with 'greenwash' false solutions.

At least 358 human rights defenders were killed in 2021, of whom 59% were defending land, the environment and indigenous rights from exploitation by corporations. Thirty-three indigenous rights defenders were murdered in South America alone.

In the face of these ongoing crises there have, thankfully, been positive results. Across the world, 77 countries announced a full or partial ban on plastic bags. And public support for toxic and destructive industries has never been lower.

An Indonesian court found the president and governor negligent in protecting citizens, ordering them to clean up air pollution in Jakarta. In Germany, a landmark decision by the supreme constitutional court found the government's climate protection measures insufficient to protect future generations. Similarly, the Australian federal court found the environment minister had a duty of care to protect young people from the climate crisis, described as "the first time in the world" such a duty had been recognised.

And a Dutch court ordered Royal Dutch Shell to cut its global carbon emissions by 45% by the end of 2030 – an unprecedented ruling with huge implications for the energy industry and other polluting multinationals.

As spiralling food insecurity threatened millions of people, communities organised innovative ways of disembarking from a global food system that has so thoroughly failed them. Greenpeace India's #IGrowWithNature trained smallholder women farmers in ecology and conservation, giving families organically grown foods and developing decentralised native seed banks, while activists in South Africa started a zero-waste grocery bus. Responding to



© Bryce Richter

A handwritten signature in black ink, appearing to read 'Ayesha Imam'.

AYESHA IMAM

Greenpeace International
Board Chair



A handwritten signature in black ink, appearing to read 'Norma Torres'.

NORMA TORRES

Greenpeace International
Interim Executive Director

activist campaigns, The Gambia took steps to protect marine biodiversity and food security by issuing a stop notice to an externally-funded fishmeal corporation.

Although exploitation, racism, sexism and other systemic inequalities continued to ramp up, we saw some small gleams of accountability. The US military-trained president of Honduran energy company Desa was found guilty of involvement in the murder of environmental campaigner Berta Caceres. In the US, George Floyd's murderer was sentenced to 22 years, and three men were found guilty of murdering jogger Ahmaud Arbery. But instances of justice are still the exception rather than the rule. It weighs heavy to see the guilty weasel out and counter-attack in countless cases like these.

The road ahead continues to be bumpy. While 2021 brought an increase in renewable energy generation, and capacity is predicted to be more than that of fossil

Campaigner Juliana Costa thanks supporters during a Greenpeace research expedition in the Indian Ocean.

© Tommy Trenhard / Greenpeace



fuels and nuclear energy combined by 2026 – this is still only about half what we need for net zero emissions by 2050. Most of the big polluters continue to oppose, block and prevent serious action.

The 2021 IPCC Report was unequivocal about the effects of human activity on climate change, some of which is now irreversible. Yet, only 18% of governments' global pandemic recovery spending went to preserving natural systems or accelerating the clean energy transition. This failure to build back in a safer, fairer, greener and more just way represents a real challenge to all working to ensure a more equal and sustainable future for everyone.

It is clear there is much work still to be done to safeguard a livable planet and promote justice in 2022. Greenpeace will continue to push ourselves to be more impactful, more deliberate and more connected, so we can play our part in the movements of billions around the world to jointly demand and create a green, peaceful and just future.

EXECUTIVE DIRECTOR

Fifty years ago, when Marie Bohlen first suggested sailing into the path of a nuclear bomb, it was never with the intention of creating an organisation. The plan, founded on the principles of nonviolent direct action and bearing witness, was simple: sail into the test site and stop the bomb.

And so on 15 September 1971, a barely seaworthy ship (re)named the Greenpeace set out to confront and stop US nuclear weapons testing on Amchitka Island, southwest Alaska.

The crew of 12 never reached the test zone. But the contagious nature of their courage and audacity, along with their savvy and novel use of media to tell the story of peace, ecology and confronting power, helped spark a movement.

That movement saw the end of US nuclear testing at Amchitka the very next year.

The last 50 years of Greenpeace is this story. Since that day, Greenpeace has grown into a global network of organisations. Today, we have a presence in over 55 countries, made possible by tens of millions of volunteers, donors and supporters.

We have always been part of a movement of people willing to put their hope into action to create a better future for us all. We find that same hope when we trace our roots back to the peace, environment, youth, anti-war, civil rights and women's rights movements. We find that same hope in campaigns and actions around the world today. It is that hope and action we have needed during the immense challenges of the last two years.

In 2021, extreme weather events occurred globally in almost every month of the year. The global biodiversity

crisis accelerated headfirst into a global pandemic, all while indigenous peoples continued to find their rights and land under threat. People around the world continue to bear the consequences of vast systemic inequalities that threaten their safety, environment and our futures – at terrible cost.

But even in the midst of this suffering and hardship we saw great resilience, courage, compassion, kindness and strength, as people raised their voices and held governments and fossil fuel companies to account.

Greenpeace supported staff through the entirety of the pandemic. We told our people to "take the time you need", giving them space to care for family, friends and community, while still sustaining high levels of global campaign activity. We adapted and adjusted our protocols to allow us to campaign and confront safely, to keep our ships at sea, and to support our staff, volunteers and crew.

We invested in a major technology strategy that will help us design even better campaigns, faster, through unique data insight. Our goal is for all campaigns to access technology that responds to their needs, allows them to achieve the greatest impact, and amplifies the power of change agents. Only by pushing continuous innovation and evolution can we ensure Greenpeace remains on the cutting edge in a rapidly changing world.

We continue to broaden our work. Taking on not just the fossil fuel industry and other environmental destroyers, but their enablers as well – the systems, underlying power structures and mindsets that permit them to continue to poison the planet and threaten our collective futures.

We will continue to use the tools developed and honed over our 50-year history: creative confrontation, non-violent direct action, mind bombs, campaigning from our ships, investigations, science, strategic litigation and more, to transform people's relationship to the climate crisis, working to engage, inspire and empower billions.

We will further toxify the fossil fuel industry and their enablers, taking on the industry's social licence head-on. We will champion solutions such as clean air, sustainable housing and liveable cities for people and planet. We will work with allies to reclaim civic spaces in challenging global circumstances, working to change power dynamics and show people that when they come together, they are capable of massive collective change.

We will help people find reasons to hope, to show them that change on a massive scale is possible, but only if we stand together.

Because it is only through the hope and actions of billions that the world can be changed. It is this hope that unites us as a movement, wherever we are in the world, and that keeps us standing beside one another even in the most challenging of times.

With our allies, campaigners, activists and tens of millions of supporters around the world, and with the billions who we hope will join the fight, we will never stop – because the planet, and our shared futures, depend on it.

COURAGE, ACTIVISM, CHALLENGES AND HOPE

50 YEARS

A landmark event or anniversary, a time to pause and reflect on past and future achievements

From thwarting nuclear weapons tests in the 1970s, to helping find Shell liable for climate destruction in 2021, for 50 years supporters, allies and communities across the world have helped Greenpeace put hope into action to achieve meaningful victories.

We would like to thank each and every one of you who took part and supported us this, and every other, year.

KEY ACHIEVEMENTS & VICTORIES

Greenpeace International's role is to coordinate the global Greenpeace network and support independent national/regional Greenpeace organisations (NROs). Below is a selection of the important and inspiring victories they won for people and planet in 2021.

Aotearoa

For almost a decade, Greenpeace Aotearoa and partners have opposed mining company Trans-Tasman Resources' proposal to mine off the coast of New Zealand. The company wanted to dig up 50 million tonnes of seabed every year for the next 35 years. The supreme court unanimously dismissed the company's latest appeal, rendering the project effectively dead in the water. The decision will have a huge impact on the legitimacy of this new mining industry in the Pacific and around the world.

Belgium

After a four-year legal battle, Greenpeace Belgium won a court case against the Flemish government. The Brussels court of appeal condemned the Flemish government for permanently exceeding European standards for nitrogen dioxide (NO₂). The government had already been ordered to pay penalties of more than half a million euros over its inaction on the issue. With the money, we created the Fund for Healthy Air to support neighbourhood committees, action groups and associations that set up local projects in Flanders for cleaner air.

China, Japan, South Korea

Ending coal-fired power is a global imperative – for the climate and public health – and it's an issue Greenpeace East Asia has been actively campaigning on for many years. In September 2021, China's President Xi Jinping pledged that China will not build any new coal-fired power projects overseas. Earlier this year, similar commitments came from top coal financiers South Korea and Japan. As the world's largest public financier of overseas coal plants, it is really important that China follows a similar path domestically, for the health of its people and the planet.

Democratic Republic of Congo

President Félix Tshisekedi ordered the suspension of all dubious logging concessions, including six granted in September 2020, after Greenpeace Africa reiterated its call for maintaining a moratorium on new industrial logging concessions to prevent a human rights and climate catastrophe. The government also bowed to pressure and cancelled oil drilling blocks overlapping Salonga National Park, Africa's largest tropical rainforest reserve.

France

The Paris administrative court ruled in favour of plaintiffs including Greenpeace France, in a landmark case acknowledging the responsibility of the French state for the climate crisis. The court found the French state at fault for not doing enough to tackle the crisis, and ordered the government to take additional measures to reduce emissions.

Germany

Germany's highest court ruled that the Climate Protection Law passed by the German government in 2019 is partially unconstitutional, and must be brought in line with the Paris Agreement. The court largely accepted the complaint by nine young people, supported

▼ Colombian activists demand the mayor of Bogotá urgently ensure citizens' rights to clean air and a healthy environment. A Greenpeace study revealed that in 2020, air pollution in the city caused the loss of 5,400 lives and cost the economy around US\$1.8 million.



© Gordon Welters / Greenpeace

▲ Fifteen young Greenpeace activists protest in front of the International Motor Show in Munich. Standing in a 100 x 90 metre pool of water, they hold photos of recent extreme weather events and banners with the slogan "the climate crisis stars here" and "stop driving climate change".

© Nathalia Angarita / Greenpeace



by Greenpeace Germany and others, that Germany's failure to draw a clear emissions reduction path from 2030 to carbon zero was unconstitutional and violated the young plaintiffs' basic human rights.

Global

The maker of GORE-TEX® announced the introduction of a new membrane for outdoor clothing products that is completely poly-fluorinated chemical (PFC) free. This is a significant result for the long-standing Greenpeace campaign, Detox My Fashion, which challenged the textile industry to remove all hazardous chemicals from their supply chain, highlighting PFCs as one of the priority hazardous chemical groups.

Hungary

A hazardous waste site in Kiskunhalas was finally cleared of 1,000 tons of toxic substances after a five-year campaign by the Greenpeace Hungary office, as part of Greenpeace Central and Eastern Europe, and local NGOs. As a result of multiple samplings, media interviews, on-

site actions and persistent demands that the area be cleaned up, the Ombudsman found in favour of Greenpeace Hungary, demanding an immediate clean-up and questioning why authorities had not acted sooner.

Italy

After four years of campaigning by Greenpeace Italy with other NGOs, Italian insurance giant Generali published an update of its Climate Change Strategy – with restrictive exclusion criteria for the coal sector. The new policy aims towards a gradual but complete exclusion of all utilities and mining companies that even marginally generate revenues from coal, produce power from coal or extract coal. The new restrictions will apply to both new and existing investments.

Mexico

A presidential decree in Mexico prohibited genetically modified corn and phased out glyphosate by 2024. Securing the ban of GMOs has been the centre of countless battles for Greenpeace Mexico over the past 21 years; battles fought alongside various farmer organisations, consumers and academics. The 2021



© Greenpeace

▲ As world leaders gather in Cornwall for the G7 summit, Greenpeace UK lights up the sky with 300 illuminated drones and light projections creating breath-taking 3D moving images of iconic animals, from blue whales to bees. The animals transform into a final message: stop extinction, act now.

▼ Greenpeace activists protest at the lignite mine of Mátra Power Plant – the biggest emitter of carbon dioxide in Hungary.



© Zsuzsi Dorgo / Greenpeace



© Nicolas Chauveau / Greenpeace

▲ Celebrating a historic judgment in France's affair du siècle (case of the century). The Paris administrative court recognises it is illegal for the French state not to respect its commitments to reducing greenhouse gas emissions, and holds it accountable for environmental damage.

ban was an important step towards Greenpeace Mexico's ultimate goal: transformation of the agri-food system to produce healthy food that does not harm the environment and guarantees the health of farmers and consumers.

Netherlands

In a historic verdict a Dutch court ruled that Shell, one of the 10 most polluting companies in the world, is liable for damaging the climate. It was the first time a major fossil fuel company was held accountable for its contribution to climate change, and ordered to reduce its carbon emissions throughout its supply chain. The case was brought by Greenpeace Netherlands alongside Friends of the Earth, ActionAid and 17,379 individual co-plaintiffs.

Russia

Norilsk Nickel mining firm paid a record US\$2bn fine over its Arctic oil spill, the largest compensation for environmental damage in the history of Russia. Following the spill, where 20,000 tons of diesel leaked into water and soil in the polar Arctic, public pressure, media attention and evidence from

Greenpeace Russia finally resulted in a court battle. The company was ordered to pay full compensation for damage caused to the vulnerable Arctic ecosystem.

Taiwan

A 2020 investigation by Greenpeace East Asia and Taiwan National Cheng Kung University found that 7-Eleven stores in Taipei City and Kaohsiung produced 15,000 tons of plastic waste a year, with at least 30% sent to incinerators. Over the past two years, 210,000 Greenpeace Taiwan supporters signed a petition urging major retailers to implement a single-use plastics reduction plan and increase reuse. As a result, 7-Eleven Taiwan announced plans to phase out the use of all single-use plastic by 2050, and reduce use by 10% each year.

The Gambia

The fish oil industry is stripping life from African oceans and depriving African fishing communities of their livelihoods. In April 2021, the government of The Gambia issued a "stop notice" to Golden Lead, a Chinese fishmeal



▲ Pyasina river, Russia, is severely polluted after 20,000 tons of diesel leak from Norilsk Nickel power plant. Evidence gathered by Greenpeace Russia results in a court battle, where the company is ordered to pay a record US\$2bn fine.

► Greenpeace East Asia's Taipei office, the Environmental Jurists' Association, and four private citizens file the first climate lawsuit in Taiwan, targeting two exemptions that let big corporations dodge their legal duty to transition to renewable energy and meet Taiwan's 2025 renewable energy goals.



Greenpeace has been collaborating with young activists, influencers, scientists and journalists to co-create a space that showcases the interconnectedness of the work they do. From activism in the Amazon to the links between climate and health, we have been producing a series of live online roundtable discussions that explore themes of diversity, solidarity, intersectionality, depolarisation and intergenerationality.

Together with the Environmental Jurists' Association and four private citizens, Greenpeace East Asia filed the first climate lawsuit in Taiwan, targeting two exemptions that let big corporations dodge their legal duty to transition to renewable energy.

Six young climate activists, along with Greenpeace Nordic and Young Friends of the Earth Norway, filed a historic application to bring the issue of Arctic oil drilling to the European Court of Human Rights. The group argued that new oil drilling being allowed by the Norwegian government in the midst of a climate crisis is a breach of fundamental human rights.



◀ Activists from 12 EU countries use fossil fuel adverts to block the entrance to Shell's oil refinery in Pernis, Netherlands. The peaceful protest came as 20 organisations launched a European Citizens' Initiative petition, calling for a new law that bans fossil fuel advertising and sponsorship in the EU.



► The 2021 global climate strike in Brno, where Greenpeace Czech Republic joins youth activists to highlight the rights of future generations in the face of climate change.

plant in south-west Gambia, just days after Greenpeace Africa and Gambian environmental activists condemned the proposed expansion of the factory. In October 2021, an investigation by Greenpeace Africa revealed that the fishmeal and fish oil industry in the region grew at an alarming rate during Covid-19.

ALLYSHIP

Increasing and deepening our allyships was a key goal in 2021. We worked alongside and learned from a wide variety of groups. We forged new bonds with new allies and strengthened our relationships with old friends.

Led by the Fridays for Future movement, young people worldwide marched on #YouthClimateStrike to demand urgent attention to the climate and biodiversity crisis. Greenpeace was on the ground supporting the movement in countries including Zambia, Greece, Croatia and Colombia.

We supported a grassroots revolution as it spread across the Philippines. Community pantries, where people are encouraged to, "give what you can, take according to what you need", began after a 26-year-old woman set one up – inspiring more than 400 people to do the same. These community pantries speak about mutual aid, solidarity, generosity and community, and have created a platform for ordinary people to realise their agency. Greenpeace Philippines helped grow the movement by linking it to other community initiatives such as community urban gardens and zero waste groups.

On the east coast of Scotland, Greenpeace UK worked together with allies to survey oil workers on their perspectives and priorities in the looming energy transition, and some of them joined a tour of coastal communities.

More than 80 Greenpeace activists from 12 EU countries came together to block the entrance to Shell's oil refinery with fossil fuel ads from all over Europe. The peaceful protest came as over 20 organisations launched a European Citizens' Initiative petition, calling for a ban on fossil fuel advertising

and sponsorship in the EU. Greenpeace Netherlands research revealed that 81% of Shell's advertising was greenwashing.

Ten independent Greenpeace NROs used a customised version of Open Social, an open source technology for community building, to mobilise, engage and empower more than 50,000 volunteers across 17 countries. These websites exist outside of 'big technology', providing a safe, ad-free space for anyone to connect and interact without worrying about their data being used or sold for marketing purposes.

YEAR IN PICTURES

A look back at another year of courage, activism, challenges and hope as we continue to fight for a greener and more just future for all.



◀ Greenpeace Italy activists denounce the "pact of ecological fiction", which binds Italy to fossil fuel production.



▼ Activists raise a banner reading "not for sale" against the iconic giant globe at COP 26.



▲ Activists in Brno, Czech Republic, highlight young people's anger at climate change.



▶ Greenpeace Africa demands the Senegalese government support women processors and fishing communities.

© Greenpeace / Lorenzo Moscia

© Steve Morgan / Greenpeace



◀ Heather set alight on peatlands in the North York Moors National Park, UK, for grouse shooting.

© Emily Macinnes / Greenpeace



▼ Activists protest against offshore oil projects that endanger marine life in the Argentine Sea.



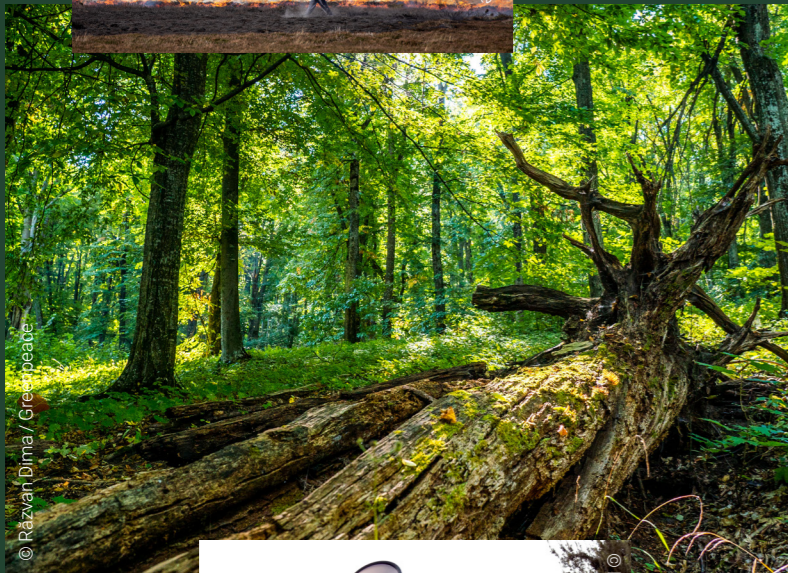
© Luca Marino / Greenpeace

▲ Rainbow Warrior sails near Beatrice wind farm, UK.



© Greenpeace / Jason Blair

◀ Greenpeace Aotearoa activists in the Port of Otago protest against destructive bottom-trawling boats.



© Razvan Dimia / Greenpeace

▲ Codrii Iasiilor National Park in Romania is threatened by years of planned logging.



© Gabriel Bulacio / Greenpeace



© Nicoletta Zarifi / Greenpeace

◀ Global climate strike in Athens, Greece, organised by Fridays for Future.



© Blanka Csernki / Greenpeace

▲ 'If you don't need it, don't buy it' light painting in Copenhagen for Black Friday.



◀ Indigenous peoples protest against carbon offsetting outside COP 26.

CAMPAIGNS AT SEA

Greenpeace International operates the Greenpeace fleet. Over the course of 2021 Rainbow Warrior, Arctic Sunrise and Esperanza were at the forefront of Greenpeace campaigns to tackle the climate and biodiversity crisis. Following the impact of Covid on operations in 2020, this year saw a significant increase in our fleet's ability to support Greenpeace campaigns once again, on our way to pre-Covid levels.

As we are constantly working to align our maritime work with our campaign goals, the decision was made to retire Esperanza in order to drastically cut our carbon emissions and add a new vessel to our fleet: Witness. At 22.5 metres long, Witness is our smallest vessel — and the greenest. As an expedition sailing vessel, Witness is able to navigate shallow waters inaccessible to our other ships. It launched in Greenpeace colours in September 2021.

In its final campaign after an impressive 20 years of service, Esperanza carried out an action with activists from 18 different countries at Sagunto Port in Spain. With two anchors deployed and inflatable boats, activists blocked the entrance of the port to prevent a vessel loaded with liquefied fossil gas from entering. They also painted "No + Gas" on the side of the ship.

The newest addition to the fleet, Witness, is given a green refit and Greenpeace colours in Amsterdam.



Esperanza has now left the Greenpeace fleet and is being recycled following the highest environmental standards. Thanks to the resources freed up by its retirement, Greenpeace will be able to prioritise the diversification of our maritime operations, combining the strength of our iconic ocean-going vessels with other, smaller, resources that allow us to support frontline communities and reach remote locations around the world.

Arctic Sunrise sailed near the site of a gas rig that sank almost a year ago in the Croatian Adriatic. Activists unfolded a 23-metre-long banner saying "clean up your mess – stop fossil gas". Greenpeace demanded authorities urgently address the issue of outdated fossil fuel infrastructure and the risk of methane leakage.

Rainbow Warrior took the first-ever action at sea against companies preparing to mine the Pacific Ocean seabed. Activists displayed banners reading "stop deep sea mining" in front of a ship chartered by DeepGreen, one of the companies spearheading the drive to mine the barely explored deep-sea ecosystem.

Rainbow Warrior also defied authorities and sailed up the River Clyde to COP 26 in Glasgow with youth climate activists on board from areas most affected by climate change. The young activists demanded that world leaders stop failing them.

Arctic Sunrise visited Istanbul to support the Greenpeace Mediterranean campaign against the Ergine Deep Sea Discharge of untreated waste into the Marmara Sea.

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

In 2021 Greenpeace ships spent 41% of their time campaigning, taking part in 14 campaigns – most related to Protect the Oceans and Fossil Free Revolution. This represented increased campaign work from 2020, but was still lower than pre-covid times. The fleet sailed a total 66,737 nautical miles and made 58 port calls.

A quarter of all crew, and a third of new recruits, were women (worldwide, women make up an estimated 2% of the global maritime workforce). Crew members were drawn from 37 different nationalities, the majority aged 30-40.

ESPERANZA Environmental warrior



Esperanza lit up the darkness for more than 20 years in the fight to protect the environment.

The 'Espy', as it was lovingly known inside Greenpeace, confronted pirate fishing and whaling harpoons, teamed up with scientists and journalists to reveal illegal activities, and carried our activists to some of the world's most inaccessible places. It's often in these most remote areas where the worst environmental and humanitarian crimes take place.

As the fastest ship in the Greenpeace fleet, Esperanza was often used to chase high-speed vessels and confront environmental criminals few others could catch. It was, and always will be, a symbol of hope, born from the support of millions of people around the world and put into action by those who risked their safety and lives to stand against impossible odds for the protection of our shared environment.

[Watch some of Espy's finest moments here](#)



CAMPAIGNING ROUTES AT SEA

The 2021 travels of *Arctic Sunrise*, *Esperanza* and *Rainbow Warrior*, with some highlights of their work



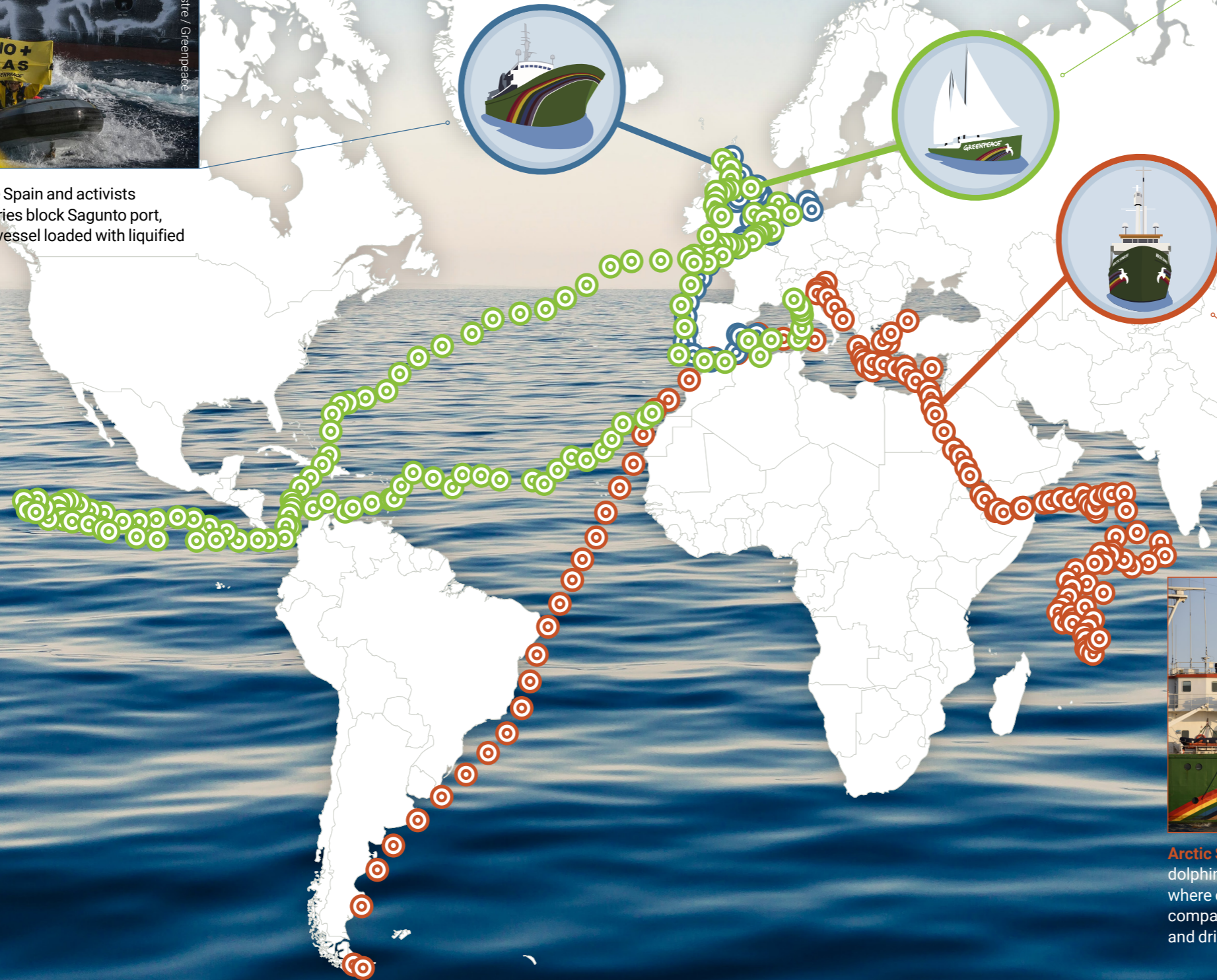
© Pedro Arnestre / Greenpeace

Esperanza Greenpeace Spain and activists from 18 different countries block Sagunto port, preventing a merchant vessel loaded with liquified gas from entering.



© Kristian Blus / Greenpeace

Rainbow Warrior defies authorities in Glasgow by sailing up the River Clyde to COP 26 with youth climate activists on board from areas most affected by climate change.



© Leonidas Karantzias / Greenpeace

Arctic Sunrise surveys numbers of whales, dolphins and porpoises near Crete, in an area where oil giants Total, ExxonMobil and Greek company HELPE are pushing seismic testing and drilling of oil and gas.

WE LISTEN TO THE SCIENCE

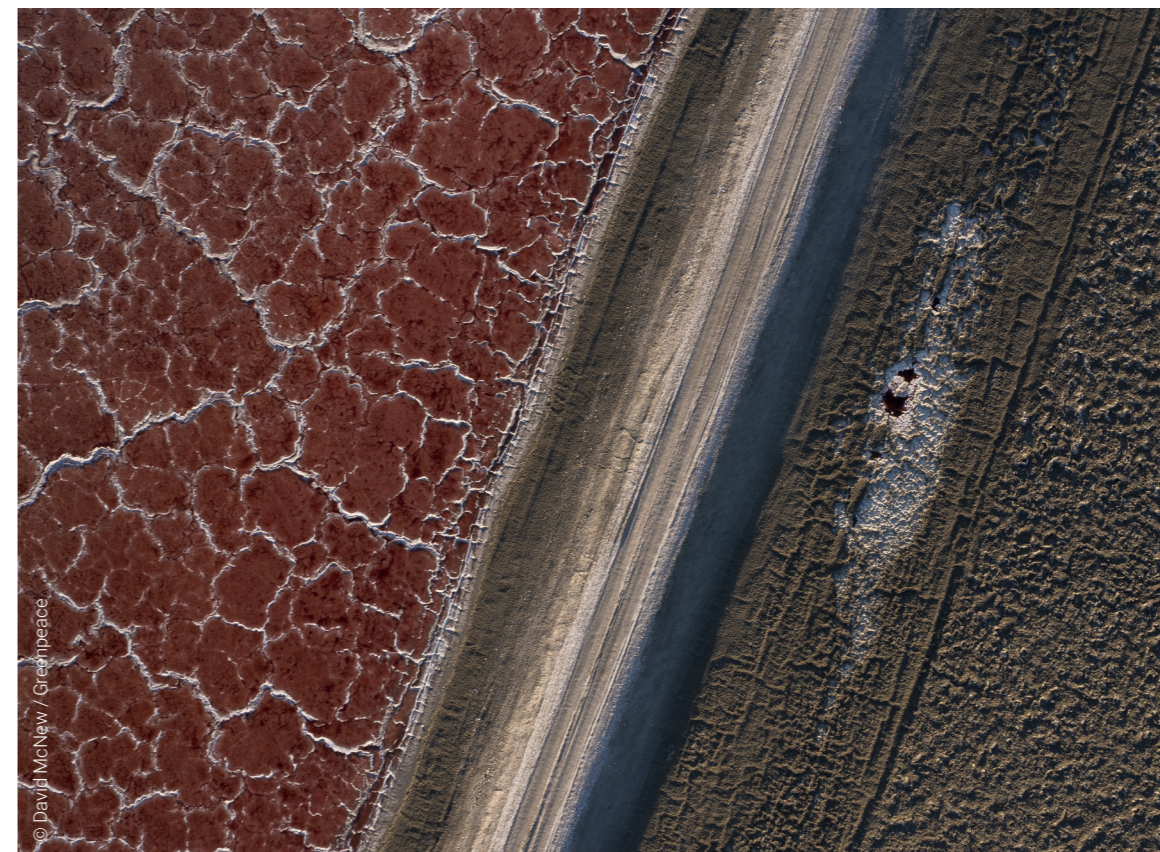
The Greenpeace International Science Unit is located within the University of Exeter in the UK. The Unit provides scientific advice and analytical support to Greenpeace campaigns and organisations worldwide.

In events of fires and explosions, the Science Unit offers fast evaluation and information. 2021 saw an explosion and fires at a diesel hydrotreating plant in Romania, a spectacular "eye of fire" in the Gulf of Mexico caused by a gas leak ignited by lightning at the sea surface, an explosion and fires at a plastics manufacturing plant in Thailand, and a mud volcano eruption in the Caspian Sea, close to oil fields in Azerbaijan.

Whether such events are natural or, more typically, the result of human error and unsustainability, the Unit remains on hand to advise.

Science Unit research over the year also helped confirm that ingestion of plastics has been found in all turtle species, challenged the need for deep seabed mining, and highlighted the risks to ecosystems and biodiversity from chemical fertilisers. It influenced two key UN reports on marine litter, while satellite images captured by the Unit revealed the huge rebound in global air pollution in the first year after Covid restrictions were lifted.

Following the publication of the IPCC's 2021 report on climate change, the Science Unit examined granular detail to inform Greenpeace campaigns, with a particular focus on issues around land and land-use. Some of the conclusions for agriculture and ecological systems were, in themselves, shocking; evidence reveals, for example, that droughts have become almost twice as likely over just a 10-year period. This analysis helped prepare Greenpeace and inform discussions at the COP 26 conference in Glasgow.

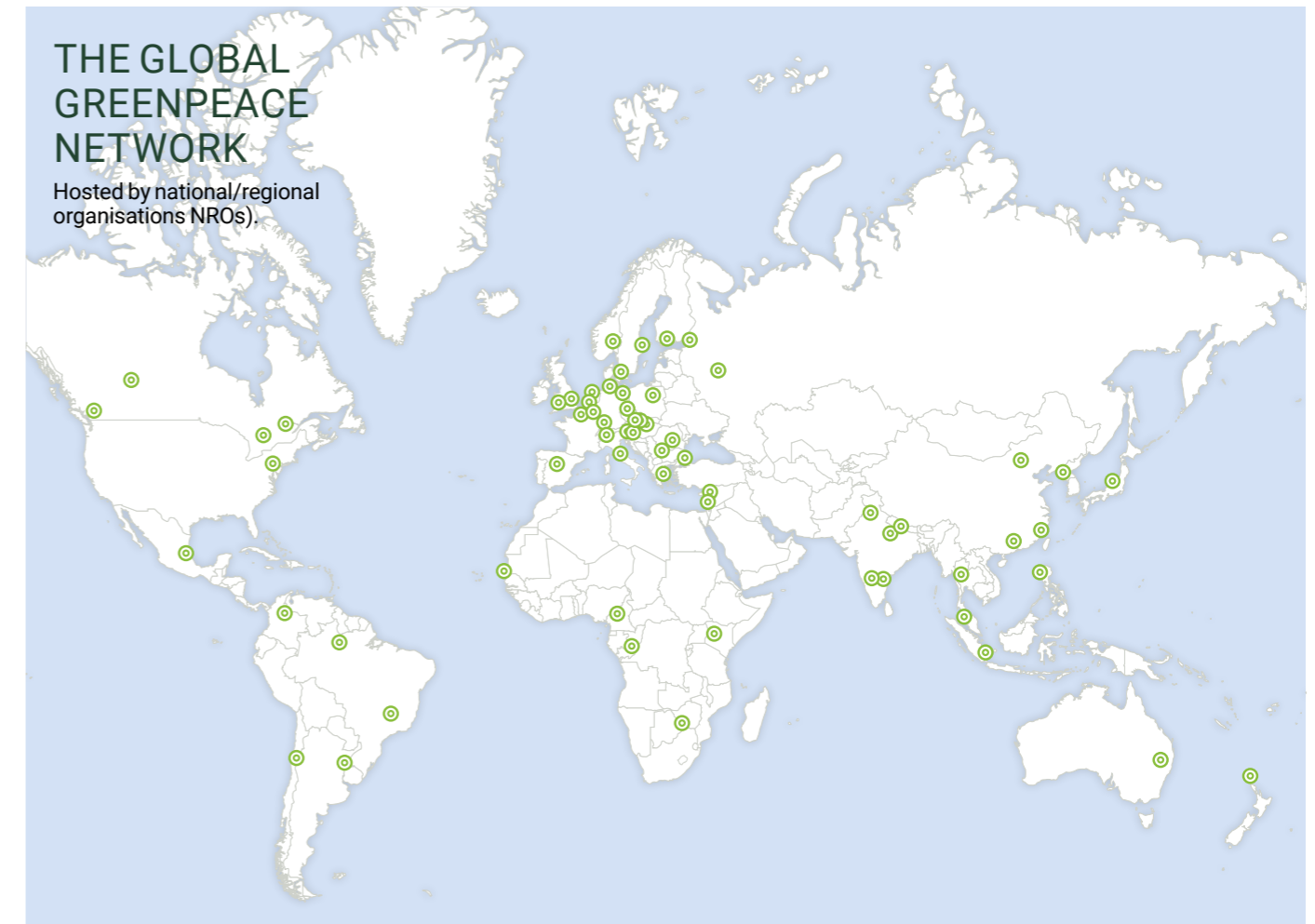


Water reddened by micro organisms as a result of rising salinity at Owens Lake, California. Once one of the biggest inland bodies of water in the US, Owens Lake is now in the extreme drought category.

GREENPEACE IS PEOPLE

Worldwide, we are powered by passionate people working together for a fairer, safer, more equal and greener world. Without our team of dedicated volunteers, activists and staff, our mission of defending the natural world from destruction would be impossible.

Greenpeace International is based in Amsterdam, which is where a large part of our staff is located. Other Greenpeace International staff are located throughout the global Greenpeace network, hosted by local independent NROs, which can be facilitated depending on specific circumstances.



DIVERSITY AND INCLUSION

Equity, diversity and inclusion are more than just words for us. We are committed to putting these principles at the heart of everything we do, including how we build teams and cultivate leaders. Our hope is to create an organisational culture where everyone feels included, engaged and safe at work.

▼ Over 5,000 Indigenous leaders from all over Brazil gather in Brasília for a week of activities, mobilisations, actions and meetings to fight for their rights.



▲ Fearless Collective collaborate with Brazil's Indigenous People Articulation (APIB) and other indigenous leaders to create a large mural in Glasgow during COP 26.



© Diego Baravelli / Greenpeace



▲ Greenpeace Germany's Vote4Me campaign takes place in Bremen's market square, offering different generations an opportunity to find out which visions of the future they share.



▼ Protesters in London stand in solidarity with Brazil's indigenous peoples in a peaceful demonstration outside the Brazilian Embassy in London.

© Suzanne Plunkett / Greenpeace

SEVEN CORE PRINCIPLES

01

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

02

Equity, diversity and inclusion reflect our core organisational values and our moral values as human beings.

03

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

04

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

05

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

06

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

07

We all share accountability and responsibility for diversity and inclusion.



THE RAINBOW NETWORK

The Global Rainbow Network is a safe network of empowerment and inclusion for LGBTIQAP+ staff within Greenpeace. Greenpeace also participates in Pride events around the world, to show solidarity with the LGBTIQAP+ movement and promote the diversity of its people. Even during Covid-19, in 2021 Greenpeace Taiwan was able to join Taipei's Pride Parade, and several activists took part in Amsterdam Pride to raise awareness of the connection between environmental and social justice.



© Greenpeace / Claudia Carrillo

Greenpeace staff and volunteers wave ribbons as an 'ocean wave' in Mexico City during an event in the lead-up to World Oceans Day, calling for the protection of our seas and the creation of a network of ocean sanctuaries.

HIRING AND EMPOWERING OUR PEOPLE

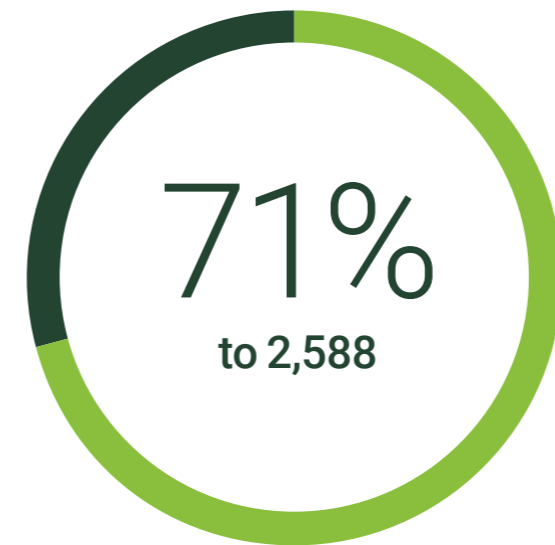
By hiring great people for Greenpeace we can deliver even more effective campaigns. By great people, we mean people with backgrounds, experiences and styles – not just skills – that contribute to a more inclusive, collaborative and innovative organisation.

We follow a detailed set of guidelines to help us find, hire and offer support, training and development to those great people. This includes advertising and recruiting in a way that ensures a balanced short-list with respect to diversity of people, cultural experiences and perspectives, and providing a respectful, engaging and efficient candidate experience for all who apply for a position with Greenpeace.

Greenpeace Academy

Two years ago, Greenpeace kick-started the Greenpeace Academy – an accessible platform for training, sharing learning resources, and management of professional and personal development.

In 2021, Greenpeace Academy users increased by:



Duty of care

When Covid-19 became a pandemic, GPI established a Duty of Care team to focus specifically on the needs of Greenpeace International staff and Greenpeace International staff hosted at NROs. Greenpeace also set up a new Employee Assistance Programme, launched in early 2021, for all staff – enabling them to access counselling sessions, resources and support on a wide range of topics for emotional, mental, practical and physical wellbeing.

Throughout 2021, we have been continuing our efforts and regularly upgrading our capacity to ensure optimal support to everyone across the network.

We also created an online learning platform for volunteers, supporters, allies and others, called the Greenpeace Open Academy. This enables staff from every NRO to build training programmes on these platforms.

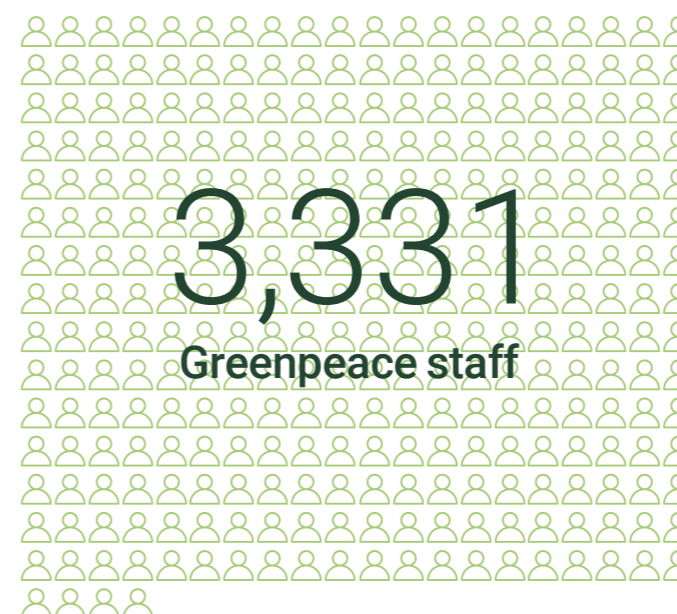
Greenpeace staff within the network spent a total of 1,490 hours learning online – that's a 194% increase over 2020.



MORE THAN JUST NUMBERS

GLOBAL NETWORK STAFF NUMBERS

In 2021, there were approximately 3,331 Greenpeace network staff, excluding Central and Eastern Europe, working for GPI and NROs around the globe, alongside thousands more volunteers and activists.



Greenpeace International staff

Greenpeace International had 413 staff in 2021. Direct Dialogue Initiatives India (DDII) employees, which are also counted under the Greenpeace International quota, totalled 117 employees.



■ 413 Greenpeace International staff

■ 117 Direct Dialogue Initiatives India (DDII) employees

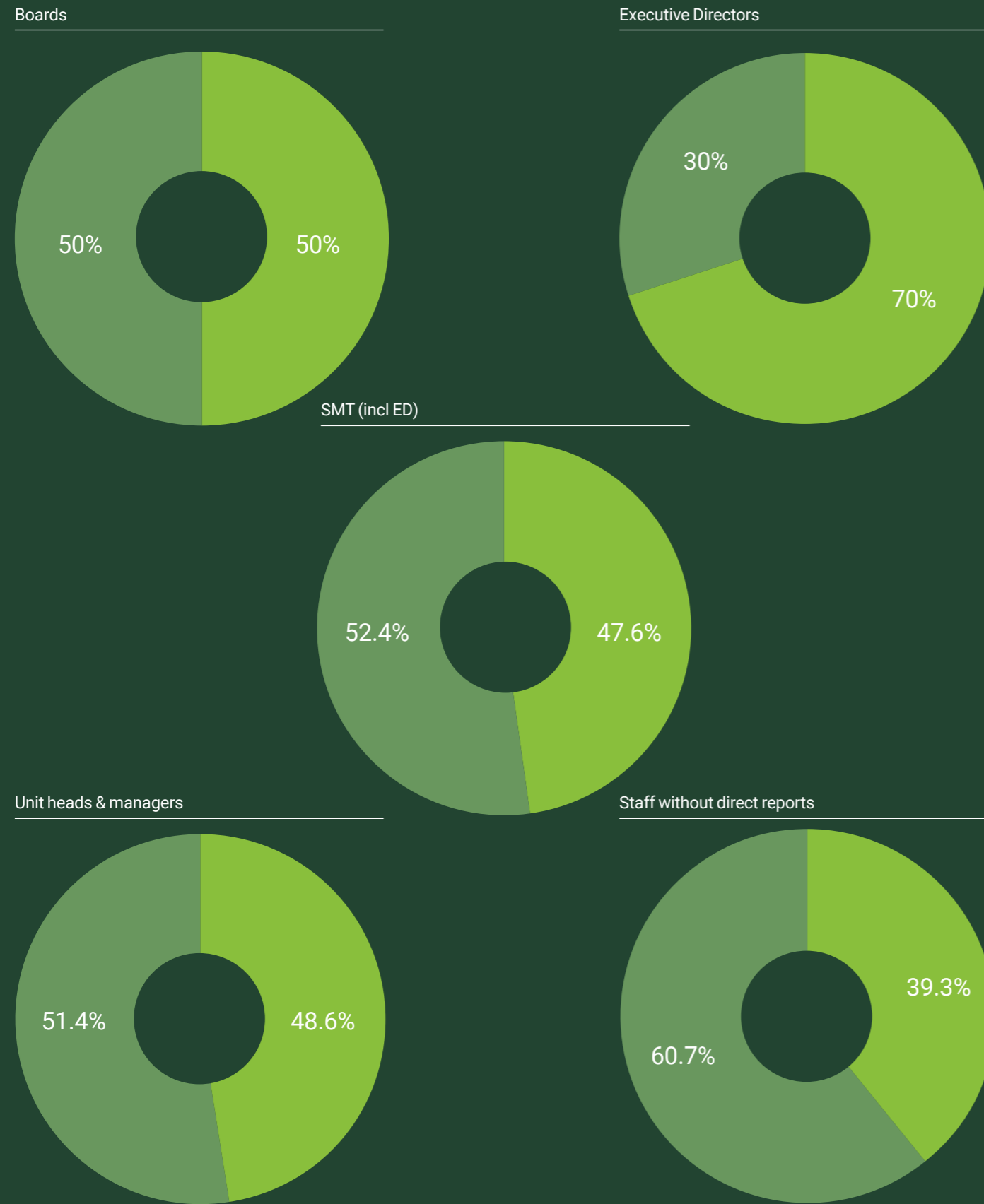
Staff numbers 2020 versus 2021

■ 2021 ■ 2020

| | 2021 | 2020 |
|-------------------------|------------|------------|
| GPI Amsterdam | 131 | 133 |
| GPI staff based in NROs | 175 | 164 |
| Marine (ships' crew) | 107 | 109 |
| Subtotal w/o DDII | 413 | 406 |
| DDII | 117 | 165 |
| TOTAL | 530 | 571 |

Greenpeace staff across the network 2020

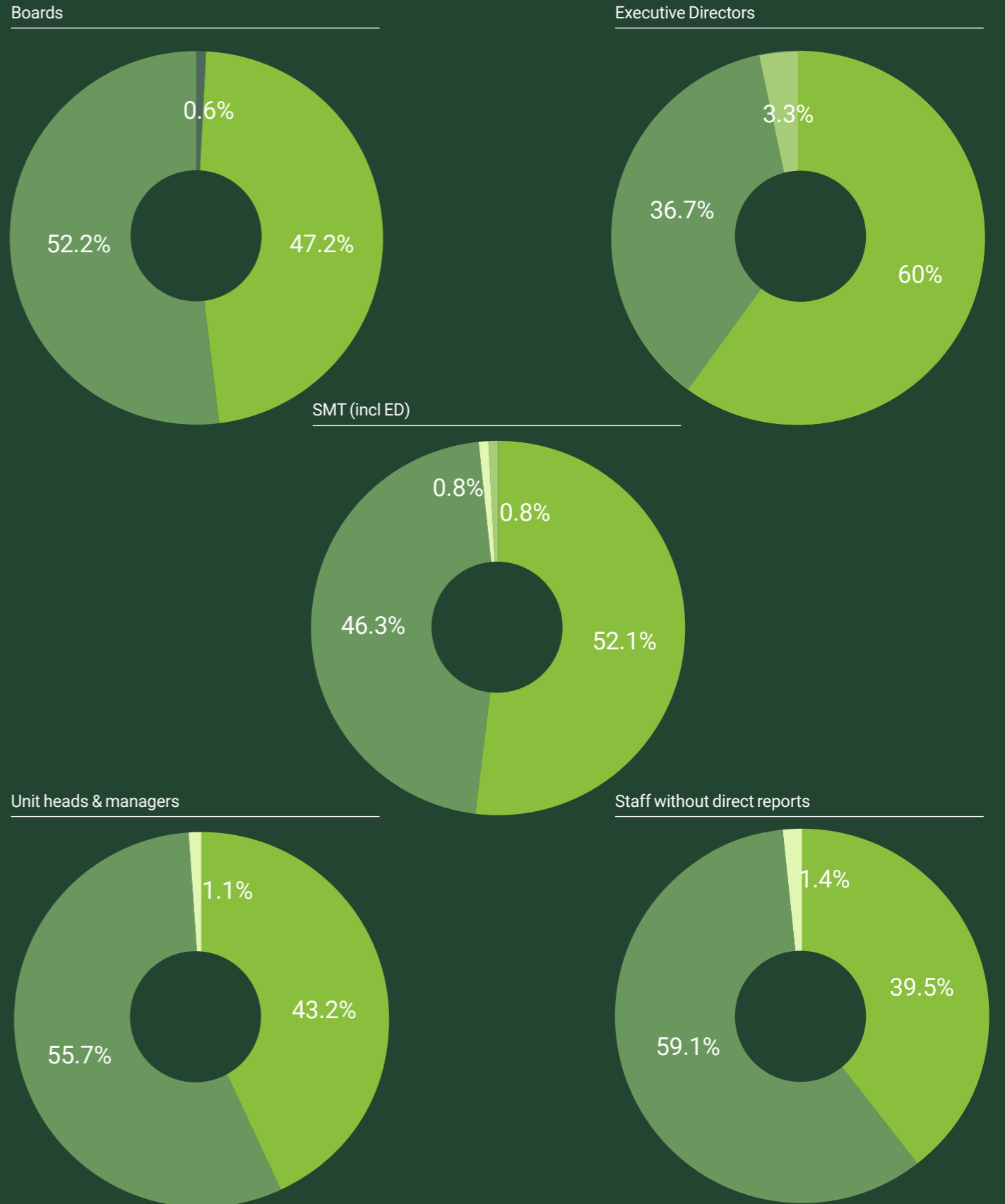
Male Female



The above portrays the binary gender distribution in leadership.

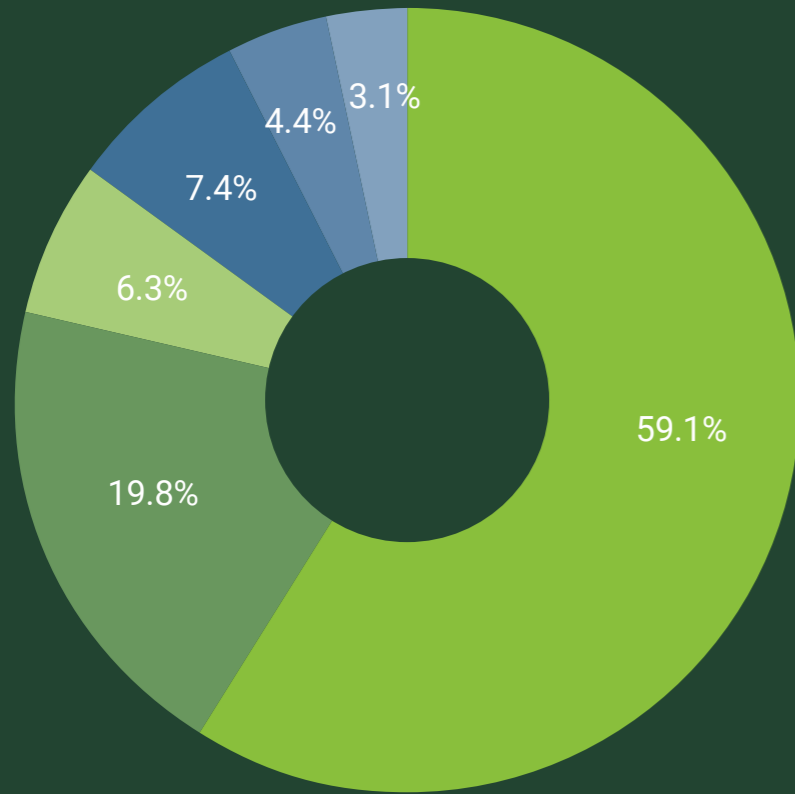
Greenpeace staff across the network 2021

Male Female Unknown Non-Binary Non-Disclosure



The above portrays the binary gender distribution in leadership.

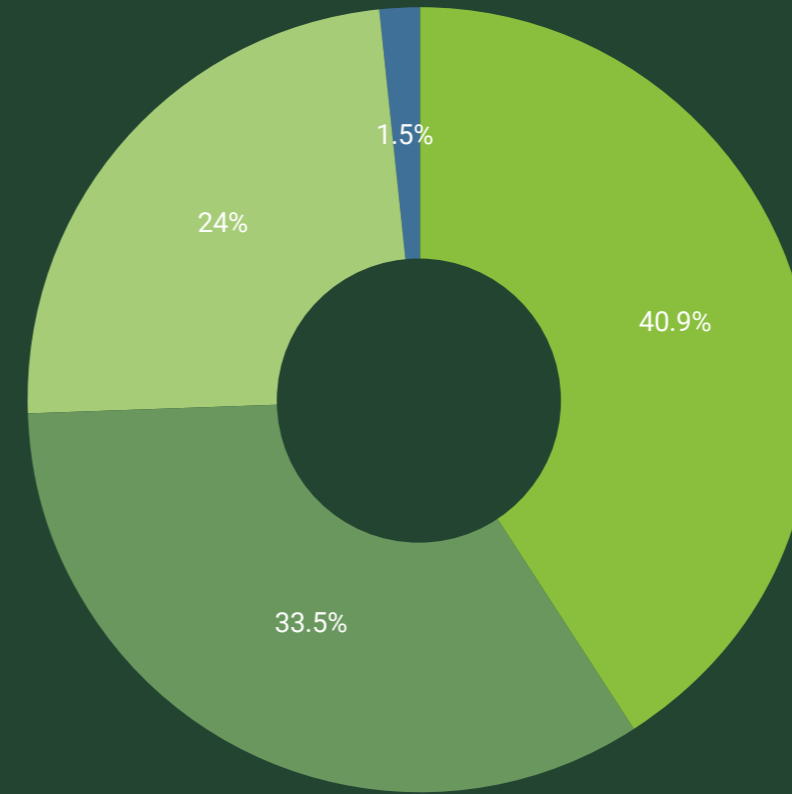
DISTRIBUTION OF GREENPEACE GLOBAL EMPLOYEES ACROSS CONTINENTS



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

As has been the case in the past, we find that our staff remains Europe-based by more than 50% in 2021. The proportion has increased from 56.47% in 2020 to 59.09% in 2021, although the total number of staff based in Europe has decreased. In fact, Africa is the only continent for which we had an increase in staff numbers.

2021 GLOBAL STAFF DISTRIBUTION BY DEPARTMENT (ex DD)



- Campaigns
- Fundraising/Engagement
- Organisational Support
- Other

Note: This is based on headcounts, not FTEs

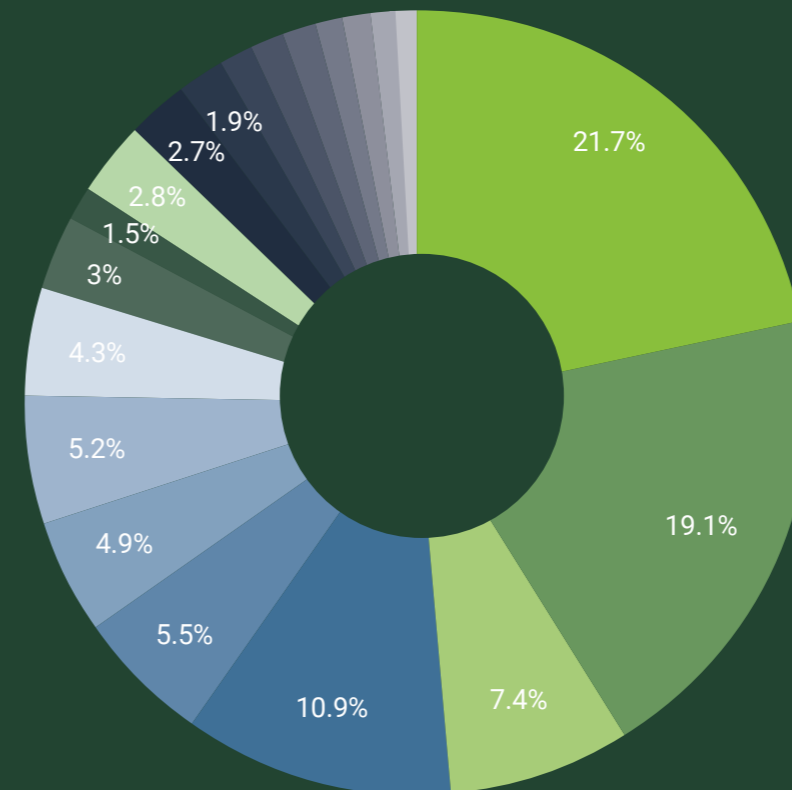
AGE DISTRIBUTION - STAFF AND BOARDS



Average board age 2021: **51.33**
Average staff age 2021: **39.09**

Once again, we find that our average age has increased by roughly one year in 2021. We still find a large disparity between the averages of NROs, ranging from 44 years old in the EU Unit to 34 years old in Brazil. Our age distribution is still very similar to 2020, our most common age bracket is still 41 to 50 years old, which remains unchanged from 2020.

2021 GLOBAL STAFF DISTRIBUTION BY UNITS



- Campaigns
- Fundraising/engagement/mobilisation
- Direct dialogue/street fundraising
- Communications
- Actions
- Finance
- HR/people & culture
- IT/tech
- Telefundraising
- Direct Dialogue support staff
- Data insights
- Executive Directors' office
- Research/investigations
- Marketing
- Other
- Facilities
- Legal
- Logistics
- Governance
- Organisational development

INTEGRITY CASES, OUTCOMES AND RESOLUTIONS

Greenpeace International has a zero tolerance approach to sexual, verbal or physical harassment, bullying and any kind of discrimination. Our Code of Conduct is published on our website, as well as the non-confidential details of cases reported to have breached the Code.

The global Greenpeace network takes seriously its responsibility to provide a safe, productive and inclusive working environment for its staff. Any integrity-related concern is taken seriously when brought forward, and prompt appropriate action is taken.

Between 1 January and 31 December 2021, 26 complaints were received: 9 were redirected to other processes such as grievance procedures, and 10 investigated by integrity officers (at GPI and NROs). Of the 10 cases investigated in 2021, four were upheld, disciplinary action resulted in two people leaving Greenpeace, while the remaining breaches were dealt with through a mixture of training, formal warnings and/or mediation.

■ 2021 ■ 2020

Total number of complaints received

26 33

Total number of investigations

10 25

Number of violations found (complaint upheld)

4 13

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

OUR ENVIRONMENTAL IMPACT

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

While not all environmental impacts can be assessed and collated annually across all Greenpeace offices, Greenpeace International and national and/or regional Greenpeace organisations do track, collate and report annual CO₂ emissions. In 2021 the vast majority of NROs were closed due to Covid-19, travel was suspended and staff worked from home. This resulted in a significant reduction in CO₂ emissions.

| Scope | Emissions (tCO ₂ e) | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 | FY 2021 |
|---|--|------------------|------------------|------------------|------------------|------------------|-----------------|
| Scope 1 Direct emissions from sources that are owned | Direct emissions for helicopter transportation | 91.93 | 491.33 | 18.97 | 11.15 | 165.30 | 0.00 |
| | Direct emissions for inflatables | 39.20 | 56.13 | 45.92 | 43.05 | 33.65 | 9.26 |
| | Direct emissions for marine transportation | 5,112.97 | 4,867.07 | 5,902.12 | 5,476.69 | 4,591.92 | 4,040.37 |
| | Direct emissions for natural gas | 183.83 | 192.94 | 197.12 | 126.44 | 123.32 | 138.56 |
| | Direct emissions for vehicles | 434.24 | 340.50 | 385.25 | 306.64 | 163.60 | 282.09 |
| Total Scope 1 | | 5,862.18 | 5,947.97 | 6,549.37 | 5,963.98 | 5,077.79 | 4,470.28 |
| Scope 2 Indirect emissions from sources that are owned or controlled by us | Indirect emissions for office electricity | 600.40 | 690.44 | 594.52 | 606.64 | 386.32 | 208.95 |
| | Indirect emissions for server electricity | 7.39 | 7.10 | 6.56 | 6.74 | 7.89 | 28.83 |
| | Total Scope 2 | | 607.79 | 697.54 | 601.08 | 613.38 | 394.20 |
| Scope 3 Sources not owned or directly controlled by us but relate to our activities | Direct emissions for helicopter transportation | 18.96 | 101.33 | 3.91 | 2.30 | 34.09 | 0.00 |
| | Direct emissions for inflatables | 8.04 | 11.43 | 9.38 | 8.71 | 6.98 | 1.83 |
| | Direct emissions for marine transportation | 1,007.16 | 958.87 | 1,162.51 | 1,078.69 | 904.69 | 797.02 |
| | Direct emissions for natural gas | 28.03 | 29.43 | 30.08 | 19.30 | 18.82 | 21.15 |
| | Direct emissions for vehicles | 143.91 | 102.02 | 122.70 | 106.21 | 57.64 | 39.07 |
| | Indirect emissions for business travel | 11,216.16 | 9,963.09 | 11,346.92 | 9,334.14 | 1,843.04 | 596.49 |
| | Indirect emissions for office electricity | 165.94 | 188.39 | 161.49 | 149.10 | 99.08 | 54.48 |
| | Indirect emissions for paper consumption | 1,379.99 | 1,225.60 | 1,198.33 | 1,124.54 | 1,012.78 | 412.17 |
| | Indirect emissions for server electricity | 2.34 | 2.29 | 2.19 | 2.22 | 0.22 | 5.55 |
| | Total Scope 3 | | 13,970.52 | 12,582.44 | 14,037.50 | 11,825.22 | 3,977.34 |
| Grand Total | | 20,440.49 | 19,227.95 | 21,187.96 | 18,402.58 | 9,449.33 | 6,635.82 |

*Not all data (2021) from all Greenpeace organisations is available at the time of writing this report – data from three Greenpeace NROs is not currently available – therefore a year-on-year comparison of emissions is not currently possible.

FINANCIAL INDEPENDENCE

Greenpeace does not take money from governments, corporations or companies. We are proud that the entirety of our income comes from millions of individuals and a small number of charitable foundations. This means we are not compromised in who or what we campaign against, or for. Greenpeace International's financial records are available to the public and published annually.

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

PREVENTING CORRUPTION, BRIBERY AND MISUSE OF FUNDS

Bribery and corruption are corrosive drivers of societal and environmental degradation. Greenpeace International is committed to ensuring transparency and accountability in all its work and alliances, and has strict policies and procedures in place to counter bribery and corruption.

PRIVACY AND DATA PROTECTION

All Greenpeace International operational systems for collecting and retaining information on donors and supporters conform to the European Union's General Data Protection Regulation (GDPR) requirements. We have additional systems and procedures on staff privacy, data retention and data breach notification.





GOVERNANCE

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

The Greenpeace Council is the name for the collective of representatives (Trustees) from NROs, which addresses strategic issues with broad significance or long term impact for the global Greenpeace network. The Council elects six members of the Greenpeace International Board, who in turn elect a Board Chair to form a seven-person Board. The Board appoints the Greenpeace International Executive Director (IED) who is responsible for the day-to-day management of Greenpeace International. The IED is accountable to the Board, while the Board is responsible for setting policy and for supervision of the IED.

2021 BOARD MEMBERS

| | |
|--|---|
| Ayesha Imam (Chair) | Ravi Rajan (until 13 December 2021) |
| Sue Cooper (Treasurer) | Nikhil Aziz (from 14 December 2021) |
| Ailun Yang | Shanice Firmin (from 14 December 2021) |
| Marcelo Iniarra Iraegui | |
| Michael Hammer (until 13 December 2021) | |
| Ngozi Ifeoma Malo | |

ROLE OF THE BOARD

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

INTERNATIONAL EXECUTIVE DIRECTOR

Jennifer Morgan stepped down as Executive Director of Greenpeace International on 28 February 2022. She was appointed in 2016 in a shared leadership role with Bunny McDiarmid until 2019, when she assumed the sole task of Executive Director. Norma Torres was appointed as interim International Executive Director on 1 March 2022.

FINANCIAL INFORMATION AND ORGANISATIONAL DISCLOSURES

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

GPI BOARD COMPENSATION

The GPI Board membership is not salaried, but expenses and a compensatory attendance fee are paid to cover time spent preparing and attending Board activities (*Vacatiegeld*). In 2021, the total amount paid to the Chair and six members was €63k. Rounded off to the nearest thousand, the Board Chair received €28k, two Board members received €10k, one Board member received €9k and one Board member received €5k.

PAYMENTS TO SENIOR STAFF

The Greenpeace Board sets the remuneration package of the International Executive Director’s role. The salary is in line with other international non-governmental organisations of similar size and level of responsibility, with a salary of €159k and overall employment costs, including employer’s social charges and pension contributions, totalling €196k.

All other GPI salaries, including the Strategy and Management Team, are set using an established salary grading system. Netherlands-based members of the Strategy and Management Team, as well as a few other staff, are all in the top band of the GPI salary structure. In 2021, this band is set at €33-111k.

In accordance with organisational HR policy, any GPI SMT members living outside the Netherlands are contracted through the national and/or regional Greenpeace organisation and are paid according to the local NRO salary structure. Total employment costs for all other members of the SMT, whether they were based in the Netherlands or elsewhere, were €759k.

Activists mark the start of Refill Diet Week in Switzerland, deploying a banner that will encourage consumers and businesses to commit to reusable packaging in the takeaway sector.

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GREENPEACE



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Art Direction + Design Atomo Design

Cover photograph
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Turkish artist Husna Cakir paints a wall in Ulamis village, Turkey, as part of a global street art project entitled Hope Through Action in celebration of Greenpeace's 50 year anniversary.

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