

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the charitable company, its Trustees and advisers	1
Trustees' report	2 - 12
Independent auditors' report on the financial statements	13 - 15
Statement of financial activities	16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 35

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 2019**

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019

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 2019. 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).

Structure, governance and management

a. Constitution

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

b. Methods of appointment or election of Trustees

Trustees are usually appointed for a period of two years. Each Trustee will retire at the General Assembly following expiry of the two year term of office and may (if they so wish) offer themselves for re-election. The President, who is also the chairperson, is elected for a period of 4 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 Foundations 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 quarterly board meetings and on an ongoing basis between the FEE President and the FEE CEO and between the FEE programme directors and the specific Board members responsible for each programme.

d. Policies adopted for the induction and training of Trustees

New Trustees are given an introduction 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.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

Structure, governance and management (continued)

e. 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 the CEO 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 large corporate entities such as Toyota Fund for Europe and the Wrigley Foundation are evidence of the successes of this approach. Another risk still unresolved and unclear is Brexit. Having FEE as a British registered charity may result in certain negative changes, mostly relating to participation in European funded projects, taxation changes and future changes in policy. This might need to be addressed after there is more clarity on the impacts in regards to management, taxation and possible funding.

In 2019 the charity undertook the implementation of the financial and organisational policies developed during 2017-18.

Objectives and activities

1. 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 2019

Objectives and activities (continued)

g. Strategies for achieving objectives

FEE has an overall Strategic Plan for 2016-2020 approved at the FEE General Assembly 2016 in Ahmedabad, India, and which is therefore still in place. The Strategic Plans especially addressed the brand protection and the communication strategy of FEE.

The main strategies included in the current Strategic Plan are:

MEMBERSHIP:

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

PROGRAMMES:

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

INTERNATIONAL POSITIONING:

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

Objectives and activities (continued)

BRANDING:

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

COMMUNICATIONS:

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

FINANCIAL:

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

ADMINISTRATION/HEAD OFFICE:

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

h. 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.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

Objectives and activities (continued)

Achievements and performance

a. Review of activities

During 2019, the FEE Board of Directors meetings were held in Los Cabos (Mexico) in February, in Copenhagen (Denmark) in April, in Chalkidiki (Greece) in June and in Bucharest (Romania) in October. In addition, the five FEE programmes organised successful National Operators Meetings (NOMs) throughout the year: Learning about Forests in Limerick (Ireland) in March, Young Reporters for the Environment in Shanghai (China) in April, Blue Flag in Blackpool (England) in October, Eco-Schools in Reeuwijk (the Netherlands) in November and Green Key in Doha (Qatar) in December.

The FEE Board of Directors would like to thank the member organisations and their corporate partners in the countries that hosted the FEE Board of Directors meetings and programme NOMs for their hard work in organising and hosting these events.

In 2019, the FEE Board of Directors was pleased to approve associate membership for Alma Tierra (Argentina), IPSDI (Burundi) and Bermuda Underwater Exploration Institute (Bermuda). The Board of Directors also welcomed new affiliate members from Green Growth Asia Foundation (Malaysia), Visit Åland (Finland), Eco-Schools Canada (Canada), Sail Training International (United Kingdom) and LEPL Batumi Boulevard (Georgia).

In the membership evaluation for 2019 all existing FEE memberships were renewed.

By the end of 2019, FEE had 98 member organisations in 77 countries.

Mentor visits to associate FEE members by trustees and others took place in Mexico, Switzerland, Thailand, New Zealand, Comoros, Poland, Cabo Verde and South Korea.

In 2019 FEE continued the process of protecting its chosen trademarks according to specific clauses agreed to by the FEE Head Office, FEE lawyers and the members of the FEE trademark-working group. The working group decided on the specific clauses and categories and then started the process of protecting the trademarks first in Europe then by the World Intellectual Property Organization (WIPO).

With the new Board elected in 2016 the decision was to create and develop some new and necessary policies for FEE. A lot of work has been put into creating the Risk Management as a working document, showing the impact, the risk and the likelihood of potential risks. A full and comprehensive set of financial standing orders have also been developed and implemented.

Considerable resources have been used to follow the new EU General Data Protection Regulation (GDPR). A new policy has been developed in order to protect natural persons in relation to the processing of personal data as requested by the European Union with the Directive 95/46/EC of the European Parliament and of the Council. Personal data agreements have been sent to all FEE members to be signed and internal data clean up processes have taken place at the FEE head office. At this point in time all existing members have signed this agreement.

The GA elected the Board of Directors for 2018-2020: Laura Hickey will be the Board member responsible for Eco-Schools, Nikos Petrou for Learning about Forests, Jose Hendriksen for Green Key, Lourdes Diaz for Blue Flag, Sasha Karajovic for Young Reporters for the Environment. Amine Ahlafi will continue as Vice President and Ian Humphreys as treasurer. The current four-year presidency held by Lesley Jones will continue until the FEE presidential elections in 2020.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

Strategic report (continued)

Achievements and performance (continued)

FEE's partnerships with the Wrigley Company Foundation, the Toyota Fund for Europe, and Alcoa continued in 2019.

The redeveloped Global Forest Fund was launched to the public in November with a new website platform and a new carbon emissions calculator that covers a range of transport options. Revenue from the Global Forest Fund will be used to fund tree planting and environmental education projects around the world, with a specific focus on developing countries.

During 2019, FEE continued its collaboration with UNFCCC contributing to the discussion on the next phase of the UN ACE initiative on Climate Change. FEE participated in a number of events and workshops at the COP 25 that was held in Madrid in late 2019. In 2019, FEE continued its partnership with the UNESCO Global Action Programme (GAP) that will officially end in June 2020. FEE has held discussions with UNESCO to formulate the continued role of FEE in UNESCO's led global promotion of ESD as it is clear that the reach of FEE's educational programmes has a great global impact and hence FEE should remain a key partner in this effort.

Blue Flag gave presentations at the European Tourism Conference on Europe's Outdoor Adventure Travel in Los Angeles, USA in February and the International Congress on Technology and Tourism for Diversity in Malaga, Spain in October. Blue Flag initiated new partnerships with Wheelmap and Total Beach Access as part of their continuing strategy to develop accessibility for Blue Flag sites. Blue Flag also began a partnership with Triscovery, an online platform for environmentally friendly tourism boat experiences. Colombia and South Korea were awarded their first Blue Flags in 2019. Cabo Verde, Argentina, Chile, Finland, India and the Åland Islands are developing the programme and expect to begin implementation within the next few years. Blue Flags's partnership with Sail Training International to implement criteria for sail training vessels continues, and the Sail Training International Blue Flag Scheme is set to launch in 2020.

In 2019, Green Key entered collaboration agreements with the hotel chains NH Hotel Group (globally) and Wyndham Hotels & Resorts (Europe, the Middle East, Africa and Eurasia). After nine years of successful partnership in Europe, the Middle East and Africa, Radisson Hotel Group and Green Key renewed their agreement for another three years and expanded it to include hotels in the Asia-Pacific region. Green Key entered corporate partnerships with Werner-Mertz, Ecolab, ACT.Global and Divello to promote sustainability in the hospitality industry through the companies' innovative products. Green Key was present at the 50th Anniversary World Forum of the World Association for Hospitality and Tourism Education and Training (AMFORHT) to make presentations about Green Key and FEE. The first Green Key establishments in Ethiopia, Nigeria, Scotland, Northern Ireland, Brazil, Suriname, Colombia and Australia were awarded in 2019. Green Key has begun to revise its criteria and explanatory notes for 2021-2025 using input from National Operators and other stakeholders.

2019 marked the 25th anniversary of the Eco-Schools programme. In their 25th Anniversary Declaration, Eco-Schools affirmed Education for Sustainable Development as a human right and pledged to continue to engage children around the world in positive action. In conjunction with their 25th anniversary, Eco-Schools launched the "I've got the power" video campaign and released the publication Changing Together - Eco-Schools 1994-2019. In partnership with Lucart group, Eco-Schools in Slovenia and Latvia launched the new Eco-Schools Project for Advancing Circular Economy (E-Space). Burundi began implementing the programme in 2019 through National Operator IPSDI. International Eco-Schools Coordinator Nicole Andreou was named one of Environmental Education's 30 under 30 by the North American Association for Environmental Education (NAAEE). Eco-Schools was also chosen by HundrED as one of 100 inspiring innovations that are changing the face of K12 education today.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

Strategic report (continued)

Achievements and performance (continued)

Young Reporters for the Environment (YRE) also celebrated its 25th anniversary in 2019. As part of the celebration, YRE launched a special one-minute video competition open to all students and alumni to share their passion for the programme. YRE also launched a new YRE Hub platform that is open for all YRE students to share their stories to an international audience. YRE received a special commendation from the Global Youth & News Media Prize jury for its work with young journalists. YRE sent 19 students to report from five international conferences in 2019: International Conference on Sustainability Education (India), World Environmental Education Congress (Thailand), Youth Mundus Festival (Italy), Northern Dimension Future Forum (Finland) and COP25 (Spain). The programme also organised two workshops in India and Italy to educate students about environmental journalism. In December, YRE became available to International Schools in countries without a FEE National Operator. Additionally, the Litter Less Campaign with Mars-Wrigley Foundations is continuing into 2022.

Learning About Forests (LEAF) was being implemented in 28 countries by the end of 2019, with more reach than at any other point in the programme's history. The programme engaged nearly 700,000 students, meaning that more students experienced outdoor education through LEAF than ever before. LEAF participants also planted more trees this year than they have in any previous year. The National Operators Meeting (NOM) in Ireland provided an opportunity to showcase LEAF Ireland's fantastic work to a national and international audience. The NOM also reunited three former and current LEAF International Directors: Bjørn Helge Bjørnstad, Rachel Geary and Barry McGonigal. LEAF was present at the European Forum on Urban Forestry in Germany in May, where LEAF International Director Barry McGonigal made a presentation about the LEAF programme in regards to outdoor education and Education for Sustainable Development. Barry McGonigal also attended the 14th European Forest Pedagogics Congress in Latvia in July, which was hosted by LEAF National Operator JSC Latvia's State Forests.

The FEE Board of Directors would like to thank all member organisations for their national work with FEE programmes in 2019 and all corporate and institutional partners for their support of FEE and its member organisations in the past year.

b. Fundraising activities and income generation

Summary of Financial Performance:

Total fund balance at 31 December 2019 was €1,447,369, comprised of:

€752,829 Unrestricted funds

€694,540 Restricted funds

FEE does not undertake conventional charitable fundraising activities, it 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.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

Strategic report (continued)

Financial review

a. Going concern and COVID-19

We have considered the financial uncertainty of COVID-19, and have prepared a strategic corona response plan covering operational and financial options for future actions once there is a better understanding of the financial and practical impact. The level of unrestricted reserves and possible financial savings means that the charity is in a good position to withstand the impact in the short-term.

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 allocated for cover for operating costs on the 31 December 2019 amounted to €366,700 (with the remainder allocated for growth). This is about 65% of the full required amount and FEE aims to continue to increase the reserve funds whenever possible towards the 6 month 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 2019

Strategic report (continued)

Financial review (continued)

d. Summary of financial performance

The FEE Statutory Accounts 2019 continued the consolidated financial report including all of FEE's international activities with the general administration, all programmes and all projects being part of the Financial reporting in the accounts.

The following comments relates to the management accounts and budget for 2019:

Income and Expenditure accounts

- a. The overall income for the year is €290,000 lower than budgeted. The main reason for this is an unexpected cancellation of certain projects. This is fully matched with reductions in overall expenses for the year of €320,000
- b. Wages and salaries are €9,000 lower than budgeted due to savings on project staff.
- c. Grant expenses are €110,000 lower than budgeted due largely to the removal of project grants to members.
- d. All other expense categories are generally substantially below their budget target, primarily due to large savings efforts and postponement of project cost.
- e. The overall net income for the year in the management accounts is a loss of €27,000 compared to a budgeted loss of €69,000. Some final adjustments have been made to get to the statutory accounts position of a surplus of €921.

Balance sheet

- e. Debtors at the end of 2019 include unpaid fees/levies from member organisations. The value of the individual receivables has been evaluated and accounted for.
- f. The cash in bank at year-end amount to €1,669,187 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 2019

Plans for future periods

During the summer of 2019 the FEE Board of Directors decided to reevaluate its plan to develop the FEE VI programme. The reasoning for this was that the development of the VI programme, dissemination and implementation would take years and will not address the urgency of the environmental crisis derived by climate change, loss of biodiversity and the ever-growing amounts of pollution. The FEE Board of Directors took the decision to halt the work on the VI programme and instead have FEE develop a strategy focused on the three main crisis areas mentioned above.

Nearing the end of 2019 the FEE Board and staff developed and initiated the process to identify the goals and actions that would allow FEE to create maximum positive impact focusing on climate change, pollution and loss of biodiversity. This process involves a number of key FEE stakeholders such as UN experts, funders and other partners but above all a significant number of FEE members. It is the FEE's Board of Directors intention to present the finalised four year strategy including a general action plan to the FEE General Assembly in September 2020.

In direct connection with the FEE strategy but also as part of the everlasting effort of FEE to grow and expand its positive impact around the world, FEE will continue to:

- Engaging new memberships through “organic growth” and targeting selected organisations. FEE will actively seek organisations from strategically important countries to become its members; nevertheless, admittance of new members should be aimed at long-term successful implementation of FEE programmes and compliance with FEE's mission, vision, values and spirit. Target organisations should comply with the same criteria as any other organisation seeking admittance for FEE membership.
- Continue the support and the evaluation of the performance of existing member organisations according to the 2018 and 2020 General Assembly's approved Rules and Procedures.
- Organise the FEE meetings and events that are part of the organisation's yearly cycle, i.e. General Assemblies, Board of Directors and National Operators Meetings. FEE will look at ways to reduce the costs and environmental impacts of these meetings by promoting video online meetings, webinars etc. when appropriate.
- Develop the FEE Academy, an online learning and training platform, allowing FEE's direct and indirect stakeholders to improve their knowhow and skills related to FEE's programmes and network.
- Market and increase the impact of the Global Forest Fund platform developed in 2018/19 allowing for CO2 compensation by cooperates and individuals to allow for tree planting and educational projects to run in schools.
- Maintain and strive towards the increase of the number of participants in the different sponsored projects FEE is running according to set targets agreed on between FEE and the funding partners.
- Continue charging fees/levies from member organisations as according to the financial plan approved at the General Assembly 2018-2020.
- The FEE surplus should continue to be divided into the reserve fund, the development costs and registration and protection of the chosen FEE trademarks globally.
- Continue the efforts on fundraising in accordance with the fundraising plan and the strategic objectives.
- Create a diversity in the funding portfolio that will reduce dependency on limited sources of funding.
- Continue the efforts on communication/PR. FEE will strive to deliver a strong and united message on the strategic focal areas at the international, national and local levels.
- Strengthen the existing international partnerships and continue building cooperation with new partners to help increase the impact of FEE's work and of theirs.
- Updating FEE's Rules and procedures to be presented to the General Assembly in 2020.
- Continue the efforts on planning the work according to the environmental policy of FEE. FEE should always aim to reduce its negative environmental impact by adopting comprehensive and challenging policies for itself while encouraging its members in the same direction.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

Statement of Trustees' responsibilities

The Trustees (who are also directors of Foundation for Environmental Education 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 the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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.

Auditors

The auditors, Larking Gowen LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

This report was approved by the Trustees and signed on their behalf by:


Lesley Jones, Chairwoman and President

Date: 25 June 2020

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 2019 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 2019 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

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

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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



Joanne Fox FCA

For and on behalf of

Larking Gowen LLP

Chartered Accountants

Statutory Auditors

King Street House

15 Upper King Street

Norwich

NR3 1RB

Date: 29 June 2020

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €	Total funds 2018 €
Income from:					
Charitable activities	3	1,062,483	1,238,131	2,300,614	2,098,718
Total income		1,062,483	1,238,131	2,300,614	2,098,718
Expenditure on:					
Charitable activities	4	1,093,442	1,206,251	2,299,693	2,214,929
Total expenditure		1,093,442	1,206,251	2,299,693	2,214,929
Net (expenditure)/income		(30,959)	31,880	921	(116,211)
Transfers between funds	11	22,212	(22,212)	-	-
Net movement in funds		(8,747)	9,668	921	(116,211)
Reconciliation of funds:					
Total funds brought forward		761,576	684,872	1,446,448	1,562,658
Net movement in funds		(8,747)	9,668	921	(116,211)
Total funds carried forward		752,829	694,540	1,447,369	1,446,448

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

The notes on pages 19 to 35 form part of these financial statements.

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

BALANCE SHEET
AS AT 31 DECEMBER 2019

	Note	2019 €	2018 €
Fixed assets			
Intangible assets	8	122,784	135,387
		<u>122,784</u>	<u>135,387</u>
Current assets			
Debtors	9	166,477	139,620
Cash at bank and in hand		1,670,593	1,567,907
		<u>1,837,070</u>	<u>1,707,527</u>
Creditors: amounts falling due within one year	10	(512,485)	(396,466)
Net current assets		1,324,585	1,311,061
Total net assets		<u>1,447,369</u>	<u>1,446,448</u>
Charity funds			
Restricted funds	11	694,540	684,872
Unrestricted funds	11	752,829	761,576
Total funds		<u>1,447,369</u>	<u>1,446,448</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: 25 June 2020

The notes on pages 19 to 35 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 2019

	2019 €	2018 €
Cash flows from operating activities		
Net cash used in operating activities	134,755	(31,080)
Cash flows from investing activities		
Purchase of intangible assets	(32,069)	(108,391)
Net cash used in investing activities	(32,069)	(108,391)
Change in cash and cash equivalents in the year	102,686	(139,471)
Cash and cash equivalents at the beginning of the year	1,567,907	1,707,378
Cash and cash equivalents at the end of the year	1,670,593	1,567,907

The notes on pages 19 to 35 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 2019

1. General information

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page . 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

2.2 Going concern

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

2.3 Income

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

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

2. Accounting policies (continued)

2.4 Expenditure

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

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

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Pensions

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

2.6 Operating leases

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

2.7 Foreign currencies

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

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

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

2.8 Presentational Currency

These financial statements are presented in Euros, which is the local currency. The sterling Euro exchange rate as at 31 December 2019 was £1.175 and as at 31 December 2018 was £1.112.

2.9 Taxation

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

2. Accounting policies (continued)

2.10 Intangible assets and amortisation

Intangible assets costing €500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Amortisation is provided on the following bases:

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

2.11 Debtors

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

2.12 Cash at bank and in hand

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

2.13 Liabilities and provisions

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

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

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

2.14 Financial instruments

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

2. Accounting policies (continued)

2.15 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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 2019

3. Income from charitable activities

	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €
Fees and Other income	358,604	-	358,604
Blue Flag	228,556	-	228,556
Eco-Schools	193,771	140,468	334,239
YRE	37,690	850,537	888,227
LEAF	11,748	247,126	258,874
Green Key	232,114	-	232,114
Total 2019	1,062,483	1,238,131	2,300,614

	<i>Unrestricted funds 2018 €</i>	<i>Restricted funds 2018 €</i>	<i>Total funds 2018 €</i>
Fees & Other income	333,828	-	333,828
Blue Flag	209,924	-	209,924
Eco-Schools	192,083	-	192,083
YRE	47,213	858,275	905,488
LEAF	5,514	248,613	254,127
Green Key	203,268	-	203,268
<i>Total 2018</i>	<i>991,830</i>	<i>1,106,888</i>	<i>2,098,718</i>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

4. Analysis of expenditure by activities

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

	<i>Activities undertaken directly 2018 €</i>	<i>Governance costs 2018 €</i>	<i>Total funds 2018 €</i>
Meetings & Other Administration Costs	477,885	-	477,885
Blue Flag	170,851	-	170,851
Eco-Schools	179,374	-	179,374
YRE	845,923	-	845,923
LEAF	326,493	-	326,493
Green Key	187,303	-	187,303
Professional fees	-	27,100	27,100
	<u>2,187,829</u>	<u>27,100</u>	<u>2,214,929</u>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

4. Analysis of expenditure by activities (continued)

Analysis of direct costs

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

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

4. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Meetings & Other Admin. Costs 2018 €</i>	<i>Blue Flag 2018 €</i>	<i>Eco-Schools 2018 €</i>	<i>YRE 2018 €</i>	<i>LEAF 2018 €</i>
Staff costs	277,069	121,149	132,389	168,569	77,075
Travel and admin expenses	191,895	48,815	40,689	651,054	224,296
PR materials	11,974	887	6,296	26,300	25,120
Loss/(gain) on foreign exchange	(40,939)	-	-	-	-
Amortisation	37,886	-	-	-	-
Total 2018	477,885	170,851	179,374	845,923	326,493

	<i>Green Key 2018 €</i>	<i>Total funds 2018 €</i>
Staff costs	125,838	902,089
Travel and admin expenses	52,297	1,209,046
PR materials	9,166	79,745
Loss/(gain) on foreign exchange	-	(40,939)
Amortisation	-	37,886
Total 2018	187,303	2,187,829

5. Auditors' remuneration

	2019 €	2018 €
Fees payable to the charitable company's auditor for the audit of the charitable company's annual accounts	10,400	9,904

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

6. Staff costs

	2019 €	2018 €
Wages and salaries	898,032	821,922
Social security costs	14,404	6,384
Contribution to defined contribution pension schemes	86,955	73,783
	<u>999,391</u>	<u>902,089</u>

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

	2019 No.	2018 No.
	<u>16</u>	<u>13</u>

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

	2019 No.	2018 No.
In the band €60,001 - €70,000	3	1
In the band €70,001 - €80,000	1	1
In the band €100,001 - €110,000	1	1

Key Management personnel are considered to have aggregate remuneration of €647,856 (2018: €503,318).

7. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2018 - €NIL).

Reimbursement of Trustee expenses are set out in note 17.

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

8. Intangible assets

	Website €	Trademarks €	Computer software €	Total €
Cost				
At 1 January 2019	141,669	95,516	10,000	247,185
Additions	-	16,274	15,795	32,069
At 31 December 2019	<u>141,669</u>	<u>111,790</u>	<u>25,795</u>	<u>279,254</u>
Amortisation				
At 1 January 2019	102,246	9,552	-	111,798
Charge for the year	28,334	11,179	5,159	44,672
At 31 December 2019	<u>130,580</u>	<u>20,731</u>	<u>5,159</u>	<u>156,470</u>
Net book value				
At 31 December 2019	<u>11,089</u>	<u>91,059</u>	<u>20,636</u>	<u>122,784</u>
<i>At 31 December 2018</i>	<u>39,423</u>	<u>85,964</u>	<u>10,000</u>	<u>135,387</u>

9. Debtors

	2019 €	2018 €
Due within one year		
Trade debtors	142,952	113,486
Other debtors	23,525	26,134
	<u>166,477</u>	<u>139,620</u>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

10. Creditors: Amounts falling due within one year

	2019	2018
	€	€
Trade creditors	158,832	<i>72,474</i>
Other creditors	163,650	<i>154,876</i>
Accruals and deferred income	190,003	<i>169,116</i>
	<hr/> 512,485 <hr/>	<hr/> <i>396,466</i> <hr/>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

11. Statement of funds

Statement of funds - current year

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

11. Statement of funds (continued)

Restricted Funds

The Litter Less campaign is being implemented through the Young Reporters for the Environment (YRE) and Eco Schools programs, run by the Foundation for Environmental Education and funded by **Wrigley Company Foundation**. The campaign and the programme are open to students aged 11 to 21 who act as 'journalists' investigating the problem of litter and reporting in their community via print, photography or video.

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

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

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

UNESCO funded an international youth gathering for YRE in Portugal to educate youth leaders.

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

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

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

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

11. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2018 €</i>	<i>Income €</i>	<i>Expenditure €</i>	<i>Transfers in/out €</i>	<i>Balance at 31 December 2018 €</i>
Unrestricted funds					
Designated funds					
Branding	8,749	-	-	(8,749)	-
General funds					
General Funds	852,836	991,830	(1,102,726)	19,636	761,576
Total Unrestricted funds	<u>861,585</u>	<u>991,830</u>	<u>(1,102,726)</u>	<u>10,887</u>	<u>761,576</u>
Restricted funds					
Alcoa (phase 1)	1,073	-	-	(1,073)	-
Alcoa (phase 2)	34,799	-	(24,326)	1,073	11,546
Wrigley (phase 2)	6,217	-	(15,581)	9,364	-
Wrigley (phase 3)	356,046	777,405	(739,537)	-	393,914
Toyota Y2 & Y3	50,016	-	(36,516)	-	13,500
Toyota Y4	-	235,000	(172,670)	-	62,330
Global Forest	623	13,613	(575)	2,469	16,130
W30 Comms	84,100	-	(28,316)	-	55,784
W30 Dev GFF	84,100	-	(8,196)	-	75,904
W30 SAC	84,100	-	(5,616)	(22,720)	55,764
UNESCO	-	80,870	(80,870)	-	-
	<u>701,074</u>	<u>1,106,888</u>	<u>(1,112,203)</u>	<u>(10,887)</u>	<u>684,872</u>
Total of funds	<u>1,562,659</u>	<u>2,098,718</u>	<u>(2,214,929)</u>	<u>-</u>	<u>1,446,448</u>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

12. Analysis of net assets between funds

Analysis of net assets between funds - current year

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

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2018 €</i>	<i>Restricted funds 2018 €</i>	<i>Total funds 2018 €</i>
Intangible fixed assets	135,387	-	<i>135,387</i>
Current assets	1,022,655	684,872	<i>1,707,527</i>
Creditors due within one year	(396,466)	-	<i>(396,466)</i>
Total	761,576	684,872	1,446,448

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

	2019 €	2018 €
Net income for the year (as per Statement of Financial Activities)	921	<i>(116,211)</i>
Adjustments for:		
Amortisation charges	44,672	<i>37,88€</i>
Decrease/(increase) in debtors	(26,857)	<i>47,02€</i>
Increase in creditors	116,019	<i>22€</i>
Net cash provided by/(used in) operating activities	134,755	<i>(31,080)</i>

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

14. Analysis of cash and cash equivalents

	2019 €	2018 €
Cash in hand	1,670,593	1,567,907
Total cash and cash equivalents	1,670,593	1,567,907

15. Analysis of Net Debt

	At 1 January 2019 €	Cash flows €	At 31 December 2019 €
Cash at bank and in hand	1,567,907	102,686	1,670,593
	1,567,907	102,686	1,670,593

16. Pension commitments

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

The pension cost charge represents contributions payable by the charitable company to the fund and amounted to €86,955 (2018 - €73,783).

17. Operating lease commitments

At 31 December 2019 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2019 €	2018 €
Not later than 1 year	80,645	80,645
Later than 1 year and not later than 5 years	40,323	40,323
	120,968	120,968

FOUNDATION FOR ENVIRONMENTAL EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

18. Related party transactions

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

During the year, all Trustees received reimbursement for direct travel expenses to and from committee meetings and in connection with the business of the charity totalling €27,103 (2018: €23,827). Indirect travel expenses were incurred on the same basis as any other attendee at meetings and conferences for a total of 141 days across all of the Trustees. No Trustees received any remuneration (2018: €Nil).

FEE rents its head office from the Danish Outdoor Council which is a member organisation of FEE. Total rent for the year was €82,800 (2018: €81,890).