

# GREENPEACE INTERNATIONAL ANNUAL REPORT 2023



**GREENPEACE**

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# FOREWORD

This is the 2023 Annual Report for Stichting Greenpeace Council. Stichting Greenpeace Council commonly works under the operational name Greenpeace International.

Stichting Greenpeace Council" (SGC) is a Dutch stichting – a foundation-type non-profit entity – based 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.

## FOR THE PURPOSE OF THIS REPORT:

"Greenpeace" refers to the global network of 25 independent national/regional Greenpeace organisations (NROs) and Greenpeace International as a coordinating and supporting organisation for the global network.

► National and/or regional organisations (NROs) refers to the independent Greenpeace organisations operating in countries around the world. They are (or consist of) independent entities, and each NRO has its own Executive Director and supervisory board. Greenpeace International does not exercise control over NROs, but does facilitate coordination across the global network.

► 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 that uses non-violent, creative confrontation to expose global environmental problems and force solutions that 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.

# INTRODUCTION

## INTERNATIONAL EXECUTIVE DIRECTOR

I first joined Greenpeace in 1992 as a youth volunteer.

I had seen an organisation full of people who believed they could change the world for the better. I was inspired. I wanted to be part of it.

Inside Greenpeace I found something incredibly powerful - a community and a home for people who are driven by the notion of hope in action. I found it in staff, activists, volunteers, and allies. On every continent and ocean, during campaigns and actions, scientific studies and blockades, through court cases, protests, rallies, and victory parties.

Many people join Greenpeace because of what they have seen us do - dramatic nonviolent direct actions, exciting confrontations at sea.

Once you're here the part that keeps most of us here, and most of us going, is people.

As I sit down 32 years after joining the organisation to write my first annual report introduction as International Executive Director I am more inspired to be part of this community of 'hope in action' than ever.

In the pages that follow you can find personal stories from people around the world who exemplify the power of hope



© Tim Aubry / Greenpeace

A handwritten signature in black ink, appearing to read 'Mads Christensen'.

**MADS CHRISTENSEN**

Greenpeace International  
Executive Director



Greenpeace together with the University of Milan in Italy monitor the situation of the Forni glacier.





© Tim Aubrey / Greenpeace

Thousands gathered in New York City for the "March to End Fossil Fuels" in the lead up to the UN Climate Ambition Summit in September 2023

over apathy, whose resolve in the face of adversity gives life to the notion that many in Greenpeace embrace that the optimism of the action is better than the pessimism of the thought. That hope is the antidote to apathy. It's not a naive belief that taking action guarantees success but the knowledge that failing to do something ensures failure.

Pacific Island activists who are helping to bring the innovation, creativity, and determination of the Pacific people to the world. Indonesian youth leaders guiding a generation as they break the cycle of greed and consumption so they can reconnect to nature and our shared environment. From high-seas occupations of oil rigs and fossil fuel infrastructure, to Indigenous "digital guerrilla fighters" who are finding innovative new ways to use social media for activism.

All of them believe in hope in action and in the power of people working together.

As does every member of Greenpeace's almost 3500 staff, every one of the hundreds of thousands of volunteers, activists, supporters and allies - and the tens of millions who have joined and are joining around the world.

Together we build and share our hope together.

We need it now, more than ever.

The events of last year have weighed heavily on all of us. There are days when it can be hard to stay hopeful, when that vision of a green and peaceful future we are working towards can seem distant and perhaps even impossible.

We also know that what we do now matters - that our collective actions in this decade will shape the centuries to come. That every half-degree of warming, every patch of forest destroyed, every species driven to extinction will be felt - not just by this generation, but by countless generations into the future.

There are times that the moment in history we find ourselves in can feel heavy.

But we are not alone.

As a shared community of hope we support each other, encourage, inspire, and energise each other. We give each other the courage to hope for more - and to turn that courage and hope into action.

Because hope is not passive - hope is the hammer used to break the glass in the case of an emergency!

It is the heartbeat of every campaign and every action. It is the origin of every victory that drives a crack into the glass that locks us inside a broken and unjust system.

It is the belief that not only can things change, but together we can change them for the better.

Together we have.

Last year, after 15 years of discussions, four years of formal talks and decades of campaigning the UN agreed to a Global Ocean Treaty - the largest single victory ever achieved for oceans and a protection for ecosystems that are fundamental to all life on this planet.

This year Greenpeace and allies stood up to the deep sea mining industry and confronted them where they sought to expand their influence - from the high seas to the halls of the UN's International Seabed Authority. Together we helped to prevent a new frontier of extractivism from being given the greenlight to decimate the deep.

In Brazil Greenpeace supported Indigenous communities in the Amazon as they fought successfully to have the Supreme Court close loopholes which questioned their rights to traditional land. Our joint report "Stop the Excavators" shone a light on illegal mining and prompted global machinery manufacturer Hyundai Construction Equipment to create new measures to crack down on people who would seek to destroy and abuse for profit.

In Switzerland Greenpeace helped to develop the basis for a law which passed after a "yes" vote from almost 60 percent of the population - collectively starting on a path to zero emissions by 2050. In the days after devastating floods hit the Thessaly plains Greenpeace Greece was there - helping those affected, and bearing witness.

In Chile's Humboldt Archipelago a coalition of hundreds of thousands of people fought for years to stop the Dominga port mining project - this year they won!

These are just some of the victories from last year. Just a few of the times when people power created change.

Together we nurture and grow this hope. Together we turn it into action.

Each and every one of us holds a fragment of a better future.

Join us!



# A YEAR OF HOPE IN ACTION

**From the high seas, along the high streets and into the high courts, we rise. As part of the growing power of people everywhere we resist the temptation to give into despair, choosing instead a path of hope in action. As allies and in allyship, Greenpeace's peaceful actions for a fairer, safer and cleaner future can be seen and heard all over the world.**

## WHY DO WE CONTINUE TO ACT?

### Reason #1: our climate is changing

2023 was yet another year of climate devastation. Declared the hottest year ever by the EU, we experienced climate emergencies around the globe that claimed thousands of lives and caused billions of dollars' worth of damage. It has been crushing to see the continued lack of commitment from governments and corporations to work on fixing this climate crisis.

Scientists warned us of this exact danger. When 195 countries signed the Paris Agreement in 2015, the framework objectives were keeping global temperature rise within 1.5 degrees Celsius and stopping the current rapid loss of biodiversity in all its forms — an agreement that entailed a radical reduction in carbon emissions. In 2023, we not only exceeded the 1.5 degree limit, we also reached a record high in carbon emissions from fossil fuels. Clearly, our calls for climate justice fell on deaf ears.

But we continue to act, not because we believe that by taking action success is guaranteed, but because we believe that if we do not act, failure is guaranteed. We believe a better world is possible and the key to making it happen is through people working together in common cause.



Firefighters extinguish fires on peatland area in Ogan Ilir in South Sumatra, Indonesia.

# CAMPAIGN ACHIEVEMENTS AND VICTORIES

For over 50 years, we have raised our voices, raised awareness, and placed ourselves in the way of environmental destruction. We have investigated and documented environmental contamination and

crime. We have conducted scientific studies, litigated and lobbied. 2023 was no different, as we continued to rise to the challenge of fighting for a fairer, greener planet.

## HOW GREENPEACE CREATES CHANGE

© Gregor Fischer / Greenpeace



### INVESTIGATE AND EXPOSE

Our investigations provide research, evidence and intelligence about environmental crimes and their perpetrators to inform and enable our campaigns.

© Christophe Da Silva / Alliance écologique et sociale



### MOBILISE MILLIONS

Our campaigns give people a chance to channel their love for our world into real action. Millions of people play a part in Greenpeace's work, working together to demand a better world.

© Daniel Pilar / Greenpeace



### COMMUNICATE AND CONFRONT

We make sure that our campaign demands are clearly heard by decision-makers including politicians and business leaders, and we ask them to translate those demands into real action that protects the environment.

© Kristian Buus / Greenpeace



### TAKE PEACEFUL DIRECT ACTION

Guided by principles of non-violence and personal responsibility, Greenpeace activists intervene to stop environmental crimes, and use creative peaceful protests to demand action from those in power.



## SEVEN POSITIVE STORIES FROM ACROSS THE WORLD THAT GAVE US HOPE IN 2023

### 01 COP decision signalled end of fossil fuel era

Nearly every country in the world agreed to transition away from fossil fuels in a historical breakthrough at COP28, after almost 30 years of negotiations. However, the decision had many loopholes and shortcomings, and lacked a clear call for a fossil fuel phase-out.

### 02 Indigenous Peoples' role in biodiversity protection recognised

A historic deal at the 15th UN Conference on Biodiversity recognised Indigenous Peoples' work, knowledge and practices as the most effective tool for biodiversity protection. The agreement paved the way for Indigenous-led conservation models to become standard in biodiversity action.

### 03 The UN agreed to a new Global Ocean Treaty

History was made when the UN finally agreed to a new Global Ocean Treaty that will pave the way to protecting the oceans, after almost two decades of negotiations. The new Treaty opens the door to the creation of a network of sanctuaries across the globe where fragile ecosystems and marine life can recover and thrive.

### 04 Deep sea mining failed to get green light

The highly controversial deep sea mining industry failed to get the go ahead, with Greenpeace mobilising enough opposition to ensure the industry's high-stakes bet backfired. Governments at the UN's International Seabed Authority resisted pressure to agree to a 'mining code' and voiced clear opposition to allowing mining to start.

### 05 Private jet emissions under microscope

Greenpeace and allies' pressure resulted in a wave of political change throughout the EU on private jets, the most polluting and unequal form of transport. Austria, France and the Netherlands called on the EU to toughen laws on jet travel. Schiphol Airport proposed a ban on private jets, while Belgium introduced a tax on private jets and short-haul flights, and Portugal announced a carbon tax on private flights.

### 06 Climate change and human rights issue referred to the world's highest court

In a historic first for climate justice, the UN General Assembly asked the International Court of Justice to issue an advisory opinion on countries' duties to protect human rights from the climate crisis, and the legal consequences under international law for countries that breach those duties.

### 07 Peaceful public protest is a right

The European Court of Human Rights issued its ruling in the long-running case of the Arctic 30 v Russia, finding that Russian authorities arbitrarily detained 28 Greenpeace activists and two freelance journalists, violating their right to freedom of expression. In September 2013, the group were detained on suspicion of piracy after Russian commandos boarded and seized Greenpeace ship Arctic Sunrise, following a protest against oil production off Russia's north coast. They spent two months in detention centres in Russia before being released.

A video projection featuring a portrait of Solomon "Uncle Sol" Pili Kaho'ohalahala on the White Cliffs of Dover, protesting against deep sea mining around his homelands.





# INSPIRING CAMPAIGNS WITH ALLIES

▼ More than 100,000 people successfully campaigned to stop the Domingo Port mining project destroying the unique marine ecosystem of Chile's Humboldt Archipelago.



© Clément Tardif / Greenpeace

▲ Women activists in Senegal use empty traditional calabash bowls to highlight their grassroots campaigns against industrial overfishing and coastal industrialisation. They hold a banner reading "My gourd is empty because of trawlers".



© Greenpeace / Cristóbal Olivares



© Tuane Fernandes / Greenpeace

▼ Greenpeace Brazil activists and Indigenous leaders held a peaceful action at the gates of a Hyundai plant in Itatiaia, Rio de Janeiro state, to "Stop the Excavators". The action helped persuade Hyundai to prevent use of their excavators in illegal mining in the Amazon.

▼ Greenpeace Aotearoa activists corralled a herd of 'disaster cows' as a protest against dairy giant Fonterra, New Zealand's biggest climate and river polluter.



© Oren Oaraki / Greenpeace



© Pedro Ladeira / Greenpeace

## Africa/South East Asia

In the midst of the drastic decline of fish stocks across West Africa, many young people are left with no option other than to immigrate in search of a better living, risking their lives at sea. As part of the Ocean Justice Project, Greenpeace Africa has been working with Greenpeace South East Asia and key stakeholders including fishermen, women processors and civil society to reiterate the need for sustainable fisheries management across the region. Their powerful acts have emphasised the critical nature of food security and how the scarcity of fish adversely affects the nutrition, health and livelihoods of families.

## Andino

After years of social and community pressure the Dominga port mining project, which aimed to set up copper and iron mines, a port and desalination plant across the eight islands of the Humboldt Archipelago, was called to a halt. Greenpeace Chile, together with Humboldt

Alliance partners, supported and lodged more than 100,000 objections with the Environmental Assessment Service and authorities to prevent the project being

carried out. Despite this, Andes Iron, the company behind Dominga, continued to fight for the right to go ahead through the courts.

Greenpeace, together with Climate and Mobility and the Urban Movement Innovation Fund, launched a Global Map of Urban Movements, an interactive and collaborative platform offering information on community groups, organisations and movements working on issues related to climate justice in cities across the world. An opinion poll by Greenpeace across seven major cities showed that it's not just governments that are seen as capable of transforming cities - people consider that urban and social movements, together with their own communities, have the most important role in improving their quality of life, after local and national authorities.



The map is expected to be updated every six months, with information on prominent groups and new movements and organisations added to the platform.

## Aotearoa

Greenpeace Aotearoa activists corralled a herd of 'disaster cows' in front of Fonterra's Auckland HQ as the dairy giant announced an increased after-tax profit of \$1.577 billion, compared to \$583 million the previous year. Fonterra is New Zealand's biggest climate and river polluter. The Supreme Court also ruled in favour of Northland iwi leader Mike Smith's (Ngāpuhi, Ngāti Kahu) climate case against Fonterra and six other big polluters, a decision that means the case can continue to trial.

## Brazil

Since 2019, those who want to profit from the destruction of the Amazon and other vital ecosystems have been trying to use a legal loophole to question Indigenous Peoples' rights to their traditional land. In September 2023 judges at the Brazilian Supreme Court finally voted against use of the loophole. This was a major win for Indigenous People, the environment and civil society, which has been mobilising and supporting the fight for their rights. However, just days after the ruling, the Brazilian Senate approved a bill opening up Indigenous territories by imposing a cutoff date on Indigenous Peoples' claims to their ancestral lands. Greenpeace Brazil has joined APIB, one of its main Indigenous partners, in filing a legal challenge to this decision.

## Brazil/East Asia

Hyundai Construction Equipment announced a series of measures to protect the Amazon, and committed to prevent the use of the company's excavators in illegal mining in the area. The company's decision came after Stop the Excavators, a report released in partnership between Greenpeace Brazil and Greenpeace East Asia, revealed that the heavy machinery produced by Hyundai is being used for illegal mining in Indigenous lands in the Amazon.

## Canada

The Canadian Competition Bureau announced the launch of an official investigation into the marketing practices of Pathways Alliance, a consortium of the six largest oil sands companies, after an application by Greenpeace Canada, the Canadian Association of Physicians for the Environment and Environmental Defence, and a concerned student from Guelph University. In addition, two years after filing a complaint with the Competition Bureau alleging Shell's "Drive carbon neutral" advertising misled the public, Greenpeace Canada and allies claimed victory when the oil giant removed the advertising from its Canadian platforms.





© Dobromir Ivanov / Greenpeace

▲ Greenpeace activists paint the word 'CRIME' on a 50-metre high cooling tower at a power plant in Dimitrovgrad, Southeast Bulgaria, to protest its toxic impact on communities and the environment.



© Nicoletta Zarifi / Greenpeace

► Following the devastating floods caused by Storm Daniel in Thessaly, Greece, a group of Greenpeace volunteers and staff visited the area to bear witness and provide support.



© Jason White / Greenpeace

◀ Danish minister Magnus Heunicke at the table with locals in the village of Rislev in Southern Zealand to listen to concerns about factory farming.



© Greenpeace / Shervine Nafissi

► Campaigners in Switzerland celebrate news of a new climate protection law that will set the country on a net zero emission pathway by 2050.

## Central and Eastern Europe

In 2018, the Bulgarian government granted indefinite permission for a state-owned coal plant to emit almost double the sulphur dioxide levels allowed by EU law. Greenpeace Bulgaria and environmental organisation Za Zemiata, with support from ClientEarth, asked the Bulgarian court to revisit the decision. The case was escalated all the way to the EU's top court. In 2023, the court ruled that the Bulgarian government violated the law when it gave the plant permission to pollute beyond EU legal limits. Environmental lawyers say the ruling will have ripple effects in coal-heavy regions with high levels of air pollution.

## East Asia

ByteDance, the Chinese internet company that owns TikTok and other social networking apps, announced its commitment to 100% renewable energy in its global operations by 2030, and to reduce its emissions by 90% to reach net zero by 2050. In a report released last year by Greenpeace East Asia that ranked China's cloud providers, ByteDance was among the lowest scoring companies in terms of climate commitments and renewable

energy use. Greenpeace East Asia has been campaigning for ByteDance to commit to 100% renewable energy by 2030 for several years.

## Germany

In March the Administrative Court of Frankfurt upheld Greenpeace Germany's complaint against the Federal Office of Economics and Export Control, so that the authority must now disclose requested Freedom of Information (FOI) records on the export of surveillance technology. This groundbreaking ruling will ensure more transparency in the highly opaque area of arms exports, as NGOs in Germany can now request essential information on the export of dual-use goods from German authorities.

## Greece

A few days after devastating floods hit the Thessaly plain in central Greece, the Greenpeace Greece team was helping residents and recording the damage. Greenpeace Greece contributed ten proposals to rekindle agricultural production, promoting pro-environmental agricultural practices such as reducing pesticide use and prohibiting the cultivation of plants for biofuels. The proposals aim to be a starting point

for a fruitful dialogue that will help Greece transition away from intensive agriculture and so be less susceptible to flooding in future.

## Nordic

Greenpeace Denmark submitted a consultation response to the environmental approval of a large pig producer's application for another factory farm in southern Zealand. The company had used a loophole in Danish law to apply for two permits. In reality, they intended to open one very large pig factory, which would cause excessive and harmful ammonia pollution. In September, Greenpeace Denmark organised for the Minister of the Environment to visit those affected by the proposed farm. The minister brought good news – a bill to amend the legislation so that the loophole could be closed. A big victory for both Greenpeace and local people.

## Sweden

Greenpeace Sweden's Systemshift podcast is a must-listen for anyone interested in the urgent need to transition to a sustainable and equitable economic system that benefits everyone.



The podcast invites guests to explain and discuss the root causes of exploitation, inequality and environmental destruction, and how the current economic system aggravates the situation. Each episode also suggests solutions and highlights good examples that can inspire people to find the hope, energy and strength to fight for a better future.

## Switzerland

A remarkable result was celebrated in Switzerland, as 59.1% of the population voted yes to a new climate protection law that will set Switzerland on a net zero emission pathway by 2050. Greenpeace Switzerland was the incubator and first developer of the basis for this law, working alongside others since 2016 to set up the Glacier Initiative and the Swiss Climate Protection Association. Thanks to the support of hundreds of thousands of people, we have now reached this huge milestone that will translate the Paris Agreement into a strong national law.



# CLIMATE ACTIVIST STORIES

**Social media can be a powerful tool to imagine what we can do, individually and collectively, to create a better future for everyone. In 2023, we heard inspiring stories from climate ambassadors around the globe who have collaborated directly with their local Greenpeace offices. Here are just a few of them.**



## ANTONIO RIPOLL

A young man with Asperger's Syndrome from Montevideo, Uruguay, Antonio combines his studies in conservation with a passion for photography. He starred in the National Geographic series Bichero, exploring nature and biodiversity, while using social media to share content about protecting nature. "When I was little, I was bullied and couldn't connect with people in a way that made me feel comfortable. Animals saved my life and gave me a reason to keep going. All my nature work is a way of giving back that beautiful gesture that animals had for me. My goal is that we learn from them so we all live together better."

[Follow Antonio on Instagram](#)

Image: Antonio Ripoll



## BEA DOLORES

A nature-loving Filipina involved in campaigning while maintaining a low-carbon lifestyle, Bea advocates for biodiversity and cultural identity. She is currently researching how to improve walkability in urban spaces through a year-long youth transport fellowship programme. Bea shares her eco-lifestyle hacks, transport concerns and updates about the climate crisis on social media. She also helped start Renacimiento Manila (Rebirth Manila), a heritage and urban renewal organisation that now has over 24,000 online followers.

[Follow Bea on Instagram](#)



## SAMELA SATERÉ MAWÉ

Samela is a young Indigenous of the Sateré Mawé people. Born as an Amazonian, she uses her social media as a tool of struggle and resistance in defence of the Amazon and all the people who live there. "The internet and social media for us Indigenous Peoples have become an important tool for deconstruction, decolonisation, demystification and denunciation, especially talking about the Indigenous and environmental agenda."

[Follow Samela on Instagram](#)

Image: Bea Dolores

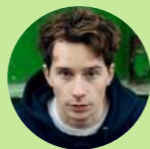
Image: Amazonian activist Samela Sateré Mawé



## CYNTHIA HOUNIUHI

Growing up in the Solomon Islands in the South Pacific and seeing how the local environment and livelihoods were being threatened, Cynthia decided to act. "I want my children to live on the islands my ancestors lived and walked on and the environment I grew up in". Cynthia is President of Pacific Islands Students Fighting Climate Change (PISFCC), which campaigned to seek an advisory opinion from the International Court of Justice on climate and human rights. She believes that stories move hearts. She uses social media to draw attention to PISFCC's climate campaigns and share their stories, learning from and sharing with other young climate activists around the world.

[Follow Cynthia on X](#)



## JONATHAN BERLIN

Jonathan combines his profession as an actor with climate activism. He regularly uses his voice to draw attention to the climate crisis through social media, interviews and broadcasts. Most notably, he pleaded for a national climate emergency and initiated a letter to stop coal mining in the German village of Lützerath, together with colleagues at the German federal parliament.

[Follow Jonathan on Instagram](#)

Image: Cynthia Houniuh as young Pacific Islands representative at COP27

Image: Young German actor and climate activist Jonathan Berlin @Jeanne Degraa



## ISAO SAKAI

Born in 2001 in Tokyo, Isao co-founded Fridays For Future Japan and has been involved with action and strategy planning to demand changes in local government energy policy. Isao is studying Environmental Humanities and Peace Studies in the US and publishing an independent magazine about decolonisation and East Asia, while using his social media channels to raise awareness about colonialism as one of the root causes of the climate crisis. He was featured in Forbes Japan's 30 under 30 in 2021.

[Follow Isao on Instagram](#) and [X](#)



## KASAN KURDI

Driven by a passion for photography, Kasan, born and raised in Yogyakarta, Indonesia, has been working as a freelance videographer for 20 years. He is now actively involved in local social community Akar Padi, which holds an annual Ngaran Kite Festival, an event that encourages conversations about youth, agriculture, environment and climate through kites. "I often witness how human greed has destroyed our environment. I hope that sharing my experiences through the power of social media can encourage people to stop consuming products that exacerbate the climate crisis."

[Follow Kasan on Instagram](#)

Image: Isao Sakai, co-founder of Fridays for Future Japan

Image: Indonesian photographer Kasan Kurdi, actively speaks up about environment



## LAMIAA BIAZ

Lamiaa is a French-Moroccan activist who has been living plastic and waste-free since 2019. She uses art and engages in conversations with experts to raise awareness about plastic, waste and agriculture crises on social media. She founded the Captain Forest movement, which aims to promote sustainable living. "Build a strong connection with nature, then start your ecological journey. Why? Because your actions should come from a place of love, not fear."

[Follow Lamiaa on LinkedIn](#)



## DYLAN KAVA

Dylan is an environmental advocate and political activist from Fiji. He is a proud Pacific climate warrior and climate communicator using social media to highlight innovative solutions and initiatives coming out of the Pacific, showing the world that Pacific people are not merely victims but also have solutions. He currently works with the Pacific Islands Climate Action Network on the push for a global fossil fuel phaseout and a just transition in the region, as well as supporting the International Court of Justice Advisory Opinion on Climate Change Campaign, #WeAreNotDrowningWeAreFighting

[Follow Dylan on Instagram](#) and [X](#)

Image: French-Moroccan activist Lamiaa Biaz

Image: Dylan Kava, young environmental and political activist from Fiji



## RODOLFO "JUN" SABAYTON JR.

Jun is a filmmaker, curator, cultural worker and member of several artistic collectives and NGOs in the Philippines. An environmental advocate for almost 20 years, Jun is known for his long-running collaboration with Greenpeace Philippines on campaigns to promote a plastic-free future and climate justice. "Through social media, I am able to show the beauty of our planet as well as the devastating impacts of human activity. This gives me the opportunity to spark conversations, raise awareness and inspire collective action towards a sustainable future."

[Follow Jun on Instagram](#)



## LOUISA SCHNEIDER

A German journalist, climate activist and storyteller, Louisa is the host of grad.jetzt, a project by Greenpeace Germany that aims to show connections between climate, tipping points and biodiversity. Louisa travels to global climate tipping points to show the beauty of the planet as well as the dangerous effects of current climate developments. On social media, she shares her experiences and amplifies the voices of those suffering most from the effects of the climate crisis.

[Follow Louisa on Instagram](#)

Image: Jun Sabayton Jr., TV personality and celebrity, who supports the Climate Justice campaign in the Philippines. @Jlison\_Tiu / Greenpeace

Image: Climate activist and journalist Louisa Schneider who is one of the hosts of Greenpeace Germany's grad.jetzt project

# REMEMBERING SUSI NEWBORN

**We said goodbye to one of the most skilled and effective activists in Greenpeace's 52-year history in December 2023.**

In 1977, when Susi arrived in Canada for her first Greenpeace action (to protect infant seal pups in Newfoundland) it was an act that would form the foundation of decades of fearless campaigning - and of Greenpeace itself.

Passionate and creative, Susi quickly became a core part of the group that opened Greenpeace UK and bought our first ship, Rainbow Warrior, a rusting decommissioned government research vessel. Susi, alongside an army of volunteers, cleaned, repaired and repainted the ship, and by January 1978 Rainbow Warrior was ready to start its own long and influential Greenpeace career.

From the very beginning, Susi had a strong sense of injustice, and never gave up hope that it was possible to change the world. In that belief, she was right. She was an inspiration, friend, teacher, activist and fighter to the end. Thank you Susi.



"Growing up as a campaigner in Aotearoa was an absolute privilege because of strong, passionate role models like Susi. Just being around her was enough to make you believe you could take on the world and have a great time doing it. Her legacy lives on in all those she taught and inspired along the way."

Greenpeace International Programme  
Director Carmen Gravatt



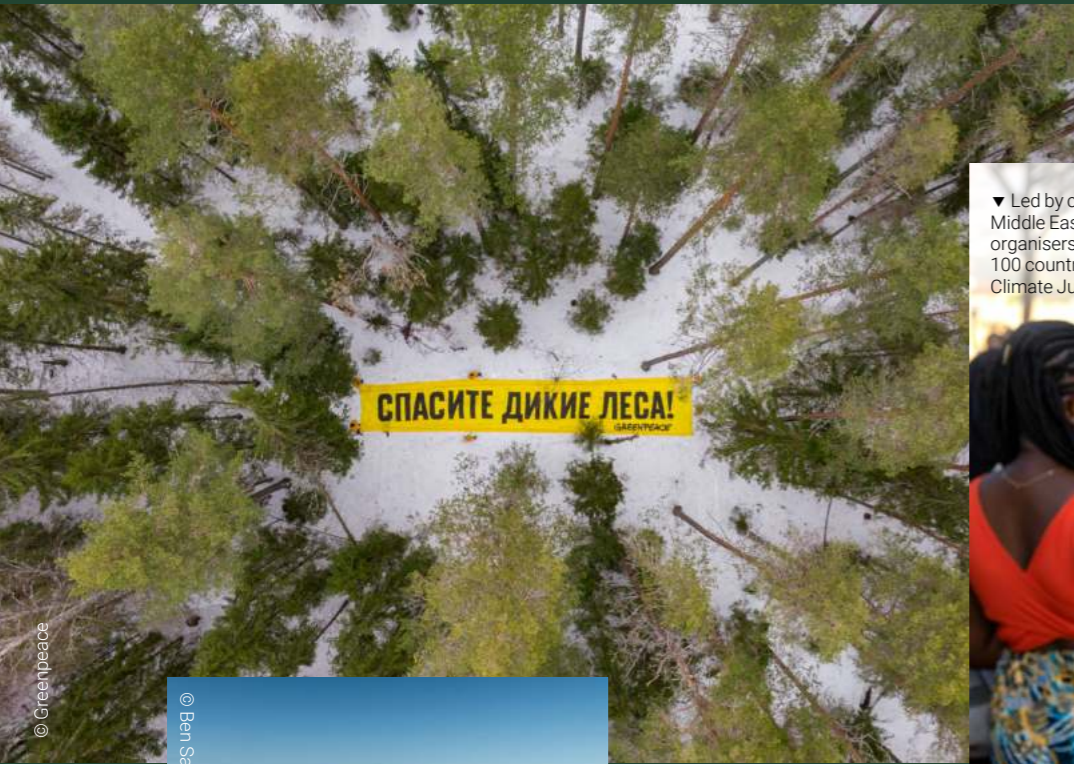
Susi Newborn on the deck of the Rainbow Warrior during a campaign against Icelandic whaling.

© Greenpeace / David McTaggart



# YEAR IN PICTURES

We 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.



◀ An aerial shot of the "Save Wild Forests" action in Karelia, northwest Russia.



▼ Led by climate groups across the Middle East and North Africa, youth organisers and mobilisers from almost 100 countries attended the week-long Climate Justice Camp in Lebanon.



▲ Climate summit people's march in Nairobi, Kenya.



► Ariel view of activist action in Haguesund, Norway.



◀ A giant albatross installation calls for cuts to plastic production in Auckland, New Zealand.



▲ Activists arrive in Haguesund, Norway, after a 13-day occupation of Shell's new oil platform.

▼ Banner protesting against the largest illegal forest clearance in Argentina.



© Martin Katz / Greenpeace



▲ A flotilla protesting against dangerous bottom trawling in Mission Bay, New Zealand.



◀ A 'light painting' action outside the G7 summit in Hiroshima, Japan.



▲ UK Prime Minister Rishi Sunak's mansion in Yorkshire is covered up in a protest against the UK's continued oil industry.



◀ Activists unfurl a banner at a Tata Steel site in the Netherlands.



◀ Greenpeace New Zealand activists unfurl banners reading "Too Many Cows" and "Climate Election Now" during the last day of Parliament in Wellington, New Zealand.



# CAMPAIGNS AND ACTIONS AT SEA

**2023 was a year of consolidation for the Greenpeace fleet. After the tumultuous Covid-19 years, which also included changes in our fleet composition with the retirement of Esperanza and the arrival of Witness, 2023 saw a successful focus on the further alignment of our ships with global campaign priorities.**

In 2023, the fleet spent 40% of its time supporting 11 campaigns across the globe, with topics ranging from deep sea mining to climate justice, offshore gas, oil expansion and more.

Our vessels sailed a total of 63,036 nautical miles throughout the year, operating globally from Europe to the Pacific, South America, and the Indian Ocean. The fleet visited a total of 79 ports, where crews spent 74 days on public-facing activities (open boat days etc), a further increase from previous years following the restrictions and limitations of Covid. This reflects our commitment to transparency, community outreach and fostering connections with diverse stakeholders.

In 2023, our crew comprised 105 crew members from 33 different nationalities, showing the rich diversity of the organisation. As continuous efforts are being made to improve the gender balance of our crew, we saw a slight improvement in comparison to 2022 data: 27% female and 73% male in 2023 vs. 25% female and 75% male the previous year.

An extensive effort was also made in regards to increasing crew training (campaign-related and maritime-specific), capacity development work supporting the global network in maritime-related projects, and other training around conscious communication, integrity and cultural awareness, among others.

Overall, the fleet's operational data for 2023 reflects a year of very active campaigning, strategic focus and a commitment to inclusivity and diversity within the ships' crew and community interactions.



Campaigners protest against deep sea mining as delegates gathered in Kingston, Jamaica, for the 28th session of the International Seabed Authority.



# CAMPAIGNING ROUTES AT SEA

The 2023 routes of Witness, Rainbow Warrior and Arctic Sunrise, with highlights of their achievements.



## Arctic Sunrise

- Stop Drilling, Start Paying campaign against Shell
- Protest against deep sea mining in Kingston, Jamaica
- Open boat days promoting climate justice in Bonaire, Dutch Antilles
- Action against proposed gas pipeline through Gulf of Mexico reef systems
- Scientific research in vulnerable Clarion Clipperton zone, Pacific Ocean
- Visits California to promote implementation of first US National Marine Sanctuary nominated by Indigenous peoples
- Confronts a deep sea mining vessel in the Pacific Ocean



## Rainbow Warrior

- Indian Ocean investigation into overfishing
- Protest against gas giant Freemantle's deep sea drilling plans off western Australia
- Pacific climate justice tour of Vanuatu, Tuvalu and Fiji
- Climate impacts tour



## Witness

- Leads No Mas Salmoneras (fisheries) protest in the Chilean Fjords
- Stop Oil Expansion action off Argentinian coast
- Stop Oil Expansion training off Uruguayan coast



# 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.**

Throughout 2023, the work of the Unit contributed significantly to the majority of objectives set out in the Greenpeace global programme strategy, albeit through a combination of strategic and more targeted scientific support around a number of different projects, rather than through any one individual piece of work.

## HIGHLIGHTS FROM 2023

**01** Brought the reality of the impacts of continued reliance on fossil fuels on human health to COP28, in a report highlighting large projected increases in heat-related deaths over the rest of this century.

**02** Highlighted the risks to marine species of ongoing and planned oil and gas exploration in the Mediterranean Sea, through publication of results from ship-based surveys off the coast of Israel and over the deep waters of the Hellenic Trench.

**03** Brought science to the table at two International Negotiating Committee meetings (INC2 in Paris in May and INC3 in Nairobi in November) under the developing UN Plastics Treaty, strengthening the arguments to reduce plastic production at source to tackle pollution, biodiversity impacts and plastic's contribution to climate change.

**04** Built on our existing technical critique of deep sea mining (in the form of three high impact peer-reviewed papers), adding a fourth paper to highlight the threats to marine species from noise pollution in the deep sea. Our concerns were recognised at the International Whaling Commission, challenging the confidentiality of research activities that are in danger of facilitating mining rather than protecting the deep sea.

**05** Used our proud record of contribution to original marine scientific research, including new publications on marine biodiversity in the Sargasso Sea, Antarctica and the Indian Ocean, to build further collaborative relationships with scientists in support of planned ocean sanctuaries work through 2024 and beyond, and to play an active role in the expansion of what was already the biggest Marine Protected Area in the northeast Atlantic.

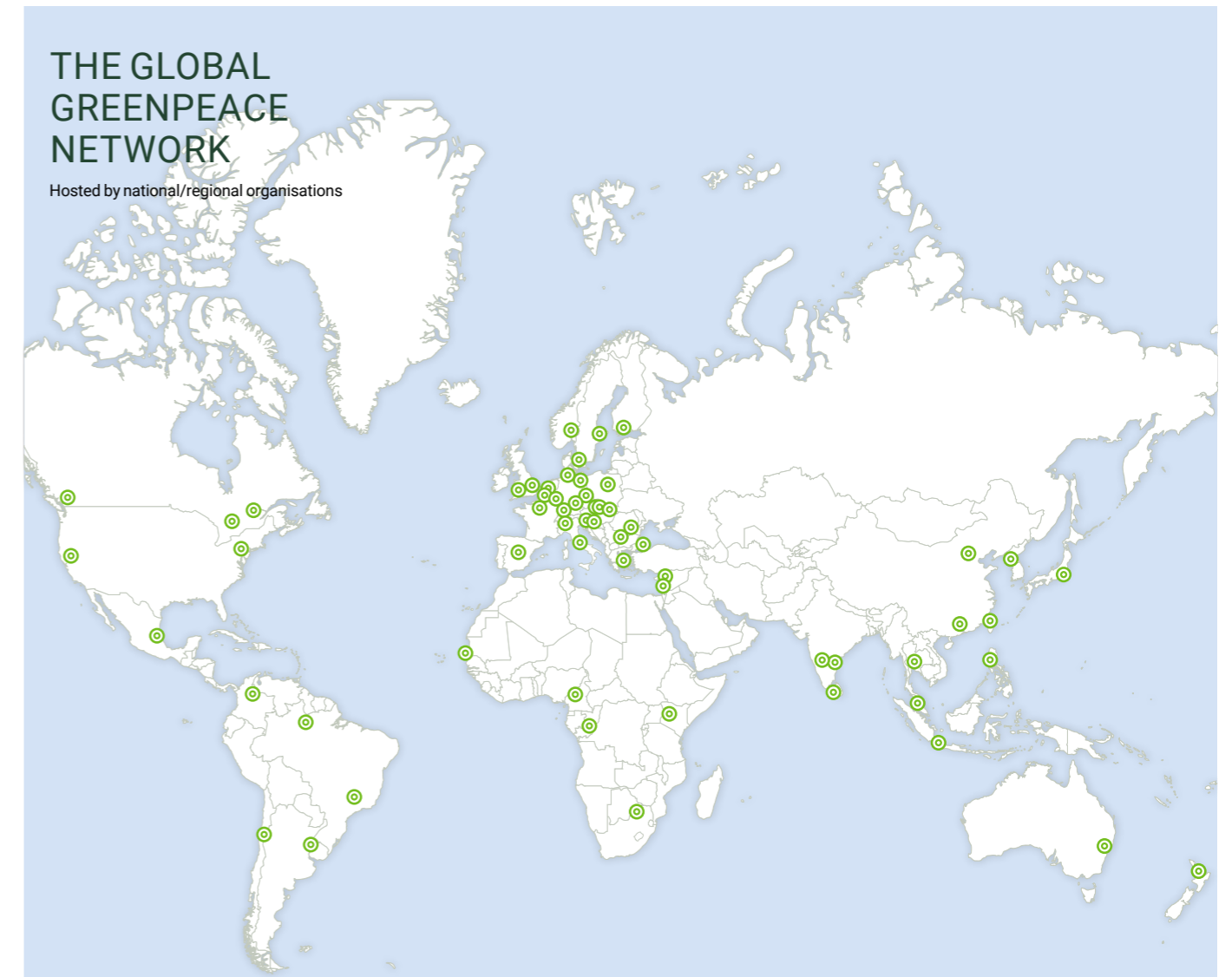




# GREENPEACE IS PEOPLE

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





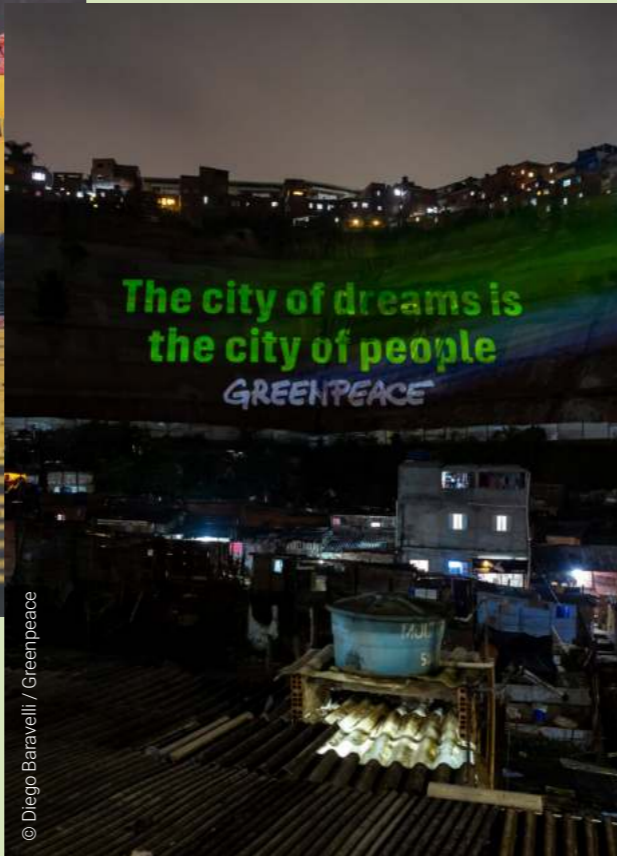
# STRENGTH IN DIVERSITY

Greenpeace is a collaborative and diverse global network. Our strength lies in our diversity. It is incredibly important that we be the change we wish to see and are a living example of the just, diverse and sustainable world we urgently need. 2023 saw us continue to bring justice, equity, diversity, inclusion and safety into the heart of Greenpeace globally.



▲ Greenpeace Indonesia installs The 'Oligarchy Monster' octopus that occupied the HI Roundabout pool Jakarta. With its tentacles, the 'Oligarchy Monster' grabbed three mannequins that resemble political figures who want to run as presidential candidates in the 2024 elections.

▼ Projection in support of World Habitat Day in São Paulo, Brazil.



© Diego Baravelli / Greenpeace



© Julius Schrank / Greenpeace

▲ World Refugee Day demonstration in Hamburg, Germany.

▼ Clean air action during Raya celebrations on Earth Day in Malaysia.



© Greenpeace

## SEVEN CORE PRINCIPLES

01

We believe that 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.



# JUSTICE, EQUITY, DIVERSITY, INCLUSION AND SAFETY (JEDIS)

**Environmental justice encircles issues of social justice, equity, diversity, inclusion and safety; the environmental crisis hits us all, but it hits frontline communities that are disproportionately affected by systems of oppression harder. This occurs on both a local and global scale, and emphasises the need to take into account social and historical factors when approaching environmental issues.**

Greenpeace's mission, to ensure the Earth's ability to nurture life in all its diversity through environmental justice, has required deep introspection. It is through this examination of who we are and what we do that Greenpeace has developed our JEDIS vision to enshrine our commitments.

## JEDIS VISION

We act together as a global community, courageous and united in tackling the climate and biodiversity breakdown. Thanks to our diverse people power, we are more impactful in overcoming the deeply unjust systems that drive this crisis. Our people bring the gift of their histories, their creativity and inspiring stories of generations that bolster collective efforts towards a better world. We practise empathy and compassion in listening and learning from each other and the movements we are part of. We celebrate and foster our global strengths shaped by all voices and realities.

Greenpeace is explicit on the connection between people, the climate crisis and biodiversity loss: the state of our planet depends on complex interrelated social and economic structures – and redefining how we as people interact with our environment. Our diverse experience and connections power cultural change that can lead us towards a green, peaceful and just world. We envision a Greenpeace where building people power is embedded into campaigns, relationships, organisational policies, and nonviolent actions, where we embody:

## Justice

Justice in how we are accountable to one other and hold power to account.

## Equity

Equity in how we address systemic inequities when we envision our shared future.

## Diversity

Diversity in how we embrace and sustain our complexity and differences.

## Inclusion

Inclusion in how we invite and amplify the voices of those who experience more barriers in our movement.

## Safety

Safety in how we build environments where we are safe to be brave and create futures we deserve.

We commit to caring for each other and our communities as we learn how to live our JEDIS values. We strive to hold and manage change internally and externally in a way that builds and enhances us to move forward and be more responsive and relevant, wherever we are.

We are intentional in sharing our global resources, actively supporting the growth of the wider environmental justice movement. We cherish our common humanity and seek redress for harm done to people and our planet by systems and structures of oppression and colonialism. We embrace the journey to achieve our full potential together, aware that our destinies are intertwined across geographies and generations.





Activists float an oversized pair of headphones with Digitec Galaxus branding on Lake Klöntal, Switzerland, to point out the absurdity that new and returned products are often recycled instead of resold.

© Greenpeace / Marc Meyer



# HIRING AND EMPOWERING OUR PEOPLE

## RECRUITMENT

Worldwide, we are powered by passionate individuals working together for a greener world. Whether in a staff role at Greenpeace International or in one of our national/regional entities, a volunteer with the actions team, or an intern keen to learn, everyone plays a special part in our global campaigning network.

Our Global Talent Acquisition Principles & Guidelines are designed to help us find and hire the best people, making sure we offer support, training and development to ensure they stay with us. The principles are supported by practical guidelines to ensure they can be aligned across the Greenpeace network. We act in a way that empowers one another to thrive, centres collaboration, supports us to be accountable to ourselves and one another, creates space for honest conversation and embodies our JEDIS principles. At Greenpeace International, we are committed to providing a work environment that respects the dignity and worth of every person from our staff, interns and volunteers.

## LEARNING AND DEVELOPMENT

Greenpeace International's vision is to become an organisation where learning and development is seen as one of the ways of anticipating and adapting to change. For 2023, the global learning and development team continued its JEDIS journey, dedicating time and resources to applying JEDIS thinking across its work and learning programmes.

We continue to provide a robust learning environment for all staff, interns and volunteers. This includes formal training programmes in campaigning, leadership, project and line management, and ongoing learning support including inductions, mentoring, coaching and regional and global skillshares. We also run training on areas including integrity and ethics, wellbeing and resilience and campaigns. In addition, staff are also encouraged to seek learning opportunities outside the organisation.

The Greenpeace Academy is an accessible hub for training, learning resources, and professional and personal development. The Academy exists to connect learners with online learning content within their NRO and global network. In 2023:

- Many NROs continued to see strong growth in content development.
- The most popular learning content highlighted the diversity of Greenpeace learners (Introduction to Unconscious Bias; Becoming the Boss: A Guide for New Managers; Mindful Moments; and ASANA Project Basics).

The number of registered users on Greenpeace Academy increased by 1,276 to 4,566, compared to last year's 3,290. Greenpeace staff within the network spent a total of 2,401 hours in learning online at our Academy vs 1,525 hours in 2022, representing a 57% increase.

The number of registered users on Greenpeace Academy



Hours of learning online





## STAFF WELLBEING

We recognise our responsibility to support and look after our people across the world, which is why we offer proactive and structured support to staff across the Greenpeace network. Through our Employee Assistance Programme (EAP), Greenpeace staff are able to access counselling sessions, resources and support on a wide range of topics to achieve mental health, wellbeing and resilience. Moreover, regular wellbeing pulse surveys are held within Greenpeace International, where staff can indicate their personal stress manageability and what drives and influences their stress levels. Managers and Directors can see the anonymous results and act on the needs of their teams.



Members of the Hyperion energy community in Greece.

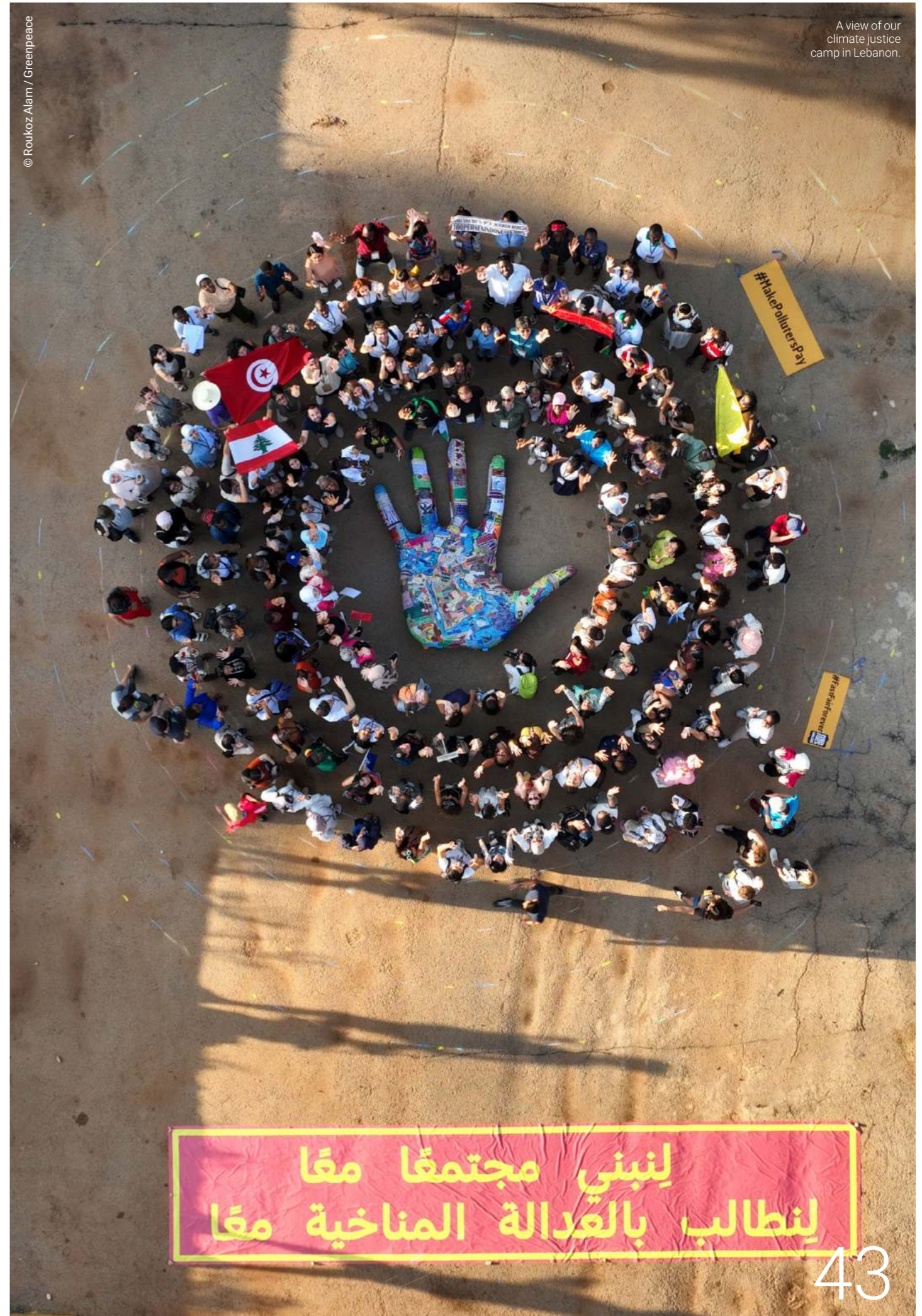
## RISK-TAKING

Greenpeace works alongside communities to expose global environmental problems and develop solutions for a green and peaceful future. Our approach includes:

- solidarity with those taking risks
- priority support for dangerous and emergency situations
- best practice security planning
- thorough and proper training and preparation
- provision of suitable personal protection measures
- accurate and realistic management and control of situations
- the ability to withdraw our people should a security situation deteriorate.

Our Safe Working Procedures provide guidelines to ensure everyone's safety during activities, helping us to manage risks, outline hazards and safety measures to be undertaken before, during and after the activity, who is in charge of what, protective equipment and much more.

Careful consideration is always given to ensuring we engage in the right way, this includes risk assessments and planning for exit strategies.



© Roukoz Alam / Greenpeace

A view of our climate justice camp in Lebanon.



# MORE THAN JUST NUMBERS

## GLOBAL STAFF NUMBERS

In 2023, there were approximately 3,440 Greenpeace staff working for Greenpeace International and NROs around the globe, alongside thousands more volunteers and activists.



### Greenpeace International staff

In 2023, there were approximately 443 staff working for Greenpeace International. Figures for Direct Dial Initiatives India (DDII), which carries out outsourced telefundraising for Greenpeace, are not counted in our total employee numbers.

## Staff numbers 2022 versus 2021

■ 2023 ■ 2022

### GPI AMSTERDAM

2023	2022
131	127

### GPI STAFF BASED IN NROS

2023	2022
223	206

### MARINE (SHIPS' CREW)

2023	2022
89	96

### SUBTOTAL W/O DDII

2023	2022
443	429

### DDII

2023	2022
158	108

### TOTAL

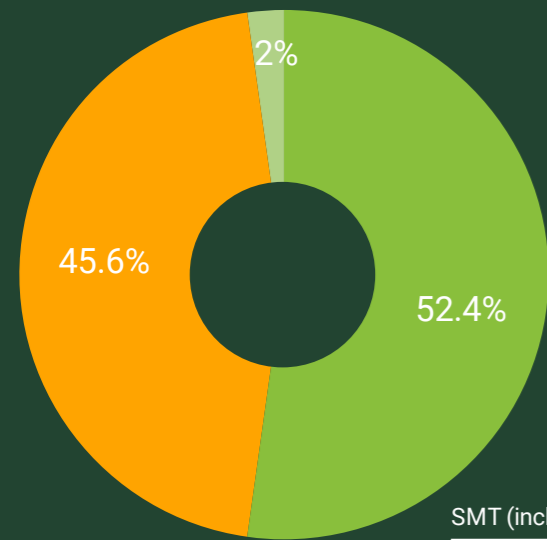
2023	2022
601	537



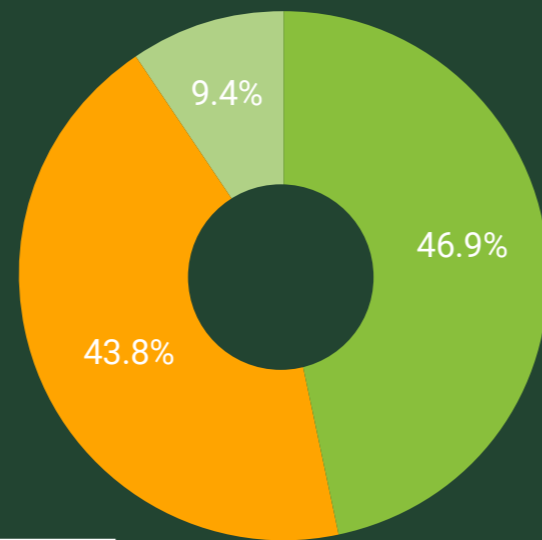
### Binary gender distribution in leadership

FEMALE MALE NON-DISCLOSURE OR NOT AVAILABLE

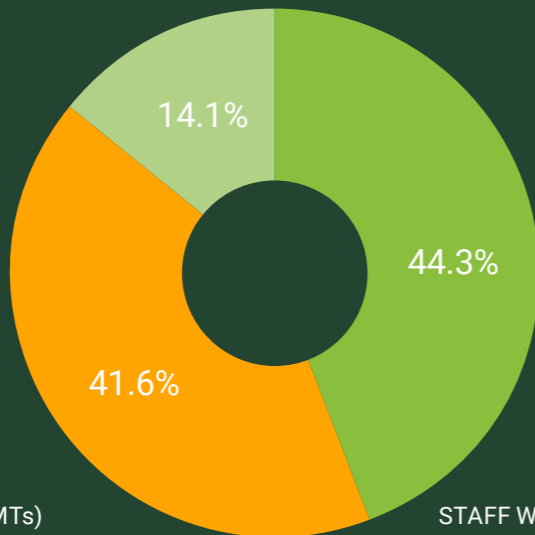
BOARDS



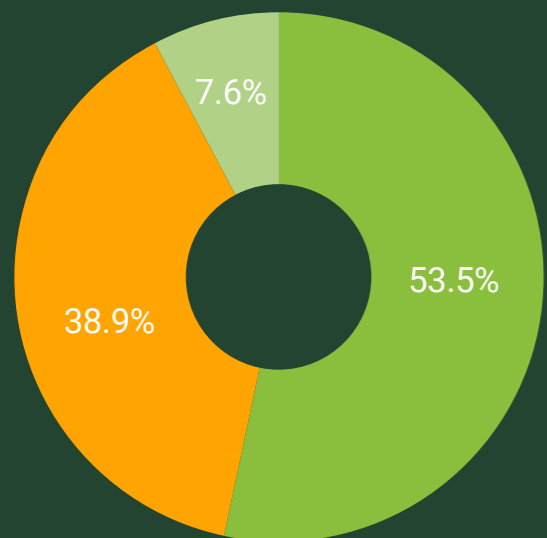
EXECUTIVE DIRECTORS



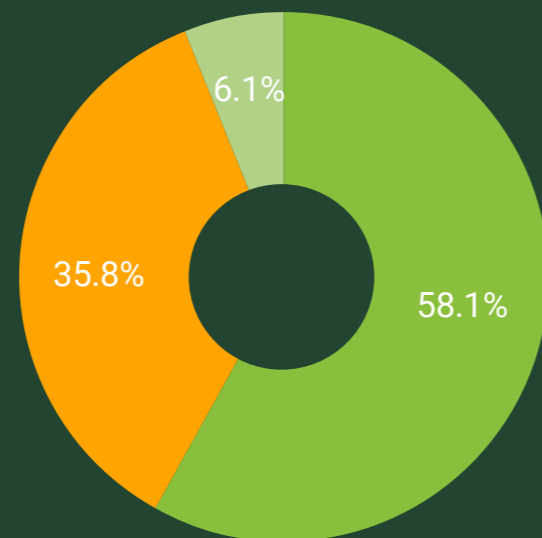
SMT (incl ED)



PEOPLE MANAGERS (excl EDs AND SMTs)



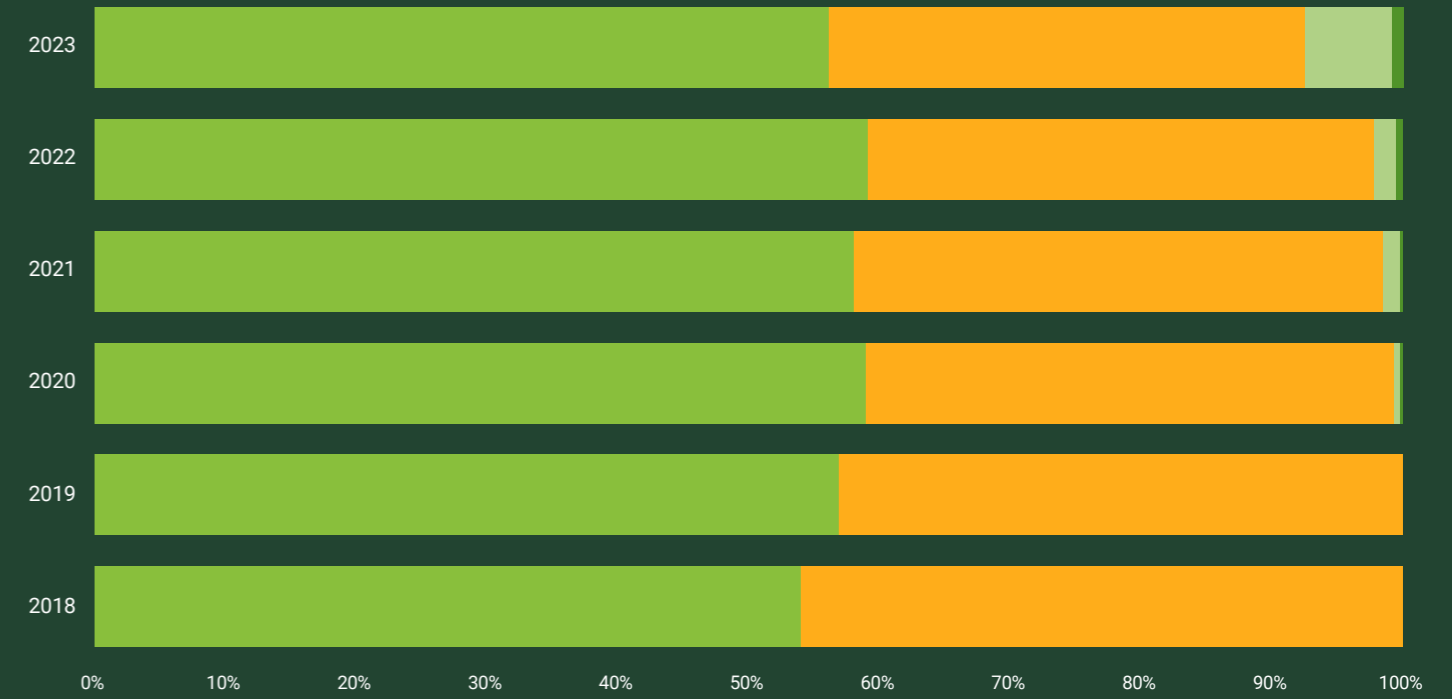
STAFF WITHOUT DIRECT REPORTS



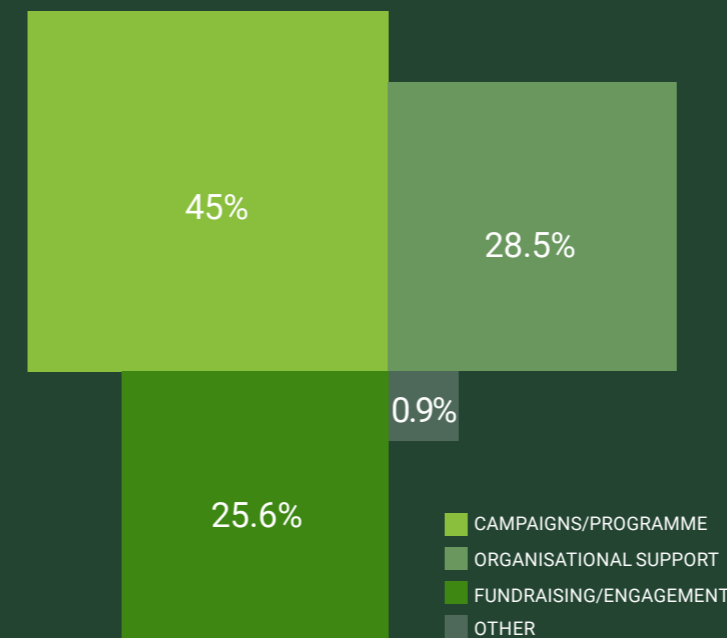
### Ratio of gender balance across the years

FEMALE MALE NON-DISCLOSURE OR NOT AVAILABLE NON-BINARY AND OTHER

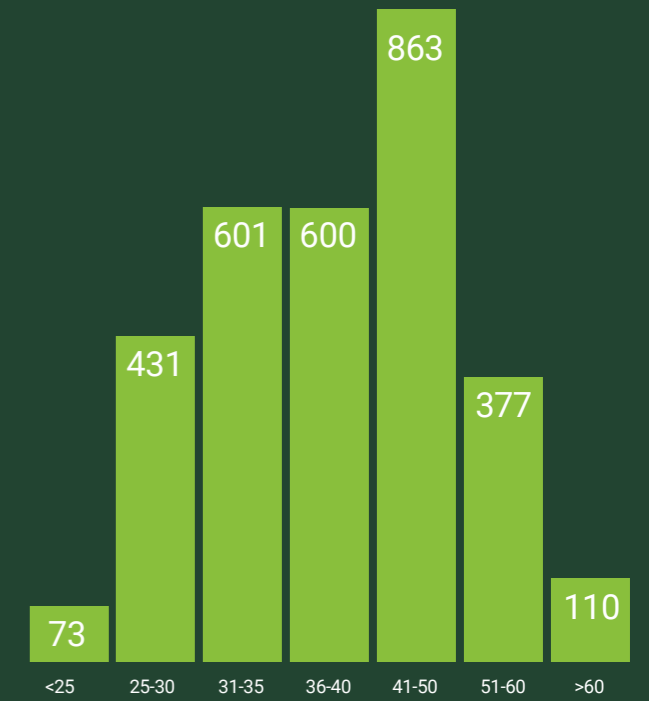
Ratio of gender balance across the years



2023 Global staff distribution by department (ex DDII)



2023 Age distribution (ex DDII)





# INTEGRITY CASES, OUTCOMES AND RESOLUTIONS

**Greenpeace has a zero tolerance approach to sexual, verbal or physical harassment, bullying or any kind of discrimination. Our model 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 all staff. Any integrity-related concern is taken seriously when brought forward, and prompt appropriate action is taken. Every accusation of harassment, bullying or discrimination is immediately and thoroughly investigated, and anyone found to have engaged in such actions receives appropriate sanctions. We have been continuously increasing our organisational integrity and transparency, and supporting our staff to understand and demonstrate our values.

Between 1 January 2023 and 31 December 2023, 66 complaints were received and 25 complaints were investigated.\*

Of the 66 complaints received, 38 concerned harassment, sexual harassment or bullying. Of those 66 complaints, four were dismissed after investigation, 37 were redirected to other processes such as grievance or mediation procedures for resolution, and 25 were investigated. Of the 25 cases investigated in 2023, 17 were upheld, disciplinary action resulted in one person leaving Greenpeace, while the remaining breaches were dealt with through a mixture of training, formal warnings and/or mediation.

There was an increase in complaints received in 2023, but not a significant one. There were also fewer investigations, which we believe to be a result of our efforts to invest more in restorative methods to assist affected people in solving interpersonal conflicts.



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



# CORE PRINCIPLES AND SYSTEMS

## OUR ENVIRONMENTAL IMPACT

We strive at all times to live up to the values we champion, which means limiting our environmental impact whenever possible and having tracking and reporting systems in place.

While not all our environmental impacts can be assessed and collated annually across all Greenpeace offices,

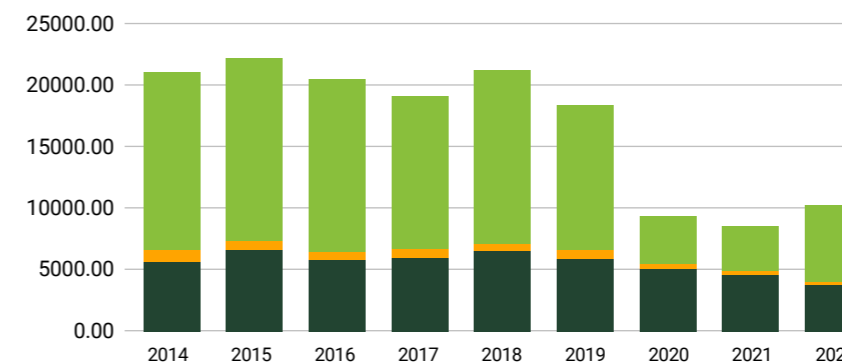
Greenpeace International and national and regional offices do track, collate and report annual CO<sub>2</sub> emissions. This year we are presenting CO<sub>2</sub> emission data over a 10-year period. Looking at the data, we are confident that the Greenpeace network will continue to reduce overall CO<sub>2</sub> emissions in a sustainable way, guided by the Global CO<sub>2</sub> Emission Working Group.

Emissions (tCO <sub>2</sub> e)	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<b>Scope 1</b> Emissions (direct emissions from sources we own)	5641.83	6611.84	5862.18	5947.97	6549.37	5963.98	5077.79	4604.26	3701.77	3679.01
<b>Scope 2</b> Emissions (indirect emissions from sources owned or controlled by us)	1034.13	1008.42	607.79	697.54	601.08	613.38	394.20	280.11	317.74	141.00
<b>Scope 3</b> Emissions (from sources not owned or directly controlled by us but related to our activities)	14344.27	15006.74	13970.52	12582.44	14037.50	11825.22	3977.34	3698.19	6204.89	6356.25
<b>Grand total</b>	<b>21020.23</b>	<b>22627.00</b>	<b>20440.49</b>	<b>19227.95</b>	<b>21187.96</b>	<b>18402.58</b>	<b>9449.33</b>	<b>8582.57</b>	<b>10224.40</b>	<b>10176.27</b>

\*Greenpeace is a dynamic global network, with new offices opening and others closing over time. Not all data from all Greenpeace organisations is available over the 10-year period, and some data will be further updated after publication of this Annual Report: therefore a fixed year-on-year comparison of emissions is currently not possible.

## Greenpeace CO<sub>2</sub> emissions (2014-2022)

- SCOPE 1 - DIRECT EMISSIONS (owned sources)
- SCOPE 2 - INDIRECT EMISSIONS (owned/controlled sources)
- SCOPE 3 - RELATE TO ACTIVITIES (sources not owned or controlled)



The carbon emissions of the global Greenpeace network remained stable in 2023 compared to the year before, despite a further rebound of campaign activities across the world after the end of Covid-19. This shows our strong commitment to the longer-term aim of major reduction of our global emissions. The Greenpeace global network has committed structurally to reduce its overall carbon emissions by 48% by 2030 from a 2019 year baseline, in line with the latest IPCC report. We are on track to reach that ambition, as a first step in our own decarbonisation journey.



## FINANCIAL INDEPENDENCE

A founding principle of Greenpeace International is financial independence and transparency. We do not take money from governments, corporations or companies. We are extremely proud that the entirety of our income comes from millions of individuals and a small number of charitable foundations. Greenpeace International's financial records are available to the public and are published annually.

Greenpeace International does not directly fundraise from the public, but rather supports the efforts of 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.

We would like to thank our donors and funders for their continued support during recent harsh economic times. Without your support, our work would quite simply be impossible. Greenpeace International's financial records are available to the public and published annually.

### Preventing corruption, bribery and misuse of funds

Bribery and corruption are corrosive drivers of societal and environmental degradation. We are committed to ensuring transparency and accountability in all our work and alliances, and have strict policies and procedures in place to counter bribery and corruption.

In addition to our external annual financial audit, we also have an internal audit function, which evaluates essential governance processes and controls covering focus areas such as monetary/compliance risk, legal/regulatory risk, safety/reputation risk and inefficiency/ineffectiveness risk.

## TECHNOLOGY

The Greenpeace International technology department provides global strategic IT direction, shared technology systems and support to all NROs and Greenpeace International to ensure efficient use of resources with secure, high-quality systems that enable internal productivity and collaboration as well as external engagement with supporters in a digital world. The team is working at full speed to keep increasing the focus on technology and building connections across Greenpeace and the global network in line with our technology vision.

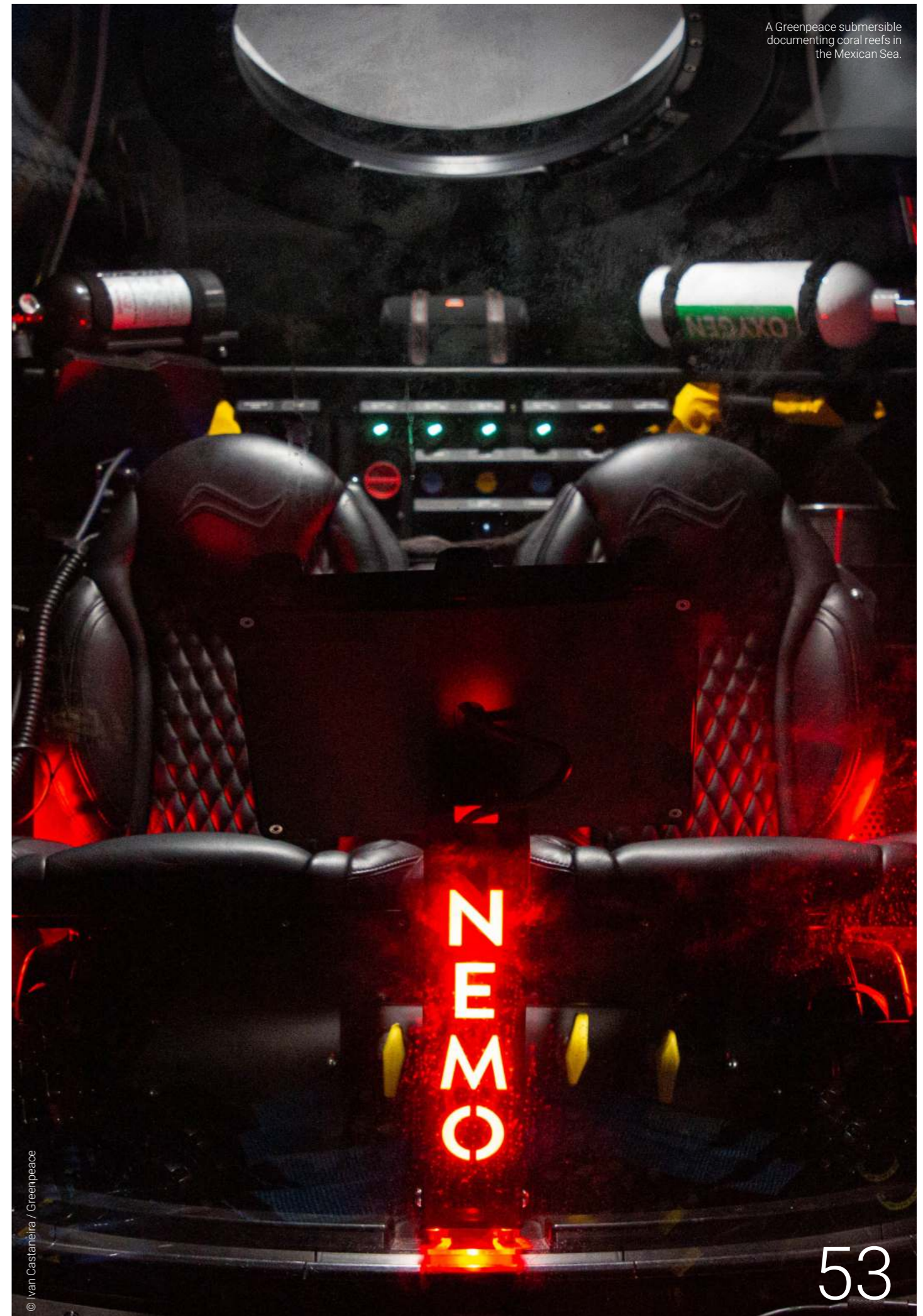
### Privacy and data protection

All Greenpeace International operational systems for collecting and retaining information on donors and supporters conform to the EU's General Data Protection Regulation (GDPR) requirements.

We have additional systems and procedures on staff privacy, data retention and data breach notification.

With our Data Governance Policy, we aim to establish the guidelines and processes to facilitate ethical use and management of data while respecting the privacy, security and consent of NROs and supporters. The policy applies to everyone at Greenpeace International who creates, manages, processes or relies on large data sets for decision making and planning.

A Greenpeace submersible documenting coral reefs in the Mexican Sea.





# GOVERNANCE AND GREENPEACE INTERNATIONAL BOARD

**Greenpeace International is a non-profit organisation, a foundation under the laws of the Netherlands, registered with the Amsterdam Chamber of Commerce under its formal name “Stichting Greenpeace Council” since 1979.**

The Greenpeace Council is the name for the collective of representatives (Trustees) from NROs, which is the guardian of the cohesion and mission of the international

Greenpeace Network. The Council elects the members of the Greenpeace International 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. More in-depth information about our structure is available on our website (the current structure is subject to updates pending the finalisation of the 2024 optimisation exercise).



Thousands gathered in New York City for the "March to End Fossil Fuels" in the lead up to the UN Climate Ambition Summit in September 2023.



## BOARD CHAIR END OF YEAR MESSAGE

### Transition in a time of crisis

Our planet is facing a critical moment. Day after day, we are witnessing the devastating impacts of the climate crisis on people and communities around the world – especially those who have done the least to cause it. These are the world's poorest and most marginalised people, people of colour (including Indigenous Peoples), women, and those in the global south. In 2023, the climate crisis continued to carve out unbelievable human and environmental costs.

At the same time, Russia's illegal, imperialist, fossil-fuel financed invasion of Ukraine continued. The links between the fossil fuel economy, the climate crisis and violence could not be clearer – especially as the oil and gas companies that financed Putin's regime have continued to rake in massive profits from the crisis they helped cause, desperately profiteering from the last gasps of the fossil economy.

In this context, we as the Greenpeace International Board wish to express sympathy and solidarity with our colleagues from the former Greenpeace Russia. In May 2023, Putin's regime declared Greenpeace International an 'undesirable organisation'. As a result, the only option was to liquidate Greenpeace Russia. We condemn the regime's decision, and affirm Greenpeace Russia's proud 30-year history of defending the environment as part of our global network.

2023 has also been a year of huge transitions within Greenpeace International. Importantly, the Board wants to congratulate Mads Flarup Christiansen on his appointment as IED in September 2023, and at the same time thank Norma Torres for all her work to stabilise Greenpeace International as our first interim IED after Jennifer Morgan's February 2022 resignation. The Board is confident that Mads has the experience, drive, skills and trust across our global network to lead Greenpeace at a time when we are required to have a much bolder voice for both planet and people.

The Greenpeace International Board also transitioned, with five of the eight current Board members elected since our 2022 AGM, two as recently as June 2023. The former Board Chair's final term ended on 31 March 2023, and the former Board Treasurer resigned effective from the same date. The Board wants to thank them both for their work and dedication to Greenpeace over the years.

### Protecting planetary boundaries

Greenpeace exists to protect our planetary boundaries by confronting unjust power structures and changing unsustainable mindsets. We are needed more than ever. Recent Stockholm Resilience Centre analysis shows that six of our nine planetary boundaries - nine fundamental processes that regulate the stability and resilience of the Earth - have now been breached.

With your support, Greenpeace continues to work to protect our planetary boundaries across the globe, in particular through our global iconic campaigns focused on climate change and biodiversity loss. These campaigns continue to stand up against big oil, fossil fuel companies and deep sea mining interests, protecting our planetary boundaries.

### Transforming our fleet

Greenpeace International has taken an in-principle decision to construct a new ship. This promises to be a key tool to win campaigns in future. It is a very significant decision, depending on much work from staff, and will need support across Greenpeace. We are looking to the future to place ourselves in a strong position to continue our campaigns activity. Greenpeace ships are fundamental to our strategy.

### Justice, equity, diversity, inclusion and safety (JEDIS)

The Board has continued to supervise the IED in operationalising JEDIS, and is pleased with the progress being made. We remain engaged with the Council Governance Committee to support their work in conducting an equity review of our global governance system. Members of the Board have participated regularly in Council Governance Committee meetings throughout 2023.

The Board would like to express its sincere gratitude to all staff of Greenpeace International, who perform their vital duties often in difficult circumstances for both our planet and people. We will keep fighting for our planet with all we've got!



**David Tong**  
Board Chair

## 2023 BOARD MEMBERS

**David Tong** (Board Chair) appointed 2022, term ends 2025

**Marcelo Iniarra** (Deputy Board Chair) appointed 2019 and re-elected 2022, term ends 2025

**Nikhil Aziz** (Board Secretary) appointed 2021, term ends 2024

**Hann Verheijen** (Board Treasurer) appointed 2023, term ends 2026

**Shanice Firmin** appointed 2021 and re-elected in 2023, term ends 2026

**Helga Rainer** appointed 2022, term ends 2025

**Von Hernandez** appointed 2022, term ends 2025

**Jo Dufay** appointed 2023, term ends 2026

### 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. Directly accountable to the Board (via the Board Treasurer), Greenpeace Internal Audit evaluates crucial processes and controls, offering recommendations to improve policies and procedures. Internal audit activities are conducted on a systematic, risk-based approach.

The Board, on recommendation of the Strategic Management Team (SMT), determines the risk appetite level for Greenpeace International. Over the year, the IED and SMT discuss the most significant risks and ensure mitigation actions are reviewed and implemented. The Board Audit Committee is informed periodically about major risks, to issue guidance on appetite and mitigation. The Board approves Greenpeace International's budget and audited accounts, and appoints and supervises Greenpeace International's Executive Director. More information about the Board can be found on the Greenpeace International website.

### International Executive Director (IED)

For the period January to March 2023, Norma Torres was in the role of interim International Executive Director. In April 2023, the Board appointed Mads Flarup Christensen in the interim International Executive Director role, for a period of six months. On 1 October 2023, Mads Flarup Christensen was appointed in the permanent position of Greenpeace International Executive Director.

### Financial information and organisational disclosures

Greenpeace International's accounting, annual budgets and Board, executive and staff salaries are all available at [www.greenpeace.org](http://www.greenpeace.org), as is the strategic vision for the organisation, our core values and our Code of Conduct.

### Board compensation

Greenpeace International Board membership is not salaried, but expenses and a compensatory attendance fee are paid to cover time spent preparing and attending Board activities. In 2023, the total amount paid to Board members was €148k.

### Payments to senior staff

The Greenpeace Board sets the remuneration package of the International Executive Director's role. The IED salary is in line with other international non-governmental organisations of similar size and level of responsibility, with a salary of €222k and overall employment costs, including employer's social charges and pension contributions, totalling €234k for 2023.

All other Greenpeace International salaries are set using an established salary grading system. In 2023, total staff costs amounted to €37,942k. In accordance with organisational HR policy, any staff members living outside the Netherlands are contracted through the national and/or regional Greenpeace organisation, and are paid according to local salary structure. Total employment costs for all other staff members based outside the Netherlands for 2023 were €16,060k.



## Poem for Greenpeace

Long time Greenpeace employee and volunteer Karl Lindeborg,  
associated with Greenpeace 1988 – present

Time of trust. That love is always born.  
That life sprouts with so many beautiful colours, shapes and species.  
That we change the world all the time.  
That we can hold each other when grief threatens to suffocate us.  
That the forest welcomes us with its green warm embrace when the tears just flow.  
That the sea fills us with zest for life.  
That people get strength from coming together and acting together.  
Again and again.  
Our victories for a healthier earth.  
That we are solution-oriented and make suggestions for changes.  
My participation gives me strength.  
Being involved and making a difference gives me hope.  
Together we give hope wings.



Rainbow Warrior under sail  
in the Indian Ocean during  
the Beyond Seafood  
campaign, January 2023.

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**Cover photograph**  
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**Night confrontation with a deep sea  
mining ship in the at-risk Pacific region:**

Greenpeace International activists from around the world have paddled and protested around MV COCO, a specialised offshore drilling vessel currently collecting data for deep sea mining frontrunner, The Metals Company, on its last expedition before it files the world's first ever application to mine the seabed in the Pacific Ocean.

Published in June 2024 by  
**Greenpeace International**

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