

# WHO WE ARE Theory of change ......8 OUR WORK Impact highlights ......5 Portfolio map ......11 Australian Industry Energy Transitition Initiative......13 Pathways to Large-Scale Home Retrofits......17 Climate Measurement Standards Initiative (CMSI)......19 ClimateLaunchpad......27 OUR COMMUNITY Our core partners .......32 Philanthropy......32 HOW WE WORK Board & Team .......35 OUR FINANCES



The IPCC is not mincing words. It is "unequivocal that human influence has warmed the atmosphere, ocean and land. Widespread and rapid changes in the atmosphere, ocean, cryosphere and biosphere have occurred."

There are calls that technology will be the solution, and needs to be accelerated. And technology is certainly part of the solution. But even when the first IPCC report came out nearly 30 years ago, it was clear to those involved that "A comprehensive strategy addressing all aspects of the problem and reflecting environmental, economic and social costs and benefits is

This requires new ways of working, new collaborations, and mechanism to coordinate diverse activities to move multiple levers in our systems in coordinated and connected ways. Climate-KIC Australia was formed with the specific intention of driving systems transformation. Our approach provides structure for communities to come together to identify portfolios of interventions that will create transformation.

Despite the challenges of this year and the devastating impact of Covid-19 locally and internationally, Climate-KIC's Impact Report 2020-21 shows the significant progress we are making as an organisation with our partners. We are growing our organisation, increasing the variety and scale of our activities and invigorating our approaches.

This year has seen us increase our focus on processes for system innovation. We have built capacity within our organisation and leveraged our close relationship with EIT Climate-KIC and their work in the space. As a result, we have more robust systems and processes to facilitate system innovation and our programs of work are showing the benefits.

2020-21 has also seen a renewal of our Board. We are pleased to introduce three new Board members, who together with our continuing members are enhancing governance processes and positioning the organisation for growth.

Climate-KIC has grown and, along with our partners and project collaborators, we have energy and enthusiasm to shift our systems.

**Dominic McGann** Chairperson

**Christopher Lee** Chief Executive Officer



## **2020-21 Impact highlights**

KIC AUSTRALIA Project partners 1

KIC AUSTRALIA

partner contribution

Member organisations

Corporate PPAs since **BRC-A** inception

CLIMATE KIC AUSTRALIA

Capacity supported - 1 GW coming from new projects connected to the grid

teams and **>65 participants** going through KIC training and development in 2020

prize, and clear pathways for idea development

**Businesses still** operating

Industry representatives engaged

Partners, representing 24% ASX100 market value

Early action decarbonisation projects seeking funding



IN COLLABORATION WITH



"Climate-KIC helped me refine my message and identify points of information that are important to the investment community."

-Johnny Wapstra, Founder & CEO Seed 2 Diesel (ClimateLaunchpad 2020 Global Grand Finalist)

"Since becoming a founding member of the Business Renewables Centre - Australia, Transurban has entered into three renewable PPAs. The BRC-A is fantastic forum to share lessons, upskill and inspire other organisations in renewable energy procurement."

-Matthew Brennan, Head of Sustainability - Transurban

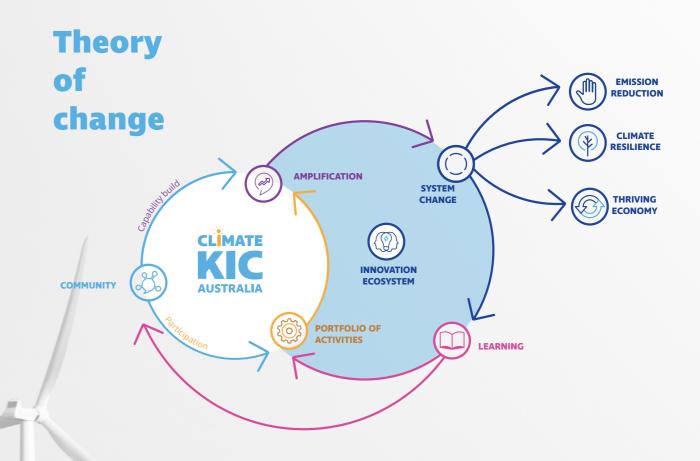
## **About us**

Climate-KIC Australia is a knowledge and innovation community established and funded by a national collaboration of private and public sector organisations in 2017.

We are an independent, not-for-profit organisation that aims to link research, business, entrepreneurs, investors and government to drive transformational activities that unlock change at the speed and scale the climate challenge needs.

As shown in our theory of change, Climate-KIC Australia brings together a diverse community of change makers to participate in a portfolio of activities that drive systemic change. We catalyse systemic change using our systems thinking approaches, innovation capabilities, knowledge sharing and deep global networks through EIT Climate-KIC, the European Union's (EU's) climate innovation initiative.

The amplification of these innovative responses is supported by our community and their networks, who attract finance and broadcast portfolio insights as an evidence base to justify broader application, uptake and pathways to scale. By developing a highly collaborative, effective and experimental climate knowledge and innovation community, we believe we can trigger climate action that unlocks scale and systemic impact to help Australia mitigate and adapt to climate change.



## Our operating values are:



## COLLABORATIVE

We build, support and encourage collaboration across our community.



#### OPENLY INNOVATIVE

We create opportunities to actively share our portfolio learnings, innovation processes and networks.



#### NIMBLE

We have an entrepreneurial spirit and will remain lean, experimental and adaptive as we grow.



#### HIGH IMPACT

We pursue action to match the urgency and scale of climate change.

climate impact delivered through collaborative action focused on innovation.

CLIMATE KIC AUSTRALIA

Climate-KIC





**AUSTRALIA** 



Climate-KIC

Co-funded by the







## **OUTPUTS**\*

#### **INDICATORS**\*

#### **OUTCOMES**\*

#### **INDICATORS**

#### **OUTCOMES**^



PPAs completed by bootcamp attendees **1 GW** 

Contracted capacity

Direct - BRC-A Members

PPAs completed in Australia since inception, 90% involving a BRC-A member

4.2 GW Capacity supported with **1GW** of this coming from new projects connected to the grid

<sup>^</sup> Indirect - Whole market









1.74 mil over 3 years



**WWF Australia** 

Institute for Sustainable Futures - UTS **Rocky Mountain Institute** 

ARENA **Government of NSW Government of QLD Government of Victoria Member Contributions** 



Corporate Renewable Power Purchase Agreements in Australia: State of the Market 2020

#### **Overview and lead indicators**

The Business Renewables Centre Australia (BRC-A) supports Australian organisations overcome barriers contracting off-site successful model developed by the Rocky achieve four strategic objectives: grow demand for renewable energy, build buyer leadership.

BRC-A is an independent, trusted information hub for organisations looking to buy off site renewable energy. It provides an interactive Buyer Roadmap featuring primers and guides which, combined with 'Buyer Bootcamps' seek to build the capability of buyers to execute projects seeking offtake and service

#### **Outcomes**

In 2020-21 BRC-A grew its reach in PPAs in the last year resulting in an aggregate capacity of 827MW of renewable energy contracted. Throughout the year, 74 Individuals attended either a BRC-A Buyer or Developer training 'Bootcamp' with 100% of participants agreeing that their knowledge on how to execute a Power Purchase Agreement (PPA) marketplace was visited by 869 unique users over the year with the most popular resources being the Deal Structure Primer, Energy Management Principles Primer and the Chief Financial Officer Pitch Deck. Moving into 2022, BRC-A is developing new





န် ( ) Year 1 of ongoing project

\$\\ \\$\\ 99K over 5 months

Government of NSW
Government of Vic
Curtin University
University of Technology Sydney
Planet Ark Power (Elexsys)

RACE for 2030 + partners

g Report due Q4 2021

#### **Overview**

Many of Australia's nine million homes have poor thermal and energy efficiency performance, requiring substantial energy consumption to maintain thermal comfort and deliver household services. Energy efficient retrofitted homes save money, decrease energy consumption, promote healthier home environments, contribute to stabilising the electricity grid, and represent a significant market opportunity.

Australia needs to transform our existing homes to align with the energy transition and support homeowners as prosumers and consumers in the distributed energy grid. Maximising energy efficiency in homes, moving energy demand into periods of maximum renewable generation and enabling electrification can support the transition toward net zero energy.

This project proposes the design and

home retrofit scheme. In particular it explores the opportunities to leverage private finance towards this goal.

Building on an ongoing collaboration with industry and research partners Climate-KIC has initiated a research project under the RACE for 2030 CRC which seeks to advance the design of the scheme and understand the research and ecosystem conditions required to support its roll-out.

The project is being delivered through a mix of desk-top research, literature review, modelling, and stakeholder consultation. The literature review is exploring the impacts of previous international large-scale energy efficiency retrofit programs and the determinants for success of such programs. Modelling in ebing used to explore the benefits that could be shown from various retrofit upgrades in three priority locations across Australia.

This work is complemented by desktop research, one legal and governance workshop,

two IRG workshops, eight semi-structured IRG participant interviews and three PPC meetings to collect further insight and support scheme design.

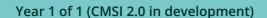
#### Outcomes

In collaboration with project partners, Climate-KIC has engaged and mobilised a large Industry Reference Group which is guiding the research project, while also directly contributing their expertise and experience to the design of the initiative. This group is also the precursor for long-term collaboration to deliver the scheme and support transition to a supportive ecosystem.

The project will deliver recommendations for large-scale home retrofit schemes, including its aims, target market and insight into the conditions in the broader home retrofit ecosystem which will be required to achieve the desired impact.







\$

\$350K (cash and in-kind)

Å

QBE Insurance
Suncorp Group
IAG
RACQ
NAB
Westpac
Commonwealth Bank
HSBC
Munich Re (Group)
Swiss Re
Leadenhall Capital Partners LLP
Investor Group on Climate Change
MinterEllison
Earth Systems and Climate Change Hub
Institute for Sustainable Futures - UTS

12 secretariat & steering group meetings 14 Workshops

**CMSI** 

#### Overview

The Climate Measurement Standards Initiative (CMSI) is an industry-led collaboration and with significant assistance from the scientific research community. The CMSI developed voluntary guidelines for disclosure of climate physical risks to infrastructure and the built environment in Australia in line with the recommendations for the Task Force on Climate-related Financial Disclosures (TCFD). The CMSI complements the work of the Australian Sustainable Finance Initiative and the United Nations Environment Programme Finance Initiative banking and insurance TCFD pilots.

The CMSI partner steering committee appointed a finance committee, a science committee and an application

committee. Each committee has contributed to the development of voluntary guidelines.

The Initiative published two reports that describe their recommended approach to Financial Risk Disclosure and the best available science to use for climate disclosure for climate impacts to infrastructure and the built environment in Australia.

The CMSI intends to iterate the recommendations provided in these reports, potentially widening the scope to include further industries, impacts, analysis and purposes. A second phase of work has been established to work in 2021-22.

#### **Outcomes**

More than 130 industry experts participated in the development of the first reports. Encompassing a diverse set of participants, including insurers, banks, scientists, reporting standard professionals, service providers and supporting parties.

The project integrates, the disciplines of climate science, hazard science, catastrophe modelling, and financial modelling to provide a set of open-source standard guidelines.

A common voluntary approach for physical climate scenario analyses will help provide investors and other users of climate-related disclosures with an improved level of comparability and an understanding of the scientific uncertainty in the data used as a basis for their climate-related disclosures, in line with the recommendations of the TCFD.

The CMSI initiative has gathered international interest, which highlights the significance and impact of this work as other countries are trying to follow in Australia's footsteps.

KIC



# Council of Research Development Corporations Climate Initiative



OUTPUTS

**INDICATORS** 

**OUTCOMES** 



System innovation and investment methodology for Australian agriculture 10 Workshops Research investment supports emission reduction and adaptation\*

Year 1 of 1

\$ 70K over 6 months

Council of Research Development
Corporations
CSIRO

Council of Research Development
Corporations

ST STATE OF THE ST

1 Systems Innovation Report

#### Overview

The goal is increasingly clear for Australian Agriculture: producers, government, business and investors want to drive towards a thriving, resilient net zero economy. There is momentum in the regions, yet there remains a disconnect between the pace and scale of investable opportunities desired and what is available.

To achieve different and transformational outcomes for Australian Agriculture, innovation needs to be approached differently. A new methodology for "how" to innovate and catalyse investment to meet the regions' goals is needed. Climate-KIC Australia has worked with the Climate Initiative to co-design a fit-for-purpose system innovation and investment

methodology for Australian agriculture and started to apply the methodology to develop a portfolio of innovation.

The definition of Systems Innovation is to connect innovations (current and new) within a portfolio, to act simultaneously across multiple levers of change to transform places, people, sectors and value chains, to catalyse systemic change. Unlocking thriving, low-carbon and climate resilient industries and

It includes deploying finance and investment capital as a lever of change towards the connected portfolio and including investors as part of the challenge owner group and portfolio governance.

#### Outcomes

EIT Climate KIC recently launched a global framework for Systems Innovation. The approach is being used at a country, region, city and industry level in Europe. This project adapted Climate-KIC's own System Innovation approaches to the local context to fit innovation and investment pathways, approaches, and activities. The methodology was applied to start developing a portfolio frame for the Climate Initiative to identify investable opportunities. The project is now securing funding for early investable projects and to establish a backbone which will leverage the systems innovation methodology.



IN COLLABORATION WITH





7



\* Technology implementation

Household survey participation and individualised household reports **Jseful information** about renewable thermal energy heat pump technology use\*

Reduced emissions through uptake of low energy technology in future housing\*

Year 2.5 of 3



1.7mil over 3 years



University of Technology Sydney **Curtin University Frasers Property Group** Green Building Council of Australia Wattwatchers Hux Presync

**ARENA Frasers Property Group** Government of NSW

ARENA Milestone Report lan 2020 ARENA Milestone Report -Feb 2021

#### **Overview**

urban heat island impacts.

Now in its final year, the study is delivering promising results. Milestone 3 key findings can be found here.

#### **Outcomes**

Renewable thermal energy heat pumps may be incorporated at scale into future housing developments across the country if the study can determine presumed sustainability, resilience, wellbeing and commercial benefits.

The Fairwater Living Laboratory project aims to assess the performance of renewable thermal energy heat pumps in the Australian context. A first in Australia, Frasers Property Group installed this technology into homes at their Fairwater development in Blacktown NSW. Specifically, the study is testing whether the technology reduces local peak demand (especially during hot summer days); is commercially viable; reduces energy consumption/emissions and reduces

**OUTPUTS** 

Year 1 of 1



50K

**Australian Business** Roundtable for Disaster Resilience and Safe Communities

**Australian Business** Roundtable for Disaster Resilience and Safe Communities

3 Working Group workshops 3 Steering Committee meetings

REPORT

1 statement

#### **Overview**

The Australian Business Roundtable for Disaster Resilience and Safer Communities (ABR) established the Resilience Valuation Initiative (RVI), a coalition of 23 organisations to advance an accepted process with enabling methodologies for valuing a resilience-building asset, feature, or activity. The process will recognise the systemic nature of climate and disaster risks and important environmental, social, economic, and governance factors. Climate-KIC Australia is providing a secretariat and program support to the RVI.

**INDICATORS** 

Organisations

participating

**OUTCOMES** 

Accepted process

for valuing

resilience

#### **Outcomes**

The RVI is mobilising public and private stakeholders in Australia to develop and use a practical solution that values resilience and better calculates community benefits. Public and private sector decision-makers need reliable and accessible approaches to balance different priorities and values.

The RVI has issued its first statement identifying that outputs and outcomes that decision-makers need vary. An agreed approach to valuing resilience must be functional and reliable to accommodate different capacities, capabilities, timeframes and sector needs.







# **Australian Ocean Energy Group**



#### **INDICATORS**

#### **OUTCOMES**







Ocean energy market insight & international industry relationships

## AUSTRALIAN OCEAN ENERGY GROUP

020-2



Year 4 of ongoing program







32 Australian and international members across industry, government and academia

#### Overview

AOEG is an industry-led cluster that aims to accelerate the adoption of ocean energy by challenging the constraints to ocean energy commercialisation, including increasing market awareness, market accessibility and affordability.

In pursuit of this strategic goal, AOEG launched its Ocean Energy

Market Forum series in 2020 to increase understanding about ocean energy market opportunities and their practical application to support the shift in the industry from a technology push to a market pull. This program is planned and implemented in collaboration with the European Union-Australian Climate Business Network (implemented by Climate KIC Australia).

Three, one-hour forums have been designed and implemented since its launch. AOEG opens each program with an industry-expert presentation, sharing ocean energy market-related knowledge. Following each presentation is a facilitated interview-style discussion between the speaker and the audience.

#### **Outcomes**

- International industry relationships: A highly valuable output of the Forums has been the establishment of new international relationships.
- Ocean energy market information and data:
   Through the new and existing relationships, the Forum has identified ocean energy market development trends in Europe, relevant information for transfer to the Australian context and facilitate the acquisition of key resources needed to move market-development initiatives forward in Australia.
- New members: The Forums have resulted in new members to AOEG, growing the ocean energy community.





Year 2 of 2.5 (extended)



400K over 2.5 years (extended)

**European Union - Australian** 

**OUTPUTS** 

Industry events with

600+ attendees

**Climate Business Network** 



European Commission, under its Strategic Partnerships for the Implementation of the Paris Agreement (SPIPA) program Australian Sustainable Finance Initiative (ASFI) (AUS EU Sustainable Finance Roadmaps Project)



European Commission



4 budget reports 3 half-yearly progress reports Bi-monthly newsletters

#### **Overview**

The European Union (EU) – Australia Climate Business Network (the Network) connects industry associations to activate a national network, promote awareness for the EU climate and energy transition agenda, and to assist businesses

towards implementing the goals of the Paris Agreement.

**OUTCOMES** 

**Bilateral industry** 

connections

Awareness &

learning on EU climate and energy

driving improved

performance in Aus

The Network co-presented industry webinars as part of its Circular Economy and Ocean Energy Market Forum series in late 2020.

The project was extended at the invitation of the GIZ in February 2021 with the addition of a sustainable finance dimension in partnership with ASFI. The Sustainable Finance Roadmap project seeks to share insights into the EU's experience of incorporating climate change and sustainability into financial frameworks.

#### **Outcomes**

**INDICATORS** 

Through the bilateral collaboration and exchanges, outcomes include:

- Fostering ongoing engagement between EU and Australian industry associations
- Regular communication of EU and related AUS sustainability and industry policy developments
- High-level expert engagement on EU AUS sustainable finance frameworks
- Profiled the Network through participation in partner activities.











4th year of annual program

200K over 1 year

Catalysr **Curtin University** Everledger Humanitech Fishburners **University of Sydney** 

**AusIndustry Entrepreneurs'** Programme **Future Battery Industries CRC** RACE for 2030 CRC

## ClimateLaunchpad

#### Overview

ClimateLaunchpad is the world's largest and most successful pre-accelerator program for climate start-ups. Its mission is to unlock the global potential for cleantech to address climate change and The annual program provides an start-ups to connect to a global network of investors, accelerators and market opportunities.

#### **Outcomes**

Since its inception in 2017, CLP alumni continue survey conducted in May 2020 showed over 70% are still operational; securing funding, growing, running pilots, partnering with industry or

represented Australia at the Regional and Global accepted in the Climate-KIC accelerator.

In 2021 the Australian Red Cross' think+do tank 'Humanitech' became a prize partner, providing a \$50,000 development grant prize to a national finalist. Pathways to support start-ups were mobilised, including mentorships through Catalysr and hot-desking opportunities at the Legacy Living Lab.

More than 60 applications were received for 32 teams and >65 participants were accepted into the program. 70% of participants were first generation Australians, meeting Incubator grand deliverables, and 24% were female founders. Improving female founder participation will be a major focus in coming years.

recommend the program, with the remainder "likely" to recommend it. The webinars had a high participation rate with 96% overall satisfaction.

Top teams from each state were chosen during the state pitch before moving into the National Pitch Final.

## **TIMELINE**

Jul 2020 Bootcamps and 2 pitch panels, 3 webinars

**Aug 2020** mentoring, Asia & Oceania National Final

**Sep 2020** South-East

Regional Final

Oct 2020 Global Grand

**Nov- Dec 2020** Evaluation

**EVALUATION PERIOD** 

Jan - Apr 2021 -

Program planning & call for applications

**RECRUITMENT & PROMOTION PHASE** 

May 2021||May-Jun 2021 | Jun 2021

Online course Hybrid & online Pitch panels

boot camps in four states

BOOT CAMPS

**AUSTRALIA** 



## ClimateLaunchpad

#### **CLIMATELAUNCHPAD IN FOCUS**

Jan-Feb 2021

#### **PROGRAM PLANNING**

Including:

- Curriculum and certified trainer
- Timeframe for roll-out in consultation with stakeholders & sponsors
- Changing format from online to hybrid setting
- Collaborating with sponsors to develop promotional strategies
- AV, venue and event logistics

Apr 2021

#### **ONLINE COURSE**

All participants were given access to a flexible online course with selfpaced modules to prepare them for boot camp material.

Apr-May 2021

#### **BOOT CAMPS**

Four hybrid Boot Camps were delivered and the trainer, Hans Westerhof, delivered the training via Zoom. Teams gathered in Covid-safe venues with excellent AV set-ups for uninterrupted communication between teams and trainer. A truly hybrid learning environment was created involving in-person and online teams and mentors. Teams received one-on-one sessions with the trainer to ensure maximum personal feedback.

Jun 2021 |

#### **WEBINARS**

Three webinars were delivered:

10th June: identifying competitive advantages with Rowan Doyle (Capricorn Power) and Carrie George (Everledger)

17th June: assumptions, experience design, customer discovery with Hans Westerhof (ClimateLaunchpad)
24th June: Pitch training with Tom Ferrier (Greener)

## **PITCH PANELS**

Four state pitch finals were conducted to choose the top teams across all states to move into the National Pitch Final.

#### **MENTORING**

8 national finalist teams were matched with mentors. The calibre of the start-ups and the mentors we attracted into the program was outstanding. Some national finalist start-ups attracted media attention through CLP.

Feb-Mar 2021

#### **PROGRAM SET UP**

All Boot Camps were set-up to be delivered with a hybrid in-person/ online format, with the trainer being online boradcasting and the teams, KIC staff and mentors in the venues.

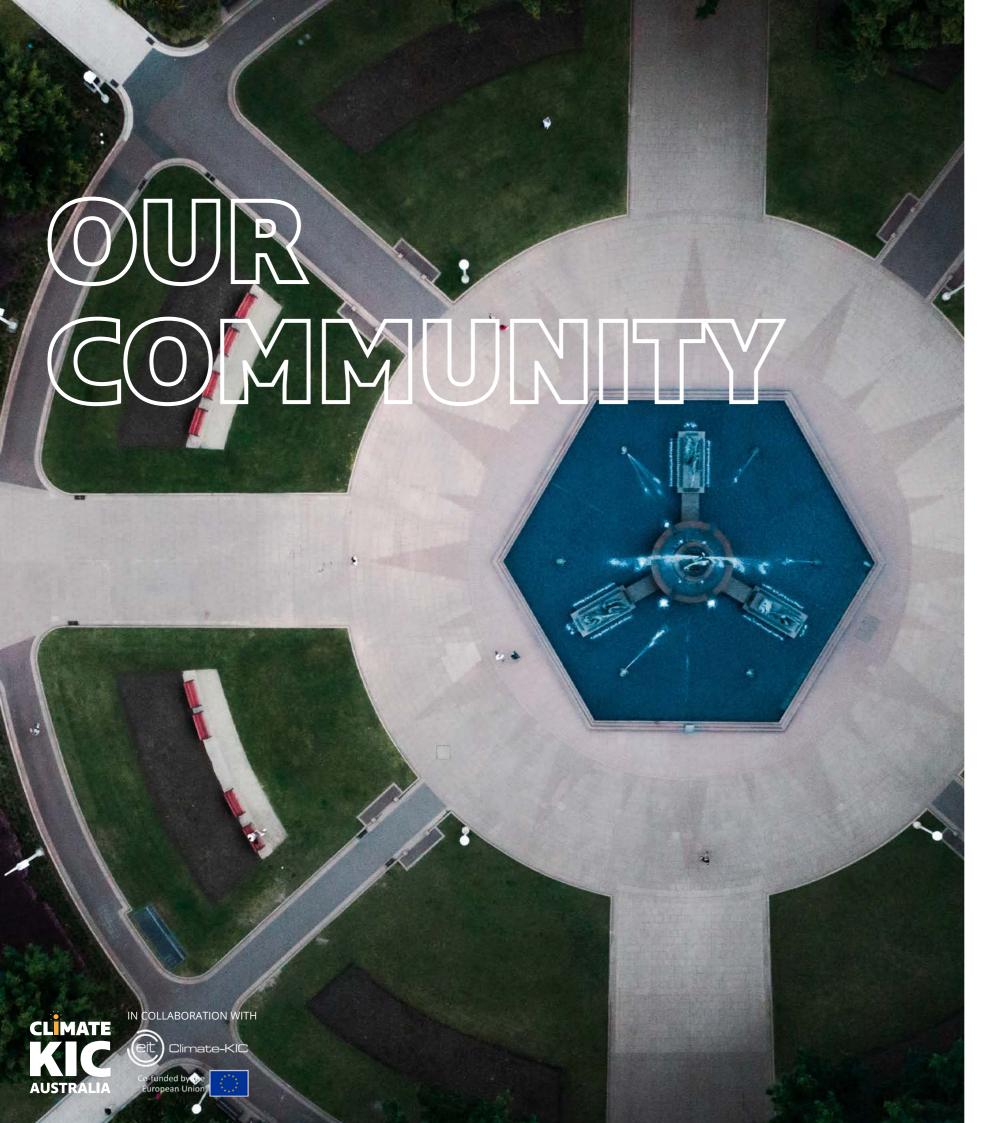
Feb-Apr 2021

#### **CALL FOR APPLICATIONS**

KIC sent more than 1,200 direct emails to network contacts, conducted multiple EDMs and a wide social media campaign and was successful in reaching media, and a wide national audience.

CLIMATE KIC AUSTRALIA





Community acts as the place to engage with and drive climate innovation in Australia. Our community continues to be a valuable asset that helps Climate-KIC by seeding large-scale projects through their contributions to our organisation's capacity. Partner contributions achieve 36x leverage as the funding they contribute has allowed us to build a portfolio of projects valued at over \$2.2 Million.

As we progress through this strategic period we are reviewing our approach to community. As our projects continue to create momentum and engage broadly we are exploring how to create action-focussed collaborative communities. We will continue to connect across sectors and states to share insights through capability building initiatives and entrepreneurship activities.

## **Our core partners**













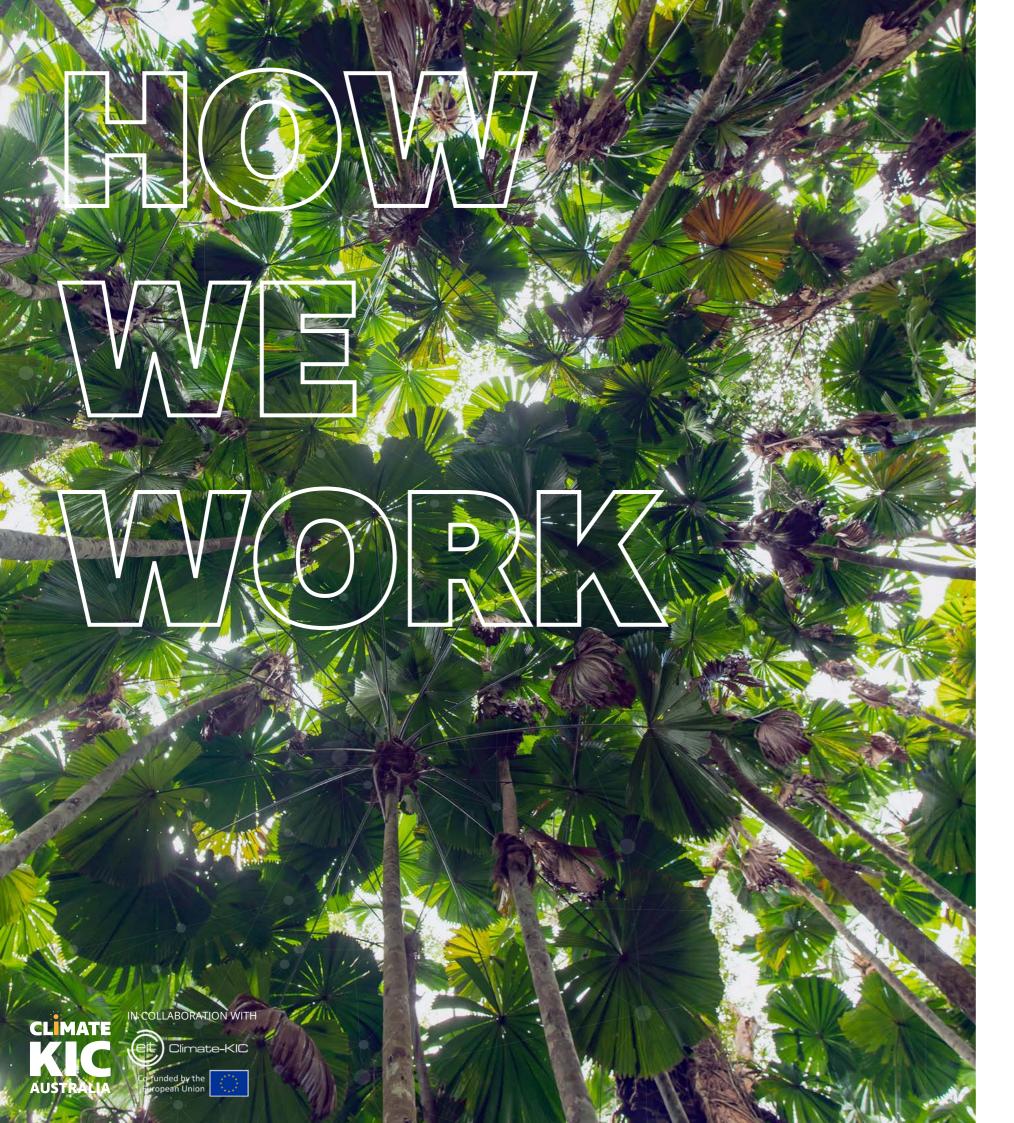






# **Philanthropy**

As a charitable institution, endorsed as a deductible gift recipient (DGR) with the Australian Tax Office, Climate-KIC Australia is eligible to receive philanthropic donations. Philanthropic donations are a valuable addition to our partner and project funding and which give Climate-KIC capacity to generate large-scale multi-stakeholder collaborative projects. Throughout the financial year we cultivated relationships with foundations and family funds. As a result we were successful in receiving donations that help to fund the development of collaborative projects. We are now actively working with the board and team to generate new leads, improve awareness and interest and find pathways to larger funding.



## **Operations**

Climate-KIC Australia Ltd (ABN 95 616 047 744) is public company limited by guarantee registered under Australian Corporations Act on the 22nd November 2017. On the 4th August 2017 the company was registered as a charity with the Australian Charities and Not-for-profits Commission. The effective date of charity registration is 1st January 2017.

The company was added to the Register of Environmental Organisation's on 26th April 2018 providing DGR status to Climate-KIC Australia Ltd.

The company structure and governance balance Climate-KIC Australia's goal of agility with the need for transparency and clear accountability to its funders. A strong governance framework allows our lean organisation to maintain operating rigour.

## **Environment**

Climate-KIC Australia aims to minimise the environmental impact of operations and maximise the positive benefits from our work. Our office spaces are provided and accessed through our partners, which helps us ensure that they are the highest possible energy efficiency ratings. Our Sydney office is co-located with the ISF at UTS. The office has a six-star Greenstar interiors rating. Our Brisbane staff are co-located with Clean Energy Finance Corporation in their five-star NABERS rating for the base building.

As a result, the main source of emissions from our operations come from air travel. This year saw a sharp decline in our travel both locally and internationally due to Covid-19. Our very modest domestic travel is offset at the time of purchase, and there was no international travel.

## **Board & Team**

#### **BOARD**



**Dominic McGann** Chair McCullough Robertson Lawyers



**Prof. Stuart White** University of Technology Sydney



**Justine Jarvinen UNSW Energy Institute** 



Stephanie Ziersch Independent Consultant



**Prof. Greg Morrison Curtin University** 



Sara Parrott 2050 Hindsight



**Prof. Mary Ritter** EIT Climate-KIC

#### **LEADERSHIP TEAM**



**Chris Lee** CEO



**Katie Vines** Director of Operations



Director of



Belinda Whelan Jason Nielsen Director of Strategic Projects Strategic Projects



Will Soutar Director of Business Development

The Climate-KIC Australia Board met seven times during 2020-21. All meetings were held virtually throughout this time due to Covid-19 restrictions limiting travel and the ability to meet in person.

Synchronising with the beginning of Climate-KIC Australia's new strategic planning period the Board renewal process progressed throughout 2020. At the Annual General Meeting in late 2020 three new directors were nominated and appointed including our Chair Dominic McGann. We also welcomed Justine Jarvinen and Stephanie Ziersch.

The Board has been refining its practices to drive improved performance of the organisation. The Finance and Risk Committee, chaired by Stuart White meets monthly to provide oversight of the organisations finances. The Nomination and People, Governance and Remuneration Committee, chaired by Stephanie Ziersch has met regularly to review and refine the governance of the board and identify remaining skills and capability gaps that might be filled through recruitment of additional Board members (up to a maximum of twelve). Finally, the Philanthropic Committee chaired by Sara Parrott has been actively supporting the efforts of Climate-KIC staff to engage with the philanthropic sector.

Climate-KIC Australia was able to retain and even add staff despite the significant disruption of the Covid-19 pandemic. Climate-KIC Australia now employs 16 staff that deliver our programs and projects. In addition, we had three paid interns support delivery across the year.

Covid-19 has created challenges for our organisation and staff this year. Many have needed to juggle family care, home schooling and other pressures during lock down. Climate-KIC's flexible working approach and strong staff trust have allowed us to continue to operate effectively under these pressures.

Maintaining connection and support to staff when unable to meet inperson has been challenging. This year the staff survey revealed feelings of disengagement were higher than in previous years, reflecting the impacts of Covid-19. Nonetheless, our staff are remain highly motivated and engaged and feel that they get a high sense of recognition and respect from their work.



## **Financial Overview**

This section provides an overview of Climate-KIC Australia's Profit & Loss and Financial Position. Full audited accounts are available in the public domain via the Australian Charities and Not-for-Profits Commission (ACNC).

## **Profit and Loss**

	2021	2020
	\$	\$
Revenue	2,969,294	2,553,629
Other income	196,108	137,087
Project direct costs		
- Contractors and project employees	(1,389,321)	(1,281,815)
- Program delivery and administration	(688,984)	(333,350)
- Other direct project costs	(65,297)	(40,080)
Other employee costs	(670,241)	(808,139)
Administrative expenses	(246,294)	(168,738)
Professional fees	(49,918)	(52,603)
Depreciation and amortisation	(5,407)	(7,723)
Surplus/(Deficit) for the year	49,940	(1,732)

# **Financial position**

	2021	2020
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	238,114	315,979
Trade and other receivables	495,153	477,045
TOTAL CURRENT ASSETS	733,267	793,024
NON CURRENT ASSETS		
Plant and equipment	12,614	18,021
TOTAL NON CURRENT ASSETS	12,614	18,021
TOTAL ASSETS	745,881	811,045
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	408,150	265,073
Deferred revenue	162,815	444,157
Employee entitlement provisions	83,810	60,649
TOTAL CURRENT LIABILITIES	654,775	769,879
NON-CURRENT LIABILITIES	-	-
TOTAL LIABILITIES	654,775	769,879
NET ASSETS	91,106	41,166
EQUITY		
Retained surplus	91,106	41,166
TOTAL EQUITY	91,106	41,166







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