













Institute for European Environmental Policy

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## FOREWORD BY CHAIR OF THE BOARD



IEEP has shaped the development of European environmental policy for more than 40 years. During that time much has changed. Environmental standards and Climate Change are now integral to European public policy. But in recent years when the European Union's attention has been dominated by other concerns, our public interest objective as a not-for-profit organisation remains as relevant as it ever was:

"...to advance the education of the public in the protection of the environment in the continent of Europe and in all forms of national and international policy ..." That objective is embedded in our constitution and the trustees recognise that it is a Europe-wide mission. To ensure that IEEP can continue to fulfil it, we have responded to the challenge of Brexit by incorporating an Association Internationale sans But Lucratif and strengthening our Brussels presence. As well as making changes to the governance of the Institute to secure its mission, we have appointed a Strategic Advisory Council, which will further add to our ability to engage with the development of EU policy. We will of course continue to work in the UK where we believe that the need for understanding of emerging trends in the EU, and in many cases parallel implementation, will create an ongoing need for our activities.

2018 was a pivotal year for the Institute as we responded to these organisational challenges while continuing to meet rising demand for our work and taking a more prominent role in the wider debates about environmental protection and sustainable development in Europe. The creation of a new platform in Think 2030 and preparations for the environmental challenges before a new Parliament have been important advances achieved in the midst of significant change.

I want to record my thanks to our enthusiastic and wholly committed professional team for their work which maintains the high standards of quality and relevance for which the Institute is renowned, and to my colleague trustees for their guidance and good judgement in steering the IEEP through a period of challenge and change. 2019 will surely see big political changes and I am confident that the Institute is in good shape to continue to play a formative role in keeping sustainable development at the heart of public policy.

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Sir John Harman Chair of the Board, IEEP

## EXECUTIVE DIRECTOR'S INTRODUCTION



2018 was a year of major organisational change for IEEP. Because of new political realities linked with Brexit, we embarked on a new journey and decided to relocate our headquarters to Brussels. In the midst of all this change, IEEP continued to carry on its mission, informing key policy debates through research projects with a diverse set of stakeholders, including EU and international government bodies, civil society, local authorities, the private sector and foundations.

In light of the increasing complexity of environmental problems, policymakers need for unbiased and robust policy-relevant research is greater than ever. Thus, we have tried to increase our capacity to do so by producing relevant and timely impartial, high quality research, aimed at expert and policy-making audiences on all key topics.

Highlights included:

- Widening our scope from environment to sustainability more broadly, by putting an emphasis on SDG alignment in everything we do.
- Following the changed geographical landscape of the EU post-Brexit, doing ground-breaking work in terms of climate change

and the future of Europe, as well as highly influential research on environmental governance in the UK post-Brexit.

- Launching the first European stakeholder platform on achieving net zero emissions in agriculture, an issue which will become central to climate discussions in the years to come.
- Contributing to initiate a new European conversation on the potential for environmental taxation to stimulate the transition to a green economy.
- Making the decision to launch a Global challenges program as we need to nexus between domestic and global challenges as a key area where we can make a useful contribution.

We also decided to play a bigger role within the Europe's sustainability knowledge sector by taking responsibility for convening diverse stakeholders, including think tanks, businesses, NGOs and local authorities through a new platform, Think 2030, which we will launch later this year. We hope that facilitating a multi-stakeholder dialogue to produce a common evidence-based vision for a sustainable Europe aligned with SDGs will prove a valuable contribution to debates regarding the future of Europe and its post-2020 agenda.

I would like to thank our board and its Chair, John Harman, for their vision and dedication to IEEP and its objectives. The people who make up IEEP strengthen our passion for better policy for a better environment, and we look forward to another year of working together for a more sustainable Europe.

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Celine Charveriat Executive Director, IEEP

"In light of the increasing complexity of environmental problems, policymakers need for unbiased and robust policyrelevant research is greater than ever."

*Céline Charveriat, Executive Director, IEEP* 

## **OUR AIM AND STRATEGY**

#### Who we are

IEEP is a European environmental sustainability think tank committed to advancing impact-driven policy across the EU and the world.

With offices in Brussels and London, our team of economists, scientists and lawyers work with partners across EU institutions, international bodies, academia, civil society and industry, to produce evidencebased research and policy insight.



#### Our strategy

At the centre of our strategy for 2017-19 is an overarching ambition: influence Europe's post-2020 agenda to bring better environmental policy that is in line with science, European Treaties and international commitments, including the UN's Sustainable Development Goals (SDGs) and Multilateral Environment Agreements (MEAs) such as the Paris agreement.

Our strategic objectives for 2017-18 were:

- To ensure better integration of the environment and sustainability into Europe's post 2020 agenda;
- To promote improvements in key sectoral policies including agriculture, the circular economy, biodiversity, and climate change;
- To encourage better alignment of Europe's resources to sustainability objectives, and
- To contribute to better governance of the EU so as to improve environmental outcomes.



#### Our work

With over 40-years of experience, our work spans nine areas:





# HIGHLIGHTS OF IEEP'S IMPACT IN 2017/2018

Thanks to the excellent work of our staff, we continued to strengthen our reputation as an evidence-based, trusted and independent knowledge generator on environmental sustainability in Europe as well as globally.

During this financial year, we worked on 90 research projects on a large range of topical environmental issues, for a total value of: £3,042,000, working with a diverse set of clients, including the European Commission, the European Parliament, civil society, local authorities, the private sector and foundations. Our international work continues to expand beyond Europe's borders, with engagement with International Governmental Organisations such as the OECD, UNEP and the G20, and a major focus of the Think 2030 preparations on global challenges and Sustainable Development Goals (SDGs).





Science-policy solutions for a more sustainable Europe

IEEP contributed to key sustainability debates by producing timely and relevant research, by playing the role of a convener, by building the capacity of key stakeholders, by raising awareness around key challenges. To contribute to this, we have also been working to strengthen our intellectual leadership by strengthening our work on global issues and to enhance our external profile – through improved communications work on our research work, better engagement with key policymaking discussions in Brussels and beyond, and preparation of the Think2030 conference in October 2018. The successful completion of our project on local economic impacts of renewable energy expenditure provided stakeholders with additional evidence in support of decarbonisation policies.

Following the establishment in the previous reporting period of a stand-alone, not-for-profit legal entity in Belgium, IEEP AISBL (Association Internationale Sans But Lucratif), we have been working to finalise the terms of a partial transfer of resources and activity from IEEP London to ensure that our objects can be pursued effectively after the UK's departure from the European Union.

The Strategic Advisory Council, whose role is to advise IEEP regarding its programmatic focus, was established with its first meeting being held on 28 June 2018.



## GOAL 1: Better integration of the environment and sustainability into Europe's post-2020 agenda

Identify how best to use the Sustainable Development Goals framework and debates around the future of Europe to strengthen Europe's environmental ambition and accountability and to create positive synergies between the economic, social, environmental and security agendas of the EU:

- Working with E3G, IEEP wrote an influential paper presented in the European parliament focused on the links between climate action and debates around the future of Europe
- IEEP supported the Estonian's presidency in its multi-stakeholder dialogue on SDG implementation in Europe and participated in a number of debates around SDGs, including at the European Economic and Social Committee (EESC), the Italian Festival for Sustainable Development, or with the private sector, including the European Business Summit.

## Contribute to identification of opportunities to support sustainability through trade, as well as to mitigate environmental challenges:

 IEEP made a strong pioneering contribution to the debate through its report on the effectiveness of Sustainability Impact Assessments in addressing impacts of trade liberalisation on biodiversity. This work laid the ground for developing a dedicated assessment framework for biodiversity in the context of EU FTAs.

## Ensure Europe addresses its global environmental footprint and supports sustainability abroad:

- IEEP provided support to various stakeholders, including the Committee of Regions, regarding Europe's role in achieving the objectives of UN's Convention on Biodiversity.
- IEEP's produced a briefing to EP ENVI Committee to support their attendance at the SDG high-level Political forum in July 2018 and started a new research project for the European Commission on Environmental Diplomacy to G7/G20

- IEEP made contributions to papers to be submitted to the T20 process on agriculture and food systems as well as sustainability in agriculture and trade.
- Together with UNIDO and the EIB, IEEP organised a meeting at the EESC to explore how the EU could export its circular economy model in a way that could support the delivery of SDGs in third countries. IEEP also wrote a report on the impact of the Circular and Green Economy for EU's outermost regions.
- IEEP completed its research on environmental fiscal reform in the Pacific.

## Main outputs: Better integration of the environment and sustainability into Europe's post 2020 agenda

- Report on The future of Europe and the future of climate action: Reflections and scenarios for the EU27 (IEEP, E3G). Available <u>here</u>.
- Sustainable Development Goals (SDGs) briefing for the European Parliament. Available here.
- IEEP-led study for the Pacific Community entitled Towards greener taxes and subsidies in Pacific Island Countries and Territories. Available <u>here</u>.
- IEEP contribution to the expert working group on Green and Circular Economy in the Outermost Regions. Available <u>here</u>.
- Presentations by Celine Charveriat at the EESC on The 2030 Agenda and Societal Change in Europe. Available <u>here</u>.
- Presentation by Celine Charveriat at the European Business Summit on Mainstreaming sustainability: what role for innovation? Available <u>here</u>.

#### **GOAL 2: Improvement in key sectoral policies**

To contribute to the development of an appropriate set of new EU policies addressing the climate and energy goals of the EU as well as the sustainability of its bioenergy policies for the period post 2020 including in agricultural and land use sectors.

• Research for the European Commission on Member State action to reduce net emissions from land, land-use change and forestry (LULUCF) helped to identify and promulgate positive approaches.

- Working with the European Network for Rural Development, IEEP has been supporting the development of tools to enable a sustainable green, circular and bioeconomy, putting sustainability of water and soils at the centre of decision making for Rural Development.
- IEEP contributed to a major evaluation for the European commission of the EU climate adaptation strategy.

To contribute to a robust analysis of the implementation and environmental consequences of the 2013 CAP reform and play an active role in developing future policy options for the CAP post 2020.

- IEEP wrote a timely report for WWF Germany following the CAP legislative proposals, proposing a new performance-based delivery system, whose findings were discussed first with NGOs, then with Permanent representations of the member States, German Parliamentarians (Greens, Socialists, Conservatives) and then with the COMAGRI committee of a parliament.
- IEEP lead a ground-breaking research project called Pegasus aiming to develop innovative approaches and new ways of thinking about the way farmland and forests are managed in order to stimulate a long-lasting improvement in the provision of public goods and ecosystem services from agricultural and forest land in the EU, engaging a series of stakeholders including agricultural Ministries of Member States, several services of the European Commission, NL bank and food industry representatives farm advisers, NGOs, and UK stakeholders, NGOs, as well as research partners from across Europe leading to concrete proposals of relevance to the future of the Cap such as collective approaches and market-based mechanisms.
- IEEP coordinated a workshop, together with a German Think tank TMG, on the inclusion of stakeholders and in particular the environmental ones in the drafting of the future CAP national strategic plans.

• IEEP secured funding from the French Ministry for Environment to work on strengthening the environmental elements of the future CAP.

To ensure linkages between debates regarding agricultural policy, food and health.

• IEEP participated in the IPES Food project on the potential transition to an agro-ecological food system in 2030, providing inputs on the future of agricultural production.

To promote a more efficient and sustainable use of natural resources through the development, governance and appropriate implementation of policies including through a more circular economy.

- Contributing to break silos among different policy files, sectors and stakeholders, IEEP participated in debates around the contribution of a sustainable bioeconomy to climate action and to the circular economy. We also contributed to raise awareness around plastic pollution within soils within our IsQAPER project.
- We produced research for the OECD on Policy approaches to incentivise sustainable plastic design focusing on approaches that are already in place or could be developed to incentivise a shift towards sustainable chemistry thinking at the product design stage - 'benign by design' and engaged governments, the private sector and civil society in the process.
- Working with the zero waste coalition, we wrote a paper on the links between food packaging and food waste whose findings were widely disseminated in Member States, for instance in Spain through a conference in Barcelona and media coverage in La Vanguardia.

To identify and assess the options to achieve the EU's 2020 and 2050 biodiversity targets, particularly in relation to funding and achieving no net loss.

- IEEP made important contributions to the debates around target 2 of the EU Biodiversity strategy, through capacity building of MS authorities responsible for Rural Development Programming and by doing research on concrete best practice examples of how Rural Development Programmes can support biodiversity and nature conservation. DG ENV praised IEEP for the outcome of the event.
- IEEP contributed to several debates on the Post-2020 EU biodiversity strategy, together with other experts from NGOs, the European Commission and Member States.
- IEEP contributed to discussions leading to the EC's pollinators initiative as well as the debate on pollinators within the parliament for instance by attending ELO/EP Intergroup 'biodiversity, hunting, countryside' event on EU pollination.

#### Main outputs: Improvement in key sectoral policies

- For the European Parliament Committee for agriculture on the CAP post 2020 communication: 'Towards the CAP post 2020 Appraisal of the EC Communication on *The Future of Food and Farming*' of 29 November'.
- A study for DG ENVI on Climate action in Land Use, Land Use Change, and Forestry in the EU Member States. Available <u>here</u>.
- The EU Stakeholder Platform on Agriculture net-zero 2050 funded by the European Climate Foundation (ECF). Available <u>here</u>.
- Organising two events at COP23 on net zero emissions in 2050 in the context of agriculture and Member State implementation of LULUCF commitments. Available <u>here</u>.
- A report for WWF Germany on Measuring the CAP's environmental and climate performance. Available here.
- Final Conference of the PEGASUS project, summarising the results of over 3 years of research on concrete ways to enhance the provision of public goods and ecosystem services by agriculture and forestry, and what this means for policy and practice. Available <u>here</u>.
- The briefing on iSQAPER: Exploring plastic pollution in soil. Available here.
- A background paper for OECD on Policy Approaches to incentivise sustainable plastic design. Available <u>here</u>.
- A research by IEEP for Zero Waste Europe and Friends of the Earth on Plastic Packaging and Food Waste. Available <u>here</u>.
- A report for DG ENVI on EU Pollinator Initiative informed by EU Member States initiatives: successes and gaps. Available <u>here</u>.

Greater mobilisation of public and private funding for the environment including a greener MFF, Environmental tax reform and private funding.

 Our work on environmental tax reform, Extended Producer Responsibility and price modulation was received as a positive and constructive contribution to the debate in the context of the plastics strategy. We also contributed significantly to an evaluation for the European Commission of the mainstreaming of climate policy objectives in the EU Budget, a key contribution to the development of the Commission's proposals for the 2021-2027 financial framework.

#### Main outputs: Aligning Europe's resources to sustainability

- An analysis of 40 case studies on Building civil society capacity to support environmental tax reform. Available <u>here</u>.
- IEEP held a one-day conference in Brussels on 5 October 2017 to present the findings of a major study for the European Commission on the use of market-based instruments to address pollution and resource use. Available <u>here</u>.
- A report for DG CLIMA on Climate mainstreaming in the EU budget: preparing for the next MFF. Available <u>here</u>.

#### **GOAL 4: More effective governance of the EU**

Develop policy ideas on the most effective mechanisms for encouraging Member State compliance with environmental legislation: IEEP has been leading a project for the European Commission, due to report in spring 2019, to develop a framework for assessing environmental governance across the 28 Member States; the work has already contributed to the Commission's 2019 Environmental Implementation Review.

 IEEP was chosen to facilitate a discussion among Member State environment ministers at the Bulgarian Presidency's informal council in Sofia on how to improve national implementation of environment policy, including better use of citizens' actions and better sharing of information. Contribute to the evolution of measures that result in genuinely "better" regulation in Europe which furthers environmental objectives.

 Through our Make It Work project, we continued to explore how participating member States could achieve the goals set in the better regulation agenda, looking more particularly at how best to streamline environmental reporting and continued by examining how to promote eco-innovation to help deliver a circular economy.

#### Main outputs: More effective governance of the EU

- Facilitating discussion at the Informal Meeting of EU Environment Ministers under the Bulgarian Presidency in Sofia. Available <u>here</u>.
- The Make It Work project, developing drafting principles for EU environmental law for selected subjects including on environmental reporting, contributing to Commission Fitness Check on the issue. Available <u>here</u>.

## GOAL 5: To examine and explain the environmental implications of the post-Brexit debates

- We added value to discussions on post Brexit Agricultural policy in the UK, through a report for the Land Use Policy Group of UK agencies, and by participating in a range of various working groups and events.
- We informed relevant debates in the European parliament, for instance on managing cross-border issues between the Republic and Northern Ireland after Brexit by participating into a panel discussion
- In December, IEEP provided written evidence to the House of Lords EU Select Committee, which was referenced in its final report on BREXIT and fisheries. We also gave testimonies before other committees of the UK parliament and contributed our analysis to the Greener UK campaign.

- Thanks to our collaboration with Client Earth and E3G, a coordination group of think tank and NGOs was established in Brussels, sharing intelligence, building capacity (e.g. recent webinar on trade and Brexit) and co-strategizing regarding the implications of Brexit for EU-27 and EU environmental policy. We also contributed to the debate by writing a paper for the European Environmental Law International Seminar (ELNI) on the implications of Brexit for European environmental policy.
- We have been working with UK NGOs to develop thinking on post-Brexit governance arrangements, drawing attention to the risks of failing to replicate the Commission's current role as a guardian and enforcer of environmental commitments.

## Main outputs: To examine and explain the environmental implications of the post-Brexit debates

- Report on Promotion of agroecological approaches: Lessons from other European countries. Available <u>here</u>.
- LUPG Brexit scenarios for agriculture.
- Input to a study on Ensuring compliance with environmental obligations through a future UK-EU relationship for RSPB and WWF. Available <u>here</u>.
- Periodical article on The Implications of Brexit for Future EU Environmental Law and Policy for ELNI. Available <u>here</u>.
- IEEP presented evidence at UK House of Lords for maintaining an environmental watchdog post-Brexit. Available <u>here</u>.
- A report on Brexit negotiations: Equivalence, environmental standards and risks. Available <u>here</u>.
- A paper on Brexit: Single Market, Customs Union, and the environment. Available <u>here</u>.
- An article on Brexit and chemicals policy: No good alternatives to a European process. Available <u>here</u>.



## FINANCIAL INFORMATION FOR IEEP FOR THE YEAR TO 30 JUNE 2018

The Institute's funds have been applied in furtherance of our objects, as detailed above.

Total gross income in the year to 30 June 2018 was £3,115,056. Total expenditure on activities in the period was £2,863,009. We generated a net income of £248,448, which has allowed us to build our reserves.

Our funding in 2017-2018 was mainly project related. Most of our funding was acquired through open public-procurement procedures. We did not receive any core funding or donations from public or private sources in 2017-2018.

Our research was funded by the following governmental institutions and international organisations: the European Commission, DG Research Horizon 2020 programme, the European Environment Agency, the Organisation for Economic Cooperation and Development, the United Nations, the UK Department for the Environment, Food and Rural Affairs, the Environment Agency, the UK statutory countryside agencies, the environment ministry in Belgium, Environmental Tax Reform Pacific and the Dutch Ministry of the Environment and other European ministries and Environmental Agencies, charities and notfor-profit organisations.

Part of our work is sponsored by other charitable trusts and foundations, including:

- European Climate Foundation
- Calouste Gulbenkian Foundation
- MAVA Foundation
- Henrich Boll Foundation

We also received funding from NGOs, IGOs and the private sector.

Their continued support is highly appreciated.

More details of our financial situation can be found in our statutory accounts published on our <u>website</u>.





**IEEP'S PARTNERSHIPS** 

Map of partner locations throughout the year.

**Aarhus University** Agra University Australian National University Avalon Foundation Bio by Deloitte Biotope **Birdlife International Cambridge Econometrics** Ciano ClienteEarth CSIRO Denkstatt GmbH FFB E3G Ecologic EFI **ENT Environment & Management** Eunomia Finnish Environment Institute – SYKE Fundacion de la Univ Autonoma de Madrid Galovic Savjetovanje

Green Budget Europe Hellenic Centre for Marine Research (HCMR) Helmholtz Zentrum fur Umweltforschung ICF IDDRI Indufor International Council on Clean Transportation International Institute for Applied Systems Analysis (IIASA) International Union for Conservation of Nature (IUCN) LUKE Ministry of Infrastructure and the Environment Oréade Brèche Öko Institut PBL Netherlands Environmental Assessment Agency Plymouth Marine Laboratory - PML

Ramboll Research and Advice Plc Ricardo AEA **Romualdas Zemeckis** S C Highclere Consulting S R L SERI Sodexo European Parliament Stockholm Environment Institute The N2K Group Thuenen Institute Trinomics B.V. UAB EKOKONSULTACIJOS UK - Royal Society for the Protection of Birds (RSPB) | BirdLife Umweltbundesamt UN Environment World Conservation Monitoring Centre (UNEP-WCMC) University of Edinburg Vrije Universiteit WCMC Wood plc

## **GOVERNANCE AND TRANSPARENCY**

The Institute for European Environmental Policy now plans to work through two independent legal entities with similar objects:

- IEEP, AISBL, Belgium, a not for profit entity set up in 2017
- IEEP, London, set up in 1990 is a Company Limited by Guarantee and not having a share capital, and a registered charity, with offices in London and Brussels.

The two entities have some Board members in common.

IEEP also has an Advisory Council comprising of high calibre individuals. Members of this honorary assembly will provide the Board of IEEP with advice related to the strategic programmatic priorities of the institute and external accountability issues linked to transparency and independence, as well as evaluating IEEP's impact in line with its mandate. The Council is headed by Ms Sirpa Pietikäinen, Member of the European Parliament and former Minister of the Environment of Finland, who is serving as an Honorary Chair of IEEP.



#### Directors/Trustees of IEEP



Dr Christian Hey



Claudia Soares Appointed 12 Apr 2017



Derek Osborn CB



Domingo Jimenez Beltran



Sir Graham Wynne



**Paul Meins** 



Hans Wolters Appointed 27 Nov 2016



**Sir John Harman** *Chair* 



**Patricia Henton** 





#### Officers

Executive Director of the Institute: Céline Charveriat fr. 2 June 2016 Company Secretary of IEEP London: Claire Froomberg

#### Policies

We have the following policies in place:

- Sustainability and environmental policy
- Equal opportunities policy
- Anti-bribery policy
- Requirement for staff to comply with terms of confidentiality and conflict of interest
- IEEP financial systems and controls

#### **Registration details**

Institute for European Environmental Policy AISBL is a not for profit organisation registered in Belgium registration number 0678767990 and VAT number BE 0678.767.990.

The Institute for European Environmental Policy, London is a Company Limited by Guarantee and not having a share capital with Company number 2458951.

It is also a registered charity with Charity number 802956. VAT number GB 648 7001 33.

#### Transparency

IEEP is registered at EU Transparency register. Our registration number is 934329423960-72.

#### Offices

Brussels, Belgium: Rue Joseph II 36-38, 1000 Bruxelles, Belgium

## **OUR STAFF**



Allan Buckwell Senior Research Fellow



Andrew Farmer Director of Research and Head of Industry, Waste and Water Programme



Andrea Illes Policy Analyst



**Anna Lorant** *Policy Analyst* 



Anne Maréchal Policy Analyst



**Ben Allen** Senior Policy Analyst



**Catherine Bowyer** Senior Policy Analyst



**Céline Charveriat** *Executive Director* 



**Claire Froomberg** Head of Finance; Operations and Company Secretary



Clunie Keenleyside Senior Fellow



**Daniela Russi** Senior Policy Analyst



**David Baldock** Senior Fellow



**David Mottershead** *Principal Policy Analyst* 



**Emma Watkins** Senior Policy Analyst



**Erik Gerritsen** *Policy Analyst* 



**Evelyn Underwood** *Policy Analyst* 



Faustine Bas-Defossez Principal Policy Analyst and Head of Agriculture and Land Management Programme



**Graham Tucker** Senior Fellow and Head of Biodiversity Programme



Gustavo Becerra Jurado Policy Analyst



Harvey Jones Communications Manager



Jean-Pierre Schweitzer Policy Analyst



Jens Lindblad Finance & IT Manager



Kaley Hart Senior Fellow and Head of Agriculture and Land Management Programme



Kamila Paquel Senior Policy Analyst



Lucia Vaculova Executive Assistant



Marianne Kettunen Principal Policy Analyst and Co-lead of Global Challenges Work Stream



Nicola Jégat Finance and Administration Assistant



**Patrick ten Brink** Head of Green Economy Programme, Director of Brussels Office



Martin Nesbit Principal Policy Analyst Senior Fellow and Head of Climate and Environmental Governance Programme



**Romain Pardo** *Policy Analyst* 



**Mia Pantzar** *Policy Analyst* 



**Sandra Mootoosamy** Senior Administrator, Brussels



**Silvia Nanni** Senior Policy Analyst



**Sirini Withana** Senior Policy Analyst and Co-lead of Global Challenges Work Stream



**Stephanie Din** Operations & Finance Assistant



**Stephen Meredith** Senior Policy Analyst



**Susanna Gionfra** Policy Analyst



**Thorfinn Stainforth** Policy Analyst



**Tsvetelina Filipova** Senior Policy Analyst



**Johanna Nyman** Policy Analyst



**Alejandro Colsa** Policy Analyst









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