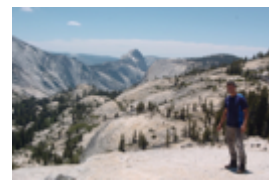


Center for Human Rights and Environment

Integrated Annual Report 2016





Letter from the Chairman of the Board



Jorge Daniel Taillant
Chairman and
Executive Director,
CHRE

This is the second year in existence in the United States for the Center for Human Rights and Environment (CHRE), having launched operations in Florida in early 2015 as a 501(c)3 non profit organization under United States Law!

For those that know of our advocacy work, CHRE's activities on human rights and environmental protection are not recent. Founded originally in 1999 also as a non-profit but in *Cordoba, Argentina* as its Spanish namesake "*el Centro de Derechos Humanos y Ambiente (CEDHA)*", CHRE has been working to protect and defend people and communities affected by environmental degradation, and to promote more sustainable public policy dedicated to human rights and environmental protection, for nearly two decades.

CHRE's is now in its' 18th year devoted to environmental and human rights protection and we're set to serve many more to protect human rights, our environment, and the public interest!

Our Programs include initiatives focused on phasing out climate change causing emissions such as methane

(that is produced by fracking and that burns in your kitchen or to heat your home in the winter), the black carbon emitted by diesel vehicles, HFCs (like those used for refrigerants) and other gases that emanate from decaying organic matter on farms or in municipal waste dumps. These pollutants are regulated under the Montreal Protocol and we're working tirelessly to help *and make* States comply with phase-out commitments they've made to rid the planet of these terribly contaminating gases and particulate matter. We work to ensure compliance, but are also one of the actors that have helped introduce and negotiate these commitments by over 180 countries around the world!

We work to protect glaciers and permafrost (frozen ground) in mountain environments around the world. These delicate "cryogenic" fresh water resources not only hold our water in reserve but also act as water basin regulators for when we need the water most. Climate change and irresponsible anthropogenic activity on the ground like smoke emitted from traffic, from wood combustion, or impacts from mining activity, are causing accelerated deterioration of permafrost, placing millions, even billions of people's water supply at risk. We're focused on mountain ranges like the Sierra Nevada in California, or the Central Andes in South America to identify and reveal these enigmatic natural resources. We've even helped coin the term "cryoactivism"--or the protection of our frozen environment, to describe the sort of work we do to protect glaciers and permafrost.

We work to promote corporate accountability by promoting more transparent and complete sustainability monitoring, management systems and reporting by corporations. This year, we've been particularly active in bringing attention to the risks and impacts of the expansion of global dependency on

oil and gas, through a very contentious industrial process known to most as "fracking". In this arena, we are drawing attention to the little known but very significant contamination from oil and gas extraction and production due to fugitive methane.

CHRE's work takes place locally, regionally and internationally and has been recognized by our peers through awards such as Sierra Club's most distinguished international advocacy award and the very distinguished Sophie Prize, given to our founder for her *and our* unique contributions to linking the human rights and environmental fields.

We've had an exciting second year in the USA, reconstituting CHRE, getting to know our new environment in places like Florida where we are pushing to keep out fracking and California where we are continuing our rock glacier inventory. We have been especially active in the Latin America region with our focus on traditional brick kiln contamination with a view to lowering black carbon emissions in the industry.

This is CHRE's Integrated Annual Report, prepared following the [Global Reporting Initiative's Sustainability Standards](#). CHRE's is probably one of the first sustainability reports globally prepared by a non-profit organization under GRI's new "standards". An "integrated" annual report brings together program and sustainability information, evaluating institutional progress towards sustainable environment. Financial report content has been reviewed by our professional and independent accountant.

It is to the best of my knowledge and to the best capacity of our team, a thorough, transparent, and fair representation of our work and impact.

A Historical Achievement!

One of our most cherished victories this year, and perhaps one of the most important since our founding in 1999, we are honored to have fought tirelessly for nearly a decade alongside many colleagues working in the lime-light and behind the scenes, to achieve a historic agreement this year under the Montreal Protocol ([the Kigali Agreement](#)) to phase out very toxic chemicals called HFCs, found in common household, vehicular and industrial refrigerants that act as super climate change causing contaminants. The Kigali Agreement, signed by 170+ countries, was seven years in the making, and is a compromise between wealthy and poorer nations. The deal is expected to reduce the equivalent of 70 billion tons of CO₂ from the atmosphere! Wow!



Romina Picoletti—CHRE Board Member (center, with the Rwandan Environment Minister), celebrating a historic accord in Kigali to phase out climate pollutants

HIGHLIGHTS from 2016

CHRE's programmatic advocacy areas are:

Climate Change and Human Rights
Cryoactivism (protecting our world's ice)
Reducing Oil and Gas Emissions (incl. from fracking)
Lowering Emissions from Traditional Brick Kilns
Addressing the Impacts of Mining
Promoting Corporate Accountability

Some of the key highlights for 2016 include:

- A [4-day workshop and site visit in Colombia](#) for over 100 public officials, brick producers and technical experts, to exchange knowledge, discuss and debate, and see first hand evolving technologies and public policies for reducing contamination and improving work conditions for thousands of workers at traditional brick kilns.

- We [visited the Fayetteville Shale Play in Arkansas](#) where we gathered activists from California to Tierra del Fuego learning about methane emissions from Fracking and exchanging strategies to minimize impacts from the Oil and Gas Sector and stop the advance of fracking.

- We developed educational materials and held our first class for 7th graders at Independence Middle School, captivating them with a ton of pictures and exciting facts about glaciers and permafrost. [See link-end page!](#)

- We're [helping Kyrgyzstan to create a Glacier National Park](#) to protect its delicate high-mountain ecosystem!



Cover from our Colombia Bricks Workshop Report (issued in Spanish) – Photo: Women workers at Brick Kiln in Sogamoso, Colombia rose productivity

Strategic Plan 2015 - 2018

The Center for Human Rights and Environment (CHRE) launched activities as a 501 (c) 3 organization under the laws of the United States and the State of Florida in 2015. We should note though that CHRE's institutional history dates back to 1999, when its previous incarnation and Spanish namesake (el Centro de Derechos Humanos y Ambiente—CEDHA) was founded under Argentina non-profit law. CHRE's Strategic Plan for the 2015-2018 period includes the following institutional and programmatic objectives and priorities.

(without specific or prioritized order):

- to legally establish the Center for Human Rights and Environment (CHRE) as a non-profit organization in the United States
- to ensure a smooth programmatic/administrative/financial transition from CEDHA (Argentina based) to CHRE (USA based)
- to successfully phase-out CEDHA agendas/activities and constitute CHRE's priority agendas and programs
- to achieve medium-term institutional, programmatic financial and administrative sustainability for CHRE
- to effectively communicate (in a public/private realm) the transition from CEDHA to CHRE, including defense against persecution
- to diversify CHRE's financing base, to include foundations, governments, and individual donors
- to generate savings of 15-20% of CHRE's average budget to secure operations during funding shortfalls
- to increase remuneration for staff and management
- to maintain and expand CHRE's presence in national and international spheres
- to maintain CHRE's innovative tradition and reputation on human rights and environmental issues
- to maintain an active and engaged website for CHRE's activities and build new CHRE-specific sites
- to promote constructive, engaged and collaborative advocacy work building on partner relations
- to bring CHRE's advocacy work closer to and more engaged with the academic community
- to sustain a steady flow of volunteers through CHRE's virtual internships
- to attract new volunteers to help consolidate CHRE's USA presence
- to learn of and expand CHRE's Florida-related issues and advocacy work
- to learn of and expand CHRE's general USA-related issues and advocacy work
- to expand CHRE's programmatic work (Glacier Protection, Fracking Containment, SLCP reduction) to the USA

CHRE activities for 2016 were all geared to comply and meet the objectives set out in the 2015 – 2018 Strategic Plan. Activities are presented by “program” below.

Photo: Brick Kiln Furnace in Sogamoso Colombia

Programs

A high mountain periglacial environment in the Central Andes hides subsurface glaciers storing ice and regulating water flow during the dry season. Photo Juan Pablo Milana



Climate Change

When an octopus appears sprawled out in the basement of a Miami parking lot after a high tide, you realize something is wrong!

There is no more pressing environmental issue today than the collapsing global climate. We are finally to the point where (despite a few stubborn outliers in the political world) the science is clear and that companies and politicians realize there is no other way forward but to change *business as usual* and immediately move to reverse decades, even centuries, of climate contamination.

We are indeed in the "Age of the Anthropocene", a new planetary era where humans determine planetary climates. We've been contaminating our home for a long time. Now it's time to clean it up and it's going to need creative thinking, stricter rules, innovation and a cultural paradigm shift.

In many coastal areas local governments are banning new construction near the coast and making plans for flooding, which eventually *will* happen.

Climate change will produce *and is already producing*, countless environmental disasters, increasing multifold the number of environmental refugees and incurring society billions of dollars in clean up and emergency

expenses—the burden of which disproportionately will affect poorer countries, communities and societies.

Fortunately, we have begun a journey on a new road to repair the damage. Governments are introducing legislation to improve air quality and tackle industrial contamination. Advancements at the international level are laying out commitments in treaties that will help guide our societies towards more sustainable energy models.

Industries are coming up with ways to save energy, which is not only good for the climate but good for the economic bottom line. Vehicles can now easily *and conveniently* be powered by electricity instead of fossil fuels.

In this changing environment, CHRE is addressing climate change by focusing on some of the most potent, most damaging, and most easily removed contaminants that affect our global atmosphere, including primarily chemicals such as HFCs (common household, automotive and industrial refrigerants), methane gas that is extracted by fracking and used as heating fuel or for cooking in your home, or that is released from decaying organic material in a municipal waste dump or in sewer systems.



Through our membership in the UN's Climate and Clean Air Coalition (CCAC), where we are one of the steering chairs for its [Bricks Initiative](#), CHRE has been working on climate-related agendas for a number of years, bringing a human rights perspective to the discussion, highlighting the problems faced by the most climate-vulnerable communities and stressing the importance of introducing more progressive and equitable public policy to address this growing global problem.

Climate change concerns infuse and guide several of CHRE's activities in other programmatic areas, such as our work to protect melting glaciers and permafrost, or when we address the black carbon emissions from brick kilns. These too are "climate change" agendas that we engage on daily.

The year 2016 has seen our public policy work on brick kiln contamination flourish. CHRE is the coordinator of the UN's Policy Advisory Network for

Clean Brick Production (PAN LAC) bringing together over a hundred public policy officials from around the hemisphere to discuss opportunities for introducing innovative policy solutions to brick contamination.

Following the founding of the PAN LAC in 2015, we've held now three international training events (one this year in Colombia) and have assisted Chile and Colombia directly to develop specific policy solutions for reducing and eliminating brick contamination. Next year we will add on Mexico and Argentina, and possibly others!

In this capacity CHRE has developed a number of publications available online to help steer public policy in the brick sector, including a [Regional Strategy](#), a [Compilation of Public Policy](#), a [Ten Step Guidance Document](#) for Governments, and a [Model Training Course](#) for Public Policy workshops.



Mexican environmental authority visits Colombian brick producer at a CHRE workshop to learn of technical innovations in the brick sector.



CHRE organized a workshop and site visit in Colombia in December for public officials, brick producers and technical experts to discuss evolution of technology to reduce contamination from traditional brick kilns.



A traditional brick kiln in Soamoso Colombia in disuse due to technological innovations to reduce air emissions

Cryoactivism

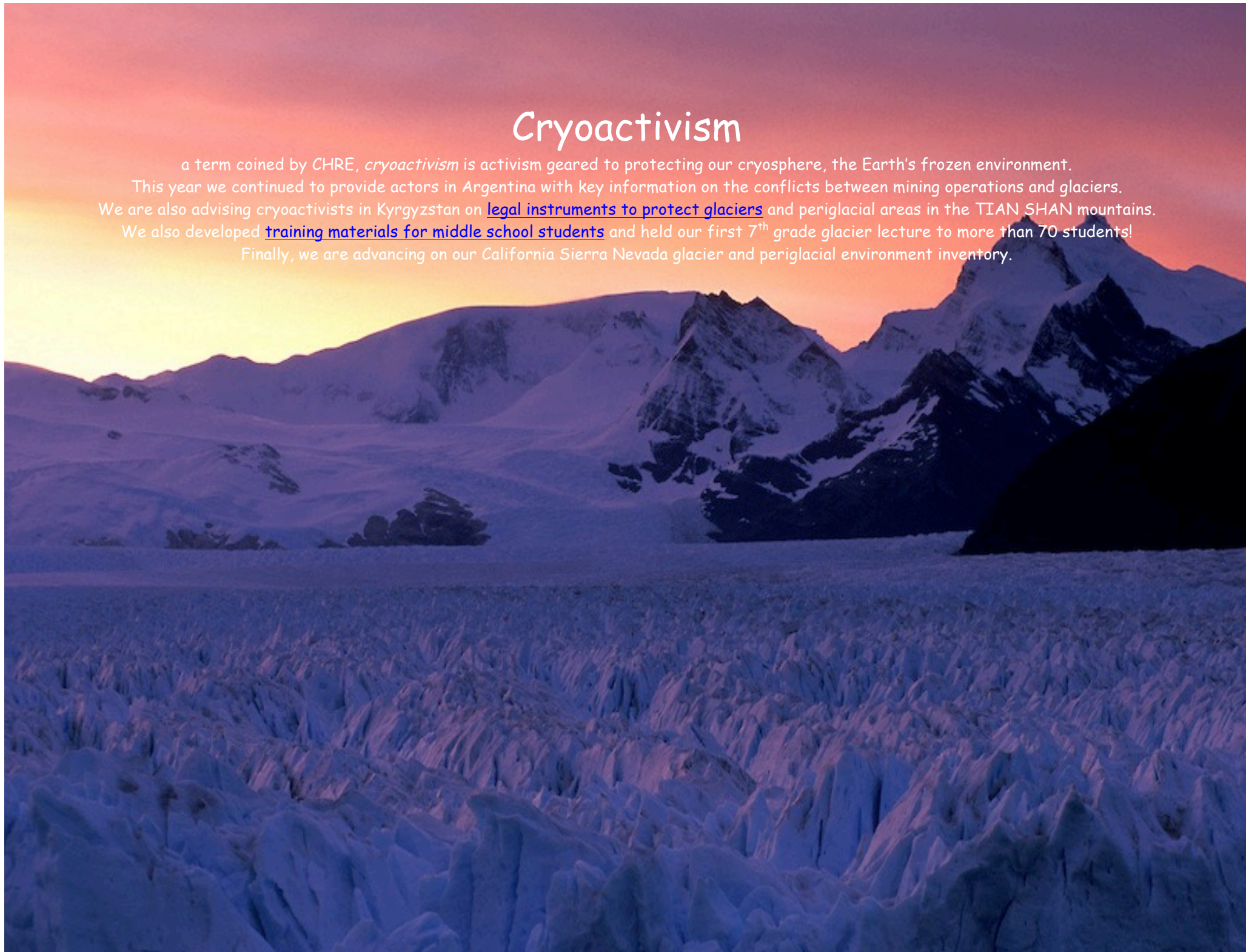
a term coined by CHRE, *cryoactivism* is activism geared to protecting our cryosphere, the Earth's frozen environment.

This year we continued to provide actors in Argentina with key information on the conflicts between mining operations and glaciers.

We are also advising cryoactivists in Kyrgyzstan on [legal instruments to protect glaciers](#) and periglacial areas in the TIAN SHAN mountains.

We also developed [training materials for middle school students](#) and held our first 7th grade glacier lecture to more than 70 students!

Finally, we are advancing on our California Sierra Nevada glacier and periglacial environment inventory.



Cryoactivism

Glacier and Permafrost Protection

It's surprising to realize that 98% of our planet's water is not freshwater and that only 2% is apt for human consumption, agriculture and industrial use. Of this miniscule amount of water available to us, 75% of it is stored in glacier ice, mostly in the North and South Poles. A very small percentage (albeit a very large amount in terms human consume value) of this water is also found in mountain glacier environments. Mountain glaciers perform a fundamental role in supplying our rivers with critical water after the winter snow has melted. If it were not for the "regulatory" function of mountain glaciers, which slowly melt during dry months, until they can be recharged the following winter, we would not have water to cover ecosystem needs for the full year!

CHRE's **Cryoactivism** work (advocacy to protect glaciers and permafrost) centers on policies to protect glaciers and social education about a glacier's role and vulnerability. We are pushing for glacier protection laws in places like Chile, Peru and Kyrgyzstan, and helped get the [world's first and only glacier protection law](#) passed in Argentina and are now helping to promote its implementation. During 2016 we published a series of works, including:



Oil and Gas



Oil and Gas / Fracking

Fossil fuels, be it coal, oil or natural gas, despite the rhetoric from the industry that *natural gas is a bridge fuel to cleaner energy*, are all contaminating energies of the past. We need an economy that runs on clean renewable energy, such as wind and solar, and the faster we get there, the better it will be for our planet.

We understand that we cannot get to 100% renewable energy use any time soon, but that doesn't mean that our governments shouldn't already have a clear *path and plan* on how to get us closer to that target.

Part of that plan is taking stock of where our fossil fuel consumption is today, and working to replace fossil fuels with cleaner energy options and to make our existing fossil fuel operations cleaner

If our energy mix is 80/20 today, fossil fuels at 80 and renewables at 20, in 20 or 30 years, we need to flip that ratio. And that means that we need to begin to stop the advancement of our fossil fuel horizon with dirty energy produced from the oil and gas sector, including for example, natural gas and oil produced from non-conventional shale reserves. Natural gas is not cleaner than coal. It's as dirty!

CHRE is working to bring public officials to the realization that we need to divert our current energy planning and policies towards a fossil fuel free society. In the meantime, we need to reduce our oil and gas impacts, particularly from extremely impacting climate pollutants like methane (natural gas), which if leaked is 100 times more polluting than CO₂!

We also need to get civil society actors more engaged in the oil and gas sector, to identify risks and impacts posed by oil and gas production.

In collaboration with partner, the Clean Air Task Force, CHRE is bringing knowhow and knowledge to civil society actors across the America's uniting efforts underway from California to Tierra del Fuego. This year we held a training workshop in Arkansas, followed by a fracking site visit to look at ways to reduce methane emissions and other contaminants from fracking operations. Activists from Argentina, Chile, Brazil, Mexico and Colombia got to meet counterparts from across the US, to discuss advocacy strategies to regulate, legislate and ban fracking.



CHRE organized a Pan American fractivist meeting that included a visit for activists to a fracking site

We also developed a university level course for urban planning students at Florida Atlantic University on public policy dimensions of the fracking debate, to be delivered to FAU in the Fall of 2017.

Fracking Florida

[ABOUT US](#) [LAWS/REGS](#) [OIL/GAS](#) [WATER](#) [ENVIRONMENT](#) [ADVOCACY](#) [PUBLIC HEALTH](#) [CONTACT US](#) [DOCUMENTS](#) [FAQS](#)



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Florida rejects fracking bid near Miramar

NOVEMBER 18, 2016 • DOCUMENTS

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Corporate Accountability and Human Rights



CHRE's objective in the area of Corporate Accountability is to promote responsible corporate behavior that is respectful of human rights and that is environmentally friendly at the international, regional and local level. To do this we work to influence laws, call out companies that are violating human rights or environmental law, push governments to hold companies accountable for human rights and environmental impacts, and when needed file legal or extra judicial complaints at the local or international level to seek justice for victims in cases of corporate irresponsibility.

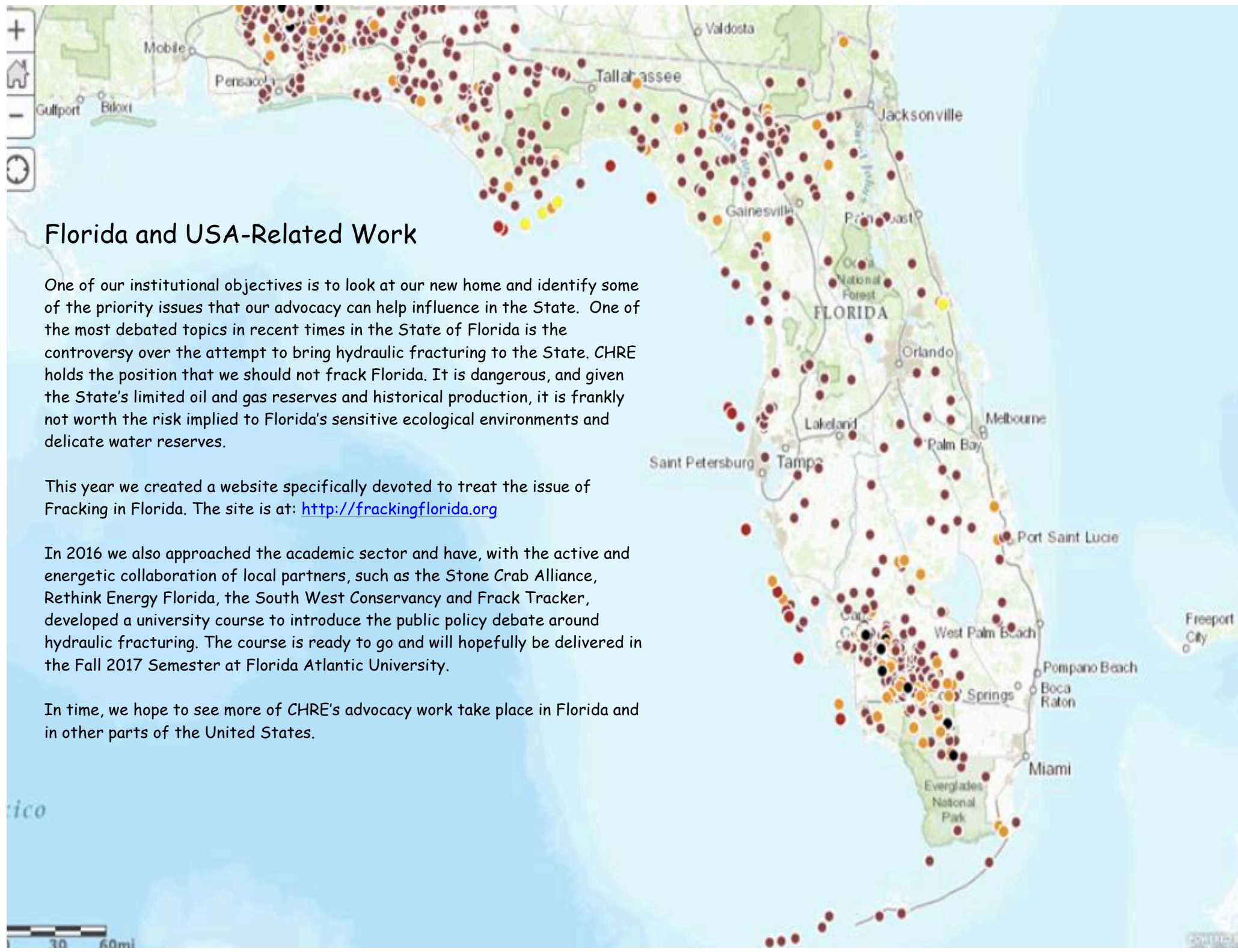
CHRE has been one of the global leaders contributing over the years to promoting a "human rights and business" agenda, concerned that less-committed and more philanthropically oriented Corporate Social Responsibility (CSR) efforts fell short of ensuring human rights protection. In fact, we helped the United Nations establish its' [three essential pillars](#) in the human rights and business arena focused on:

- 1) strengthening the state's **Duty to Protect** and promote the observance of human rights in a business context
- 2) promoting the **Corporate Responsibility to Respect** human rights and
- 3) improving **Access to Remedy** for victims impacted negatively from business activities

During 2016 CHRE helped launch the new GRI Standards for Sustainability Reporting. CHRE's Director, Jorge Daniel Taillant is a member of GRI's distinguished Global Sustainability Standards Board, a public interest serving independent body that steers GRI's outstanding sustainability guidance for companies around the world. This report is prepared using the GRI Sustainability Standards.

CHRE's Director also was invited this year to join telephone company giant TELEFONICA's (of Spain) Sustainability Advisory Panel.





Florida and USA-Related Work

One of our institutional objectives is to look at our new home and identify some of the priority issues that our advocacy can help influence in the State. One of the most debated topics in recent times in the State of Florida is the controversy over the attempt to bring hydraulic fracturing to the State. CHRE holds the position that we should not frack Florida. It is dangerous, and given the State's limited oil and gas reserves and historical production, it is frankly not worth the risk implied to Florida's sensitive ecological environments and delicate water reserves.

This year we created a website specifically devoted to treat the issue of Fracking in Florida. The site is at: <http://frackingflorida.org>

In 2016 we also approached the academic sector and have, with the active and energetic collaboration of local partners, such as the Stone Crab Alliance, Rethink Energy Florida, the South West Conservancy and Frack Tracker, developed a university course to introduce the public policy debate around hydraulic fracturing. The course is ready to go and will hopefully be delivered in the Fall 2017 Semester at Florida Atlantic University.

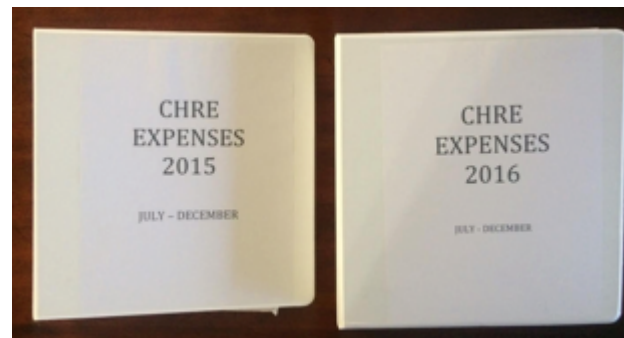
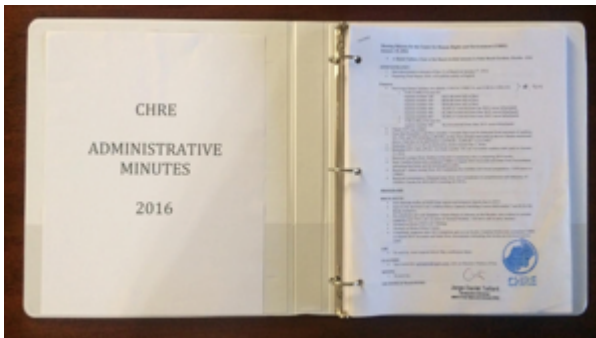
In time, we hope to see more of CHRE's advocacy work take place in Florida and in other parts of the United States.

Administration

The Center for Human Rights and Environment (CHRE) is a legally established non-profit organization constituted under Florida State law and is recognized by the Internal Revenue Service of the United States as a non profit charity 501 (c) 3. The CHRE Board of Directors is a three-person board, as mandated by Florida law. The board, which may expand in the future, consists of three Florida residents: Jorge Daniel Taillant (founder), Romina Picolotti (founder), and Stephanie Daveris (former CEDHA Fellow). CHRE functions in Palm Beach Gardens, Florida. CHRE is a virtual organization with contributors, staff, volunteers and consultants operating remotely from their place of preference, in varying countries, as defined by their work and personal circumstances. During 2016, CHRE's team was from Denmark, the UK, Costa Rica, Ireland, Colombia, Argentina and the United States. As CHRE is a virtual organization, documents are moved according to practicality, and at present are filed and stored in Palm Beach Gardens Florida, at the home of the Chief Executive Officer/Executive Director.

CHRE team is comprised of its Executive Director (Jorge Daniel Taillant), *ad hoc* consultants hired (as funding is available) to carry out specific programmatic activities and volunteers who also take on a considerable portion of activities, contributing as needed to CHRE's various programs and initiatives. Romina Picolotti serves as Climate Advisor on a non-remunerated basis coordinating CHRE's Climate Change Program.

CHRE activities are logged in Institutional Meeting Minutes prepared bi-monthly containing administrative, financial and programmatic information. These minutes are sent to CHRE's Board of Directors electronically bi-weekly. They are logged by year and kept by the Executive Director. Minutes contain details of programmatic activity as well as a summary of financial standing and movements for the period comprised. Monthly expenses are registered electronically each month and receipts are physically kept and ordered by semester. Minutes are signed and stamped by the Executive Director and contain a seal of the institution. Exact copies of bi-weekly minutes are sent to each member of the Board of Directors providing a copy/legitimacy check for their content and accuracy.



Legal Documents and Policies

The Center for Human Rights and Environment has specific foundational legal documents mandated by the State of Florida and by federal agencies, as well as internal operational policies that guide the organization, establish its mandate and institutional objectives and govern staff and board behavior. The Office Policies were reviewed and updated in 2016.

These are:

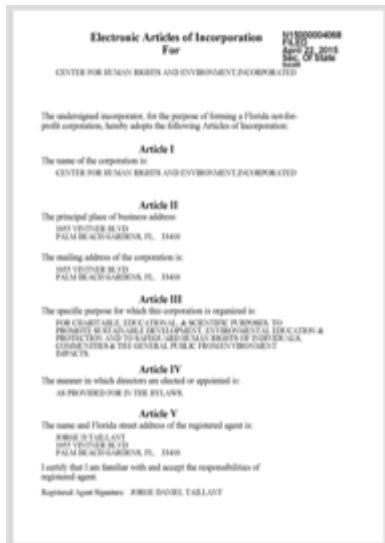
Articles of Incorporation ... which lay out the essential coordinates, governors, and objectives of the organization.

Bylaws ... which establish institutional due diligence.

Conflict of Interest Policy ... which define the relationship between the board members and CHRE.

Office Policies (2016) ... which help guide the nature of our Team Relations, our ethics and institutional character.

CHRE-Mandments ... which are basic rules to live by.



Communication

CHRE regularly communicates information about its activities and key issues in its fields of action. Part of our communication is carried out through a number of websites devoted to disseminating information about our work activity and about specific issues related to our programmatic agendas. CHRE's main website is www.center-hre.org. Some of the more active and targeted communication this year were on Fracking, Mining, and Climate Change

Website pages: (click below, links are live!)

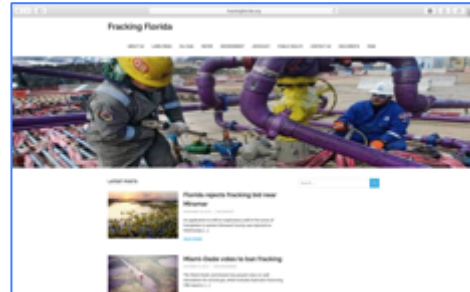
<http://center-hre.org> ... is CHRE's main website (which points to CEDHA's historical website, www.cedha.net)

<http://frackingflorida.org> ... is CHRE's page about fracking issues specifically focusing on the State of Florida

<http://fracking.cedha.net> ... focusing on the evolution of fracking in Argentina and around the world

<http://Redracc.org> ... focusing on eliminating short life climate pollutants in Latin America

<http://casopasteras.cedha.net> ... recounting an extensive CHRE advocacy case involving pulp mill contamination on the Argentine-Uruguayan border



Facebook pages: (click below, links are live!)

<https://www.facebook.com/minargentina/> ... a page about mining impacts in Argentina

<https://www.facebook.com/Glaciares-Argentinos-122562527824381/> ... a page about glacier vulnerability in Argentina and around the world

<https://www.facebook.com/Fracking-Argentina-499891123423652/> ... a page about the evolution of fracking in Argentina

<https://www.facebook.com/Los-Glaciares-de-Barrick-350139245096392/> ... a page about Barrick Gold's impacts to glaciers and permafrost

<https://www.facebook.com/The-Woodstock-Principles-265359213577526/> ... a page about sustainability in the music industry













<https://www.facebook.com/search/top/?q=fundacion%20cedha> ... a page following CEDHA activities (in Spanish)

<https://www.facebook.com/VoluntariosCedha/?fref=ts> ... a page for CHRE Volunteers (Spanish)

Press Releases

Our press statements have always been an important part of our institutional outreach. They are generally produced and circulated both in English and in Spanish. CHRE maintains several email lists focused on media contacts, interested government, corporate and civil society stakeholders. Our more than 5,000 contacts receive communications in English or in Spanish. E-mail lists are updated regularly and we are incorporating a significant number of USA/Florida based contacts. Press releases during 2016 were focused on programmatic activities, global climate change related issues, mining impacts, fracking evolution, and periodic information drawing attention to the persistent illegal persecution of environmentalists in the region, as well as CHRE's team and our organization.

Below is a selection of these with live internet links so that they may be consulted by the reader.

 <p>Is Barrick Gold Calling it Quits at Pascua Lama?</p> <p>January 23, 2016 - daniel - 0 Comment</p> <p>Thursday January 21, 2016 - Vancouver, Canada "The ramp-down process has been completed on schedule and our temporary..."</p> <p>Read More</p>	 <p>Environmentalists Under Fire: The Brutal Killing of Berta Caceres</p> <p>March 5, 2016 - daniel - 0 Comment</p> <p>Environmentalists Under Fire: The Brutal Killing of Berta Caceres by Romina Picoletti - Director of the Center for...</p> <p>Read More</p>	 <p>Letter to Energy Minister of Argentina, Jose Aranguren</p> <p>August 18, 2016 - daniel - 0 Comment</p> <p>Letter to Minister of Energy of Argentina, Jose Aranguren The New Mining Policies of Argentina Deepen Violations of...</p> <p>Read More</p>	 <p>Workshop in Africa Addresses Brick Contamination</p> <p>September 7, 2016 - daniel - 0 Comment</p> <p>Morocco Hosts African Regional Workshop on Reducing Short Life Climate Pollutants from the Production of Traditional Bricks...</p> <p>Read More</p>	 <p>Public Officials from Latin America Gather to Examine Bricks Kiln Contamination</p> <p>December 15, 2016 - daniel - 0 Comment</p> <p>November 30, 2016, Bogotá Colombia Over 100 people from across Latin America, including public officials, brick producers...</p> <p>Read More</p>	 <p>Latin American and US Fractivists Gather in Arkansas to Discuss Regional Strategies to Contain Oil and Gas Impacts</p> <p>December 22, 2016 - daniel - 0 Comment</p> <p>Little Rock, Arkansas - December 13-14, 2016. A diverse group of environmental activists from California to Tierra...</p> <p>Read More</p>
 <p>TELEFONICA recruits CHRE Director to Sustainability Advisory Panel</p> <p>September 7, 2016 - daniel - 0 Comment</p> <p>Spanish Telecommunications Giant, Telefonica Recruits CHRE Director to Independent Sustainability Advisory Board September 7, 2016 - Center for...</p> <p>Read More</p>	 <p>Mexico Hosts Workshop on Methane Reductions Regulations</p> <p>September 9, 2016 - daniel - 0 Comment</p> <p>September 9th, 2016- Mexico City. With the ambitious goal of reducing climate change-causing methane emissions by...</p> <p>Read More</p>	 <p>Cyanide Spill due to Ice Accident in Periglacial Environment at Barrick's Veladero Mine</p> <p>September 16, 2016 - daniel - 0 Comment</p> <p>Cyanide Spill due to Ice Accident in Periglacial Environment at Barrick's Veladero Mine in Argentina September 16...</p> <p>Read More</p>	 <p>Romina Picoletti, Environmental Activist, Accuses Argentina's Justice System of Renewed Political Persecution</p> <p>October 10, 2016 - daniel - 0 Comment</p> <p>October 7, 2016 Romina Picoletti, the founder of the Center for Human Rights and Environment (CHRE), originally based...</p> <p>Read More</p>	 <p>Historic Climate Agreement Reached</p> <p>October 16, 2016 - daniel - 0 Comment</p> <p>October 15, 2016 KIGALI, Rwanda — Negotiators hugged, kissed and even cried as 170+ global leaders crammed through...</p> <p>Read More</p>	 <p>CHRE Publishes "Cryoactivism" ... an Emerging Concept</p> <p>November 18, 2016 - daniel - 0 Comment</p> <p>The Center for Human Rights and Environment, following a decade of work to promote glacier protection, publishes...</p> <p>Read More</p>

CHRE's Permanent Team, Volunteers, Fellows and Interns

CHRE's team comprises persons from all walks of life, some contributing full-time commitment to our advocacy, but mostly our team is comprised of part-time volunteers that have other ongoing full-time commitments but that want to contribute in different ways to our overall sustainability objectives.

Whatever the form of engagement, CHRE's team members contribute incisively to our advocacy! Over the years we have been fortunate to have the assistance and commitment of hundreds of people, including seasoned professionals, students, career environmentalists, scientists, academics and human rights advocates, some conducting cutting edge research, others helping draft reports, or producing academic publications, while others work on international complaints we might file against a government or contaminating industry. Many offer their help anonymously because they are working for contaminators and would like someone to engage to make their companies more sustainable! Some like office work, while others prefer more hands on engagement with local communities to help promote sustainable development and defend human rights. We've also benefited greatly from lovers of the outdoors who have contributed photography and onsite data collection of things like glaciers, mining projects or high mountain wetland systems.

While in the past CHRE offered *onsite* engagement in office environments, today our engagement with our team members is *virtual* and free from a geographically-defined location. This means that you can engage with CHRE anywhere in the world, adapting personal schedules and time and travel constraints, or targeting site-specific research or advocacy that you are interested in working on. In 2016, CHRE's team came from the USA, the UK, Costa Rica, Ireland, Colombia and Argentina, carrying out research, helping maintain websites, assisting with academic course development, and publishing some of our most incisive and important reports, including work on Fracking impacts to Human Rights and general information about oil and gas impacts.



CHRE's 2016 Team

Megan Glaub



Megan is currently a 2L student at American University, Washington College of Law (WCL). Her studies focus on International Sustainable Development, particularly the inclusion of environmental and human rights considerations in business and corporate practice and the law. A fluent Spanish speaker, she received her B.A. in Spanish and Linguistics from the University of Virginia, and became interested in Global Sustainable Development during her senior year there. Megan considers herself a native Washingtonian, and grew up just outside D.C. in Woodbridge, VA. While at the CHRE she assisted in the production of the guidebook *Human Rights and Fracking: Applying the UN Guiding Principles on Business and Human Rights to Hydraulic Fracturing*.

Suzanna Buck



Suzanna Buck currently works with the National Environmental Law Center in Boston, MA, focusing on the Clean Water Act and Clean Air Act clean air. Her interests center on environmental and public health. Suzanna received her B.A. from Columbia University in New York in Ecology and Evolutionary Biology. She previously worked with the Natural Resources Defense Council, Lamont-Doherty Earth Observatory, the NYC Parks Department and performed original research on host immune interaction in Lyme disease. She is co-author of CHRE's *Human Rights and Fracking: Applying the UN Guiding Principles on Business and Human Rights to Hydraulic Fracturing*. She also assists CHRE with communications about fracking issues.

Peter Collins



Peter received his Bachelor of Laws (LLB) from the University of Sussex (UK) before completing his MA in Human Rights from Goldsmiths (UK). His interests lie mostly in human rights and environmental advocacy but he also writes about more general legal and political issues at www.theunapologists.com, where he is founder and Editor-in-Chief. He is currently working for CHRE on developing publications created to glaciers glacier protection as well as CHRE partners in Kyrgyzstan in creating a Kyrgyz Glacier National Park and UNESCO-protected glaciocystems in the TIAN SHEN mountains. Peter previously worked as a legal assistant for Becker Butzner Held, where he participated in many projects concerning renewable energy development in Europe in a policy and legal capacity.

Martha Snow



Martha received her B.A. in Spanish, Portuguese and Latin American Studies from Newcastle University (UK), with her final thesis focusing on *bailes funk* and the representations of women in post-pacification favelas. She has previously worked in Rocinha, Rio de Janeiro as well as in Spain, Italy and the UK, and is a qualified ski instructor. Her interests include environmental rights and their relationship with human rights, manifestations of culture and resistance, investigative journalism and Latin America. She is currently residing in Costa Rica where she works with the Center for Justice and International Law. Martha is working with CHRE on the design and preparation of a University course on assessing the social, environmental, economic and political implications of the potential arrival of hydraulic fracturing in the State of Florida.

Finola Exall



Finola is a Masters student in International and European Law at the University of Copenhagen, Denmark, specialising in Environmental Law and Energy Law. She is currently writing her Masters thesis on *procedural rights in environmental matters, analyzing the link between human rights and the environment, including on the right to environmental information, the right to participate in decision making processes and the right of access to justice*. Finola has a Bachelor's Degree in Law from the University of Luxembourg. She is a British citizen, but grew up in Luxembourg. Presently Finola works in Luxembourg at a law firm focusing on labour and social law and environmental law. She works with CHRE on the design and preparation of a university course on assessing the social, environmental, economic and political implications of the potential arrival of hydraulic fracturing in the State of Florida.

Steffan Frydkjaer



Steffan is a Danish National, in the Master's Degree Program in International Relations at Aarhus University in Denmark. He interned with CHRE from July through December 2016 in the Patagonia region of South America, where he traveled extensively, conducting research on the evolution of hydraulic fracturing (fracking) in Argentina. He is currently finalizing his report on this topic, which will be published by CHRE.

Romina Picolotti



CHRE's Founder, Climate Advisor and Current Board Member

Romina Picolotti is co-founder of the Center for Human Rights and the Environment (CHRE) and presently serves as Climate Advisor and Board Member of the USA-based CHRE.

Romina is a world recognized international environmental and human rights expert. She founded the Center for Human Rights & Environment in 1999 in Argentina, to promote human rights and environmental protection.

She established Latin America's first human rights and environment legal clinic to defend underprivileged and marginalized communities from environmental degradation and has defended victims before international

human rights tribunals. She also researched and published the first ever compendium of Latin American environmentalists persecuted due to their advocacy.

Jorge Daniel Taillant



Founded the CHRE in 1999, served as Executive Director until 2006, as President from 2006 to 2008 and Assumed Executive Director position again in 2012.

Daniel led CHRE's team team in promoting sustainability in international development finance and greater corporate accountability in the area of human rights and sustainable development. For this work, and particularly for CHRE's strategic advocacy opposing two controversial pulp mills on the Argentine-Uruguayan border, the CHRE received the 2007 Sierra Club's *Earth Care Award*, its highest international distinction for innovative advocacy in protection of the global environment.

Your Picture Could be Here!



Sustainability



“An integrated report is a concise communication about how an organization’s strategy, governance, performance and prospects, in the context of its external environment, lead to the creation of value in the short, medium and long term.”

- [Integrated Reporting](#)

Sustainability at CHRE (much of this text is reedited from 2015 because it is still very pertinent!)

Ironically, environmental and human rights organizations are rarely called out to show how *they* promote environmental and human rights protection within their own organization. Questions of legitimacy and representation oftentimes come up in discussions about non-profit advocacy, including NGO commitments to labor rights or to human rights or to environmental sustainability inside *their* spheres of influence. We of course should be considering *our own* social and environmental impacts caused by our travel, through our material purchases, and we also should be striving to create a healthy work environment for our Team Members. And yet, we only rarely hear of efforts by non-profit organizations to report on their own sustainability.

CHRE has addressed this issue nearly since our founding, because the global promotion of sustainability for ALL organizations no matter their size, shape or form, has been at the heart of our advocacy from Day 1. In fact, CHRE's founder and present Executive Director sits on the [Global Sustainability Standards Board](#) of the Global Reporting Initiative (GRI). Most companies and other organizations around the world utilize GRI to develop their sustainability reports. CHRE has been a key proponent and leader along with GRI in helping evolve global sustainability reporting for all organizations since the early 2000s, helping GRI tackle the incorporation of human rights in their reporting framework in 2002. In 2003, CHRE became one of the first NGOs to produce a *sustainability report*, and with the International Institute for Sustainable Development (IISD) we published [a report](#) analyzing why civil society organizations should *also* report their triple bottom line on environmental, social, and economic sustainability. We also contributed to [GRI's Sector Supplement on NGO Reporting](#). These reports are still relevant today for helping NGOs define their sustainability materiality and reporting!



CHRE plants trees to offset CO₂ Emissions

The first and most important question for sustainability reporting for any organization is defining what is **material** to the organization's activity that merits reporting. What does the organization do about its own impacts and what is the organizations' policy to address it? Also, what are its commitments to reduce impacts and the organization's system for monitoring and reporting progress? NGOs should consider who their primary stakeholders are and how those stakeholders engage (or may not engage) with the organization in evaluating its sustainability progress and influencing its policy to address it. NGOs don't generate industrial waste like some of the corporate actors we engage with to promote corporate accountability (mining companies, oil and gas operations, pulp mills, etc.) nor do we have anywhere near their industrial levels of emissions, even from our most contaminating activities. And whether an NGO has 30 team members as we did several years ago, or just a handful as we do today, what is most important in all cases is that at our own level and in our own sphere of influence, we act responsibly and set the example for the rest of society.

Sustainability "materiality" (what is important for us) for an NGO like CHRE has to do mostly with emissions generated from travel (principally air and car travel), and to a lesser degree also with the environmental friendliness (or not) of the materials we consume in the office environment. When we were a team of 30 this consumption was more significant, but now that we are just a handful, it is less material, *but not irrelevant* and it's always important to set example. Sometimes overlooked, sustainability for an NGO *also* has to do with human rights applied in our office environment. What governs our office relations? How do we manage relations? And how do we resolve our disputes? These human relations issues are "material" to our sustainability.

Another issue that came up in the last few years that related to our public image and which has brought up legitimate questions for our stakeholders is the political persecution that we have suffered with the false accusations and persistent judicial persecution of our founder and the relationship that it has had with CHRE. Our partners or colleagues that may not know us well may have doubts about our integrity when they read information about us in smear campaigns that have been leveled our way. Responding to these public concerns and gaining social confidence amongst our peers, with our beneficiaries and with our donors, are also an important part of our own *social responsibility*.

One sustainability area that is always difficult for any organization, and this is perhaps even more difficult for public interest-focused NGOs is **defining stakeholders** that might be concerned about the organization's social and environmental impacts. Generally speaking, crowds don't gather at our doorstep to condemn us for not carpooling, or for not recycling or for buying bleached printer paper or for not offsetting our CO₂ emissions. Few people ask NGOs about their *discrimination policy* or if we have a *human rights policy*, or if we have a grievance mechanism to deal with complaints that might be filed by

our own team organizations. We're about others, but if we are doing of public inquiries which would more multinational for NGOs, except partner may ask us offset emissions, or the details of our are important for No funder or asked us if "we" take actions to mostly left to *or as irresponsibly* that may lead to lax groups that should



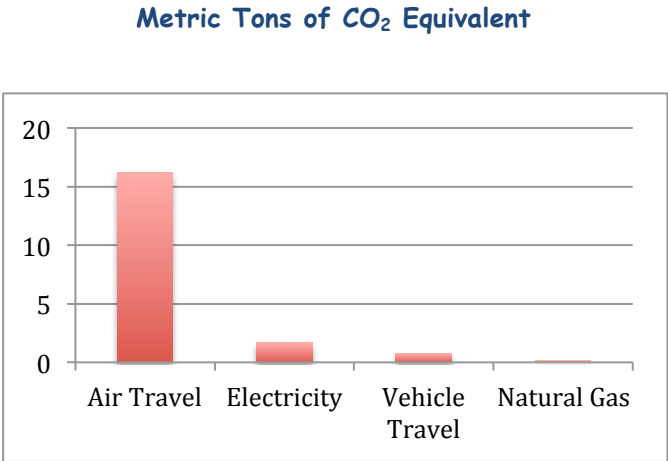
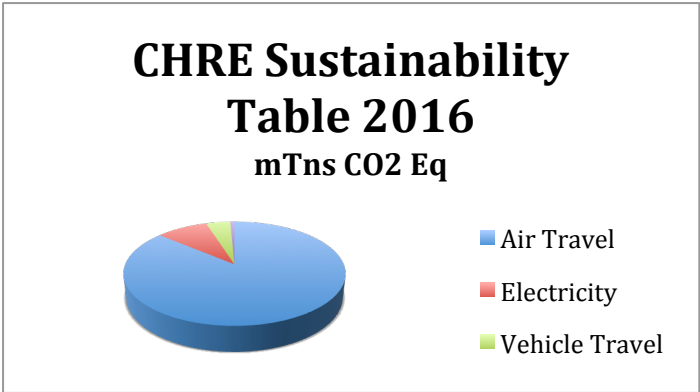
members against our own usually the ones filing complaints rarely do we look inwards to see things as we should! These sorts about institutional operations naturally occur for large companies, simply do not occur for a few instances where a about whether or not we've maybe a funder asks us about legal documents because they their capacity to give us a grant. partner, for example, has ever uphold human rights or if we reduce our emissions. We are ourselves to act as responsibly as we like, an unfortunate reality practices amongst the very be first to set the example.

In the early 2000s CHRE's Director now drives a "zero emissions" fully electric vehicle, greatly reducing CO₂ emissions from local travel (keeping in mind that back then society was not as attune to these issues as it is now), we identified *international global travel* as our key area for concern. In just a very short time, and in order to carry out our advocacy work, our team members had traveled many times around the world, generating significant per-capita CO₂ emissions as compared to a person that did not regularly travel for work. We also realized that we were consuming a significant per-capita amount of styrofoam cups in our daily coffee and lunch consumption. We didn't recycle paper nor did we reutilize ink cartridges. More worrisome however, is that CHRE didn't have a *human rights policy*, or an *anti-discrimination clause* in our charter or in our bylaws. We were simply living and working as we saw fit, with little or no institutional guidance to help us set a course for achieving our own institutional sustainability. In fact, we were operating in a way quite similar to many of the contaminating corporations we were targeting with pressure to be more sustainable!

Our engagement with GRI in the early 2000s, and thinking about how business should handle *their* reporting, helped us find a path towards defining our own dimensions of sustainability. And it was at that time that we developed our first [Office Policy](#), our first *Human Rights Commitments*, an *Anti-Discrimination Policy*, and that we set targets for impact reductions. We talked to our local coffee and lunch suppliers to stop utilizing styrofoam cups and began utilizing more sustainable office products. We began reducing printing and started recycling office paper. We also began recycling our printer ink cartridges, monitoring our water use, and quantifying our emissions. Our CO₂ emissions concern led us to identify a local organization working on reforestation in the highlands of Cordoba Province in Argentina, and we began a yearly exercise of donating to and physically going out to help plant trees to offset our emissions. These outings had the added benefit of helping solidify team relations with extracurricular outdoor activity.

Since then, we have produced a yearly Sustainability Report, suspending this activity at certain times unfortunately due to budget and team constraints but always committed to the sustainability of our operations and to following our sustainability policies. In 2012 we decided to move CHRE into to a *virtual* work environment, eliminating the office we maintained in Cordoba, greatly reducing our material impacts from the office environment. In 2015 we moved to the USA and decided to introduce an "integrated" annual report, that is, a single report that *not only* reports on financial and programmatic activity but that also informs on sustainability evolution, social and environmental impacts and progress to meet sustainability targets. It makes for a longer report, but in the end, we are glad to devote a little extra digital space if we can focus on sustainability issues alongside our programmatic reporting. In 2015 we utilized GRI's G4 Guidelines as the framework for our report, and this year, 2016, we're delving into GRI's new Sustainability Standards format (something that we helped create through membership in GRI's GSSB Board).

In sum, utilizing a [web-based carbon calculator](#), we identified that we generated about 19 metric tons of CO₂ equivalent deriving from air and land travel for the year and from gas and electricity consumption. This is in addition to 10 metric tons emitted last year. In 2015 we planted [4 trees](#) to offset emissions. This year we hope to plan 6 more to offset 2016 emissions. On the policy side of things, we have reviewed, adapted and updated [CHRE's Office Policy](#) to its new English 2016 version, we've updated the [CHRE-Mandments](#) (our rules to live by), and we've produced key tables and methodology (shown below) that we will use to monitor and report progress as time evolves.



CHRE Environmental Footprint (2016)

		CO2 Eq
Electricity (kWh)	3,297	1.68
Natural Gas (Therms)	25.62	0.14
Vehicle Kilometers	5,395	0.79
Air Travel		16.25
TOTAL		18.86
Water Use (liters)		40,200

Human Rights

- CHRE upholds, protects and promotes the Universal Declaration of Human Rights, the Universal Bill of Human Rights and all internationally accepted human rights treaties, conventions, resolutions, etc. in and outside the work place and in all of its administrative and programmatic activities.
- CHRE and CHRE Team Members shall not tolerate or accept witnessed human rights violations, and shall strive within their power and responsibilities to make such violations visible and work to address them.
- If knowledgeable of a human rights violation CHRE Team Members shall inform the appropriate authorities of such violations, including, where necessary, local or international police or judicial authorities.

Excerpt From our Office Policy

Anti-Discrimination Policy

- CHRE and CHRE Team Members shall not tolerate any form of discrimination based on gender, race, nationality, religion, sexual orientation, civil status, or internal administrative hierarchies.
- No person working at, for or with CHRE shall be deprived of the right to express their opinion or share their ideas.
- CHRE Team Members shall strive to obtain the opinions of all Team Members in all matters and circumstances where they would like to offer an opinion.

Measuring Our Impact

CHRE shall measure its social and environmental impacts on a yearly basis and produce a sustainability report along with its regular institutional reporting, based on the Global Reporting Initiative standards (or equivalent reporting framework).

CHRE shall strive to identify the material aspects of sustainability pertinent to its work, and also consider the view of interested stakeholders, including (but not limited to) the general public, partner organizations, other public interest groups, direct beneficiaries of CHRE activities (communities, individuals, etc.) or funders.

Material Consumption

As a Human Rights and Environmental Organization dedicated to promote sustainable development, CHRE also encourages its own Team Members to live sustainably, reduce consumption whenever possible, and to promote the use of environmentally friendly products. As an organization, we promote environmentally friendly consumption whenever possible.

Excerpt From our Office Policy

- Electricity
 - All appliances used for CHRE activities shall be turned off when not in use.
 - CHRE will purchase low-energy appliances whenever possible.
- Plastics and other Petroleum derived products
 - CHRE shall avoid whenever possible the purchase of petroleum derived products
 - CHRE shall avoid the use of disposable supplies whenever possible.
- Paper
 - When available, CHRE shall utilize chlorine free, non-white, or other types of environmentally friendly printing paper for its printing needs.
 - CHRE Team Members shall recycle paper utilized for CHRE activities whenever possible.
 - Whenever possible, CHRE Team Members will prefer to use digital documents instead of printed ones.
- Water
 - CHRE is committed to reducing water consumption whenever possible.
 - CHRE upholds the right to water in all of its activities.
 - CHRE Team Members commit to reporting water leaks to the responsible authority.
- Travel
 - CHRE and CHRE Team Members commit to utilizing renewable energy source travel whenever possible and reasonable to do so.
 - CHRE Team Members commit to utilizing local public transportation whenever possible and reasonable to do so.
 - CHRE is aware of the impacts caused by the work related travel of its Team Members. To this end CHRE shall monitor the impacts of this travel and carry out activities to offset them, such as planting trees or other equivalent activity.
- Repairing our damage. CHRE realizes that its own actions cause social and environmental impacts and we shall take measures within our reasonable reach to offset such impacts.
- All Team Members at CHRE shall carry out CHRE related activities in the most sustainable way possible within the reach of the organization and in a reasonable context.
- All Team Members shall apply the precautionary principles in all of CHRE's activities both within and outside of the organizations.

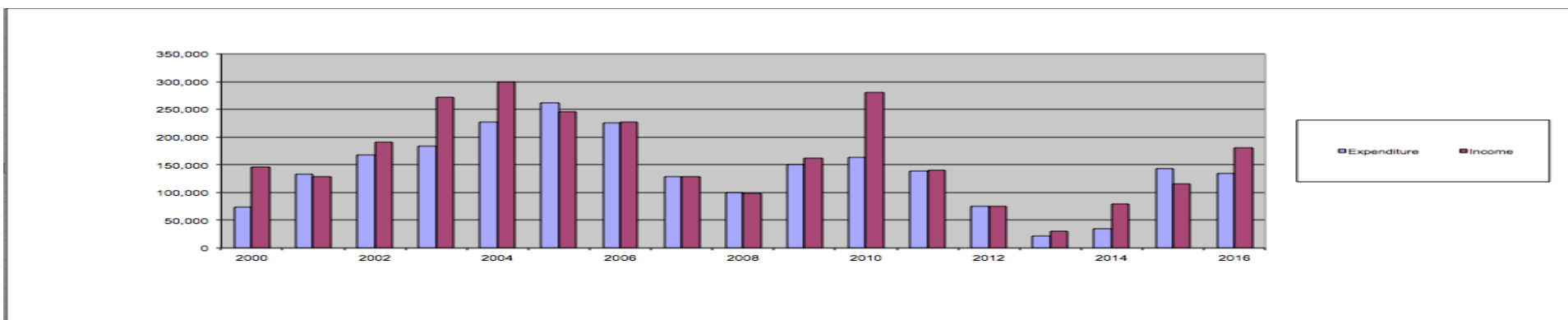
Finances

CHRE receives donor funds primarily from institutional donations as well as small individual grants. CHRE's budget has varied over the years (previously as Argentina-based CEDHA reporting to Argentine fiscal authorities) and since 2015 as a USA-based organization reporting to USA federal authorities.

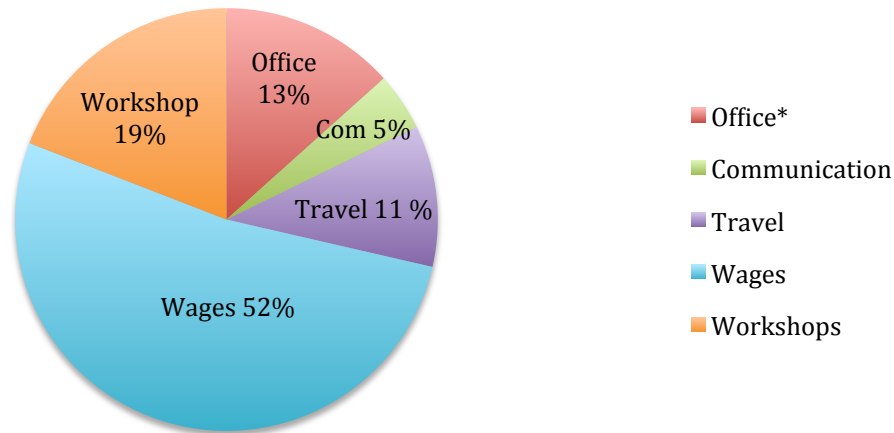
Below is the historic evolution of CHRE's finances, recalling that prior to 2015, these funds were granted to the previously constituted NGO in Argentina, CEDHA. As of 2015, funds are held and administered solely through a CHRE account in the USA. Average income in the 2000-2016 period was US\$164,829, reflecting a slight increase from last year. Average expenditures fell slightly to 138,963. We note a steady income growth from 2013 (as CEDHA), which had dropped substantially to 22,408 following long and sustained political persecution we suffered in Argentina. This year's income at 180,550 is 10% above the historical institutional average. Confirmed grants for 2017 continue a recuperating trend at US\$192,000.

CHRE Historical Income and Expenditures (Figures in US\$)

CHRE/CEDHA Budget - Income & Expenditures 1999-2016 (US\$)																		
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Average
Expenditure	73,129	133,238	167,949	184,338	226,329	261,291	225,372	128,848	99,940	150,084	163,349	138,275	74,700	22,408	34,932	143,099	135,089	138,963
Income	145,936	128,800	191,539	271,565	298,645	246,063	226,795	128,848	98,677	162,561	281,014	140,229	75,677	29,845	79,888	115,467	180,550	164,829
Balance	72,807	-4,438	23,590	87,227	72,316	-15,228	1,423	0	-1,263	12,477	117,665	1,954	977	7,437	44,956	-27,632	45,461	

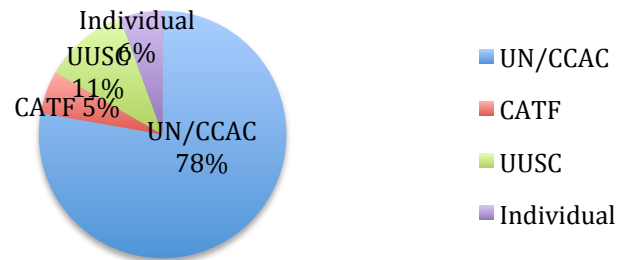


CHRE 2016 Expenditures by Type



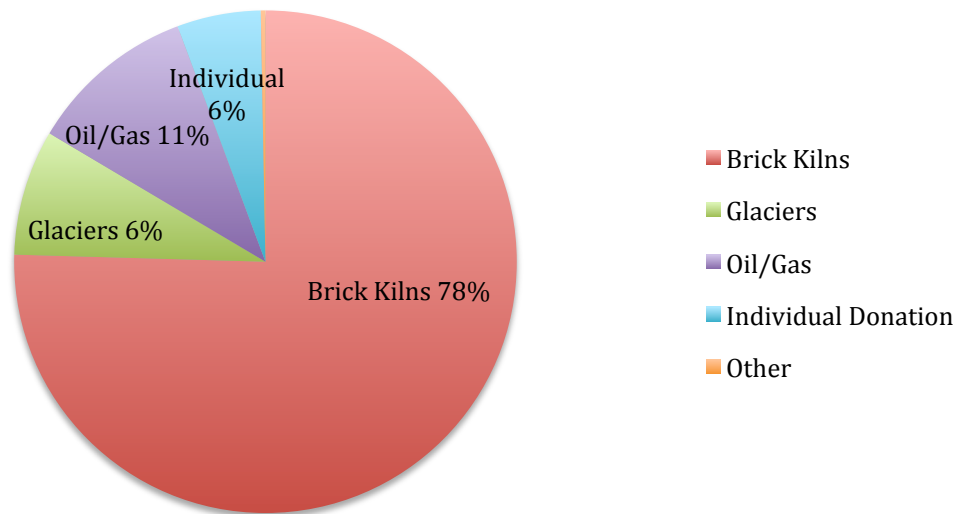
Expenses by Type of Expense		%
Office*	18,045	13%
Communication	5,990	4%
Travel	14,602	11%
Wages	70,634	52%
Workshops	25,817	19%
Total	135,089	100%
* Actual expense was 7,318.56 but included 10,726 carryover from 2015		

CHRE 2016 Income by Donor



2016 Income by Donor			%
UN/CCAC	139,996		78%
CATF	10,000		6%
UUSC	20,000		11%
Individual	10,000		6%
Other	554		0%
TOTAL	180,550		

2016 Project Funding Income % by CHRE Program



Funding by Project	US\$	%
Brick Kilns	139,996	75%
Glaciers	15,000	8%
Oil/Gas	20,000	11%
Individual Donation	10,000	5%
Other	554	0%
Total	185,550	100%

Anticipated Income Expected for 2017			
UUSC	10,000	TBC	
CATF	10,000	Confirmed	
UN/CCAC	182,180	Confirmed 2017 Project	
UN/CCAC	50,000	TBC (2018 Project)	
Other	30,000	Outstanding Renewal Proposal (to Flora Foundation w/CATF)	
TOTAL (A)	192,180	Total Confirmed	
TOTAL (B)	90,000	Unconfirmed	
GRAND TOTAL	282,180	Total Confirmed + Unconfirmed	

Third Party Tax Review and Filing

CHRE's legal tax review and filings, which include our yearly budget, expenses, income and other financial matters, is carried out by:

Vault Financial LLC

Vault Financial LLC
1983 PGA Blvd. #102
Palm Beach Gardens, FL 33408
(561) 223-3252
Scott@VaultWealthManagement.com

April 4, 2017

Center for Human Rights and Environment Incorporated
1055 Vintner Blvd
Palm Beach Gardens, FL 33410

Dear Client,

Enclosed is the 2016 U.S. Form 990-EZ, Return of Organization Exempt from Income Tax, for Center for Human Rights and Environment Incorporated for the tax year ending December 31, 2016.

Your 2016 U.S. Form 990-EZ, Return of Organization Exempt from Income Tax, return will be electronically filed.

We very much appreciate the opportunity to serve you. If you have any questions regarding this return, please do not hesitate to call.

Sincerely,

Carin Sorvik

B – Signature of Electronic Return Originator

ERO Declaration:

I declare that the information contained in this electronic tax return is the information furnished to me by the Corporation. If the Exempt Organization furnished me a completed tax return, I declare that the information contained in this electronic tax return is identical to that contained in the return provided by the Exempt Organization. If the furnished return was signed by a paid preparer, I declare I have entered the paid preparer's identifying information in the appropriate portion of this electronic return. If I am the paid preparer, under the penalties of perjury, I declare that I have examined this electronic return, and to the best of my knowledge and belief, it is true, correct, and complete. This declaration is based on all information of which I have any knowledge.

I am signing this Tax Return by entering my PIN below.

ERO's PIN (EFIN followed by any 5 numbers) EFIN 653820 Self-Select PIN 12345

Part II – Electronic Return Originator Information

The ERO Information below will automatically calculate based on the preparer code entered on the return.

For returns that are prepared as a "Non-Paid Preparer" (XNP) or "Self-Prepared" (XSP)
enter the EFIN for the ERO that is responsible for this return ▶ 653820

For returns that are marked as a "Non-Paid Preparer" (XNP) or "Self-Prepared" (XSP)
enter a PIN for the ERO that is responsible for filing return ▶

ERO Name	Vault Financial LLC			ERO Electronic Filers Identification Number (EFIN)	653820
ERO Address	1983 PGA Blvd. #102			ERO Employer Identification Number	46-1275091
City	State	ZIP Code		ERO Social Security Number or PTIN	
Palm Beach Gardens	FL	33408			
Country					

Conclusion

The year 2016 has been an important one for CHRE as we have found a rhythm and stride in our new institutional operations and in our new USA home (since beginning of 2015). It is our second year in existence as a USA-based 501C3. We have had to learn quickly to engage with USA legal and taxation requirements (at the federal and state level), bringing all of our operations into code and into compliance with local laws. We have had a smooth transition since our arrival in early 2015 and we have good wind in our sails to tackle challenges for 2017.

In terms of our advocacy work, the year 2016 marked some great landmark events particularly in the area of climate advocacy. It is also a year in which we have markedly deepened our global contributions to promoting human rights protection and environmental sustainability. We've deepened our engagement on containing fracking, harnessed contacts and knowhow, placing into motion activities across the region to help partners and project more engaged advocacy on oil and gas contamination containment.

We are still very much in demand for our expertise on glacier protection in particular to mining risks to glaciers. We are regularly contacted by peers around the world to provide insight and information about glacier risks and vulnerability and other aspects of "cryoactivism". We are also heavily engaged in promoting the implementation of the world's first Glacier Protection Law in Argentina.

In the area of bricks contamination from traditional kilns, we've gained much experience and traction on public policy dialogues and are pointedly engaged with governments across the region, eager to learn of and promote policies to reduce emissions from brick production. This is an extremely active area of our work at CHRE and which will shall be central to our advocacy for 2017 and beyond. We've already held three regional workshops/conferences (Peru, Chile, Colombia) on brick kiln public policy and are set to hold the fourth this coming year, in Mexico.

CHRE is kicking off 2017 with a view to expanding our regional, global and USA-based advocacy. We will continued focused on our strategic plan, deepen our existing program activities and continue to work with partners in the USA and abroad towards our goal of protecting our environment and ensuring human rights around the world.

Jorge Daniel Taillant
Chairman and Executive Director
The Center for Human Rights and Environment

Publication Date: January 2017
CHRE ©

Annex: GRI Sustainability Standards with Index Table References

CHRE presents this report as its 2016 Integrated Annual Report, offering information on programmatic activities, financial data and sustainability data. It is intended to be a "Comprehensive" report, as established by the GRI Sustainability Standards, containing the organization's reporting of core indicators as well as the organizations' strategy and analysis, governance structure, ethics and integrity. Financial data is assured by XXX. (Assurance forthcoming; expected by March 2017)

GRI 101: Foundation and Reporting Principles

GRI establishes "reporting principles" to guide the reporting process and content of all organizations.

Principles for Defining Report Quality

Stakeholder Inclusiveness

Sustainability Context

Materiality

Completeness

Principles for Defining Report Quality

Balance

Comparability

Accuracy

Timeliness

Clarity

Reliability

Stakeholder Inclusiveness

As explained in the main content of this Integrated Annual Report (pp. 25-27), the identification of the main stakeholders for a non-profit public interest oriented organization and their engagement is not always a simple task. Stakeholders for a non-profit dedicated to environmental advocacy and human rights protection do not generally have community stakeholders knocking on their doors to demand accountability, to reduce contamination or to be more sustainable in daily operations. Stakeholders for advocacy groups, particularly ones working for a general public interest are sometimes intangible and less understood. Our financial contributors (our funders) are stakeholders. We are also accountable to the general public as we are "public interest groups". The communities we assist are also our stakeholders and could be considered the equivalent to a business organization's "client". Other NGOs (partners that we work with) could also be considered our "stakeholders" as they depend and are affected by our work. But because we have little demand for

accountability from these groups, we try to publish as much information as possible about our work, offering transparent information about our income and expenditures, about our governance and about our own internal policies governing our behavior.

Sustainability Context

NGOs don't generate industrial waste like some of the actors we are engaging with and whom we push to promote corporate social and environmental accountability (mining companies, oil and gas operations, pulp mills, etc.) nor do we have anywhere near industrial levels of emissions, even from our most contaminating activities that are generally related to travel. In the specific case of CHRE, we should also stress that we have gone from a team of about 30 a few years ago with many volunteers also contributing to our work activities, to a mere handful of individuals, greatly reducing the significance of our environmental and social footprint, as well as the challenges of managing it. Nonetheless, we continue to focus on internal sustainability as a priority and setting example for others to follow.

Materiality

Since we are not a large industrial polluter, we must carefully identify those areas where we *do* leave a footprint, and also in which by policy and action, we can make an important contribution to creating a more sustainable society, and setting an example of conduct for our peers and for the greater community. In considering this footprint, our "per capita" contamination will be more relevant than our overall contamination, and should be a long term indicator to determine where we can make a difference to reduce our footprint. We have a work environment with Team Members (including volunteers) and hope that they are happy in their work environment, and we travel quite frequently, generating *on a per capita basis*, significant CO₂ emissions. We also consume office products, utilize utility resources (electricity, natural gas, water, etc.) and have work habits that contribute (or detract) from sustainable development. We've chosen to focus most of our attention in our sustainability reporting on the fairness and nature of our work environment (a core human rights issue) and on our efforts to measure and address what we consider to be our most significant environmental impact: emissions from travel. We also consider our utility resource consumption (electricity, gas, water, etc.) and our material consumption although we recognize that our impact in quantitative terms in this area is frankly negligible. When we say that an indicator is "Not Material" it means that its' relevance is negligible for our operations, such as for instance, "Nitrous Oxide Emissions", so while they may be inherent NOx emissions indirectly related to our travel, it is not an area where we are generating significant impacts to the point that we should report on them. "Not Applicable" however is different, and refers to indicators that simply have no relevance or relationship whatsoever to CHRE's operations, such as "Human Rights Security Personnel Training".

Completeness

We chose the route of a "comprehensive" report, offering in each issue case and on each indicator where we feel we can and should evaluate our performance, information about our sustainability, even if simply to indicate that these indicators are not material in our case.

Comparability

Over the years, and since 2003, CHRE has collected sustainability data. For a few years in more recent times, and due to budgetary and staff constraints, were obliged to cease reporting on sustainability. For 2015 and onwards, we will seek to reinstate this practice, offering year-by-year data showing where and how our sustainability issues and results are evolving.

Other Principles

CHRE is committed to providing a publicly accessible yearly account of its sustainability that is Accurate, Timely, Clear, and Reliable for our stakeholders to be able to evaluate our performance, engage with us if they identify areas where we should improve.

GRI 102: General Disclosures

Disclosures

102-1: Name of the Organization

The Center for Human Rights and Environment (CHRE); sometimes referred to by its Spanish name, El Centro de Derechos Humanos y Ambiente (CEDHA). One important clarification, as of 2016, the original Argentine NGO equivalent (El Centro de Derechos Humanos y Ambiente) continues its activities under new and independent leadership. From 2016 onward, the Argentine NGO will be referred to as "CEDHA Argentina", while we in the United States will be referred to simply as CHRE or CEDHA. No formal, legal, administrative, financial or management ties between the organizations remain at this point.

102-2: Activities Brands Products and Services

Environmental protection and advocacy, human rights protection and defense, research, educational publications, communication about human rights and environmental issues, complaint filings, public policy promotion, transparency promotion, stakeholder training, engagement with public authorities, engagement with corporate actors.

102-3: Location of Headquarters:

Palm Beach Gardens, FL USA; as we have a virtual operating environment, we also utilize team members from locations around the world

102-4: Location of Operations

Non-geographic specific; This reporting year Argentina, Chile, Colombia, Kyrgyzstan, Mexico, Morocco, USA; some activities are geared to address "globally" relevant topics

102-5: Ownership and Legal Form

Non-profit corporation, established under Florida USA State and Federal law. 3-person board. (pp. 18-19)

102-6: Markets Served

Environmentally affected communities usually in developing countries, some activity in industrialized countries.

102-7: Scale of Organization

Employees: 2 Full time (Florida), o/w 1 volunteer; varying number of non-paid part time team members; occasional hired consultants; (p.23)
Net revenues in 2016: US\$180,550; (pp. 29-31)

102-8: Information on Employee and Other Workers

- a) One permanent full time, one volunteer full time, six part time volunteers, one hired consultant (pp. 29-31)
- b) Executive Staff: 4 males / 5 female; Board: 2 female / 1 male

- c) Total Number of Employees by type two full time 1M/1F; six part time 4F/2M;
- d) A portion of the work of the organization (10-20%) is performed by non-paid volunteers;
- e) Variations in team composition is dependent on individual availability, sometimes related to off-school (University) months
- f) Small number of team members does not need complex data collection and is provided by director knowledge of day to day management

102-9: Supply Chain

Direct purchasing of office equipment; public services provided locally by main public service providers; flights bought online or from travel agent;

102-10: Significant Changes to the Organization and its Supply Chain

Not Applicable

102-11: Precautionary Principle Approach

Contained in Office Policy p. 8 for material consumption and stressed in all advocacy activity decisions

102-12: External Initiative

Universal Bill of Human Rights and GRI Sustainability Standards (see Office Policy p. 4)

102-13: Membership of Associations

OECD Watch, GRI (GSSB), Banktrack, ESCR Net, AIDA, IUCN, Climate and Clean Air Coalition (CCAC), PAN LAC (Latin American Policy Advisory Network on Clean Brick Production), ALFF (Alianza Latinoamericana Frente al Fracking)

102-14: Statement from Senior Decision-Maker

see P.2 and pp. 25-27

102-15: Key Impacts, Risks and Opportunities

see pp.25-27

102-16: Values, Principles, Standards, and Norms of Behavior

A CHRE [Office Policy](#) governs Team Member relations, methods and conduct of work, ethics, banning discrimination and human rights violations, etc.. [CHRE-mandments](#) are rules to live by encouraged for Team Members. Bylaws and Conflict of Interest Policy govern Board Member behavior. Management consults/consulted with all Team Members in original development of policies. All new team members/volunteers receive and must confirm that they have read these policies and must accept each of these policies by signing a copy in order to begin engagement with CHRE.

Link to OFFICE POLICY 2016: <http://wp.cedha.net/wp-content/uploads/CHRE-Office-Policy-2016.pdf>

Link to CHRE-MANDMENTS: <http://wp.cedha.net/wp-content/uploads/CHRE-Mandments.pdf>

102-17: Mechanisms for Advice and Concerns about Ethics

- a. Description of internal and external mechanisms for:
 - i. seeking advice about ethical and lawful behavior and organizational integrity;
 - ii. reporting concerns about unethical or unlawful behavior, and organizational integrity;

Stipulated in Office Policy, grievance mechanism is explained. Internal relations managed internally. All unlawful acts are to be reported to authorities.

102-18: Governance Structure

a) Governance Structure of the Organization including committees of the highest governance body.

Bylaws (Art.5&7) w/Three - Person Board of Directors; Jorge Daniel Taillant (Chairman); Romina Picolotti (Director); Stephanie Daveris (Director)

b) Committees responsible for decision-making on economic, environmental, and social topics

Executive team lead by Executive Director responsible for all decision-making on economic, environmental and social topics;

102-19: Delegating Authority

a) Process for delegating authority of economic, environmental, and social topics from the highest governance body to senior executives and other employees.

Board delegates authority to Executive Director (Jorge Daniel Taillant); see Bylaws Art.7 (d)

102-20: Executive-level responsibility for economic, environmental and social topics

a) Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics. Sustainability Officer not specifically contracted. Executive Director is Responsible for all sustainability performance.

b) Whether post holders report directly to the highest governance body.

Yes

120-21: Consulting stakeholders on economic, environmental, and social topics

a) Process for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.

Stakeholder engagement is carried out by Executive Director and an additional board member as needed.

b.) If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.

Not Applicable

102-22: Composition of the highest governance body and its committees

a) Composition of the highest governance body and its committees by:

- i. Executive or non-executive;

- ii. Independence
- iii. Tenure on the governance body
- iv. Number of each individual's other significant positions and commitments, and the nature of the commitments;
- v. Gender
- vi. Membership of under-represented social groups
- vii. Competence relating to economic, environmental and social topics;
- viii. Stakeholder representation

Board Member (Chairman): Jorge Daniel Taillant - Executive Director, remunerated - Male/Latin American; Expert Competence in all related matters, Dependent; not of under-represented social group

Board Member: Romina Picolotti - Climate Advisor / Volunteer (*ad honorem*) - Female/Latin American; Expert Competence in all related matters; non-executive, Independent, Works as Independent Consultant for IGSD (non-related); not of under-represented social group

Board Member: Stephanie Daveris, no Programmatic Functions, Volunteer (*ad honorem*) - Female/Latin American/Professional Competence in all related matters; non-executive, Independent; not of under-represented social group

102-23: Chair of the highest governance body

- a) Whether the chair of the highest governance body is also an executive officer in the organization
- b) If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement

Yes. Jorge Daniel Taillant is both Chair of the Board and the Highest Executive Office, and is in charge of all programmatic and administrative responsibilities and activity. JD Taillant is the founder of CHRE and its most active officer since its founding in 1999 (as CEDHA, in Argentina). He has at times been the sole employee of the organization and at others managed a team of 30+. He has at times worked as a volunteer and also as a paid staff member.

102-24: Nominating and selecting the highest governance body

- a) Nomination and selection processes for the highest governance body and its committees.
- b) Criteria used for nominating and selecting highest governance body members, including whether and how:
 - i. Stakeholders (including shareholders) are involved
 - ii. Diversity is considered
 - iii. Independence is considered
 - iv. Expertise and experience is relating to economic, environmental and social topics are considered

Nomination criteria: In Bylaws Article V; Conflict of Interest Policy is considered in naming; there is no stakeholder participation in the hiring decision. Knowledge of environmental/human rights background is a traditional (but not mandatory) precondition. Independence for a balanced number is preferred.

102-25: Conflicts of Interest

- a) Processes for the highest governance body to ensure conflicts of interest are avoided and managed
- b) Whether conflicts of interest are disclosed to stakeholders, including as a minimum:
 - i. Cross-board membership;
 - ii. Cross-shareholding with suppliers and other stakeholders;
 - iii. Existence of controlling shareholder;
 - iv. Related party disclosure.

By legal requirements of the US Tax authorities (IRS), CHRE has a Conflict of Interest Policy which is reviewed and signed yearly by board members. While conflicts of interest are not disclosed, none of the minimum listed issues (i. – iv.) is pertinent to CHRE. One issue that was disclosed to tax authorities in the creation of the CHRE is the marital relationship between two of the board members. However, as these two individuals have worked together on environmental issues and advocacy for two decades, this issue was explained to the authorities and accepted by them, allowing for the organization to be created and to operate, disregarding this relationship. This relationship is of common public knowledge to our stakeholders and has never presented any manifest concern either to the public, to stakeholders or to authorities overseeing the organization.

102-26: Role of the highest governance body in setting purpose, values, and strategy

- a) Highest governance body's and senior executive's roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental, and social topics.

CHRE's Board receives, reviews and approves mission, values, strategies, policies, etc. Executive Director is generally responsible for overseeing the development of these policies including purpose, values, strategy, etc..

102-27: Collective knowledge of highest governance body

- a) Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics
Board members were/are chosen with knowledge of sustainability issues; information about CHRE's sustainability engagement are sent regularly to board members.

102-28: Evaluating the highest governance body's performance

- a) Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental and social topics;
- b) Whether such evaluation is independent or not, and its frequency;
- c) Whether such evaluation is a self-assessment
- d) Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including as a minimum, changes in membership and organizational practice.

No evaluation of performance has been stipulated to date for highest governance body. This is only the second year in legal existence of the body. An evaluation may be developed in the future.

102-29: Identifying and managing economic, environmental, and social impacts

a) Highest governance body's role in identifying and managing economic, environmental and social topics and their impacts, risks, and opportunities - including its role in the implementation of due diligence processes.

b) Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.

The CHRE Board Chairman (as Executive Director) is charged with risk management; stakeholder consultation not utilized although may change in future

102-30: Effectiveness of risk management processes

a) Highest governance body's role in reviewing the effectiveness of the organization's risk management process for economic, environmental and social topics.

CHRE's governance body is informed yearly of risk management issues through bi-weekly updates on executive activity, in yearly sustainability reports and in other related CHRE documents.

102-31: Review of economic, environmental, and social topics

a) Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks and opportunities.

The CHRE's governance body is informed yearly of EES issues.

102-32: Highest governance body's role in sustainability reporting

a) The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.

CHRE's Executive Director (who also serves as governance board chairman) prepares, and sends to Board for Review and Approval

102-33: Communicating Critical Concerns

a) Process for communicating critical concerns to the highest governance body.

Anyone at CHRE or in the general public may contact the Board to present concerns; contacts are provided to all team members, partners, etc.

102-34: Nature and total number of critical concerns

a) Total number and nature of critical concerns that were communicated to the highest governance body.

None for the reporting period.

b) Mechanism(s) used to address and resolve critical concerns.

Not Applicable

102-35: Remuneration Policies

a) Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

- i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
- ii. Sign-on bonuses or recruitment incentive payments;
- iii. Termination payments;
- iv. Clawbacks;
- v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees.

b) How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social topics.

Competitive rate paid to the Executive Director; to misc consultants hired for some tasks (bricks); no other paid full time team member in 2016

No sign-on bonuses are offered, or recruitment incentive payments.

No termination payments are offered to CHRE team members.

No clawbacks are paid.

No Retirement benefits offered.

Board members are not paid for their "board" related services. They may be paid if they take on executive functions (as is the case for the executive director) either as full time team members or as consultants.

Board members or senior executives are paid based on experience, qualifications in the topics of activity and as per funding availability and approval of work by funders.

102-36: Process for determining remuneration.

a) Process for determining remuneration

CHRE pays team members and consultants competitive rates for the non-profit sector and for similar international advocacy activity at international organizations (such as UN, OAS, World Bank, etc.)

b) Whether remuneration consultants are involved in determining remuneration and whether they are independent of management

Not involved and independent of management.

c) Any other relationships that the remuneration consultants have with the organization.

None

102-37: Stakeholders Involvement in Remuneration

a) How stakeholders' views are sought and taken into account regarding remuneration

The only stakeholders that may weigh in on remuneration are funders, who on occasion may approve/observe team salary rates provided in grant information. Such rates are generally displayed in grant applications sent to funders.

b) If applicable, the results of votes on remuneration policies and proposals.

Not Applicable

102-38: Annual total compensation ratio.

a) Ratio of the annual total compensation for the organization's highest-paid individual in each country of the significant operations to the median annual total compensation for all employees (excluding the highest paid individual) in the same country.

- identify the highest paid individual for the reporting period, as defined by total compensation.
- calculate the median annual total compensation for all employees, except the highest paid individual;
- calculate the ratio of the annual total compensation of the highest paid individual to the median annual total compensation for all employees.

As CHRE only has one paid employee, with the remainder either volunteer or consultants hired for short term projects, with fees determined by project this indicator is not applicable.

102-39: Percentage increase in annual total compensation ratio

a) Ratio of the percentage increase in annual total compensation for the organization's highest paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest paid individual) in the same country.

Not Applicable

- identify the highest paid individual for the reporting period, as identified by total compensation.

The Executive Director

- calculate the percentage increase in the highest paid individual's compensation from prior period to the reporting period;

25%: 4,000/month in 2015; 5,000/month in 2016; Director was not paid for some months during 2015 as CHRE was just starting up and did not have sufficient funds to pay the Director his full salary; for 2016 the increase made possible through increased funding, brought his salary to a partial match of his rate; 2017 will see a subsequent raise as well if funding permits.

- calculate median annual total compensation for all employees except the highest paid individual; Not Applicable

- calculate the percentage increase of the median annual total compensation from the previous reporting period to the current reporting period;

Not Applicable

- calculate the ration of the annual total compensation percentage increase of the highest paid individual to the median annual total compensation percentage increase for all employees. Not Applicable

102-40: List of all stakeholder groups

a) a list of all stakeholder groups engaged by the organization.

Partners, networks, funders, general public

102-41: Collective bargaining agreements

a) Percentage of total employees covered by collective bargaining agreements.

0%

102-42: Identifying and selecting stakeholders

a) The basis for identifying and selecting stakeholders with whom to engage

Partners/networks/funders that have worked or work closely w/CHRE or which have known of our operations for considerable time

102-43: Approach to stakeholder engagement

The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specially as part of the report preparation process.

Not systematized; occurs as necessary. For this past reporting period, we sent CHRE's 2015 report to a group of about 20 persons to receive feedback. Responses were very limited (2). CHRE will work on developing more systematized and better targeted stakeholder outreach in the future.

102-44: Key topics and concerns raised.

None.

102-45: Entities included in the consolidated financial statements

a) An explanation of the process for defining the report content and the topic Boundaries.

b) An explanation of how the organization has implemented the Reporting Principles for defining report content.

Report content is defined by management led with previous CEDHA staff engaged in consultation, research and drafting. A report was produced in mid 2000s examining sustainability relevance for non-profit sector. That [report](#) initially informed and guided the definition and constitution of CHRE's report boundaries. New boundaries have been developed or redefined over the years as needed and as issues were identified and arose. This report covers CHRE activities/finance/impacts for 2016 although in some cases, data is available from the 2000-2015 period, which has been included. Some specific references are made throughout to former Argentine embodiment CEDHA related to 2000-2014 period as relevant to evolutionary nature of activities and past issues that may have carried over to US-based CHRE.

102-47: List of material topics

a) List of the material topics identified in the process for defining report content.

CO₂ emissions from travel, utilities consumption (electricity, natural gas, water, etc.), human right/office policies, sustainability of material consumption, smear campaign against CHRE

102-48: Restatements of information

a) The effect of restatements of information given in previous reports, and the reasons for such restatements.

For the most part, the same sustainability issues are monitored and reported on for each subsequent year. The only significant issue that has come up in the past that we have been grappling with for a number of years is the smear campaign leveled against our founder. This has been a recurring issue that we are addressing through communication and transparency.

102-49: Changes in reporting

a) Significant changes from previous reporting periods in the list of material topics and topic boundaries.

CO₂ emissions from travel have increased considerably from 2015 to 2016 (10 to 19mtns). This is due to the fact that CHRE moved and was established as a new organization in 2015, with activities starting up midway through that year (implying that CHRE's operations were reduced to about 60% of normal activity during the 2015 reported year). More engagement and activity in 2016 resulted in more travel to international destinations. This increase in CO₂ emissions is a natural consequence. We are addressing this by continuing our retribution to the environment through tree planting. Also, CHRE's Executive Director this year purchased a fully electric vehicle this year, lowering emissions to *zero* for local travel.

102-50: Reporting period

a) The reporting period for the information provided.

Calendar year 2016

102-51: Date of most recent report

a) If applicable, date of most recent previous report.

January 2016. (made public August 8, 2016)

102-52: Reporting cycle

a) Reporting cycle

Annual.

102-53: Contact point for questions regarding the report

Jorge Daniel Taillant, Executive Director, CHRE

jdtailant@gmail.com

+1 415 713 2309

102-54: Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Comprehensive option

102-55: GRI Content Index

This section of the report is intended to be the GRI Context Index. When deemed appropriate, or where information is not provided in this section, a page reference is included to identify the location of the information requested.

102-56: External Assurance

CHRE obtains financial assistance of its financial reporting to the tax authorities through local tax services providers. This year [XXX; TAX ASSURANCE FORTHCOMING, EXPECTED BY MARCH] has reviewed and assured our financial information to ensure that it is in proper form and content.

GRI 103: Management Approach

103-1: Explanation of material topic and its boundary

For each material topic, the reporting organization shall report the following information:

a) An explanation of why the topic is material.

b) The Boundary for the material topic, which includes a description of:

where the impacts occur;

the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.

c) Any specific limitation regarding the topic Boundary.

Material topics are explained in detail on page 35 of this report. Management studies (and *monitors*) the evolution of CHRE's impacts in each area of impact, and devises institutional policies (such as CHRE Office Policies, or CHRE-mandments) to address team behavior that influences institutional impacts in these areas with a view to help reduce these impacts over time. PP. 7-8 of the CHRE Office Policies outline CHRE's approach to material consumption and sustainability responsibility.

The preparation of a sustainability report such as this one is an example of a way we chose to monitor this impact and evaluate our own progress towards achieving greater levels of sustainability.

In sum, material topics are:

CO₂ emissions from travel and utilities consumption

Utility resource consumption (electricity, gas, water, etc.)

Human rights of team members

Sustainability of material consumption (paper, cups, ink, etc.)

Ethical integrity

103-2: The management approach and its components

For each material topic, the reporting organization shall report the following information:

a) An explanation of how the organization manages the topic.

CO₂ emissions from travel and utilities consumption: Management monitors emissions (CHRE Office Policy p. 13) and establishes policies/practices to reduce them (CHRE Office Policy and CHRE-Mandments); emission quantities are taken from online calculators utilizing point of departure and arrival as variables for calculating CO₂.

Human rights of team members: Management developed non-discrimination and human rights policies (CHRE Office Policy p.3) and ensures team reads, understands and abides by them (each team member receives and signs policies at first engagement)

Sustainability of material consumption: Management developed CHRE [Office Policy CHRE-mandments](#) to define institutional culture (CHRE Office Policy pp.7-8)

Ethical integrity as per smear campaigns against CHRE team members: Regular communication to the public about continued persecution

b) A statement of the purpose of the management approach.

Management sets policy to steer team culture and practice. The idea is that each team member understand, agree to and assume the institutional culture that is sought by the policy, such as, respecting each other's rights, or attempting to reduce excessive material consumption or choosing a less contaminating means of transportation.

In the CHRE Office Policy (p.4), the following statement sets out the guiding elements and goals of institutional culture:

Team Member Relations

CHRE and CHRE Team Members strive to create a unified, collaborative, and harmonic team, respecting individuality, privacy, cultural differences, in a general atmosphere of tolerance and respect. Our objective is to promote and advance towards CHRE's institutional goals and mandate, grounded on the idea of creating a more sustainable global and local environment, respectful of human rights and the environment, which we also apply to the work place and to CHRE Team relations.

c) A description of the following, if the management approach includes that component:

- Policies (CHRE [Office Policy](#) guides institutional behavior and establishes rules about resource use, [CHRE-Mandments](#) sets out a general approach to inter-team behavior and expectations)

- Commitments: abiding by the precautionary principle (OP p.8), respecting ant-discrimination and human rights (OP p.3), minimizing resource consumption (OP pp.7-8), opting when possible for low-emissions travel (OP p.8)

- Goals and targets: Overall goals and targets are set in the CHRE Office Policy, such as in cited above statement (OP p.4)

- Responsibilities: While generally not mandated by law, CHRE voluntarily aims to set an exemplary standard on its approach to sustainability culture within the institutions and of its team members. We promote a work environment that we hope is generally responsible, and that all team members abide the expected responsibility of the organization. Our internal rules for internal and external behavior are set generally throughout CHRE [Office Policy](#) and are generally observed by management and all team members. Team members are regularly asked to give their views, opinions and suggestions for team relations. Review occurs on an ongoing basis.

- Resources: Resources devoted to sustainability issues are mostly human resources in time allotted to preparation of reports, collection of data, and other analytical exercises to develop reports and implement sustainability actions. Some minor economic resources may be devoted to offsetting impacts, such as the purchase of plants/trees for reforestation to offset emissions. Reports are generally not printed, but rather placed online for public access.

- Grievance mechanisms

CHRE has a grievance procedure in its Office Policy on pp. 13-14 (see image). Management of the grievance mechanism is handled directly by the Executive Director. Over the nearly 20 years of the existence of CHRE (previously CEDHA), only a handful of grievances have been presented, addressed. Most of them were minor team relation issues. All of them have been successfully resolved. One (dating back to 2005) involved a labor dispute after justified termination of a contract and was resolved in an out-of-court agreement to the mutual acceptance of the parties. We have not determined that a more active, engaged or independent grievance mechanism is necessary for the size and nature of CHRE operations. Our present system suffices to handle the types of issues that may arise in our day-to-day activities.

- Specific actions, such as processes, projects, programs and initiatives
Yearly tree planting to offset emissions.

Grievances/Complaints/Conflicts

CHRE shall attempt to resolve all work-related conflicts between Team Members in work related scenarios. Those Team Members involved in the conflict shall attempt to communicate their unease with the Team Member they have the conflict with, in a respectful, friendly and professional manner in order to avoid escalation of the conflict and act by the following means.

- a. When circumstance permits, those involved in a conflict shall strive to resolve it amicably between each other without need of having others intervene.
- b. If this is not possible, the Team Member with the complaint shall approach management and present the issue.
- c. Management shall attempt to resolve the problem through a means deemed appropriate which may include bringing the parties of the conflict together to seek a mutual resolution.
- d. Management shall attempt to maintain the conflict confidential when this is possible and advisable.
- e. All conflicts involving illegal activity perpetrated by a CHRE Team Member shall be reported to the competent authority.

103-3: Evaluation of management approach

For each material topic, the reporting organization shall report the following information:

- a. An explanation of how the organization evaluates the management approach, including:

- i. the mechanisms for evaluating the effectiveness of the management approach;
- ii. the results of the evaluation of the management approach;
- iii. any related adjustments to the management approach.

Because of the present small size of the organization, the director evaluates the effectiveness of management approach and adjusts policies and programs accordingly on a regular and unsystematic basis. In the past, when staff was > 20 team members, a specific committee or program (usually the Corporate Accountability Program, or a team of interns specifically brought aboard for this task) was tasked with preparing sustainability reports. Either CHRE-wide retreats, or staff meetings were arranged to carry out such evaluation. On one occasion an external team evaluated CHRE's performance and shared results. At present, no such approach is included or programmed, until CHRE size and team scope might change.

GRI 201: Economic Performance

Management Approach:

CHRE's Economic Performance is managed by its Executive Director in consultation with the Board. Besides the general and overall goals of utilizing our resources (obtained solely through donations) wisely and to the benefit of the public good, and specifically to promote environmental protection and related human rights protection, we also aim to utilize our resources with the intent to minimize as best as possible the environmental and social impacts caused by the utilization of those resources. Utilizing the guidance set forth in our CHRE [Office Policy](#) and [CHRE-Mandments](#) is one way to achieve these goals. Additionally, in 2015, at the onset of our embodiment as a US based 501 C3 non-profit organization, we also set out a 4-year Strategic Plan (covering 2015-2018). In this plan we also laid out some *economic goals and targets*, oriented to ensure our economic performance and sustainability over time, including:

- to ensure a smooth programmatic/administrative/financial transition from CEDHA (Argentina based) to CHRE (USA based)
- to achieve medium-term institutional, programmatic financial and administrative sustainability for CHRE
- to diversify CHRE's financing base, to include foundations, governments, and individual donors
- to generate savings of 15-20% of CHRE's average budget to secure operations during funding shortfalls
- to increase remuneration for staff and management

In order to achieve these goals, CHRE's management team (lead by its Executive Director) is consistently working to achieve these targets. In 2016, we can say we are moving steadily to achieve these goals. Not only has our transition from Argentina to the USA been extremely fluid, for this year we achieved a financial savings of approximately 25% (well above our 15-20% target). That is particularly important as 2015 (our launch year) saw a -24% savings rate. We have also been able to pay our management team a competitive wage, a point of great significance considering that at some critical points of our recent evolution, our team was strictly voluntary. Our approach is to review this evolution year to year to determine if adjustments are necessary for the following year or several years of operations. Given that our management team is greatly reduced as compared to previous years, this is task that

we can easily carry out each cycle and does not require the engagement of multiple actors. In the past this evaluation was carried out by holding management meetings with program officers, with in depth budget review exercises, fundraising strategies, etc. Given our small size today, this is no longer necessary. As CHRE may grow in the future, systems may need to be put in place to modify this approach.

201-1: Direct economic value generated and distributed

a) Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:

- i. Direct economic value generated: revenues; US\$180,550 (grant income)
- ii. Economic value distributed: operating costs, employee wages and benefit, payments to providers of capital, payments to government by country, and community investments; US\$135,089 (operational expenses)
- iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. US\$45,461

b) Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

Not applicable

201-2: Financial implications and other risks and opportunities due to climate change

a) Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:

- i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;
- ii. a description of the impact associated with the risk or opportunity;
- iii. the financial implications of the risk or opportunity before action is taken;
- iv. the methods used to manage the risk or opportunity;
- v. the costs of actions taken to manage the risk or opportunity.

As we have a climate advocacy program, increased climate change trends stands to increase available grant financing for advocacy. As such, one of our more robustly funded programs is our engagement on traditional brick contamination done with the UN's Climate and Clean Air Coalition, as well as work by our non-remunerated board member working with partner IGSD on Short Lived Climate Pollutants (such as methane, black carbon, HFCs, etc.). Much of CHRE's work is hence oriented to address climate change from an advocacy perspective. Our actions, on the contrary, do not have a significant climate impact, although as we have indicated, CO₂ emissions resulting from our team travel are our most significant sustainability impact area, for which we are devising actions (such as reducing emissions, or tree planting) to offset our emissions. The costs of these measures/actions is negligible to the organizational budget.

201-3: Defined benefit plan obligations and other retirement plans

The reporting organization shall report the following information:

- i. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. NO
- ii. If a separate fund exists to pay the plan's pension liabilities: NO
the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;
the basis on which that estimate has been arrived at;
when that estimate was made.
- iii. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. NO
- iv. Percentage of salary contributed by employee or employer. 0%
- v. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact. NONE

CHRE does not offer benefits plans, although we have provided some assistance to cover limited optical expenses.

201-4: Financial assistance received from government

- a) Total monetary value of financial assistance received by the organization from any government during the reporting period, including:
 - tax relief and tax credits; NONE
 - subsidies; NONE
 - investment grants, research and development grants, and other relevant types of grant; NONE
 - awards; NONE
 - royalty holidays; NONE
 - financial assistance from Export Credit Agencies (ECAs); NONE
 - financial incentives; NONE
 - other financial benefits received or receivable from any government for any operation. NONE
- b) The information in 201-4-a by country. Not Applicable
- c) Whether, and the extent to which, any government is present in the shareholding structure. NONE

In previous years some government grants have been received.

GRI 202: Market Presence

Management Approach:

CHRE competes with other NGOs in similar areas of work, particularly on fracking, mining, and climate change issues. CHRE promotes collaboration with partners and respect for territorial presence of partners where we operate. (See Office Policy pp.10-11). While in the past, we've had a much larger team, of over 30 individuals, and dozens of interns in a given calendar year, today we are a handful of individuals in our team, with only one remunerated team member and several volunteers, and an occasional short term consultant paid for very time and product specific work. Given this small operational team, there is not much depth involved in the financial management of our team or in the extent of our considerations of market presence, areas or regions of operations, etc. For the most part, we are engaged in regional issues throughout Latin America such as mining, bricks, fracking, glaciers, etc., global issues such as climate change or oil and gas contamination, and also glacier protection, or some emerging locally specific issues such as fracking in Florida. Our team members are extracted from around the globe, and hence are not tied to a locally specific ethnic, professional or gender based criteria. We hence operate on an activity-based dynamic, taking on team members, remunerating them when applicable, as projects arise and as the need occurs. Over CHRE (and CEDHA's) history, women have dominated the gender profile of our management teams, or our programmatic teams and of our intern base. We have also been a very diverse group in terms of gender and sexual preference, having no conflicts related to any discrimination of any type whatsoever.

202-1: Ratios of standard entry level wage by gender compared to local minimum wage

- a) When a significant proportion of employees are compensated based on wages subject to minimum rules, report the relevant ratio of the entry level wage by gender at significant locations of operations to the minimum wage. NOT APPLICABLE
- b) When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. NOT APPLICABLE
- c) Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. NOT APPLICABLE
- d) The definition used for "significant locations of operation" . NOT APPLICABLE

CHRE does not have a "minimum wage". We pay our team members according to their qualifications at competitive market rates that are in all cases, always above minimum wage.

202-2: Proportion of senior management hired from the local community

100%; our only hired senior manager is the Executive Director. He resides in Palm Beach Gardens, FL, USA, where CHRE is constituted.

GRI 203: Indirect Economic Impacts

Management Approach:

Our programmatic work aims to improve community knowledge and capacity, among other issues, about industrial activity taking place at or near the community. We pick engagement in opposition to industrial projects or confronting government or industry to reduce contamination of these projects according to various criteria, including significance of impact, relevance of the issues to sustainability, the potential of the case to influence the sector to have some greater value to society. Due to financial constraints we cannot always make management decisions based on what we would consider to be the *best* projects to engage on. Sometimes management decisions on which cases we engage on follow the likelihood of funding availability to engage on the project. In some cases, CHRE will utilize its own institutional resources to pursue an issue irrespective of whether or not there is sustained funding to do so (such as in our advocacy around glacier protection), but these cases are not the majority, since without sustained funding for a program, it is difficult to sustain advocacy around a case or topic in the medium/long term. We periodically review areas of engagement regarding to large industry projects that affect local communities and which would have direct or indirect economic impacts to those communities, positive or negative, long or short term.

203-1: Infrastructure investments and services supported:

a) Extend of development of significant infrastructure investments and services supported.

CHRE provides advisory assistance to communities about third party investments (such as a mining company wishing to exploit a mine and establish local infrastructure operations, or an oil and gas company intending to drill and set up industrial operations in the locality) but does not make any infrastructure investments itself.

b) Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.

Areas where we are more actively engaged to avoid negative local environmental and social impacts (and where economic investments could be stalled due to our advocacy) presently include:

San Juan Province (Argentina), related to intended mining operations such as Pascua Lama, Veladero, El Pachon, Los Azules, Altares, Del Carmen, Constelación, and other mining projects
Catamarca Province (Argentina), related to intended mining operations such as Filo Colorado, Agua Rica, et.al. as well as potential future lithium mining
La Rioja Province (Argentina), related to intended mining operations such as Famatina.
Neuquen Province (Argentina), related to intended fracking operations for the Vaca Muerta project
Kyrgyzstan, related to intended mining operation at the Kumtor mining project
Mexico - due to potential fracking operations
Colombia - due to potential fracking operations
Chile - due to mining operations affecting glaciers, and possible fracking operations in southern region
Florida, USA - due to possible fracking operations
Other US States (California, Texas, Oklahoma, Arkansas, Pennsylvania) due to ongoing and future fracking operations.

c) Whether these investments and services are commercial, in-kind, or pro bono engagements.
All are pro-bono engagements. CHRE never charges local communities for our services.

203-2: Significant indirect economic impacts:

- a) Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.
- b) Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.

Our programmatic work aims to improve community knowledge and capacity, among other issues, about industrial activity taking place at or near the community. This knowledge may result in local opposition to local industrial/commercial investments, which in turn, if community opposition is generated, may result in major projects to stall. One example is the recent stalling of a US\$10 billion mining project investment in San Juan Argentina (Barrick Gold's Pascua Lama Project or its Veladero gold mining project). CHRE contributes to the development of local knowledge and education about the impacts of such projects. While we are not the sole cause of the stalling of these projects, we do contribute significantly to generating information and alarming society to the risks and impacts these projects cause. We understand that while communities may lose out on such investments because of our activity, particularly the short term economic benefits they may provide (such as job creation), many negative economic externalities caused by such investments are actually *positive externalities* in the long term, as the typical environmental contamination and negative social impacts caused by these investments make them unsustainable in the long term.

GRI 204: Procurement Practices

Management Approach:

CHRE's Office Policy informs procurement practices and management, focusing on sustainability in material purchasing of office consumption. (see p.28)

204-1: Proportion of spending on local suppliers

100% Nearly all or most supplies purchased are purchased locally. Some occasional internet purchases derive from other regions.

GRI 205: Anti-Corruption

Management Approach:

CHRE has no specific policy or management approach on anti-corruption nor has corruption been identified as a material topic for CHRE's management, team members, or institutional history, nor have there been any cases meriting action. The only issue ever brought to CHRE involved non-CHRE activities but related to one of the founding board members, accused in 2007 by a political opposition party (for past activity when she served as Environment Secretary of Argentina for alleged mis-appropriation of Funds). Despite lack of merit rulings, she has been unfairly persecuted politically and judicially

for 10 years, long surpassing statute of limitations; she is defending herself in an Argentine federal court and will file international complaint against Argentina at Inter-American Commission on Human Rights. CHRE is helping her to clear her name as it has strongly influenced our perceived integrity as a public interest institution. Also CHRE has moved from Argentina to the USA in 2015 due to the persecution, harassment and threats faced by CHRE and staff. We occasionally publish communication related to her case to showcase the persecution she has suffered. The 2015 Annual Report had a page dedicated to this issue.

205-1: Operations assessed for risks related to corruption; NOT APPLICABLE

205-2: Communication and training about anti-corruption policies and procedures. NOT APPLICABLE

205-3: Confirmed incidents of corruption and actions taken. NONE

GRI 206: Anti-Competitive Behavior

Management Approach:

CHRE promotes open, transparent and collaborative engagement with partners in field (Office Policy on pp. 10-11), emphasizing the importance of sharing information, respecting territorial presence of other institutions, valuing historical institutional relations, citing partner activity and academia, etc. CHRE has no specific management approach on anti-competitive behavior nor has this been identified as a material topic for CHRE's management, team members, or institutional history, nor have there been any cases meriting action.

206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices. NONE/NOT APPLICABLE

GRI 301: Materials

Management Approach:

Management developed [CHRE Office Policy](#) [CHRE-mandments](#) to define institutional culture (CHRE Office Policy pp.7-8). In these documents, expected institutional culture regarding material consumption is detailed and outlined. (see image to right). The principle underlying our approach is that as an environmental policy organization dedicated to sustainability we should set an example to others, despite the relatively insignificant contribution we make as a small service organization to global impacts. We also encourage our team members to adopt our sustainability approaches in their own lifestyles.

301-1: Materials used by weight or volume
NEGLIGENT or NOT APPLICABLE

301-2: Recycled input material used
CHRE recycles printed paper in preparation of travel report, in registering receipts, etc.

301-3: Reclaimed products and their packaging materials
NOT APPLICABLE

Material Consumption

As a Human Rights and Environmental Organization dedicated to promote sustainable development, CHRE also encourages its own Team Members to live sustainably, reduce consumption whenever possible, and to promote the use of environmentally friendly products. As an organization, we promote environmentally friendly consumption whenever possible.

- a. Electricity
 - i. All appliances used for CHRE activities shall be turned off when not in use.
 - ii. CHRE will purchase low-energy appliances whenever possible.
- b. Plastics and other Petroleum derived products
 - i. CHRE shall avoid whenever possible the purchase of petroleum derived products
 - ii. CHRE shall avoid the use of disposable supplies whenever possible.
- c. Paper
 - i. When available, CHRE shall utilize chlorine free, non-white, or other types of environmentally friendly printing paper for its printing needs.
 - ii. CHRE Team Members shall recycle paper utilized for CHRE activities whenever possible.
 - iii. Whenever possible, CHRE Team Members will prefer to use digital documents instead of printed ones.
- d. Water
 - i. CHRE is committed to reducing water consumption whenever possible.
 - ii. CHRE upholds the right to water in all of its activities.
 - iii. CHRE Team Members commit to reporting water leaks to the responsible authority.
- e. Travel
 - i. CHRE and CHRE Team Members commit to utilizing renewable energy source travel whenever possible and reasonable to do so.
 - ii. CHRE Team Members commit to utilizing local public transportation whenever possible and reasonable to do so.
 - iii. CHRE is aware of the impacts caused by the work related travel of its Team Members. To this end CHRE shall monitor the impacts of this travel and carry out activities to offset them, such as planting trees or other equivalent activity.
- f. Repairing our damage. CHRE realizes that its own actions cause social and environmental impacts and we shall take measures within our reasonable reach to offset such impacts.
- g. All Team Members at CHRE shall carry out CHRE related activities in the most sustainable way possible within the reach of the organization and in a reasonable context.
- h. All Team Members shall apply the precautionary principles in all of CHRE's activities both within and outside of the organizations.

GRI 302: Energy

Management Approach:

CHRE has identified electricity, natural gas used in office operations as material, and monitors utility bills/consumption on a yearly basis. We have explored office environment adjustments such as closing shades, opening windows, installing natural ventilation options to avoid air conditioning during working hours. We have also installed shaded screens on certain sun-facing windows to avoid heat capture in specific rooms. One very effective measure taken last year was to install a garage screen door to allow opening the garage door facing opposite sliding doors with screens, to promote airflow in the building. This has greatly improved conditions lowering indoor temperature and reducing reliance on air conditioning. CHRE's Executive Director purchased an all electric zero emissions vehicle in early 2016, reducing our land vehicular emissions in half by the end of 2016. Our management approach is informal, exploratory, and constantly seeking ways to reduce energy consumption through creative day-to-day solutions.

302-1: Energy consumption within the organization

- i. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
Gasoline: 5,395km traveled, utilizing vehicular gasoline of 93 octane, equivalent to 0.79 tns of CO₂ equivalent
Natural Gas: 25.62 Therms, equivalent to 0.14 tns CO₂ equivalent
- ii. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
In March of 2016, the Executive Director purchased an all electric zero emission vehicle, traveling for CHRE a total of 4,557kms thereby savings nearly .8 tons of CO₂ equivalent. 20% of the vehicle use is attributed to CHRE related activity.
- iii. In joules, watt-hours or multiples, the total:
 - i. electricity consumption (3,297 kWh)
 - ii. heating consumption (NOT APPLICABLE)
 - iii. cooling consumption (NOT APPLICABLE)
 - iv. steam consumption (NOT APPLICABLE)
- iv. In joules, watt-hours or multiples, the total:
 - i. electricity sold (NOT APPLICABLE)
 - ii. heating sold (NOT APPLICABLE)
 - iii. cooling sold (NOT APPLICABLE)
 - iv. steam sold (NOT APPLICABLE)
- v. Total energy consumption within the organization, in joules or multiples.
18.86 tons of CO₂ equivalent
- vi. Standards, methodologies, assumptions, and/or calculation tools used.
<http://www.carbonfootprint.com/calculator.aspx>
- vii. Source of the conversion factors used.
<http://www.carbonfootprint.com/calculator.aspx>

302-2: Energy consumption outside the organization

- a) Air travel 16.25 CO₂ equivalent (see page 28).
- b) <http://www.carbonfootprint.com/calculator.aspx>
- c) <http://www.carbonfootprint.com/calculator.aspx>

302-3: Energy intensity

- a) 18.86 tns of CO₂ equivalent / 2 full time persons; 9.43tns
- b) full time staff
- c) fuel (kms traveled), electricity (kWh), natural gas (therms), air travel (jet fuel), all converted to CO₂ equivalent
- d) both inside and outside

302-4: Reduction of energy consumption

Summary CHRE Energy Consumption 2015-2016

	2015	CO ₂ Eq	2016	CO ₂ Eq
Electricity (kWh)	2,922	1.69	3,297	1.68
Natural gas (Therms)	22.96	0.12	25.62	0.14
Kms	8,518	0.73	5,395	0.79
Air Travel		7.4		16.25
TOTAL		9.94		18.86

a) energy consumption has increased measured in CO₂ equivalent, from 9.94 to 18.86. This has to do with two main factors, the principle being that CHRE activities in early 2015 were greatly reduced, having just moved to the USA including the late creation of the organization in late April of 2015. As activities began to regularize in mid to late 2015, we got back into full swing. Hence, measurements for 2015 should more appropriately be considered as a half-year cycle. In 2016, CHRE had a "normal" year of operations, with increased air travel in 12 months compared to the relatively few trips in 2015 due to a late start. On a positive note, if we consider kms traveled locally, we see a reduction from 8,518 to 5,395, which has to do with the Executive Director purchasing an all electric zero emission vehicle, traveling for CHRE a total of 4,557kms thereby savings nearly .8 tons of CO₂ equivalent;

- b) The type of energy reduced during the period was vehicular gasoline (93 octane).
- c) Calendar Year. CHRE always measures impacts on a calendar cycle. See note in point (a) above regarding late 2015 start.
- d) <http://www.carbonfootprint.com/calculator.aspx>

302-5: Reductions of energy requirements in products and services
NOT APPLICABLE

GRI 303: Water

Management Approach:

CHRE monitors volume of water utilized, calculated as 20% of residency consumption. Our water consumption is negligible in real terms. We nonetheless check for leaks, attempt to minimize running water use in bathrooms and kitchen.

303-1: Water withdrawal by source

a) Total volume of water withdrawn, with a breakdown by the following sources:

- i. Surface water, including water from wetlands, rivers, lakes, and oceans;
- ii. Ground water: 40,200 liters taken from municipal water supply (down from 80,560 in 2015; following gardening correction measures taken)
- iii. Rainwater collected directly and stored by the organization;
- iv. Waste water from another organization;
- v. Municipal water supplies or other public or private water utilities.

b) Standards, methodologies and assumptions used.

Information taken from Seacoast Utility bill.

303-2: Water sources significantly affected by withdrawal of water: "0"

303-3: Water recycled and reused: "0"

GRI 304: Biodiversity

Management Approach:

N/A Not Material for Sustainability Reporting

304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

CHRE rents/shares home in authorized Residential Ecological Reserve - OK for homes

304-2: Significant impacts of activities, products, and services on biodiversity; N/A - "0"

304-3: Habitats protected or restored

Habitats Protected/Restored; CHRE is promoting protection of freshwater turtles in area; produced report in 2015 and engaged public officials

304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations

GRI 305: Emissions

Management Approach:

CHRE determined that one of its areas of main concern is CO₂ Equivalent Emissions from travel, we are monitoring, reporting, and working to lower emissions/reduce travel as much as possible. To this end, we measure our emissions each year and offset them through tree planting each year. Emissions are measured by collecting information from utility bills and monitoring local vehicular travel as well as international travel.

305-1: Direct (Scope 1) GHG Emissions

a) Gross direct (Scope 1) GHG emissions in metric tons of CO₂ Equivalent: 18.86

b) Gases included: CO₂, CH₄,

c) Biogenic CO₂ emissions: N/A

d) Base year for calculation: 2015 (9.94)—see 302-4 (a) for explanation of significant increase

e) Source of the emissions factor, vehicular and air travel, office environment heating, office electricity consumed;

f) Consolidation approach for emissions; whether equity share, financial control, or operational control; N/A

g) Standards, methodologies, assumptions, and/or calculations tools used.

<http://www.carbonfootprint.com/calculator.aspx>

305-2: Energy indirect (Scope 2) GHG Emissions

As CHRE's consumed energy is negligible, to avoid any double counting, all energy related emissions are reported in 305-2

305-3: Other indirect (Scope 3) GHG Emissions

N/A

305-4: GHG Emissions Intensity

18.86 tns of CO₂ equivalent / 2 full time persons; 9.43tns; Gases included: CO₂, CH₄;

305-5: Reduction of GHG Emissions

See 302-4 (a) for explanation of increase/reduction of emissions from 2015 to 2016

305-6: Emissions of Ozone Depleting Substances (ODS)

CHRE does not specifically calculate emissions of ozone depleting substances, while some emissions may be included in natural gas consumption (CH₄) and in air conditioning utilized which would fall under electricity consumption. These emissions are not a significant portion of our emissions. Nonetheless, we have reduced air conditioning use considerably in 2016 by introducing natural air flow patterns in our office environment by placing a screen garage door opposite sliding doors in the office environment. This creates air circulation, helping considerably in not needing to utilize artificial air conditioning.

305-7: Nitrogen Oxides (NO_x), Sulfur Oxides (SO_x), and other significant air emissions

N/A

GRI 306: Effluents and Waste

Management Approach:

N/A Not Material for Sustainability Reporting; we only provide a basic description of water and office materials used and procedures for disposal

306-1: Water discharge by quality and destination

Ground water: 40,200 liters taken from municipal water supply for normal office/garden use
(down from 80,560 in 2015; following gardening correction measures taken)

306-2: Waste by type and disposal method

Standard office waste, paper, ink cartridges, cardboard, plastics, metals (municipal collection and recycling); CHRE recycles letter sized paper for reuse in monthly finances, reports, etc; non-recyclable waste goes to local landfill administered by municipality. CHRE recycles ink cartridges with local supplier (Office Depot);

306-3: Significant spills;

N/A

306-4: Transport of hazardous waste

N/A

306-5: Water bodies affected by water discharges and/or runoff

N/A; wastewater goes to municipal sewer or drainage treatment

GRI 307: Environmental Compliance

Management Approach:

N/A Not Material for Sustainability Reporting

307-1: Non-compliance with environmental laws and regulations

CHRE has no cases on non-compliance

GRI 308: Supplier Environmental Assessment

Management Approach:

N/A Not Material for Sustainability Reporting

308-1: New suppliers that were screened using environmental criteria

N/A

308-2: Negative environmental impacts in the supply chain and actions taken

N/A

GRI 401: Employment

Management Approach:

Over the course of CHRE's past history (previously as CEDHA in Argentina), with 30+ team members, employment was an important dimension of our sustainability reporting. Today, in a virtual environment, with only one remunerated full time team member and one volunteer full time member, as well as only a handful of international volunteers and an occasional consultant hired for very short term assignments, our employment reporting has taken on a less significant relevance. CHRE's [Office Policy](#) and [CHRE-Mandments](#) provide the framework for our employment criteria, rules, sustainability issues, etc. Each new team member receives copies of these policies. They are reviewed and formally accepted by each team member at the onset of engagement. These policies set out human rights obligations, and provide a guidance for general team relations to guide employment practices and team interaction.

401-1: New employee hires and employee turnover

During this period, CHRE took on 4 new non-remunerated team members to work on diverse programmatic activities. No team members have left the organization.

401-2: Benefits provided to full-time employees that are not provided to temporary or part time employees. NONE

401-3: Parental leave

N/A [all full and part time remunerated employees are entitled to parental leave]

GRI 402: Labor/Management Relations

Management Approach:

N/A Not Material for Sustainability Reporting

402-1: Minimum notice periods regarding operational changes

N/A Not Material for Sustainability Reporting

GRI 403: Occupational Health and Safety

Management Approach:

N/A Not Material

403-1: Worker representation in formal joint management-worker health and safety committees

N/A

403-2: Types of injuries and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

CHRE has never had a work-related injury

403-3: Workers with high incidence or high risk of diseases related to their occupation

N/A

403-4: Health and safety topics covered in formal agreements with trade unions
N/A

GRI 404: Training and Education

Management Approach:

CHRE team member occasionally undergo training or education. The nature of our work involves permanent education on the matters and issues we address. CHRE is open to any proposed training as our programmatic agenda evolves.

404-1: Average hours of training per year per employee
N/A for reporting period

404-2: Programs for upgrading employee skills and transition assistance programs
N/A for reporting period

404-3: Percentage of employees receiving regular performance and career development reviews
N/A for reporting period

GRI 405: Diversity and Equal Opportunity

Management Approach:

CHRE is an equal opportunity employer, and we have had diversity in terms of gender, race, sexual preference and religion on our team since our founding (originally as CEDHA in Argentina, in 1999).

405-1: Diversity of governance bodies and employees

Currently our board includes 2 females and 1 male (all in 40s) of which three Latin Americans. Team members are equally divided in terms of gender with a slight majority of females.

405-2: Ratio of basic salary and remuneration to women.

N/A for reporting period; only one full or part time remunerated team member

GRI 406: Non-Discrimination

Management Approach:
CHRE is an equal opportunity employer, and has a specific policy of non-discrimination (Office Policy p. 3)

Anti-Discrimination Policy

- a. CHRE and CHRE Team Members shall not tolerate any form of discrimination based on gender, race, nationality, religion, sexual orientation, civil status, or internal administrative hierarchies.
- b. No person working at, for or with CHRE shall be deprived of the right to express their opinion or share their ideas.
- c. CHRE Team Members shall strive to obtain the opinions of all Team Members in all matters and circumstances where they would like to offer an opinion.

406-1: Incidents of discrimination and corrective actions.
CHRE has never registered an incident of discrimination.

GRI 407: Freedom of Association and Collective Bargaining

Management Approach:
N/A Not Material

407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
N/A Not Material

GRI 408: Child Labor

Management Approach:

N/A Not Material

408-1: Operations and suppliers at significant risk for incidents of child labor

N/A Not Material

GRI 409: Forced or Compulsory Labor

Management Approach:

N/A Not Material

409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor

N/A Not Material

GRI 410: Security Practices

Management Approach:

N/A Not Material

410-1: Security personnel trained in human rights policies or procedures

N/A Not Material

GRI 411: Rights of Indigenous Peoples

Management Approach:

N/A Not Material

411-1: Incidents of violations involving rights of indigenous peoples

N/A Not Material

GRI 412: Human Rights Assessment

Management Approach:

CHRE is a human rights organization. Our Office Policy leads with a commitment to human rights protection (p.3). Human rights are infused in everything that we do.

Human Rights

- a. CHRE upholds, protects and promotes the Universal Declaration of Human Rights, the Universal Bill of Human Rights and all internationally accepted human rights treaties, conventions, resolutions, etc. in and outside the work place and in all of its administrative and programmatic activities.
- b. CHRE and CHRE Team Members shall not tolerate or accept witnessed human rights violations, and shall strive within their power and responsibilities to make such violations visible and work to address them.
- c. If knowledgeable of a human rights violation CHRE Team Members shall inform the appropriate authorities of such violations, including, where necessary, local or international police or judicial authorities.

412-1: Operations that have been subject to human rights reviews or impact assessments

N/A Not Material

412-2: Employee training on human rights policies or procedures

CHRE's work is focused on human rights protection, so much of our engagement, team advocacy etc. centers on human rights issues and training.

412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening
N/A Not Material

GRI 413: Local Communities

Management Approach:

CHRE works to protect local communities. Generally, our advocacy that involves local communities is demand driven. That is, local community representatives contact CHRE for our assistance to address social and environmental impacts caused by industrial or other activity. On occasions, we take on actions by our own choosing without invitation, in which case we generally seek out allies and representatives in those communities who are aware of, or interested in engaging on the advocacy issues we promote. An example is our work on glacier protection. Since glaciers are oftentimes very far from communities we may seek out communities downstream from glaciers to engage. We do not conduct social impact assessments or community impact assessments, as our activities are designed precisely to help those communities avoid impacts from other actors.

413-1: Operations with local community engagement, impact assessments, and development programs

Glacier Protection in San Juan Province (Argentina), Catamarca Province (Argentina), La Rioja Province (Argentina)

Advocacy to Reduce Fracking Impacts in Patagonia, Mexico, Colombia, USA et.al. involve community engagement.

Brick Kiln Impacts in Mexico, Colombia, Peru, Chile, Argentina, Paraguay, Guatemala, Brazil, et.al. engage local producers and government officials

413-2: Operations with significant actual and potential negative impacts on local communities

N/A Not Material

GRI 414: Supplier Social Assessment

Management Approach:

N/A Not Material

414-1: New suppliers that were screened using social criteria

N/A Not Material

414-2: Negative social impacts in the supply chain and actions taken

N/A Not Material

GRI 415: Public Policy

Management Approach:

N/A Not Material

415-1: Political contributions

N/A Not Material

GRI 416: Customer Health and Safety

Management Approach:

N/A Not Material

416-1: Assessment of the health and safety impacts of product and service categories

N/A Not Material

416-2: Incidents of non-compliance concerning health and safety of products and services

N/A Not Material

GRI 417: Marketing and Labeling

Management Approach:

N/A Not Material

417-1: Requirements for product and service information and labeling

N/A Not Material

417-2: Incidents of non-compliance concerning product and service information and labeling
N/A Not Material

417-3: Incidents of non-compliance concerning marketing communications
N/A Not Material

GRI 418: Customer Privacy

Management Approach:

CHRE's activities and engagement with communities, victims of human rights violations or environmental contamination are maintained in secrecy if so desired by the individuals we engage.

418-1: Substantiated complaints concerning breaches of customer privacy and losses of consumer data
CHRE has never had a complaint concerning breaches of client privacy.

GRI 419: Socioeconomic Compliance

Management Approach:

N/A Not Material

419-1: Non-compliance with laws and regulations in the social and economic area
CHRE has never had a complaint concerning social or environmental non-compliance.