

OCTOBER 2023



Foundation

# Pollination Foundation Member Report

2020-2023

'LOOKING BACK TO  
LOOK FORWARD'

IMAGE CREDIT: CALEB RUSSELL

# Acknowledgement of country

We acknowledge the past and present generations of Traditional Owners from the lands on which our contributors are based, and we celebrate the stories, culture and traditions of the Indigenous peoples across all the lands, waters and oceans where we live, work and enjoy.

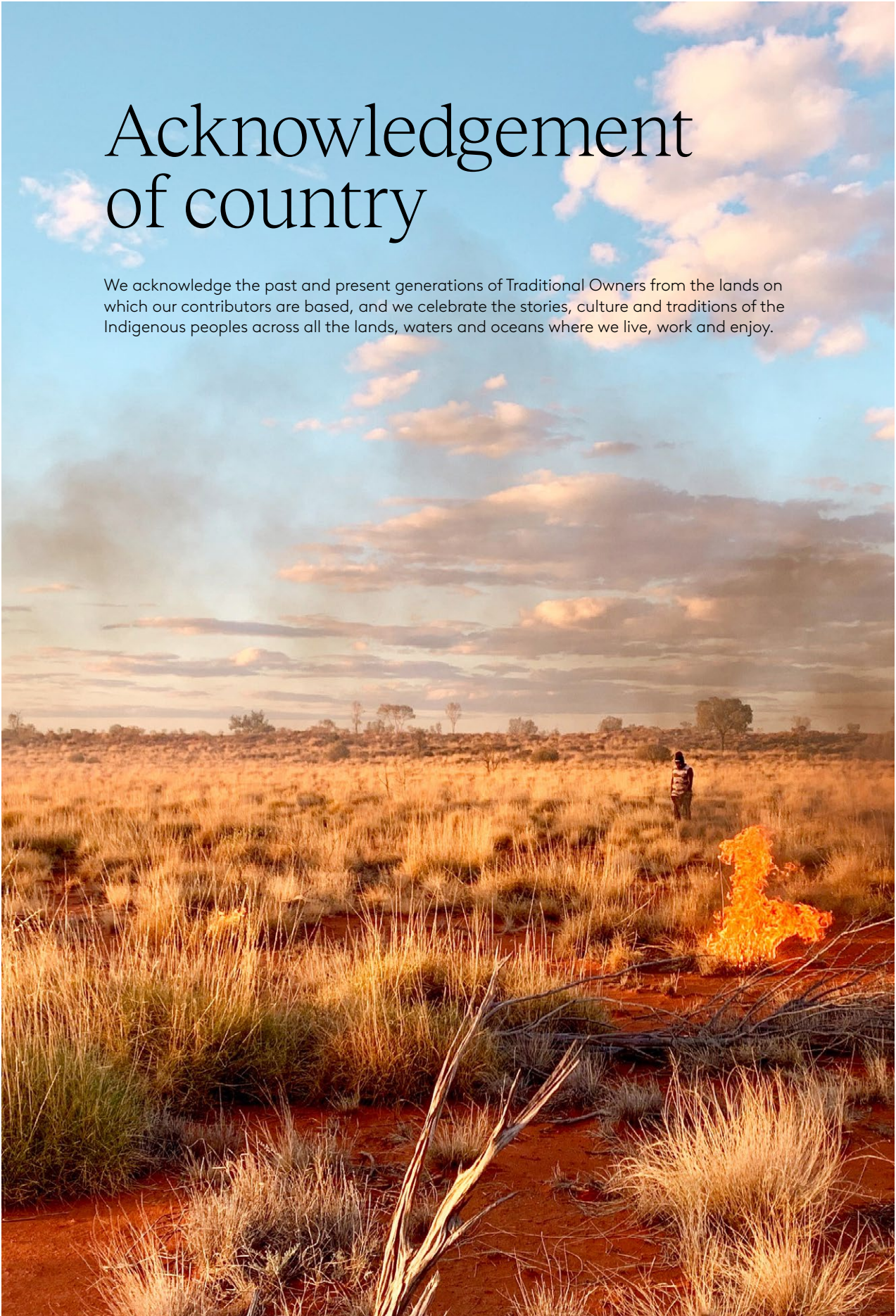


IMAGE CREDIT: ARIANDE GORRING, CULTURAL BURNING IN KATITI PETERMANN INDIGENOUS PROTECTED AREA

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# Introduction

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# Message from our co-CEOs

Pollination Foundation is a not-for-profit organisation within Pollination Global Holdings Limited (PGHL), a specialist investment and advisory firm with a focus on climate and nature solutions.

We launched Pollination Foundation in 2020 with our eyes wide open. We knew that standing up a not-for-profit Foundation within a start-up company, based on partnerships with communities, at the beginning of the COVID pandemic, wouldn't be easy. But, with an awareness of the size and scale of the challenges in front of us, we knew we needed to do business differently.

Grounded in decades of lived experience designing and delivering nature stewardship programs, we intrinsically understood that a people-centered approach is the bridge to achieving a climate resilient, nature positive future. This requires sustained and long-term investment into growing leadership, and strengthening the capacity of people leading the work.

This report is the first to the sole member of the Foundation, PGHL. It is designed to capture our experiences, and amplify the insights gained over

the past three years and enable us to move forward with confidence.

The Pollination team, our partners and our ecosystem of stakeholders all want to know more about Pollination Foundation – where we started, what we've achieved, what we've learnt, and where we're heading.

Pollination Foundation is a small, agile and passionate team, connected by our shared love of nature and people, and committed to sharing stories of hope. As a collaborative organisation, we support our partners in delivering innovative projects to achieve systemic change. Because of this unique role, attributing impact is complex. So, as we forge new pathways together, sharing what we learn (including the steps to achieving ambitious goals) is just as important as reaching our final destination.

Our hope is that our past experiences provide you with insights, learning and confidence to do things differently.

- ARIADNE AND JANE



# About Pollination Foundation

The Foundation plays a unique role within the Pollination ecosystem. We convene diverse partnerships and conversations and, in doing so, leverage the resources and networks of Pollination to elevate community-led climate and nature solutions. This includes:

- unlocking community capabilities to access nature markets
- incubating ideas for nature credit methodologies and tech tools to assist with monitoring, verification and reporting; and
- co-design of financing models to scale Indigenous led solutions.

Through building long-term trusted community partnerships, our work often feeds into other areas of Pollination, including advisory and investment services, and origination of new projects.

The Foundation's focus is on not-for-profit, public good opportunities. We support activities from which insights and lessons can be shared publicly to build confidence in others to do things differently. To do this, we take a strengths-based approach, working with our partners to reimagine what is possible. Rather than applying a linear project delivery model, we test, learn and realign at every point on the journey to forge new pathways to grow solutions together. This takes longer but leads to deeper, more trusted relationships and enduring solutions.

# Insights

Key insights from testing and learning across a range of projects over the past three years include:

- 1 We can only move at the speed of trust. And it's the small things, which frequently get overlooked, that often matter the most. For this reason, listening for and responding to the niggling issues is critical. Relationships take time and commitment, which is best demonstrated through honest conversations and tangible action.

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- 2 Systems-level change is slow moving and requires sustained input from many and diverse actors – often over decades. For this reason, it can be difficult to see change and track impact when delivering largescale initiatives. Starting with a clear future state and chunking workstreams down into actions and small steps is the best way to achieve and demonstrate results.

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- 3 As we navigate away from an extractive past and towards a nature positive future, it's important to get comfortable sitting in ambiguity, listening to diverse perspectives and pivoting based on new insights when needed.

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- 4 The ability to be agile - leverage networks, resources, and skills - in response to a 'window of opportunity' can accelerate change at pace.

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- 5 We often learn more from our failures than our success. Creating safe spaces to share insights and 'lessons learned' in an authentic and honest way has immeasurable value to building trust.

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- 6 Transformation starts from within. Before reaching out to partner with community, it's important to grow capacity within the organisation to be partnership-ready.

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- 7 Working with a mindset of abundance and hope - rather than scarcity, competition and fear - is key to transformation of nature, human relationships, and our economy.

These insights are grounded in our lived experience. They're built into our DNA, our values, and the way we work and partner to achieve place-based economies where local enterprises thrive. Indigenous knowledge is valued, nature is valued, and landscapes and seascapes are healthy and resilient.

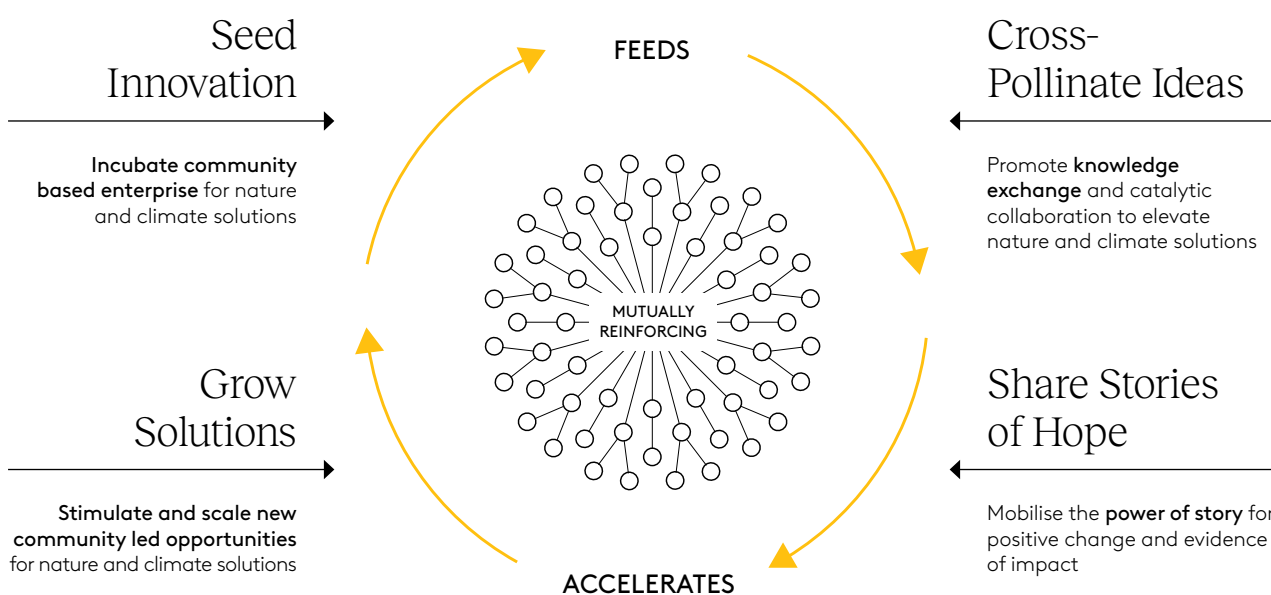
# Our model

Pollination Foundation isn't like other grant-making corporate foundations. Instead, we fundraise with our partners to deliver innovative projects. Because of this, we take time to build strong and trusted relationships with our partners.

Pollination Foundation is a deeply collaborative organisation. We co-design innovative place-based nature and climate solutions in partnership with Indigenous Peoples and Local Communities (IP&LCs) and allies. Leveraging Pollination's expertise and global networks, we cross-pollinate ideas and catalyse models that put humanity at the heart of our transition to a nature positive future.

**Our vision** is for a future where place-based economies create a climate resilient future where local enterprises thrive, Indigenous knowledge is valued, nature is valued, and landscapes are healthy and resilient.

**Our mission** is to put humanity at the heart of nature and climate solutions. To achieve our mission we work in four key ways:



Our five-year goals are to:

- **Elevate** Indigenous and local community-led solutions
- **Weave** peer-to-peer learning communities
- **Unlock** incentives and investments in nature.



# All of our work is guided by our values:



## Catalytic Collaboration

We believe in connecting diverse thinkers to create breakthrough ideas. Real, systemic change can only be achieved by joining forces and forging new paths together.

We collaborate rather than compete. Our ideas are open source, meaning we share what we learn.



## Thoughtful Transformation

We believe our impact must be significant and measurable and the transition just and fair.

We manifest our leadership through exemplary, ethical behaviours and business practices.

We respect the agency of others and design initiatives to benefit future generations.

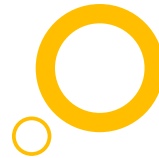
We take an evidence-based approach, without taking shortcuts or jumping to solutions. Instead, we test, learn, adapt and scale.



## Diverse Perspectives

We believe in the power of seeing through the eyes of others and bringing together diverse perspectives to explore new pathways through complexity.

We stay present in ambiguity, look for synergies and celebrate unexpected partnerships.



## Courageous Creativity

We believe that transformation takes courage to make ideas a reality. We're the doers, creative disruptors and innovators doing things differently because tomorrow's opportunities need more than yesterday's solutions.



IMAGE CREDIT: ARIANDE GORRING, /OABATSHA COMMUNITY, BOTSWANA

# What we've been doing

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# Testing and learning while doing

Over the past three years we have tested and piloted a range of initiatives. As a collective, these projects have provided the data and insights that informed the decisions we have made about our focus areas and projects we choose to work on in the future.

Leveraging the Pollination one team ethos, the Foundation supports Pollination in business development, advisory engagements, project origination, investments, thought leadership and company-wide strategy. Our team contributes knowledge and expertise in nature markets, Indigenous and community-led partnerships and solutions, livelihoods and local enterprise, and place-based project delivery. This unique position keeps our market insights current. It also enables us to connect corporate and finance sector interests with community aspirations to catalyse new solutions and pathways to nature positive.

## OUR IMPACT: FOUNDATION PROJECTS



86

Indigenous Peoples and Local Community (IP&LC) organisations engaged.



35

Peer-to-peer learning sessions convened.



10

Leadership activities facilitated.



3

Pilot projects hosted to test models, methods and tech tools to flow investment to people and nature.



IMAGE CREDIT: ARIANDE GORRING, 2019 IDA CONFERENCE, ULURU

# Ampliseed

(2020 - CURRENT)



Ampliseed is an active insights exchange that connects conservation practitioners, who take a rights-based, people-centred approach to achieve enduring conservation outcomes, to share and amplify ideas for environmental resilience.

## LOCATIONS

Australia, Peru, Chile, Canada, Mexico, Palau, New Caledonia, Belize

The project initially ran as an 18-month pilot called “The Knowledge Network”, in partnership with the BHP Foundation’s Environmental Resilience Program and partner organisations – Great Barrier Reef Foundation, Indigenous Desert Alliance, Nature United, The Nature Conservancy, Conservation International - Peru, Fundación Tierra Austral, and Rainforest Alliance. The idea was that by connecting the seven project teams delivering landscape scale initiatives, the Network would grow a culture of learning and the strength of leadership required to achieve a climate resilient, nature positive future. A cornerstone belief was that *alone, we only get so far. Through sharing insights and learning together, we can become extraordinary.* In 2021 the Project received a positive external evaluation, moved from a pilot to a program, and was rebranded as Ampliseed.

“The [Ampliseed] Network is at least meeting, and probably exceeding, international best practice in the design and conduct of purposeful learning networks.”

- CLEAR HORIZON, NETWORK EVALUATION

Pollination Foundation’s role is to co-design and curate peer-to-peer learning activities which include an online member information portal with weekly news updates; hosting working groups on topics like carbon and biodiversity markets, communications and monitoring and evaluation; hosting strategy forums; targeted training sessions; and annual partner workshops.

In 2022, Ampliseed’s role expanded to include leadership and advocacy activities. We convened an exchange that provided a rare opportunity for overstretched project leaders to step outside their day-to-day work, to experience the context of another project, and to reflect and explore new pathways forward. In the post-exchange evaluation, participants reported taking leaps in cultural competency, building deeper relationships with members, learning about cross-cultural relationships, as well as improved landscape management techniques.

“We all work on big issues. The exchange reinforced that we’re not alone. It can often feel isolating with all the challenges we face, but this experience connects us to a movement of people working for positive change.”

- GARETH CATT, EXCHANGE HOST



IMAGE CREDIT: MELINDA MACLEOD, AMPLISEED MEMBERS AT 2022 IDA CONFERENCE, ULURU

Advocacy activities focused on amplifying the importance of putting people at the heart of nature and climate solutions. We hosted a delegation to the United Nations Convention on Biological Diversity (CBD), 15th meeting of the Conference of the Parties (COP15) in Montreal to strengthen the local-to-global connection for members. Ampliseed Members participated in many sessions including a side event we organised called “*Culture First: How does support and funding that puts culture at the front of conservation activities create enduring resilient ecosystems?*”. That session was covered by ENB news and can be viewed here: [Culture First on Vimeo](#). Following COP15, participants in our delegation reflected that the experience had catalysed opportunities to influence national policy, provided access to new funding, created valuable new global networks, increased confidence in communicating and participating in global events, and influenced project strategy development.

“Our communications and messaging on the biodiversity framework and nature markets has vastly improved post COP15. We feel more confident speaking on biodiversity policy issues and are more across how other First Nations organisations and leaders are advocating and communicating”.

- COP15 PARTICIPANT

Kirsty Galloway McLean is Ampliseed’s Executive Director supported by Lauren Austin, Visual Designer, and Nataly Arevalo, Project Officer. The project is funded by the BHP Foundation’s Environmental Resilience Program to 2025. You can learn more here: [Ampliseed](#)



#### LEADERSHIP INSIGHTS

- A people-centred approach to conservation is key to achieving a healthy and sustainable future at a global scale.
- Peer-to-peer learning requires sustained and long-term investment into growing the leadership of people delivering the work.
- Sharing ‘lessons learned’ in an authentic and honest way has immeasurable value that reaches far beyond Ampliseed member projects.

“[The network] is different because it has persisted in time, because it touches different topics and the agenda is co-created and that’s of value too - and probably because it’s the only one. There are groups that work on specific issues with other NGOs but it’s not learning.”

- AMPLISEED MEMBER INTERVIEW

# Nature Valued

(2020 - 2021)



The Nature Valued Project aimed to mobilise investment in nature-based solutions through harmonising law, policy and finance frameworks in the United Kingdom (UK).

LOCATION  
United Kingdom

European Union Common Agricultural Policy provided a once-in-a-generation opportunity to shape the future of the British Agriculture, Forestry and Other Land Use (AFOLU) sector. The UK's ambitious program of new domestic legislation, subsidy reform and policy change was incentivised by the UK's presidencies of United Nations Framework Convention on Climate Change, 26th summit of the Conference of the Parties (COP26) and Group of Seven Countries (G7). The Nature Valued Project sought to maximise the impact of this unique window in the UK context, to transform how law, policy and finance can be aligned to effectively value and reward the full breadth of benefits that nature provides. At its core, the Nature Valued Project aimed to stimulate and scale new market opportunities for nature-based climate solutions.

Pollination Foundation hosted the Nature Valued Project, which was funded by Quadrature Climate Foundation. Pollination Senior Advisors James Cameron and Nick Hurd were supported by UK-based Pollination team members Valerie Pinkerton, Annick Paradis and Belinda Sutton. As a team, over 18 months, they convened stakeholders, undertook research, influenced policy and lawmakers, curated events, raised the ambition at COP26 and showcased Pollination expertise in the UK.



## LEADERSHIP INSIGHTS

- Systems-level change is slow moving and requires sustained input from many actors. It is difficult to attribute and track impact in largescale policy initiatives; chunking policy change initiatives into small strategic interventions is a neat way to achieve enduring outcomes.
- The ability to be agile - leveraging networks, resources, and skills - in response to a 'window of opportunity' can accelerate change at a faster pace.



# ISFMI

(2020 - 2022)



The International Savanna Fire Management Initiative (ISFMI) supports revitalisation of Indigenous fire management, globally.

LOCATION  
Botswana

Founded on the success of Indigenous Fire Management in northern Australia, the technology combines traditional fire management practices with scientific measurement and a system of verification to account for reductions in carbon emissions. The demonstration project in Botswana aimed to adapt the savanna fire carbon accounting method for Botswanan savannas and build capacity and capabilities in country.

Sam Johnston led the initiative, supported by an international team of specialists. The Botswana pilot was funded by Australian Aid through the Department of Foreign Affairs and Trade. Pollination Foundation supported ISFMI with governance and back-office corporate administration services and Pollination provided legal and policy advice. In 2022, Pollination Foundation supported ISFMI to spin out into a standalone entity after finance was secured from the Green Climate Fund to scale into five countries; the team are now working in Belize, Guatemala, Botswana, Mozambique and Zambia. You can learn more here: [International Savanna Fire Management Initiative](#)



## LEADERSHIP INSIGHTS

- When hosting initiatives with ambitions to scale, it's important to plan for exit from the outset. This includes identifying indicators of readiness as a project moves through phases of development and on to maturity.
- Identifying roles, responsibilities and costs associated with corporate governance and back-office administration may seem like minor details in an ambitious program, but it's the small things – continuous aligning of expectations - that are the most critical to the strength and health of partnerships.



IMAGE CREDIT: ISFMI, RANGER RAY NADJAMERREK  
WEST ARNHEM LAND, AUSTRALIA



IMAGE CREDIT: DEVON JENKIN, ISFMI CULTURAL  
FIRE EXCHANGE, BOTSWANA

# Women in Fire Initiative - WiFi

(2021 - 2022)

WiFi was a series of conversations to connect women across four countries to share stories and learn from each other.

## LOCATIONS

Australia, California, Mexico and Botswana

The concept was seeded in 2019 when a delegation of Indigenous rangers from Northern Australia visited Botswana to share knowledge on cultural fire practices. The delegation was predominately men, and when they arrived the women asked, "there are only men here on this exchange, where are all the women from Australia working in fire?". A women's fire exchange to Botswana was planned but the global COVID pandemic put a stop to travel. Coincidentally, during that time, Dr Jackie Bouvier Copeland, founder of the WISE Fund based in the USA, reached out. At the time, California was on fire. Massive wildfires were burning up country, and WISE Fund gifted seed finance for WiFi.

Over 12 months a series of online conversations were held connecting women from as far and wide as the Simpson Desert, North Queensland, Northern Territory, the Kimberley and New South Wales in Australia with women in California, Mexico and Botswana.

An Indigenous Facilitator, Lenka Vanderboom, built connections, supported knowledge sharing and curated the online sharing sessions. Lenka also supported ISFMI partner organisation Indigenous Carbon Industry Network (ICIN) to convene the 2021 Savanna Fire Forum. WiFi was Pollination Foundation's contribution to ISFMI. You can read the report supported by Pollination Foundation here: ['Women in Fire - Weaving Country, Women and Fire' - Event Report](#)

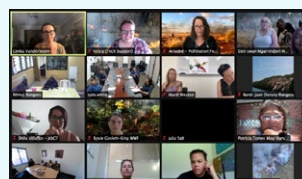


## LEADERSHIP INSIGHTS

- Creating safe spaces for women to connect and share will increase participation, strengthen leadership and can lead to unexpected outcomes.
- Women can live in completely different cultures, countries and contexts but their stories are connected and it's important to amplify their voices.



IMAGE CREDIT: DEVON JENKIN



“We want women to come together to share knowledge on fire, get together and get that unity going ... We want to break down the barriers, build bridges and share our knowledge, connect up all these networks because we're stronger together... Local to global, this idea is based on a seven sisters' story which link us together. We can work as a team to save our world.”

- ANNETTE MILLAR TALKING ABOUT MIMAL'S VISION FOR THE STRONG WOMEN FOR HEALTHY COUNTRY NETWORK.



# Marketplace for Nature



(2021 - CURRENT)

The Marketplace for Nature project aims to connect buyers and sellers in emerging nature markets.

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LOCATION

Australia

In 2020, biodiversity credits were not yet considered a viable market opportunity but there was a recognition that finance at scale was needed to reverse the rapid decline in nature across the nation and globally.

Marketplace for Nature was initiated by an informal network of nature conservation and Indigenous-focused organisations who came together as the 'Biodiversity Credits Working Group' led by Pollination Foundation Co-CEO, Jane Hutchinson, to explore how markets could play a greater role in safeguarding Australia's ecosystems.

The vision was to create an online platform to connect nature market producers with buyers while building a community through facilitating field-based knowledge exchanges and convening online learning forums. The model was inspired by farmers markets - where produce is traded and community gather to connect.

Over 18 months the Marketplace for Nature mapped the landscape of organisations contributing to nature market development, scanned barriers to creating and scaling markets, convened a series of dialogues and workshops with potential market actors, convened sprints and workshops to co-design an on-line platform, researched models to quantify biodiversity conservation and restoration, and interviewed over 60 corporate and finance representatives to understand drivers of market demand. In 2022, the project merged with the 'On Country' Incubator into what is now the Nature Credit Project Incubator and a website that details development of biodiversity credit schemes, globally.

When we started out on the biodiversity credits journey, we had a strongly-held view that payment should be based on biodiversity outcomes (such as numbers of species conserved), not management activities (such as numbers of weeds removed). What we learnt along the way is that measuring biodiversity outcomes requires a baseline of scientific data which is often not available on Indigenous Peoples and Local Communities (IP&LCs) territories. Requiring rigorous data may prevent IP&LCs accessing markets, which would be perverse given 80% of the world's biodiversity is stewarded by IP&LCs.

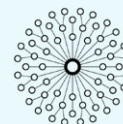


## LEADERSHIP INSIGHTS

- As we navigate away from an extractive past and towards a nature positive future, it's important to get comfortable sitting in ambiguity, listening to diverse perspectives and pivoting based on new insights when needed. In the case of the Marketplace for Nature, pivoting to a clear understanding and pathway to accelerate drivers of demand was critical - otherwise markets will continue to be nascent and slow to develop.
- When co-designing with diverse partners it's important to build the collaboration with a mindset of abundance and hope rather than scarcity, competition and fear. Abundance mindsets are key to transforming nature, human relationships, and our economy.

# On Country Incubator

(2021 - 2022)



The vision of an 'On Country' Incubator was to elevate the knowledge and wisdom within Indigenous communities to activate nature-based climate solutions.

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**LOCATION**

Australia

Across the world, IP&LCs steward 80% of remaining biodiversity. In Australia alone the network of Indigenous Protected Areas adds up to half of Australia's national reserve system and provides a world leading model of Indigenous-led conservation. Despite this success, most funding for Indigenous-led conservation comes from government and philanthropy. The idea for the 'On Country' Incubator was to catalyse an enormous opportunity: connect Pollination's global network of nature-based market expertise with the skills and knowledge on country to bring Indigenous owned nature enterprise opportunities to the world.

Over 12 months Ariadne Gorring, Pollination Foundation Co-CEO and Nuvan Aranwela, Pollination's Head of Growth, Impact and Development, convened more than 30 friends and allies spanning Indigenous organisations, philanthropy, government, corporate sector and Pollination's global team to co-design the incubator model.

When we tested the model with stakeholders, we learnt:

- There was confusion amongst Indigenous organisations about the role of Pollination Foundation and the commercial interests of our sole member, Pollination.
- Pollination Foundation isn't comparable to other corporate foundations, which generally grant funds (we fundraise with partners to deliver innovative projects). When we launched three years ago we were viewed as a potential competitor by organisations that we would like to collaborate with. Now, because of Pollination's alignment on partnership readiness and the launch of a unique joint venture, we're viewed differently. Pollination built trust and a strong reputation by engaging First Nations as shareholders not stakeholders. You can read more about the model on pg 22.

Although the model in its original form didn't stand up, the concept generated many conversations and led to two streams of activity:

1. The establishment of the Nature Credit Project Incubator, to incubate a collective of biodiversity credit projects to test different elements of market design. This includes testing standards and integrity principles, nature project methods, tech monitoring tools, community governance and buyer demand.
2. The Nature Equity Initiative, to scale deep with long-term partnerships, one region at a time, supporting Indigenous leaders to structure and scale community solutions.

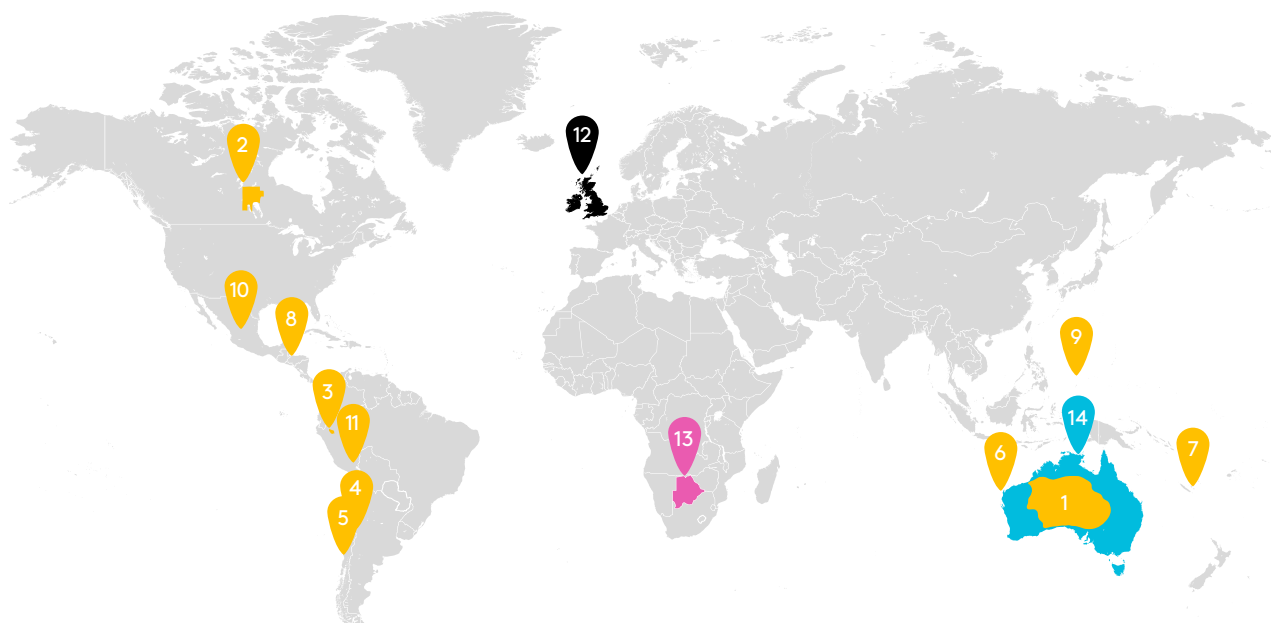


## LEADERSHIP INSIGHTS

- We can only work at the speed of trust, relationships take time and commitment, which is best demonstrated through tangible actions.
- Transformation starts from within. Before reaching out to partner with Indigenous communities it's important to grow capacity within the organisation to partner effectively and authentically.
- Crafting an authentic story that speaks to where you started, what you've learnt and where you're heading is important to establishing trust within partnerships.

# Project locations

The places Projects hosted by Pollination Foundation have worked in:



## AMPLISEED MEMBER PROJECT LOCATIONS

- 1 Indigenous Desert Alliance, Australia
- 2 Canada's Boreal Forest
- 3 Alto Mayo Landscape, Peru
- 4 Chile Conservation Corridor
- 5 Valdivia Coastal Reserve, Chile

## RESILIENT REEFS

- 6 Ningaloo Coast, Australia
- 7 Lagoons of New Caledonia: Reef Diversity and Associated Ecosystems, France
- 8 Belize Barrier Reef Reserve System, Belize
- 9 Rock Islands, Southern Lagoon, Palau

## LANDSCALE

- 10 LandScale Mexico
- 11 LandScale Peru

## OTHER POLLINATION FOUNDATION HOSTED PROJECTS

- 12 Nature Valued Project, United Kingdom
- 13 ISFMI, Botswana
- 14 Marketplace for Nature & On country Incubator, Australia

# Our next steps

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# Three pillars for success

Now, in 2023, we're seeing the impacts of climate change and nature loss play out in real time, disproportionately impacting the communities we aim to support through our work. With record-breaking temperatures in the northern hemisphere, and similar predictions for the southern hemisphere later this year and into next, support for communities to adapt and be part of the transition are more important than ever. We can't say exactly how this will play out in the Foundation's work, but we will do our best to adapt and catalyse change.

As we look to the future, we're centring our activities around three pillars woven together with the Ampliseed model of learning, leadership and advocacy:



## Explore

- Workshops & convenings
- Peer-to-peer learning activities
- Place-based research
- Thought leadership



## Create

- Project co-design
- Demonstration sites
- Technology tools & nature project methods
- Governance, financing and business models



## Lead

- Place-based scaling models
- Global knowledge exchanges
- Scaling Indigenous governed initiatives
- Policy development & advocacy

← Peer to peer learning, strengthening leadership & amplifying voices through storytelling →

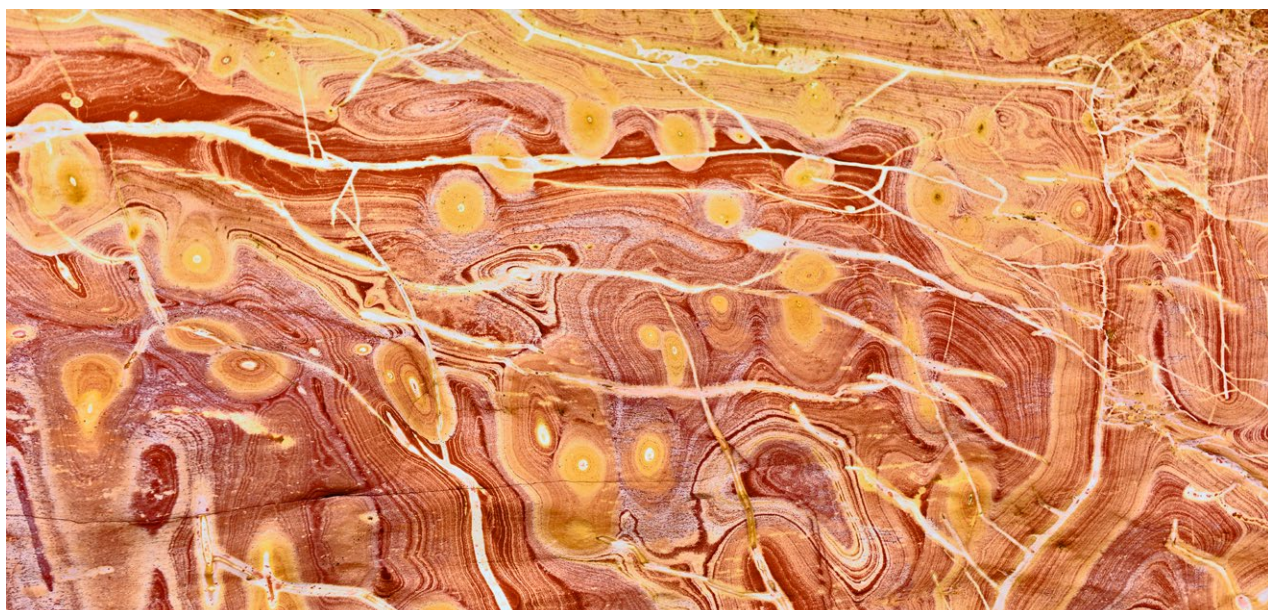


IMAGE CREDIT: WAYNE QUILLIAM

## Nature Equity

Across the Pollination ecosystem we are collectively supporting a growing number of Indigenous communities to access and lead in nature and climate solutions. Pollination’s catalysing role in the Aboriginal Clean Energy (ACE) Partnership has set a new benchmark. It demonstrates how the transition to renewable energy can be achieved with First Nations as shareholders, not stakeholders. The companywide alignment on First Nations strategy has created trust and a strong reputation for Pollination amongst Indigenous communities.

Read more about the ACE Partnership here: [Aboriginal Clean Energy](#)

With Pollination’s growing reputation for unlocking potential within First Nation communities, the Foundation is in a unique position to support leaders to structure and scale community-led (not-for-profit) solutions. Our approach to Indigenous partnership is to scale deep, working at the speed of trust, standing alongside community leaders to explore, test, and launch innovative nature and climate solutions.

Over the coming year we aim to test this approach with one regional initiative in Australia before stretching to partner with other IP&LC communities in strategic locations globally.

As we explore new pathways to achieving a nature positive future, we’re thinking about the next generation of leaders. How do we create safe spaces for generative dialogue? A seed of an idea that is growing momentum is a series of convenings to connect emerging leaders within the corporate and Indigenous community sectors, to grow a shared vision for a healthy, nature positive future. Next year, we hope to share plans and a pathway to bring this seed to life.



IMAGE CREDIT: MAASAI WILDERNESS CONSERVATION TRUST

## Nature Credit Project Incubator

Based on the insights gained from the Marketplace for Nature, we're testing a couple of biodiversity credit projects in Australia. The learnings from the demonstration sites will be shared with our partners.

In 2023, we're planning a series of convenings and workshops with experts, Indigenous organisations and local communities to listen deeply and explore the sweet spot between integrity and market access.

Our goal is to scale wide, growing a collective of demonstration pilot sites in different countries to test diverse approaches in multiple regions and policy contexts. Our model centres on co-design with IP&LC communities as core partners and engagement with policy makers, corporates and scientists as critical stakeholders in each location to collectively explore place-based models.

This time next year we hope to share deeper learnings on:

- nature credit methods which are fit for purpose for IP&LC communities;
- tools and technology that can support monitoring efforts and the steps needed to bring these to market; and
- resources and capacity that IP&LC communities will require to design, access and participate in nature markets.



IMAGE CREDIT: ZOE SCHAEFFER

# Ampliseed Learning and Leadership Network

From 2023 to 2025, our focus will remain on nurturing the high-trust relationships between our core members (who all partner with the [BHP Foundation’s Environmental Resilience Program](#)), while engaging and amplifying the collective learning with friends, allies and external audiences.

A number of leadership and advocacy events are planned, including at COP28 in late 2023, and a community-based exchange focused on Indigenous Peoples’ access to, and participation in, nature markets in 2024.

In parallel, as Pollination Foundation’s Nature Credit Project Incubator develops, Ampliseed members will be invited to opt-in as pilot sites to ‘test, learn and amplify’ the pathways to increased IP&LC access to and agency within nature markets and climate finance.



IMAGE CREDIT: PHOTO BY IISD/ENB | NATALIA MROZ



# Story Lab - Sharing Stories of Hope

As we look to the future, we're thinking about amplifying the voices of our partners and the communities they support through development of a Story Lab.

The concept is founded on the idea that stories from the field will bring project narratives to life; observations from a richly diverse community of participants will add texture, context, nuance and depth to project impacts, both immediate and ongoing.

This information will be drawn from, to craft and amplify collective insights.

Across a full spectrum of media - from podcasts to web content, social media, video, audio and more - the Story Lab will grow an invaluable resource of knowledge that captures change over time, to bring project outcomes and collective impact to life.

Over time, the Story Lab bank of stories will build a knowledge base from which projects and partners can share significant learnings with grant-makers as a way of decolonising grant reporting and to encourage and enable others to take on new approaches with confidence.



IMAGE CREDIT: ARIADNE GORRING, NGURRARA RANGERS PAINTING THEIR LOGO ON KIMBERLEY RANGER FORUM CANVAS

# Governance

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# Board of Directors

In 2020, when we first started to structure up the Foundation governance, we had a small and agile board.<sup>1</sup> Because we existed within Pollination, which at the time was a start-up, we had to navigate the complexity of forming a strategy and value proposition while doing - ‘building the plane while flying’. It was important that our governance was lean enough to test, learn and pivot but also included independent perspectives.

Today, our board is structured with Pollination leaders and independent members who have a shared interest in putting humanity at the heart of nature and climate solutions. Our goal over the next year is to include Indigenous leaders from other regions and explore a corporate governance model that will enable the Foundation to have global reach.

The members of our current Board of Directors are:



**Martijn Wilder AM**  
FOUNDER & CEO,  
POLLINATION

Martijn is a founder and CEO of Pollination and a global expert in climate law, policy and finance and carbon transactions and investments. Martijn is the Secretary of the Pollination Foundation.



**Janine Mohamed**  
NON-EXECUTIVE DIRECTOR

Janine is a proud Narrunga Kaurra woman from South Australia. Currently Janine is CEO of the Lowitja Institute, Australia’s community controlled Aboriginal and Torres Strait Islander Health Research Institute.



**John E. Morton**  
MANAGING DIRECTOR,  
POLLINATION

As former Climate Counsellor to US Treasury Secretary Yellen and President Obama, John brings more than twenty-five years of experience in emerging markets, climate finance, and economic and environmental policy.



**Rob Grant**  
MANAGING DIRECTOR,  
POLLINATION

Rob has over 30 years of experience advocating for and delivering climate change abatement and clean energy policy, regulation, projects investments, businesses and industries. Rob a leader in clean energy and energy transition, former head of energy at Fortescue and Pacific Hydro.



**Lisa Miller**  
NON-EXECUTIVE DIRECTOR

Lisa has 18 years experience developing products and scaling leaders. Lisa has united her passion for conservation and technology by establishing Wedgetail: an organisation devoted to conserving and restoring biodiversity through sustainable investment.



**Amanda Young**  
EXECUTIVE DIRECTOR,  
POLLINATION

Amanda is a multisectoral executive with over 25 years’ experience in law, government, commercial, financial services and non-profit sectors. Her expertise is as an equity practitioner, focused on reducing structural inequalities across political, social, economic and sustainability domains.

**<sup>1</sup> PREVIOUS BOARD MEMBERS:**

Michael John Hiscox: June 2019 – August 2020

John Balazs: June 2019 – August 2020

Megan Flynn: June 2019 – December 2021

Nolan Hunter: August 2020 – September 2022

Mikaela Garraway Jade: August 2020 – December 2022

Judy Slatyer: December 2021 – February 2023

# Spotlighting our team

The talent, creativity and trust between our small team is what gets us out of bed every day.



**Ariadne Goring**

CO-CEO  
POLLINATION FOUNDATION

Passionate about community led solutions Ariadne has 25 years of experience as a leader in community led conservation and multistakeholder collaboration. Most recently she co-designed learning and leadership network – Ampliseed and previously participated in the development of Northern Australia’s savanna carbon industry.



**Jane Hutchinson**

CO-CEO  
POLLINATION FOUNDATION

Jane is a leader in nature conservation with over 25 years as an executive and non-executive director and is currently leading the development of a 'marketplace for nature' to connect buyers and sellers in emerging environmental markets.



**Brydy McDonnell**

EXECUTIVE OFFICER  
POLLINATION FOUNDATION

Brydy is the Executive Officer of the Foundation, leading our 'strong organisation' strategic focus area. Prior to this, she acted in a range of advisory roles within the Queensland Department of Environment and Science.



**Samim Hoshmand**

ASSOCIATE  
POLLINATION FOUNDATION

Samim has over 12 years of experience in climate negotiations, ozone layer protection and nature conservation having worked as the Director of Climate Change for Afghanistan. He has published several papers on nature conservation and climate change and authored a book in Farsi called "Towards Green Future" which he dedicated to Afghanistan's natural beauty.



**Kirsty Galloway McLean**

EXECUTIVE DIRECTOR  
AMPLISEED

Kirsty is a leader in global environment governance and knowledge management, including 15 years with the UN working on sustainable development and information sharing. She is passionate about making policies practical, information accessible, and the power of people-led nature conservation.



**Nataly Arevalo**

PROJECT OFFICER  
AMPLISEED

Nataly has a PhD in community safety and has spent over a decade working in the field of social and environmental sustainability. Her work focuses on applied research that can have a positive impact on communities all over the world by teaching and raising awareness about environmental and social challenges.



**Lauren Austin**

COMMUNICATIONS AND  
DESIGN

Lauren is a visual designer and digital content producer. Motivated by the scale and urgency of the climate emergency, she has built her career out of helping non-profit and socially minded organisations create impactful campaigns to help tell powerful stories to create meaningful change.

# Our financial model

We partner with people and organisations who are aligned to our vision, mission and values.

We bring our partners into the heart of our work to share and learn together - we partner deeply rather than transactionally.

Pollination (our sole member) provides some financial support to offset our core operating costs. To reciprocate, Pollination Foundation team give back to the business in the form of business development, advisory services, support to project origination, investment advice, organisational strategy & development and thought leadership. Our three-year contribution to Pollination from 2020 - 2023 includes:

ADVANCED	SUPPORTED	PARTICIPATED IN	ADVISED ON	PARTICIPATED IN
15+	15+	12	10	10
business development opportunities.	breakthrough advisory engagements.	thought leadership initiatives.	project and investment opportunities.	companywide strategy and development forums.

We're incredibly grateful to the grant makers we've partnered with to achieve project outcomes:

INITIATIVE	PARTNER
ON COUNTRY INCUBATOR	
AMPLISEED	
ISFMI	
WiFi	
NATURE VALUED	
MARKETPLACE FOR NATURE	 ELSIE CAMERON FOUNDATION

For detailed financial information see: [Pollination Foundation Ltd | ACNC](#)

A vibrant underwater scene featuring a school of striped fish swimming over a diverse coral reef. The water is a clear, deep blue, and the coral displays various colors and textures, including brown, orange, and green. The fish have distinct black and white stripes with a yellowish-orange patch near their eyes.

# Our journey continues, thank you.

Although we launched Pollination Foundation three years ago, it feels like we've only just found our feet.

What we have most enjoyed over the past three years is the people we have met, the conversations, ideas, and their commitment to change. The next decade is critical to securing our future. Only by putting humanity the heart of our nature and climate solutions can we achieve the change we need in the world.

Together we can be extraordinary. Thank you for being part of our journey.

IMAGE CREDIT: FRANCESCO UNGARO

For further information please visit  
[pollinationgroup.com/foundation](https://pollinationgroup.com/foundation)

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