

**Improvement Analysis**  
**European Environmental Bureau (EEB)**  
*November 2014*

**Institutional Commitment to Accountability**

In terms of institutional commitment, it is commendable that EEB is making attempts to spread awareness about the work of the Charter among its members. However, their report does not cover the activities of EEB’s member organisations except insofar as they are relevant for the functioning of EEB’s activities at the EU level. For Charter commitments to be fully embedded into the culture, functions and processes of an organisation, it is important to ensure that EEB’s members are involved in this commitment. It is therefore highly recommended to develop assurance mechanisms that member organisations also comply with EEB’s commitments to accountability and the Panel would greatly welcome if Charter Membership was even extended to EEB’s member organisations.

**Actions taken**

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**Evidence**

A lack of evidence is visible throughout the report (e.g. demonstrating sense of stakeholder ownership, how MEL has informed positive management response, how EEB ensures that partners meet high standards of accountability, etc.). Descriptive statements will sound much more powerful if supported by practical examples which could be related to reporting indicators. Moreover, the Panel advises EEB to provide more details or links to the mentioned policies in the next report.

**Actions taken**

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**Gender and Diversity (NGO4)**

The report does not provide information on gender and diversity policies which EEB has in place or follows, the tools used for analysis, or the actions taken to achieve gender and diversity goals. Gender and diversity play a big role in programme / policy design and implementation for all kinds of organisations and also apply to EEB. It is recommendable that EEB shares examples of how the organisation successfully implements a non-discrimination policy, what the outcomes of this policy are, and what specific targets it has set for the future in order to overcome diversity challenges.

**Actions taken**

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**Environmental Management (EN16, EN18 & EN26)**

EEB is a small organisation and the Panel understands that it might be difficult to measure greenhouse gas emissions. Nevertheless, as indicated by the Panel in their previous feedback, being an environmental organisation, it is particularly important that EEB calculates its emissions and to initiate a more targeted approach to minimising environmental impacts in certain activities and services. It is commendable that the organisation focuses on more specific measures in 2014 and 2015 by setting up a staff-led working group with the aim to strengthen and make more explicit internal policies and measures for assessing and limiting the organisation’s ecological footprint. EEB is encouraged to contact CBM who have found a system, which is cost efficient and easy to adopt.

**Actions taken**

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