



POLLINATE ENERGY

Annual Report 2016

Bringing life-changing
products to people who
need them most





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Nasimi and her family immigrated to India from their small village in the low lying regions of the Sundarbans in Bangladesh five years ago, and have been living in the same slum community in Kolkata ever since.

Nasimi, along with her husband, three young daughters and son were forced to relocate and move away from their friends, family, and house when they couldn't find work, leaving them struggling to gather food.

Their journey to Kolkata involved hefty bribes, buses, boats, and a lot of walking, which meant that they couldn't carry much more than the clothes on their back.

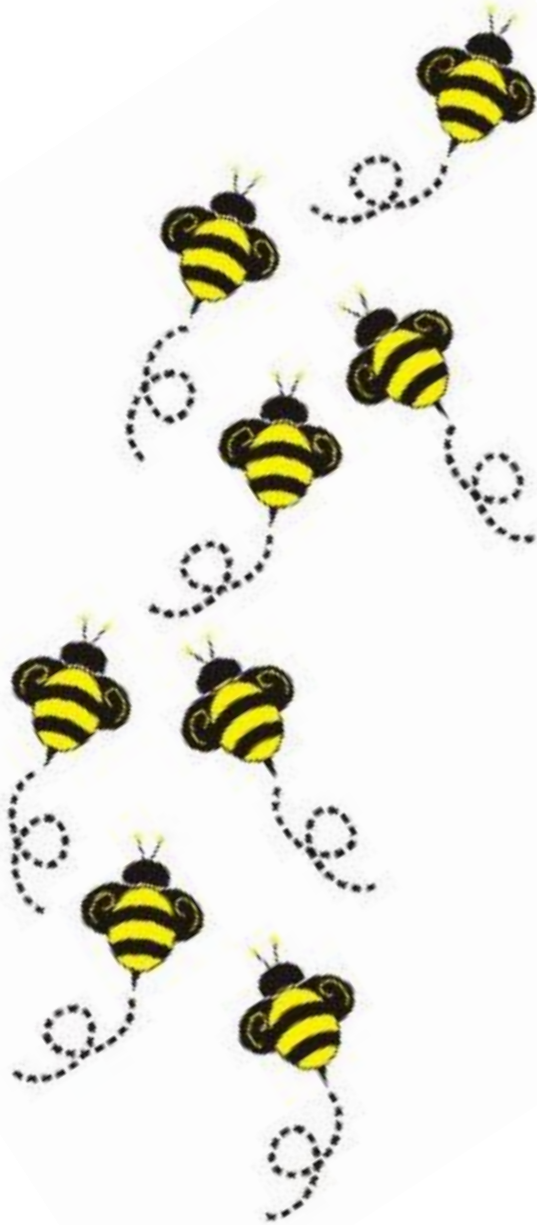
After making the treacherous journey to Kolkata, Nasimi and her husband have strived to work hard to provide their children with as many opportunities as they can. They proudly send their children to the local government school, but are afraid that they won't be able to afford to educate their children to the level of their aspirations.

The local store that Nasimi and her husband operate is their pride and joy and is always neat and organized. Being at the entrance to their community, it is the meeting place for everyone who lives there and consequently it is quite successful.

Nasimi bought two solar lights from Pollinate Energy, one for her house so kids can study at night and the other one for the shop. Now they can work also when it's dark. Nasimi is happier as she has more customers and she can offer a better life to her kids. Every time you visit her shop, Nasimi will greet you with her welcoming smile and offer you a cup of delicious masala tea.

A young boy in a green school uniform is looking down. The background shows other people and a patterned fabric. A yellow text box is overlaid on the image.

MESSAGE FROM THE
POLLINATE ENERGY
EXECUTIVE TEAM



Another year, another milestone - 15,000 families have now purchased one of our life-changing products to make their home life easier, healthier, and cleaner.

We now have 30 Pollinators across three 'Hives' in India - Bangalore, Hyderabad and Kolkata - and we will have 50 by the year's end. **We have just made the decision to launch our fourth Hive in Lucknow, Uttar Pradesh, taking us into the north of India,** where huge populations of families are migrating into the cities in search of a better life.

Another very important step was taken over this past year. After months of trials, our team was able to successfully launch new products into the communities for the Pollinators to offer.

We are seeing incredible uptake of **water filter** units in Kolkata and **mobile phones** in Hyderabad and Bangalore, and are preparing to roll out **solar fans, spectacles, large solar home systems and more.**

Each of these products was selected after a careful trial process, listening to what families wanted, rigorously testing suppliers and products for quality, durability and value, and then developing a payment plan to ensure that they are affordable for the families we serve. We look forward to seeing these new products proliferate across India's city slums from the hands of our Pollinators into the hands of our customers.

Outside of India, our team has also achieved a few other milestones which mark our growth as an organisation. Late last year we farewelled three of our co-founding team members from their India-based roles, and saw one member transition out of Australia and into India. We have been able to bring new leadership into the organisation, and have seen this team flourish and propel Pollinate Energy forward.

We achieved national press coverage in the Australian media, allowing us to raise an incredible \$44,000 for our fourth Hive.

Moreover, we have now been accredited by the Australian Department of Foreign Affairs for the Overseas Aid Gift Deduction Scheme - no small feat for a young social enterprise doing work in foreign countries - which means all donations to Pollinate Energy are now tax-deductible for Australians.

But none of this is done by us alone. **We have many people to thank for their continued support and input into our growth: our student and professional Fellows** who generously dedicate their time and energy in India, our volunteers worldwide who promote our work, our Directors who guide and advise, and our donors and partners who provide much needed funding and pro-bono expertise.

And of course we must thank our **Pollinators** who spend every evening going door-to-door in slum communities across India to educate families about life-changing products, and our dedicated **Australia and India based staff** who work tirelessly to make sure that every Pollinator gets the support that they need. It is thanks to all of these people that every day, every hour, one more family can have access to a product that will change their lives for the better.

To all of these people - thank you.

We look forward to another great year ahead!

EMMA AND ALEXIE





POLLINATE ENERGY
AT A GLANCE

OUR VISION

Our vision is a world where
all communities have equal
access to sustainable
technologies to improve their
quality of life



IMPROVE THE LIVES OF THE URBAN POOR

by giving them access to sustainable products that make their lives better.



EMPOWER LOCAL ENTREPRENEURS

to be a positive force for change in urban poor communities.



MAKE SOCIAL BUSINESS MAINSTREAM

by raising awareness about the communities we work with and supporting the next generation of social entrepreneurs.

OUR MISSION

WE ACCOMPLISH OUR MISSION THROUGH OUR POLLINATORS

This model allows families to save around 10 per cent of their income, and improve their health, safety and quality of life.



PRODUCT ACCESS

Pollinators sell quality, durable products such as solar lights, water filters and mobile phones to families living in slum communities. This face-to-face distribution network allows us to build relationships and trust with our customers. It also means we gain regular feedback about the performance of our products and the needs of the families we serve.



PRODUCT KNOWLEDGE

Pollinators work with families directly in their homes providing education about our products and how to use them. This empowers families to create cleaner, safer and healthier homes.



PRODUCT FINANCE AND SERVICE

We offer all customers short term payment plans to make our products affordable. The default rate on these plans is less than 1%. All of our products have a minimum one year warranty and we provide high quality post-sale servicing.

OUR INNOVATION

BRAND

- Recognisable by our customers
- Trusted to sell quality products
- Trusted to service products
- Customers promote and on-sell products to secondary markets



POLLINATOR NETWORK

- 85% Pollinator retention rate
- 31 products sold per month per Pollinator
- Provided with smart-phone to manage customers
- Community representative (worker bees) earn money from sales support

FINANCING

- 6 week average repayment period
- <1% default rate
- Plans managed in real-time in field via custom mobile app








PRODUCT SUITABILITY

- Fulfills a basic need and responds to demand
- Works in our customer's environment
- Product margins align with business sustainability goals

IMPACT TO DATE

As of 30 June 2016, we have sold 15,026 products across three cities - Bangalore, Hyderabad and Kolkata - which have impacted the lives of 68,600 people



INDICATOR		RESULTS
	Amount of money a customer saves	US\$82.14 per year
	% of customers who no longer use kerosene or have reduced their kerosene usage	98 %
	average increase in % of time students spend doing homework per day	17 %
	Tonnes of CO ₂ e saved per annum	58,509 T CO₂e
	% of customers satisfied with the product	100 %

Note: CO₂e calculations include black carbon estimates



YEAR IN
REVIEW

JULY 2015



LAUNCHED IN OUR THIRD CITY, KOLKATA, AND RAN OUR FIRST FELLOWSHIP PROGRAM

- Rolled out a **new payment structure in Bangalore**, leading to unprecedented sales results

AUGUST 2015

10,000 SALES MILESTONE!

Successfully launched a new product - **3 light home solar system**



SEPTEMBER 2015



- **Launched our Program Leader model in Hyderabad** to support the transition period between city start up and full operation.
- **Hosted Aussie cricketer Steve Waugh in our communities**

OCTOBER 2015

Held our very first all staff retreat in Hyderabad, **where we crafted our Vision for 2020**



DECEMBER 2015

Won Chivas Regal's 'The Venture' competition as Australian representative



JANUARY 2016

SUCCESSFULLY LAUNCHED A NEW PRODUCT - WATER FILTERS



FEBRUARY 2016



POLLINATE ENERGY'S 20TH FELLOWSHIP

A new 'Scout' program to explore Mumbai and Delhi as future markets

MARCH 2016

SUCCESSFULLY LAUNCHED A NEW PRODUCT - NOKIA PHONES



APRIL 2016



India Operations team meet the royals Will and Kate in Mumbai to show them our work

Reached financial sustainability in our first city, **Bangalore**, with our first profitable quarter!

MAY 2016

SUCCESSFULLY LAUNCHED A NEW PRODUCT - SMART PHONES



Secured tax-deductible status in Australia

JUNE 2016

15,000 SALES MILESTONE!

- Scout Fellowship program kicks off in Bhubaneswar and **Lucknow**
- Pollinate Energy announced as finalist of the Unilever Global Business Development Award





OUR CORE FOCUS
IN 2015-2016

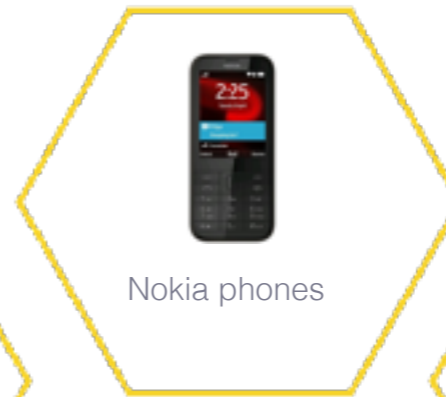
We spent a large part of 2015-16 consolidating our operations across three cities, building our product portfolio, and preparing ourselves for rapid scale. This culminated in a fourth city launch in June 2016

NEW PRODUCTS

Pollinate Energy **has started to sell a variety of new products this year, in order to better meet the needs of our existing customers, expand to slum communities that are already electrified, reduce the risk of competition and increase our Pollinator sales rates.** Extensive product testing was carried out by Fellows and staff under the leadership of our New Products Manager staff Raghavendra Devadi. Raghavendra, or 'Ronniiee', brings strong expertise in water treatment and community engagement, having worked closely with the Indian Government to set up water treatment plants for rural areas across South India for the past 10 years.



NEW PRODUCTS INTRODUCED OVER THE COURSE OF 2015-16 INCLUDE



BY THE END OF THIS CALENDAR YEAR WE ARE EXPECTING TO ADD THE FOLLOWING PRODUCTS TO THE PORTFOLIO



FOURTH CITY LAUNCH

One of the most exciting developments at Pollinate Energy this year is the preparation we have done for rapid scale and the launch of our fourth city, Lucknow. Our international staff led groups of Fellows to scout the market in Delhi, Mumbai, Lucknow and Bhubaneswar. Analysis of the data showed that Lucknow had the largest unelectrified slum

population and was the most suitable market for entry. In the first few months our City Cofounders Marc and Jeremy will focus on finding a Hive, bringing on a local team and our first Pollinators, and further cementing relationships with suppliers and partners.

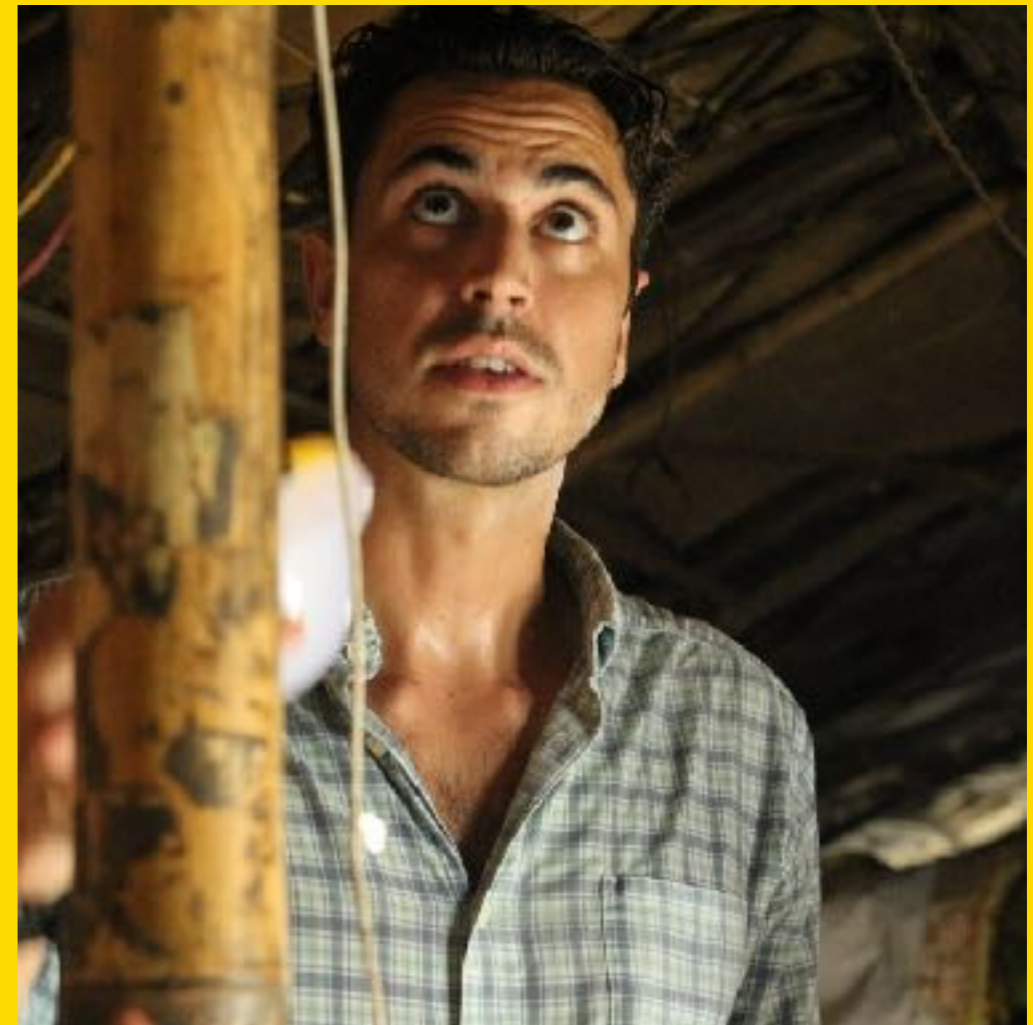
OUR LUCKNOW CITY CO-FOUNDERS

MARC BRUGUERAS



Marc decided to join Pollinate Energy to make a change in his professional career to social business. Before Pollinate he worked in the pharmaceutical industry for more than 5 years in Germany, Spain, and Singapore.

JEREMY SLATER

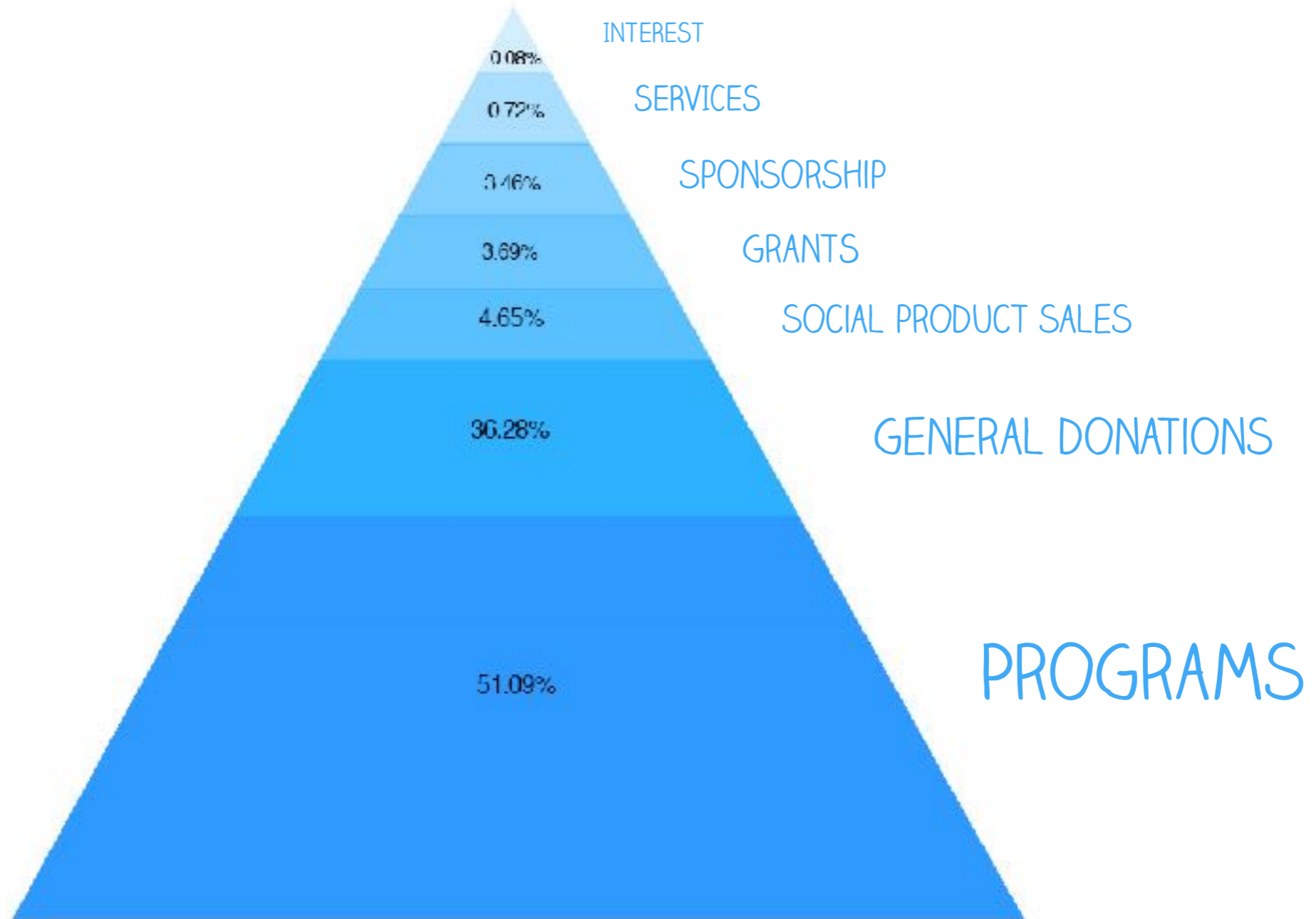


Before Pollinate Jeremy worked in emerging markets investment support in London and NYC. It was a short social business fellowship program in Ghana which gently nudged him into exiting the corporate world and upping sticks to India.

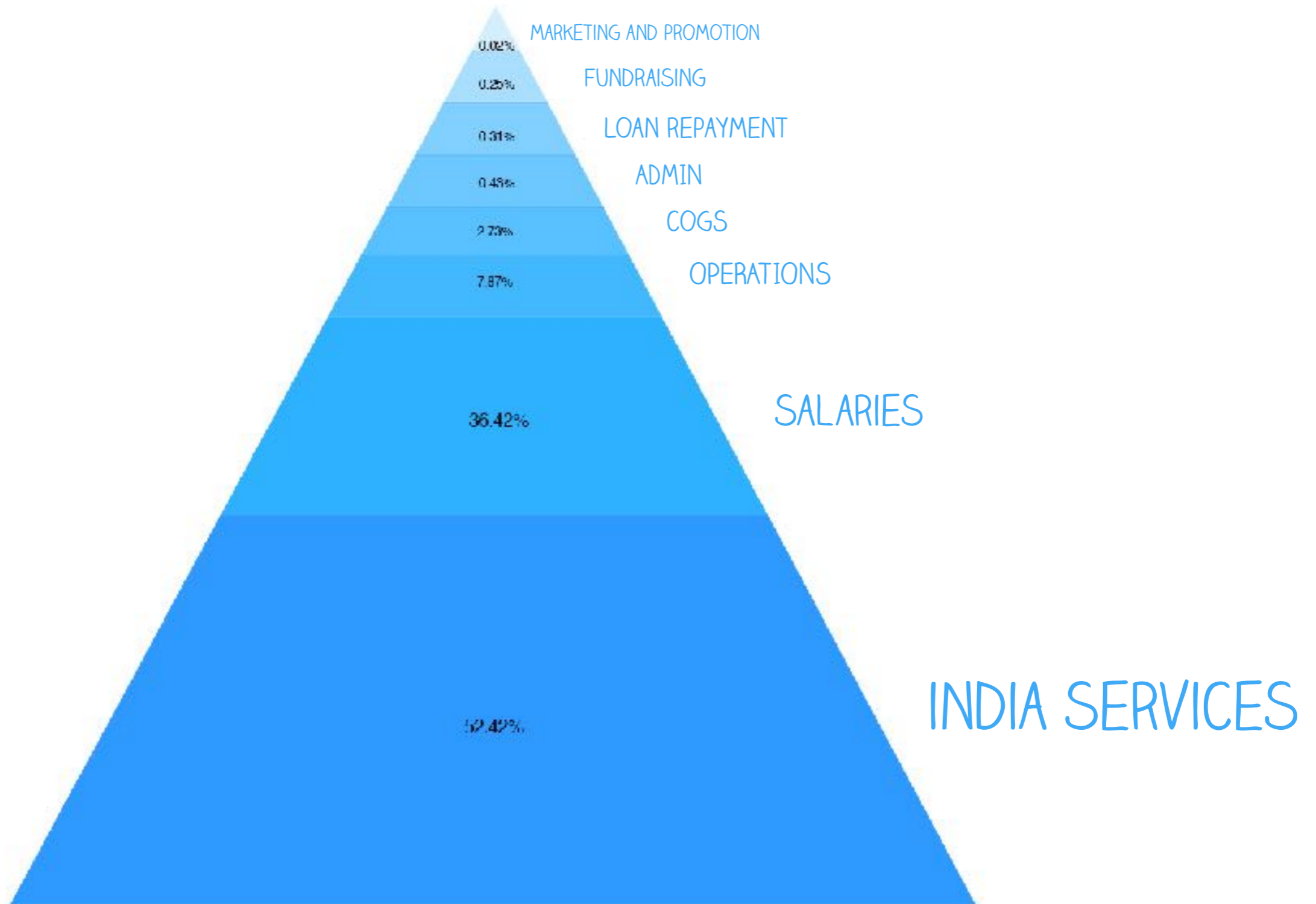


INCOME - EXPENSES BREAKDOWN

FY 2016 INCOME BREAKDOWN



FY 2016 EXPENSE BREAKDOWN





OUR CUSTOMERS



CUSTOMER PROFILE



40

Average number of households per community



4.5

Average number of people per household

7

Average number of years lived in community

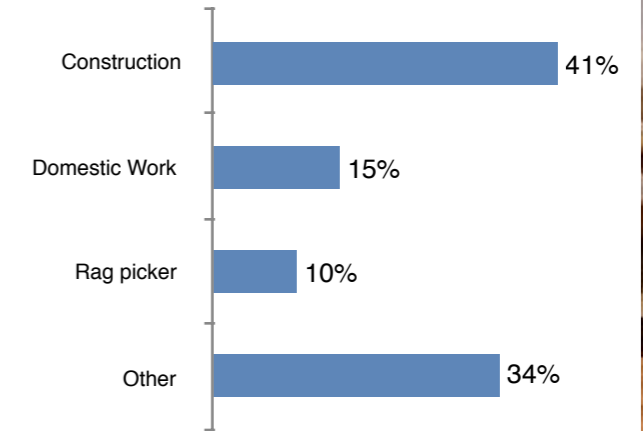
US\$1.52

Average income income per person per day

15

Average % of income remitted to customers families

Job profile





YELLAMA

Yellama and her family have been living in Green Flags, a community along the roadside in Bangalore, for 10 years. Her sons Kvenkat and Kalyan dream of being a software engineer and a scientist. Yellama's family bought a light from Pollinate Energy two months ago and they were the first in the community to do so. Although their community has a connection to the grid, they have frequent power cuts and use the light on a regular basis to save on power bills at night. They like the light so much that Yellama has taken five lights back to her native place for her family. In May we dropped off a tablet for the family to trial and we are looking forward to hearing feedback from Kvenkat and Kalyan!



SUBHO

Subho has been living in a slum community in Bangalore for 7 years with his wife, mother and father. Originally from Andhra Pradesh, he is a drum player, and likes to bring joy to people's most memorable occasions - birthdays, weddings and festivals. He also has four cows which he milks every day both to feed his family and make some extra income.

Subho has no electricity, and has to buy small candles from local shops for their lighting needs. Subho wakes up before sunrise every morning to milk his cows with only a small candle for light, that is blown out by even the smallest gust of wind. When he was milking the cows by candlelight he could never see if dirt or insects had fallen into the milk, which makes the milk unsellable. Now that he has a solar light all those worries are gone and he makes more money from the milk he sells.



SOMA

Soma is one of our Senior Pollinators in Kolkata. She is incredibly hard-working and has built beautiful relationships with her customers.

Her story is about moving forward: she became a widow when she was very young and was left with a baby to take care of and a very small income. Since becoming a Pollinator, she can provide a better life for her son since she has a higher income and more flexible working hours. Soma was the first customer who bought our water filter: she bought it for herself and her family.

The product had a huge impact on their lives and her son marveled at how the water was so much cleaner and better-tasting. As a result Soma was invited to her son's school to explain the benefit of filtered water. We love that Soma is not only bringing life-changing products to the communities she serves - she is experiencing the impact of these products firsthand.



Soma's son, Subhajit Goldar, with the water filter and the solar light at home



OUR POLLINATORS

Our Pollinators are the core of our business and we invest to help them grow. Because of this, our Pollinator retention rate is $>80\%$

WE INVEST IN OUR POLLINATORS

We recruit Pollinators primarily through **partnerships** with local skill development organizations and NGOs. We then invest in them to help them succeed in the following ways:



BENEFITS

Competitive compensation package made of a base salary and commission on sales, flexible working hours to manage family commitments, a transport allowance, and smart phone with salesforce app to manage their sales and payment plans.



ONGOING SKILL DEVELOPMENT

Pollinators receive a minimum of 3 days of field support per week during the training period as well as ongoing mentorship from senior Pollinators and Sales Manager. They can also access additional skill training programs.



CLEAR GROWTH PATH

This path enables Pollinators to grow to higher positions including to Senior Pollinator, Assistant Sales Manager and Sales Manager, with additional responsibilities and increase in base salary.




NASIMA

Nasima is one of our star Pollinators in Kolkata. She was recruited directly from one of the communities we serve. During a Fellowship program, some of the Fellows were in the community undertaking surveys and Nasima helped them with translation thanks to the English skills she learned in primary school. Nasima impressed the Fellows with her explanation of the product and the way she interacted with the customers, so they referred her to the Kolkata team who interviewed her and offered her a job.

Nasima has certainly proven herself in the role of Pollinator - she has gained a great deal confidence over the past few months and has built exceptional relationships with her customers, setting a wonderful example to other Pollinators.

Nasima married for love, and has four children with her husband. Love marriages, rather than arranged marriages, are still uncommon in India. Nasima was forced to quit school at the age of 14 to help her family, and was expected to be a housewife all her life. Pollinate Energy was Nasima's first job. An extra working person in the family gave Nasima and her husband the chance to provide a better quality of life to their four children.

“Before I started to work at Pollinate Energy we couldn't give our children everything they needed, but now we know we can offer them a brilliant future”.



“My experience so far has been about learning, most of the products I sell now I didn't know those existed. This is also my first job, so it's been a great experience”

AMREEN

Amreen was Pollinate Energy's second female Pollinator and the first Muslim Pollinator. She left school after tenth grade, married and started her family.

Amreen wanted to work at Pollinate Energy to be financially independent and so her sons could get a good education.

Most of her income goes to their education. Amreen likes that her working hours are flexible so she can help her sons with their homework.

Amreen has been working for Pollinate Energy for nearly two years and holds the record for selling the most solar lights in one day – 42!

“When people ask me is it difficult being a Muslim woman working in city slums I say we must never say that we cannot do this or that - especially if it is good work - if we wish to do it we can do it! When I learnt about Pollinate Energy's work I said; yes - I can do it!”

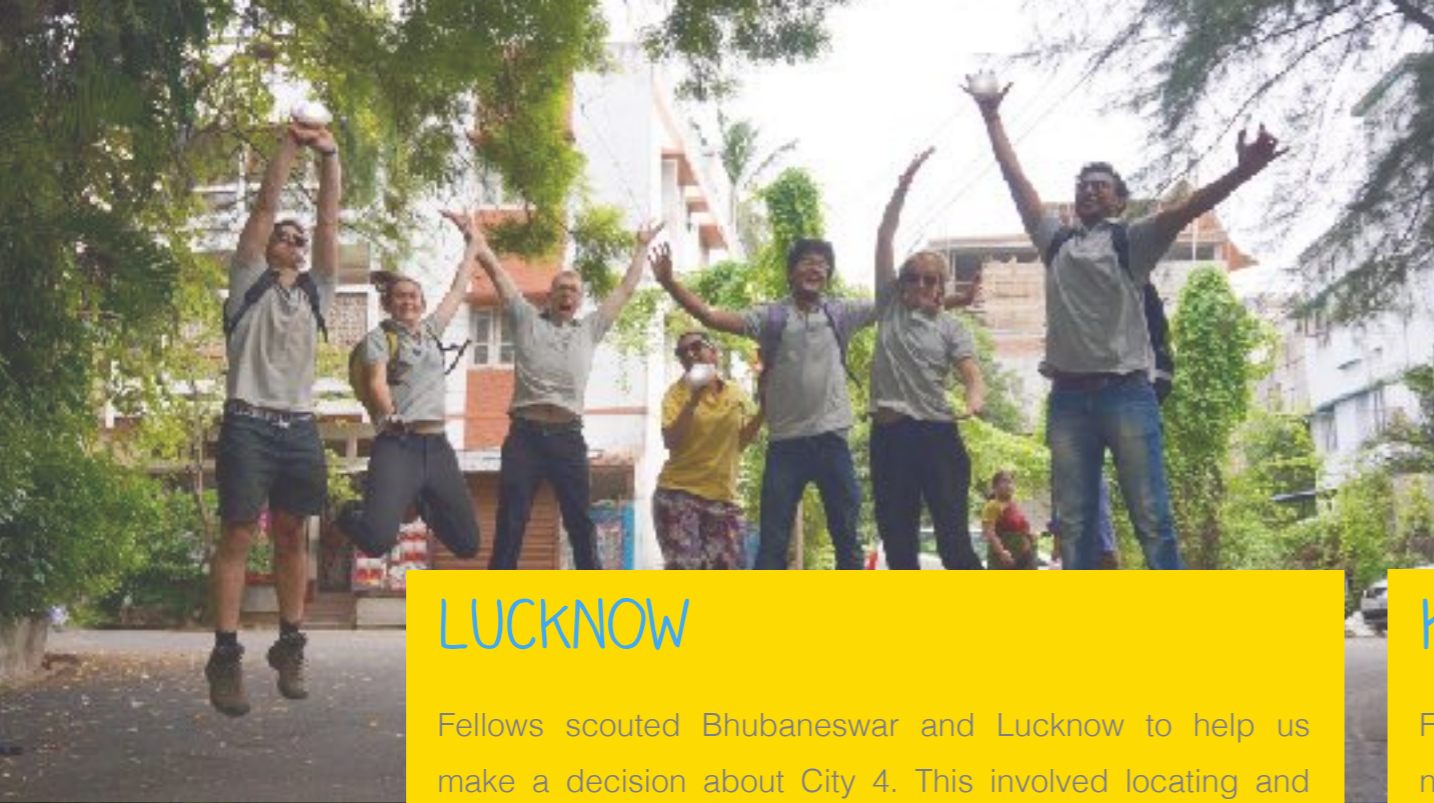
“I like working at Pollinate Energy because I care about the people in the communities and they respect and care about me. First they are my friends, then they are my customers”



OUR FELLOWSHIP
PROGRAM

SCOUT
FELLOW

Pollinate Energy is committed to supporting the next generation of social entrepreneurs, and we do this most actively by bringing students and professionals from around the world to India to be a part of our now iconic Fellowship program



LUCKNOW

Fellows scouted Bhubaneswar and Lucknow to help us make a decision about City 4. This involved locating and conducting baseline surveys with hundreds of slum communities, assessing census data and meeting with local NGOs and potential partners. From this program the decision was made to launch operations in Lucknow.



HYDERABAD

Fellows trained 13 new Pollinators, mapped over 300 new slum communities and undertook market research and testing of mobile phones, water filters and solar fans. All of this work made the Hyderabad office more sustainable and has prepared the Hyderabad team for a long future of servicing the city's urban poor.



KOLKATA

Fellows mapped over 600 potential communities, trained 16 new Pollinators, explored potential new customer markets for Pollinate Energy including shops and kiosks, and tested out a variety of new products including large-scale solar systems and solar fans.



SCOUT

Fellows traveled to Delhi and Mumbai and located and conducted baseline surveys with over 600 communities. They assessed the potential of these cities as new markets for Pollinate Energy based on factors including customer access to basic products/services, income levels, and the presence of other NGOs and service providers.





JOSH WILLIAMS

KOLKATA FELLOWSHIP

July 2016

During my time in Kolkata as a Pollinate Fellow I have discovered a lot, however three key things stand out to me. First, I discovered the pride of the often under represented slum community members of the city, who welcomed me into their homes, and smiled and laughed at my Bengali pronunciations. Next, I discovered the generosity and commitment of the Pollinate team that work so hard to ensure that operations run smoothly, and the objectives of the team are reached. Lastly, I discovered that when you work for a cause that aims to aid others and you see the resultant excitement on the faces of the recipients of this work, that this reward is better than anything commercial. I loved meeting the locals in the community here, and would recommend this fellowship to anyone wanting to experience elation, friendship and adventure.



KIN JING LY

BANGALORE FELLOWSHIP

April 2014

The Professionals Program pushed me out of my comfort zone and into the stark reality of the families living in the slums. The program grew my capability for empathy, and showed me it doesn't matter what skill set you have, as long as you are willing to learn and are driven to help, you are fully capable to have an impact.

There is so much potential for people to do good, they just have to start and others will help them along their journey. With the lessons from Pollinate Energy, I helped start 'AbilityMate', a Social Enterprise that co-creates assistive devices for people with disabilities. I've managed to help one gentleman drive his own motorized wheelchair for the first time in 8 years since he acquired a brain injury. We're now focusing on orthotics for kids and I'm helping manage R&D and potential trials.

So long as you have a drive for change, you can move forward with the community behind you.



A scenic view of a city waterfront. In the foreground, a wide river flows with a small boat carrying several people. The middle ground shows a dense row of multi-story buildings along the shore. The background features a blue sky with scattered white clouds. A large yellow rectangular overlay is centered over the image, containing the text 'CITY PROFILES'.

CITY PROFILES



BANGALORE

Products Sold: 13,734

Number of Pollinators: 12

Team: Raghu, Jabir

Bangalore continued to lead Pollinate cities in sales, with over **4,277 customer purchases**. We hit a huge milestone this financial year as under the leadership of Sales Manager Raghu our Bangalore operations broke even for the first time, for two consecutive quarters, proving our model can be financially self-sustaining.



HYDERABAD

Products Sold: 1,232

Number of Pollinators: 5

Number of Fellows: 40

Team: Syed, Anil, Tom, David

Major events for our Hyderabad operations this year included completing registration in October, introducing a new payment structure for Pollinators, and beginning to sell mobile phones and water filters. Over the course of the year 22 new Pollinators were recruited and trained. However it hasn't all been smooth sailing - Hyderabad had a difficult time with losing Pollinators, with the end of year team size being 5, and leadership changes in early 2016. With a new strong team in place we have been able to significantly improve sales rates and coverage across slum communities and are looking forward to a big 2017!



KOLKATA

Products Sold: 647

Number of Pollinators: 9

Number of Fellows: 73

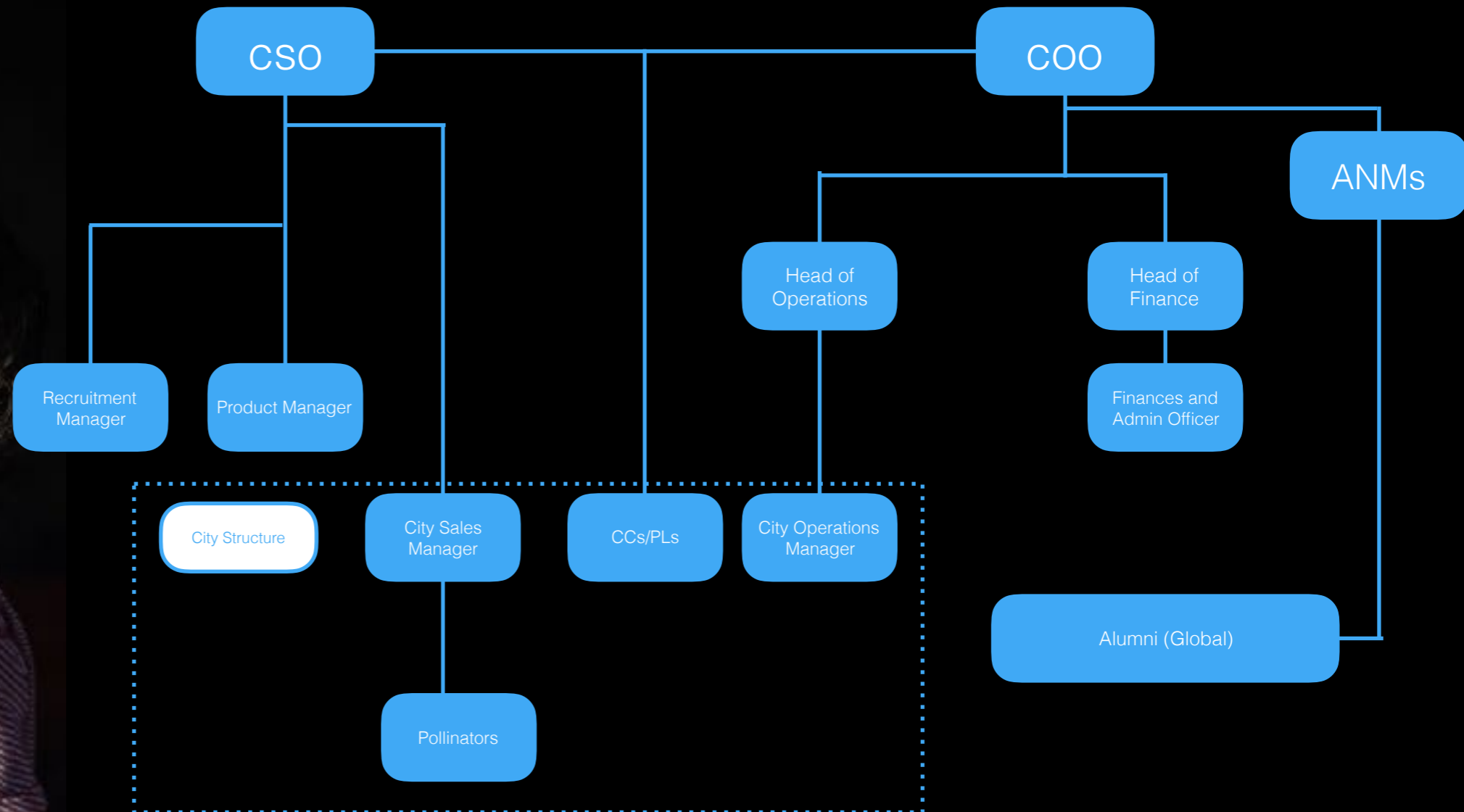
Team: Debjyoti, Tabrez, Matteo, Julia

The Kolkata Hive was founded in August 2015 and since then has grown to a team of 13, sold 647 products, and hosted multiple Fellowships. Our City Cofounders Boris and Tao finished their one year contract with us in April, but in that short time built very strong foundations and the local team has continued to excel. New products have been especially important in Kolkata since, despite having a market almost ten times bigger than Bangalore, many of the city's slums already have electricity. Kolkata has shown particularly rapid uptake in water filters and larger solar-powered systems. Building out this product portfolio is positioning us to be much more responsive in other new cities which vary in terms of product access and income levels.



TEAM OVERVIEW





CSO: Chief Sales Officer
COO: Chief Operations Officer
ANMs: Australian National Managers
CCs: City Co-founders
PLs: Program Leaders



EXECUTIVE LEADERSHIP



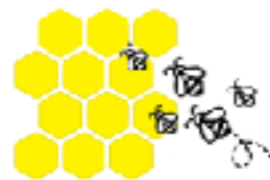
Pollinate Energy is led by a Chief Sales Officer and a Chief Operations Officer who manages the operations of the company together from the Bangalore HQ. The CSO oversees the Pollinator sales team, recruitment of new staff, and the development of new products. The COO oversees operations, finance and compliance, and works with the Australian National Managers on fundraising and programs.

HQ TEAM



Pollinate Energy has a strong HQ team based in Bangalore who support the cities in their day to day functioning. The HQ team consists of function heads for finance, operations, recruitment and new product sales.

SALES AND OPERATIONS MANAGERS



Each city has a Sales Manager and Operations Manager who together oversee sales and operations for their city, including recruiting and training Pollinators, supporting Pollinators to make sales, providing after sales support, and rolling out new products.

POLLINATORS



Pollinators are the door-to-door sales agents who build lasting relationships with customers, sell products, and advise management staff about the status of the communities they serve.



ANILKUMAR

Operations Manager, Hyderabad

Anilkumar graduated from Rajiv Gandhi University of Knowledge Technologies, Nuzvid with a Bachelors Degree in Civil Engineering and worked at Ramky Infrastructure as an Engineer and as a trainee at Kirby Building Systems before joining Pollinate Energy. Passionate about startups and entrepreneurship in the technology and education sectors, he collaborated and initiated Entrepreneur Development Cell at IIIT Nuzvid.

"I was looking to work in the social sector and when I first saw the job opportunity at Pollinate Energy I was really excited about the organisation, it looked so unique and is trying to solve problems which are much often neglected. Challenging work, an amazing team, great work culture and work life balance are some of the things I love about working at Pollinate Energy. Working in the communities and being able to see the change in lives is so satisfying as it gives meaning to the work we do."

JÚLIA

Program Leader, Kolkata

Júlia graduated from Universitat Pompeu Fabra (Barcelona) in Advertising and Public Relations and in 2015 she finished her Master's Degree in Communication of Armed Conflicts, Peace and Social Movements in Universitat Autònoma de Barcelona. She is passionate about social change and has professional experience volunteering with NGOs like Amnesty International and Quepo in Barcelona and Ixmucané in Guatemala. Her biggest passion is to travel slow, discovering the culture and the people.

"I love working at Pollinate Energy for so many reasons: it's the first time in my life I can see the social impact of my job and I'm constantly challenged to adapt to the lifestyle of India, I'm learning every day. I also really enjoy how every idea from every employee is taken into consideration for further development, every one of us is an entrepreneur here. As a Program Leader in Kolkata I'm responsible for the smooth execution of the volunteer experience that Pollinate Energy offers to international and Indian students and professionals to work on the most challenging projects in our social business. I also support local staff and Pollinators in day to day tasks and community visits."



A hand is shown holding a glowing, spherical object that resembles a planet or a light source. The object is white and emits a bright, warm light. A semi-transparent yellow rectangular box is overlaid on the center of the image, containing the text. The background is dark and out of focus, suggesting an indoor setting with a window or a light source in the distance.

VISION 2020 AND KEY
INITIATIVES FOR 2016-17

EXPAND



Expand our solution to impact millions

Expansion of our solution is our team's number one priority. We have a high-performing team, a strong fundraising track record, and evidence of our model replicating successfully in new regions. Ultimately, we exist to serve communities who lack access to key products and this goal ensures that we can reach many more of these communities, including outside India.

IMPACT AND INFLUENCE



Maximize impact in our communities and bridge the gap between community needs and product designers/service providers

We are committed to ensuring we provide quality products that genuinely impact our customers' lives. We have an obligation to proactively listen to the needs of the communities we serve, and advocate for better services and products to meet those needs. This will involve both influencing the product design industry and partnering with other service providers to give our communities access to more support than we alone can offer.



POLLINATOR GROWTH

Provide a growth path for Pollinators to achieve their full potential

Our Pollinators are the heart of our organisation. Through their work with us, Pollinators gain professional and personal skills that improve their own lives. By prioritising their training and skills development, we ensure that we are truly helping our Pollinators and rewarding them for the work they do, which will help them in their current and future roles.



CREATE A MOVEMENT

Create a movement of social leaders through our fellowship programs

We are excited about developing a network of individuals and groups to foster further change in the world. Through our programs we inspire and mentor students and professionals to be changemakers and entrepreneurs. We wish to leverage this by continuing to inspire and advocate for social business solutions to tomorrow's problems.



#1 PLACE TO WORK

Ensure staff enjoy working at Pollinate and have access to opportunities

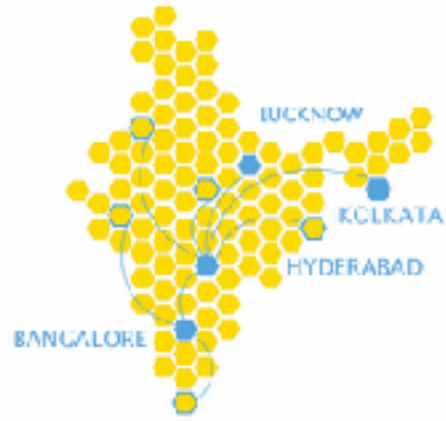
We are a proud to be a very motivated, engaged and inspired team! By focusing on building a great workplace, we are making a conscious decision to hold onto what excites us about being small even when we grow big. This means effective inter-office communication, face-time with our team, being inclusive, and being agile and responsive to new ideas.

PROVIDE A GROWTH PATH FOR POLLINATORS TO ACHIEVE THEIR FULL POTENTIAL

- 70 Pollinators trained and operating, and 1 Pollinator in each city promoted to Assistant Sales Manager
- Build partnerships with skill development organisations to upskill the Pollinators in desired skills including financial literacy and English language.

MAXIMISE IMPACT AND BRIDGE THE GAP WITH NEW PRODUCTS AND SERVICES IN OUR COMMUNITIES

- Roll out four new high-impact products
- Begin data collection for 2018 Impact Assessment of non-solar light products



EXPAND OUR SOLUTION TO IMPACT MILLIONS

- Open two more cities
- Staff and Fellows review three new markets for expansion

KEY INITIATIVES FOR 2016-17

#1 PLACE TO WORK - ENSURE STAFF ENJOY WORKING AT POLLINATE AND HAVE ACCESS TO OPPORTUNITIES

- Re-structure compensation and benefits for staff
- Provide flexible working schedules and more skill development opportunities for staff



CREATE A MOVEMENT OF SOCIAL LEADERS THROUGH OUR FELLOWSHIP PROGRAMS

- Run 12 Professional and Student Fellowship programs and secure additional corporate and university sponsors
- Increase engagement with program alumni through events, speaking opportunities and digital communication





HOW CAN YOU HELP?

1 DONATE TO POLLINATE ENERGY AND INCREASE OUR IMPACT



4 SPONSOR A FELLOWSHIP PROGRAM



HOW CAN YOU HELP?

2 SPONSOR OUR LAUNCH INTO A NEW CITY



5 SWITCH YOUR POWER COMPANY TO POWERSHOP



3 PARTICIPATE IN A FELLOWSHIP PROGRAM



DONATE TO POLLINATE ENERGY

Donations are invested in the startup of new Pollinators, building their skills and supporting them to bring life-changing products to thousands of families living in slums. Pollinators earn an income from the products they sell so they stay in their job for the long term, reaching more and more families. This means every dollar you give continues to have an impact year in and year out. All donations made via our website are tax-deductible in Australia.

[VISIT \[HTTP://POLLINATEENERGY.ORG/DONATE-NOW/\]\(http://pollinateenergy.org/donate-now/\)](http://pollinateenergy.org/donate-now/)
TO DONATE NOW!



SPONSOR A CITY

As we expand to new cities throughout India, there are more opportunities for corporate sponsors to be a part of our mission and co-launch a new city with us. As a sponsor you'll receive:

- Exclusive co-branding for that city, including on the shirts worn by Pollinators.
- The opportunity for direct in-India access and a customised Fellowship program for your employees
- Direct access to the Pollinate Energy leadership team in your sponsored city for consultation, reporting, and conferencing.
- Quarterly progress and impact reports
- Opportunities for press stories and conferences as Pollinate Energy tells its story on a global stage
- Media assets (photos and video clips) for your use
- Association with a network of students, professionals and researchers from all over the world that have participated in Pollinate Energy's Fellowship programs.



PARTICIPATE IN A FELLOWSHIP PROGRAM

Our Fellowship Programs are growing in numbers. To date we've seen 296 incredibly motivated, passionate and highly skilled people come through our programs, and as we continue to expand we have more and more positions available. If you are a university student or a professional with an interest in social entrepreneurship, poverty alleviation, international development or business start-ups, this is the program for you!

FIND OUT MORE AT OUR WEBSITE HERE:

[HTTPS://POLLINATEENERGY.ORG/OUR-PROGRAMS/](https://pollinateenergy.org/our-programs/)



SPONSOR A FELLOWSHIP PROGRAM

We are looking for more universities and corporates to partner with us for both our Student and Professionals Fellowship programs. As a sponsor of one of these programs you'll align yourself with tomorrow's change-makers and have access to a growing pool of talent who are entering the job market seeking to make an impact with their work.

For our Professionals Fellowship, partners like AECOM and Arup have already seen enormous benefits from staff participation, including increased motivation, commitment to their field and the ability to navigate and support their own entrepreneurial ideas within their company. This year we were pleased to add another corporate sponsor, WorleyParsons, to our Professionals Fellowship Program.



POLLINATE POWER

Pollinate Power is a partnership between Pollinate Energy and Powershop. This partnership means Australians can choose to make an impact locally and also help us with our work in India. By switching your power company to Powershop you will be supporting renewable energy investment in Australia, and Powershop will donate to Pollinate Energy on your behalf.

Many of our partner organisations have shared this opportunity with their staff and networks. Contact us to find out more about this.

FIND OUT MORE AT OUR WEBSITE HERE:
[HTTPS://POLLINATEENERGY.ORG/POLLINATEPOWER/](https://pollinateenergy.org/pollinatepower/)





GOVERNANCE AND
FINANCE

POLLINATE ENERGY LTD (AUSTRALIA)



Pollinate Energy Ltd (Australia) is the 99% shareholder of Pollinate Energy Pvt (India)



POLLINATE ENERGY PVT (INDIA)



Board of Directors: Scott Watkins, Elena Bondareva, Boris Couteaux and Emma Colenbrander

Function

- Raise funds and seek partners to support organization's work
- Promote activities of Pollinate Energy India
- Recruit participants for international programs

Obligations

Pollinate Energy Ltd is an Australian registered charity (Company Limited by Guarantee). We report annually to the Australian Charity and Not for Profit Commission (ACNC) and as per Australian tax law conduct an audit of accounts to meet our status as a Medium Charity.

Board of Directors: Alexie Seller, Sanjay Jain, Professor Mukti Mishra, Kaushik Ramanuja

Function

- Operate local headquarters and city offices
- Recruit and train Pollinators
- Procure products
- Provide access to payment plans and products for families in poverty

Obligations

Pollinate Energy Pvt (Ltd) is an Indian registered entity, and also registered in each state of operation, reporting to local and federal authorities. As per Indian tax law we perform a Company and Tax Audit each fiscal year (March end).

NOTES ON OUR STRUCTURE:

The two organizations have the same vision, mission and charter. The Indian entity is wholly owned by our Australian charity, ensuring that any profits derived from our operations in India are re-invested to further the impact of our work on the ground in India.

INDIA SPONSORS



FELLOWSHIP PARTNERS



Photovoltaic & Renewable Energy Engineering
Faculty of Engineering



PRO BONO SUPPORTERS



INCOME BREAKDOWN

FY16 (AUD) Revenue	
Programs	304,533
Grants	22,002
General Donations	216,233
Social product sales	27,753
Sponsorship	20,631
Services	43,36
Pass-through reimbursement	0
Interest	484
Total Income	595,972

Note: Reported finances are for our Australian charity only, not our Indian entity'

EXPENSE BREAKDOWN

FY16 (AUD) Expenses	
Admin	2,846
COGs	17,894
Marketing and Promotion	1,130
Salaries	238,592
Operations	51,561
Fundraising	1,650
Loan repayment/reimbursement	-2,065
Indian Services	343,364
Total Expenditure	654,971

Note: Reported finances are for our Australian charity only, not our Indian entity'

BALANCE SHEET FY16

	FY16 (AUD)	FY15 (AUD)	FY14 (AUD)
ASSETS			
Account	0	0	0
Cash on hand	0	0	0
Accounts receivable	5,704	2,354	8,626
Share capital to PEI Ltd	2,065		
Bank	0	0	0
Regular trading accounts	70,313	109,125	59,968
DGR listed account	49,802	0	0
Total Assets	127,884	111,479	68,594
LIABILITIES			
Credit Card	-155	0	0
Loans	50,000	0	0
Salaries/PAYG/Super due	27,474	28,666	41,533
Accounts payable		1,915	
Total Liabilities	77,319	30,581	41,533
EQUITY			
Previous year's earnings	109,565	68,595	60,133
Current year earnings	-58,999	40,970	8,462
Total equity	50,566	109,565	68,595
Total Liabilities and equity	127,885	140,146	110,128



POLLINATE ENERGY

Annual Report 2016

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