

Annual Review *2021/2022*

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Chairman's Letter

As the country mourned the sad passing of Queen Elizabeth II, I would like to acknowledge the long relationship she had with the Trust.

Her Majesty The Queen visited the Eden Project on two occasions, the first in 2006 to open The Core building and then in June 2021 when Eden played host to the G7 leaders. On that day, the Queen was accompanied by Their Royal Highnesses the then Prince of Wales, the Duchess of Cornwall and the Duke and Duchess of Cambridge. After greeting the world leaders, The Queen, the Duchess of Cornwall and the Duchess of Cambridge attended a private Big Lunch event at Eden to meet two dozen local people who had done remarkable work during the COVID pandemic. The Queen was in fine humour that day, and as she left us to get the train, we now reflect that this was the last event she attended in Cornwall.

The G7 visit marked a key moment for Eden. The government's choice of the Eden Project to host a reception and dinner was designed to send a clear message that the world's leaders recognised the realities of climate change and the ever-increasing loss of biodiversity and that urgent action was required by all to avoid planetary disaster. It also demonstrated the value of the stage that Eden offers through its architecture, its gardens and its brand, that allows others to drive positive transformation.

Eden, now coming of age at 21, emerged from a period of interrupted trading caused by the pandemic and focused on the planetary emergency with renewed vigour. Eden took a stand at the COP 26 held in Glasgow. Amongst a vast array of hastily assembled traditional business stands, Eden's colourful exhibit drew audiences like butterflies to a buddleia. Designed in a school competition by the Harris Boys Academy of East Dulwich, adapted to the space by Grimshaw, and built out of recycled materials by

the apprentices of Sir Robert McAlpine, Eden presented a Cabinet of Climate Curiosities that drew politicians, business people, activists and journalists from all over the world.

At another vast international assembly, Eden was commissioned as the lead designer of the main Sustainability Pavilion at the Dubai Expo 2020. Postponed during the pandemic, the Expo was eventually attended by 23 million people during the six months to March 2022. Working with partners Grimshaw, the building, named Terra, was self-sufficient in energy and water and Eden Project International co-led the landscape design and visitor experience for the Sustainability Pavilion at Expo 2020 Dubai (which ran from October 2021 to March 2022). The Sustainability Pavilion is a demonstration of ground-breaking technology and innovative landscaping, providing an extraordinary adventure that explores our individual and collective responsibilities as citizens on a changing planet.

Visitors journeyed through a series of immersive galleries, exploring under the

ocean and beneath the forest to discover the wonders of the natural world. They witnessed how these wonders are consumed by systems that are driven by our own lifestyles and choices. Finally, they encountered approaches and ideas that will help regenerate the beauty of our planet.

The two-year pandemic forced us to make changes to the operation of the Eden Project in Cornwall, including the use of timed ticketing. The system brought benefits for the visitor as well as helping Eden to reduce its costs. Together with extraordinarily high levels of tourism in Cornwall, these measures allowed Eden to deliver its best performance in its 21-year history. The Eden Sessions, the popular series of music concerts traditionally held in the early summer, had to be delayed to the autumn. Where else could you see Ben Howard, McFly, Royal Blood, Snow Patrol, the Script and IDLES in the space of just a few days? After such a long time during which artists couldn't perform and audiences couldn't gather, it was no surprise that 6,000 people emerged

very happy from each of those wonderful evenings.

The strong trading performance allowed Eden to recover from the losses incurred in previous years and to engage in investments, both in Cornwall and elsewhere, that had been deferred. The Trustees and the Eden team are now determined to drive change through building the relationships between people and the natural world. Plans are in play for developing sites in Morecambe, Dundee and farther afield, and the team has been strengthened. Rob Chatwin was appointed as Group CEO in January 2022, and Dawn Wilding as CFO in October 2021. Both come with rich pedigrees, and Rob brings extensive experience in delivering transformation on a global stage.

My thoughts return to The Queen. Throughout the year, and kicked off by The Queen's visit in June 2021, the Eden team worked with the royal households to deliver the biggest-ever Big Jubilee Lunch, bringing people together as part of the celebrations for HM The Queen's

Platinum Jubilee. All the hard work in planning and preparation took place during this financial year, but I can now record that over 17 million people across the country took part in the Big Jubilee Lunch in June 2022, almost a year since the Queen's visit to Eden.

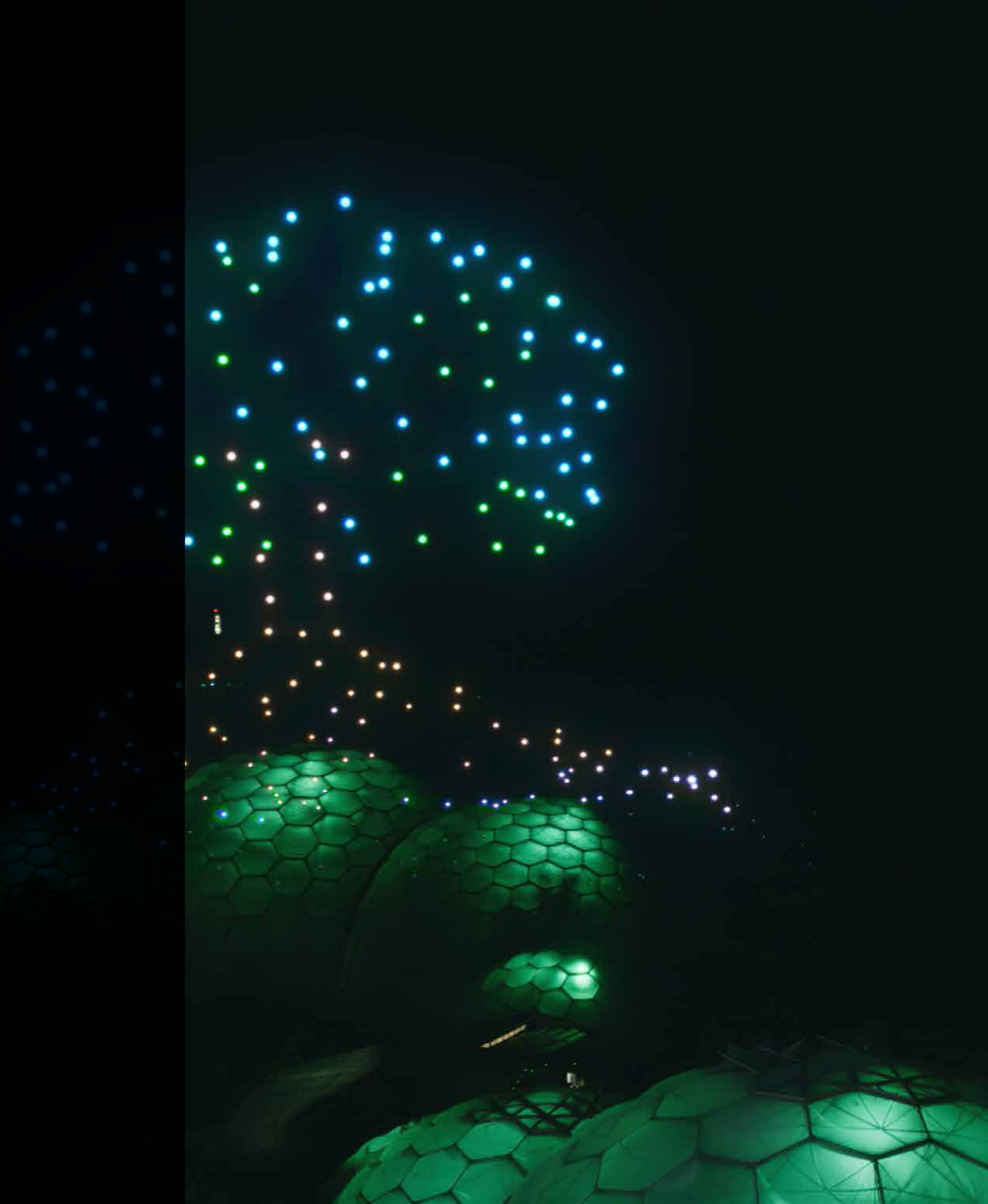


A handwritten signature in black ink, appearing to read 'Edward Benthall', with a long, flowing horizontal stroke at the end.

Edward Benthall, Eden Trustee and Chairman of the Eden Trust

Highlights

The Eden Project is one of the world's great botanical gardens, a year-round destination with a vibrant series of events, activities and exhibitions for all ages.



Eden Universe

The Eden Universe project set out to ask whether 5G technologies could enhance Eden's visitor experience onsite as well as online, and whether a digital offering could increase our audience reach. Part of the Department of Digital, Culture Media and Sport's (DCMS) 5G Create Testbed and Trials programme, it ran for seventeen months from November 2020 to March 2022.

Eden Universe was managed by a consortium of four partners comprising the Eden Project, aql, Marshmallow Laser Feast, and Meta Camera. The project developed four different trials that covered Visitor Experience, Education, Health & Well-being and Art & Culture.

The project team created bespoke digital experiences for each trial group, including augmented reality in the Rainforest Biome, a virtual tour of Eden featuring live 360° cameras, a live-streamed musical wellness experience in the Rainforest Biome and live data dashboards displaying environmental conditions and sustainability information at Eden. The trials took place with visitor groups at Eden and online, in schools across Cornwall, care



homes around the UK and an online arts and culture audience. The project was deemed a great success by DCMS. Much was learnt by the partners and the team achieved a few 'firsts' in terms of the technology developed.

Eden is now developing and exploring how the trials and content developed can be offered across different audience groups. We have launched an updated version of the virtual tour on our website, which includes the live 360° cameras, and are updating the online augmented reality experience for online and use by our Schools Team. We intend to build on the data dashboards in the near future to inform our teams and create a new interactive exhibit in the Core building. We also believe there is a great potential for live broadcasts and online performances in the Biomes and are pursuing ideas with relevant teams.

What has been learnt from the Eden Universe project and the legacy to follow can be considered for all future Eden Projects.

Expo 2020 Dubai

Delayed by the pandemic until 2021, Expo 2020 Dubai included a new Eden Project exhibition that told the story of humankind's relationship with nature and our impact on it.

A demonstration of cutting-edge technology and innovative landscaping, Terra took visitors on a journey under a forest, exploring the fascinating 'wood-wide web'; into the depths of the world's oceans, to discover the mysterious sounds and eerie bioluminescent glows of the creatures that live there. Terra also revealed the effects of human activity on the rest of the natural world, from the changing ecology of the Arabian Peninsula in a *wadi*, or dry riverbed, to the 'sea of consumption', a dramatization of humanity's impact on the world's oceans.

The Pavilion brought Eden's message to an estimated 25 million visitors during the Expo's 182-day duration. The Expo 2020 site will live on beyond the exhibition, as part of 'District 2020', a sustainable, human-centric smart city that will use at least 80% of the Expo infrastructure including its LEED Gold- and Platinum certified buildings.



G7

On 11 June, the Eden Project hosted a special reception for the G7 leaders and the EU, including an event held by HRH The Prince of Wales for the G7 leaders and CEOs from the world's largest companies to discuss how the private sector can work with governments to tackle the climate emergency.



Pure electric

As the Official Automotive Partner of the Eden Project and the Eden Sessions, and reaffirming its commitment to electric-only car manufacture by 2030, Volvo Car UK launched its first-ever Pure Electric Test Drive Hub at Eden in February 2021.

The initiative is part of Volvo's three-year partnership with Eden, which hopes to tackle some of the challenges and barriers of buying and driving electric cars and accelerate the uptake of zero-emission vehicles. Volvo has provided Eden with a fleet of Volvo XC40 Recharge pure electric vehicles to support operations.



COP26

The Renaissance concept of a cabinet of curiosities was updated by Eden for COP26 as a call to arms to regenerate our fractured planet. Located in the Blue Zone in the Scottish Exhibition Centre, the Eden Project Pavilion was a showcase of objects that represent the urgent transformations required, which in turn have nurtured an ecosystem within the dome. Plants climbed up and in through the cracks as biodiversity once more returned. Harnessing the geodesic design reminiscent of the Eden Biomes, this time its panels reflect the planetary crisis we have entered. The structure, designed by Grimshaw and fabricated and constructed by Sir Robert McAlpine, used only materials that have been grown, reused or recycled.

The 'cabinet' contained a diverse collection of objects, artworks, media, models and installations from automata and planet-positive artworks to augmented reality and immersive media that reveal the invisible worlds around us, as well as geothermal drill bits and solar energy trees that speak of an end to fossil fuels.

The Pavilion asked those attending COP26 to consider their connections and shared responsibilities: not as delegates of nation-states, but as Earthlings wholly dependent on the health of this planet.



A landscape photograph showing a grassy hill with several trees, including a prominent palm tree on the right. The hill is reflected in a body of water in the foreground. The sky is filled with large, white clouds, and a bird is visible in the upper left. The overall scene is peaceful and natural.

An Eden Project for Colombia

The Eden Pavilion at COP26 also saw the announcement of plans for our first South American site, in Colombia, on the first day of the conference. The Eden Project International team will work alongside the Colombian Ministry of the Environment and the Humboldt Institute to establish how an Eden Project in the Meta region of Colombia might look, ensuring that it continues to embody the Eden ethos of highlighting the importance of the natural world. The first phase concluded at the end of 2021 and included site investigation and vision development.



The threads that bind us

Working in collaboration with the Universidad los Andes and the Colombian Ministry of Science, the Eden Project published *The threads that bind us: Colombian stories spun from science and nature* in a dual language edition to present to the UK and Colombian delegations at COP26. The collection features stories from both established Colombian writers and new voices. The authors were supported by scientists from the GROW Colombia project to bring the latest cutting-edge science to their fiction. The collection is available in a special Colombian edition entitled *Los caminos que nos unen* and as a series of podcasts in Spanish via most podcast apps.

Lord (Zac) Goldsmith of Richmond Park, Minister for Pacific and the Environment and His Excellency President Ivan Duque of Colombia on the Eden Project stand at COP26.

Oi Earthling!

As well as attending COP26 in person, Eden set drones dancing in the night sky above the Biomes imploring world leaders to act now to combat climate change and global heating. The resulting film sees almost 300 solar-charged drones form a shape-shifting display, transforming from a blue planet to its earthlings, finally forming the words 'Oi Earthling! Act Now!' to remind delegates that a good planet is hard to find.

The piece was a collaboration with display company Celestial and Volvo Car UK, and you can view it on Eden's YouTube channel youtu.be/MLhN7jqG6GE



Seasonal highlights...

May half-term 2021

May half-term was the first event after the closures and lockdowns in early 2021. Although there were still many restrictions in place, we brought back some joy to the seasonal programme with a musical experience in the Biome and a trail around Eden.

An orchestra was split up into small groups in various locations throughout the Mediterranean Biome, apart, but very much connected. This felt like an appropriate metaphor for the situation and allowed the visitors to wander the Biome while socially distancing and without forming a crowd. This event was one of our highest-rated events ever.





Summer 2021: Summer of Celebration

We received a Cultural Recovery Fund (CRF) grant to support restarting live performance across site. Our intention was to explore new ways of delivering storytelling and short-form content. More specifically, we wanted to explore:

- programming work that speaks to and about environmental issues and the climate emergency.
- commissioning relevant and diverse work made by British creatives who have a connection to the four parts of the world represented in the Rainforest Biome (tropical South America, West Africa, tropical islands, South-east Asia).
- supporting the local creative ecology by programming and contracting creatives with a connection to Cornwall.
- work that is visually and aurally bold and able to communicate with audiences in an often busy, 'outdoor' environment.
- work that has some flexibility in its staging and can be adapted to be performed under changing COVID guidelines.
- work that would appeal to a broad family audience across the summer.

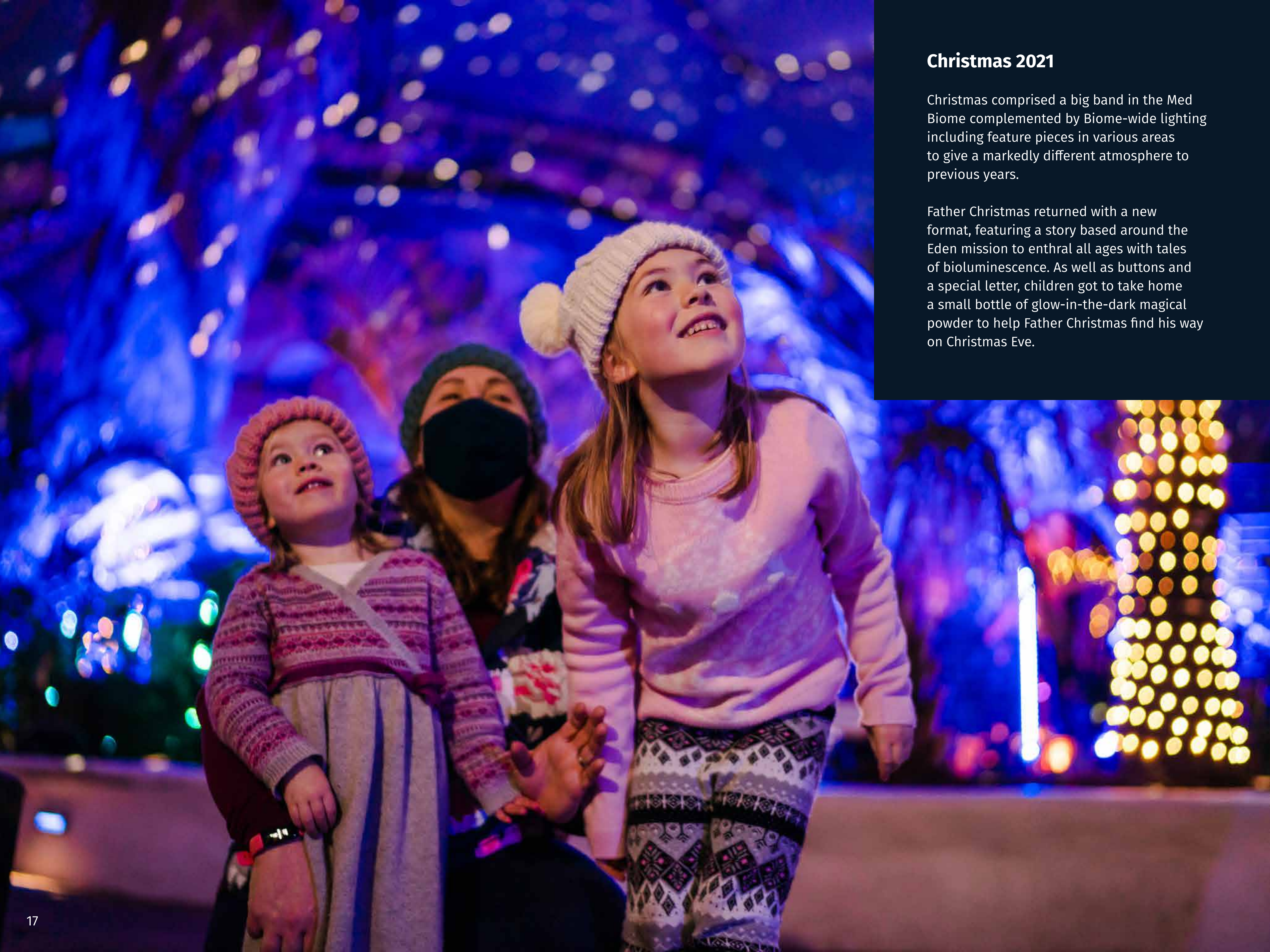
We were able to commission a rich programme of work that met our objectives from over 30 freelance creatives, including Vanessa Kisuule, Urban Playground Group, Mandinga Arts, Light Theatre, Hall for Cornwall Young Artists Programme, Wendy Shearer and a local group of jazz musicians.

The programme was supported through a robust, mainly digital marketing campaign, which also included out-of-home activity around Cornwall. We also worked with micro-influencer platform Tribe for the first time and ran a successful campaign with ten influencers visiting over the summer, reaching 44k people.



October Halloween half-term 2021

As Covid restrictions were lowered, our Halloween programme returned with a sold-out show that combined a popular potion-making activity alongside illusions and storytelling situated in our new Tipis, that were part-funded by the CRF. We also commissioned a theatre company to provide a storytelling show in the Med and offered a complex puzzle trail.



Christmas 2021

Christmas comprised a big band in the Med Biome complemented by Biome-wide lighting including feature pieces in various areas to give a markedly different atmosphere to previous years.

Father Christmas returned with a new format, featuring a story based around the Eden mission to enthrall all ages with tales of bioluminescence. As well as buttons and a special letter, children got to take home a small bottle of glow-in-the-dark magical powder to help Father Christmas find his way on Christmas Eve.



February half-term

Eden was the first venue to host Bakehouse Theatre's new touring experience, *The Moomins*. As well as a trail and an interactive exhibition, visitors were treated to a wonderful Moomin puppet show.

The World Pasty Championships

The 10th annual World Pasty Championships took place on 5 March and was a day full of Cornish traditions, music and food supported by the Cornish Pasty Association.





Living Landscapes

A barren mining landscape without soil or plants has been transformed into a living landscape that shows how plants have shaped our civilisations and the planet.

Following the landslide, the Estates team spent much of the spring clearing spaces to allow for changes to the road layout and supported the NWC plantings at Eden. Aside from a skeleton maintenance crew, the rest of the Living Landscapes Team were on furlough until a week before the site reopened again on 15 May.



Despite difficult conditions, the team ensured the site looked its best for G7 (see p.8), and installed new exhibits and planting across the site, including palms in the Mediterranean Biome along with a gabion wall built by Eden Project Learning students. In the Rainforest Biome, brand-new versions of the canoe plants and spices exhibits were installed. Work began on opening up a new pathway in the South Africa exhibit in the Med Biome (pictured), and a fun fungi exhibit was put in beside the Core. Behind the scenes, office spaces were enhanced with new plants, while plans were made for a new playground area beside the Link and a new glasshouse in our Outer Estate (see p.57).



Arts

In 2020, as the Covid-19 crisis took hold, we witnessed a public celebration of the value of creativity, community and the natural world. So, while Eden's on-site arts, community and education programmes were cancelled and our doors shut to the public, we launched an outdoor and digital arts programme funded by the Arts Council England. To support our audience to reconnect with themselves, each other and the world around us.





Radical Botany online

While our temporary exhibition, *Radical Botany*, was closed to the public, contributing artist William Thomas Arnold brought us *Quarantine Herbarium*, a postal and online community-participation project to record plants on our doorsteps. The aim of the project was to combat plant blindness – the inability to see or notice the plants in one's own environment – using the simple but beautiful cyanotype photographic process.

Another contributing artist to *Radical Botany*, Laura Silburn, gave a talk and introductory workshop on the Florilegium Collection and the meditative joy of botanical illustration.

ARTiculation Discovery Workshops

Students from the St Austell Learning Bay Partnership were invited to five 45-minute online workshops to learn about the art collection at Eden and develop their own interpretations and responses, supported by Eden's Curator and Education teams.

ARTiculation is a nationally acclaimed arts-based public speaking initiative for 16–19-year-olds, facilitated by the Roche Court Education Trust, New Arts Centre.

Art, Ecology, Emergency

Exploring the intersections of artistic practice and ecology, this two-part digital symposium brought together artists, producers and academics to share their experiences and their research.

CULTURE



Kitchen Cultures

Initially conceived as a tour of some of the UK's migrant communities to collect and share recipes, artist Kaadjol Modia and chef Fatima Tarkhan's project was swiftly adapted for virtual spaces when the pandemic struck. Kitchen Cultures offered a series of live online cooking lessons, developing new takes on traditional fermentation/preservation processes (jam, kimchi, sauerkraut), new recipes for leftovers, while initiating conversations about ecological, human and microbial cultural diversity.

Walk With Me

Booker-prize nominated, Cornwall-based storyteller Wyl Menmuir collaborated with Eden's Nature's Way Programme members to gather stories of the clay country and compose digital storytelling trails for Eden's Outer Estate.

We also published a trail for the Outdoor Gardens, renewing stories written by Cornish poet and playwright Annamaria Murphy when Eden was first founded. The trails were published on Kneehigh's Walk With Me app platform.





Seeing the Invisible

The Eden Project was one of twelve gardens across six countries selected to exhibit *Seeing the Invisible*. The most ambitious and expansive exhibitions of artwork created using augmented reality (AR) to date, *Seeing the Invisible* featured work from the likes of Ai Weiwei and Pamela Rosenkranz.

The Creative Coalition

In a live stream from the Rainforest Biome, leading creative practitioners discussed how to approach making work about the Climate Emergency.





Education & Outreach

Eden is more than a visitor destination – our projects and learning programmes aim to stimulate, educate and empower across the generations, working locally and nationally with partners, governments and people like you.

Education

Education is at the heart of what we do. We offer learning opportunities from preschool to degree level and beyond to connect people of all ages with the natural world and help them to understand their place within it. We also provide leadership programmes for businesses and community training for people who want to roll up their sleeves and make a difference.



Schools

We believe that learning should connect us with the living world and with each other. Our approach is active, immersive and nature-based.

School visits return

Following the easing of Covid-related restrictions on school trips on 12 April 2021, schools slowly returned to Eden. New offers for schools include live online programmes from our classrooms and Biomes which allow us to engage with schools that are geographically remote or unable to travel. New on-site programmes included Climate Club, a primary school workshop about children taking action in their schools. Between September 2021 and March 2022, school visits were up to 66% of pre-pandemic levels for a comparative period. However, in particular, passport and visa restrictions related to Brexit have reduced the number of overseas visitors.

Teachers Leading Change

Teachers and school leaders representing 23 schools and 9,000 pupils successfully completed our programmes, which support teachers to lead change for sustainability and to develop transformational outdoor learning in their schools and settings. Action-oriented projects coming out of the course include a longitudinal approach to surveying and improving the school grounds for biodiversity at Pencalenick School in Cornwall. Walverden Primary School in Lancashire has made use of wasteland adjacent to school to create and develop a green garden space that the school community can use to grow produce, encourage wildlife and enhance the children's relationship with the environment.



Game Changer

Run by the Real Ideas Organisation, Gamechanger is aimed at young people who aren't in education or employment. At Eden our Game Changer programme makes use of our outdoor spaces. This meant that post-lockdown, we were the first Game Changer partner able to return to face-to-face activities.



Apprenticeships

In 2021/22 we began working with a new distance-learning training provider alongside our current college partnerships. This allowed us to add two new apprenticeships to our existing offer, Junior Content Producer and Junior Sustainability Manager. Eleven new apprentices started in September 2021, bringing our total to 20 in diverse roles which cover all aspects of Eden. They are supported by monthly Sustainable Enterprise sessions where they work with a range of Eden's experts to deepen their understanding of how their individual roles relate and interlink.

Horticulture **9**

Business Admin **3**

Electrical/Engineering **2**

Chefs **2**

Events **1**

Internal Comms **1**

Sustainability **1**

Finance **1**



Eden Project Learning

Provision of university-level courses at Eden continued to grow in 2021 with more than 200 students studying degrees in horticulture, plant science, sustainability, and ecological restoration. The proportion of postgraduate courses increased significantly, and Eden Project Learning became the first and only provider in the UK, if not the world, of a Master's-level apprenticeship in ecology.

Apprentice Ecologists work for employers nationwide including Natural England, the Environment Agency, the Woodland Trust, local government, and ecological consultancies. Apprentices follow a blended learning programme, both online and at Eden on intensive residential field courses, to develop their practical knowledge and skills.

Horticulture, Plant Science, and Garden and Landscape Design (undergraduate degrees) **121**

Sustainable Tourism and Sustainable Event Management (undergraduate degrees) **30**

MSc Land and Ecological Restoration **16**

MSc Sustainability **22**

L7 Ecologist Apprenticeship **22**



HotHouse

HotHouse is a set of creative leadership and cultural change programmes that work with individuals and organisations to inspire, lead and facilitate transformational change. HotHouse enables people to access new ways of thinking, feeling and doing that are fit to address the vast, complex and interconnected challenges of the 21st century. It is a place to share stories, incubate ideas, explore our relationships with each other and the natural world, and ultimately inspire current and future leaders to do things better. The programmes have the natural world at their core, encouraging participants to build richer relationships with nature and each other for the common good.

In response to the pandemic, we designed and delivered a programme for a group of NHS leaders in 2021, and as a result we've been asked to design a programme for the Florence Nightingale Foundation as part of their leadership training programme.



Eden Project Communities

Eden is a testament to the power of ordinary people working together to make change. The range and scale of the environmental, economic and social challenges the world faces today are intimidating, but we believe that strong and resilient communities have an important role to play in overcoming them.



The Big Lunch

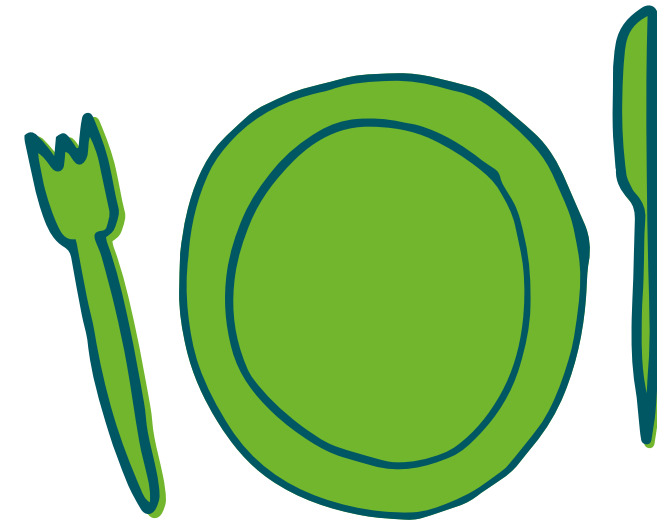
The Big Lunch, our flagship programme made possible by The National Lottery, was a vital moment of reconnection following 18 months of pandemic lockdowns and restrictions. Nine million people in communities across the UK gathered to share friendship and fun safely online, on the doorstep, over their fences and in their streets. thebiglunch.com



BRINGS PEOPLE TOGETHER

**OVER 1M
BIG LUNCHES**

took place all over the
UK since **THE BIG LUNCH**
began in 2009



9M
people took part in
THE BIG LUNCH
in 2021

77% of attendees said **THE BIG LUNCH WAS JUST
WHAT WAS NEEDED** after more than a year of Covid

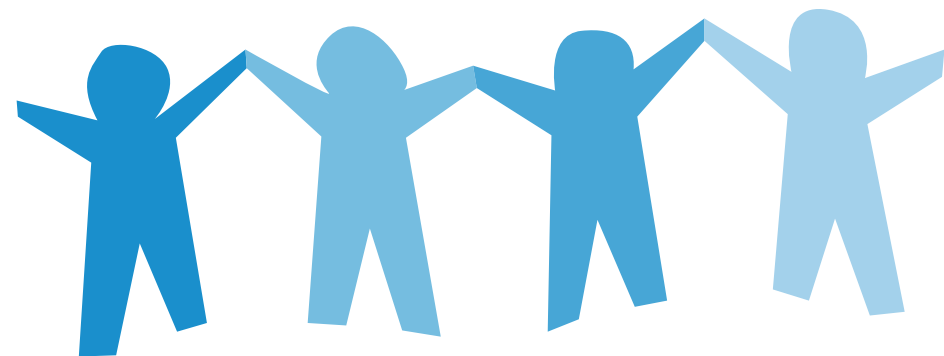
77%

of attendees now
feel closer to
their neighbours

BUILDS COMMUNITY

6.4M

new friendships were
made as a result of
THE BIG LUNCH
this year



6.8M people feel they belong
more in their community after
going to a **BIG LUNCH**

79% SAY THAT **THE BIG LUNCH** HAS HELPED
CREATE A STRONGER SENSE OF COMMUNITY SPIRIT

MAKES A DIFFERENCE

£7.4M WAS RAISED AT BIG LUNCH EVENTS, **77%**
OF WHICH WAS FOR LOCAL CAUSES OR CHARITIES



6.6M
people say
THE BIG LUNCH helped
them feel less lonely

75%

say they're more likely
to get more involved in
community activities

78%

feel **THE BIG LUNCH** had a
positive impact on their
community



Virtual Community Camp

Following on from the success of the first Virtual Community Camp in March 2021 (a response to the pandemic), the Eden Communities team ran a further Virtual Camp in the autumn of 2021 featuring inspiring presentations from experts and practitioners from across the UK. Online Camps have demonstrated particular benefits around inclusion and reach and will feature in the 2022 Camp programme alongside two face-to-face Camps.



Festival of Discovery 2021

Hot on the heels of the COP26 discussions in Glasgow, The Festival of Discovery returned for a second year to explore the impact of community power and climate action. The jam-packed programme of over 70 sessions included the likes of Sir David Attenborough, E.O. Wilson, Alistair Campbell, Vanessa Nakate and Safia Minney among hundreds of amazing speakers exploring what we could all do 'Together for our Planet'. The virtual Festival was attended by thousands both across the UK and globally.



A child with dark hair, wearing a purple zip-up hoodie, is holding a colorful, hand-drawn mask over their face. The mask features a yellow and orange design with gears, a magnifying glass, and the word 'ZOOM' written on it. The child's hands are visible, holding the mask. In the background, another person with blonde hair is partially visible, looking towards the child. The background is a soft-focus outdoor setting with green foliage.

Natural Connections

Natural Connections is a group of funded projects that aim to improve the well-being of local people, grow their confidence and share their talents.

Deep Roots, New Shoots: under-5s at the Eden Project

Despite the pandemic, we were able to offer vulnerable families in Cornwall high-quality, nature-based play at the Eden Project thanks to funding from the Masonic Charitable Foundation and through partnerships with local charities. Whenever Covid restrictions allowed, bespoke sessions, which included transport and a healthy meal, enabled children under 5 to visit Eden for developmental learning experiences. Between March 2020 and March 2022, we hosted 155 visits through partner charities and a further 119 through social prescribing referrals.

During the lockdowns, digital resources were created and premiered through Eden Communities' Facebook Page for early years a shared with families at home. 'Explore and Talk' suggested ways to incorporate noticing and talking into daily walks; 'Music O'clock' shared songs about Eden and nature; 'Foraging and Cooking Together' encouraged families to get outside and engage with nature as a source of free food. Meanwhile, our 'Explorer kit' provided tools for learning at home or on a self-led visit to Eden when group activities were not possible.

Since June 2021, Eden has re-established its Early Years programme, running weekly sessions for children from 8 weeks to 5 years old, including Yoga Buds, Music in the Med and Little Eden.

'The families really enjoyed the sessions. The kids enjoyed being outside and [the] new activities they would have never had the opportunity to try without the sessions. The families have all returned to Eden which is fantastic as I know they were not independently accessing Eden prior to the project.'

Portia Coulthard, Senior Youth Worker



The Youth Environmental Service (YES)

The Youth Environmental Service is a new programme being incubated by Eden. It aims to create new pathways for diverse and disadvantaged young people to embark on a green career, with year-long paid work placements at environmental organisations across the UK.

Since starting in July 2021, the team have worked with young people, environmental organisations and experts to develop exciting new plans for how this would work in practice. This has led to the opportunity to support the Heritage Fund and Groundwork UK's New to Nature programme, acting as a pilot.

From here, we're looking to refine our plans and grow support, partnering with organisations across the sector to build towards a long-term transformation for young people who want to do great green work.

70 placements being created in 2023

More than 125 organisations and individuals engaged with during the programme design



15 young people joined us in Manchester to share their experiences and perspectives, helping shape the design of the programme.

Nature-connection to support better health and well-being

Funding from the Contain Outbreak Management Fund enabled Eden and other charities and organisations across Cornwall to support people during and after the pandemic. Eden's Community Health Champion supported local NHS services in delivering the vaccination programme, helping people overcome vaccination hesitation and connecting them to other services. Additional funding through a partnership with Volunteer Cornwall, Cornwall Wildlife Trust, Newquay Orchards, Nature Connects, Battling On, and the CHAOS Group, enabled the Eden Project to develop 'Revive, Regroup, Rewild', a programme of activities to reconnect with each other and nature safely in small groups. Activities incorporated the New Economic Foundation's Five Ways to Well-being. Participants were encouraged to be more active and learn about nature by walking, foraging, the arts and supporting the work of the National Wildflower Centre.



Vounder Therapy Garden

For much of the financial year 2020/21 the Vounder Therapy Garden was literally under wraps because of Covid. Before leaving for lockdown and a new position elsewhere, the Horticultural Therapist covered the no-dig veg beds with cardboard, compost and Mypex (ground cover fabric) to keep the weeds down while the virus ran its course.

In June 2021, Eden appointed two new Horticultural Therapists who rolled back the Mypex and opened up the garden to new participants with a range of health problems. As part of Eden's social prescribing programme, funded by Healthworks for Cornwall, some people were introduced to the garden via their GPs and housing associations and others 'self-referred' after finding out about the various courses they could undertake. As well as introducing people who had never gardened to the joys of vegetable growing, the garden and staff were approved by the Royal Horticultural Society to run the RHS level 1 in Practical Horticulture. The first participants enrolled in October 2021.

The team was also awarded a Veteran's Foundation grant to run two Defence Gardens Scheme programmes in 2022/23. These nature-based therapy programmes will be offered exclusively to veterans and service leavers.

A successful end to the year following an exciting and busy new start for Vounder Therapy Garden.



Cornwall's Village Hall

We like to think of Eden as Cornwall's 'village hall', a venue where people from all walks of life can come together to support local campaigns for good. As well as providing opportunities for local families to connect with each other and nature through Deep Roots, New Shoots, plus health and well-being activities through Nature's Way, we support and provide our venue for regular fundraising events, including Cornwall's Christmas Fair and Sleep Out.





Sleep Out

For the past eight years Eden has hosted an annual Sleep Out outside the Biomes in aid of two local homeless charities. Seventy-five people took part in the November 2021 Sleep Out in near zero-degree conditions and raised almost £17,000 for homelessness charities St Petrocs and the Amber Foundation, the best result since Eden began hosting the event.

Cornwall-based St Petrocs helps people experiencing homelessness. The Amber Foundation runs three residential centres supporting young people facing complex issues including homelessness and unemployment. Both charities say the big boost in funds at a crucial time of year is potentially lifesaving.

The image is a composite of two photographs. The left half is a close-up of a field of red poppies, heavily overlaid with a dark red, semi-transparent filter. The right half is a clear, bright photograph of a similar field of red poppies, interspersed with some blue cornflowers, under a clear blue sky with green foliage in the background.

The National Wildflower Centre

Based at the Eden Project, the National Wildflower Centre (NWC) uses wildflowers to transform landscapes and lives across the UK.

Creating new wildflower habitats

Following successful harvests in 2020/21, the NWC established new wildflower habitats in urban areas of Dundee, Morecambe and Liverpool in the spring of 2022. Seven sites were seeded in Dundee, funded by the Alexander Concur Trust and NatureScot. A further eleven sites were prepared in Morecambe, funded in partnership with Playstation and Lancaster City Council.



Conservation and Restoration

Some plant species need more help than others, so the NWC works in partnership with Natural England and others to collect, conserve and restore wild populations of juniper, asparagus and other rare species.

In 2021/22 the NWC established a new seedbank to support its work and successfully obtained funding for a dedicated PhD student based at Eden to study the genetic diversity of wildflower seed stock at NWC sites, co-supervised with the Earlham Institute.

The logo for the Eden Project, featuring the words "eden project" in white lowercase letters on a red rectangular background.

eden project

A large white sign with stylized illustrations of various wildflowers (yellow, red, blue, and white) and green leaves on the left side. The text "HOME OF THE National Wildflower Centre" is written in a dark grey, sans-serif font on the right side.

HOME OF THE
National
Wildflower
Centre



Scouseflowerhouse

Based in Liverpool, the original home of the National Wildflower Centre, and supported by Liverpool City Council and others, Scouseflowerhouse is a cooperative of parks groups that is building partnerships with schools and community groups to get people involved with sowing wildflowers in the city's neglected 'edgelands'. The project uses local music and food to bring people together to champion wildflower planting.

Nelson Mandela Field of Hope

In 2021 schoolchildren planted wildflowers to celebrate a new memorial to Nelson Mandela in Princes Park, Toxteth, ahead of the Mandela family's visit in the summer of 2022.



The image is a composite of two aerial photographs of the Eden Project. The left half is a dark, teal-tinted image showing the concentric, circular structures of the biomes. The right half is a bright, orange-tinted image showing the same structures from a different angle, highlighting the large, circular solar panels mounted on tall poles. The text is overlaid on the left side.

Eden Project International

At a time of environmental decline and social disruption, Eden Project International aims to deliver social and ecological benefits by working in partnership with like-minded organisations around the world on the development of Eden Project visitor attractions and selected wild-site projects. These new Edens will focus on the global challenges that face specific localities, such as soil, water, food and biodiversity.



Eden Project North

Following years of development and extensive community consultation planning permission for Eden Project North in Morecambe was granted in January 2022.

The project's shell-like domes will be constructed from timber and covered in a flexible transparent membrane featuring integrated solar cells. These four shells will be set in a 'dunescape' of landscaped roofing planted with coastal vegetation. Public access to the promenade running around the edge of the site will not be affected and access to some outdoor gardens will also be possible without buying an admission ticket. RNLI access will also be unaffected.

With planning permission granted, securing funding for Eden Project North is the next priority. Eden has submitted a business case to the UK Government, asking for a £70m public investment in the £125m project. The business case shows that this investment would be paid back many times over in economic benefits for the region. Eden Project North would directly employ more than 400 people, with an additional 1,500 jobs supported in the region, and inject £200m per year into the Northwest economy.



Eden Project Dundee

The next phase of the development of Eden Project Dundee was confirmed with the signature of a memorandum of understanding with the owners of the former Dundee Gasworks in March 2021. The site is the preferred location for a new Eden Project, which will take its inspiration from the history of the city's Nine Incorporated Trades, dating from the 13th century. These were guilds representing the key local industries from bakers to weavers, and still exist today, albeit now managing a charitable fund. Rather than trades, Eden Project Dundee's guilds will be characterised not by specialisms but different ways of perceiving the world. The former gasworks site will feature an area that celebrates connections between people and the natural world; a high-tech zone, and a collection of emotive, story-driven experiences that relate to mining and its alternatives. Eden Project Dundee expects to create 200 new jobs and contribute £27m per year to the regional economy.

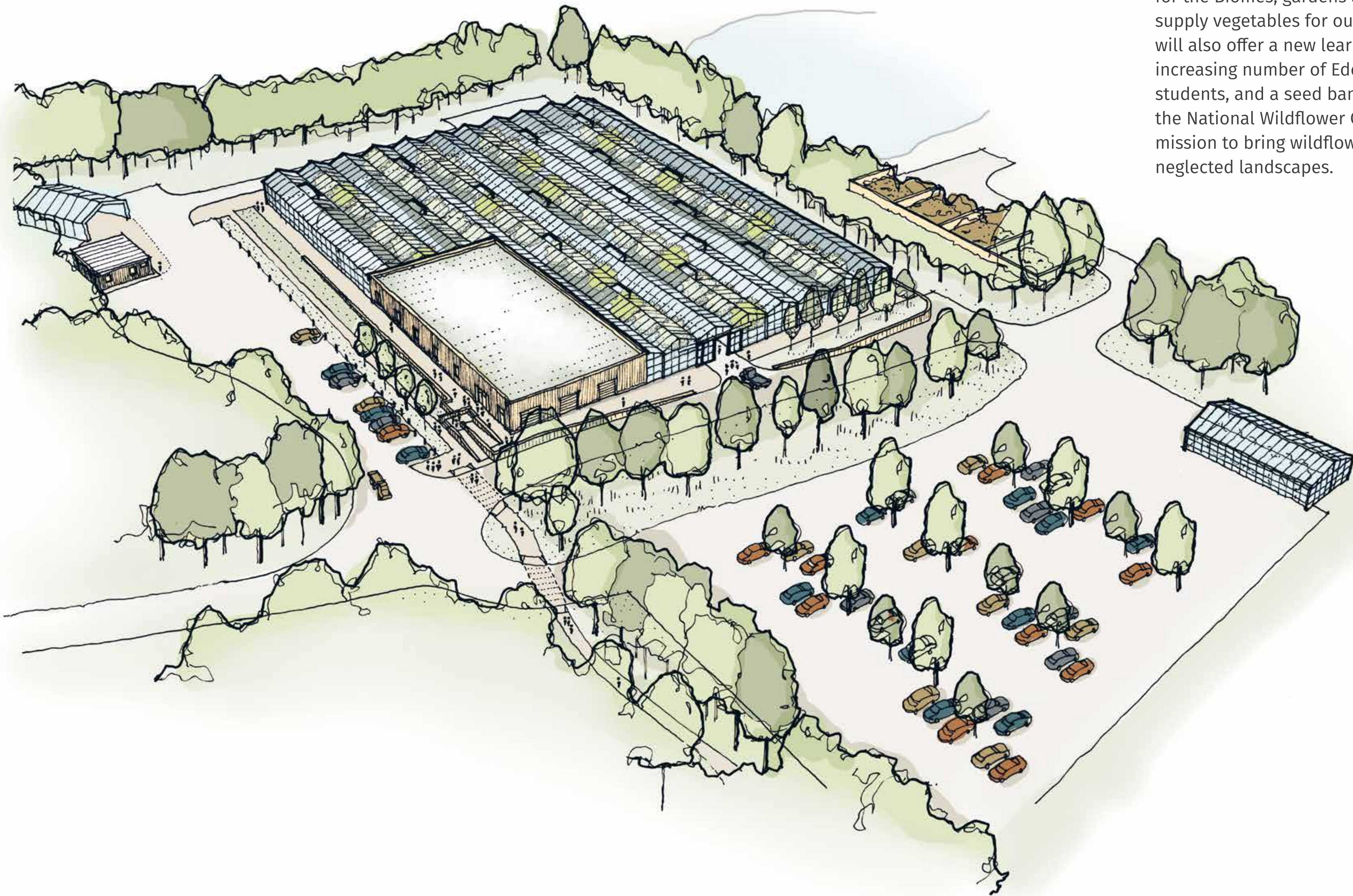


Future Plans

Eden is always evolving. In this section, you'll find a selection of our plans for the year ahead (2022/23) some of which have been years in the making and others that are reacting to current challenges.

A new nursery for plants

Eden is finally moving its nursery facilities from Watering Lane Nursery near Pentewan up to Bodelva. Situated in a former car park in the Eden estate, this new state-of-the-art glasshouse will grow plants for the Biomes, gardens and shop, and supply vegetables for our restaurants. It will also offer a new learning centre for the increasing number of Eden horticulture students, and a seed bank that will help the National Wildflower Centre achieve its mission to bring wildflowers to Britain's neglected landscapes.





A new nursery for humans

As well as a new plant nursery, Eden will soon be opening its own nursery for small humans. The new Eden Project Nursery and state-funded primary school will deliver a creative nature-inspired curriculum with a global and sustainable education ethos. The nursery will open in a temporary new building at Bodelva in September 2022 alongside the new Sky Primary before both move to their permanent home at the heart of the West Carclaze Garden Village in 2023.

Nature-recovery partnerships

The National Wildflower Centre is initiating nature-recovery partnerships with public and private sector landowners to help reverse the loss of species-rich wildflower meadows over the past 100 years.





Eden Geothermal

Eden Project is a partner on a groundbreaking geothermal energy project right here on our site, to harness naturally occurring sustainable energy from the rock deep underground.

Going underground

Drilling of the first well began on the Eden Geothermal project in May 2021. The 55-metre-high rig started its task of drilling 4.5km into the Earth's crust in the presence of Alok Sharma, President-Designate of COP26. The well was completed in November 2021, making it officially the longest geothermal well in the UK. In January 2022 work started on the installation of a new heat main to supply Eden's Biomes, greenhouses and other buildings with geothermal heat. Testing began in the spring, and a micro-seismic event was felt in the vicinity of the site in early March. Testing was temporarily stopped and then resumed without any further felt seismicity. The first phase of testing was completed at the end of March 2022.

'We stand at the gates of a Green Enlightenment, where technology, working with nature will enable us to live within the boundaries of our only planet home without discounting future generations.'

Sir Tim Smit

The first phase of the project is funded by the European Regional Development Fund, Cornwall Council as well as a private investor, GCP Infrastructure Investments Ltd. Find out more at edengeothermal.org



Eden Geothermal Community Fund

A dedicated £20,000 Eden Geothermal fund was launched in November 2020 to improve the local environment or upgrade community facilities. Nine nearby community groups were awarded grants to support projects in Treverbyn, Carlyon, St Blaise and Luxulyan parishes that span improvements to local recreation facilities, developing and resourcing outdoor learning environments, wildlife habitats, a sensory garden in schools and a mobile community larder.





Regenerative Sustainability

We have long advocated a regenerative approach to sustainability at Eden and aspire to make things better rather than just do less harm. We seek to emphasise citizenship over consumption and demonstrate the ways we can live within planetary boundaries. We share what we learn through exhibits and signs here at Eden to show visitors what is possible.

Race to Zero

In 2021, we joined the UN Race to Zero campaign, through our partners Planet Mark, pledging to become a climate-positive organisation by 2030. By aligning with the goals of COP26, we've committed to go even further in tackling our carbon emissions across our entire business. The climate and biodiversity crises are inextricably interlinked and so our approach is underpinned by nature recovery, developing our own initiatives to reverse biodiversity loss and maximise opportunities for carbon sequestration across our projects. In committing to being climate positive by 2030, we aim to go beyond net zero emissions. This means decarbonising our operational emissions as far and rapidly as possible and eventually storing away more carbon in natural sinks than we emit.



Here's what we're doing:

Nature-based solutions – we demonstrate sustainable land use to regenerate soils and maximise carbon capture. Our wild site projects are progressing both nationally and internationally to increase biodiversity and fight climate change. Here in Cornwall, the National Wildflower Centre and the Living Landscapes Team increased Eden's wildflower fields from 1.73 to 6.9 hectares, while the well-established wildflower verges along our main access roads continue to bloom with a mixture of annuals and perennials that will ensure wildflowers remain a key element of our site for years to come. The pollinator impact of these meadows and other habitats will be monitored through our research collaboration with Exeter University.

Energy and transport – we're transforming our operating systems to become a site of embedded renewable energy generation and storage. So far, we've completed the pipework for our geothermal energy plant ready for heat production in 2023 with the potential to save 500 tCO₂e per annum in heating our Biomes.

Sustainable design and construction – Our new on-site nursery will use regenerative materials throughout and will enable climate-positive plant production using geothermal heat and harvested rainwater.

Responsible supply chains – we can't achieve our commitment of being climate positive by 2030 alone, so we're working closely with our suppliers and partners to get there. So far, we've used an emissions hotspot study with Planet Mark to calculate the extended carbon footprint of our supply chain.

What is tCO₂e? tCO₂e means tonnes of carbon-dioxide-equivalent gases. It's a way of standardising the measurement of greenhouse gas emissions. Excess CO₂ in the atmosphere is driving climate change, but there are other GHGs (like methane) that have the same effect.

Monitoring and reporting

Compared to our 2019/20 baseline year (9,671 tCO₂e), as at the end of 2021/22 we are ahead of our target, having reduced emissions by 17% (1,668 tCO₂e) following good progress in a number of areas (see *figure 1*).

Our direct scope 1 emissions were reduced by 22% (281 tCO₂e) from 2019/20 due to further investment in electric fleet vehicles and utility buggies, reducing our reliance on fossil fuels and making a great step towards an almost entirely electric fleet.

We follow best practice reporting guidelines for indirect scope 2 emissions (using the grid average carbon emissions factor) even though all of our electricity is sourced from 100% renewable sources via our new supplier Octopus Energy. Our emissions from electricity are reduced by 31% (338 tCO₂e) compared to 2019/20, largely due to a reduction in power consumption of 18% (see Energy below) as well continued decarbonisation of the UK grid fuel mix.

A detailed exercise to calculate Eden's extended scope 3 emissions (purchased goods, visitor travel and business travel) for 2019/20 was completed with Planet Mark in 2021. In line with best practice to recalculate these emissions every 3 to 4 years, scope 3 emissions have been reasonably estimated for 2021/22 and using the same methodology as 2019/20, are reduced by 14% due to a new visitor admission strategy, fewer staff commutes as a result of hybrid working and lower transmission and well-to-tank emissions from lower energy usage.

Figure 1

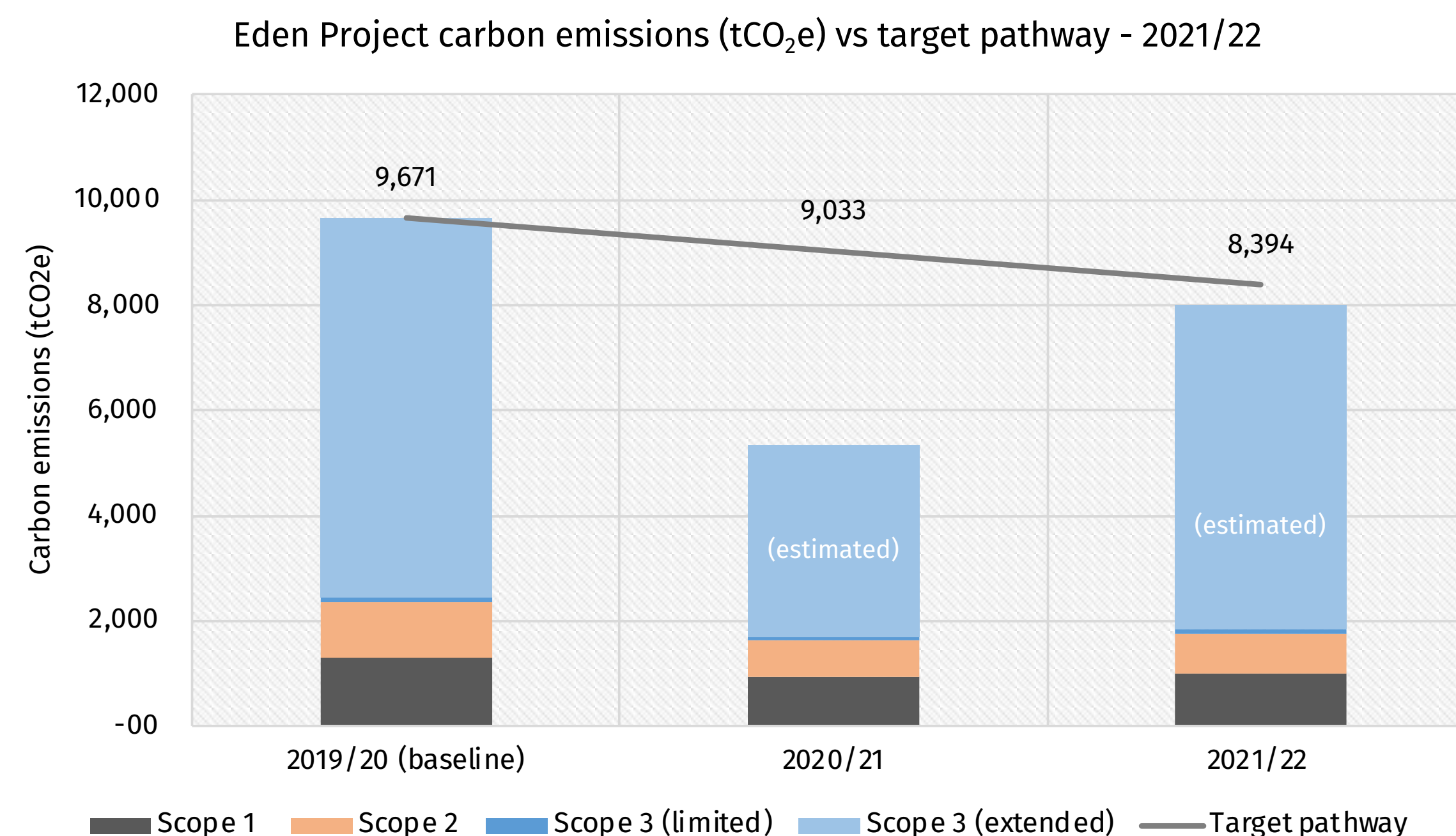
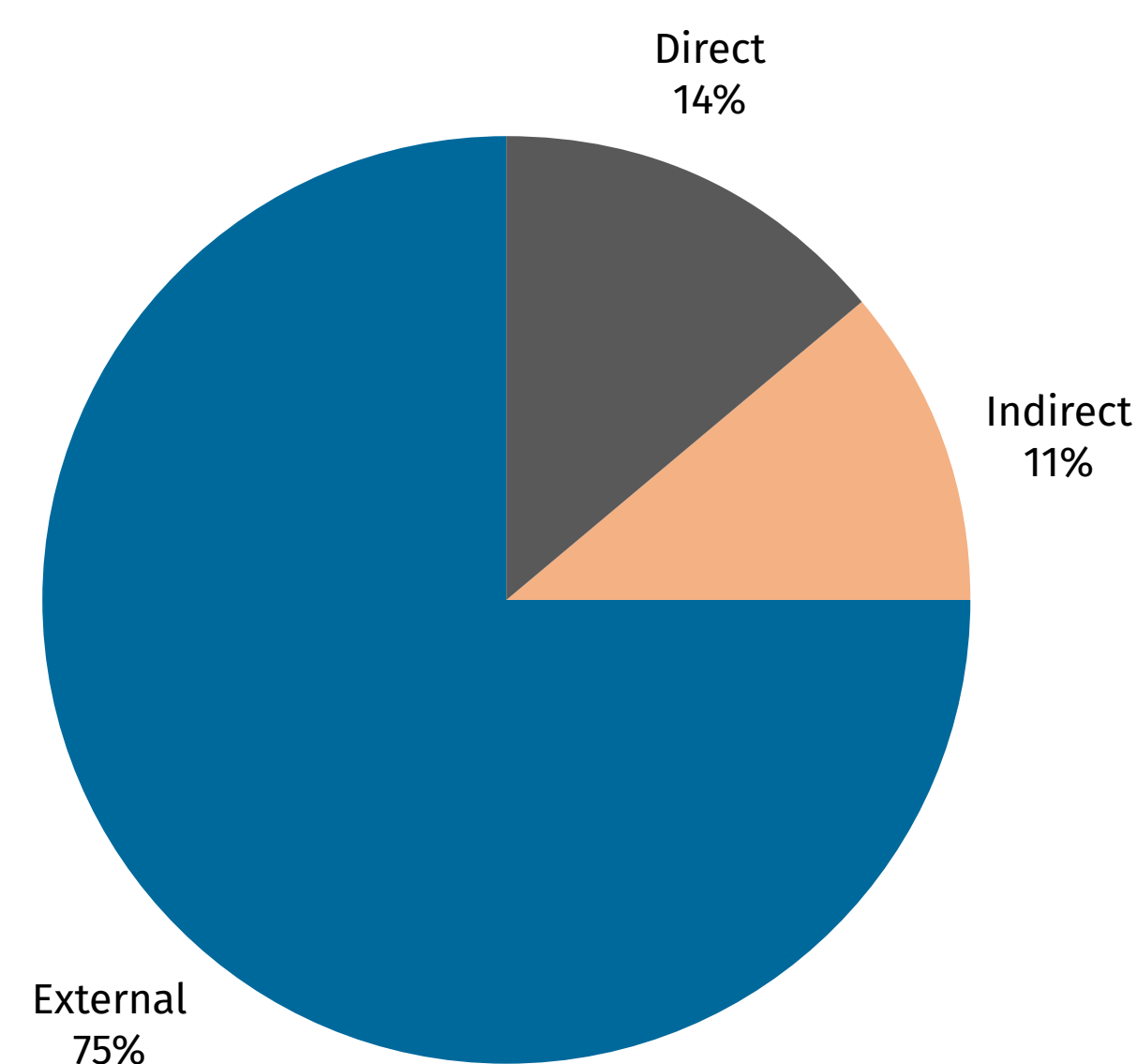


Figure 2



Our carbon footprint

To help us understand and tackle our carbon emissions, we divide them into three areas:

- 1. Direct (scope 1, accounts for 14% of our tCO₂e emissions):** heating, cooling, transportation
- 2. Indirect (scope 2, 11%):** purchased electricity
- 3. External (scope 3, 75%):** buying in food, goods, materials (includes the tCO₂e produced in making and transporting things), travel (staff, visitors, suppliers) and building things

Operational performance

For the 11th year running we achieved certification from our partners Planet Mark. Our carbon emissions calculations follow the GHG Protocol for Corporate Emissions Reporting and have been verified and certified by Planet Mark for scopes 1, 2 and limited scope 3 categories (waste, water, fleet and business travel).

Energy

Despite an increase of 13% from 2020/21 to 2021/22 that reflects a bounce back in business trading and operational hours post Covid, our core energy consumption is reduced by 17% compared to 2019/20.

Energy usage has also been reduced through more efficient (and lower) use of air handling units, while maintaining optimal conditions to meet the different temperature requirements of Mediterranean and Rainforest Biomes (see figure 3).

Water

The eradication of leaks, improvement to water storage infrastructure and further water efficiency measures reduced our consumption of mains water supply by 37% from 2019/20, contributing to a reduction in scope 3 emissions for water supply and treatment of 4 tCO₂e alone.

We aim to meet at least two thirds of our water requirements from recycled rain and groundwater to water our plants and flush our toilets. This rose to 71% from these sources during 2021/22. (see figure 4).

We are exploring methods to increase our self-sufficiency in water supply and treatment and continue to address the key issues of water scarcity and climate resilience.

Waste

Following the challenges to operating and hygiene management experienced across hospitality during the pandemic, our recycling performance is notably improved in 2021/22, being at 53% of total waste by weight, up 10% from the previous year (see figure 5).

Improved signage and interpretation in visitor-facing areas has also boosted recycling performance and better segregation of key waste streams for food and beverages, which is expected to continue to improve towards a target of achieving 72% of total waste recycled.

In early 2022, we successfully trialled the processing of our road sweeper waste into organic compost by the Green Waste Company. A proportion of this compost is then used by our horticulture team to help close the loop on this waste stream. If successful, this approach will eliminate all our remaining waste that currently goes to landfill and avoid emitting up to 15 tCO₂e in the process.

Figure 3

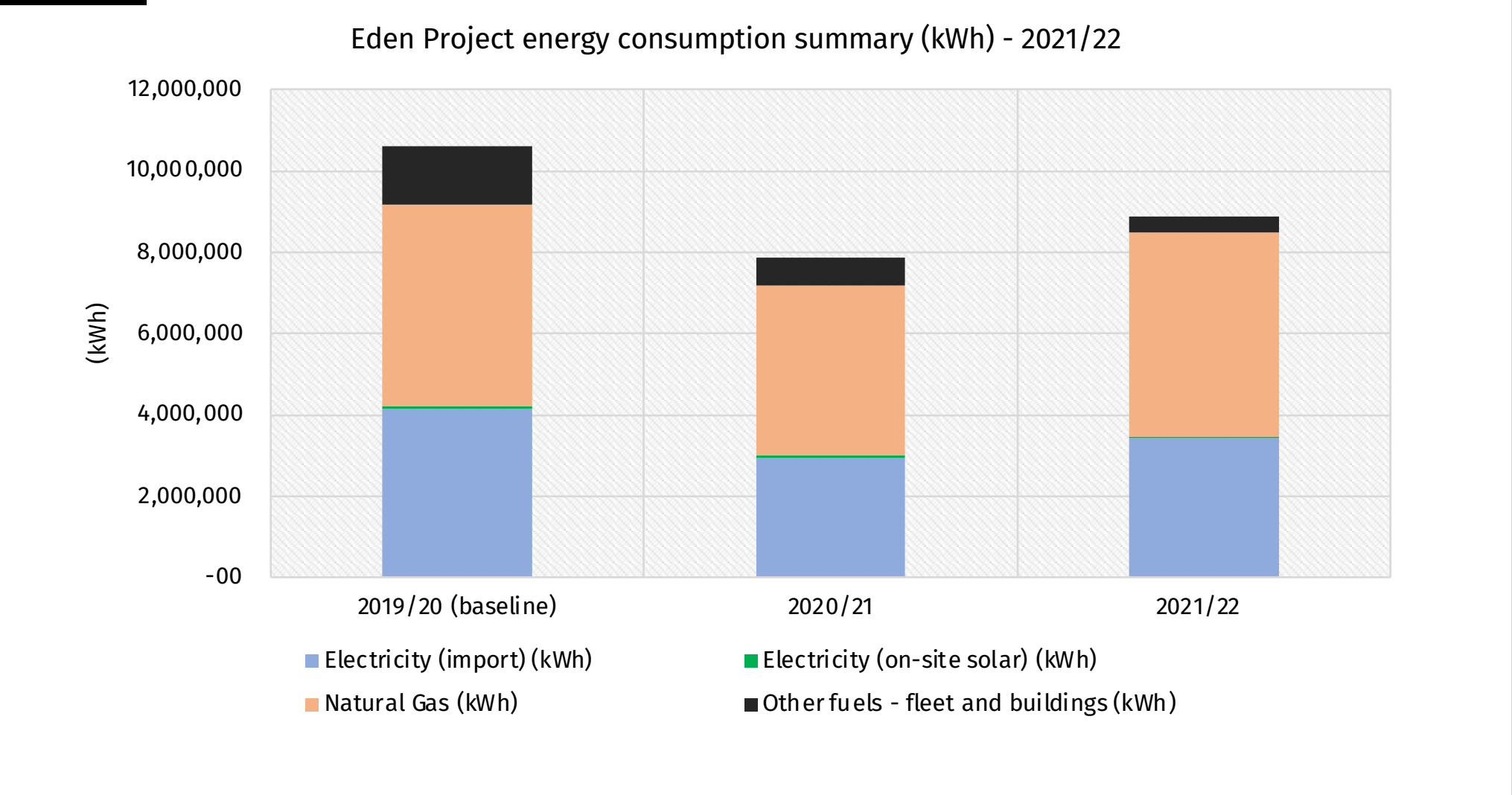


Figure 4

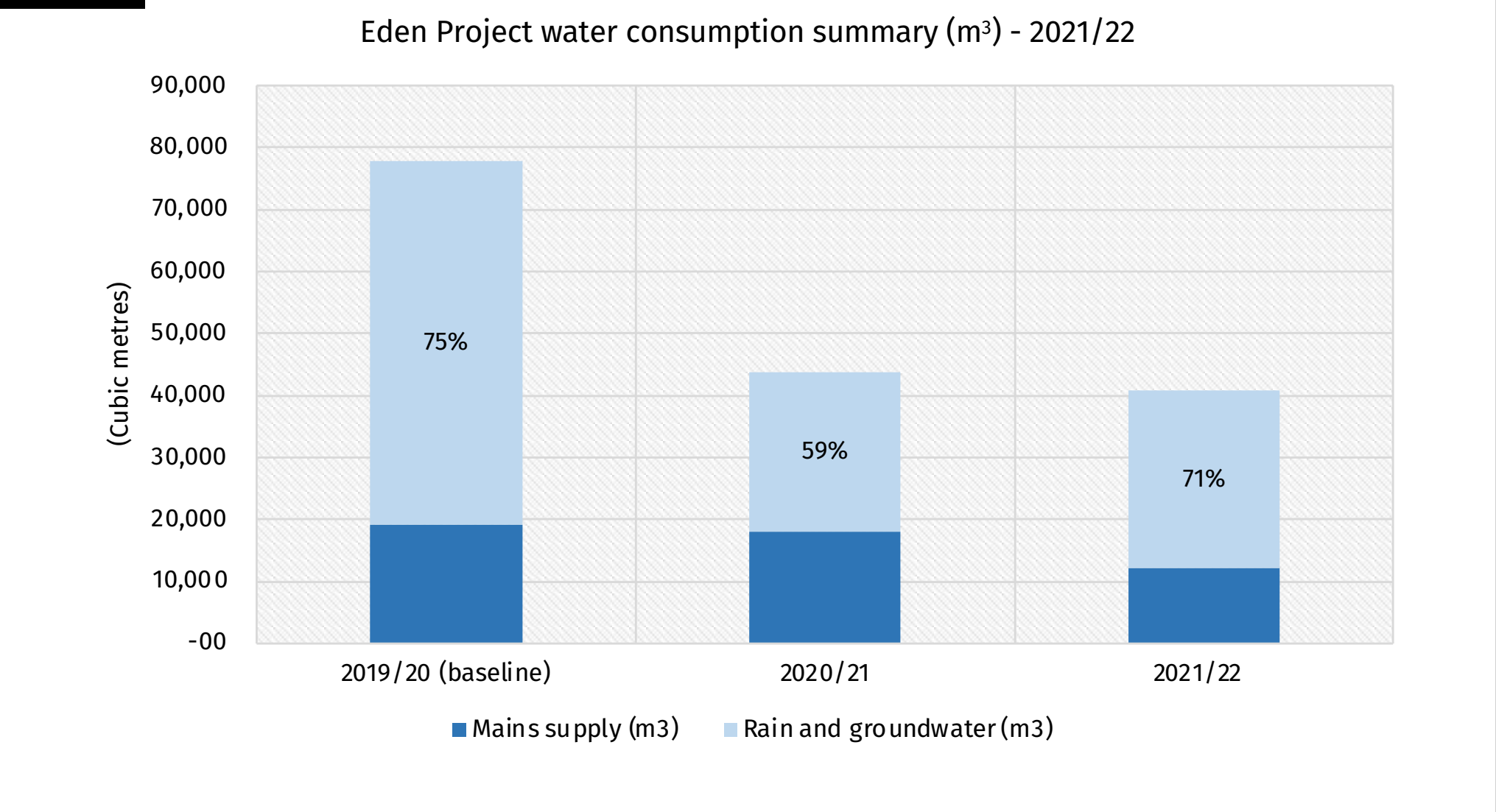
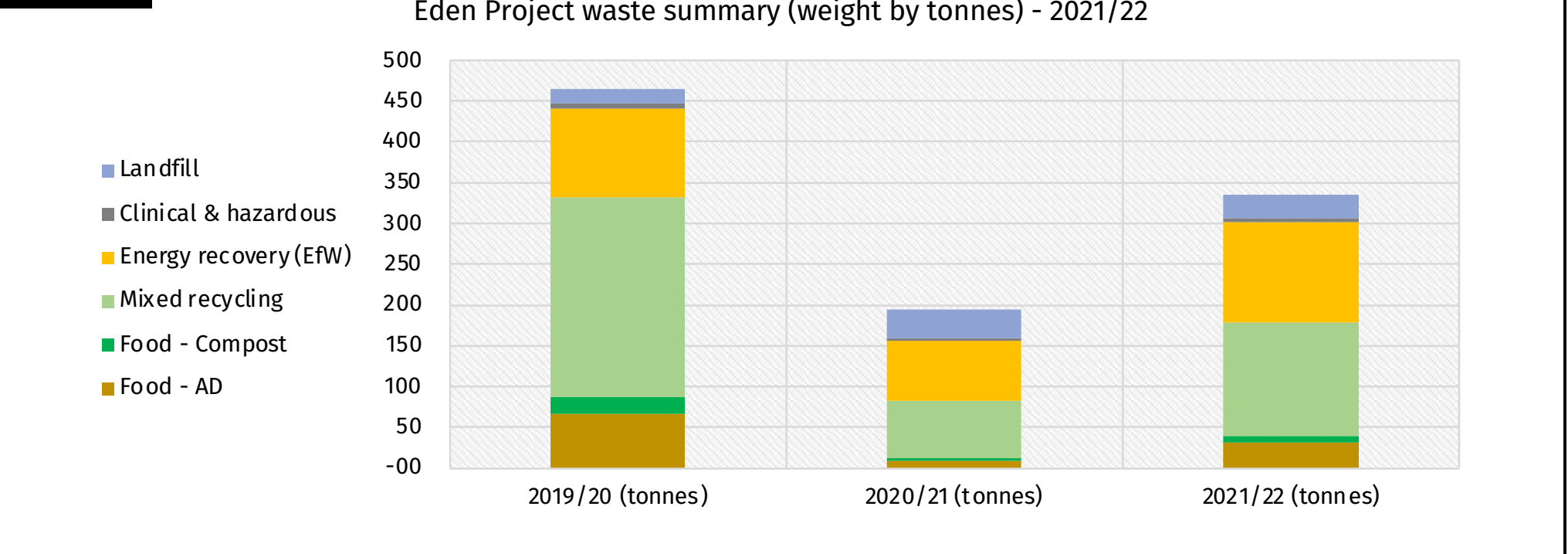


Figure 5



Eden Project Total Carbon Footprint 2021/22

Source	Scope	Units	Previous Amount	Previous tCO ₂ e	Current Amount	Current tCO ₂ e	Current % Change in tCO ₂ e from previous year	% total carbon footprint	Current % Change in amounts from previous year
Buildings									
Burning Oil	1	litres	500.0	1.3	2,000.0	5.1	300.0	0.3	300.0
Electricity (location based)	2	kWh	2,999,501.8	697.5	3,480,774.7	737.5	5.7	38.7	16.0
Electricity (market based)	2	kWh	2,999,501.8	17.5	3,480,774.7	19.7	12.6		16.0
Gas Oil	1	litres	35,323.5	97.4	9,575.0	26.4	-72.9	1.4	-72.9
LPG	1	litres	33,533.0	52.2	27,191.8	42.3	-18.8	2.2	-18.8
Natural Gas	1	kWh	4,194,002.0	771.2	5,007,832.0	917.2	18.9	48.1	19.4
Refrigerants	1	kg	4.3	13.6	4.5	12.2	-10.7	0.6	4.2
Transmission and Distribution Losses	3	kWh	2,945,186.3	59.1	3,423,04	6	8.9	3.4	16.2
Travel									
Fleet Diesel Fuel	1	litres	971.5	2.5	1,910.8	4.8	94.1	0.3	96.7
Fleet LPG	1	litres	681.0	1.1	68.6	0.1	-89.9	0.0	-89.9
Fleet Petrol Fuel	1	litres	2,629.6	5.7	1,216.5	2.7	-53.2	0.1	-53.7
Air Travel	3	passenger.km	–	–	245,463.6	49.6	–	2.6	–
Average Car	3	km	10,987.1	1.9	83,421.9	14.3	659.6	0.8	659.3
Rail Travel	3	passenger.km	948.1	0.0	103,315.1	3.7	10,369.1	0.2	10,796.8
Waste									
Anaerobic Digestion	3	tonnes	8.3	0.1	31.3	0.3	231.7	0.0	278.1
Composting	3	tonnes	3.8	0.0	7.8	0.1	79.7	0.0	104.9
Energy from Waste	3	tonnes	76.4	1.6	129.1	2.7	68.8	0.1	69.0
Landfill	3	tonnes	35.0	16.0	27.5	12.8	-20.0	0.7	-21.5
Recycled	3	tonnes	70.5	1.5	138.9	3.0	96.9	0.2	97.1
Water									
Groundwater Harvesting	3	cubic metres	20,189.6	–	–	–	–	0.0	2.0
Rainwater Harvesting	3	cubic metres	5,631.0	–	–	–	–	0.0	40.9
Water Supply	3	cubic metres	17,941.0	6.2	–	1.8	-70.6	0.1	-32.0
Water Treatment	3	cubic metres	20,878.1	14.8	–	5.3	-64.3	0.3	-7.0
Location-Based									
Total		tCO ₂ e		1,743.5		1,906.2	9.3		
Intensity metric – Visitor Numbers		Number		312,917.0		606,808.0			
Visitor Numbers		tCO ₂ e		0.0006		0.0003	-43.6		
Market-Based									
Total		tCO ₂ e		1,063.6		1,188.4	11.7		
Intensity metric – Visitor Numbers		Number		312,917.0		606,808.0			
Visitor Numbers		tCO ₂ e		0.0		0.0	-42.4		



Financial Reporting

Eden is always evolving. In this section, you'll find a selection of our plans for the year ahead (2020/21) some of which have been years in the making and others that are reacting to current challenges.

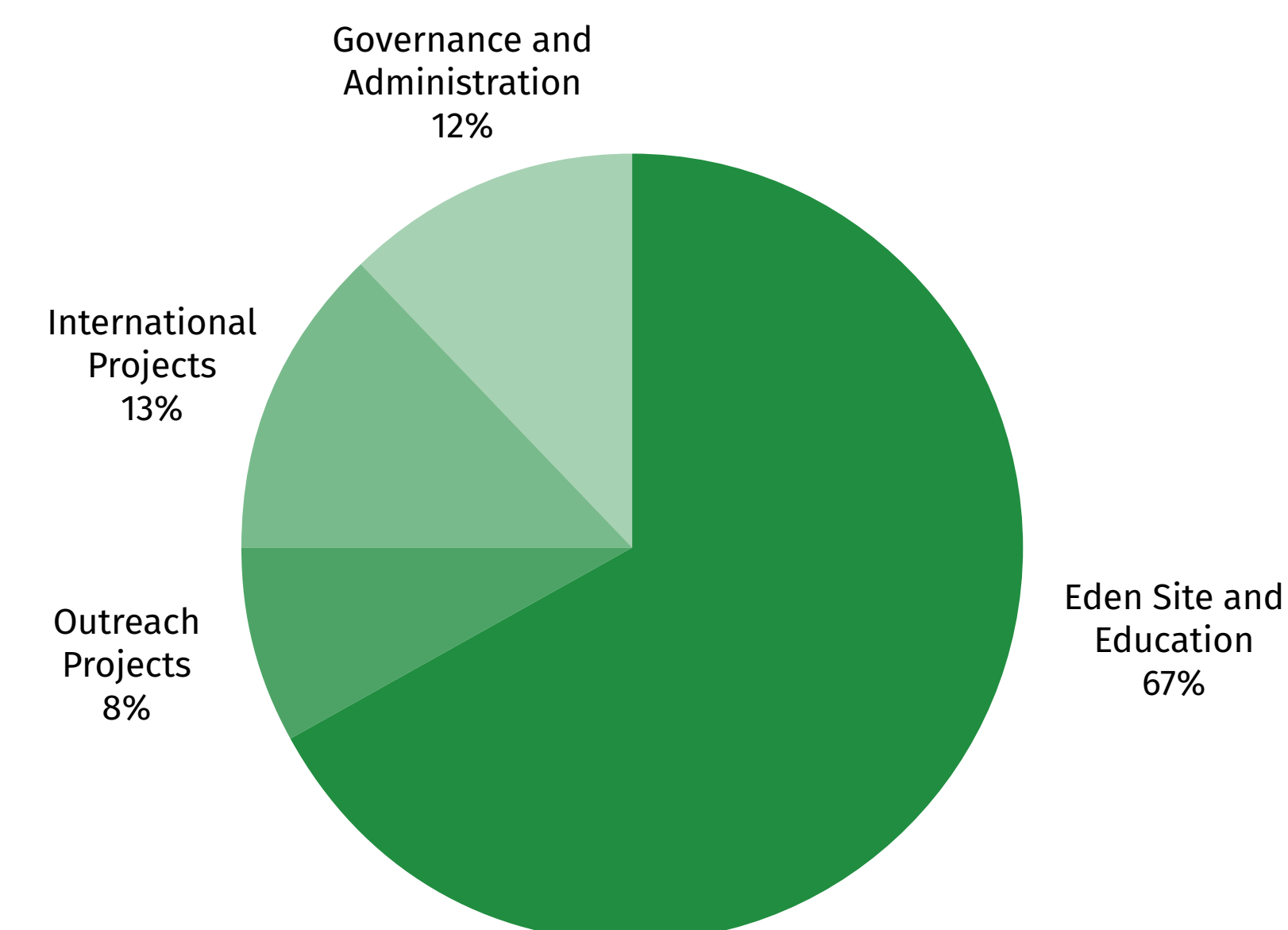
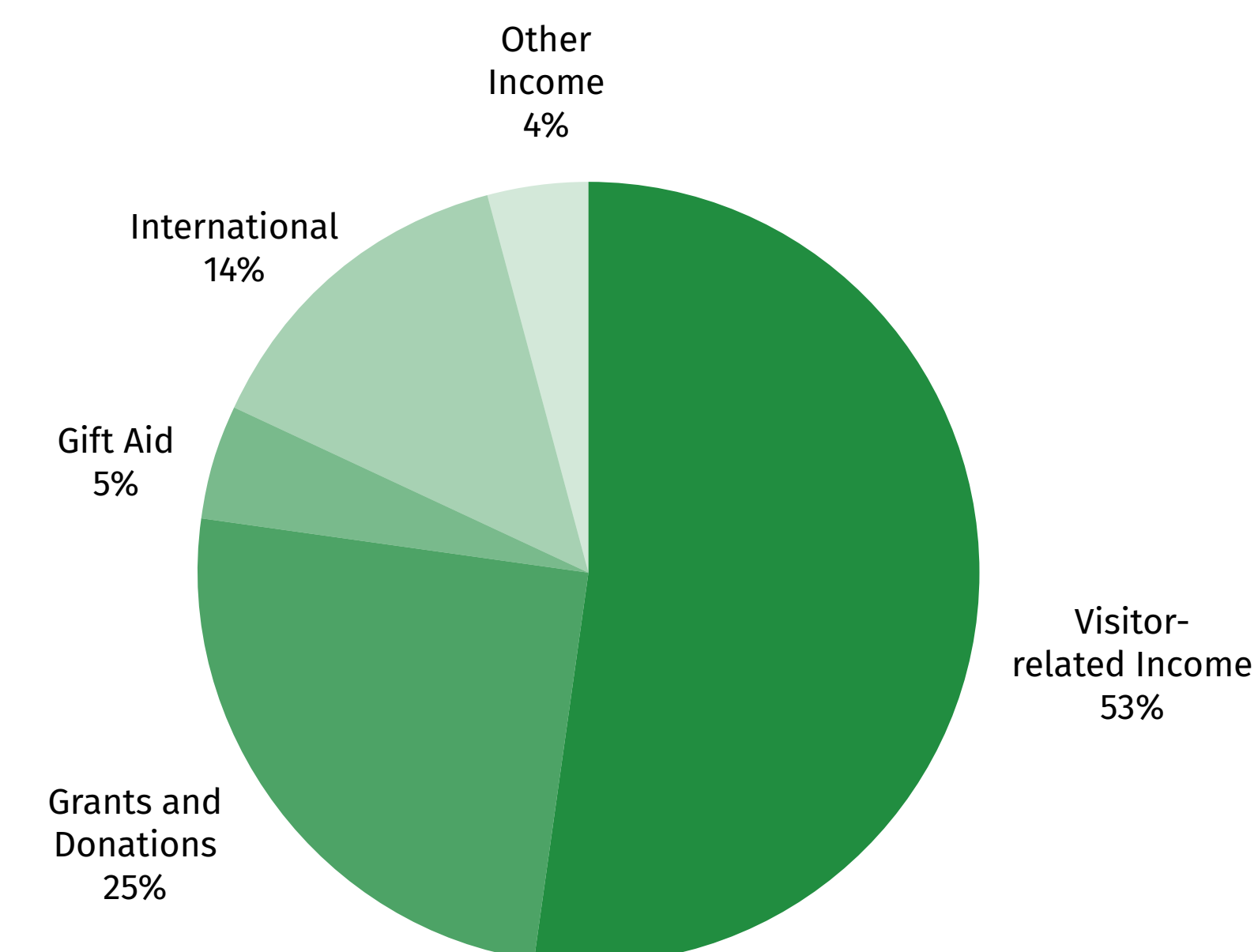
The Eden Project saw a profound recovery while learning to live with Covid-19, and 2021/22 was very successful. Cornwall continued to see an increase in staycations, with Eden itself proving a draw for many. Visitor numbers drew close to levels seen prior to the pandemic. The strong visitor numbers coupled with an increase in spend-per-head of almost 30% across admissions, retail and catering all contributed to group earnings of £9.6m.

Like many attractions, Eden sought funding from borrowing, grants and donations during a turbulent period. Any surpluses generated are used to service debt repayments.

As with many businesses throughout the country – and Cornwall especially – Eden struggled to recruit in key areas, particularly hospitality. The company continues to offer rates in excess of the National Living Wage to retain and attract a winning team.

During the winter of 2020, Eden suffered a devastating landslide. The team at Eden worked tirelessly to remediate the area at a cost of over £2m, with Eden finally reopening to the public on 17 May 2021. Strong trading income on reopening meant that further funds were available to invest in the refurbishment of the site and the new nursery project.

The outlook is bright: there are exciting projects underway, and the Eden team continues to educate, inspire and motivate our audience both in the UK and worldwide.



Eden Project Group Accounts	Mar-22 Group Actual YTD £000s	Mar-21 Group Actual YTD £000s
Group Earnings before interest	9,661	(728)
(Reduction)/Increase in net current liabilities	368	237
Net Cash Inflow from Core Activities	10,029	(491)
Net Interest Paid	(232)	(128)
Net Investment in Fixed assets	(2,638)	(620)
Receipt from Sale of Investment	–	–
Loan and Lease Advances	50	4,890
Loan and Lease Repayments	(700)	(168)
Net Cash (Outflow)/Inflow	6,509	3,483

Our People

The Eden Project is one of the top 100 best not-for-profits to work for in the UK.



The Covid Challenges

From a 'People' perspective this period was dominated by the Covid pandemic, which meant having to deal with the world of work in a very different way. From the outset of closing and furloughing all employees except for a bare skeleton team, to flexible furlough and returning people to work, the People and Culture Team ensured that everyone was well-informed and supported. Returning to the workplace required additional protective measures and new ways of working that kept our staff and our visitors safe. The People and Culture Team also moved quickly to provide support to vulnerable employees (including those shielding family members) and staff on furlough.

We devised e-learning for stress and resilience support, highlighted our well-being programme, and put in place virtual tea breaks, meetings, social events and a Big Virtual 20th Birthday Party.

Restructure

As for many employers, 2020 was financially challenging. We lost significant revenue through enforced closure. The Eden Project site is expensive to run even when closed; the Biomes must be heated, and the site maintained. We had to devise a new, pared-back visitor experience to meet government guidelines around social distancing, and this limited daily visitor numbers. The reduction in visitor numbers also meant we had to undertake a restructure in 2020 to streamline the organisation and ensure financial security during the pandemic. In early July 2020, we notified employees that we would be entering a minimum 6-week period of collective consultation. As a result, 169 employees left Eden as part of the restructure, most of them on 31 August 2020. We committed to keeping

in touch with them (if they wished) for the next 12 months and that we would advertise any vacancies to them first as soon as we were able to build back numbers again. To date, around 50 employees have returned to the organisation. This was a holistic and well-supported programme; we brought in a multi-agency support team to complete two days of Covid-compliant roadshows for the employees who were at risk. There was one appeal from the 169 redundancies (not upheld) and no tribunal claims.

Internal Communications

One of the last legacies of the Covid era was how important good internal communications were over that time. We received excellent feedback from staff that although we had some tough messages to share, we were open, honest and transparent across all the channels that we used. We also had some fun to try and balance out those challenging times.

As a result of this Internal Communications has been more formally embedded in the People and Culture Team, and we now have a full-time Internal Comms Apprentice who has transformed our communications and the platforms we use. This has become an essential role and the quality of our internal communications, and therefore engagement with the Eden team, has increased significantly. This has included: a new internal communications and engagement strategy, 'live' profiles of employees sharing their roles and career journey, filming Exec briefings and other teams to be able to spread messages more widely, adding digital noticeboards for those who don't regularly use a computer.

From Human Resources to People & Culture

Returning post-restructure and through 2021 to a 'new normal' for operations and support, we reviewed the role and activities of the HR team. We deliver a wide portfolio that is at the core of employee engagement and goes beyond 'Human Resources', and so the team was rebranded People & Culture. This is an ongoing transition, and the focus is on building brilliant basics for everyday operations that can be applied and scaled for new Edens that are the right fit for our employees. Our services are tailored to ensure that we provide what the organisation needs to develop and grow.

Eden DNA – Values and Behaviours

This is possibly one of the biggest projects that we have undertaken with the whole Eden team. Following 2020/21 we felt that there was still a lot of 'hurt' from the restructuring period. Eden is in a growth phase and as part of this we have also refreshed the Eden Mission. It therefore became essential that we looked at personal values, Eden's values and the behaviours that deliver this. Over the course of 2021/22 all Eden employees have been asked to participate in a values workshop to enable us to fully hear the employee voice in these areas. This work will move forward with a Team Behaviours and Leadership Behaviours workshop that will be woven into the employee and visitor journey across everything we do. This is an essential piece of work that is relevant to future Edens and ensures that we have consistency across all sites and teams.

Eden Equality Diversity and Inclusion

We agreed that we would complete a full Access and Inclusion audit in 2022. This will take place in the Autumn of 2022 and reported fully in the next Annual Accounts. One of the significant changes that we saw with the restructure was the loss of the Landtrain team. This had an impact both on visitor inclusion where mobility was challenging, as well as the wider visitor experience where the Landtrain had always formed part of the visit. We have put some additional measures in place (121 guides and electric buggy transfers) but this area needs to be fully evaluated with recommendations on how we further improve this area, particularly with a site with very challenging terrain for many people.

Pay Review 2020/2021

This was a challenging area, but one that we needed to address as soon as we could. Eden's normal Pay Review is applied from 1 April each year. In 2020 we were just beginning to face the challenges of Covid, but the minimum wage levels had already been set and were not deferred; we therefore had to increase our base level salaries in Band 1 (entry-level roles) and adjust the hourly rate differentials for the roles up to Band 4. This was a challenge to afford through the 2020 pandemic.

2021 was a much more positive year. While the 2020/21 trading year was tough, we were able to build some financial resilience and we could look at a wider pay uplift beyond the statutory minimums. The national wage increases were implemented up to Band 4 and then a 2% increase was applied to all other employees.

We were also able to make a small one-off payment to all employees in December 2021 based on the trading for that year and the significant work the team had put into making the year such a success while still trading in very difficult times.

Volunteering at Eden

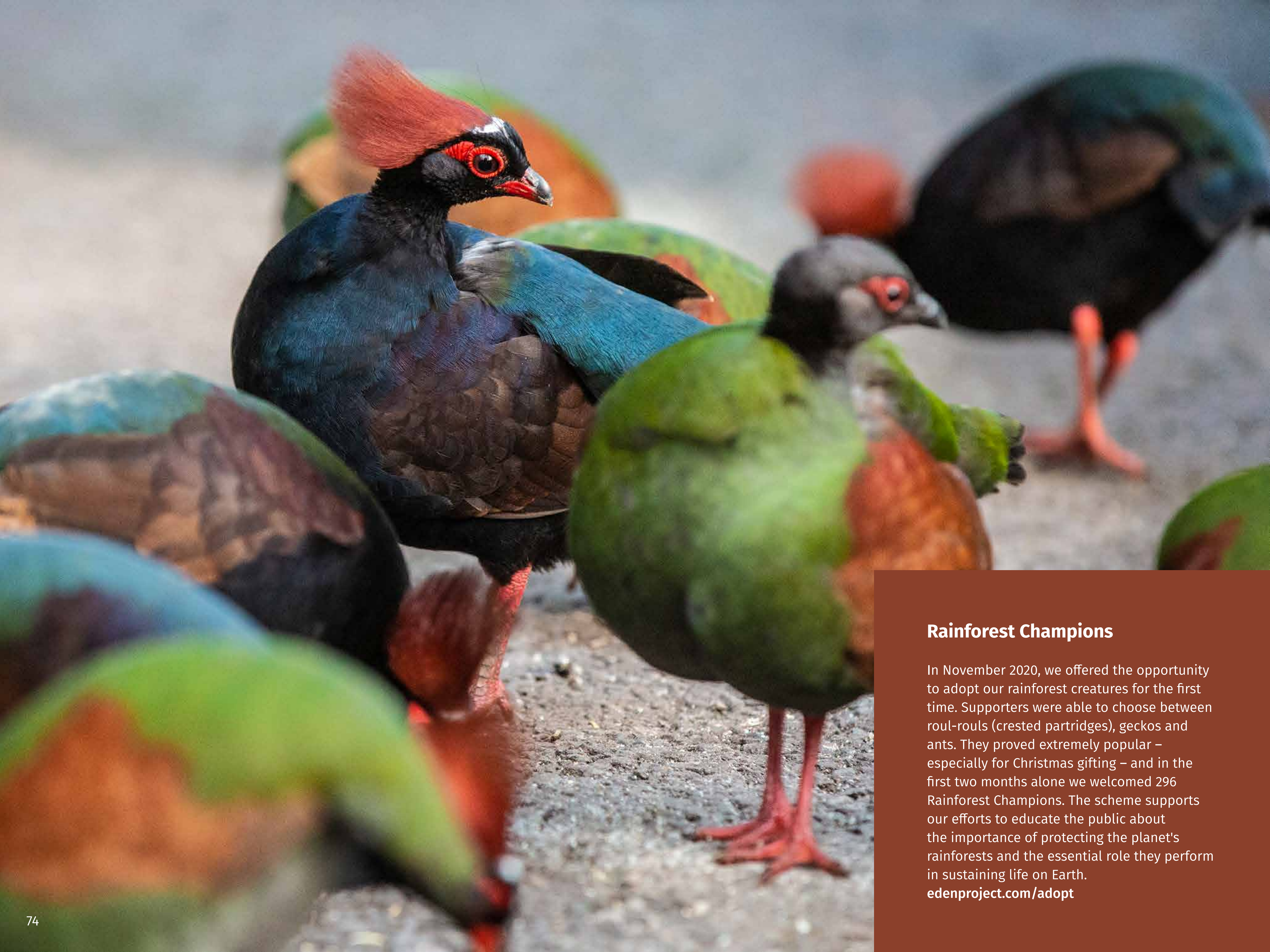
It took us a little longer to restart the volunteer programme. We knew that many of our volunteers were clinically vulnerable and therefore we would defer their start back until they were comfortable with the measures we had put in place. We have retained a strong core of 120 volunteers over the last two years and the vast majority have now returned. Due to the access issues without the Landtrain, we now have a body of over 30 volunteers who support the Steward team on site across a 7-day rota to ensure we can offer as much mobility assistance as possible. We have also reintroduced 121 bookable guides for visitors with access requirements. Volunteers remain the lifeblood of many of the social prescribing programmes we run on site and of course the Sessions each year are fully supported by a Volunteer Access Team to ensure that we can offer the best experience possible to those who have increased needs across several areas.

Membership

After a couple of very challenging years for Eden, by the end of 2021 we were thrilled to welcome almost 900 new and familiar faces to our in-person events at a successful preview to launch Christmas at Eden, and the return of our annual Christmas shopping evening.

Our resurgence continued and March 2022 saw numbers reach their highest-ever level with 14,000 Eden Project Members. The loyalty and continued support of our existing Members and Eden Project Supporters during these challenging times is greatly appreciated. We also received generous donations during both 2020/21 and 2021/2022, please see **p.77** for a list of our donors.





Rainforest Champions

In November 2020, we offered the opportunity to adopt our rainforest creatures for the first time. Supporters were able to choose between roul-rouls (crested partridges), geckos and ants. They proved extremely popular – especially for Christmas gifting – and in the first two months alone we welcomed 296 Rainforest Champions. The scheme supports our efforts to educate the public about the importance of protecting the planet's rainforests and the essential role they perform in sustaining life on Earth.
edenproject.com/adopt

Our Trustees

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Edward Benthall
Geoffrey Austin
Kevin Havelock
Ferrers Vyvyan
Adam Beaumont
Jonathan Drori
John Allwood
Fiona Godlee
Georgina Mace
Helen Owers

2021/2022

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Ferrers Vyvyan
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Eden Project Ltd

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2021/2022)

Ferrers Vyvyan (Chair)
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Christian Wilson
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Katey Adderley
Dawn Wilding
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Emma Bridgewater
Adam Beaumont
Mike Depledge
Ken Robinson

2021/2022

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David Harland
Tim Smit
Geoff Wilkinson
Keric Morris
Emma Bridgewater
Adam Beaumont
Mike Depledge
Ashley Highfield
Dawn Wilding
Rob Chatwin

Our Donors

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2021/2022

Lewis Ginter Botanical Garden
The Graham and Mary Stacy Trust
The James Inglis Testamentary Trust
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Gifts in wills

Mr Roy Brewster (2020/21)
Dr W Wilby (2021/22)
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In addition, in 2020/21 and 2021/22 we received generous donations from individuals who wish to remain anonymous.

Our Funders

Garfield Weston Foundation
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Festival 2022
DCMS 5G Create
AQL
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ESF/DWP Game Changer
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