

Baastel

2024

Annual Report







35 years of contributing to people-centered sustainable development

In 2024, Baastel celebrated 35 years of commitment to sustainable development. It was a unique opportunity to look back with pride on the journey we've undertaken and to look forward with ambition to the future.

Founded in 1989, Baastel was born out of a desire to respond to the growing challenges related to the environment, social equity, inclusive economic development and aid effectiveness. Since then, we have been involved in major global advances: from multilateral environmental conventions, including those on climate and biodiversity, to the promotion of gender equality, inclusive economic development and effective governance. Our services have also evolved to cover all stages in the life cycle of an international development project, programme or policy: strategic planning, design, implementation, monitoring and evaluation.

The opening of our European office in Brussels in 2005 underlines this pioneering spirit and our desire to constantly innovate. It has enabled us to extend our reach and strengthen our international partnerships.

Today, thanks to a multidisciplinary team and a vast network of collaborators and partners around the world, Baastel is a recognised leader in inclusive sustainable development, climate, biodiversity and nature-based solutions.

As we have evolved, so has our brand. We are proud to introduce Baastel's new look in this annual report. Our new logo embodies what drives us every day: sustainable development accessible to all, putting the focus on the synergy to seek between environmental protection, economic growth and social inclusion, and support for our partners.

Our 35 years of experience and over a thousand mandates globally and in nearly a hundred countries have shaped us and made us adapt to a fast-evolving world, but one thing remains unchanged: our determination to contribute to people-centered sustainable development.



Committed to sustainable development for all

Recognized for its global expertise and tangible impact, Baastel has been a leader in sustainable development since 1989. With offices in Canada, Belgium and France, we use our knowledge and tools to support interventions that sustainably transform communities and ecosystems.

We provide our expertise and track record in support of the efforts of multilateral and bilateral organizations, governments, NGOs, private companies and development banks to effectively tackle growing global challenges, including the conservation of ecosystems, adaptation to climate change and the promotion of inclusive economic development. Our mission is to maximize the impact of international policies, programs and projects through tailored, innovative solutions.

With a presence and antennas on four continents, our multilingual (English, French, Spanish, Portuguese) team of 45 experts works with over 168 affiliated external consultants and a broader network of some 2,000 international and national experts from around the world. We have privileged relationships with several developing world expertise centers as well as regional and national individual experts that we can call upon to assist with specific interventions in their geographic area of focus.

Our areas of expertise



Environment

- Climate change adaptation and mitigation
- Biodiversity
- Carbon markets
- Protected areas
- Environmental impact assessment
- Sustainable land management
- Energy efficiency
- Renewable energies
- Rural development
- Agriculture
- Protected areas
- Rural development



Disaster risk management

- Risk and vulnerability assessment
- Preparedness and prevention, mitigation, response
- Recovery
- Rehabilitation and reconstruction



Social and economic development

- Gender equality
- Health
- Education
- Child protection
- Governance
- Civil society support
- Food security
- Social inclusion and safeguards
- Trade and value chains
- Private sector development

Our services

Project design and feasibility studies

- Needs assessment
- Technical diagnostics
- Institutional assessments
- Feasibility studies
- Project and program design
- Environmental and social safeguards assessments
- Gender assessments
- Risk assessments

Capacity building

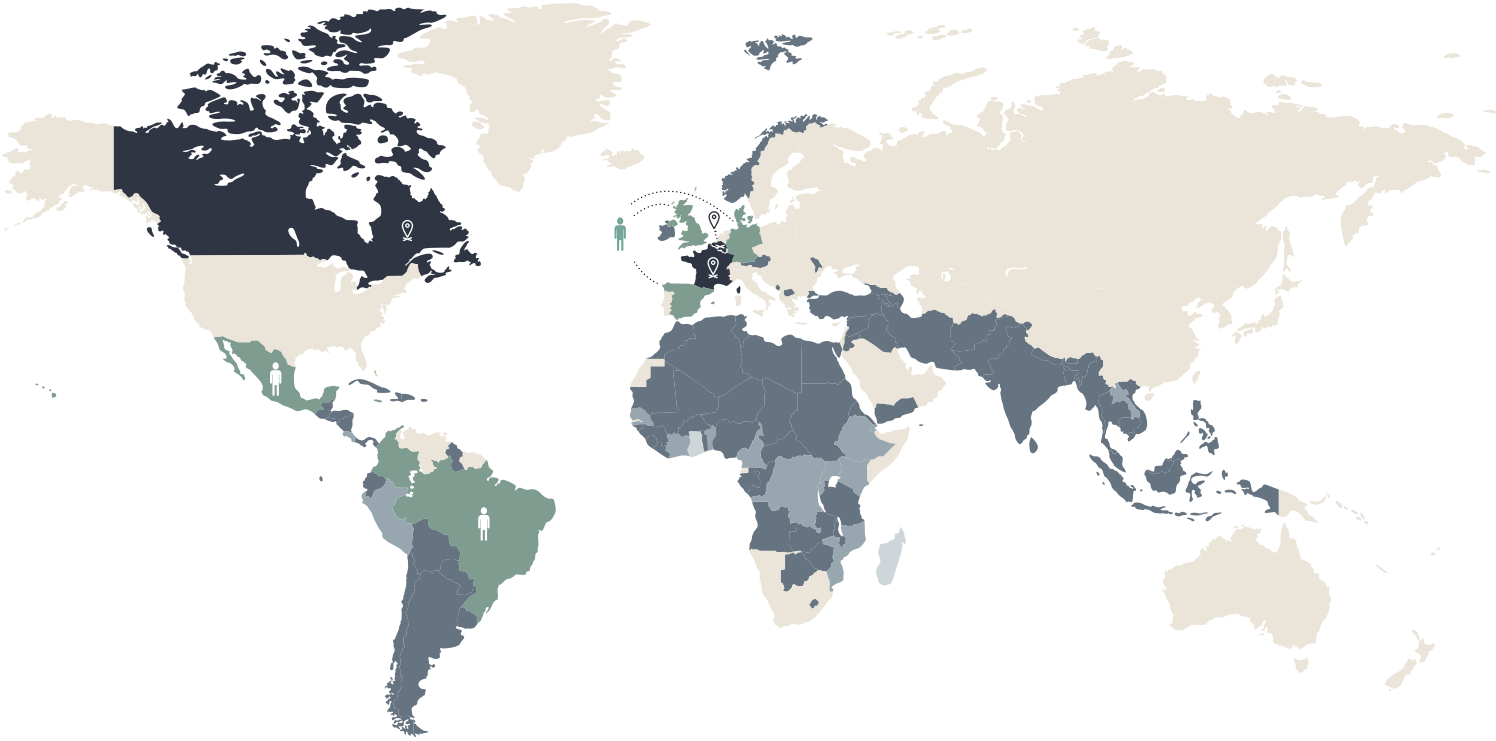
- Capacity needs assessments
- Custom workshops and seminars
- Training and learning materials
- Train the trainer courses
- E-learning courses
- Coaching and facilitation

Technical assistance and strategic planning

- Technical assistance
- Project implementation
- Strategic analysis and planning
- Policy analysis and development
- ESG
- Technical and scientific studies

Monitoring and evaluation

- Project, programme and policy evaluation
- Institutional evaluation
- Baseline studies
- Development and implementation of MEL frameworks, tools and systems
- Performance measurement and reporting tools
- Online reporting systems



Offices

Staff

+ 10 projects
in the last 5 years

6-10 projects
in the last 5 years

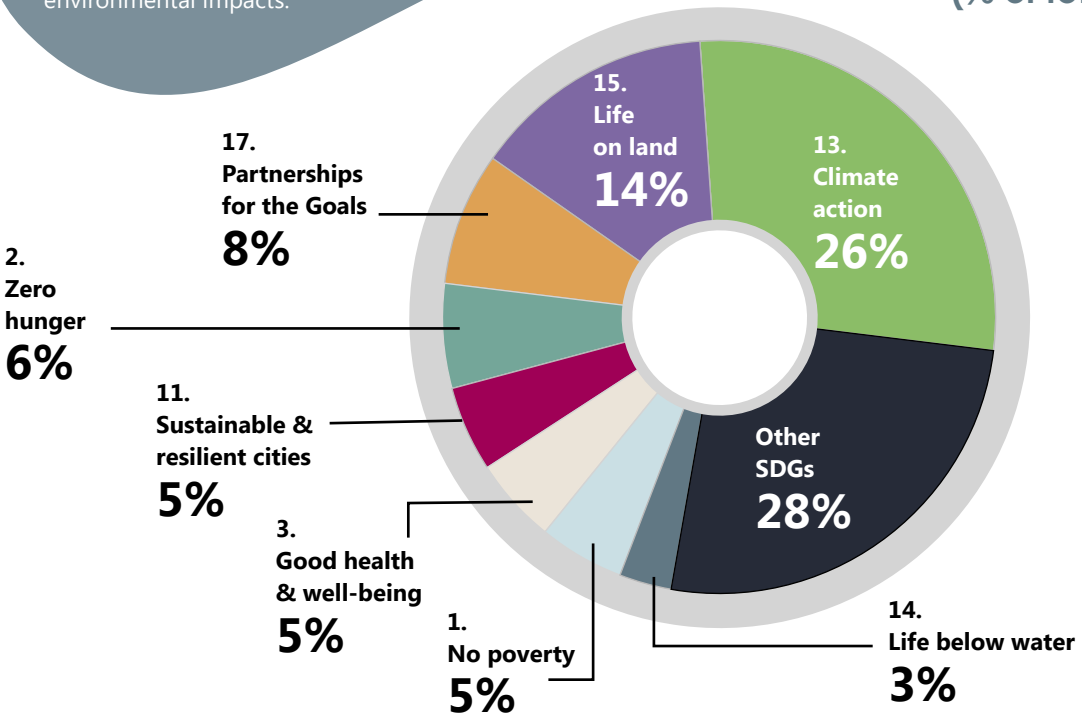
1-5 projects
in the last 5 years

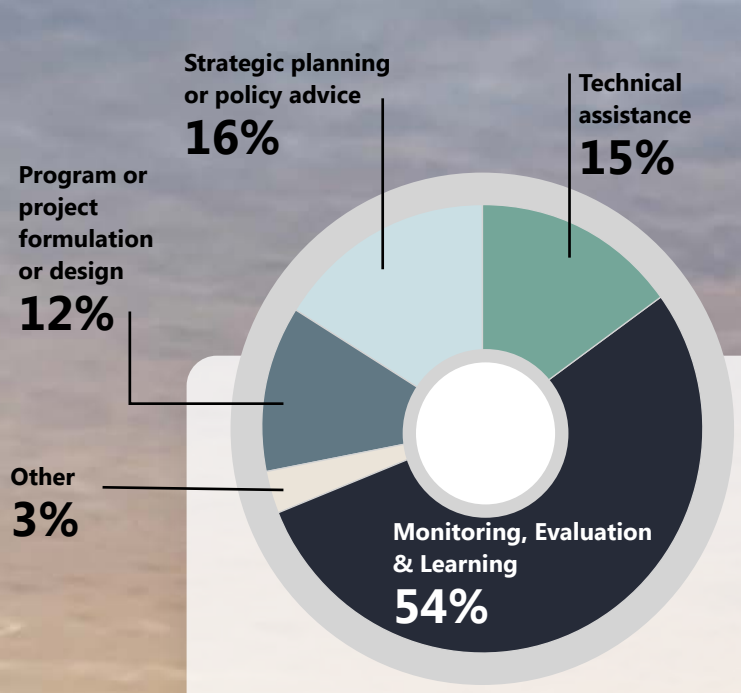
2024 Highlights



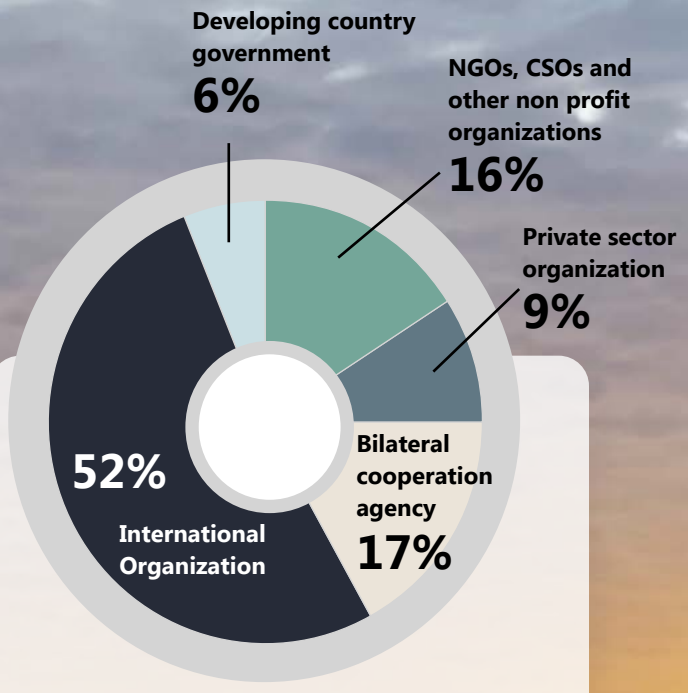
Our commitment to sustainability is the foundation of Baastel's mission. Baastel actively aligns its operations with the Sustainable Development Goals (SDGs), ensuring that business growth is balanced with positive social, economic and environmental impacts.

Projects contribution to SDGs (% of total)





67
mandates completed in 2024



43
clients

4.57
Overall quality rating given to Baastel

100%
of our clients thought that Baastel's services added value to their mission and performance

93%
of clients said they are likely to use the deliverables provided by Baastel or are already using them.

Client satisfaction

Baastel conducted a thorough, accurate, and detailed review of a very complex, multi-country, dual-agency program and provided actionable recommendations. The team exceeded expectations with high quality presentations and thorough responses to questions.

Baastel's recommendations were based on clearly defined areas for improvement and were explained in practical terms. Our team found the recommendations relevant to the issues identified and useful for improving program implementation.

The framework and methodology used by Baastel provided a useful structure for dialogue to reflect on the strengths and weaknesses of the program. Engaging in Baastel's rigorous approach will enhance the team's critical thinking and application of lessons learned in the next phase of the program.

Alinea

Africa

Gender equality
Climate action
Partnerships

Technical assistance

CAD 265,000

About

National Action Plan on Gender and Climate Change

Launched in 2021 by the Federal Ministry of Environment with support from Women Environmental Programme (WEP), the NAPGCC guides actions to mitigate climate change impacts on vulnerable groups, especially women. It aligns with the UNFCCC Gender Action Plan to foster capacity building, leadership, and gender-responsive implementation of climate strategies.

> *"Getting to understand that women and young people have better roles to play and not limiting them to just beneficiaries is very important because oftentimes young people are not allowed to be involved in decisions which causes limitation on their part."*

Baastel in action

Building capacity for inclusive climate governance

Nigeria is one of the first African countries to develop a national action plan to address the disproportionate impacts of climate change on women and vulnerable groups. Baastel contributed to this transformative initiative by providing targeted training to promote gender-responsive climate action and empower women and youth in climate leadership.

Scope of work

Baastel's mandate included developing training materials and conducting three hybrid workshops using adaptive, interactive methods and targeting key stakeholder groups:

- Civil Society Organizations (CSOs): Reinforced the capacities to advocate for gender-responsive climate policies, engage in climate negotiations, and assume leadership roles in climate action.
- Sub-national Governments: Strengthened the knowledge and skills of climate institutions to implement inclusive, gender-responsive policies.
- Media Professionals: Equipped participants with storytelling and communication skills to advocate for gender-responsive and socially inclusive climate action.

Results

Baastel's efforts significantly enhanced participants' capacities to advance gender-responsive climate initiatives:

- At least **75%** of participants were women
- **86%** of CSO participants gained skills to identify gender entry points in climate planning
- **78%** of government officials reported increased confidence in advocating for gender equality in climate strategies
- Media professionals developed effective, gender-inclusive storytelling techniques that increased public engagement in climate action.

Insights and lessons for scaling climate action

Baastel led a global evaluation of the Forest Carbon Partnership Facility (FCPF), shedding light on its 15 years of success in advancing "Reducing emissions from deforestation and forest degradation in developing countries" (REDD+) financing mechanism and addressing climate change. Our findings are now helping shape the future of international REDD+ programs.

Scope of work

- Extensive document review
- Online surveys and face-to-face interviews
- A combination of 12 country case studies from the global group of FCPF participant countries
- Four thematic case studies
- Data analysis and stakeholder workshop

Findings

The FCPF has been instrumental in:

- Building readiness capacity in participating countries
- Pioneering jurisdictional Result-Based Payments (RBP)
- Piloting large-scale RBP schemes to protect forests and support communities

Lessons for future initiatives include:

- Balancing the complexity of measurement, reporting and verification (MRV) for high integrity carbon credits with the need for rapid access to finance and the impact of benefit sharing at the local level
- Ensuring that readiness investments lead to sustainable results
- Recognizing the essential role of non-carbon benefits with clear guidelines for monitoring them
- Leverage private sector cooperation for REDD+ success

World Bank

Global

SDG **Climate action**
Life on land

Evaluation

USD 681,300

About

FCPF

Launched in 2008, the FCPF is the largest multilateral financing mechanism for REDD+, providing readiness support and performance-based payments to tropical and subtropical countries. It has laid the foundation for scalable, results-oriented climate solutions that integrate forest conservation, sustainable management and enhancement of carbon stocks.



United Nations Evaluation Group (UNEG)

Global

Partnerships

Evaluation

USD 77,306

About

UNEG

The United Nations Evaluation Group (UNEG) is a professional network that advances evaluation in the United Nations system to improve accountability and effectiveness. To increase its strategic focus and effectiveness, since 2014 UNEG has been operating under a five-year strategy that guides its work to promote and harmonize evaluation practice in the UN system.

Improving accountability and governance

Baastel conducted a comprehensive review of the United Nations Evaluation Group (UNEG) Strategy 2020-2024, assessing its relevance, progress, and governance to guide the development of the upcoming UNEG framework for 2025-2029. This initiative reflects the UN development system's evolving approach to accountability, the SDGs, and the 2030 Agenda.

Scope of work

The midterm review focused on assessing UNEG's work and programs from 2019 to 2022. Key activities included:

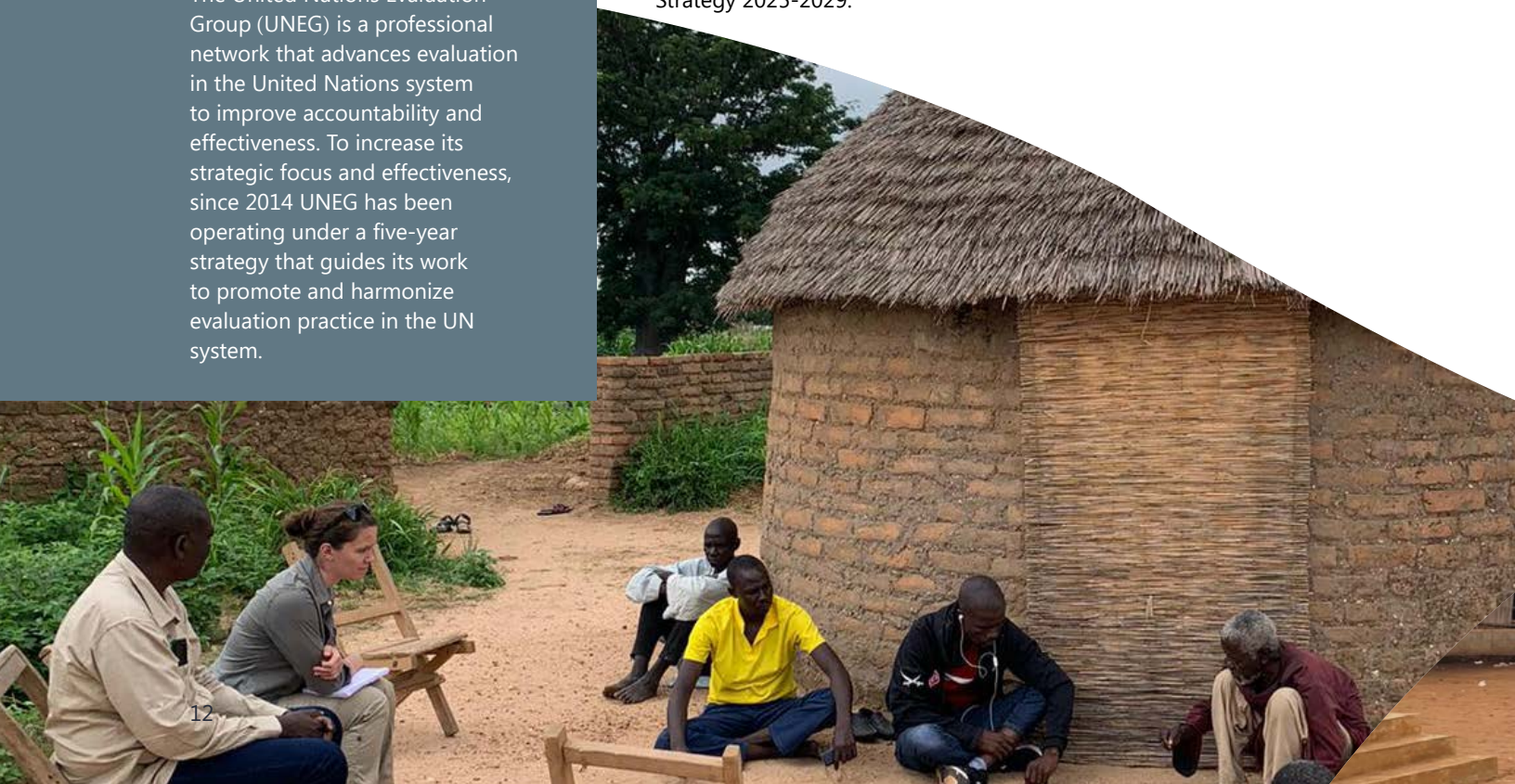
- Desk reviews, stakeholder surveys, and interviews to gather insights
- Conducting a SWOT analysis to identify strengths, weaknesses, opportunities, and threats
- Engaging UNEG stakeholders through a participative workshop to present findings and gather feedback

Findings

The review highlighted:

- UNEG's ability to adapt to the evolving UN evaluation landscape
- The continued relevance of the 2020-2024 strategy in addressing the growing interest of Member States and senior management in evaluation
- Areas for improvement in financial resources and internal governance to enhance future strategic objectives.

The recommendations aim to strengthen UNEG's focus on accountability, evaluation integration and preparation for the upcoming Strategy 2025-2029.



Supporting disaster management in Antigua and Barbuda

Following the catastrophic impact of Hurricane Irma, Baastel partnered with the Government of Antigua and Barbuda to strengthen disaster preparedness and recovery efforts. This initiative aimed to revise the National Disaster Management Plan and develop a Social Sector Disaster Management Plan to strengthen resilience across the country.

Scope of work

Revision of the National Disaster Management Plan

- Review of existing framework and identification of hazards through detailed analysis and profiling
- Facilitating local consultation workshops to test and evaluate the revised plan
- Identifying training needs and implementing public education and awareness programs

Developing the social sector disaster management plan

- Addressing gaps in the national disaster management framework
- Developing evacuation procedures and a post-disaster socio-economic needs assessment toolkit
- Develop an integrated social sector plan and M&E framework to track results
- Convening a stakeholders' validation workshop with capacity-building and communication training

Results

Revised plans are socially inclusive and gender-responsive, ensuring equitable and effective disaster management and relief:

- Strengthened disaster preparedness and response strategies tailored to local needs
- Increased community engagement and awareness through workshops and training programs
- Improved frameworks for post-disaster socio-economic assessments to support faster recovery efforts

Government of Antigua and Barbuda

Caribbean

Climate action

Strategic planning

USD 135,035

About

The impacts of Hurricane Irma

On September 6, 2017, Hurricane Irma made landfall in Barbuda as a Category 5 storm, causing catastrophic damage to the island and severely impacting health, education, and other basic social services. In response, the country received a $29 million loan from the Caribbean Development Bank to rebuild critical infrastructure. The Government of Canada also provided support to help implement the recovery program.



Global Affairs Canada

Global

Partnerships for the Goals No poverty

Evaluation

CAD 126,250

About

Supporting Blended Finance

The Supporting Blended Finance project aims to bridge the financing gap for the Sustainable Development Goals (SDGs) by leveraging capital from multiple sources, including the private and philanthropic sectors. It focuses on increasing access to innovative blended finance products and building the capacity of stakeholders to design and implement effective blended finance models. As of March 2024, the project has achieved significant goals by hosting 70 training and engagement events with 2,500 practitioners, producing extensive analytical reports, and awarding 66 grants worth $17 million to scale innovative finance initiatives globally.



Advancing SDGs through Financial Innovation

Baastel conducted a formative evaluation of the Supporting Blended Finance project, a pioneering initiative to address financial barriers to the UN Sustainable Development Goals (SDGs) by 2030. The approach blends public and private investment to finance projects across sectors, including economic development, climate action, and gender equality.

Scope of work

Baastel's evaluation focused on assessing the project's integration of gender equality and financial sustainability. Key activities included:

- Review of key project documents
- Development of a structured work plan
- Conducting key informant interviews and online surveys
- Analyzing progress and impact

Findings and recommendations

The evaluation highlighted the project's innovative use of blended finance to address critical financing gaps for the SDGs:

- The model's effectiveness in attracting private sector investments with potential returns
- The prioritization of gender equality as a core objective
- The scalability of blended finance to unlock resources for high-impact and sustainable projects

To maximize impact, the evaluation recommended to:

- Strengthen mechanisms for tracking and reporting gender results
- Develop clear guidelines for the strategic use of blended finance
- Improve collaboration between public and private stakeholders to ensure alignment with SDG targets



International Union for Conservation of Nature (IUCN)

Latin America

Life on land
Climate action

Project design

USD 162,110

Protecting the Selva Maya

As part of the GEF-8 Mesoamerican Forest Integrated Program, the Mexico Mesoamerica Forest Child Project aims to address the threats of deforestation and degradation in the Selva Maya forest. This initiative, led by the International Union for Conservation of Nature (IUCN) as the lead agency of the Global Environment Facility (GEF), aims to promote transformative change by improving governance, mobilizing financial resources, and empowering indigenous peoples and local communities.

Scope of work

Baastel designed the project through a multi-phased approach that included:

- Coordinating an inclusive stakeholder consultation process
- Conducting assessments to identify opportunities for improved protected area management, community-led conservation, sustainable investments, policy improvements, and innovative financing mechanisms
- Organizing project development, data validation, and stakeholder engagement workshops
- Preparation and refinement of critical project documents to meet GEF approval standards, including environmental and social management systems and safeguard risk assessments

Results

The project is designed to deliver four transformative outcomes:

- Governance and policy: Strengthened policies and land-use plans that value the biodiversity and ecological benefits of Selva Maya
- Protection and Restoration: Increased conservation efforts through capacity building and nature-based solutions
- Financing: Increased investment through innovative financial instruments and public-private partnerships
- Regional Cooperation: Enhanced collaboration, knowledge sharing and awareness for forest conservation

About

The Mesoamerican Forest Integrated Program

This initiative aims to conserve Mesoamerica's primary forests - vital habitats for endangered species, critical carbon stores, and lifelines for millions of people. With nearly half of the region's natural habitats lost and severe deforestation in the remaining forests, the GEF-8 funding cycle (2022-2026) supports targeted actions to protect these critical ecosystems. The program focuses on expanding and managing protected areas, promoting sustainable policies, mobilizing conservation finance, and raising awareness of the invaluable local and global benefits forests provide.

Our commitment to ESG

We are committed to supporting sustainable development in a holistic way, both in our operations and by helping our clients deliver effective sustainable development solutions throughout the project cycle.

Baastel's Strategic Plan 2024-2027 places a strong emphasis on deepening our commitment to sustainability. The strategic plan includes actions to:

- Strengthen processes and systems
- Improve employee attraction, development and retention
- Evolve Baastel's Green Plan
- Develop more sustainable and inclusive solutions for customers
- Strengthen and expand regional hubs to enhance specific regional expertise and business development
- Improve the impact reporting process



MANAGING ENVIRONMENTAL IMPACT

In 2024, Baastel joined the Canadian Coalition on Climate Change and Development (C4D), where international development and environmental organizations share knowledge and take concerted action to influence policy and advance climate change adaptation and development goals.

In addition, since 2018, our efforts to reduce the environmental footprint of our operations and mitigate negative impacts have been guided by our Green Plan, which aims to:

- Minimize emissions from Baastel's operations, particularly in relation to air travel
- Reduce consumption of office resources and manage environmental impacts more effectively
- Monitor and improve our environmental performance

The Green Plan will continue to evolve as part of Baastel's 2024-2027 Strategic Plan, ensuring the achievement of the company's long-term sustainability goals.

One of Baastel's most significant environmental impacts comes from air travel, which is the largest source of Baastel's greenhouse gas (GHG) emissions. Baastel has a policy to encourage alternatives to air travel whenever possible and since 2019 has partnered with Planetair.ca to offset unavoidable CO2 emissions by supporting Gold Standard-certified climate change mitigation projects.

In 2024, Baastel offset 213 metric tons of CO^2 emissions generated by air travel.

In addition, Baastel's telecommuting policy and benefits program to encourage the use of soft modes of transportation for office commuting have supported the reduction of transportation-related GHG emissions.



EMPLOYEE WELL-BEING

We recognize that the talent and dedication of our team are invaluable assets to our success and have enabled us to deliver quality solutions and foster long-term client relationships.

To help employees maintain a healthy work-life balance, Baastel offers a flexible, supportive work environment that includes telecommuting options, flexible work hours and part-time schedules. This not only meets individual needs, but also fosters a culture of trust and respect, while contributing to job satisfaction and employee retention.

To support employee growth, and in line with the 2024-2027 Strategic Plan, Baastel will work to enhance training and employee development to ensure that its team members develop their skills and diversify their expertise to continue to be successful in their roles.

GOVERNANCE AND ACCOUNTABILITY

Baastel recognizes the importance of strong governance structures to effectively manage its ESG efforts. The Board of Directors is responsible for overseeing ESG activities with the support of two Communities of Practice (CoP) led by specialized Baastel consultants, the ESG CoP and the Gender Equality and Social Inclusion (GESI) CoP. These internal groups, established in 2024, aim to provide a platform for employees from different departments to share knowledge, identify business opportunities and lead efforts to ensure that ESG and GESI principles are embedded in the company's policies, procedures and practices over the coming years.



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