

Please consider the top 3–5 programs that your organization invests in (considering both the time and the funding invested). Listing just your top 3 programs is entirely sufficient for us—only list 4 or 5 if you really invest in them all equally and can't select just 3. For each program, it would be helpful for us to know the time invested, the funding invested, the number of years the program has been active, and some of the primary outcomes.

Program name	Obtaining corporate commitments to higher welfare
Date commenced	Denmark: 10.2001 Poland: 04.2014 Lithuania: 06.2017 Belarus: 06.2017 Ukraine: 06.2017 Estonia: 08.2017 Finland: 11.2017* Norway: 11.2017 UK: 10.2018 Russia: 01.2018 * In Finland, we are co-running a cage free campaign with the Finnish organisation Oikeutta eläimille
Program expenses (2018)	623,989.05
Program expenses (first 6 months of 2019)	238,170.80
Approximate number of staff hours invested (2018)	21,648
Approximate number of staff hours invested (first 6 months of 2019)	11,328
Approximate number of volunteer hours invested (2018)	22,460
Approximate number of volunteer hours invested (first 6 months of 2019)	13,960
Most important outcomes/accomplishments from 2018 or 2019	
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Program name	Media campaigns
Date commenced	Denmark: 06.2000 Poland: 11.2012 Lithuania: 10.2014 Ukraine: 04.2017 Estonia: 06.2017 Belarus: 11.2017 Norway: 01.2018 UK: 02.2018 Russia: 05.2018
Program expenses (2018)	324,771.59
Program expenses (first 6 months of 2019)	213,281.06
Approximate number of staff hours invested (2018)	12,576
Approximate number of staff hours invested (first 6 months of 2019)	11,456
Approximate number of volunteer hours invested (2018)	39,330
Approximate number of volunteer hours invested (first 6 months of 2019)	24,450
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Program name	Plant-based product promotion
Date commenced	Poland: 12.2015 Lithuania: 02.2016 Estonia: 06.2017 Denmark: 06.2017 Ukraine: 11.2017 Norway: 01.2019 Russia: 07.2019 Belarus: 07.2019 Iran: exploratory work
Program expenses (2018)	104,320.62
Program expenses (first 6 months of 2019)	98,819.22
Approximate number of staff hours invested (2018)	8,240
Approximate number of staff hours invested (first 6 months of 2019)	6,400
Approximate number of volunteer hours invested (2018)	13,800
Approximate number of volunteer hours invested (first 6 months of 2019)	8,580
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Program name	Movement building
Date commenced	Denmark: 07.2011 Poland: 11.2012 Lithuania: 10.2014 Estonia: 06.2017 Ukraine: 11.2017 Russia: 07.2019 Belarus: 07.2019
Program expenses (2018)	206,883.65
Program expenses (first 6 months of 2019)	141,631.44
Approximate number of staff hours invested (2018)	13,384
Approximate number of staff hours invested (first 6 months of 2019)	9,824
Approximate number of volunteer hours invested (2018)	6,990
Approximate number of volunteer hours invested (first 6 months of 2019)	4,350
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Program name	Legislative advocacy
Date commenced	Denmark: 2002 Poland: 11.2012 Lithuania: 2014 Ukraine: 03.2017 Norway: 2018 UK: 02.2018 Estonia: 11.2018
Program expenses (2018)	151,667.76
Program expenses (first 6 months of 2019)	72,620.47
Approximate number of staff hours invested (2018)	5,140
Approximate number of staff hours invested (first 6 months of 2019)	3,480
Approximate number of volunteer hours invested (2018)	4,970
Approximate number of volunteer hours invested (first 6 months of 2019)	3,090
Most important outcomes/accomplishments from 2018 or 2019	
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