

## United Nations Global Compact – Communication on Progress

HASSELL initiatives relative to the UN Global Compact's 10 principles

| UN Global Compact Principles   | HASSELL process   | HASSELL initiatives in 2011   |
|--|---|---|
| <b>Principle 1</b> Businesses should support and respect the protection of international proclaimed human rights                           | Corporate Social Responsibility guide;<br>Human Resources (HR) procedures including Equal Opportunity; Discrimination, Bullying and Harassment policies | Code of Ethics policy introduced  |
| <b>Principle 2</b> Businesses should make sure they are not complicit in human rights abuses   | Human Resources (HR) procedures including Code of Ethics and Whistle Blower Protection policies   | Code of Ethics and Whistle Blower Protection policies introduced                      |
| <b>Principle 3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining | Human Resources (HR) procedures   |   |
| <b>Principle 4</b> Businesses should uphold the elimination of all forms of forced and compulsory labour                                   | Human Resources (HR) procedures   |   |
| <b>Principle 5</b> Businesses should uphold the effective abolition of child labour  | Not an identified problem within the business   |   |
| <b>Principle 6</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.                     | Human Resources (HR) procedures including Equal Opportunity, and Discrimination, Bullying and Harassment policies                                       | Discrimination, Bullying and Harassment training for all staff                        |
| <b>Principle 7</b> Businesses should support a precautionary approach to environmental challenges  | Environmental policy, Project Sustainability guide, Studio Sustainability guide, and Opportunities and Risk Register.                                   | In-house training and re-certification to international standards including ISO14001. |

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| <b>Principle 8</b>           | Businesses should undertake initiatives to promote greater environmental responsibility            | Annual carbon emission auditing and carbon reduction strategy, studio sustainability communities, sustainability training and in-house presentations.   | HASSELL Carbon Report 2011.<br>Foundation membership of the China Green Building Council – Foreign Member scheme   |
| <b>Principle 9</b>           | Businesses should encourage the development and diffusion of environmentally friendly technologies | Design of sustainable buildings and workplaces including projects certified to 6 Star Green Star and LEED Gold ratings. Support of Green Building Councils in Australia, China and United States. Participation in university and industry research programs. | Knowledge and Sustainability research team established.<br>Participation in GBCA Green Star Communities - Technical Working Committee; Education Committee, and Implementation and Integration committee members (voluntary) |
| <b>Principle 10</b>          | Businesses should work against corruption in all its forms, including extortion and bribery        | Human Resources (HR) procedures   | Code of Ethics and Whistle Blower Protection policies introduced   |

Note: HASSELL has been a signatory to the UN Global Compact since 2009