

## United Nations Global Compact – Communication on Progress 2012

Parsons Brinckerhoff became a signatory to the United Nations Global Compact (UNGC) in 2009, and since then we have mapped new and on-going initiatives to these principles.

### UN Global Compact’s 10 principles and Parsons Brinckerhoff responsive initiatives

Principles		Responsive initiatives
1	Businesses should support and respect the protection of internationally proclaimed human rights	Corporate Responsibility program based on Millennium Development Goals (MDGs), Organisation for Economic Co-operation and Development (OECD) guidelines, 2010 representation on UN Global Compact working group on business and human rights
2	Businesses should make sure they are not complicit in human rights abuses	Ethics training and hotline
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Human Resources policy
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	Procurement policy
5	Businesses should uphold the effective abolition of child labour	Not identified as a problem within the business
6	Business should uphold the elimination of discrimination in respect of employment and occupation	Diversity Council, Reconciliation Action Plan, signatory to the UN Women’s Empowerment Principles
7	Businesses should support a precautionary approach to environmental challenges	Since 2009, the precautionary approach has been included in our Environment policy
8	Businesses should undertake initiatives to promote greater environmental responsibility	Climate Change policy, Green Teams, Fly-free Weeks, Environment Week initiatives, partnering with Conservation Volunteers
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	Investment in research and development and innovation, including the Sustainable Built Environment national research centre, and founding members of the Australian Green Infrastructure Council
10	Businesses should work against corruption in all its forms, including extortion and bribery	Ethics training and hotline

### UNGC – Parsons Brinckerhoff hosts inaugural training session

On June 6 2011, Parsons Brinckerhoff hosted the inaugural UNGC national training day. The session, run by Rosemary Sainty of the UNGC focal point, coached those who attended through reporting requirements and provided an opportunity for signatories to talk about their experience in implementing the UNGC. Corporate Sustainability Executive, Caroline Holmstrom of Parsons Brinckerhoff talked about the implementation of the Women’s Empowerment Principles in the organisation.

## UN Women's Empowerment Principles 2011

In 2010, Parson Brinckerhoff became a signatory to the UN Women's Empowerment Principles. These principles provide Parsons Brinckerhoff with a framework to ensure a holistic and values-based strategy towards gender diversity, challenging the company to broaden its thinking. Below is a summary of the principles and Parson Brinckerhoff's response.

### Women's empowerment principles and Parsons Brinckerhoff responsive initiatives

Principles		Responsive initiatives
1	Establish high-level corporate leadership for gender equality	<p>CEO-level hard commitment to increasing female representation at Board and leadership level on 2012 strategic plan</p> <p>CEO's Statement for Support of the UN Women's Empowerment Principles</p> <p>Diversity Council<sup>1</sup> and associated strategy invests in creating an inclusive culture by valuing and promoting women in our business</p> <p>Managing Director and Directorate involvement in understanding why women leave Parsons Brinckerhoff</p> <p>Recruiting female leaders</p> <p>The inclusion of a non-executive director of multiple Australian companies involved in Diversity Council</p> <p>Diversity Council replaced Women's network to allow focus on gender diversity more broadly — not just female-focussed issues</p>
2	Treat all women and men fairly at work — respect and support human rights and non-discrimination	<p>Supporting carer responsibilities</p> <p>Enabling successful part-time managers</p> <p>Corporate code of ethics and conduct</p> <p>Corporate values</p> <p>Corporate policies for harassment, bullying and discrimination</p>
3	Ensure the health, safety and wellbeing of all women and men workers	<p>Whole of Life strategy and program enabling flexible working arrangements and employment conditions</p> <p>Increased maternity allowance of 16 weeks pay for permanent female employees</p> <p>Accreditation from the Australian Breastfeeding Association for the provision of breast-feeding facilities in our main capital city offices</p>
4	Promote education, training and professional development for women	<p>Female role models and mentors program in its second year with 96% enrolment in 2011</p> <p>Strengthening of female external and internal networks</p> <p>Focus on realising women's leadership potential as part of the overall approach to leadership</p> <p>Talent management strategy, including Success Profiles for each capability and role type within Parsons Brinckerhoff</p> <p>Coaching Clinic to encourage a coaching approach to leading and managing people</p>

<sup>1</sup> In 2011 the Women's Network was renamed the Diversity Council

Principles		Responsive initiatives
5	Implement enterprise development, supply chain and marketing practices that empower women	<p>Sponsorship of International Conference for Women Engineers and Scientists — nine papers presented or included in proceedings</p> <p>Considerations in the development and implementation of employee value proposition and recruitment campaigns</p>
6	Promote equality through community initiatives and advocacy	<p>Supply chain procedures updated to include human rights and labour practices</p> <p>Parsons Brinckerhoff involvement with Business and Professional Women</p>
7	Measure and publicly report on progress to achieve gender equality	<p>Setting gender leadership targets</p> <p>Annual Equal Opportunity for Women in the Workplace Agency reporting</p> <p>First Diversity Council annual report issued in 2011</p>