

## HASSELL Systems, Policies, Initiatives and Progress relative to the UN Global Compact's 10 principles

UN Global Compact Principles	HASSELL Systems and Policies	HASSELL Initiatives and Progress in 2013
<b>Principle 1</b> Businesses should support and respect the protection of international proclaimed human rights	Management and Human Resources procedures including; – Equal Opportunity Policy; – Discrimination, Bullying and Harassment Policy;	HASSELL has contributed to more than 20 community based activities including; – Walkatjurra Cultural Centre (pro bono) – Emergency Architects missions (volunteering & sponsorship)
<b>Principle 2</b> Businesses should make sure they are not complicit in human rights abuses	– Code of Ethics Policy; and – Whistle Blower Protection Policy	HASSELL participates in the JobSupport program for intellectually disabled persons (Sydney studio)
<b>Principle 3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Management and Human Resources procedures including; – Equal Opportunity Policy; – Discrimination, Bullying and Harassment Policy;	Discrimination, Bullying and Harassment training conducted for all staff during 2013, at information sessions and during staff inductions.
<b>Principle 4</b> Businesses should uphold the elimination of all forms of forced and compulsory labour	– Code of Ethics Policy; and – Whistle Blower Protection Policy	HASSELL reports biannually to the Workplace Gender Equality Agency in Australia, and it currently compliant with all requirements.
<b>Principle 5</b> Businesses should uphold the effective abolition of child labour	HASSELL does not use or employ forced, bonded or child labour. HASSELL abides by all legislation and regulations in the countries in which we are based, which do not support forced or compulsory labour.	HASSELL has recently approved the development of a Diversity and Inclusion plan. The intent of this plan is to review female participation at HASSELL – including identifying and remedying any barriers to advancement of our female talent – and then to expand this to review opportunities for support, mentorship and employment of indigenous candidates and candidates with a disability.
<b>Principle 6</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.		

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<b>Principle 7</b> Businesses should support a precautionary approach to environmental challenges	<p>Environmental and Management procedures including;</p> <ul style="list-style-type: none"> <li>– Environmental Policy;</li> <li>– Project Sustainability guide;</li> <li>– Studio Sustainability guide;</li> <li>– Opportunities and Risk Register; and</li> <li>– Carbon Report guide</li> </ul>	<p>Independent re-certification of HASSELL Environmental Management System to ISO14001.</p> <p>Carbon emissions from HASSELL business operations are monitored annually.</p>
<b>Principle 8</b> Businesses should undertake initiatives to promote greater environmental responsibility	<p>The HASSELL Knowledge and Sustainability team supports, undertakes and promotes;</p> <ul style="list-style-type: none"> <li>– Annual carbon reporting;</li> <li>– Studio sustainability teams;</li> <li>– Sustainable design training;</li> <li>– Green Star and LEED accreditation;</li> <li>– Interaction with Green Building Councils in Australia, China, Hong Kong and United States; and</li> <li>– Participation in university and industry research programs.</li> </ul>	<p>HASSELL purchases a majority of its electricity from renewable sources through the Australian REC system.</p> <p>HASSELL is a key participant in the Cooperative Research Centre (CRC) for Low Carbon Living, which brings together over 50 research institutions, government agencies and industry organisations to develop new social, technical and policy tools for reducing greenhouse gas emissions in the built environment.</p>
<b>Principle 9</b> Businesses should encourage the development and diffusion of environmentally friendly technologies		
<b>Principle 10</b> Businesses should work against corruption in all its forms, including extortion and bribery	<p>Management and Human Resources procedures including;</p> <ul style="list-style-type: none"> <li>– Code of Ethics Policy; and</li> <li>– Whistle Blower Protection Policy;</li> <li>– Opportunities and Risk Guide</li> </ul>	<p>While HASSELL does not have a specific anti-corruption policy, these risks are managed as part of our Commercial opportunities and risks processes</p>