

United Nations Global Compact  
Communication on Progress 2009 2010

Sanseman Government

UNGC ID: 8190

# Stakeholders

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Name	Role	Organisation
Matthew Tukaki	Chief Executive Officer	Sanseman Government
Rosemary Sainty	Focal Point	UNGC LAN Australia
UNGC Office	Monitor / Program Manager	UNGC (Global)

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# 1 Introduction and overview

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SansGov is a multi-disciplined consulting practice that works specifically with business, industry and government when it comes to change management, organisational renewal, workforce planning, human capital management, building and developing strategies for the green economy and the implementation of policy frameworks. Formed in 2000, SansGov has worked with some of the world's largest and most complex organisations to both re-invigorate strategy and also prepare for changes in domestic, regional and global economic conditions. Our approach follows a structured methodology of assessment, review and strategy development with the final phase being an organisational or strategy health check to ensure success.

Over the past five years SansGov has been recognised as a leader when it comes to preparing organisations for the rise of a green collar workforce and the advent of the greening of the economy. This has extended in providing organisations with advice on strategic programs that deal with sustainability, corporate social responsibility and the successful implementation and management of community based programs that also have a positive impact on the commercial bottom line. SansGov works with business, industry and government to address the key issues of our time, issues that impact on the environment we operate in or about to enter. From the greening of our economy to global skilled and unskilled labour migration, from the mature aged workforce in developed countries through to working with business in the aftermath of the global financial crisis to reform, restructure and renewal. SansGov is a trusted partner with a strong and credible track record of providing results.

SansGov joined the UNGC in April of 2008 and this is our first Communication on Progress.

SansGov is a privately held business operating in Australia with representation in Singapore, Hong Kong and New Zealand.

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## 1.1 Leadership: Matthew Tukaki

SansGov is led by Matthew Tukaki. Matthew has been involved with SansGov since 2000 and has recently returned to the business after leading one of the worlds oldest and largest employment companies, Drake International. Matthew was responsible for operations in Australia and the Asia Pacific where, most recently, he guided the business through the Global Financial Crisis. While with Drake Matthew oversaw all divisions from medical and clinical through to employment, training and education. In addition he was a member of various subsidiary company boards and was Chairman of WorkWise group. Under Matthew's leadership the approach to sustainability and the environment was one of the central pillars of strategy and he remains an advocate of green leasing, carbon emission

reduction programs, water table management in developing countries and the identification of business solutions to climate change.

As a signatory to both the United Nations Global Compact and the 60<sup>th</sup> Anniversary of the Declaration of Human Rights, Matthew is widely respected for his work on green jobs and green skills and has used his position at the helm of one of the nation's largest labour hire companies to educate employers and other business executives on how they can implement sustainability programs no matter how small or large the business or organisation. In March of 2010 Matthew returned to private practice as the CEO of SansGov and works with Governments, civil society organisations and business on the challenges of the green economy and its impact on business, green jobs, green technologies and the challenge of skilling and cross-skilling to meet the demands of a rise in the green collar workforce around the world. Most recently Matthew has been in India speaking at the United Nations Global Compact Conclave and talking with business in developing countries about better approaches to environmental and workforce management. Matthew is a member of the UNGC LAN Establishment Taskforce in Australia and remains a member of various boards and committees. Matthew is based in Sydney, Australia. Matthew covers the Southern Hemisphere and works on client projects right across the Asian and Australian region.

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## **1.2 Statement of Commitment**

SansGov remains committed to the Principles of the UNGC and is also committed to promoting those Principles to clients, suppliers and candidates. Matthew Tukaki has recently been elected as the UNGC Australia Local Area Network Representative, and has a focus on assisting with increasing the number of Australian signatories in addition to promoting the program at every opportunity.

It is the intention of SansGov to remain committed to the UNGC for the long term and, for the program to be the centre piece of its corporate social responsibility initiatives.

## 2 Commitment and progress

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Over the course of the last 12 months (2009 – 2010) SansGov been largely focused on restructuring the business to meet the demand for the post Global Financial Crisis environment. That said, our commitment to three core Principles (Human Rights, Labour, the Environment) that SansGov has embraced remains our focus. Over the course of the next 12 months the business will be moving to embed them further in our day to day to business practice and engagement with clients and suppliers. When it comes to the Anti-Corruption principles SansGov has made public statements in May of 2010 calling on Government to implement training programs for business operating or establishing themselves in developing countries. We will discuss this further in section three of this document.

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### 2.1 Human rights

SansGov was a signatory to the 60<sup>th</sup> Anniversary to the Declaration of Human Rights and remains committed to ensuring that the rights of all peoples are protected. This can sometimes be overlooked when it comes to the business and corporate sector, not because the intent or will is not there, but the visibility of issues within the supply chain can be an issue. Over the past three months SansGov has developed a specific policy around the protection of Human Rights and this statement will now be included in all business proposals put to clients. In addition, SansGov has been working on a template and checklist to provider suppliers who will then have to sign off and commit that they too abide by international conventions and human rights policies before we will purchase or procure from them.

While SansGov is small entity by local and global standards, we believe this best practice may be an influencer for change, or at the very least, force suppliers to consider whether their own suppliers are complying with international conventions and programs.

The signed copy of the 60<sup>th</sup> Anniversary of the Declaration of Human Rights can be found on the SansGov website and we have been proud to be associated with it.

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### 2.2 Labour

Labour is central to the business of SansGov because of our close association with the employment and recruitment services sector. Our CEO, Matthew Tukaki, is also considered to be one of the most influential people in the Australian employment landscape, and as such, is able to promote high and fair labour standards. SansGov,

through Matthew Tukaki, has been at the forefront of the public debate when it comes to promoting fairer labour and working conditions for:

- Indigenous Australians
- Disabled workers and new immigrants
- Pay parity for women

In the case of Indigenous Australians, internally, SansGov is formulating a specific employment and empowerment program. This has also acted as a template for partner organisations and SansGov has also moved to advise through corporate on how to implement a National Indigenous Employment policy within their own business. In addition, SansGov has thrown its support behind the Australian Employment Covenant that seeks to find 50,000 jobs for 50,000 Indigenous Australians.

In the case of disabled workers and new immigrants, SansGov has, in the month (May 2010) been advocating strongly that the Australian Government support education programs in refugee camps offshore, particularly in Indonesia and the Thai / Burmese border. This, in turn, could provide new refugee migrants with a greater sense of where they are coming including some Basic English and learning skills. When it comes to disabled Australians, SansGov has also been working to develop a workplace empowerment program that will be put to Government in August of 2010. The program looks more at mainstreaming and equality as opposed to looking at disabled workers as a higher risk and cost employee.

When it comes to pay parity for Women, SansGov has also taken a leadership by publicly supporting a test case before the courts (Fair Work Australia). The case seeks to increase the pay of women on the service workers sector who, on average, receive between 20-30% less than their male's counterparts. Matthew Tukaki, the Head of SansGov, recently appeared (11<sup>TH</sup> June 2010) on national television lending his support to the case and all workers who were being paid less than counterparts for doing the same job.

In the region, SansGov, and Matthew Tukaki, have been significant supporters of change when it comes to labour and the migration of both skilled and unskilled migrants. In May of 2010 Matthew was a guest speaker at the UNGC Asia Pacific Conclave where he spoke to the Labour Principles and the things that business and government needed to change to ensure these workers were protected and defended.

Significantly, in August of 2010, SansGov will be releasing a comprehensive report into the movement and migration of both skilled and unskilled labour in the Asia Pacific, in addition to breaches and improvements to labour standards and laws. This report will form the centrepiece of SansGov's commitment to the Labour Principles of the UNGC.

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## 2.3 The Environment

SansGov has a fundamental commitment to the Environmental Principles of the UNGC and the environment more generally. This commitment will increase in 2010 as we establish a green jobs and sustainability practice. Externally SansGov has been a major proponent of a global and local approach to solving the issues with climate change. In November of 2009, Matthew Tukaki sent a personal letter urging all Australian Governments Members of Parliament and Senator to back the “sealing of a deal” at Copenhagen. While a deal was not reached, SansGov remains to backing the implementation of a local emissions trading scheme and will again back a global deal when talks continue.

Externally, SansGov has also spoken at a range of conferences over the course of the last three months including the National Carbon Reduction Conference and the National Business Leaders forum.

Internally SansGov will be developing a special business briefing service aimed at assisting business and industry with understanding climate change and its impacts. The first business briefing programs will begin in October 2010 and will be called “State of the Green Nation”.

SansGov is also currently finalising an updated environmental impact statement and a carbon monitoring system that will cover the carbon emissions across the business (transport, travel, energy etc) from 1<sup>st</sup> of July 2010 compared with consumption in year 2009. This will then set the benchmark for carbon reduction in 2011 and provide a consistent trend analysis. This will be published annually for clients to monitor our progress.

## **3 Focus areas for 2010 -2011**

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Because this is our first Communication on Progress, we expect our second report to provide more detail, analysis and case references. Therefore, while committing further to all principles, we have decided that there are additional core focus areas for the 2010 – 2011 financial year. We have already mentioned certain initiatives in section two of this document. In this section we look at additional focus areas for the year ahead.

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### **3.1 Promoting the Principles of the UNGC**

By the end of August 2010 a comprehensive addition to the SansGov website will be completed that will include an outline of the UNGC, our further commitment for the year ahead and an overview of the Principles. In addition, we will add what activities we hope to achieve over the next 12 months and these will be ticked off as we progress.

In addition, SansGov will finalise statements of participation that will be included in all reports and proposals to both clients and stakeholders. These statements will include our commitments and what SansGov believes in when it comes to the environment, the protection of human rights and the importance of governance. This will be completed by the end of August of 2010.

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### **3.2 Working with clients and suppliers**

SansGov will move to implement a procurement policy based on sustainability. This policy will look at the supplier and where they are procuring raw materials. In September of 2010 it is our intention to move into new office space in Sydney. In line with our beliefs and commitments to the environment, SansGov has engaged a commercial property agent to source a green, five star rated building. It is our intention to enter into a green lease arrangement. This provides a key supplier to the business an opportunity to assist us in the lowering of our carbon footprint.

In line with the statements we have made in section 3.1, SansGov is currently updating a range of materials outlining our participation in the UNGC program. This will be included in all client and supplier documentation by the end of August 2010.



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### **3.3 Assisting with the continued development of the UNGC LAN in Australia**

SansGov has made a commitment to be an active member of the UNGC LAN in Australia as it moves to establish itself as a fully fledged and independent program. Matthew Tukaki has been elected as the Network Representative and he will work with the UNGC LAN Australia Steering Committee to establish the network and advocate for new signatories.

SansGov will also be making a financial commitment in line with the recently adopted fee structure. SansGov will also provide in-kind assistance and support where possible.

## 4 Closing statements

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This is our first Communication on Progress and so the content may not be as developed or in depth as it could be. That said, SansGov have been active members of the UNGC for the last 12 months and it is our intention that continues and grows in scale in 2010 -2011.

We are a small business when compared with many signatories but our passion, commitment and intentions of as equal measure.

Each one of the action items we have outlined for implementation during 2010 – 2011 will be reported on in our next Communication on Progress with an analysis of our measurable outcomes and results.

## 5      **Contacts**

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The principal contact for the United Nations Global Compact is:

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