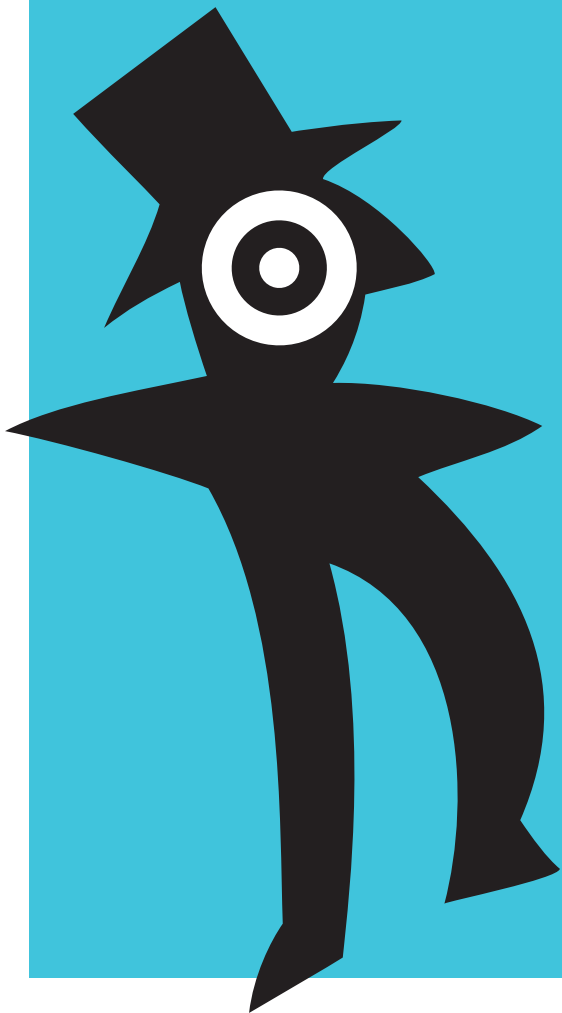


U N G C C O P R E P O R T

Reporting period: July 2011-June 2012



Futureye
Real solutions to real dilemmas

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Photographed by: Justin McManus justinmcmanus.com.au

Reporting period: July 2011 – June 2012

A signatory to the Global Compact since 2002, we have continued an unwavering commitment to the pursuit of The Ten Principles of the United Nations Global Compact whilst promoting The Principles to our associates, clients, partners and vendors.

As a management consulting firm specialising in sustainable development and Social Licence to Operate, we recognise our broad responsibility to the people with whom we work and live as well as our broader communities locally, nationally and internationally. In the last year, Futureye has had a positive impact on a number of social issues that are impacted by environmental and human rights issues. Whilst internally, we have made changes to our procurement practices that will have an effect on our environmental impact.

I am personally delighted to have contributed to a number of webinars held by the UNGC, including Managing Human Rights Risks in the Global Supply Chain. I participated in the Rio+20 Earth Summit last June and we partnered with stakeholders from the UN to engage people in sustainable development goals using our WikiCurve collaboration platform. As an organisation, we continue to progress The Ten Principles at every opportunity in the relationships we hold as an organisation and our personal interactions.

Katherine Teh-White
Managing Director
Futureye Pty Ltd

A B O U T F U T U R E Y E

Enabling sustainability in companies, governments and communities to deliver net positive social, environmental and economic outcomes.

Futureye continues to support sustainable development endeavours in business, with a firm belief that businesses can only succeed in the long-term by operating within a sustainable framework. Futureye continued to work towards this vision with a number of clients throughout 2011-2012, helping companies achieve goals which align with the Global Compact principles in various ways.

S O C I A L L I C E N C E S T R A T E G Y F O R T H E B A N K I N G I N D U S T R Y

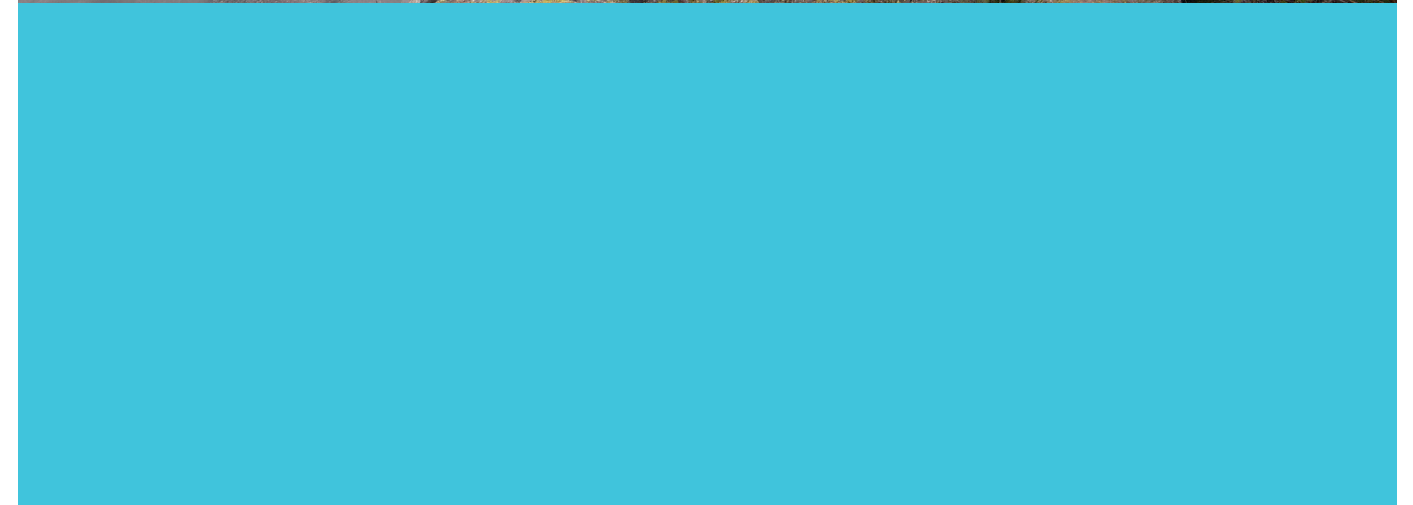


Futureye worked closely with the Australian Banking Association to create a strategy that the banking industry in Australia can use to remove concerns that stakeholders and communities have with banking. The process for improvement undertaken by the industry is now underway.

R I O

T I N T O

W A T E R



Futureye worked with Rio Tinto to assess its approach to water against global best practice, and develop a forward-looking policy and strategy for water. Futureye conducted a literature workshop and stakeholder interviews with water policy, standards and systems experts as well as global leaders in water strategy. The interviews covered a range of geographic locations and sectors, including public policy, finance, reporting, NGO, activist, and community. As a result, Rio Tinto gained a stronger understanding of the gaps between its current approach to water management and current and emerging best-practices.

SANTOS HUMAN RIGHTS AUDIT



Futureye was engaged by Santos to perform a review of its company policies against international human rights standards, evaluating the evolving scope of human rights responsibility for corporations and the expectations placed on them. Futureye developed a Human Rights Policy Audit Model, combining the latest global standards, and rating Santos' performance, and providing recommendations for Santos to follow in order to align with current international standards for human rights policy.

F O L L O W I N G

M A T U R A T I O N O F

A S O C I A L I S S U E



In partnership with the Australian national media company, Fairfax Media, Futureye worked with publishers of its digital and traditional newspapers to launch WikiCurve, an online tool to measure social maturation of issue. Focusing on the War on Drugs, the WikiCurve hosted on all Fairfax websites reached more than 2.5 million readers and 30,000 unique users that posted or responded to specific arguments on the debate. Futureye is now developing the next iteration of WikiCurve to track social maturation on issues such as climate change and biodiversity.

R I O + 2 0

E A R T H

S U M M I T



In June 2012, Futureye's WikiCurve was used in partnership between the Stakeholder Forum and the UN as a tool for people to contribute their voices to the discussion by participating online, providing the opportunity for event participants to understand the way in which people from across the globe view current issues. Futureye was also involved in campaigns and publicity events to promote the Summit.

E V E N T S



A C F P A U L H A W K E N



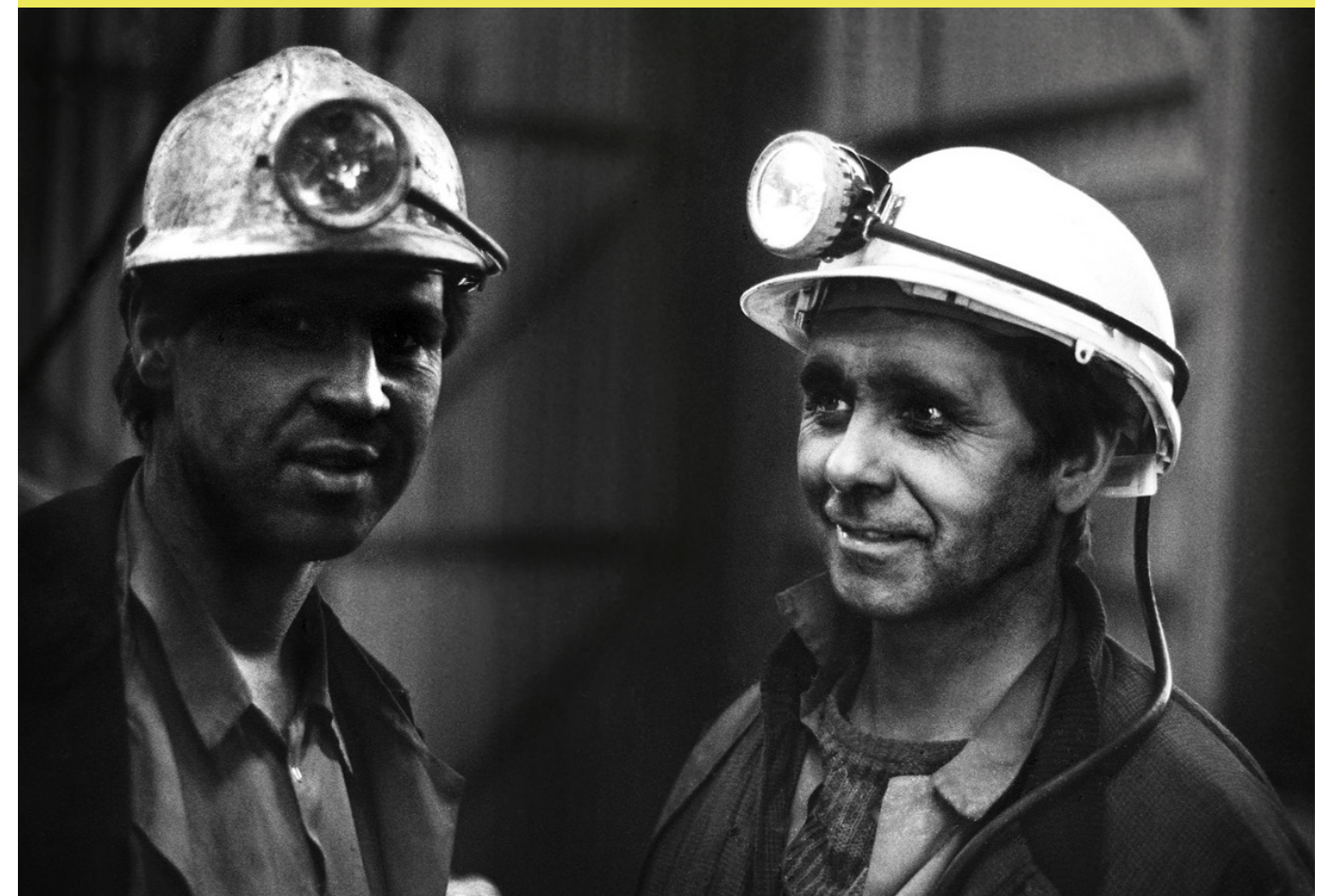
In 2011, Futureye was by approached the Australian Conservation Foundation to provide funding for Paul Hawken to visit Australia. The ACF wanted to invite Paul, a renowned environmentalist, entrepreneur, journalist and author, to discuss his work and views in order to promote and foster engagement on new economic ideas towards creating sustainable societies.

Paul's visit to Australia inspired community members, leaders and activists, and increased awareness of important environmental issues. His ideas about how to bring theories about sustainability and social awareness to life by taking them off the page and into action impacted a growing number of leaders and activists working to embed sustainable practices.

'Everyone on earth will be an environmentalist in the not too distant future, driven there by necessity and experience'

Paul Hawken, Blessed Unrest, 194

R E S P O N S I B L E
M I N E R A L S E C T O R
I N I T I A T I V E ' S
G L O B A L
E X P L O R A T I O N ,
M I N I N G & M I N E R A L S
2 0 / 2 0
I N V I T A T I O N A L
D I A L O G U E



In April 2012, Katherine spoke at the Responsible Minerals Sector Initiative's Global Exploration, Mining and Minerals 20/20 Invitational Dialogue in Vancouver, which collaborated with individuals from a spectrum of sectors and industries in order to shape and inform a sustainable way forward for the mineral sector. The key finding was that the first 10 years of sustainable development used a top down approach, whilst looking forward there will be a bottom up approach. The new approach will focus on engagement with communities about what they want in order to trade off the negatives and maximise the positives. The key to this new approach is better community involvement.

The RMSI Dialogue series endeavours to create ongoing discussion and engagement to confront issues facing the industry and deepen networks across all sectors.

GLOBAL SUPPLY CHAIN BUSINESS SUMMIT, SINGAPORE



In June 2012, Katherine sat as an expert on the panel discussing “The ‘new normal’ operating environment” at The Global Supply Chain Business Summit, the brainchild of Dr. John Gattorna, which brought together individuals from across the world identified as great thinkers and practitioners in the area of enterprise supply chains. Katherine’s panel discussed how to manage associated risk in the face of volatility and disruption in the operating environment of 21st century companies, highlighting that outrage, climate change, labor rights and health and safety issues in the supply chain are no longer ignored, but are increasingly in focus.

FUTUREYE REAFFIRMS OUR COMMITMENT TO THE 10 PRINCIPLES OF THE UNGC

Human Rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** Make sure that they are not complicit in human rights abuses.

Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** The elimination of all forms of forced and compulsory labour;
- **Principle 5:** The effective abolition of child labour; and
- **Principle 6:** The elimination of discrimination in respect of employment and occupation.

Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

These principles are implemented throughout our business and we strive to continuously improve our performance in all of these areas. In its eleventh year, Futureye continues to realise the benefits of continued development of its intellectual capital by investing in training, personal performance measures and fostering an entrepreneurial culture, where clear thinking and ideas are encouraged and evolved.

O U R P E R F O R M A N C E I N 2 0 1 0 A N D F U T U R E Y E ' S R E S P O N S E T O T H E 1 0 P R I N C I P L E S O F T H E U N G C :



Futureye has reviewed performance against the targets we set ourselves for this reporting period. We have largely achieved our goals and provided a good base for further improvements in 2011-12. As intended, we sponsored the Castan Centre for Human Rights Law, attended the Rio+20 Summit, and further developed our WikiCurve platform, as well as reducing paper waste, and switching to a higher percentage of green energy.

Some highlights:

- Environment: Paper use is down by 41%
- Human impact : Attended Rio Earth 20 summit, appointed to the board of the Castan Centre for Human Rights
- Green procurement: Use of recycled paper and fair trade coffee

HUMAN

RIGHTS

	PRACTICAL ACTIONS	EVIDENCE / MEASUREMENT OF OUTCOMES
		Futureye applies the Universal Declaration of Human Rights to all applicable business practices, and also consults client organisations on their human rights policies and practices.
	Futureye pledges its full support for The UN's Universal Declaration of Human Rights.	Katherine sits on the board of the Castan Centre for Human Rights Law, advising on and learning about issues domestically and internationally.
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	We continue to refine our Code of Conduct statement regarding behavioural and ethical standards that all employees of Futureye must adhere to.	Katherine attended Rio Earth Summit 2012 Futureye launched WikiCurve, a crowd sourcing technology to measure social maturation of topical issues, which provides greater insight than standard polling.
Principle 2: Make sure that they are not complicit in human rights abuses	Whenever possible, we source Fairtrade products for use in the office.	For example, whilst polling revealed that more than 70% of people were supportive of the decriminalisation of drugs, the WikiCurve showed the added dimension that society was more supportive of funding being used for rehabilitation and safety programs than for policing and prosecution.
	Our client work regularly seeks to support and respect internationally proclaimed human rights.	We continue our endeavour to purchase Fairtrade products whenever possible, and be on the lookout for new products and materials that adheres to Fairtrade guidelines.

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	PRACTICAL ACTIONS	EVIDENCE / MEASUREMENT OF OUTCOMES
	Futureye recognises all employees' rights to associate freely and participate in collective bargaining. This is also a requirement of Australian Industrial Relations Law.	All staff members are free to bargain collectively and Futureye does not impinge on freedom of association.
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	While forced and child labour are not identified as issues within our business sector, we fully support Principle 4 and 5's commitment to eliminate forced and child labour. Futureye abides by all relevant minimum age laws and regulations in Australia and overseas.	Futureye is committed to uphold its opposition to all forms of forced and child labour and will only deal with other businesses that, to the best of our knowledge, hold themselves to the same standard.
Principle 4: The elimination of all forms of forced and compulsory labour	Futureye is an Equal Opportunity Employer, and abides by the Victorian Equal Opportunity Act of 2010, which makes it unlawful to discriminate against a person on the basis of such things as disability, sex, sexual orientation, religion, race, political orientation, marital status, amongst other criteria. We have in place an Equal Opportunity and Harassment Policy which applies to all business activities and outlines our commitment to creating a diverse and harassment-free work environment.	Futureye continues an unblemished record on providing a safe and secure working environment, with no noteworthy accidents or incidents involving our staff members having occurred in 11 years.
Principle 5: The effective abolition of child labour		Futureye has employed two flexible staff members with primary commitment for their families and recognises the needs of the employees to work flexible hours and often from outside the office and has established IT facilities to accommodate a changing paradigm in the workforce.
Principle 6: The elimination of discrimination in respect of employment and occupation	We have a comprehensive Occupational Health & Safety Policy that sets up systems to ensure we provide a safe and secure work environment for all staff. Our People Policy details general staff employment conditions that take into account Principle 3-6 of the UNGC.	Futureye will continue to be an equal opportunity employer and we will make constant improvements to our policies related to this area.

E N V I

R O N

M E N T

	PRACTICAL ACTIONS	EVIDENCE / MEASUREMENT OF OUTCOMES
	Futureye has in place Green office, clean desk and IT policies that provide purchasing, recycling and waste minimisation guidelines.	All paper used in office equipment is 100% recycled.
	In addition, procedures to retain a higher proportion of records in electronic format, rather than paper copies, facilitate the reduction of consumption of paper and other materials. Double sided printing is set as default whenever possible on our office printers.	All waste paper, plastics and aluminium is recycled in designated recycle bins.
Principle 7: Businesses should support a precautionary approach to environmental challenges		Computers are switched off each night, along with all lighting.
		We are committed to reducing our energy consumptionbut are unable to demonstrate a downward trend in energy usage over the last few years:
		2006-07: 19,810 kWh
		2007-08: 27,140 kWh
		2008-09: 24,580 kWh
		2009-10: 23,440 kWh
		2010-11: 18,447 kWh
		2011-12: 26,608 kWh
Principle 8: Undertake initiatives to promote greater environmental responsibility	The majority of our staff walk, cycle and catch public transport during their daily commutes.	
	We purchase carbon offsets for our company cars and air travel at the end of each year. Our electricity contract takes advantage of the GreenEarth carbon offset programme now available from our supplier.	The increase was due mostly to a change in location to a larger space. However, with a 25% mix of wind energy being purchased through a green energy programme, the approximate savings of 2 tonnes of carbon a month were made.
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	Futureye has Board level representation at Eco-Buy and is also an associate member of the initiative, which has a policy of sourcing products and services from suppliers who share our commitment to sustainable development. This includes specifying products that are biodegradable, recyclable and environmentally friendly.	Futureye is steadily reducing its annual paper waste, despite a temporary increase in 2009 and 2010:
		2006: 0.35 tonnes
		2007: 0.32 tonnes
		2008: 0.30 tonnes
		2009: 0.44 tonnes
		2010: 0.43 tonnes
		2011: 0.175 tonnes
	Our client work is heavily focussed on all areas of sustainability – which includes sustainability of the environment.	A 41% decrease in paper use was the result of newly established filing practices and a downturn in staff numbers.

ANTI-CORRUPTION

	PRACTICAL ACTIONS	EVIDENCE / MEASUREMENT OF OUTCOMES
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	<p>Due to the nature of the industry in which we operate, Futureye’s exposure to corruption is low. However, our employees are guided by our ‘code of conduct’, which outlines boundaries of expected and accepted behaviour.</p> <p>Through our client work, Futureye focuses on assisting organisations on minimising their impacts in this contentious area, via services such as ethics and human rights audits.</p>	<p>Futureye has a no tolerance policy in regards to corruption, bribery and extortion. All employees are required to report gifts, entertainment and services offered by clients, vendors or proposed stakeholders prior to acceptance and all such opportunities are recorded in accordance with Futureye’s Code of Conduct.</p> <p>Futureye’s purchase order system ensures that all company funds are being used for legitimate purposes only.</p>

O U R

G O A L S

F O R

2012-2013

1 Promote a post-2015
development flagship project

2 Build greater transparency
and engagement opportunities
in the WikiCurve platform

3 Sponsor the Castan Centre
for Human Rights Law



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