

## United Nations Global Compact

### UN Global Compact's 10 principles and PB's responsive initiatives

	Principles	Responsive initiatives
Principle 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; representation on UN Global Compact working group on business and human rights
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	Ethics training, hotline and framework
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human resources (HR) policy
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Procurement policy
Principle 5	Businesses should uphold the effective abolition of child labour.	Not an identified problem within the business
Principle 6	Business should uphold the elimination of discrimination in respect of employment and occupation.	Women's Network; Reconciliation Action Plan; signatory to the United Nations Development Fund for Women (UNIFEM) empowerment principles
Principle 7	Businesses should support a precautionary approach to environmental challenges.	In 2009 PB amended its environment policy to include the precautionary approach
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Climate change policy, green teams, fly-free week, support for Earth Hour; Environment week initiatives;
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	Investment in research and development including geopolymers and wind turbine project at Adelaide University
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics training, hotline and framework



## UN Women's Empowerment Principles

The Women's Empowerment Principles provide PB with a framework to ensure a holistic and values-based strategy towards gender diversity. The principles challenge the company to broaden its thinking. The Women's Empowerment Principles are a result of collaboration between the UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women (formerly UNIFEM) and the UN Global Compact.

### 1. Establish high-level corporate leadership for gender equality.

- CEO's Statement for Support of the Women's Empowerment Principles
- Women's Network and strategy invests in creating an inclusive culture by valuing and promoting women in our business
- Managing director and directorate involvement in understanding why women leave PB. This is an initiative of the Women's Network
- Recruiting female leaders — a Women's Network initiative
- Non-executive director of multiple Australian companies involved in Women's Network committee.

### 2. Treat all women and men fairly at work — respect and support human rights and non-discrimination.

- Supporting carer responsibilities — a Women's Network initiative
- Enabling successful part-time managers — a Women's Network initiative
- Corporate code of ethics and conduct
- Corporate values
- Corporate policies for harassment, bullying and discrimination.

### 3. Ensure the health, safety and well-being of all women and men workers.

- Whole of Life strategy and program enabling flexible working arrangements and employment conditions
- Increased maternity allowance of 16 weeks pay for permanent female employees
- Accreditation from the Australian Breastfeeding Association in the provision of breast-feeding facilities in our main capital city offices
- Zero-harm approach to occupational health and safety.

### 4. Promote education, training and professional development for women.

- Female role models and mentors — a Women's Network initiative
- Strengthening female networks — a Women's Network initiative
- Focus on realising women's leadership potential as part of the Accelerated Development Program (ADP)
- Talent management strategy including Success Profiles for each capability and role type within the organisation
- Coaching clinic to encourage a coaching approach to leading and managing people
- Adaptive Leadership program.

### 5. Implement enterprise development, supply chain and marketing practices that empower women.

- Corporate responsibility partnerships with National Breast Cancer Foundation
- Sponsorship of International Conference for Women's Engineers and Scientists
- Considerations in the development and implementation of employee value proposition and recruitment campaigns.

### 6. Promote equality through community initiatives and advocacy.

- Supply chain procedures updated to include human rights and labour practices.

### 7. Measure and publicly report on progress to achieve gender equality.

- Setting gender leadership targets — a Women's Network initiative
- Annual Equal Opportunity for Women in the Workplace Agency reporting.