

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 2015
Principle 1	Businesses should support and respect the protection of international proclaimed human rights	Management and Human Resources procedures including;	HASSELL participates in the JobSupport program for intellectually disabled persons (Sydney studio)
Principle 2	Businesses should make sure they are not complicit in human rights abuses	<ul style="list-style-type: none"> – Equal Opportunity Policy; – Discrimination and Harassment Policy; – Bullying policy; – Code of Ethics Policy; and – Whistle Blower Protection Policy 	HASSELL is currently reviewing and updating the community support and corporate social responsibility programs to achieve greater impact and alignment with HASSELL and UNGC goals.
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Management and Human Resources procedures including;	Discrimination, Bullying and Harassment training conducted has occurred during 2015, via information sessions and during staff inductions.
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none"> – Equal Opportunity Policy; – Discrimination and Harassment Policy; – Bullying policy; – Code of Ethics Policy; – Whistle Blower Protection Policy; and – Parental leave policy; and – Breast Feeding Policy 	HASSELL reports annually to the Workplace Gender Equality Agency in Australia, and is currently compliant with all requirements.
Principle 5	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 are regularly reviewing our Diversity and Inclusion Plan. The intent of the plan is to identify and remedy any policy or organisational culture barriers to advancement of our staff.
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.		

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<p>Principle 7 Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>Environmental and Management procedures including;</p> <ul style="list-style-type: none"> – Environmental Policy; – Project Sustainability guide; – Studio Sustainability guide; and – Opportunities and Risk Register. <p>The HASSELL Knowledge and Sustainability team supports, undertakes and promotes;</p> <ul style="list-style-type: none"> – Studio sustainability teams; – Sustainable design training; – Green Star and LEED accreditation; – Interaction with Green Building Councils in Australia, China, Hong Kong and United States; and – Participation in university and industry research programs. 	<p>Independent re-certification of HASSELL Environmental Management System to ISO14001.</p> <p>In 2015 HASSELL 60% (1,000 MWh) of the electricity used in our studios was purchased from renewable sources through the Australian Government accredited Green Power scheme. HASSELL is currently giving consideration to committing to increasing this to 100% over the next 5 years.</p> <p>The HASSELL designed Global Change Institute, which is an exemplar of sustainable design and development was awarded the prestigious David Oppenheim Award for Sustainable Architecture at the 2015 AIA national awards.</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 and industry organisations to reduce greenhouse gas emissions from the built environment.</p>
<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>Management and Human Resources procedures including;</p> <ul style="list-style-type: none"> – Code of Ethics Policy; – Whistle Blower Protection Policy; – Opportunities and Risk Guide; and – Benefits, Taking Advantage, Business Commission and Presents_China 	<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>