

UNITED NATIONS GLOBAL COMPACT COMMUNICATIONS ON PROGRESS REPORT

January 2017



STATEMENT OF SUPPORT FROM THE DIRECTORS

We are proud to reaffirm our continuing support for the Global Compact Network Australia, and to be a signatory of the Ten Principles of the United Nations Global Compact.

2016 was an exciting year for us, and we're especially proud to have been awarded one of Australia's most prestigious sustainability awards: The Banksia Sustainable Cities Award, for 2020 Vision.

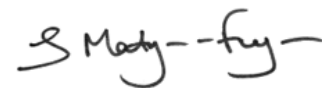
As a business, we exist to inspire businesses, brands and people to embrace a sustainable future. We're part sustainability consultancy, part creative agency and we are committed to creating positive social and environmental outcomes through the work we do, and by supporting our stakeholders in doing the same.

Through our consulting we help embed sustainability into the heart of organisations, making doing good, good for business. Some businesses we've consulted with over the last year include: ALDI, Frasers Property, Medibank, Sanitarium and Mirvac.

Through our creativity we promote and engage society in the benefits of a sustainable world. Some organisations we've worked with in this area this year include: HIA, Red Cross, IAG, CSIRO, Veolia and Suncorp.

Since 2015, we have been a certified B Corp, and a member of the Shared Value Network here in Australia to promote sustainable business operations and programs.

Below are some of our highlights from 2016.



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.

Everyone is entitled to basic human rights. Republic of Everyone:

- supports the Universal Declaration on Human Rights
- supports a number of non-governmental organisations working to advance human rights
- is committed to maintaining and supporting the health and safety of all employees, contractors and visitors

Republic of Everyone also supports human rights by considering the impact of our suppliers. Our office supplies (e.g. food, cleaning or hygiene products) are chosen for their impacts and consideration for human rights, such as Fair Trade, UTZ, Rainforest Alliance certified or similar.

In 2016 we supported a number of non-governmental organisations in their work to advance human rights, including Australian Red Cross, and the NDIA (National Disability Insurance Agency) with the NDIS program to help Australians with significant and permanent disabilities get the support they need.

We continue to educate new team-members on Human Rights and our support for the Ten Principles. We continue to only work with suppliers who uphold Human Rights principles, including Human Rights clauses in our contracts.

Outcomes:

- No investigations, legal cases, rulings, fines or other relevant events to report

LABOUR PRINCIPLES

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.

We're committed to keeping our team happy and ensuring they have a healthy working life. This includes adhering to the UN Global Compact's Labour Principles in our employment practices, our OH&S policy, and our Health & Wellbeing policy – which includes:

- flexible workplace policy
- end of journey bicycle facilities and free bicycle servicing
- free swimming pool pass
- weekly free fresh fruit box

In 2016 we have also added the following benefits:

- weekly delivery of healthy snacks
- \$500 support per employee to spend on health & wellbeing activities of their choice
- increased parental leave benefits

We worked with Mirvac to support them in developing their health and wellbeing strategy.

Outcomes:

- Support for gender equality in the workplace, where 60% of full time employees are female
- No investigations, legal cases, rulings, fines or other relevant events to report

ENVIRONMENTAL PRINCIPLES

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.

Although we're a small and mainly office-based team with a small environmental footprint, we're dedicated to creating a sustainable future in how we act and the work we do. We have multiple initiatives to reduce, recycle and reuse, and we use sustainable materials across our operations.

We are pleased to again be certified a carbon neutral company. We use 100% Green Power and have a Carbon Neutral Travel Policy. We always prioritise buying recycled and/or FSC certified paper and printouts. Our in-house printing uses FSC-certified or recycled paper.

Beyond our own operations, we work with many businesses to reduce their own environmental impacts via policies and multi-stakeholder engagement programs.

We also support environmental non-government organisations working to protect, enhance and regenerate nature and natural ecosystems, including MobileMuster to reduce e-waste, Greening Australia, Nature Conservation Council NSW and ACF. In 2016 we also developed the Generation Yes campaign for Climate Works, to unite people and organisations to work towards fighting climate change.

One of our primary projects is '202020 Vision' with Horticulture Innovation Australia. Its mission is to increase urban green space in Australia by 20% by 2020. This project continues to grow in partners and impact (now over 400 partners). In 2016 we won a prestigious Australian sustainability award: The Banksia Sustainable Cities Award.

Outcomes:

- A certified carbon neutral company for the 6th year in a row
- 50% of our staff cycle to work
- No investigations, legal cases, rulings, fines or other relevant events to report
- Banksia Sustainable Cities Award: 202020 Vision

ENVIRONMENTAL PRINCIPLES

PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.

As a B-Corp we're driven by honesty and integrity. It goes without saying that we have a zero-tolerance policy to corruption, bribery and extortion. We also work with corporate clients to adhere to UN Global Compact's anti-corruption policies via the development of company wide leadership and governance policies.

Outcomes:

- Certified B-Corp
- No investigations, legal cases, rulings, fines or other relevant events to report

CASE STUDY



One of Republic of Everyone's primary projects, 202020 Vision, aims to increase urban green space by 20% by 2020. The project has brought together over 400 organisations, including construction companies, health insurers, local and state government, as well as the UN Global Cities Program.

Green space has proven benefits, including:

HEALTH & WELLBEING

83% of Australians see green space as a place for relaxation and taking time out. 73% see their garden as a sanctuary for their mental wellbeing. Contact with nature is found to have health and psychological benefits: reducing stress, improving attention, having a positive effect on mental restoration and increased longevity.

PRODUCTIVITY

Plants and trees enrich work environments. In fact, it was found that those working in these types of environments become 17% more productive than those in bare spaces without trees and plants.

CLEAN AIR

Trees literally act as our planet's lungs. Research into urban forestry has found that large, healthy trees remove approximately 70 times more air pollution than smaller healthy trees.

LOCAL COMMERCE

Research found that customers prefer shopping in well-tended streets with large trees. The study also found they would pay 9-12% more for goods sold in central business districts with high quality tree canopy. More trees equals more local street commerce.

WATER MANAGEMENT

Trees and plants act as a natural water filtration system. In particular, green roofs can store significant amounts of water and reduce the run-off entering sewer systems and waterways. This means more water staying where it falls.

COOLER CITIES

Everyone knows it's cooler in the shade. But did you know shade is also valuable? For instance trees drop temperatures by up to 8°C, reducing air conditioner use and carbon emissions by an estimated 12-15% per annum.

BIOPHILIA

People like to be in and around nature. In particular, giving people access to nature promotes their mental and emotional wellbeing and has been proven to have a positive effect on human behaviour.

By seeking out proven solutions, scaling, replicating and socialising them, the 202020 Vision project will improve the skills and knowledge of those who are looking to create more green space. This makes achieving our 20% target an easier, more efficient process that anyone and any organisation can be a part of. And that's a good thing for everyone.



JAN '17

