

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 2016
Principle 1 Businesses should support and respect the protection of international proclaimed human rights	Management and Human Resources procedures including; <ul style="list-style-type: none"> – Equal Opportunity 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 2 Businesses should make sure they are not complicit in human rights abuses	<ul style="list-style-type: none"> – Discrimination and Harassment Policy; – Bullying policy; – Code of Ethics Policy; and – Whistle Blower Protection Policy 	HASSELL participates in the JobSupport program for intellectually disabled persons (Sydney studio)
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; <ul style="list-style-type: none"> – Equal Opportunity Policy; 	HASSELL is now a signatory to the Australian Institute of Architects Champions of Change program and commits to advancing gender equality across our studios.
Principle 4 Businesses should uphold the elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none"> – Discrimination and Harassment Policy; – Bullying policy; – Code of Ethics Policy; 	HASSELL reports annually to the Workplace Gender Equality Agency in Australia, and is currently compliant with all requirements. Qualitative and quantitative measure for gender equality are reported biannually to the HASSELL Board.
Principle 5 Businesses should uphold the effective abolition of child labour	<ul style="list-style-type: none"> – Whistle Blower Protection Policy; and – Parental Leave policy; and – Breast Feeding Policy 	Discrimination, Bullying and Harassment training conducted has occurred during 2016, via information sessions and during staff inductions.
Principle 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.	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.	HASSELL has increased the amount of paid parental and partner leave available to employees in Australia. This is above what is required by Australian legislation.

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Principle 7 Businesses should support a precautionary approach to environmental challenges	Environmental and Management procedures including; <ul style="list-style-type: none"> – Environmental Policy; – Project Sustainability guide; – Studio Sustainability guide; and – Opportunities and Risk Register. 	<p>The principal objective of the HASSELL Environmental Policy is to support sustainable development and reduces the environmental impact of our projects and the operation of our studios.</p> <p>In 2016 the HASSELL Environmental Management System was independently certificated to ISO14001.</p>
Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility	<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>HASSELL has now designed over 1,300,000 square metres of buildings certified or registered under sustainable building rating systems including LEED, Green Mark and Green Star.</p> <p>In 2016 the HASSELL Studio was certified 4 Star Interiors under the Green Star sustainable building rating system. This is our 4th studio to achieve a certified sustainable building rating.</p> <p>HASSELL continues to be a key participant in the Cooperative Research Centre (CRC) for Low Carbon Living, which brings together over 40 research institutions, government and industry organisations to reduce greenhouse gas emissions from the built environment.</p>
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	<p>Management and Human Resources procedures including;</p> <ul style="list-style-type: none"> – Anti Bribery Policy – Code of Ethics Policy; – Whistle Blower Protection Policy; and – Benefits, Taking Advantage, Business Commission and Presents_China 	<p>In 2016 HASSELL introduced an Anti Bribery Policy and an updated Code of Ethics Policy. The Anti Bribery Policy applies globally but references the Bribery Act (UK) as it is considered to be the relevant and appropriately high standard to which HASSELL will comply.</p>