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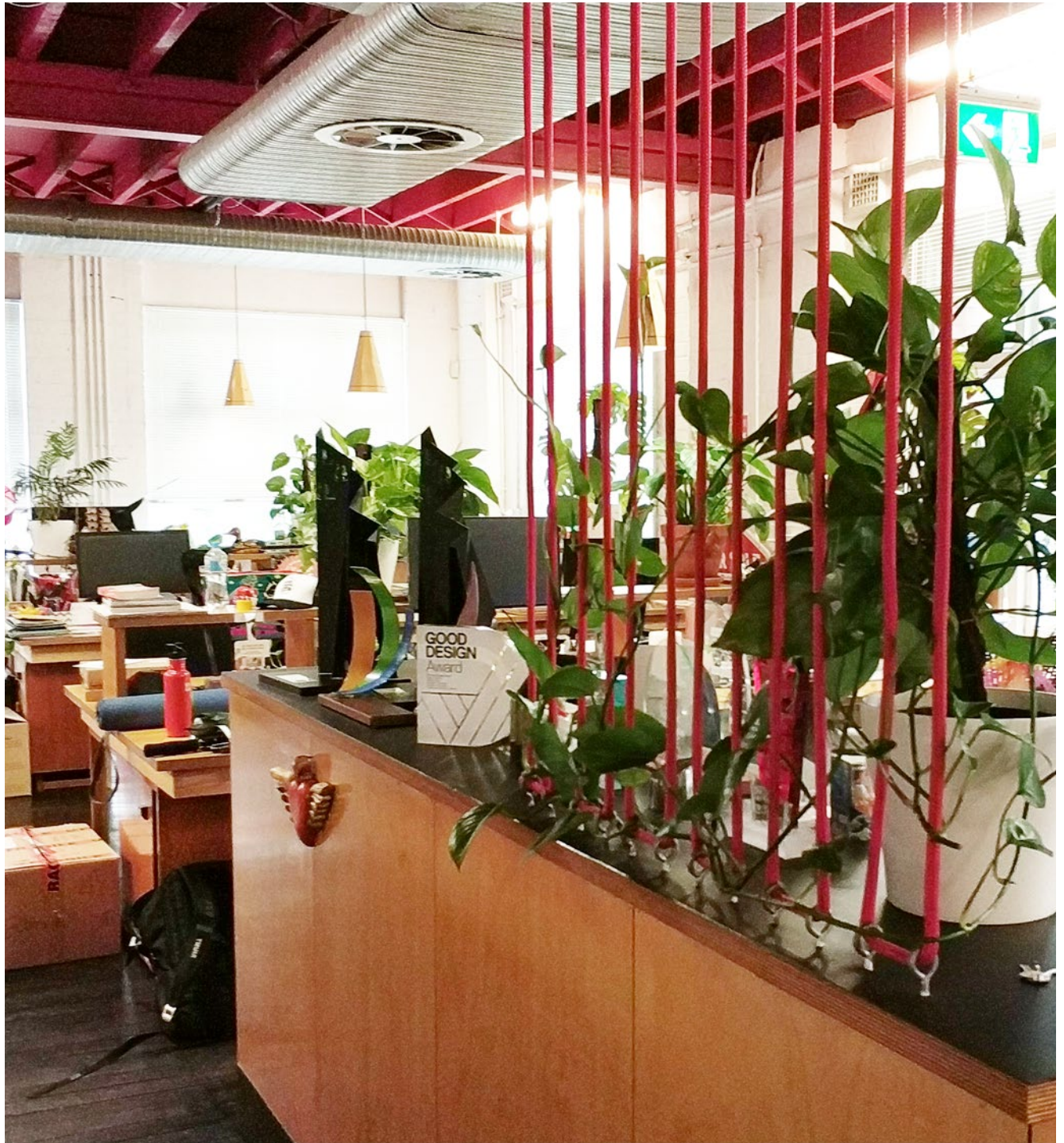
GLOBAL COMPACT | COMMUNICATION ON PROGRESS (COP) REPORT

JANUARY 2018



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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.

2017 was another exciting year for us. We're proud to have been re-certified as a B Corp and also awarded as one of B Corp's 'Best Workplaces To Work For' globally.

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 organisations we've consulted with over the last year include: ALDI, City of Parramatta, Optus, Frasers Property, Sanitarium and David Jones. Through this work we are driving positive social and environmental change. This includes building the SDGs into their sustainability strategies.

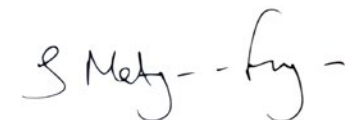
Through our creativity we promote and engage society in the benefits of a sustainable world. Some organisations we've worked with in this area this year include: HIA, Australian Red Cross, IAG, ClimateWorks, Veolia and Suncorp.

We continue to be a member of the Shared Value Network here in Australia to promote sustainable business operations and programs.

To follow are some of our highlights from 2017.



Ben Peacock



Scott Matyus-Flynn



HUMAN RIGHTS.

PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights.

PRINCIPLE 2

Make sure that they are not complicit in human rights abuses.

HUMAN RIGHTS.

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 2017 we supported a number of non-governmental organisations in their work to advance human rights, including Australian Red Cross, Flourish Mental Health and SDN who are specifically focused on helping 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.

PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation.

LABOUR PRINCIPLES.

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:

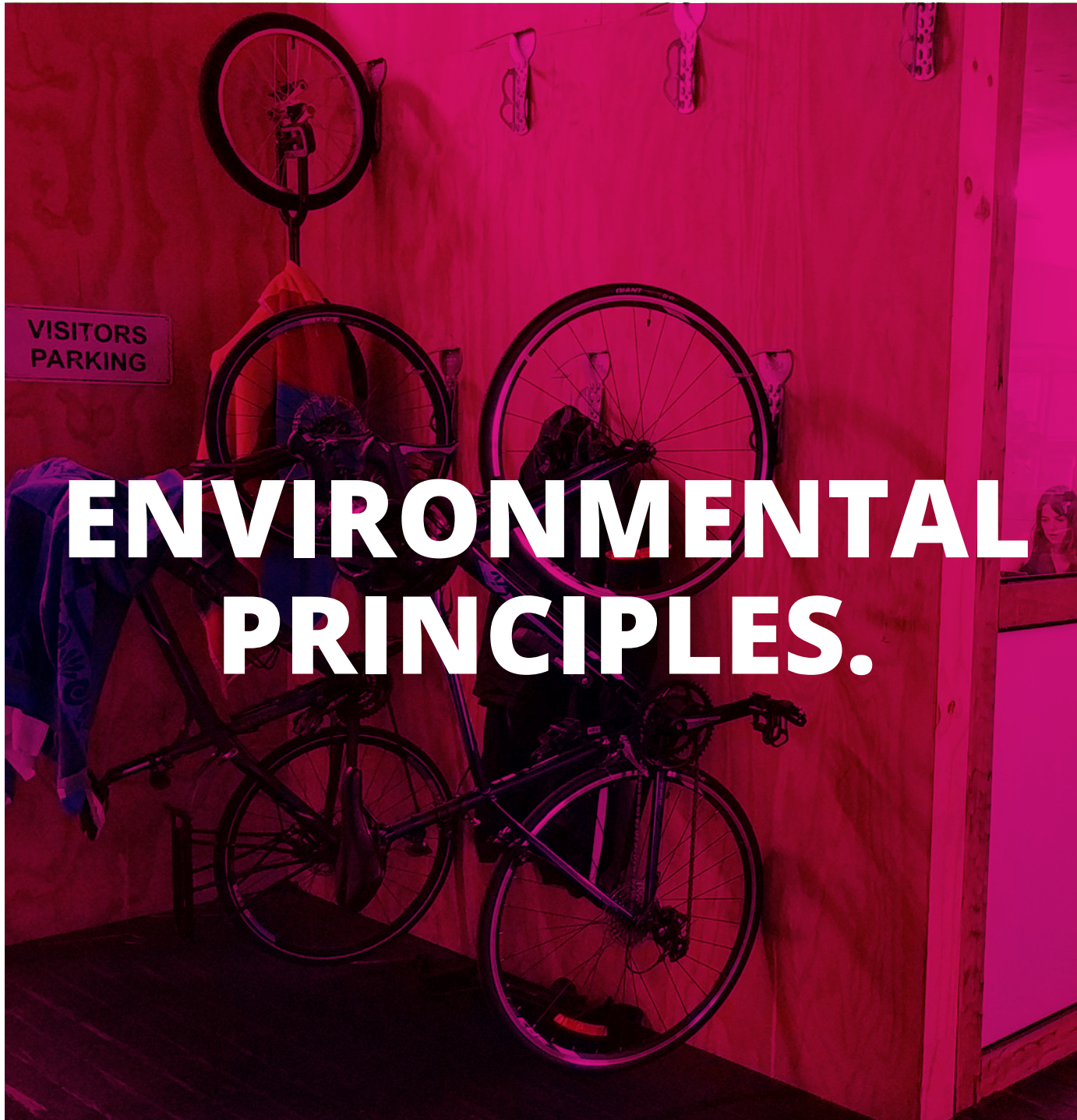
- flexible workplace policy
- end of journey bicycle facilities and free bicycle servicing
- free swimming pool pass
- weekly free fresh fruit box
- weekly delivery of healthy snacks
- \$500 support per employee to spend on health & wellbeing activities of their choice

This year we're also very proud to have been recognised by B Corp as being one of the best workplaces in the world for workers. B Corp certification is to sustainable business what Fair Trade certification is to coffee. It is a rigorous assessment that explores a company's governance, transparency, environmental and social impact. B Corps voluntarily hold themselves to a higher level of accountability in these areas, using the power of business to create a positive impact on the world. Through our consulting, a number of large Australian corporations have now implemented Diversity and Inclusion policies at work.

OUTCOMES

- Support for gender equality in the workplace, where 70% of full time employees are female
- No investigations, legal cases, rulings, fines or other relevant events to report





PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges.

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility.

PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies.

ENVIRONMENTAL PRINCIPLES.

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 be a certified 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 (e.g. Science Based Targets) and multi-stakeholder engagement programs. These organisations include Frasers Property, City of Parramatta, Sanitarium, ARENA and MEFL. Outcomes include Frasers Property setting up a renewable energy supply business.

We also support government and non-government environmental organisations working to protect, enhance and regenerate nature and natural ecosystems, including MobileMuster to reduce e-waste, Greening Australia, and WWF.

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) and this year we launched a consumer campaign called 'Plant Life Balance' with an educational app which achieved over 20,000 downloads in the first fortnight.

OUTCOMES

- A certified carbon neutral company for the 7th year in a row
- 85% of our staff cycle, walk or take public transport to work
- No investigations, legal cases, rulings, fines or other relevant events to report



ANTI-CORRUPTION PRINCIPLES.

PRINCIPLE 10

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

ANTI-CORRUPTION PRINCIPLES.

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

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

Case Study

PLANT LIFE BALANCE.

Plant Life Balance is one of our largest integrated consumer campaigns to date, and was developed on behalf of our client Hort Innovation and the nursery and garden industry of Australia.

The campaign is designed to get Australians excited about styling their homes with plants whilst promoting the health and wellbeing benefits they bring.



PLANT LIFE BALANCE.

The core campaign elements were:

- ‘Simple science’ report by RMIT University and the CAUL Hub – articulating the immediate benefits of greening your home including guidelines for an ideal number of plants per space (indoor or outdoor)
- Seven looks & plant palettes designed to inspire and motivate increased greening in small spaces (curated by The Planthunter)
- Downloadable plant list for customers to take to their local nursery
- Free Plant Life Balance app which allows you to rate the health of your space, drag and drop plants into your space and see the health and wellbeing benefits of adding more greenery
- National PR & media campaign
- National retail engagement program

INITIAL RESULTS INCLUDE: (AFTER ONE MONTH)

100



Engaged retailers
promoting the
campaign in store



17,776

App downloads



36M

Total media circulation

386



Individual pieces
of media coverage

Thank you.

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