

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 2017
<p><b>Principle 1</b> Businesses should support and respect the protection of international proclaimed human rights</p> <p><b>Principle 2</b> Businesses should make sure they are not complicit in human rights abuses</p>	<p>Management and Human Resources procedures including;</p> <ul style="list-style-type: none"> <li>– Equal Opportunity Policy;</li> <li>– Discrimination and Harassment Policy;</li> <li>– Bullying policy;</li> <li>– Code of Ethics Policy; and</li> <li>– Whistle Blower Protection Policy</li> </ul>	<p>HASSELL Code of Ethics policy updated to reference UK Modern Slavery Act</p> <p>HASSELL has contributed to a number of community based activities including;</p> <ul style="list-style-type: none"> <li>– Maningrida Arts and Culture Project, Northern Territory, Australia with Architects Without Frontiers</li> <li>– Educating Girls of Rural China (EGRC) project - sponsoring 3 girls to complete their tertiary education.</li> <li>– JobSupport program for intellectually disabled persons (Sydney Studio).</li> </ul>
<p><b>Principle 3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p><b>Principle 4</b> Businesses should uphold the elimination of all forms of forced and compulsory labour</p> <p><b>Principle 5</b> Businesses should uphold the effective abolition of child labour</p>	<p>Management and Human Resources procedures including;</p> <ul style="list-style-type: none"> <li>– Equal Opportunity Policy;</li> <li>– Discrimination and Harassment Policy;</li> <li>– Bullying policy;</li> <li>– Code of Ethics Policy;</li> <li>– Whistle Blower Protection Policy; and</li> <li>– Parental Leave policy; and</li> <li>– Breast Feeding Policy</li> </ul>	<p>HASSELL Code of Ethics policy updated to reference UK Modern Slavery Act</p> <p>HASSELL is a key participant in the Australian Institute of Architects Male Champions of Change program and has committed to a range of actions aimed at advancing gender equality across our studios.</p> <p>HASSELL reports annually to the Australian Workplace Gender Equality Agency, and is currently compliant with all requirements.</p> <p>Qualitative and quantitative measure for gender equality are reported biannually to the HASSELL Board.</p>
<p><b>Principle 6</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>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.</p>	<p>Inappropriate Behaviour training (ie anti-discrimination, bullying etc ) was conducted throughout the HASSELL studios in 2017.</p> <p>HASSELL Parental Leave policy and entitlement was approved for UK studio. Introduction of a new policy for Singapore and China planned for 2018.</p>

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<b>Principle 7</b> Businesses should support a precautionary approach to environmental challenges	Environmental and Management procedures including; <ul style="list-style-type: none"> <li>– Environmental Policy;</li> <li>– Project Sustainability guide;</li> <li>– Studio Sustainability guide; and</li> <li>– Opportunities and Risk Register.</li> </ul>	<p>The principle objective of the HASSELL Environmental Policy is to support sustainable development and reduces the environmental impact of our projects and our studios.</p> <p>In 2017 the HASSELL Environmental Management System (EMS) was independently re-certified to ISO14001. The EMS was reviewed in 2017 and new series of programs with measurable targets will be introduced in 2018.</p>
<b>Principle 8</b> 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"> <li>– Sustainable design training;</li> <li>– Green Star and LEED accreditation;</li> <li>– Interaction with Green Building Councils in Australia, China, Hong Kong and United States; and</li> <li>– Participation in university and industry research programs.</li> </ul>	<p>HASSELL has now designed over 1,400,000 square metres of buildings certified or registered under sustainable building rating systems including LEED, Green Mark and Green Star.</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>
<b>Principle 9</b> Businesses should encourage the development and diffusion of environmentally friendly technologies	<b>Principle 10</b> 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"> <li>– Anti-Bribery Policy</li> <li>– Code of Ethics Policy;</li> <li>– Whistle Blower Protection Policy; and</li> <li>– Benefits, Taking Advantage, Business Commission and Presents China</li> </ul>
		<p>In 2017 HASSELL reviewed and updated the Anti Bribery Policy and Code of Ethics Policy. These policies apply across all studios.</p>