

Communication on Progress United Nations Global Compact

Period of Communication

November 2017 to November 2018

stylecraft[•]

we are stylecraft[•]

Introduction

Stylecraft has been providing furniture of original, contemporary design for over 65 years. First established in Melbourne, Australia in 1953 primarily as a commercial workstation provider, Stylecraft now has **10 showrooms** around **Australia and Asia**, and represents over 20 exclusive European and Australian brands.

We prioritise suppliers and manufacturers who are committed to sustainable practices, those with **ISO14001** certification and products carrying European and Australian **Eco Label** accreditation which contributes towards **Greenstar, LEED & IWBI WELL** certification schemes.

Stylecraft value decisions leading to good practice for the environment and the world we live in, and we aim to be transparent with reporting our sustainability practices.

Our first year as a signatory to the **UN Global Compact** is now complete, and we would like to take this opportunity to report on our progress.



Letter of Commitment to Our Stakeholders

To our stakeholders,

05.11.2018

I am pleased to confirm that Stylecraft reaffirms its support of the **Ten Principles of the United Nations Global Compact** (UNGC) in the areas of Human Rights, Labour Standards, Environment & Anti-Corruption.

In this annual **Communication on Progress**, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Yours sincerely,



Anthony Collins
Managing Director



Human Rights

UN Global Compact Principles

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.

Assessment, Policy & Goals

Stylecraft respects and supports social justice and all internationally recognised human and labour rights. We operate in compliance to the **International Labour Organisation (ILO) Conventions**, and work to ensure human rights are implemented within our own company and those we do business with and/or have influence on.

Stylecraft is committed to providing a safe and healthy workplace for all employees, visitors and contractors and recognises the responsibilities and requirements placed on it by work health and safety legislation and codes of practice as set out in our **Work Health & Safety Policy**.

Fair working conditions and wages are implemented throughout the company in line with the **Fair Work Act 2009**.

Implementation

Using the **Global Compact** risk assessment tool, we have been able to highlight areas within our policies and procedures that require further attention and are taking steps to address these including the development of a **Human Rights Policy**.

We have successfully completed and continue to carry out independent auditing for **Third Party Product Certification through GECA (Good Environmental Choice Australia)** which addresses social, legal and environmental compliance for both the manufacturer and applicant company.

In October 2018, Stylecraft engaged a **Sustainability Consultancy** to undertake a **Social and Environmental Risk Assessment Analysis** across our company and supply chain to ensure compliance with the **NSW Modern Slavery Act 2018**, and to support Stylecraft in meeting regulatory requirements and longer-term customer expectations. Modern Slavery can include human trafficking, servitude, child labour, sex trafficking, forced marriage, forced labour and debt bondage.

Measurement of Outcomes

Stylecraft has had no reports of investigations, legal cases, rulings, fines or other events related to any breaches to Human Rights in the past 12 months.

We have successfully completed Third Party Environmental certification for several product ranges and work closely with our suppliers and manufacturers, both locally & internationally, to grow the collection of certified product. **The Australian Ecolabel Program** is based on the international standard **ISO14024**; 'Environmental Labels and Declarations – Type 1 Environmental Labelling'.

The standard has been established to assess product environmental criteria and product function characteristics, and for assessing and demonstrating social, environmental and legal compliance. This includes the elimination of ingredients, designs, defects or side effects that could harm or threaten human life and health during manufacturing, usage or disposal of products. The standard contributes towards SDGs 13 (Climate Action), 14 (Life Below Water) and 15 (Life on Land).

We remain committed to education and training around Human and Labour Rights and continue to engage with our suppliers both locally and internationally and use our influence where possible to ensure minimum human rights are met.

Labour

UN Global Compact 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 abolition of child labour;

Principle 6

The elimination of discrimination in respect of employment and occupation.

Assessment, Policy & Goals

Stylecraft is committed to upholding the rights of our employees in relation to freedom of association and collective bargaining, forced, compulsory or child labour and understands the importance of having a diverse workforce.

We are proud to be an equal opportunity employer, facilitating an inclusive environment for all current and future employees where diversity is celebrated. We are committed to providing opportunities to the best candidates regardless of race, gender, culture, religion, sexual preference and age.

We believe in treating people with respect and dignity and do not tolerate acts of sexual harassment, intimidation or discrimination, whether direct or indirect.

Our expectations and policies for the above are set out in our **Equal Opportunity and Anti-Discrimination Policy**.

Implementation

Using the **Global Compact Risk Assessment Tool**, we have been able to highlight areas within our policies and procedures that require further attention and are planning to introduce a **Supplier Questionnaire & Code of Conduct** document. This will set out our expectations and ensure that minimum human rights are met and monitored.

In October 2018, Stylecraft engaged a **Sustainability Consultancy** to undertake a **Social and Environmental Risk Assessment Analysis** across our company and supply chain to ensure compliance with the **NSW Modern Slavery Act 2018**. Modern Slavery can include human trafficking, servitude, child labour, sex trafficking, forced marriage, forced labour and debt bondage.

Measurement of Outcomes

Stylecraft has had no reports of investigations, legal cases, rulings, fines or other events related to any breaches to labour, anti-discrimination and/or safety regulations in the past 12 months.

Stylecraft is proud to employ a diverse workforce, employing staff of various age groups, cultures and ethnic backgrounds. We believe in gender equality, and currently have **57% women in the workforce, with 53% of women holding senior management or leadership positions**.

Fair working conditions and wages are implemented throughout the company in line with the **Fair Work Act 2009**. We provide training and upskilling for employees currently in our teams.

Environment

UN Global Compact Principles

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.

Assessment, Policy & Goals

Stylecraft are committed to being a leader of sustainable practice within the furniture industry. We understand our social and environmental responsibilities and are constantly working to develop more sustainable and responsible production of our products. Our mission and initiatives are set out in the **Stylecraft Environmental Policy** and include waste minimisation and energy management, supplier management and product certification.

Implementation

Stylecraft gives priority to companies with **ISO14001** certification, and products carrying independent **Eco Label** accreditation. Stylecraft and a number of our suppliers have successfully completed **Third Party Environmental** certification such as **GECA**, **AFRDI Green Tick**, and **Ecospecifier Global Green Tag** for several product ranges and we continue to work closely with our suppliers and manufacturers, both locally and internationally, to grow our collection of certified product.

The Australian Ecolabel Program is based on the international standard **ISO14024**; **‘Environmental Labels and Declarations – Type 1 Environmental Labelling’** which contributes towards SDGs 13 (Climate Action), 14 (Life Below Water) and 15 (Life on Land). Third Party Environmental certification includes verified evidence of reduction of emissions, hazardous materials and pollutants, details of product stewardship and end of life, and ensures social, legal and environmental compliance for both the manufacturer and applicant company.

In addition to the above, we are working to introduce a **Sustainable Procurement Policy** and **Supplier Questionnaire** in line with **ISO20400** to ensure we continue to maintain sustainable design and production. We continue to seek opportunities to collaborate with suppliers and designers on new product designs using new environmental technologies and innovative materials.

Measurement of Outcomes

National Sustainability Leader Role Created

In response to the increasing requirement for uninterrupted focus on the area of sustainability, in October 2017 Stylecraft created the role of **National Sustainability Leader**. With a focus on corporate and social responsibility, sustainable procurement and supply chain due diligence, the National Sustainability Leader is currently working to support Stylecraft’s sustainable, ethical and environmental commitments to third party product certification, the **United Nations Global Compact Ten Principles and Global Goals**, and more recently to ensure they meet their requirements for the **NSW Modern Slavery Act 2018**. The role also involves the education of Stylecraft team members, suppliers and clients within the design and construction industry on the details and importance of these commitments.

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Measurement of Outcomes

Carbon Neutrality

In 2007, Stylecraft became Australia's first carbon neutral commercial furniture company. Over the past 11 years we have been neutralising our carbon emissions by purchasing green energy credits through **South Pole Group** (formerly **Climate Friendly™**). Since 2007, Stylecraft has offset a total of **5,685.6 tonnes of CO₂e**. The carbon finance from the purchase of these credits has supported the protection of **8,552 hectares of native Tasmanian Forest** by providing incentives to avoid logging.

In addition, our dedication to carbon neutrality has resulted in a 32% reduction in carbon emissions over the past 5 years, despite the continued growth of the company.

Australian Furniture Design Awards

Our long-standing support of Australian designers and Australian manufacturing was enhanced in 2014 with the launch of the **Australian Furniture Design Award**. In partnership with the **Jam Factory**, the award is aimed at encouraging innovation in furniture design and fostering new opportunities for furniture manufacturing in Australia. The winner receives \$20,000, acquisition of their prototype by the **Art Gallery of South Australia**, a residency within the **Jam Factory Furniture Studio** and distribution of a new range through Stylecraft showrooms in Australia and Singapore.

Participation in Clean Up Australia Day

The team at Stylecraft take a sustainable approach to managing our business in an environmentally responsible manner and work to enhance the communities in which we operate and influence. Our aim is to ensure that our employees, suppliers and clients understand the importance of incorporating these considerations into their daily business activities. On the 27th February 2018, **81% of staff at our Head Office took part in our first Clean Up Australia Day**. We took to the waterways of our local neighbourhood in Woolloomooloo, and collected 5x bags of rubbish, 4x bags of recycling, and 3x share bikes. For 2019, we have committed to Australia wide participation in the event as a **Business Supporter**.

Charity Leave Day Entitlement

In addition to Clean Up Australia Day, Stylecraft employees are entitled to two days leave annually to support a charity of their choice. Some of the charities we have volunteered at include **Dementia Australia**, **Fred Hollows Foundation**, and the **Asylum Seeker Resource Centre**. We believe in the community involvement and professional development that comes from these initiatives.

CitySwitch Green Office Program

In March 2018 Stylecraft became a participant in the **CitySwitch Green Office** program, which assists office based businesses become more

efficient and sustainable. With the support offered by CitySwitch, we are able to measure our current performance and set our own targets for improvement in the areas of energy, waste, renewable and IEQ. Recently, Stylecraft has been announced as a **Finalist in the New Signatory of the Year category in the CitySwitch Awards**.

Australian Packaging Covenant Organisation

In October 2018, Stylecraft became a member of **Australian Packaging Covenant Organisation** (APCO), a co-regulatory, not-for-profit organisation that partners with government and industry to reduce the harmful impact of packaging on the Australian environment. APCO delivers this model of shared responsibility through the promotion of sustainable packaging activities including sustainable design, recycling initiatives, waste to landfill reduction and circular economy projects. We are committed to measuring, tracking and improving our sustainable packaging performance within our business and throughout our supply chain.

Social & Environmental Risk Assessment

In October 2018, Stylecraft engaged a Sustainability Consultancy to undertake a **Social and Environmental Risk Assessment Analysis** across our company and supply chain to ensure compliance with the **NSW Modern Slavery Act 2018**. Using LCA-based methodology, the examination of our data will be extended to include an assessment of our environmental impacts.

Anti-Corruption

UN Global Compact Principles

Principle 10

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

Assessment, Policy & Goals

Stylecraft are committed to ensuring all our business activities are conducted ethically and with integrity, and work to avoid bribery, extortion and other forms of corruption.

Implementation

Using the **Global Compact Risk Assessment Tool**, we have been able to highlight areas within our policies and procedures that require further attention and are taking steps to include the identification and management of bribery and anti-corruption within our existing policies and supply chains.

In October 2018 we engaged a **Sustainability Consultancy** to undertake a **Risk Assessment Analysis** across our company and supply chain to ensure compliance with the **NSW Modern Slavery Act 2018**, this will also include impact assessment relevant to Corruption and Bribery.

Measurement of Outcomes

Stylecraft has had no reports of investigations, legal cases, rulings, fines or other events related to any breaches to anti-corruption in the past 12 months.

On 24th October, our National Sustainability Leader took part in the **Anti-Corruption Leadership Group | Risk Assessment Workshop** offered by the **Global Compact Network Australia** (GCNA) to further understand how to identify bribery and corruption risk, and how to design and implement risk assessments to manage them. We will work to incorporate the identification and management of Bribery and Anti-Corruption within our existing policies and procedures, starting with completion of the 6-step Business Integrity Toolkit provided by Transparency International.

UN Global Goals

Stylecraft supports the promotion and participation of the 17 goals outlined by the **UN** as the **Global Goals for Sustainable Development**. We have selected to actively support the following 10 goals where we feel we can have the most influence and impact:

3 GOOD HEALTH AND WELL-BEING 	Ensure healthy lives and promote well-being for all at all ages.	5 GENDER EQUALITY 	Achieve gender equality and empower all women and girls.	8 DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
10 REDUCED INEQUALITIES 	Reduce inequality within and among countries.	11 SUSTAINABLE CITIES AND COMMUNITIES 	Make cities and human settlements inclusive, safe, resilient and sustainable.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Ensure sustainable consumption and production patterns.	13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts.
15 LIFE ON LAND 	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably managed forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	17 PARTNERSHIPS FOR THE GOALS 	Strengthen the means of implementation and revitalise the global partnership for sustainable development.				

Showroom Details

Sydney Showroom

Level 24, 100 William Street,
Woolloomooloo NSW 2011
PO Box 584
Darlinghurst NSW 1300
02 9355 0000
sydney@stylecraft.com.au

Sydney StylecraftHOME Showroom

Ground Floor, 100 William Street
Woolloomooloo NSW 2011
PO Box 584
Darlinghurst NSW 1300
02 9355 0099
info@stylecraftHOME.com.au

Sydney Inhabit

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PO Box 584
Darlinghurst NSW 1300
02 9355 0000
sydney@stylecraft.com.au

Melbourne Showroom

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Melbourne VIC 3000
PO Box 18082
Melbourne VIC 3000
03 9666 4300
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Melbourne StylecraftHOME Showroom

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Melbourne VIC 3000
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