

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 2018
Principle 1	Businesses should support and respect the protection of international proclaimed human rights	A publically available Modern Slavery Act Transparency Statement has been included on the HASSELL website.
Principle 2	Businesses should make sure they are not complicit in human rights abuses	Our Executive team and other relevant employees have been made aware of the risks of modern slavery and human trafficking, and our policies have been updated.
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	A publically available Modern Slavery Act Transparency Statement has been included on the HASSELL website.
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour	HASSELL reports annually to the Australian Workplace Gender Equality Agency, and is currently compliant with all requirements.
Principle 5	Businesses should uphold the effective abolition of child labour	Qualitative and quantitative measure for gender equality are reported biannually to the HASSELL Board. HASSELL is also a key participant in the Australian Institute of Architects Male Champions of Change Program.
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Inappropriate Behaviour training (ie anti-discrimination, bullying etc) was conducted throughout the HASSELL studios in 2018. HASSELL Parental Leave policy and entitlement was introduced for the Singapore Studio in 2018. HASSELL continues to support a range of community based activities including; <ul style="list-style-type: none"> – Indigenous Engagement Program (Australia) – Educating Girls of Rural China (EGRC) program.

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Principle 7 Businesses should support a precautionary approach to environmental challenges		In 2018 the HASSELL Environmental Management System (EMS) was revised and now includes measureable environmental targets, which will be reported against in coming years.
Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility	The principle objective of the HASSELL Environmental Policy is to promote sustainable development, reduce the environmental impact of our projects and our studios and maximise environmental value. Our HASSELL Environmental Management System (EMS) includes;	The revised HASSELL EMS was certified to ISO 14001:2015 in 2018. HASSELL has committed to transitioning to using 100% renewable energy for its studios by 2023. HASSELL has now designed over 3,000,000 square metres of buildings certified or registered under sustainable building rating systems including LEED, BREEAM, WELL, Green Mark and Green Star.
Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> – Environmental Sustainability Policy; – Environmental Sustainability Procedure; – Project Sustainability Guide; and – Studio Sustainability Guide. 	<p>HASSELL continues to support and promote;</p> <ul style="list-style-type: none"> – Sustainable design training; – Interaction with Green Building Councils; and – Participation in university and industry research programs.
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	<p>HASSELL is committed to high standards of ethical conduct and operate our business in full compliance with all international laws and regulations.</p> <p>Our policies and procedures include;</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 	In 2018 HASSELL reviewed and updated the Anti Bribery Policy and Code of Ethics Policy. These policies apply across all studios.