

An aerial photograph of a mountainous landscape. A winding, light-colored road or path snakes through the dark, forested slopes of a mountain. The foreground shows rocky, grassy terrain. The text 'THE ETHICS CENTRE' is overlaid in the top right corner.

THE
ETHICS
CENTRE

UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON ENGAGEMENT

Statement of Continued Support



10 December 2018

Dear Mr Secretary General,

The Ethics Centre is pleased to reaffirm its commitment to the United Nations Global Compact and its Ten Principles in the area of human rights, labour, environment and anti-corruption.

The Ethics Centre has been a signatory to the UN Global Compact since 2008. Our previous Communication of Engagement covered the period November 1, 2013 – October 31, 2015.

This Communication on Engagement covers the period November 1, 2015 – August 31, 2018. We have also included reports of activities up until 10 December 2018.

This document summarises the key practical actions that The Ethics Centre has taken to support the Global Compact principles and engage with the initiative.

Yours sincerely,

Dr Simon Longstaff AO
Executive Director

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About us



The Ethics Centre (TEC) is an independent not-for-profit organisation that has been working for over 25 years to help people and organisations navigate the complexity and uncertainty of difficult ethical issues.

We deliver innovative programs, services and experiences designed to bring ethics to the centre of professional and personal life, and to align actions with values and principles.

Our professional team designs and delivers services, advice and practical support to develop ethical capabilities at the individual, organisation and industry levels. These services guide people through highly sensitive and difficult decisions; from tailored ethics guidance to military personnel being deployed overseas, to advising leaders in some of Australia's largest companies. Our free ethics helpline, Ethical-call, provides a private and safe space for people to explore ethical challenges and seek support to make sound, ethical decisions.

Our online content and events – including the IQ2 debate series and the Festival of Dangerous Ideas – take ethics to the wider community and encourage rich dialogue and healthy debate about complex ethical issues that are on the collective mind. Throughout our 25 year history we have also established major social impact initiatives such as Primary Ethics and the Banking & Finance Oath, which are now standalone entities.

We remain the only organisation in the world providing practical guidance on complex ethical issues across all levels of society. Within communities and across continents, we work with individuals and families, organisations and industries, militaries and governments, to help people embed ethics at the centre of their choices and actions.

The world is shaped by these choices. By learning to navigate and recover from the most distressing ethical problems, individuals and organisations acquire the insights and tools to make ethical decisions throughout their daily lives. In this way, our work goes beyond relieving the symptoms of ethical failure – we also help to prevent its causes, empowering people to shape our world for the better.

Our clients

AFL Australia
AFL Players' Association
Ambulance Victoria
AMP Limited
ANZ Banking Group
Australian College of Health Service Management
Australian Compass Migration
Australian Olympic Committee
Australian Orthopaedic Association
Australian Super
Banjo Advertising
Bank of Queensland
Bell Potter Securities
Benetas Aged Care
BHP
BT Financial Group
Century 21
Clayton Utz
Coffey International
Commonwealth Bank Australia

Corrective Services NSW
Department of Industry
Financial Planning Australia
Groupwork Solutions
Icare
Insurance Australia Group
Lord Howe Island Board
Macquarie Group
Mitie Incorporated
National Australia Bank
Northcott
North Sydney Council
Novartis Pharmaceuticals Australia
NSW Department of Education
NSW Department of Health
NSW Department of Justice
NSW Department of Primary Industries
NSW Office of the Children's Guardian
NSW Police Leadership Centre

Origin Energy
QBE Insurance Group
Reserve Bank of Australia
Returned & Services League of NSW
Risk Management Institution of Australia
Risks Management Association of Australia
Self-Managed Super Pty Ltd.
Settlement Services International
Smartgroup Corporation
Society of Consumer Affairs Professionals
Southern Cross Austereo
Toshiba
University of Newcastle
University of Technology Sydney
Victorian Funds Management
Western Sydney University
Westpac Banking Corporation

The Ethics Centre's approach to the UNGC

The United Nations Global Compact (UNGC) suggests key activities that demonstrate commitment to the UNGC 10 Principles for different types of organisations.

The Ethics Centre's (TEC) diverse work means its activities and impacts sit across at least three of the listed organisational categories: academic, business association and civil society. Across each thematic area – human rights, labour, the environment and anti-corruption – TEC demonstrates commitment to the UNGC principles through our internal processes. We also contribute to other organisations' alignment with these principles through the work we do.

We do this by helping organisations align their ethical framework – their purpose, values and principles – with their decisions, operations and culture. TEC is not prescriptive about what an organisation's ethical framework should be, however we do ask clients to express a purpose that benefits society. As such, organisations identify values and principles that serve society and the environment. For example, one of our clients, Cricket Australia, has values including 'show respect' and 'embrace diversity'. If lived these values embed respect for human rights, dignity and prevention of discrimination. Another client, BHP, values 'sustainability', which if lived promotes greater environmental responsibility.

As organisations implement their ethical framework and make better choices, better practices consistent with the UNGC Principles are expressed. TEC's role is to facilitate this and support clients rather than execute the change ourselves. TEC enables other organisations to embrace their commitments to the UNGC and other institutions promoting sustainability and corporate governance.

We work with a range of organisations: financial institutions, energy providers, companies in the extraction and pharmaceutical industries, sporting bodies, unions, not-for profits, the military and all levels of government. The values and purpose of these entities are diverse and span across all thematic areas: human rights, labour, the environment and anti-corruption. Some of the work we do with these organisations is publicly available and we can report that to you, other work remains confidential.

TEC'S ETHICAL FRAMEWORK

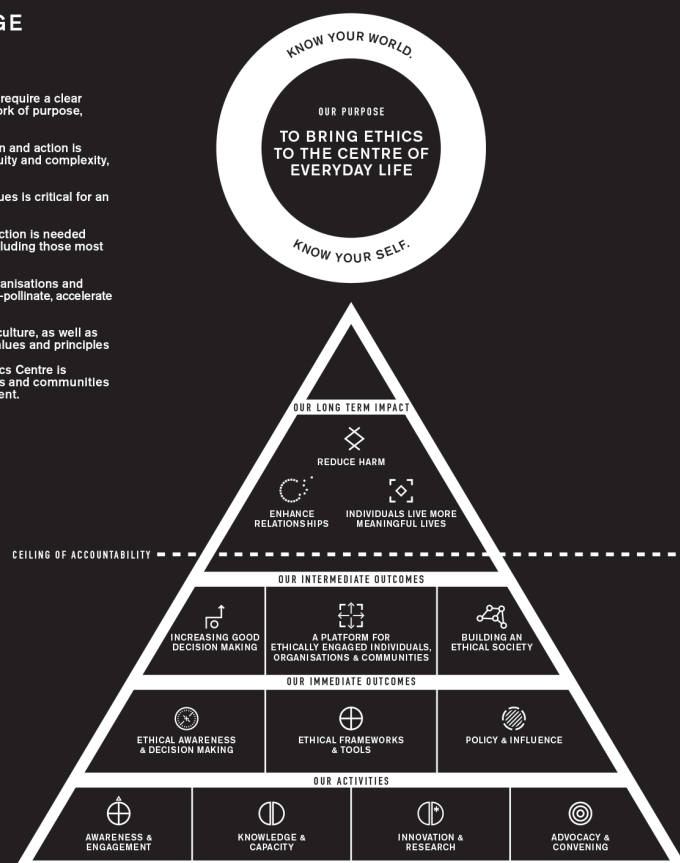
TEC has developed and implemented an ethical framework with human rights and liberal democratic principles at its centre. These values and principles are frequently discussed and drawn upon across all our work in order to ensure our actions, policies and procedures align with ethics and the fundamental rights of our employees, our clients and our community. Our values and principles are:

- + **Be for Humanity:** People matter most. Every person has intrinsic dignity and deserves respect. We'll reject ideas or views that aim to deny the humanity of others.
- + **Listen:** Listening is the foundation for mutual respect and understanding. Being open to others makes us worthy to respond. We provide opportunities for all voices to be heard – including the silenced or ignored.
- + **Demand the Best Reasons:** There is plenty of bad reasoning in the world: we won't contribute to it. We create opportunities for people to explore diverse and often challenging ideas to support deeper thinking, good choices and better outcomes.
- + **Know your World. Know your Self:** Socrates believed that the unexamined life is not worth living. Questioning who we are, being conscious of what we think and do and being alive to what's good and right is what makes us ethical beings.
- + **Imagine with Intent:** Finding solutions to ethical challenges requires imagination. We'll honour the philosophical traditions that inform our work with a commitment to apply them to our increasingly complex world. We'll never stop creating better solutions, better futures and better ways to be in the world.
- + **Be Courageous:** Ethics demands courage. We won't shy away from hard truths, uncomfortable topics or compromise our independence. We won't trade doing what's right for what's easy – or profitable – even if it pits us against public opinion or the powerful.
- + **Walk your Talk:** Living ethically is not about telling people what to think and do: it's about living with integrity. Be who you say you are.

OUR THEORY OF CHANGE

WE BELIEVE THAT TO BRING ETHICS TO THE CENTRE OF EVERYDAY LIFE:

- + Individuals, organisations, and communities require a clear sense of self, including their ethical framework of purpose, values and principles
- + The practice of inquiry, imagination, reflection and action is fundamental to responding to ethical ambiguity and complexity, and maintaining strong relationships
- + Open debating and discussion of ethical issues is critical for an informed and fair society
- + A safe and accessible space for ethical reflection is needed for the broadest range of the community, including those most vulnerable to ethical failure
- + All parts of society, including individuals, organisations and communities need to be engaged - we cross-pollinate, accelerate change and maximizing our impact
- + Requires the alignment of our systems and culture, as well as character and behaviours, to our purpose, values and principles
- + The neutrality and independence of The Ethics Centre is essential to enabling individuals, organisations and communities to lead a more ethical life, without judgement.



Throughout this document we group our actions beneath activities as listed within our theory of change. The meanings for these categories in relation to our work and the UNGC are below.

- + **Awareness & Engagement:** This refers to media and events. Our media and events catalogue is used to increase awareness and engagement with issues surrounding the UNGC between multiple issues.
- + **Knowledge & Capacity:** This refers to advice and education work. Our advice and education work is used to embed UNGC principles in organisational governance. It also builds organisational capacity to prevent and remediate effects of human rights, labour, environment and power abuses.
- + **Innovation & Research:** This refers to research, thought leadership and publications. We use our research and publications to study and draw attention to misalignment between UNGC principles and institutional structures and practices. Through our large reach across public and private sectors leads our research to have substantive impacts on policy.
- + **Advocacy & Convening:** This refers to advocacy and convening work which is often in areas of consumer rights and professional ethics.



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 right abuses.

Human Rights

Human rights law acknowledges that all human beings have dignity and should be treated as moral equals. Article 1 of the Universal Declaration of Human Rights (UDHR) states that:

“all human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood”.

The acknowledgement that all human beings have dignity and deserve respect is central to the mission of The Ethics Centre. Our Ethical Framework includes the value ‘Be for Humanity’, which states that:

“People matter most. Every person has intrinsic dignity and deserves respect. We’ll reject ideas or views that aim to deny humanity to others”.

Moreover, The Ethics Centre views the message of moral equality underpinning human rights doctrine as central to its work.

Through activities spanning media and events, advice and education, research, and advocacy, we increase good decision-making, create networks of ethically engaged people and help build an ethical society. We do this through teaching people skills in ethical reasoning, through developing ethical frameworks for organisations and groups, and through influencing policy and thinking across a variety of sectors. These activities often lead us to promote human rights and draw attention toward, help prevent and remediate the effects of human rights abuses and threats.

1. AWARENESS & ENGAGEMENT:

TEC has curated and produced a range of talks, debates and major events of interest to human rights culture and discourse. Rather than promoting a single area of interest to human rights, TEC’s events, including its quarterly Intelligence Squared (IQ2) debates and the [Festival of Dangerous Ideas](#), aim to foster a culture of respect for the principles that underpin human rights and liberal democracy – respect, dignity, autonomy, fairness and equality. Our events promote intelligent exchange of ideas through focus on rational argument, evidence and mutual respect. These principles guard audiences against group polarisation that can lead to disrespect for facts and persons as holders of intrinsic dignity and, in extreme cases, to political violence and oppression. In 2016 our IQ2 debate on racism was named a finalist in the social cohesion category of the 2016 United Nations Media Peace Awards, and one of its YouTube [segments](#) has been viewed over 480,000 times. The aggregate attendance for TEC events during 2018 alone was above 6,500 people.

Two of our IQ2 debates in 2017 also aimed to raise broad awareness for human rights issues both within and outside Australia. ‘The Refugee Convention Is Out of Date’ and ‘Prisons Work’ raised awareness for refugee rights and prisoner rights respectively, including identifying when they are threatened, and what society can do to challenge patterns of abuse. Both were attended by over one thousand people.

2. KNOWLEDGE & CAPACITY

A large area of TEC’s advice and education work is delivered to financial services, with a focus on financial advice in particular. When carrying out this work, we reflect on the purpose of financial advice in helping everyday Australians secure and protect access to basic goods. Article 25 of the UDHR states that:

“Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.”

The Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry has documented how negligent and unethical delivery of financial services across loans, superannuation and insurance has devastated the security of standards of living adequate for health and well-being of individual customers and their families. Reflecting the multiple dimensions of these failures, TEC is pursuing multiple strategies to help ensure that the future of financial services reflects its purpose in helping everyday Australians establish financial securities that enable and protect access to adequate living. Some of these efforts are listed below.

Parliamentary inquiries into financial advice in Australia have observed that poor educational standards in the financial advice sector have led to poor outcomes for Australians. TEC, with broad industry engagement, has

pioneered and delivered two programs in professional ethics to financial service providers across Australia – the Ethical Professional Program (EPP) and the Ethical Professional Leaders Program (EPPL). Both these courses give individuals the skills, tools and confidence to notice, unpack, act to prevent and remediate ethical problems in the workplace. Such issues include conflicts of interest resulting from unfair and inequitable pricing and sales policies, and issues of bullying and harassment, corruption, criminal activity and other factors surrounding consumer rights. Through partaking in these courses, participants reported that they not only came to interrogate, but also, on many occasions, realign, pricing and sales policies with consumer interests. In 2017 the EPP was delivered to over 400 people and [received](#) the Optus My Business Award for Training and Education Provider of the Year.

On 26 October 2018 TEC made a formal submission to the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry in which it advocated for Commissioner Hayne to consider access to fair and equitable financial products – including superannuation, insurance and loans – as intrinsically linked with human rights in the sense detailed above. This is part of our broader strategy to increase public awareness about the ethical role of professions like banking, and to help align the structures of professional institutions with the ethical purpose they deliver to the public.

TEC also provides advice to organisations on how they should structure their ethical and decision making frameworks, and this has substantive flow on effects on human rights. With assistance from TEC, AMP reviewed and adjusted its ethical framework, a decision with flow-on effects for its investment portfolios. As a result, it [divested](#) approximately \$440m from tobacco companies; and \$130m from cluster munitions and landmines.

In addition to these activities, each year we are contracted by different organisations across various industries to investigate alignment between ethics and organisational culture, governance and leadership. The nature and impacts of our work in this area often relate to human rights. Unfortunately, not much of this is public. However, TEC's ethics inquiries into two leading sporting institutions – the Australian Olympic Committee and Cricket Australia – have been made public in years 2017 and 2018. Because our organisational reviews explore human rights in occupational capacities and substantive policy impacts are often in areas of anti-discrimination, we have chosen to report on these activities under our commitments to the UNGC's Labour principles.

3. INNOVATION & RESEARCH:

On 21 November 2018, TEC published '[Ethical Principles for Technology](#)', a research paper in applied ethics. In this paper we argue that the use of technology should always be bound by moral commitments to never undermine human rights and the intrinsic dignity of persons, never engage in forced or compulsory labour, never discriminate on the basis of a person's race, gender, religion etc., and always avoid harm to the environment. This paper has been distributed to leaders at ASX-listed companies and will inform policy choices and strategic direction across a range of sectors.

On 1 May 2018 TEC published '[Trust and Legitimacy](#)', a research paper in applied ethics as relating to trust and a public licence to operate. The Edelman Trust Barometer shows that public trust in a range of institutions is steadily declining. This trend is corrosive on the ability of professional institutions like banks, energy providers, sporting bodies and unions to develop non-transactional relationships with their stakeholders. The paper argues that legitimacy should be considered as more important than trust, and it proposes a core set of indicators for legitimacy that are reflective of human rights. These include practices of respect, non-harm, responsibility, transparency and honesty. This is part of TEC's strategy to help align the structures of professional institutions with human rights, and to remind them that the ethical purpose they deliver to the public is not reducible to public opinion.

All research bodies and educational providers should ensure their work is grounded in evidence. On an ongoing basis TEC reviews the empirical literature relating to its pedagogy for delivering ethics education to individuals and groups. In 2016 TEC developed a research team comprised of undergraduate and post-doctoral researchers from the University of New South Wales and The University of Sydney to assess the empirical basis of our programs. Following a literature review against our approach we refined our educational content, incorporating further interactive and experiential learning modules that would lead to greater behaviour change. These findings are embedded in the ethics educational programs mentioned above.

4. ADVOCACY & CONVENING:

The Ethics Centre convenes events to raise corporate awareness and engagement in ethics and human rights. The Ethics Alliance is TEC's premier platform for corporate engagement with ethical issues; designed to help raise the standard of business ethics in Australia and around the world. The Alliance has organised learning and dialogue events on issues of corporate sustainability for members of leading organisations in financial and professional services, many of which party to the UNGC. It holds regular events where members are provided with a forum to discuss issues and solutions to problems facing corporate governance, including harmful effects of technology, environmental damages, whistle-blowers and corruption. In 2018 The Alliance developed a digital decision making platform to build the ethical capabilities of its members.

As discussed in part already, The Ethics Centre is a strong advocate for ethics and human rights in financial services. To prevent the delivery of financial services in ways inconsistent with Article 25, under new regulations financial advisors will be made more aware of their role in helping everyday Australians secure standards of living adequate for health and well-being. Dr Simon Longstaff AO has been appointed to the board of the Regulatory body, Financial Adviser Standards and Ethics Authority (FASEA). FASEA's purpose is to set education, training and ethical standards for financial advice professionals across Australia. On this board Dr Longstaff helps to ensure that increased ethical and educational standards will help advisors develop awareness and appreciation of the role of financial advice in obtaining financial security. By advocating for increased ethics and educational standards we help mitigate risks of unfair and inequitable advice, and the incentive structures that lead to them.

In 2012, The Ethics Centre developed and began actively promoting the [Banking and Finance Oath](#) (BFO). The BFO promotes a set of commitments that individuals working in the banking and finance industry should apply throughout their work. These commitments include helping create a sustainable future; helping create a more just society; speaking out against wrongdoing and supporting others to do the same; and taking personal responsibility for one's own actions.



LABOUR

Principle 3: Business 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

The Ethics Centre is firmly committed to the UNGC. As discussed in the previous section, these commitments are most clearly expressed through work done to raise awareness and build capacity for strong decisions.

TEC's commitments to the UNGC's Labour principles are expressed through activities spanning media and events, consulting and research. In the area of labour we are particularly proud of the work carried out during 2017 and 2018 on leading sporting institutions Cricket Australia and the Australian Olympic Committee. Our broad efforts and their impacts are detailed below.

1. AWARENESS & ENGAGEMENT

Our IQ2 debates provide a forum for the healthy discussion of various complex and thought-provoking issues that Australians face today. In one of our most recent debates, 'Has #MeToo gone too far?' The Ethics Centre brought together leading thinkers in feminism, law and criminology to discuss the widespread discrimination against women and underlying contributing factors. Presented to a live audience of over a thousand people and televised nationally, the #MeToo debate stimulated public awareness of gendered workplace discrimination. Another recent IQ2 debate, 'Capitalism is Destroying us' raised awareness for how child, forced and compulsory labour supports the growing rates of consumption in technology and fashion. Each debate reached audiences of over one thousand people and not only prompted discussions of labour abuses and workplace discrimination, but also engaged audiences and public commentators in dialogue about how to intervene and remediate on these impacts for the future.

In addition to IQ2 TEC also produces a range of smaller events that aim to raise public awareness and engagement for a broad range of ethical issues. 'The Ethics of Fashion' raised awareness for how child labour, and forced and compulsory labour, are embedded in the supply chains of popular fashion items around the world.

2. KNOWLEDGE & CAPACITY:

As discussed briefly under human rights, each year we are contracted by different organisations across various industries to investigate alignment between ethics and organisational culture, governance and leadership. We are asked to assist in shaping a better and more ethical workplace that prevents discrimination and remediates the effects of discrimination in occupational settings. In the current reporting period two of our clients have published our reviews – the Australian Olympic Committee, and Cricket Australia.

The Australian Olympic Committee (AOC) is the committee responsible for developing, promoting and protecting the Olympic movement in Australia. On 24 August 2017 AOC released a [report](#) investigating the culture of its organisation as written by TEC. This report was the result of a thorough inquiry into AOC's culture, and one of its key findings was that AOC were not clear and consistent in their leadership communications. Our recommendations included that the AOC review its governance model to ensure it is fit for its purpose, and develop a cultural plan. Since the review was published TEC has supported the AOC on with enacting these recommendations, developing an ethical culture that proactively mitigates risks of bullying, harassment and non-discrimination.

In March of 2018, the Australian men's cricket team was caught cheating on the world stage. On 29 October 2018 a TEC [review](#) was released into whether this incident was rooted in the culture and governance of Australian cricket's governing body, Cricket Australia (CA). The report detailed a relationship between remuneration, leadership, and poor behaviour on and off the cricket field. TEC found that organisational culture and governance had promoted a "win at all costs" attitude which justified treating players as commodities and opponents as enemies. Key recommendations included that CA amend its Anti-Harassment Code for Players and Player Support Personnel so that the definition of 'harassment' is expanded to include abusive sledging (R27). TEC also recommended that CA make explicit (in documentation, etc.) a general prohibition against conduct that might reasonably be perceived as bullying (R28). Other recommendations focussed on alignment between remuneration and an ethical culture. CA has publicly committed to 40 of the 41 recommendations. Together, these recommendations will help ensure that the future of Australian cricket will align with better labour practices and human rights. Specifically, that it will model fair play and not incentivise aggressive tactics like abusive sledging which are known to often include racial abuse.

In addition to these public projects, TEC has performed over five private reviews into organisational culture and governance within the present reporting period. These have all led to substantive changes in governance and culture, mitigating against bullying, harassment and discrimination.

Our ethics educational programs, including the Ethical Professional Program, Ethical Leadership Program, and Ethics at Work, equip individuals with foundational ethical decision-making skills required to navigate ethical dilemmas in their workplace. These dilemmas include preventing discrimination in the workplace, harassment and bullying, and improving workplace culture. Employees are taught how to build a climate of tolerance within the workplace that fosters respect and equal opportunities for all.

In the current reporting period TEC also worked with leading Australian unions to ensure they delivered their services ethically. Unions enable Australian workers to claim their labour rights. The focus of this work was internal culture change, to enable effective provision of support to Australian workers.

3. INNOVATION & RESEARCH:

Across our thought leadership publications, leadership programs and consulting we teach and advocate the importance of embedding best practice, international standards of labour in Ethical Codes, Codes of Conduct, Ethical Frameworks and other related governance and policy documents.

Our recent research paper [Trust and Legitimacy](#) presents a framework for legitimacy that includes human rights principles that, when embedded in labour practices, prevent discrimination. Specifically, the principle of *proportionality* encourages organisations to question the extent to which activities in their supply chain cause harm and human rights abuses, such as forced or child labour.

On 12 December 2017, in collaboration with the Institute of Internal Auditors Australia, the Governance Institute of Australia, and Chartered Accountants Australia and New Zealand, TEC published '[Managing Culture – A Good Practice Guide](#)', a whitepaper on ethical cultures and how to manage culture in a company. A positive workplace culture protects against environments of workplace exploitation and discrimination.

Our recent paper '[Ethical Principles for Technology](#)', promoted principles of Self Determination (PR02), Responsibility (PR03) and Fairness (PR05) in the development and implementation of technologies. Our paper illustrates that, when not following such principles, companies risk entrenching disadvantage by developing technologies for certain advantaged groups. We argue that ethical practises of non-discrimination should be applied in the development and implementation of technology.

4. INTERNAL OPERATIONS:

We are proactively committed to developing and protecting a culture in which people's fundamental dignity is recognised and respected. This proactive approach is seen through our quarterly Culture Pulse which monitors Net Promoter Scores, stress levels and feelings of trust. Gathered themes inform culture and structure management plans which, following best practice principles, are also informed by external consultants.

Moreover, in 2018 TEC began actively investing in building a culture in which employees felt connected to the organisation's purpose. This step is well known for increasing abilities to manage stress and increasing feelings of well-being within and outside the workplace.

TEC provides its staff free access to counselling services as well as training programs in areas of ethics and leadership, educating them on ideas and practices at the forefront of human rights.

Our employment policies clearly state the rights, responsibilities, compensations and benefits owed and owned by all our employees. TEC is committed to Principle 6 of the UNGC throughout all of its employment relations, especially in processes of hiring, managing of grievances and termination. We draw on external advice to ensure we respect legal obligations as well as principles of fairness throughout these operations.



THE ENVIRONMENT

Principle 7: Business 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.

Environment

The Ethics Centre continues to work to raise awareness and conversation around our impacts on the environment. Our work with clients, particularly those in industries with high environmental impacts such as mining, energy and government, has an impact on the environment through the choices those organisations make.

TEC has strong commitments to maintaining a low carbon-footprint, and recognises environmental issues broadly as an area for strategic growth in its advocacy and education in the future.

1. AWARENESS & ENGAGEMENT:

In a recent IQ2 debate, [‘Is it too Soon to Ditch Fossil Fuel?’ \(2018\)](#) expert speakers in the renewable energy and mining sectors discussed the implications surrounding a hasty transition from fossil fuel to renewable energy. IQ2 events such as this improve the understanding of environmental and social issues in the wider population by facilitating accessible and engaging debate. Viewers are equipped with a greater understanding of global environmental issues and are provided with expert opinion to inform their beliefs on energy policy and sustainability. Through Q&A they also learn about means by which they can affect energy policy and sustainability. The live audience for this debate was over one thousand people and it continues to be available online.

Across all events we employ a range of tactics to minimise our carbon-footprint including by providing E-tickets and opting for recyclable food and drink packaging.

2. KNOWLEDGE & CAPACITY:

Our consulting work empowers small and large scale organisations to align their policies and practices with their values. Organisations often have a value in the area of environmental impact, for instance BHP’s value of *‘Sustainability. Putting health and safety first, being environmentally responsible and supporting our communities.’* In this case, The Ethics Centre’s consulting work would discern whether their commitments to environmental responsibility were being upheld.

In 2015, this was put to the test when BHP / Vale tailing dam collapsed at the Samarco mine in Brazil, killing hundreds and causing massive environmental destruction. TEC’s Simon Longstaff was called upon by the CEO of BHP to assist in establishing the extent of BHP’s duty to remediate the river and land and to compensate its people. Visiting the site first hand, Simon was able to prepare a statement, based on BHP’s ethical framework, which formed the foundation of BHP’s response.

Although confidentiality prevents full disclosure of our impacts in this area, a range of TEC’s work in organisational reviews have called out hypocrisy between actions and values, and motivated large organisations to develop stronger sustainability practices.

3. INNOVATION & RESEARCH:

TEC recognises applied research and thought leadership in the sphere of the environment as an area for growth. Nonetheless, it has still used its thought leadership to make significant contributions to this area, as two recent publications demonstrate: [‘Ethical Principles for Technology’](#) and [‘Trust and Legitimacy’](#). Discussing frameworks to guide and assess decision-making surrounding technology and organisational governance, these documents both advocate principles of environmental responsibility.

4. INTERNAL OPERATIONS:

TEC operates in the iconic [Legion House](#), a completely carbon neutral building. Legion House uses state of the art technology to offset all carbon emissions produced from our activities. The building is classified as an ‘Autonomous Zero Carbon Life Building’ by the Australian Sustainable Built Environment Council.

Operating completely disconnected from the city’s electricity grid, it uses a combination of biomass gasification, commercial paper waste and water conversion technology to generate electricity and support its water-based amenities for all operations. Numerous awards have recognised the sustainability of Legion House including the 2014 Sustainability award and the 2014 Green Globe Award for Built Environment Sustainability.



ANTI-CORRUPTION

Principle 10: Business should work against corruption in all its forms, including extortion and bribery.

Anti-corruption

The Ethics Centre's work in the finance industry centres heavily upon the elimination of anti-corruption in Australian financial institutions. Our UNGC strategy comprises a range of activities that focus on equipping organisations with the tools needed to build trust and legitimacy within the organisation, and to prevent corruption from occurring. Across our consulting and applied research, and in conjunction with our work with the Ethics Alliance, the Ethics Centre promotes the UNGC's Anti-Corruption Principles in a variety of ways.

1. KNOWLEDGE & CAPACITY

The Ethics Centre's extensive consulting work in areas of organisational governance and culture functions to prevent corruption within private and public organisations. Although confidentiality prevents full disclosure of our work, notable reviews of Cricket Australia and the Australian Olympic Committee highlight the capacity for our work to call out problems in leadership and policy. By doing so, we help organisations see relationships between risk management, remuneration and decision-making, and therefore arm organisations against systemic abuses of power.

We have also delivered educational workshops both on corruption and on ethics in the context of institutions managing corruption. Through multiple workshops on recognising, managing and reporting on conflicts of interests in the public sector, TEC has worked to mediate and prevent the effects of corruption in Australia. We have delivered an educational seminar to the Independent Commission Against Corruption (ICAC): the agency responsible for independent investigations into corruption in the NSW public sector.

2. INNOVATION & RESEARCH:

The Ethics Centre contributes ongoing thought leadership in applied ethics surrounding corruption in the Australian financial landscape. Our recent publication [*Trust and Legitimacy*](#) – discussed earlier in the context of human rights – touches upon the causes for the decreased trust in Australian financial institutions, and the relationship between the corporation and its moral obligation to society. Ultimately, we propose an ethical framework for organisations that aligns an organisation's governance and decision-making processes with their values and purpose. As thought leaders in this space, our publication contributes a useful framework for organisations to adopt that can prevent them from falling victim to corruption, and reinforce the legitimacy of their practices.

For the past three years, TEC has been delivering Ethical Leadership training to public servants in Papua New Guinea. This three-day program has been undertaken by hundreds of participants and works to strengthen the capacity of public servants to recognise, remediate and prevent corrupt practices.

In future educational programs TEC hopes to bridge discussions of ethical dilemmas with conflicts of interests, and to develop new frameworks for seeing and responding to corruption at the levels of local, state and federal government within both private and public organisations.

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