

COMMUNICATION ON ENGAGEMENT (COE)



Period covered by this Communication on Engagement

1 March 2017 to 1 March 2019

Part 1 – CEO Statement

I am pleased to confirm that 3Bridges Community Limited supports the United Nations Global Compact and its 10 Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We welcome feedback on our first Communication on Engagement (COE). Our COE describes the actions we have taken as an organisation to support the UN Global Compact and its Principles as an independent charity.

A handwritten signature in black ink, appearing to read 'Rosemary Bishop'.

Rosemary Bishop
Chief Executive Officer
3Bridges Community Limited
www.3bridges.org.au ABN 96039601269

Part 2. Description of Actions

Human Rights (valuing others)

1. In May 2018 we launched an ambitious Aboriginal and Torres Strait Islander strategy for our company. This strategy was designed to further **Principles 1** and **2** by:
 - Making a public commitment to address significant social, economic and health disadvantages experienced by indigenous Australians with the publication of a Reconciliation Action Plan and supporting strategy.
 - Employing more indigenous Australians in front line community support and management roles.
 - Engaging with indigenous Australians to improve health literacy through the establishment of culturally appropriate 'yarning circles' across Sydney.
 - Leading cultural engagement for Aboriginal people in the Justice system to enable improved community integration for ex-offenders
 - Delivering Aboriginal cultural awareness sessions and supporting the development of Reconciliation and Action Plans to partner organisations
 - Supporting initiatives to increase cultural awareness amongst staff and volunteers.

Labour (our people)

2. Since 2017 we have focused on developing volunteering and employment pathways for people with a disability through the Inclusive Volunteering program which has grown to 32 participants who are supported in volunteering with 3Bridges, community partners and corporate organisations.



3. From mid-2018 we targeted **Principle 6** by adjusting our recruitment and selection processes to remove potential barriers to employment by indigenous Australians by:
 - Establishing a new senior management position of Aboriginal Services Manager.
 - Employing 2 indigenous Australians in front line support roles to deliver services to vulnerable indigenous Australians.

Environment (where we live)

4. In late 2017 our Company launched new environmental policies, procedures and measures to target **Principles 7, 8 & 9**. These initiatives included policies targeting:
 - Environmental policy statement intended to reduce our company's impact on the environment and take a precautionary approach to the environment.
 - Waste recycling policy to reduce waste.
 - Energy conservation to reduce our use of energy.

Advocating for and engaging with others in aligned principals (influencing others)

5. Engaged with a numerous community sector leadership forums and networks to promote the United Nations Global Compact and its 10 Principles through networks and partnerships including:
 - Primary Health Networks (Not for Profit).
 - Local Health Districts (Not for Profit).
 - Government interagency committees.
 - Hosting major conferences and seminars on major health and social issues.

Part 3. Measurement of Outcomes

Human Rights

- Increased the number indigenous Australians employed by our company from 1 in 2017 to 5 in 2019.
- Increased services to vulnerable indigenous Australians from 1 in 2017 to 100 people in 2019.
- Launched a new program to support indigenous Australians transition from correctional centres into the community (15 clients supported as of Feb 2019).
- Launched our 2nd Reconciliation Action Plan with an emphasis on increasing knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.
- Delivered 4 cultural awareness training sessions for 80 volunteers and employees from 2018 to 2019.

Labour

- Increased employment opportunities for indigenous Australians from 1 in 2017 to 5 in 2019.
- Amended recruitment and selection policies to remove direct and indirect barriers.

Environment

- Reduced overall energy consumption by 5% from 2017 to 2019.
- Reduced overall wastage by 5% from 2018 to 2019.
- Increased recycling volume by 10% from 2017 to 2019.

Advocating

- Our leadership team participated in 40 external community sector forums in 2018.
- Our Company hosted 3 major conferences per annum (3Points Connect) targeting issues impacting on vulnerable people and created legacy projects in response to need.

