

Communication on Progress United Nations Global Compact



Period of Communication
November 2018 to November 2019

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 second 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,

06.11.2019

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.

Targeted SDGs



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 were able to track our progress from this time last year and are in the process of developing our **Human Rights** and **Anti-Corruption policies**, as well as a **Supplier Questionnaire, Code of Conduct and Scorecard**.

We have successfully completed and continue to carry out independent auditing for **Third Party Product Certification through GECA**

Implementation (cont.)

(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 / Commonwealth 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.

The risk assessment was conducted using a **Life Cycle Assessment (LCA)** approach that analysed the social impact across our suppliers, their products, materials and countries which we procure from.

The final risk assessment results provided an overview and prioritisation of risk in our supply chain with detailed information on high risk suppliers, materials and countries from which we procure.

We will be submitting our first **Modern Slavery Statement** in **2020**.

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 and 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;

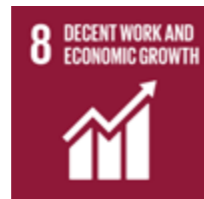
Principle 5

The abolition of child labour;

Principle 6

The elimination of discrimination in respect of employment and occupation.

Targeted SDGs



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**. We are creating a new online handbook for staff on-boarding and continued training, where all employees will have access to Stylecraft policies and procedures.

Charity Leave Day Entitlement

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.

Implementation

Using the **Global Compact Risk Assessment Tool**, we were able to track our progress from this time last year and are in the process of developing our **Human Rights** and **Anti-Corruption policies**, as well as a **Supplier Questionnaire, Code of Conduct and Scorecard**. 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 / Commonwealth Modern Slavery Act 2018**. Modern Slavery can include human trafficking, servitude, child labour, sex trafficking, forced marriage, forced labour and debt bondage.

The final risk assessment results provided an overview and prioritisation of risk in our supply chain with detailed information on high risk suppliers, materials and countries from which we procure.

We will be submitting our first **Modern Slavery Statement** in 2020.

We are working to develop a social impact and Indigenous engagement program which will be further supported by the development of a **Reconciliation Action Plan (RAP)**.

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 66% of women holding senior management or leadership positions**.

To further show our support of women in our industry, our **National Sustainability Leader** hosted a **Sustainability Workshop in Brisbane for Women in Design & Construction (WIDAC)** in June 2019, and gives regular presentations to clients around the areas of **Sustainability and Modern Slavery**.

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.

As part of our ongoing commitment to improving employee relations at Stylecraft, we recently conducted an **Employee Opinion Survey**. Results obtained will give our organisation valuable feedback on employee satisfaction and issues in the workplace.

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.

Targeted SDGs



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

Dedicated National Sustainability Leader Role

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 / Commonwealth 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.

In June 2019, our Sustainability Leader participated in **Climate Reality Leadership Corps Training** with former US Vice President, Al Gore, and as a **Climate Reality Leader, Greenstar Associate and WELL AP**, is committed to continued education and training for staff and clients by giving regular presentations and workshops around Australia.

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.

Targeted SDGs



Measurement of Outcomes

(section continued on next page)

Carbon Neutrality

Over the past 12 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 6,256.6 tonnes of CO₂e**. The carbon finance from the purchase of these credits has supported the protection of **7,666 hectares of native Tasmanian Forest** by providing incentives to avoid logging.

In addition, whilst **Stylecraft has grown 85% in the past 6 years, we have reduced our carbon emissions by an impressive 34%** over the same period.

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**. Previously in partnership with the **Jam Factory**, the award is now in its third iteration and is presented by Stylecraft and the **National Gallery of Victoria (NGV)** as part of **Melbourne Design Week 2020**. The award is aimed at encouraging innovation in furniture design and fostering new opportunities for furniture manufacturing in Australia. The winner receives \$20,000, an all expenses paid residency at the **Jam Factory Furniture Studio** and the opportunity to design a commercial range with Stylecraft for distribution across 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.

For our 2nd year of involvement with Clean Up Australia Day, Stylecraft were proud to become a **Gold Business Supporter** in 2019. This year saw our team participate in the event nationally. Team members from our **Sydney, Melbourne, Adelaide, Canberra, Perth and Brisbane showrooms** all embraced the day and collected rubbish from local parks, waterways and streets. Overall we collected **25 bags of recycling and rubbish over the six states**.

Additional Waste Streams

Stylecraft is currently increasing focus on waste reduction with the introduction of additional recycling streams, such as soft plastics and e-waste recycling, with plans to also work on organics recycling at our Sydney Head Office.

In June 2019, Stylecraft partnered with **Pony Up for Good**, a social enterprise providing e-waste sustainability services and community impact outcomes across Australia.

54 kg of technology was collected from our Head Office, with **5.5% reused** and remainder recycled with up to **98% diversion from landfill**. Through the re-marketing of this equipment, Pony Up for Good were able to generate enough profit to donate **160 x meals to Second Bite**, Australia's largest fresh food rescue charity who redistribute surplus food to vulnerable Australians.

Participation in Climate Rally 2019

All Stylecraft staff were given the opportunity to attend the Climate Strikes on **September 27 2019** at their own discretion and with full support of Stylecraft management.

CitySwitch Green Office Program

In 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. In our first year of participation, Stylecraft won the **New Signatory of the Year category in the CitySwitch Awards**.

In May 2019, Stylecraft joined program members from the **City of Sydney's Sustainable Destination Partnership**, CitySwitch and

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.

Targeted SDGs



Measurement of Outcomes

Better Buildings Partnership to pledge their commitment to reducing single-use items, including plastics. We are currently working to eliminate single use plastics from our showrooms and from our national events.

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 and are required to report annually on our progress.

We are currently researching biodegradable or compostable alternatives for our chair and small furniture packaging and continue to work with our manufacturers suppliers around best practice. We have created ongoing partnerships with recyclers for packaging materials that would have traditionally gone to landfill such as PE. We now recycle approx. 80% of our material waste.

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 / Commonwealth Modern Slavery Act 2018**. The risk assessment was conducted using a **Life Cycle Assessment (LCA)** approach that analysed the social and environmental impact across our suppliers, their products, materials and countries which we procure from.

The final risk assessment results provided an overview and prioritisation of risk in our supply chain with detailed information on high risk suppliers, materials and countries from which we procure.

Anti-Corruption

UN Global Compact Principles

Principle 10

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

Targeted SDG



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 / Commonwealth Modern Slavery Act 2018**, which included impact assessment relevant to **Corruption** and **Bribery**. The results will form part of our Modern Slavery statement in 2020.

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.

Further learning has been achieved through the **2019 Anti-Bribery & Corruption (ABC) Policy and Compliance Controls** webinar in March, and steps have been taken to incorporate the identification and management of Bribery and Anti-Corruption within our existing policies and procedures.

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 12 goals where we feel we can have the most influence and impact:

2 ZERO HUNGER



Overview
Economic growth must be inclusive to provide sustainable jobs and promote equality.

3 GOOD HEALTH AND WELL-BEING



Overview
Ensuring healthy lives and promoting the well-being for all at all ages is essential to sustainable development.

4 QUALITY EDUCATION




Overview
Obtaining a quality education is the foundation to improving people's lives and sustainable development.

5 GENDER EQUALITY



Overview
Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

8 DECENT WORK AND ECONOMIC GROWTH



Overview
Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Overview
Investments in infrastructure are crucial to achieving sustainable development.

10 REDUCED INEQUALITIES



Overview
To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Overview
Promoting resource and energy efficiency, sustainable infrastructure, and providing access to basic services, green and decent jobs and a better quality of life for all.

13 CLIMATE ACTION



Overview
Climate change is a global challenge that affects everyone, everywhere.

14 LIFE BELOW WATER



Overview
Careful management of this essential global resource is a key feature of a sustainable future.

15 LIFE ON LAND



Overview
Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Overview
Access to justice for all, and building effective, accountable institutions at all levels.

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

Level 14, 100 William Street
Woolloomooloo NSW 2011
PO Box 584
Darlinghurst NSW 1300
02 9355 0000
sydney@stylecraft.com.au

Melbourne Showroom

145 Flinders Lane
Melbourne VIC 3000
PO Box 18082
Melbourne VIC 3000
03 9666 4300
melbourne@stylecraft.com.au

Melbourne StylecraftHOME Showroom

Ground & Lower Floors, 145 Flinders Lane
Melbourne VIC 3000
PO Box 18082
Melbourne VIC 3000
03 9666 4333
info@stylecraftHOME.com.au

Brisbane Showroom

Level 1, 50 James Street
Fortitude Valley, Brisbane QLD 4006
PO Box 2035
New Farm, Brisbane QLD 4005
07 3244 3000
brisbane@stylecraft.com.au

Perth Showroom

Level 1, 342 Murray St
Perth WA 6000
PO Box 7797
Cloisters Square, WA 6850
08 9466 4066
perth@stylecraft.com.au

Canberra Showroom

Suite 123, Level 1, Mode 3
24 Lonsdale Street, Braddon ACT 2612
PO Box 106
Braddon ACT 2612
02 6225 2900
canberra@stylecraft.com.au

Adelaide Showroom

11 Waymouth Street
Adelaide SA 5000
PO Box 1684
Adelaide SA 5001
08 8425 0050
adelaide@stylecraft.com.au

Singapore Showroom

Unit #01-01, Genting Centre
3 Lim Teck Kim Road
Singapore 088934
+65 6511 9328
singapore@stylecraft.asia

Online

stylecraft.com.au
stylecraftHOME.com.au
stylecraft.asia