



United Nations Global Compact – Communication on Progress

December 2019

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 2019
Principle 1	Businesses should support and respect the protection of international proclaimed human rights	HASSELL has various policies in place including a Code of Ethics which includes a statement on Human Rights. In addition we have policies addressing Equal Opportunity, prevention of Bullying, Discrimination and Harassment. A Whistleblower Protection policy also exists to encourage employees to speak up if they see any misconduct.	A publically available Modern Slavery Act Transparency Statement has been updated for the 2019 reporting period and included on the Hassell website. A further review to reflect new Australian legislation is underway.
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 and subject to ongoing review.
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Hassell does not use or employ forced, bonded or child labour. We are committed to high standards of ethical conduct and operate our business in full compliance with all international laws and regulations.	A publically available Modern Slavery Act Transparency Statement is 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. Qualitative and quantitative measures for gender equality are reported biannually to the Hassell Board.
Principle 5	Businesses should uphold the effective abolition of child labour	Our policies and procedures include; <ul style="list-style-type: none"> – Equal Opportunity Policy; – Discrimination and Harassment Policy; – Bullying policy; – Code of Ethics Policy; – Whistle Blower Protection Policy; – Parental Leave policy; and – Breast Feeding Policy 	Inappropriate Behaviour training (ie anti-discrimination, bullying etc) was conducted throughout the Hassell studios in 2019.
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.		Hassell has commenced a pilot Working in International Teams Cross Cultural Training in the Asia studios. Hassell has introduced a pilot program for Indigenous engagement in Australia. Hassell offers paid internships across the practice.

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Principle 7	Businesses should support a precautionary approach to environmental challenges	<p>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.</p> <p>Our Hassell Environmental Management System (EMS) includes;</p> <ul style="list-style-type: none"> – Environmental Sustainability Policy; – Environmental Sustainability Procedure; – Project Sustainability Guide; and – Studio Sustainability Guide. 	<p>The Hassell EMS was audited and re-certified to ISO 14001:2015 in June 2019.</p> <p>Hassell became a founding signatory to Architects Declare Australia and a signatory to Architects Declare United Kingdom.</p> <p>At 30 June 2019, Hassell had designed 112 projects certified or registered under sustainable building rating systems including LEED, BREEAM, WELL, Green Mark and Green Star. These projects have a total combined floor over 2,839,041 square metres.</p> <p>During 2019, an additional 19 people had received formal training in a sustainable design rating tool relevant to their location.</p> <p>Hassell has committed to transitioning to using 100% renewable energy for its studios by 2023.</p>
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility		
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies		
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 	<p>In 2019 Hassell reviewed and updated the Anti Bribery Policy and Code of Ethics Policy. These policies apply across all studios. Further work on a training module is underway</p>