

SUSTAINABILITY.H&P

SUSTAINABILITY REPORT 2019

Hauska & Partner

Our **3P** strategy

Find out more on how we transform
performance, partnerships and people in our
very own way



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Nearly two decades of advice and support

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Fostering sustainability

This Sustainability Report covers our activities in Croatia, and fulfills the requirements from UN Global Compact regarding the yearly Communication on Progress Report.

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This report documents our continuous progress, giving insight into our strategies and implications for related global goals and targets.

It covers all material aspects of our corporation and shows how a consultancy can create value for society: being focused on supporting the sustainable development of our clients and making them fit for the coming challenges of the future.

We invite you to give us feedback about this report but also to join our efforts and to work with us towards the global goals.



About US

For almost 20 years, Hauska & Partner has been supporting clients in the thematic areas of establishing and strengthening connections with their stakeholders, mainly corporate relations and corporate social responsibility (CSR).

Despite all the dynamic changes of our time, the fundamental principles of our company have remained unchanged for many years. Based on the five values, we follow the vision and fulfill our daily mission towards our stakeholders.

Following these principles, it was a natural step to align our business development with sustainable development and the 17 global goals of the United Nations.

Our present and future

EXCELLENCE

We strive to provide the best consulting and incorporate the highest standards and the best-developed skills in our daily actions. Excellence reflects constant growth and leadership in action.

RELIABILITY

Our behavior makes us deserving to be trusted and entrusted with assets and intangible values. We care for stability and provide protection, help, advice and consulting taking into account our stakeholders' rights and interests.

CONTRIBUTION

Our purpose is to provide the best consulting services to our clients, safe employment and good framework for professional development to our team, prosperity to our shareholders, tangible and intangible benefits to society, constantly adding in value, scope, quality and strength.

PASSION & DEDICATION

The best consulting has to cultivate element of passion and strong belief, a dedicated approach and full commitment to stakeholders and issues attached. Passion and dedication mean additional energy invested in our work, greater attention to issues, better identification with clients and greater loyalty.

DIVERSITY

We value our similarities and differences, and we take efforts to understand each other and merge diverse experience and knowledge to build a strong network of people who work together as one team.

VISION

We lead the corporate relations business

With excellence in corporate relations our consultants lead in creating value for our clients, business, society and environment. We are respected as a state of the art open-minded and learning organization in bringing new values.

MISSION

We contribute with corporate relations business to economy, society and environment

With our clients and other stakeholders we jointly create sustainable success in their businesses and relations. We manage relations to assure the highest quality results for our clients and stakeholders. Our consultants are open-minded ambitious learners who are happy to share knowledge and co-create sustainability and success.

STRATEGY

We create corporate relations touchstones

We inspire and encourage our clients, teams, partners and professionals to innovate and incorporate the advanced knowledge in corporate relations. We enable co-operation, contribution and continual learning to invigorate positive changes and excellence to corporate relations professionals.

A note from our Managing Director

Over the years we at Hauska & Partner have faced and overcome various changes and challenges. In all our adventures, we remained faithful to one thing: our strategic direction. It is based on our CoRe principle and our mission – to jointly with our clients and stakeholders create sustainable success in their businesses and relations.



With strong focus on corporate relations, CSR and sustainable development, we are positioned as expert leaders in these fields. This report is based on our 3P strategic concept: Performance, People and Partnerships. Our entire consulting evolves around these concepts and we strive to lead our clients through their own relationship and market challenges by focusing on these areas. The report presents our approach to material aspects of our business and outlines how we connect our work with our corporate values: excellence, reliability, contribution, passion and dedication and diversity.

In our work as corporate consultants we promote the highest ethical standards and respect for stakeholders, and never yield to pragmatic compromises. By this approach we remain true to the personal values of our consultants and to our dedication for creating more quality impact to our communities. Let us know what you think, your opinions and comments are valuable.

DARIA MATELJAK MCIPR, CSOJ

Managing Director

Leading by collaborating

We believe that only through the collaboration with all their stakeholders the organization can achieve their business goals and prosperity.

Our concept of CoRe consulting embraces strong focus on responsibility management. We can respond to challenges of perpetual changes and fast evolving trends in economy, society, and environment only by focusing on what matters the most.

For us, but also for our clients it is the concept of 3Ps: Performance, People and Partnerships.

Context

On 1 January 2016, the world began to implement the 2030 Agenda for Sustainable Development. All people and organizations are required to work towards 17 goals. Based on our current and potential impact on the society and the environment and the interests of our stakeholders, we have identified our material topics and corresponding development goals.



The Now

Writing this report at the beginning of 2020, and facing extraordinary circumstances brought on by the global pandemic affecting nearly every aspect of lives as we know it, our look back into 2019 is ever more burdened by what lies ahead for us as a consultancy, our clients, employees, partners and all other stakeholders.

This indicates that, more than ever, we need to be aware of our context, accept the VUCA world in which we live and work, and plan and strive to create value and contribute to global prosperity. We continue to do this by following and matching our plans and actions with UN Sustainable Development Goals.

Our stakeholders

We strive to maintain constant dialogue with our stakeholders, to improve and further our development and contribution.

Employees
Clients

Potential clients
Business partners and suppliers

Expert and interest associations
CSR and sustainability community
High education institutions
Peers and competitors
Civil society organizations
Media

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

SOURCE: UN GLOBAL COMPACT

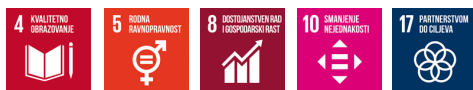
Strategic areas

PERFORMANCE



Consulting world is challenging and develops fast. We have to continuously raise our capability to consult in the VUCA world, raise our agility and expand our consulting portfolio. We see our role in providing excellent advice to our clients, generate new ideas and effective solutions. Our ambition is not to be all-inclusive consultancy but to provide high quality services in the areas in which we excel. We achieve success by strong focus on our clients and their issues and ambition to help them realize success, high loyalty and outstanding ethical principles. Our excellence and dedication are rewarded by the for long-term partnerships with our clients.

PEOPLE

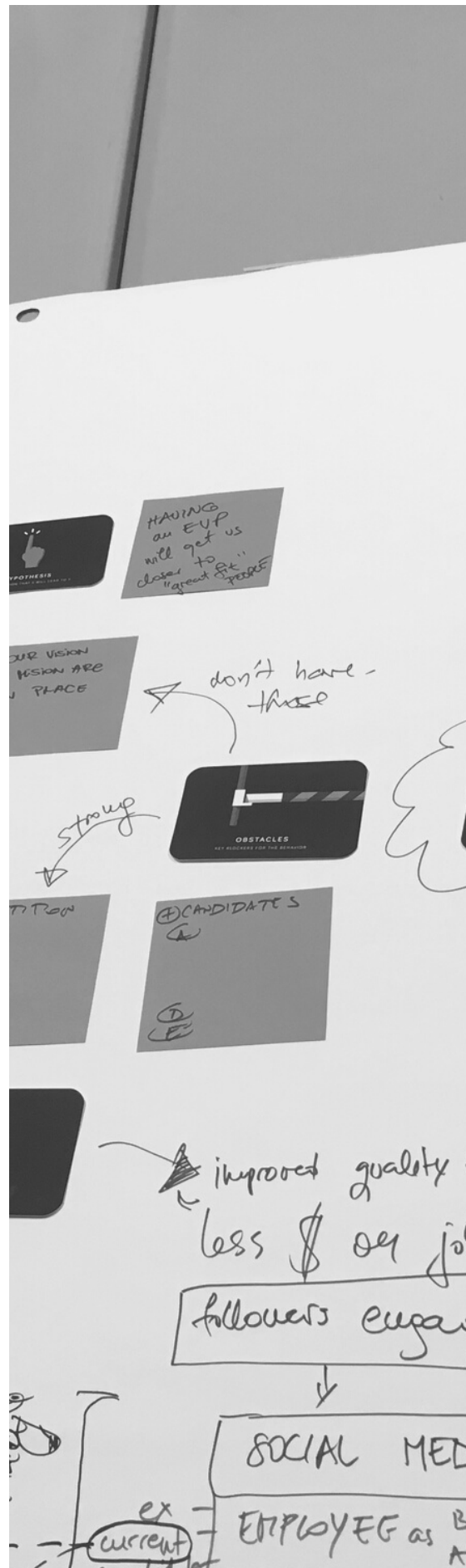


People are at the center of our business. Our success and the success of our clients depend on the excellence and engagement of the people. In the technologically advanced world, with fast developments and changes, success can be reached only by collaboration, inclusion, engagement and empowerment. We strive to empower each other, and we encourage collaborative thinking and cultures to achieve common goals of our clients, business partners and other stakeholders. This is achieved by constantly learning, embracing mistakes, and cherishing growth through dialogue. We encourage sensitivity towards diverse people and actively support all forms of diversity.

PARTNERSHIPS



Contemporary challenges prompt us to actively endorse and encourage various models of collaboration. In a complex world, positive impacts can be achieved only through collaborative models. Inspiring our stakeholders to pursue excellence in working together and fostering sustainability and CSR is one of our major drivers. We continuously expand our expertise in leading and organizing methods of collaboration. We strive to inspire companies, civil society, expert groups and the state to increase their capabilities to advance sustainability through collaboration.



Strategic approach

Our strategy prioritizes not only our own development and growth as a company, but also managing our material impacts on society, economy and environment. We realize that our three strategic topics overlap in many aspects and work to utilize this to bring benefit to all our stakeholders.

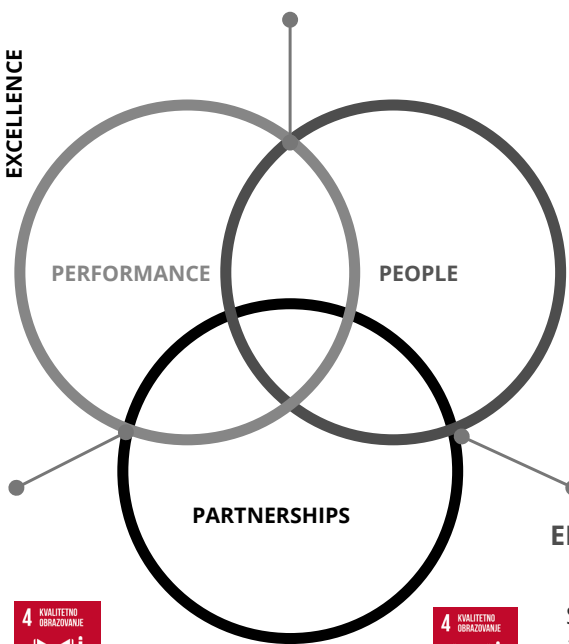


RESPONSIBLE CONSULTING

COLLABORATIVE ACTION

Offering reliable service and excellence in projects. Advice which can improve our clients' economic, social and environmental performance. Being trusted and entrusted with assets and intangible values. Strong focus on our clients and their issues and ambition to help them realize success. High loyalty and outstanding ethical principles.

RELIABILITY
EXCELLENCE



Encouraging collaborative thinking and cultures to achieve common goals of our clients, business partners and other stakeholders. Believing that the best results are achieved only by inclusion and engagement of our stakeholders, including diverse opinions, views, concerns and ideas that enrich all our projects. Managing company transparently, ethically and by including our colleagues in planning and decision-making.

PASSION & DEDICATION
RELIABILITY

FOSTERING SUSTAINABILITY

Avid monitoring of economic, social and environmental status of our community enables us to encourage and initiate networking, partnering, dialogues and collaborations to advance sustainable development. We are truly dedicated to the realization of SDGs.

CONTRIBUTION
EXCELLENCE



EMPOWERMENT

Striving to empower each other, and encourage collaborative thinking and cultures to achieve common goals of our clients, business partners and other stakeholders. Equally valuing our similarities and our differences, and taking efforts to understand each other and merge diverse experience and knowledge to build strong network of people who work together as one team.

CONTRIBUTION
DIVERSITY



3Ps: Performance

Success for us means a strong focus on our clients and their issues and ambition to help them realize sound business and positive impacts. We do that with high sense of loyalty, and outstanding ethical principles.

Our excellence, reliability and dedication are rewarded by the for long-term partnerships with our clients.

Providing excellent advice

Performance is vital to our business. Consulting world is challenging and develops fast. The demands of a VUCA world create new issues for companies and demand new ways of thinking and solving problems. We see our role in providing excellent advice to our clients, generate new ideas and effective solutions.

Success for us means a strong focus on our clients and their issues as well as ambition to help them realize sound business and positive impacts. We do that with high sense of loyalty, and outstanding ethical principles. Our excellence, reliability and dedication are rewarded by the for long-term partnerships with our clients.

Our ambition is not to be an all-inclusive consultancy but to be true professionals and provide high quality services in the areas in which we excel. In other words, we seek leadership in quality, not quantity. Therefore, we focus in our consulting on our particular areas of expertise: CSR and sustainability; organizational development, corporate culture and employer branding; corporate relations and reputation management; issues, risk and crisis management; stakeholder engagement and creating partnerships; and providing social, economic and political insights and advice to our corporate clients.

By combining our CoRe (Corporate Relations) interdisciplinary approach with our CSR and sustainability expertise, we reach beyond traditional or old-fashioned concepts of communications. We continue to maintain a wide industrial scope of consulting and our clients operate in diverse sectors: finance and banking, energy, infrastructure and construction, ICT, retail, packaging industry, local community administration, and services.

Our purpose and role

We find purpose in our work by helping clients achieve their business goals and increase their sustainability and responsible behavior. Therefore, we strive to outperform and add value to our consulting by inspiring our clients to be more courageous in their business strategies, relations building, and communications.

We see our role in inspiring clients to cultivate stakeholder relations and create positive impacts. We are proud to consult brave, innovative clients who do not just care about superficial perceptions but commit to create long-term sound relations with their stakeholders.

SUSTAINABLE DEVELOPMENT GOALS



TARGETS

8.2, 8.5, 8.8, 10.2, 12.6, 12.8

VALUES

EXCELLENCE
RELIABILITY
CONTRIBUTION
PASSION & DEDICATION

Our approach is always genuine and tailor-made. We believe that only by being passionate about our consulting and dedicated to our clients' issues we can provide the best and unique advice and create new solutions. Reliability means that clients can always lean on us that they will receive the most adequate advice and service and that they can count on us in all circumstances.

Indicators & trends

Year 2019 was challenging for our team. Since our strategic course is to invest more efforts in the areas of interdisciplinary consulting, we put work into becoming stronger in the areas of consulting in which we prefer to excel in the coming years. We had drawbacks in our team capabilities due to the health-related absence of an important team member. We can state that 2019 was a year of our sharpening, learning and preparations for further expansion into our strategic areas. We generated 326,563 EUR in fee income from providing services in CSR/sustainability and corporate relations, having consulted 22 clients in these areas, out of the total of 25. Our services in non-financial reporting and stakeholder engagement rose to a total of 74,153 EUR in fees, comprising 21 percent of our total fee income.

Trends are remarkably shifting from annual retainer clients to project-based contracts. However, we managed to keep a stable client base, with 20 percent of fee income realized with new clients and projects. We retained 21 clients from previous years (compared to 25 in 2018 and 22 in 2017), out of which we consulted nine clients for longer than three years.



We measure the impact of our work through a tailor-made Account Review System and Project Evaluation. In 2019, we serviced 35 clients with an evident positive impact on the economy, 20 clients with positive societal impact and 11 clients with positive environmental impact. In singular projects performed, 94% had a positive economic impact, 88% positive societal impact and 71% positive environmental impact. Our client work was evaluated in the ARS and PE systems as either great or very good and we received positive testimonials by our clients. We had no complaints in 2019, or client losses.

For years, we have been measuring our performance by participating in the Croatian CSR Index. Our overall score marked total of 79 (2018:77) out of maximum 100 points in the national CSR Index. The focus of the company on economic sustainability marked 100 points (2018:100). The inclusion of CSR and sustainability in our business strategy reached 90.91 points (2018:100), compared to 38.34 average of the peer group (SMEs). Sustainability in market relations was also evaluated with 100 points, same as in the previous year.

Goings on

In compliance with our strategy to continuously expand our services in the areas of our top expertise, we launched the first interactive stakeholder engagement process for our client INA Group.

The process included the consultation forum with 23 key stakeholders from various stakeholder groups. In a creative and interactive consultation forum they discussed various aspects of INA Group material topics, CSR and sustainable development practices and potentials. This was the first such forum organized in Croatia, within the scope of the non-financial reporting practices.



In 2019 we continued consulting clients in non-financial reporting by further expanding our portfolio to consulting eight clients in developing their non-financial reports, covering various industries: energy, banking and finance, retail and packaging production, infrastructure and construction industry. Clients consulted in this area were: Aluflexpack Group, Cemex Hrvatska, Croatian Bank for Reconstruction and Development, HEP Group, HOPS, Hrvatski Telekom, HŽ Infrastruktura, and Lidl.

As a Global Reporting Initiative member, in our consulting we use GRI Standards methodology, which includes substantial materiality focus and stakeholder engagement practices. In spring 2019, our client HEP Group was awarded the Deloitte Green Frog Award for their Sustainability Report.



Committed to strengthening our consulting in organizational development, we increased our stake of fee generation from consulting clients in their efforts to build more sustainable organizations.

We consulted several large clients in their restructuring efforts, business strategies management, corporate culture development and employer branding. Approximately a fifth of our fee income was generated from organizational development areas. Our clients value our advice, as well as our facilitation of their internal workshops in which they explore corporate identity and culture and seek innovations for their market approach.

Goals for 2020

- Provide new and expanded services to our clients to support them in improving their positive impacts
- Continue developing interdisciplinary approach in our consulting to create new value for our clients
- Develop new solutions for companies to improve their organizational development
- Continue educating market to embrace integrating their sustainability and business strategies
- Engage present and potential clients in assessing their future needs in corporate relations

3Ps: People

As we thread further and grow capabilities in CSR project and process management consulting, non-financial reporting, organizational development and change management, our consultants are given opportunities to become among the rare experts in this field in Croatia, spread their knowledge, provide support and solve problems for growing number of clients with a unique and multidisciplinary approach.

Empowerment & Collaboration

People are at the center of our business; our success and the success of our clients depend on their excellence and engagement. In the technologically advanced world, with fast developments and changes, success can be reached only by collaboration, inclusion, engagement and empowerment.

We strive to empower each other, and we encourage collaborative thinking and cultures to achieve common goals of our clients, business partners and other stakeholders. This is achieved by constantly learning, embracing mistakes, and cherishing growth through dialogue. We encourage sensitivity towards diverse people and actively support all forms of diversity.

Life sometimes gets hectic, we get overwhelmed. We are not perfect, but we aim to develop, grow and learn from our past experiences and try to do our best.

We equally value our similarities and our differences, and we take efforts to understand each other and merge diverse experience and knowledge to build strong network of people who work together as one team.

We strongly believe that the best results are achieved only by inclusion and engagement of our stakeholders. Diverse opinions, views, concerns and ideas enrich all our projects. We manage our company transparently, ethically and by including our colleagues in planning and decision-making.

Snapshot: a steady, curious and confident team

During 2019, we maintained a strong team of ten employees that did not change throughout the year. As is in many consultancies in the world, the team was predominantly female, with eight female and two male employees. Unlike most consultancies in the world, however, the management team is also predominantly female, with 75 percent (three out of four) members female, including the Managing Director for Croatia.

Playing by strengths and interests, we believe that empowering people to engage in activities they are the best in and enjoy the most are the key to success. Through our Personal Development Plan we encourage them to set their own professional goals as well as to determine the best way of contribution to company development. In 2019 we held all annual performance reviews and plan to fortify this process by making it semiannual in 2020.

SUSTAINABLE DEVELOPMENT GOALS



TARGETS

4.7, 5.5, 8.5, 8.8, 10.2, 17.16

VALUES

CONTRIBUTION
DIVERSITY
PASSION & DEDICATION
RELIABILITY

We also continued with quarterly strategic meetings in which we inform all colleagues on the vital business and strategic details of the company. This occasion is used to discuss the business and strategic directions of the company.

As we thread further and grow capabilities in CSR project and process management consulting, non-financial reporting, organizational development and change management, our consultants are given opportunities to become among the rare experts in this field in Croatia, spread their knowledge, provide support and solve problems for growing number of clients with a unique and multidisciplinary approach.

Indicators & trends

Although our team remained stable during the year, the trends show continuing decrease of average years spent in the company. This reflects market trends more than it does opportunities and conditions offered by the company, i.e. the fact that many communication practitioners are or have been eager to change employers much more in the past several years than before.

So while the average of years spent in the company continued decline and dropped from 11.2 in 2018 to 8.4 in 2019, the average years in the company for the management team are at 17.6.

Workplace assessment survey shows negligible changes in comparison to a year before, but does maintain a somewhat negative trend. Areas recognized as ones in need of more engagement are HR management & leadership style, career perspective and corporate culture.

Result of the 360-degree assessment for 2019 show results and trends similar to 2018, when we detected the need to talk more about our perception of personal as well as H&P values in our daily work.

Having set our values in 2005, the aim for 2020 is not to change them, but to initiate joint work on strengthening our work according to them.

One of the main areas in which we found improvement necessary is education efforts for our employees. In 2018 report we set the goal of increasing average hours spent on education by at least 15 percent in 2019, however, we did not manage to do so (2018:104.8 hours, 2019: 105.8). This therefore remains our goal for 2020 as well; by further individualizing personal education needs and interests we intend to increase this average in the future.

In 2019 we participated again in the CSR Index survey in Croatia, which we use as an external indicator for all sustainability aspects of our business. In 2019 we scored 75.86 points (2018: 72.41) compared to the small companies' average of 45.95 in the section of responsible practices in workplace.

Goings on

Knowledge sharing as one of the backbones of collaboration was reinforced in 2019 by launching internal workshops.

Goals for 2020

- Align work structures and processes with the needs of our employees
- Advance our capabilities of a learning organization and support colleagues in their professional development
- Focus on individual strengths and expertise to empower colleagues
- Foster the learning organization by boosting know-how sharing and more intensive education
- Increase team with new experts while building a sound and dynamic corporate culture

Focusing on exchange of experiences from client work, participation on external events or educations, our colleagues held five workshops in the first half of 2019, covering the topics of feedback and feedforward techniques, design thinking tools, project management basics, use of collaborative online platforms as well as presenting case studies.

Furthermore, focusing on our own HR development, we took more interest into HR development and management. Joining U4HR association gathering HR professionals we participated in their events, as well as organized one of our own for the association members, discussing employer branding and setting an employer value proposition.

3Ps: Partnerships

Contemporary challenges prompt us to actively endorse and encourage various models of collaboration. In a complex world, positive impacts can be achieved only through collaborative models.

Inspiring our stakeholders to pursue excellence in working together and fostering sustainability and CSR is one of our major drivers.

Fostering sustainability

Challenges of the contemporary society demand a substantial change in how we view relations and on which values we build the way we work. Understanding our stakeholders, engaging them in dialogues on vital topics and collaborating with them creates for us a more meaningful context to conduct our business and to contribute to the positive impacts on the society, economy and environment.

We form partnerships with other businesses, organizations, institutions, civil society and other stakeholders to jointly achieve:

- exchange of valuable information that is beneficial to understand the complex environments, challenges and trends
- mutual empowerment, encouragement and learning to raise our capabilities to build a more sustainable society and economy
- sparking new ideas and challenging old ways of thinking together with our stakeholders in open and collaborative conversations which inspire and initiate positive changes in sustainability in our communities

Our goals in forming and supporting partnerships are to actively contribute to the professional advancement, promote and share responsible practices and advance CSR and sustainable development.

Inspiring and engaging stakeholders

Dynamic societal development and global trends cause fast and dramatic changes in the ways how we assess economic, political, and social values and how we increase responsiveness and agility to create better systems able to cope with contemporary challenges. Climate, economic and social challenges prompt us to actively endorse sustainability and CSR leadership approach and practices among our stakeholders.

Inspiring our stakeholders to pursue excellence in sustainability and CSR is one of our major drivers.

In supporting various initiatives, organizations, and associations we can contribute by promoting, energizing, sharing, and educating stakeholders but also by connecting them and encourage them to share their views, practices, and know-how with others. By promoting and sharing knowledge on sustainability and CSR, we contribute to various CSR initiatives.

SUSTAINABLE DEVELOPMENT GOALS



TARGETS

4.7, 8.8, 10.2, 12.6, 12.8, 17.16

VALUES

EXCELLENCE
CONTRIBUTION
DIVERSITY

To achieve our goals in 2019, we actively participated in the management councils of professional organizations, interest groups, co-organized or initiated various events, held lectures and published articles related to the topics that help companies and professionals to advance their practices.

Our contribution

Accelerating SDGs understanding and implementation

In line with strong focus on SDGs, Andreja Pavlović, H&P partner continued presiding the CSR Association of Croatian Chamber of Economy. In this capacity she initiated establishing of HGK_COR AKCELERATOR partnership platform. The platform's goal is to initiate collaborations across sectors, ideas and good practices with a purpose of accelerating implementation of SDGs in Croatia. The main event of 2019 was the first conference *We sustain sustainable: SDGs - opportunity for better and a more sustainable Croatia*. H&P co-organized the conference while Andreja created its concept and program, and provided the organizational support together with the Chamber's Sector of Environmental Protection and Energy.

As 2019 was the year of delivery of the first Croatian Voluntary National Report (VNR), she initiated preparation of questionnaire for collecting Croatian companies good practices examples and wrote about Croatian business sector contribution to realization of SDGs. In the reduced format this was published in the first Croatian Voluntary National Report presented at the UN's High-Level Political Forum in New York on 14 June 2019.

Additionally, she conceptualized the brochure *We sustain sustainable_Let's accelerate changes* and initiated preparation of SDGs implementation handbook with Croatian companies good practices examples.

Climate challenges – global and organizational

We traditionally participated as a co-organizer of the 11th national CSR conference, partnering with the Croatian Business Council for Sustainable Development. The Conference focusing on climate change and organizational climate development gathered prominent international speakers and panelists.

As the member of the Managing Board of the Croatian Business Council, Daria Mateljak, H&P Managing Director participated in the Organization Committee and moderated the expert presentation session *Making Sustainable Development Stronger: Media, Education, Standardization, Analysis*.



Educating stakeholders in non-financial reporting

With our years-long expertise in non-financial reporting, we continued our efforts to educate managers and professionals and help them raise their know-how and standards in this area.



H&P team held a pro-bono workshop for about 30 participants from various companies, with a focus on stakeholder engagement. In a creative workshop the colleagues were presented ten methods that can help them advance their stakeholder relations and had an opportunity to exercise some of the methods.

In partnership with Advantage Austria, we organized a thematic event dedicated to non-financial reporting and new views at global challenges. The workshop was held by Daria Mateljak and Andreja Pavlović.

Fostering interdisciplinarity and challenging minds

Last year we initiated a new partnership with U4HR, the national association of HR professionals. Gorana Pavičić Nišević and Daria Mateljak, H&P partners, held a workshop for 40 HR managers from various sectors and industries. Focusing on Employee Branding, we initiated an interdisciplinary approach to this topic combining HR and corporate communications methods. The workshop was interactive with innovative facilitation. We intend to continue our collaboration with U4HR in future, to help raising capabilities of HR managers in various interdisciplinary areas.

In addition, Daria Mateljak was invited to participate at U4HR and Lider media house conference as one of the key speakers on the topic of Mistake Management. In a creative way, Daria shared her views and experiences of leadership mistakes.



Encouraging PR ethics and professionalization

We continued supporting Croatian Public Relations Association through the activities of Ethics Committee. Andreja Pavlović, president of the Committee, addressed some of heated issues of PR ethics and professionalization. As a result, Maxim Behar, president of World Communication Forum Association, was invited to speak at the annual conference. He in his provocative lecture Social Media Jungle and the PR Animals addressed the question if and how PR can misuse opportunities offered by the world of full transparency created by explosive development of social network.

Indicators & trends

In 2019, we continued collaborating with three organizations as members of relevant bodies: Croatian Business Council for Sustainable Development, CSR Association of Croatian Chamber of Economy and the Croatian Public Relations Association. We became the member of ICC in Croatia.

Partnership was continued with Advantage Austria, while a new partnership was established with U4HR, the association of HR professionals. Our team members are individual members of some other national and international professional organizations. We had several outstanding public appearances, co-organized two conferences, organized one own workshop and co-organized another one. An overall of 437 hours were dedicated to partnerships in 2019.

Partnerships with the higher education institutions continued by Daria Mateljak lecturing at the Faculty of Croatian Studies, at the Communications Department, and Edward Bernays University College. She participated as a guest lecturer at the Faculty of Economy in Zagreb. In 2019, 219 hours were invested in lecturing at higher education institutions.

Goals for 2020

- Inspire, encourage and organize dialogues with partners and other stakeholders on future challenges
- Contribute to the increased understanding and knowledge of stakeholders in sustainability and CSR
- Help connect and network various stakeholders to create advanced learning in the business community
- Contribute to our partner organization by providing our expertise to their members and stakeholders
- Promote advanced thinking in the business community, diversity and openness to innovative ideas and collaboration

SUSTAINABILITY REPORT 2019

Hauska & Partner

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Photos: Unsplash, H&P archive

