

United Nations Global Compact

Communication on progress

Aurecon's annual submission to the
United Nations Global Compact

April 2021

aurecon

*Bringing ideas
to life*



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Statement of continued support by the Chief Executive Officer

I am pleased to confirm Aurecon reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication, including through our [website](#).

William Cox
Chief Executive Officer

Scribbly Gum

Eucalyptus racemosa

1.15 Scribbly Gum

Eucalyptus racemosa is endemic to the Bowen Hills area.

Small to medium sized tree to 20m.

Smooth bark throughout in white, grey or yellow, which sheds in short ribbons. Distinctive scribbles often found on the bark, caused by moth larvae.

Leaves 19cm long 3.5cm wide, dull greyish green on both sides, and very aromatic when crushed.

White flowers in January and February, and between July and September.

Secondary food source for koalas. Bird attracting. Mature trees produce hollows suitable for nesting wildlife.

SECTION 2:

About Aurecon

Bringing ideas to life

Aurecon is an engineering, design, and advisory company, but not as you know it. We've reimagined engineering.

In 2020, the Australian Financial Review named us Australasia's most innovative company and most innovative professional services company.

Our clients' ideas and aspirations drive all that we do. We work alongside them like no other firm to co-create clever, innovative solutions to some of the world's most complex challenges, adding value across the project lifecycle through deep technical and advisory expertise. We serve our clients across a range of markets and international locations. Hardwired in our DNA are engineering, design, and the deep need to leave a legacy.

A better future is a world that works for all of humanity and the planet. We believe humanity depends on engineering; we recognise we have a broader stewardship role to play. A deep responsibility to hold. The work we do with our clients to protect and enhance their performance by responding to the risks and opportunities created by climate change will be Aurecon's biggest contribution to society.

As engineers, designers, and advisors, we play a vital role in helping the communities and economies in which we work transition to a more sustainable, liveable future.

A vibrant and sustainable future is not an impossible dream. The choices we make today, have the power to change our tomorrow.

The health of our people, our communities and our planet guide our choices. We embed our sustainability objectives and targets firmly in our strategy, operations and culture.

SECTION 3:

Human rights

PRINCIPLE 1:

Businesses should support and respect the protection of internationally proclaimed human rights; and

PRINCIPLE 2:

make sure that they are not complicit in human rights abuses.





Supporting and respecting human rights

Assessment, policy, and goals

At Aurecon we show our commitment to supporting and respecting human rights through:

- Our commitment to compliance with the Modern Slavery Act 2018 (NSW) and the Modern Slavery Act 2018 (Cth) (“Modern Slavery Obligations”)
- Our commitment to the UN Convention on the Rights of the Child
- Requiring suppliers complete due diligence questionnaires
- The ongoing implementation of an inclusive culture
- The ongoing implementation of indigenous inclusion
- Addressing under-representation of LGBTI+ members in STEM
- Aiming to improve the gender balance and gender equality of our leaders and workforce

Implementation

Outlined below are some initiatives through which Aurecon supports and respects human rights.

MODERN SLAVERY

Preparation of a Modern Slavery Statement which outlines Aurecon’s commitment to identifying and countering modern slavery across our supply chains.

BUILDING RECONCILIATION WITH ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES

Two years ago, we launched our third Reconciliation Action Plan, strengthening our commitment to building reconciliation with Aboriginal and Torres Strait Islander communities. With the support of our Reconciliation Action Plan working group, we find the areas where we can make the most meaningful contribution towards building reconciliation within our communities and within Australia. Aurecon’s Reconciliation Action Plan focusses on three key areas:

1. Creating meaningful career pathways for Aboriginal and Torres Strait Islander peoples.
2. Connecting Aurecon’s people, clients, and community partners to, and raising awareness of, Aboriginal and Torres Strait Islander cultures through training, storytelling and celebrating periods of recognition such as National Reconciliation Week and NAIDOC Week.

NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated not only in Indigenous communities, but by Australians from all walks of life. NAIDOC originally stood for ‘National Aborigines and Islanders Day Observance Committee’.

(Source: <https://www.naidoc.org.au/about/naidoc-week>)

3. Collaborating on sustainable procurement partnerships with Aboriginal and Torres Strait Islander owned enterprises, based on trust, mutual respect, and a shared passion to support social outcomes through economic returns.

Key deliverables from the Reconciliation Action Plan include:

- Cultural competency and engagement training
- Partnering with Engineering Aid Australia, University of Sydney, and Curtin University, to implement the Indigenous Australian Engineering School programme
- Partnering with MADALAH, which includes making available a scholarship to Aboriginal and Torres Strait Islander students wishing to further their education in a tertiary setting within engineering
- Partnering with University of Technology Sydney to develop future Aboriginal and Torres Strait Islander leaders through the Galuwa Engineering and IT Experience. The partnership, started in 2013, includes delivery of the three-year Galuwa Indigenous Scholarship; which provides financial support, mentoring, paid work placements, and pastoral care support for Aboriginal and Torres Strait Islander students seeking support to successfully complete an engineering degree.
- Collaborating on sustainable procurement partnerships with Aboriginal and Torres Strait Islander owned enterprises. Aurecon is a member of Supply Nation.

You can access our 2019-2021 Reconciliation Action Plan [here](#).

PARTNERING WITH IWI IN NEW ZEALAND

Aurecon has a strong commitment to building relationships with Māori and acknowledging the role the local Iwi play in each area.

Aurecon continues to develop its strategic plan to reflect New Zealand's bi-lingual/ bi-cultural status, by increasing its understanding and support of the Treaty of Waitangi, increasing its cultural awareness and confidence in employment and commercial and social partnerships with local Iwi.

Aurecon's Te Ao Māori strategy aims to:

- Create a welcoming environment that culturally supports and encourages all employees
- Engage and collaborate with Iwi and Māori to ensure our work contributes to an Aotearoa that is diverse and recognises their cultural identity

To achieve its strategy, Aurecon will focus its efforts on four key areas, knowledge and skills, environment, people and projects, and relationships.

To bring more Māori and Pasifika interns and graduates into the business, Aurecon has partnered with TupuToa. The TupuToa internship programme is a pathway that provides professional opportunities for Māori and Pacific tertiary students into corporate, government and community organisations.

LGBTI+ INCLUSION

Aurecon is playing a broader role in addressing the significant under-representation of LGBTI+ members in STEM. We are doing this by co-founding:

- LGBT+ in STEM — a New Zealand professional networking group and support platform for LGBTI (lesbian, gay, bisexual, transgender and intersex) individuals aimed at improving the visibility of LGBTI in workplaces
- InterEngineer in Australia for LGBTI+ individuals and allies working in the engineering sector

GENDER EQUALITY

Aurecon takes the following actions to improve the gender balance and gender equality of its workforce:

- Ensuring a gender lens over the employee lifecycle
- Setting gender targets
- Conducting quarterly pay parity audits and remedying any emerging gaps
- Providing support for parents and flexible working in Australia and New Zealand, and to some extent, in Asia
- Implementing a policy to support victims/survivors of domestic and family violence in Australia and New Zealand and providing support as needed in Asia
- Taking action to prevent and respond to sexual harassment

Measurement of outcomes

- Indigenous work experience students, cadets, interns, and graduates joining Aurecon each year
 - AUD 45,000 Aurecon Galuwa Indigenous Engineering Scholarship - spread over three years to 2022
 - AUD 15,000 to Engineering Aid Australia for Australian Indigenous Engineering Schools in Perth and Sydney
 - To date 15% of the Australian workforce has undertaken cultural awareness training
 - Increase in procurement spend with indigenous businesses in Australia and New Zealand
 - Participation in National Reconciliation Week and NAIDOC Week in Australia
 - Completion of Engineers without Borders projects in Indigenous Australian communities
 - Individual Memorandums of Understanding established with Ngai Tahu in the South Island, Waikato-Tainui in the Central North Island and Ngāti Whātua in Auckland
 - Working alongside the local mana whenua (Māori communities) wherever Aurecon project teams are working in New Zealand
 - Co-designed initiatives with various Iwi to improve work and life outcomes for Māori – ranging from revenue-generating projects to initiatives focused on corporate social responsibility and placements for young Māori in Aurecon's New Zealand offices
 - Celebrating Te Wiki o Te Reo Māori (Māori Language Week)
 - Becoming a TupuToa Support level partner
 - Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency in Australia
 - Increasing the proportion of paid parental leave taken by men - in Australia and New Zealand
 - Louise Adams, Aurecon's Chief Executive for Australia and New Zealand, is a Workplace Gender Equality Agency Pay Equity Ambassador
 - Aurecon named an Inclusive Employer for 2019-2020 by the Diversity Council Australia
 - Aurecon became the first consulting engineer in New Zealand to be Rainbow Tick certified in 2019. We maintained our accreditation in 2020.
 - Bronze Employer in Pride in Diversity's Australian Workplace Equality Index in May 2019. We maintained our Bronze status in 2020.
 - Completed supplier assessments that review compliance to human rights
 - In Asia, Aurecon has implemented a diversity and inclusion programme that aims to:
 - Build the diversity and inclusion culture in Asia through education, training and featuring stories of various individuals on internal platforms
 - Achieve a fair representation across gender and ethnicity in the workforce across all Asia offices through recruitment, promotion, and mentoring programmes
- To date, Asia has a healthy representation of its workforce across age groups and has a larger female population contributing to the business.

SECTION 4:

Labour

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 effective abolition of child labour; and

PRINCIPLE 6:

the elimination of discrimination in respect of employment and occupation.





Providing a fair
and safe workplace

Assessment, policy, and goals

Aurecon supports and respects the protection of internationally proclaimed human rights and we show our commitment to providing a fair and safe workplace where we treat everyone with dignity and respect through fostering the talent of all our people; ensuring a fair working environment where opportunities are available to everyone. Aurecon policies and guidelines include:

- Complaints/grievance
- Employment agreements which outline conditions of employment
- Education assistance
- Equal Employment Opportunity
- Flexible working practices (Australia and New Zealand)
- Ongoing implementation of an inclusive culture
- Intimate Partner, Family and Domestic Violence (Australia and New Zealand)
- Leave policies including purchased leave; parental and shared care leave; sick/carer leave, sabbatical leave
- Mobility
- Preferred name
- Remuneration
- Working remotely
- Workplace harassment, discrimination, bullying and violence prevention

Outlined below are some aspects of how Aurecon provides a fair and safe workplace.

EQUAL EMPLOYMENT OPPORTUNITY

At Aurecon we celebrate diversity and respect others. We understand the importance of supporting worldwide equal employment opportunity policies and the value of diversity to Aurecon. We are committed to:

- Ensuring fair and equal treatment for all employees and that our people operate in an environment free of discrimination and harassment
- The principles of Equal Employment Opportunity and will not, under any circumstances, tolerate bullying, sexual harassment, discrimination, violence, or general harassment in the workplace

In developing our employment strategies, the key focus will be on taking an equitable and merit-based approach that respects the diversity of our people, is based on the principle of reward for effort and valuable contribution to the wider objectives of Aurecon and unleashes the potential of our people.

All employees are engaged on written terms of employment. Aurecon's policies and formal terms of employment will be consistent with the applicable laws and awards in the countries in which we operate.

The organisation opposes all forms of forced and compulsory labour and seeks to abolish child labour. Aurecon is also active in working to remove all forms of discrimination in the workplace.

Aurecon supports its Equal Employment Opportunity Policy Statement and Workplace Harassment, Discrimination, Bullying and Violence Prevention policy by:

- A Grievance Policy/Complaints Policy
- Access to an independent, free, confidential, and professional counselling service available to all employees and their immediate family members
- Mandatory online Equal Employment Opportunity, Harassment and Discrimination training as part of the onboarding process and every two years thereafter
- An external 'Speak Up' whistleblowing service which ensures employees can raise concerns about actual, attempted, or suspected contravention of Aurecon's Code of Conduct, policies, or the law without fear of reprisal or feeling threatened by making the report

DIVERSITY AND INCLUSION

Aurecon has prioritised diversity and inclusion in its organisational strategy. Having leaders who believe diversity and inclusion is an important business issue, is driving change in Aurecon's culture. Through inclusive language and behaviours Aurecon is creating a culture that:

- Makes everyone feel they can bring their whole self to work and reach their full potential inclusive of all cultures, abilities, ages, ethnicities, religious beliefs, sex, gender, gender identity or sexual orientation
- Rejects discrimination, harassment, and stereotypes and that actively supports difference, builds connections, and provides psychological safety
- Better reflects the diverse communities Aurecon serves

Aurecon's focus is on leadership, policies, language and behaviour, and targets. Through collaborative ways of working, and the actions and words of our leaders and our people we bring our policies – which are explicitly inclusive – to life.

Diversity comes in all shapes and forms. Aurecon welcomes all dimensions of diversity. Everyone is unique, and we respect that difference and value each person for their uniqueness.

Aurecon believes innovation is essential to building an organisation ready to capture the future; and a culture of innovation needs both demographic diversity and diversity of thought to thrive. Aurecon brings together teams from different disciplines, to create diversity, to frame and solve its clients' complex problems in unconventional and distinctive ways.

Aurecon is a founding member of The Diversity Agenda in New Zealand. In February 2020, as part of its ongoing diversity and inclusion aspirations, Aurecon signed the Diversity Agenda's Diversity Agenda Accord.

While Aurecon actively pursues diversity to complement each team and considers the widest possible definition of diversity, the organisation's current focus to building a diverse and inclusive workplace culture is on gender equality, LGBTI+ inclusion and indigenous inclusion.

EMPLOYEE RECOGNITION

Aurecon uses a wide range of programmes aimed at building leadership and fostering growth in our people. Two company-wide employee recognition programmes include the STAR initiative and the AURECONS.

- STAR (Special Thanks and Recognition) acknowledges and pays tribute to employees who go the extra mile. Colleagues nominate people they believe have gone above and beyond to feature in a STAR story on the company intranet.
- The AURECONS help our people tell the story of our talent, teamwork, and the exemplar projects we bring to life for our clients. The awards celebrate our:
 - People and our excellence in delivering extraordinary client experiences
 - Passion for delivering innovative design solutions
 - Dedication to the wellbeing of our people and our communities
 - Sharing our expertise with partners and across teams for the success of all
 - Commitment to sustainability and protecting the environment

Entrants compete across five award categories, regional categories, and for the People Choice Award.

HEALTH, SAFETY, AND WELLBEING

The health, safety and wellbeing of our people, our clients and their families is always our priority. Why? Because people depend on you. This philosophy underpins everything we do. Health, safety, and wellbeing reflects our everyday actions and business decisions. This includes using innovation to improve the efficiency of health and safety management while also encouraging and helping our people to be healthier, happier, and resilient. The foundations of Aurecon's health, safety, and wellbeing culture are leadership, wellbeing, and competency.

Aurecon created Mind Matters to support mental health awareness in Aurecon, and to support both employees and line managers in managing mental health concerns. Mind Matters makes a visible, long-term, commitment to improving the awareness of mental illness at Aurecon, and to making lasting, positive changes to mental illness stigma. Research into leading practice for mental health revealed that on-the-ground support would have the most significant and positive impact for line managers and their staff. At the heart of Aurecon's Mind Matters is the integration of Mental Health First Aid Officers into the business.

Mind Matters is currently only available in Australia and New Zealand.

Implementation

Outlined below are some initiatives through which Aurecon provides a fair and safe workplace.

GENDER EQUALITY INITIATIVES INCLUDE:

Pay parity: Aurecon conducts quarterly reviews and remedies any emerging gaps. Aurecon's Chief Executive for Australia and New Zealand, Louise Adams, is a Workplace Gender Equality Agency Pay Equity Ambassador.

Recruitment and gender targets: Aurecon is building a culture of genuine inclusion to support the success of women in the organisation. To increase female representation, Aurecon's actions range from recruitment through to progression and retention. Aurecon sets gender targets at three levels. At the overall percentage of women in the workforce level; at graduate intake; and at management levels, which are pipelines to leadership positions. The organisation continually challenges itself to exceed gender representation targets across all levels of staff.

Leadership development programme for women: Aurecon's Ascend programme aims to increase the percentage of women in mid to senior-level positions. The programme empowers and supports more women to step into leadership roles. It uses strengths-based leadership to support high potential women decide and navigate their own unique path and leadership style to fulfil their potential. The programme is one of a range of initiatives to drive gender equality for everyone at Aurecon.

Three policies which support gender diversity and inclusion:

- 1. Parenting support:** Aurecon's Shared Care parental leave policy, introduced in late 2017 in Australia and New Zealand, aims to help disrupt gender stereotypes around parents' working and caring roles. The policy provides financial incentive options that support all parents to step into primary carer roles and play a more active part in caring for children. These incentives apply during a child's first year of life. Shared Care is inclusive of all families including same sex relationships, and is available to birth parents, adoptive, surrogate, and foster parents. Shared Care is part of an overarching policy to provide Aurecon's people with genuine choice about how they balance work and caring responsibilities. Additionally, Aurecon has partnered with Talking Talent, a global coaching consulting provider, to provide targeted support to parents, carers and their managers in Australia and New Zealand.
- 2. Workplace flexibility:** We all have different reasons and motivations for working flexibly, which is why Aurecon's YesFlex flexible working policy (Australia and New Zealand, and to some extent Asia) provides the opportunity for everyone, in any role, to consider how, when and where they work and how they can perform at their best while managing commitments outside of work. Aurecon embraces work-life balance from the top down and all leaders receive training in what kinds of flexible work options are possible and how to accommodate these within their teams.
- 3. Intimate partner, domestic and family violence:** Aurecon acknowledges intimate partner, domestic and family violence as a workplace issue. Where possible, Aurecon will provide support to an employee who is experiencing domestic and family violence or affected in some other way. Where Aurecon knows it lacks the internal skills or capabilities to provide full support, the organisation will connect employees to the appropriate external support.

LGBTI+ INCLUSION

Aurecon is dedicated to improving LGBTI+ inclusion.

Aurecon Pride: We set up Aurecon Pride – our network for leaders and employees who identify as lesbian, gay, bisexual, transgender or intersex (LGBTI+) – in Australia and New Zealand in 2013.

Aurecon strategically drives LGBTI+ inclusion through its Aurecon Pride Action Plan, which was developed with guidance from Pride in Diversity, Australia's first and only not-for-profit workplace programme designed specifically to assist Australian employers with the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI+) employees.

InterEngineer: In November 2020, Aurecon, along with engineering peak body Engineers Australia, led the establishment of InterEngineer, a network of representatives from 14 organisations in the engineering sector.

InterEngineer is a network of LGBTQIA+ engineering professionals and allies from metro, regional and remote Australia. Created by organisations across the engineering sector to support LGBTQIA+ professionals and allies in the workplace through networking, leadership, and advocacy for greater inclusion practices.

InterEngineer's mission is to bring together the LGBTQIA+ community across the engineering profession. With the aim of increasing visibility and advocacy for LGBTQIA+ people and groups currently in the industry and providing a conduit to engage with students, remote/regional populations, and other underrepresented communities.

DEVELOPMENT INITIATIVES:

Aurecon's development initiatives to help deliver inclusive diversity commitments include:

- L50 Executive Development: custom built and targeted leadership development initiatives aimed at Aurecon's Top 50 leaders
- High Potential Executive Development: custom built and targeted leadership development initiatives aimed at Aurecon's high potential leaders
- Aurecon Design Academy: three-year training programme aimed at developing future Design Directors through a series of intensive and distance educational interventions for a group of senior technical practitioners selected as Design Scholars
- i40: skills development programme focused on: design thinking methodology, strategic conversations, visual thinking, facilitation, and design
- Project Leader/Project Management Skills
- PPME Presents: Aurecon's Programme and Project Management Expertise community of practice runs fortnightly knowledge sharing events
- Mentoring for Success Programme
- Emerging Professionals Programme
- Line Manager Series: structured certificate programme designed to build line management and leadership skills of all line managers across Aurecon
- Leadership Foundations Programme
- Ascend - Aurecon's leadership development programme for high potential women
- International Compliance Programme: online compliance programme designed to outline employee responsibilities and standards
- Leadership coaching

- Education Assistance Programme: education funding for post graduate qualifications
- Careers hub: custom built hub on the company intranet to help foster career growth and help Aurecon employees understand the availability of career paths and opportunities
- Aurecon U: digital learning platform designed to advance technical expertise, improve business acumen, build leadership capability, and support career aspirations
- LinkedIn Learning: an extensive, high-quality library of world-class content led by expert instructors

HEALTH, SAFETY, AND WELLBEING

Aurecon's actions to build a culture of health, safety, and wellbeing as well as personal resilience include:

- Aurecon's My Life Saving Rules and their supporting health, safety, and wellbeing processes
- Access to an independent, free, confidential, and professional counselling service by all employees and their immediate family members
- Leadership: inspiring leadership at all levels to actively take part in strengthening the culture of health, safety, and wellbeing
- Wellbeing: supplying the tools to enable individual and team resilience
- Competency: equipping our people to work safely and make good decisions
- Custom built COVID-19 resource hub on company intranet supported by an ongoing internal communications programme led by our executive leadership

Measurement of outcomes

MEASURING EMPLOYEE EXPERIENCE

Aurecon's Blueprint identifies employee experience as a key aspect of the organisation's strategy. Measurement of employee experience is through Employee Pulse; a modern survey tool by Peakon. Key highlights from the survey results show strengths in flexibility in work schedules and non-discrimination.

OUTCOMES OF PROVIDING A FAIR AND SAFE WORKPLACE

- 72 STAR stories shared on the company intranet (many stories feature multiple individuals and some even feature teams). These popular stories received over 7 000 pageviews.
- 24 team finalists competed in the AURECONS with the winners celebrated via a virtual award ceremony
- Employees attended Career Conversations: career path stories shared via panel discussions with Aurecon leaders, to help inspire and support career navigation
- The COVID-19 resource hub has received over 37,000 pageviews – of which the IT guide for working remotely received over 12,000 pageviews
- Celebration of International Women's Day
- Celebration of International Women in Engineering Day
- Celebration of Pride Month including Wear it Purple Day
- Celebration of World Mental Health Day

- Gold Accreditation as a Skilled Workplace by Mental Health First Aid Australia
- Aurecon is a supporter of the Movember Foundation, an international men's health advocacy, to support prostate and testicular cancer research and suicide prevention. Each year, offices across all our regions take part in Movember.

AWARDS AND RECOGNITION FOR GENDER EQUALITY, FLEXIBLE WORKING AND LGBTI+ INCLUSION

- Most Popular Engineering and Resources Employer and top 10 in the Top 100 Most Popular Graduate Employers at the Australian Financial Review's Graduate Employers awards
- Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency
- Named an Inclusive Employer for 2019-2020 by the Diversity Council Australia
- Flex Able Certification from WORK180
- Work-Life Balance award from Diversity Works New Zealand in 2020

- Maintained Bronze Employer in Pride in Diversity's Australian Workplace Equality Index in 2020
- Maintained Rainbow Tick accreditation in 2020



SECTION 5:

Environment

PRINCIPLE 7:

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8:

undertake initiatives to promote greater environmental responsibility; and

PRINCIPLE 9:

encourage the development and diffusion of environmentally friendly technologies.



A low-angle, close-up shot of a person riding a bicycle through a field of tall grass. The sun is low on the horizon, creating a strong lens flare and silhouetting the rider and the bicycle. In the background, a wind turbine is visible against the bright sky. The overall mood is peaceful and sustainable.

Environmental sustainability

Assessment, policy, and goals

At Aurecon we believe we play a vital role in helping the communities and economies in which we work transition to a more sustainable, liveable future. We show our support to environmental sustainability by actively taking part in the journey towards a net zero carbon future by acting on climate change.

ACTING ON CLIMATE CHANGE BY MOVING TOWARDS A NET ZERO CARBON FUTURE

Through our participation in the United Nations Global Compact, Aurecon recognises climate change as one of the biggest challenges facing the world today and has strengthened its commitment to helping achieve the Sustainable Development Goals. Aurecon's work on safeguarding the environment contributes to Sustainable Development Goal 13.

In line with the environmental principles of the United Nations Global Compact, Aurecon is committed to:

- Supporting a precautionary approach to environmental challenges
- Reducing the direct impact of our operations against the United Nations Sustainable Development Goals
- Encouraging the development and diffusion of environmentally friendly technologies

Direct impact: We will support the transition to a net zero carbon future by setting targets, metrics, and policies that reduce the direct impact of our operations on the environment. Our immediate focus within Aurecon is on the contribution we can make through the following Sustainable Development Goals (SDGs): SDG 3 – Good Health and Well-Being, SDG 5 – Gender Equality, and SDG 13 – Climate Action.

Indirect impact: Aurecon's biggest contribution to society will come from the work we do with our clients – which is helping them manage their climate-related risks.

CLIMATE CHANGE COMMITMENT

Aurecon's business is one source of greenhouse gas (GHG) emissions, so we are taking responsibility and implementing appropriate measures to reduce the impact we have on the world. We have made a commitment to become net zero carbon in our operations by 2025. We have set our goals around the areas of our business where we can make the biggest difference.

By 2025 we aim to actively reduce emissions from the following sources to net zero:

- Owned or controlled sources (Scope 1)
- The generation of purchased energy (Scope 2)
- All other indirect emissions from Aurecon activities we do not own or control, such as activities associated with business travel, procurement, waste, and water

The move to decarbonise our business and transition our services comes in anticipation of a 100 percent net zero emissions future.

We will achieve our targets through risk-based decisions, balancing investment in emissions reduction measures against offsets. Over time we expect the need for offsets will reduce.

Implementation

Aurecon's Blueprint outlines the organisation's strategy and aspirations across every part of the business. Sustainability and climate change are a key focus area.

Aurecon's sustainability and climate change strategy includes its commitment to the United Nations Global Compact; targets; reporting; initiatives; Sustainability Policy and its Environmental Policy.

To help create a healthier future for people and the planet, Aurecon's environmental strategy focuses on six areas: carbon footprint; leadership; partners; people; projects; stakeholders.

- Aurecon applies an effective Environmental Management System compliant to ISO 14001 and commits to follow relevant environmental laws and regulations.
- We look beyond compliance to take everyone at Aurecon along on the journey to a net zero carbon future.
- To achieve a net zero carbon future, we implement measures to minimise our greenhouse gas emissions and consumption of energy, water and consumables and reduce our waste generation.

SUSTAINABILITY AND ENVIRONMENTAL POLICIES

Aurecon's Sustainability Policy is our Leadership's expression of their intentions, directions and aims about sustainability at Aurecon. Both the Sustainability Policy and the Environmental Policy are available to internal and external stakeholders via the company's intranet and website. You can access a copy of Aurecon's Sustainability Policy [here](#). You can access a copy of Aurecon's Environmental Policy [here](#).

ACTIONS TO MANAGE CLIMATE IMPACT

- Preparation of an annual Office Sustainability Plan by each location leadership team, in collaboration with the location Quality, Environment and Sustainability team
- Monitoring progress against goals, with regular reporting to Leadership, by our Quality, Environment and Sustainability team
- Measuring and monitoring our global carbon footprint via internationally recognised standards, like the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, in the measurement of greenhouse gas emissions from our operations
- Annual verification of Aurecon's carbon footprint by independent third-party certifiers

INTERNAL INITIATIVES

An important part of Aurecon's sustainability strategy is the active participation of our people. To this end, we have created learning modules to promote knowledge on key sustainability principles and their integration into our business practices. To further drive awareness, we also encourage our people to join sustainability committees and take part in campaigns such as World Environment Day and Earth Hour.

Aurecon employees can find resources on the company intranet. Resources include overviews on sustainability at Aurecon; the organisation's carbon footprint and its commitments; information for tender responses; links to sustainability committees and Yammer pages; Sustainability Policy; Environmental Policy.

- Sustainability committees: Aurecon has sustainability committees in most of its offices. The committees are a voluntary initiative formed to help achieve the sustainability and climate change commitments contained within the Aurecon Blueprint by embedding the goals at the local level.
- Sustainability initiatives: Aurecon runs at least two company-wide campaigns each year that coincide with Earth Hour and World Environment Day. Regional/local offices undertake further initiatives to drive awareness of our sustainability strategy.
- Training modules: Aurecon has developed two training modules — Corporate Sustainability-Environmental Strategy and Carbon Footprint Reporting — with further modules in development.
- Working with clients: Aurecon uses its expertise to help clients manage their climate-related risks. Aurecon's sustainability and climate change expertise offering comprises both transition risk management services and climate change adaptation and resilience planning services. You can find out more on our website [here](#).

Measurement of outcomes

- Annual submission of a Communication on Progress report to the United Nations Global Compact
- Continued ISO certification to ISO 14001 in Australia, New Zealand and Singapore.
- Carbon footprint reporting: Produced annually, Aurecon's emissions report aims to guide the organisation's climate change related initiatives in alignment with the Aurecon Blueprint goals and our commitment to the United Nations Global Compact.
 - Aurecon's carbon footprint report mostly covers its emissions across Scope 1, Scope 2, and Scope 3. Air travel, electricity and owned/leased/rental vehicles are the top sources of emissions. Ratios vary across regions. For Australia and New Zealand, the largest source of emission is air travel. For Asia it is electricity. Air travel, electricity and vehicle usage are also the top sources of emissions on a per employee basis.
 - In FY 2020, we significantly reduced our emissions, both in overall (-33%) and emissions per full-time employee (-36%).
 - This downward trend continues from our previous reporting period. However, it was COVID-19 that helped reduce our overall emissions in FY 2020. Fewer flights and more people working from home, reduced our emissions from air travel by 46%, and our electricity usage in most of our operating regions.
 - Aurecon's FY 2020 global carbon footprint report covers 29 operating offices, which provides full reporting coverage.

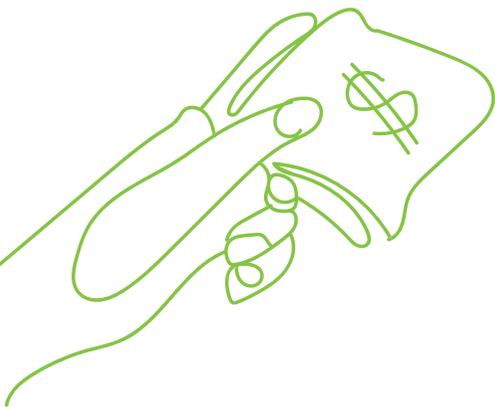


SECTION 6:

anti-corruption

PRINCIPLE 10:

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





Acting with integrity and honesty

Assessment, policy, and goals

Aurecon is committed to acting with integrity and honesty in all aspects of its business dealings and prohibits any form of bribery and corruption. We have built our reputation on being ethical and trustworthy in our dealings with clients, partners, and suppliers. We uphold ethical practices and procedures in every project we are involved in.

Aurecon protects and fosters a culture of integrity. Individually and collectively. All employees commit to comply with Aurecon's Code of Conduct and Ethics. Aurecon has a suite of integrity policies and procedures that provide clear direction on Aurecon's expectations regarding ethical business conduct. This includes the following policies:

- Ethics Policy
- Anti-Bribery and Corruption Policy
- Conflict of Interest Policy
- Fraud Policy
- Gifts and Entertainment Policy
- Whistleblower Policy

Supporting these policies is Aurecon's online training for anti-bribery and anti-corruption and the Code of Conduct and Ethics, aimed at increasing awareness and strengthening Aurecon's anti-corruption culture.

GOVERNING PRINCIPLES OF AURECON'S CODE OF CONDUCT AND ETHICS:

Aurecon's Code of Conduct and Ethics (the Code) sets standards of conduct and ethical behaviour required of all employees, including directors, officers, executives, contractors and other work participants (Employees) in all countries in which it operates. The governing principles of the Code are:

- Integrity and professionalism
- Accuracy of reporting
- Health and safety
- Protecting the environment
- Collaboration with communities
- Personal information and privacy
- Communication systems
- Equal employment opportunity
- Professional and technical excellence
- Working with Governments
- Bribery and corruption
- Gifts and entertainment
- Conflict of interest
- Choice of third parties
- Political contributions and activities
- Restrictive trade practice
- Responsibility for reporting breaches of Code

You can find Aurecon's Code of Conduct and Ethics Policy [here](#).

ETHICS POLICY

The Aurecon Group Board has adopted an Ethics Policy as one of its six Core Policies. The Ethics Policy states that Aurecon is committed to:

- Acting with integrity in all that it does
- Ensuring its directors, senior managers, and employees act honestly and with integrity in all their dealings for Aurecon
- Ensuring the upmost integrity in its financial reporting
- Establishing a culture of transparency through disclosure
- Making its directors, senior managers, employees, and contractors responsible for raising concerns about and reporting unethical conduct or suspected unethical conduct without fear of recrimination

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

The Anti-Bribery and Anti-Corruption Policy elaborates on Aurecon's Code of Conduct and Ethics, which expressly prohibits, and states that Aurecon will not tolerate, any form of bribery and corruption in its business dealings.

The Anti-Bribery and Anti-Corruption Policy establishes accountability and provides guidance for Aurecon employees and its subsidiaries to ensure compliance with Aurecon's Code of Conduct and Ethics, its values, and applicable anti-corruption laws. It sets out Aurecon's standards and expectations and Aurecon's approach to compliance with international laws, as well as providing employees with tools to detect and prevent suspected violations.

All employees have a responsibility to demonstrate and support Aurecon's zero tolerance position on bribery and corruption issues.

WHISTLEBLOWER POLICY

The purpose of the Whistleblower Policy is to promote and support a culture of honest and ethical behaviour, good corporate governance and corporate and financial compliance. The policy encourages and provides protections for the reporting of reasonably held concerns of suspected or actual misconduct or an improper state of affairs or circumstances at Aurecon.

To add confidence in raising issues, Aurecon has introduced **Whispli**, an external and independently run platform that will provide anonymous whistleblower reports to Aurecon using encryption to maintain anonymity.

Reports may be made anonymously at <https://aurecon.whispli.com/speak-up>



Implementation

Aurecon's management is accountable for developing a framework and system for the development, implementation, and monitoring of integrity management processes.

To ensure our reputation and integrity remain protected, we have put policies, systems, and processes in place to support our commitment to being totally transparent. These policies, systems and processes make up Aurecon's Integrity Management System.

MEASURES TO MANAGE FRAUD AND CORRUPTION RISKS

- Anti-Fraud, Anti-Bribery and Anti-Corruption framework
- Internal Audit team
- Integrity Management Committee chaired by the Chief Legal Officer
- Interactive online World Risk Map, designed by Aurecon's Chief Risk Officer, which includes risks relating to bribery and corruption and guides employees to make prudent decisions across all geographies in which the organisation operates
- Review and update of Anti-Bribery and Corruption Policy by the Integrity Management Committee. Review carried out every two years.
- Mandatory online Code of Conduct and Ethics training for all employees. A more detailed four-module anti-bribery and corruption course is mandatory for management. Refresher courses are due every one to three years.
- Protocols and procedures in place for the assessment and verification of vendors across all Aurecon's regions. Vendors need to commit to Aurecon's Code of Conduct and Ethics as part of the vendor registration process.
- Delegation of Authority Matrix with clear approval levels regarding matters such as donations and sponsorships
- Communications Plan developed by the Integrity Management Committee to ensure structured and focused engagement with the organisation around integrity management
- Integrity Management and business ethics online training module for project leaders
- Conflict of Interest Policy and Register
- Gifts and Entertainment Policy and Gifts and Charitable Donations Register
- Fraud and Corruption Control Plan
- Whistleblower Policy, including provision of an external independent whistleblower service
- Participant in the Global Compact Network Australia Modern Slavery Community of Practice

Measurement of outcomes

- Conducted internal audits to ensure improvements in risk management and developing a sustainable control environment
- Continuation of external independent whistleblower service and regular reporting to Management and the Board of issues raised through the service
- Annual internal and external independent financial auditing
- Celebration of United Nations International Anti-Corruption Day
- Completion of mandatory online Code of Conduct and Ethics training tracked through Aurecon's training management database
- Preparation of a Modern Slavery Statement which outlines Aurecon's commitment to identifying and countering modern slavery across our supply chains
- Aurecon is certified to ISO 9001 — Quality Management Systems. Through our audits we ensure our teams follow risk assessments, processes, and procedures on projects.
- Attendance at Global Compact Network Australia Modern Slavery Community of Practice sessions
- Establishment and monitoring of Gifts and Charitable Donations Register
- Establishment and monitoring of Conflict of Interest Register



á *Bringing ideas
to life*

About Aurecon

Aurecon brings ideas to life to design a better future. Imagining what is possible, we turn problems into solutions.
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For more information please visit
www.aurecongroup.com