



Contact: Professor David Adamson, OBE  
Group Strategic Engagement Officer  
[davida@compasshousing.org](mailto:davida@compasshousing.org)

OCTOBER 2021

## CONTENTS

---

Statement of Support from Greg Budworth, Group Managing Director

|     |   |   |
|-----|---|---|
| 1   | Introduction .....                                | 1 |
| 2   | Internal Policy development .....                 | 3 |
| 3   | Promoting the Sustainable Development Goals ..... | 4 |
| 3.1 | Internal Organisational programs .....            | 4 |
| 3.2 | Regional SDG localisation initiatives .....       | 4 |
| 3.3 | Pacific Region SDG Advocacy .....                 | 5 |
| 3.4 | International SDG Advocacy .....                  | 6 |
| 4   | Engagement with Global Compact .....              | 6 |

## STATEMENT OF SUPPORT BY GREG BUDWORTH, GROUP MANAGING DIRECTOR

---

I am pleased to present this Communication on Engagement following the first two years of membership of the UN Global Compact and the UN Global Compact Network Australia. Compass began a sustainability journey with the appointment of a Sustainability Officer in 2014 and has developed a portfolio of activities within our organisation and with external partners. From highly local activities, such as providing our community housing residents with gardening pods, to our membership of global networks we are working towards delivering a highly sustainable and socially just housing system that recognises the universal human right to adequate shelter. We see this as a local, national and international challenge and we present in this report a summary of the activities, projects and programs we have developed. The UN Global Compact Principles and the resources available to us as members have assisted us in this process and provided guidance and practical information.

I also take this opportunity to affirm current and future adherence to the 10 Principles and commit to future organisational actions to further develop our support for the objectives of the UN Global Compact and the Sustainable Development Goals.

A handwritten signature in black ink, appearing to read "Greg Budworth".

Group Managing Director

Compass Housing Services Co Ltd

# 1 INTRODUCTION

---

Compass Housing is one of the largest not-for-profit, Community Housing Providers (CHP) in Australia and operates in the States of New South Wales and Queensland. Compass New Zealand manages properties in New Zealand. The Compass Mission statement is that:

**That all people have appropriate and affordable housing and are engaged in sustainable communities.**

This organisational commitment is embedded in a human rights perspective. Building on the 1948 Universal Declaration of Human Rights and the 1966 International Covenant on Economic, Social and Cultural Rights, Compass supports the UN Habitat 2015 definition of adequate housing as including social, economic and cultural factors as well as the basic need for shelter. Adequate housing must satisfy the following criteria:

- Security of tenure:
- Availability of services, materials, facilities and infrastructure
- Affordability
- Habitability
- Accessibility
- Location
- Cultural adequacy

United Nations. *Habitat III Issues Papers; No 20- Housing*. United Nations, New York: United Nations, 2015

Compass is also committed to its ethical **P<sup>5</sup>** framework which informs its policy and practice and shapes the conduct of its services to its clients, many of whom experience major vulnerabilities of disability, physical and mental health challenges and social isolation. The **P<sup>5</sup>** framework identifies the focus of Compass as People, Place, Planet, Partnership and Performance.

**PEOPLE:** *We will endeavour to support and develop all the people that our activities encounter*

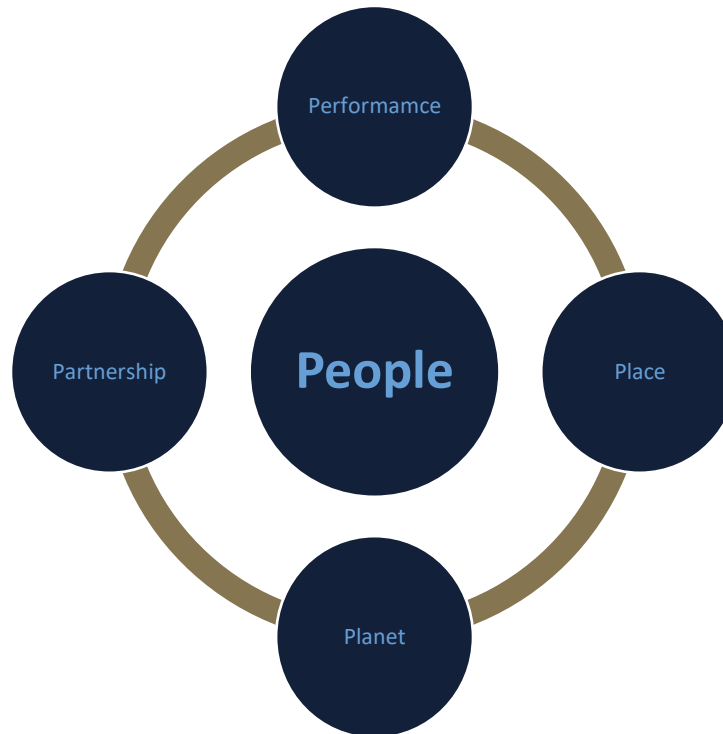
**PLACE:** *We will work to create places and communities that allow people to flourish*

**PLANET:** *We will support the protection of the environment for the benefit of future generations*

**PARTNERSHIP:** *We will forge and maintain effective and equal partnerships to support our activities*

**PERFORMANCE:** *Our achievement of these objectives is founded on a commitment to high standards of performance and a process of continuous improvement.*

This is represented diagrammatically as:



The implementation of this framework can be identified in Compass' delivery of its housing services in Australia and New Zealand and in our commitment to an international perspective in support of the Sustainable Development Goals (SDGs) and the New Urban Agenda (NUA). Compass sees our mission in international terms and is delivering small-scale international development activities in the Pacific region. The framework also provides us with a natural alignment with the 10 Principles of the UN Global Compact:

### 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.

### 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.

### 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.

### Anti-Corruption

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

We have built on existing organisational policies and developed additional policies that support these principles and further detail will be provided in the body of this report. Additionally, prior to joining the UN Global Compact and UN Global Compact Network Australia in October 2019 we were achieving similar principles through our 2014 commitment to be a sustainable organisation and from 2016, our support for the United Nations New Urban Agenda and the aspirations of the 'city for all' and 'no-one left behind' agenda. In this approach we organised the first Southern Hemisphere international conference, *Implementing the New Urban Agenda in Australia and the Pacific* in Melbourne in 2018. Following our Global Compact membership we have seen the Sustainable Development Goals as the most comprehensive set of internationally agreed objectives and our ten year strategy to 2030 is now fully aligned with the SDGs. The following paragraphs outline the program we have followed in the last two years to meet our Global Compact commitments and to position us as a major advocate for the SDGs in the Australasia and Pacific region.

## 2 INTERNAL POLICY DEVELOPMENT

---

A number of the Global Compact principles are inherently embedded in our operations given our compliance with regulatory and legal frameworks which condition our operations in Australia and New Zealand. Firstly, as a Tier 1 CHP we meet the registration conditions of the Australian National Regulatory System for Community Housing (NRSCH) and the New Zealand Community Housing Regulatory Authority (CHRA). Both of these registration schemes require a high degree of financial accountability and transparency, registration of Board memberships and compliance with a range of operating conditions that define quality of service delivery and overall organisational performance. Our fully compliant status with both registration schemes ensures we have the systems, policies and procedures to combat corruption, ensure legal compliance with all equal opportunities employment practices and provide high quality, inclusive services to a diverse range of clients.

In addition to these requirements our international development activities have led us to registration with the Australian Council for International Development (ACFID) and we are in the process of registration with the Australian Government Department of Foreign Affairs and Trade (DFAT) as an international development agency. We are also an associate member of the New Zealand Council for International Development (CID). In these contexts, we have developed and implement a range of policies which align Compass clearly to the Global Compact principles. Policies include:

- Child safeguarding policy
- International Gender Equality and Equity statement
- Environmental and Sustainability policy
- Partner Due Diligence Assessment
- Project Monitoring, Evaluation and Learning

In addition to these policies, Compass complies with The Australian Modern Slavery legislation. Overall, this policy and procedure framework ensures that we adhere to the 10 Global Compact Principles.

### 3 PROMOTING THE SUSTAINABLE DEVELOPMENT GOALS

---

In addition to our policy and procedure platform we have undertaken a program of international activities which since 2016 has committed the organisation to the pursuit of social and climate justice. This program also underpins our adherence to the 10 Global Compact principles. It has both a local and global perspective drawn from the belief that aggregated actions at the local level can make a major contribution to achievement of the SDGs, but that support for supra-national organisations and agreements is also essential at a time when major disruption is occurring at a global level due to climate change and more recently the COVID-19 pandemic.

#### 3.1 INTERNAL ORGANISATIONAL PROGRAMS

**Strategic alignment with the SDGs:** in 2019 we conducted an exercise to retrospectively align our 2017-2020 Strategic Plan with the SDGs. This was in preparation for future alignment of the 2020 planning cycle. In this process an early decision was made to break with traditional three-year strategic plans and instead align with Agenda 2030 to create a ten-year Strategic Plan. This also aligned strategic actions with specific SDGs which are now also included in the annual Operational Plans that implement the ten-year strategy.

**Sustainability actions:** We have secured and maintained Gold Status in the New South Wales government Sustainability Advantage registration program. Our Sustainability Officer, Jandy McCandless was awarded the NSW Sustainability Advantage Champion Award in 2019 for her work in this field and leading the organisation on its carbon reduction journey.

**Carbon Reduction:** Compass has measured its carbon footprint since 2015 and has introduced incremental measures to reduce it since that time. A sustainability target has been integrated in senior management KPIs. We are currently developing our Roadmap to Zero Carbon which will set our zero-carbon target date and identify the measures that will achieve it.

#### 3.2 REGIONAL SDG LOCALISATION INITIATIVES

Compass' primary location is the Hunter region of New South Wales in Australia. In that region we have developed an SDG localisation program working with key partners to increase knowledge of and support for the SDGs. Key actions are:

**The Hunter Regional SDG Taskforce.** <https://huntersdgtaskforce.org/>. Compass has played a foundational role in the establishment of the Taskforce, bringing partners together, including the City of Newcastle and the state government Department of Planning, Industry and Environment. Compass hosted the development meetings, established and maintains the website and provides secretariat support to the Taskforce.

**The Newcastle City Mayor's High Level SDG Group:** Compass has been a member of this group since its inception, contributing to its occasional meetings and initiatives.

**The High Level Group Procurement for the SDGs sub-group:** Established at the suggestion of Compass Group Managing Director Greg Budworth, this group brings together key public sector, business and NGO partners to develop procurement procedures that will assist organisations meet the aspirations of the SDGs. The group is currently drafting procurement guidelines that will foster ethical and social procurement practices. Compass provides the secretariat services for this sub-group.

**The Urban Thinkers Campus:** Compass has in 2021 convened an Urban Thinkers Campus (UTC) . The UTC format was developed by the World Urban Campaign (WUC). Two previous attempts to convene an UTC were cancelled as a consequence of COVID. However, In August and September of this year it has been delivered as a program of five webinars in a series titled *A Localisation Model for Climate Action: Delivering the NUA and the SDGs in the Hunter Region*. The primary outcome is the development of a consortium of business, public and voluntary organisations to produce a Hunter region Voluntary Local Review of SDG delivery.

### 3.3 PACIFIC REGION SDG ADVOCACY

Compass has also been concerned to support the adoption and development of both the NUA and the SDGs in the Pacific region, in recognition of the very specific climate change vulnerabilities of our many island neighbours in the region. To this end we have worked with a range of partners in the region including UN Habitat, UN- Habitat Regional Office Asia Pacific (ROAP), UN ESCAP and Commonwealth Local Government Forum (CLGF) Pacific. Specific activities include:

**Pacific Urban Forum (PUF5):** Compass was a co-sponsor of PUF5 in Nadi, Fiji in September 2019. Compass was represented on the organising committee and made several significant contributions to conference proceedings, including two training events in partnership with UNH.

**Pacific Partnership for the NUA (PP-NUA):** Compass is a member of the partnership Steering Committee and has recently contributed to the development of the Virtual Pacific Urban Forum (VPUF) to report on the progress implementing the New Urban Agenda in the Pacific region.

**Development projects:** Although delayed by COVID travel restrictions, Compass is building on its 2018 completion of a community stage in Freshwater, Port Vila Vanuatu. The first project will support the use of the stage as a community hub with outreach facilities. The second project will build secure accommodation for women traders at a nearby community market. This will provide safe accommodation for women and children who currently sleep in the open air for their three day stay at the market. Separately, we are working with RMIT University to deliver a UN Habitat Climate/Urban Resilience Adaptation Program. This project will deliver two Evacuation Centres/community hubs in the Solomon Island which will also provide disaster recovery support and a communal focal/contact for community activities. These projects will recommence immediately travel to the locations becomes possible.



### 3.4 INTERNATIONAL SDG ADVOCACY

In addition to Compass membership of the Global Compact and the Global Compact Network Australia, Compass maintains additional international memberships and organisational roles.

**UN Habitat General Assembly of Partners (GAP):** from 2016-2020 Compass supported GAP with Compass team members serving a number of high-level governance roles. Group Managing Director Greg Budworth and Special Projects Adviser, Larry O'Brien both served periods as Vice President of GAP. Both, along with Manager, International Stakeholder Relations, Ben Wong also served periods as Co-Chair of the Civil Society, Partner Constituent Group of GAP.

**World Urban Campaign (WUC):** Members since 2016, Compass gained lead membership status in 2018 and plays an active role contributing to working groups (e.g. on vision and constitution reforms), contributing to a WUC Urban Thinkers Campus on COVID and the Shelter Gap and organising a localisation agenda Urban Thinkers Campus (see Section 3.1). Colleague Ben Wong is Co-Chair of the WUC Civil Society partner group and is a member of the WUC Steering Committee.

## 4 ENGAGEMENT WITH GLOBAL COMPACT

Compass has been a member since 2019 and looks forward to future engagement with Global Compact and Global Compact Network Australia. COVID has presented barriers to direct engagement. Newsletters are distributed internally to our International Development Workgroup and individual staff have attended online events. Our primary interests to date have been in the Science Based Targets Initiative and the SDG Accelerator program but regrettably these have not been available to not-for-profit organisations. We will particularly look forward to participation in these programs when they become available.

