

## Currie Communication on Progress

11 November 2021

### Statement of support by Managing Director

I am pleased to reaffirm Currie's support of the United Nations Global Compact principles of human rights, labour, environment and anti-corruption.

We became a participant in 2016 and continue to prioritise the principles in our business strategy and culture as we strive to enhance our impact on and with others.

Since completing our previous Communication on Progress, we have made progress on our contribution to reconciliation and support of Aboriginal and Torres Strait Islander peoples by beginning work on our Reconciliation Action Plan (RAP)

As in all businesses, the COVID-19 pandemic has had an impact on Currie which will likely be felt well into 2022.

However, we continue to actively participate in the Global Compact Network Australia (GCNA), advocate for the UN Sustainable Development Goals (SDGs) with our clients, peers and professional networks, and meet our commitments as a proudly certified B Corporation (B Corp).

We will maintain this focus into 2021/2022, and in particular, are aiming to establish a new partnership with a non-government agency to help reduce the amount of food loss and food waste in Australia.

This public statement of support describes the actions we have taken and plan to take to ensure our ongoing focus on using the power of business to do good.

**Susan McNair**

Managing Director



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## Human rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights

**Principle 2:** Make sure that they are not complicit in human rights issues

### Policy

Currie supports and respects the protection of internationally proclaimed human rights as described in the Universal Declaration on Human Rights. Our commitment to these rights is encapsulated in our Code of Conduct that explicitly promotes human rights in the workplace.

We support our team members' human rights through our Flexible Working Policy and Leave Policy which ensures they can balance their individual circumstances and needs. Our OH&S officer and OH&S policy contribute to a balanced and safe workplace.

### Implementation

Currie's commitment to human rights has been implemented through the following activities in 2020/21:

#### Supporting not-for-profit organisations

- Currie aims to dedicate 5% of consulting time to pro-bono work and volunteering. In 2020/21 we gifted 5% of our time to social, environmental and non-profit partners. Our social partners include the Asylum Seeker Resource Centre (ASRC) and Wathaurong Aboriginal Co-operative.
- We cemented a pro-bono partnership with Wathaurong Aboriginal Co-operative, which supports the social, economic and cultural development of Aboriginal people in the Geelong and Colac region of Victoria, Australia. Our work with Wathaurong is part of our broader effort to support Aboriginal groups in Australia.
- Currie made a cash donation of \$275 to Feast for Freedom.

#### Advocating for human rights

- We have been a certified B-Corporation since August 2014, committing to be a business that does no social, environmental or economic harm. Our B-Corp score for the Community category remains at 33.8, which is markedly higher than the median score of 10.5.
- Through 2020/21 Currie supported sustainable development and human rights, including the UN Sustainable Development Goals (SDGs). Currie recognises the interconnectedness of all 17 SDGs. We have prioritised six SDGs that will guide our mission to make a net positive impact on the world. These include #2 Zero hunger and #17 Partnerships for the goals.
- In 2020/21, we initiated the development of our Reconciliation Action Plan to drive our contribution to reconciliation and support of Aboriginal and Torres Strait Islander peoples. We committed to, drafted and implemented the plan in some areas; however, it is still not completed.

## Future plans

In 2021/22 Currie aims to meet our commitment to human rights through:

- Completing and implementing our Reconciliation Action Plan.
- Embedding our supplier Code of Conduct with our different suppliers by updating our agreements.
- Continuing our advocacy of the SDGs.
- Complete draft for RAP by June 30, 2022 and begin progressing initiatives in the plan

## Labour

**Principle 3:** Business 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

**Principle 6:** The elimination of discrimination in respect of employment and occupation

## Policy

We aim to provide a safe, fair and rewarding workplace. Our employee Code of Conduct sets out our expectations for a positive work environment. Currie's Human Resources Manual articulates guidelines and processes for the exercise of labour rights, including leave, flexible working arrangements, performance review, pay adjustment and disputes.

Currie supports the International Labour Organisation's core conventions through strict adherence to Australia's labour laws.

## Implementation

In 2020-21, we undertook the following activities:

### **Providing fair, equal and decent work**

- Employees were paid above Award rates.
- Our people received Christmas bonuses.
- 75% of leadership roles were filled by women.

### **Looking after the safety and wellbeing of our people**

- Our Code of Conduct and OH&S policies protect the safety and wellbeing of our staff in the workplace. There were no OH&S incidents in this period.
- We offer flexible working hours that cater to individual circumstances.
- When the COVID-19 pandemic took hold, Currie supported our employees in their transition to working from home full-time. Our work from home safety policy protected the health and safety of our employees in their home office. We compensated employees for any additional office equipment required and provided a stipend to cover additional utility charges.
- We continued our partnership with Converge International to provide all employees with an Employee Assistance Program to help deal with the challenges, concerns or issues that may be affecting them at work or home.

### **Maintaining a healthy and supportive working environment**

- Our people were involved in the planning and delivery of Currie's 2020/21 strategic initiatives, allowing all employees to have an impact on our strategic priorities.

- Through the COVID-19 pandemic we have continued to organise regular virtual social events to stay connected to one another, as well as delivering lockdown care packs to improve well-being.
- We continued to catch-up daily since the beginning of the pandemic online.

### **Future plans**

In the future, we plan to:

- Continue to uphold our commitment to a supportive and safe working environment.
- Maintain our flexible working policies and support of each individual employee. Transition to a hybrid model of working that will see the team spend half their time in the office and half working from home.

## Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges

**Principle 8:** Undertake initiatives to promote greater environmental responsibility

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies

## Policy

Currie's Environmental Policy Statement directs Currie to minimise its environmental footprint through:

- Responsible use of materials and resources, including energy, waste and water and emissions
- Responsible purchase of products and resources, including energy supply
- Our decision-making processes when reviewing suppliers and accepting clients and pro-bono work
- Off-setting emissions from travel.

As a professional services consultancy we are in a position to encourage our clients and suppliers to adopt sustainable practices.

- As a result of COVID-19 restricting office use, energy and waste emissions were reduced significantly. For example, the metric tonnes of CO2 produced in 2020/21 was 3.3, compared to 9.22 in 2019/20. Additionally, the amount of wastepaper dropped from 0.84 cubic metres in 2019/20 to 0.24 cubic metres in 2020/21.

## Implementation

Our environmental initiatives in 2020-21 included:

### Minimising carbon emissions

- Our office is supplied by 100% renewable energy generated from hydropower. This commitment to renewable energy significantly reduces our carbon emissions
- We offset 100% of our travel emissions both directly through airlines' offset programs (51% of emissions offset) and via our ongoing relationship with Greenfleet, a not-for-profit organisation that plants trees to offset carbon emissions.
- Our office building features full bike storage and shower facilities, and we encourage our employees to walk, cycle or catch public transport to work.

### Reducing waste

- Currie's commitment to making a positive environmental impact is embedded in our day-to-day operations, like using 100% recycled paper, rechargeable batteries and reusable KeepCups to minimise the use of single-use coffee cups.

- In the absence of a whole-of-building recycling service, we have organised our own recycling service for paper, glass and hard plastics.
- We also collect soft plastic waste which we recycle at designated soft plastics recycling centres.

### **Promoting sustainable development**

- We are strong advocates of the Sustainable Development Goals (SDGs), encouraging our clients to align with them in their work, and presenting at industry conferences about the SDGs.
- In our 2019 Sustainability Report we identified six SDGs that specifically guided our efforts in our mission to making a net positive impact on the world, which include #12 Responsible consumption and production, #13 Climate action, #14 Life below water and #15 Life on land. These continue to guide our efforts.
- Currie prioritises work with clients and partners who are creating social, economic and environmental change to achieve our goal to help create a better, fairer and safer future for all. Prospective projects pass two levels of scrutiny to assess whether the project and organisational goals of a potential client are aligned with our direction. This approach means we are growing the number of projects which specifically support sustainable development.
- In 2010-21 we gifted pro bono work to social, environmental and non-profit partners, including the Banksia Foundation and the Fisheries Research and Development Corporation (FRDC).

### **Future plans**

Going forward, Currie will:

- Embed our supplier Code of Conduct to encourage our suppliers to adopt environmental best practice.
- Develop and roll out a sustainability plan for the organisation. While we had hoped to develop this plan last year, disruptions from COVID-19 delayed our progress. This new plan will account for our new hybrid way of working.
- Continue our advocacy of the SDGs.
- Establish a pro-bono partnership to reduce food loss and/or waste.

## Anti-corruption

**Principle 10:** Businesses should work against corruption in all forms, including extortion and bribery

### Policy

Currie acts against all forms of corruption, including extortion and bribery. Our staff act with integrity and this value is embodied in our Code of Conduct which explicitly sets out our anti-corruption policy:

- Act and maintain a high standard of integrity and professionalism.
- Avoid apparent conflicts of interest.
- Business transactions may not be influenced by offering or accepting gifts.
- Under no circumstances may employees offer or accept money.

### Implementation

- Our Human Resources Manual details our conflict-of-interest policies and upholds our anti-corruption and anti-bribery commitments.
- We have continued to show our commitment through full compliance with Australian anti-corruption law. In 2020-21 we received no formal or informal corruption complaints.
- Our B Corp B-Impact score of 8.4 in the Governance category is markedly higher than the median of 2.4.
- We reviewed our Human Resources Manual to ensure it was up-to-date and compliant with our commitment to anti-corruption.

### Future plans

In 2021/22 we are committed to:

- Uphold our anti-corruption stance and ensure existing staff and new starters understand their responsibilities.
- Implement Currie's anti-corruption policy