

7 December 2021

United Nations Global Compact
685 Third Avenue, FL 12
NEW YORK NY 10017

To our community and stakeholders

COMMUNICATION ON ENGAGEMENT (COE) SEPTEMBER 2019 - DECEMBER 2021

I am pleased to confirm that City of Newcastle (CN) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. With this commitment, we express our intent to support the Global Compact advancing these principles and will make a clear statement of this commitment to our community.

We also pledge to participate in and engage with the UN Global Compact in the following ways:

1. We will encourage businesses and other organisations we interact with to participate in the UN Global Compact and act towards achieving the Sustainable Development Goals.
2. We will support businesses and other stakeholders as they implement sustainability initiatives that benefit CN and the broader community.
3. We will continue to embed Global Compact principles in our strategies and implementation plans.
4. We will continue to respect and support human rights and expect stakeholders directly linked with CN's operations to commit to the same.
5. In the absence of the Global Compact Cities Program, we will continue to maintain our networks of best practice and sharing in order to improve our progress and that of our partners.

In this COE, we describe the actions that our organisation has taken to support the UN Global Compact and its Ten Principles as suggested for a government organisation. We also commit to proactively sharing this information with our stakeholders.

This is our COE with the United Nations Global Compact. We welcome feedback on its contents.

Kind Regards,



Jeremy Bath
CHIEF EXECUTIVE OFFICER

How the City of Newcastle (CN) is implementing and promoting the ten principles of the UN Global Compact in the management and administration of the city or region.

Over the past two years City of Newcastle (CN) has considerably progressed our commitment to the ten principles of the UN Global Compact and the Sustainable Development Goals (SDGs).

Although the COVID 19 pandemic has created some barriers, CN has sustained and increased our contributions as a city.

CN continued to participate in the UN Global Compact Cities Program during 2018 and 2019 until the program was terminated in late 2019.

At a strategic level, we have driven significant organisational change to raise awareness of the principles and align major strategic documents to the principles including:

1. [Newcastle 2030 Community Strategic Plan](#)
2. [Local Strategic Planning Statement](#)
3. [Smart City Strategy](#)
4. [Economic Development Strategy](#)
5. [Climate Action Plan](#)
6. [Disability Inclusion Action Plan](#)

CN is continuing to mainstream the ten principles into strategies and operations, starting with our pinnacle document, "Newcastle 2040", our Community Strategic Plan which is currently under development for release in early 2022.

All new strategies and plans will align to Newcastle 2040 and demonstrate through the Integrated Planning and Reporting Framework how CN will contribute toward these priorities.

Examples include CN's Social Infrastructure Strategy, Environmental Strategy and Local Social Strategy, which will be released in 2022.

CN has revised its strategic hierarchy to embed the SDGs in our operations and continue our action on addressing the climate emergency.

By embedding the principles and progress toward the SDGs, we place responsibility for the delivery of these strategies in all corporate functions and ensure transparency and accountability of progress and reporting.

Working with our partners as a part of the **Regional Taskforce for SDGs** enhances our sphere of influence and allows us to build awareness, training, and capacity building with our stakeholders. Currently, the Taskforce are meeting weekly to determine and action robust reporting mechanisms and a suite of regionally relevant indicators. These are due to be released in a Voluntary Local Review (VLR) – Sub-Nationally within the next three years.

How is CN contributing to the ten principles?

Human Rights

We continue to be committed to supporting all basic human rights and work to ensure equity and equality for all throughout our city. We will continue to comply with all applicable laws and respect internationally recognised human rights in Australia. Our actions are enshrined throughout our policies and practices, across our supply chain and we are continuing to support our community to identify and address issues across the region. In March 2021,

CN's elected Council unanimously resolved to support the #RacismNotWelcome campaign which acknowledges the existence of racism in the community and encourages anti-racism behaviour. To convey the message, street signs have been installed in key locations across Newcastle, to proclaim loudly, publicly, and visibly that the community is united against division and discrimination.

We will continue to respect and support human rights and expect stakeholders directly linked with CN's operations to commit to the same. We have established the sub-group on procurement in order to support local organisations to improve supply chain impacts.

Local Social Strategy (LSS):

Currently in development, the LSS will be released in 2022. CN's LSS is inspired by the Doughnut's of Economics' 'Local Social Lens' and Social Justice Principles (participation, access, rights and equity).

The LSS sets out CN's aspirations for a socially just and inclusive city – "a place for everyone". It is informed by participatory community engagement, with a focus on vulnerable communities.

The LSS is about treating all people with respect, addressing the barriers to inclusion and equal opportunity, encouraging community participation, and strengthening community wellbeing. The global language of the SDGs has been applied, not just at the goal level but embedded as targets and indicators throughout this strategy, with a focus on SDGs 1, 2, 3, 4, 5, 8, 10, 11, 16 and 17.

Social Infrastructure Strategy (SIS):

The new SIS provides the vision and delivery programs for Newcastle's social infrastructure to support our community over the next ten years. The global language of the SDGs has been applied, not just at the goal level but embedded as targets and indicators throughout this strategy, with a focus on SDGs 3,4,9,10,11 and 17.

Disability Inclusion Action Plan (DIAP)

Our new DIAP 2022-2026 is currently on public exhibition. We consulted our community and worked closely with our Disability Access and Inclusion Committee to shape the new plan. Our previous DIAP had 57 actions and we have significantly progressed or completed 55 actions of these actions.

Feedback from our community told us that by undertaking the actions within our previous DIAP, we have improved services and made a real difference to how people get around their local community and participate in programs. Our staff are crucial to creating a welcoming and inclusive city and we have provided annual training to promote positive attitudes and behaviours and enhance our skills related to disability inclusion. Customer facing staff have become more disability confident and aware due to a better understanding of the diversity of disabilities within our community. In 2021 this has included staff undertaking Auslan training in the lead up to the Australian Deaf Games to be hosted by CN in 2022. Other training has included inclusive design, creating inclusive events, how to produce inclusive content for web and media, and guide dog etiquette.

A significant action from our first plan was to act to ensure people with disabilities were more engaged within CN processes. We established our Access Inclusion Advisory Committee consisting of people with disabilities, carers and significant others of people with disabilities and advocates/allies and/or people working within the disability services sector.

This has resulted in not only participation via the regular meetings but broader engagement on pre-design of public domain improvements, opportunities for representation on other advisory groups and opportunities to participate in organisational training, enhancing the skills of the committee members.

In 2021 CN hosted a National Innovation Games event where people with disabilities, PhD students, academics, researchers, tech experts, innovators and disability sector workers came together to focus on the development of tech solutions related to creating a more inclusive city. Teams worked in a collaborative way to co-design new products, develop and deliver their pitch to win start-up funding. This event demonstrated that CN is proactive in bringing stakeholders together to design a better future, to demonstrate that people with disabilities, with lived experience possess the skills and knowledge to contribute and drive innovation. Further projects included support for micro-entrepreneurial opportunities for people with disabilities to enhance wealth creation.

Within our organisation, CN has engaged a diversity and inclusion specialist to develop a four-year roadmap to enhance our ability to create a more inclusive workplace. This work has begun improving our baseline knowledge of the prevalence of disability across our business, gathering a better understanding of the experiences of our employees and the level of maturity from which our organisation is currently operating.

The internal focus of our human resource development/roadmap and the external focus of our DIAP bode well for CN continuing the process of delivering in partnership with other stakeholders a more inclusive and just community where people are respected for their abilities and not discriminated against based on others' opinions and judgements.

Reconciliation Action Plan (RAP)

CN's third RAP continues our commitment to the principles and actions outlined in our 1998 Commitment for Aboriginal and Torres Strait Islander People of Newcastle. The Commitment, based on respect, forms the foundation upon which we have built relationships within our local communities and will continue to build stronger ties.

In June 2012, our Guraki Committee recommended that CN develop a RAP, based on the program provided by Reconciliation Australia, to ensure that Council's reconciliation intentions are translated into measurable actions. Our first RAP was launched during National Reconciliation Week in 2013. Our second Innovate RAP August 2016- 2018 had several major achievements: led to the adoption of our Aboriginal Employment Strategy 2018-2021, the implementation of corporate cultural awareness training, and several collaborative creative projects, and included the addition of songlines in the CN Administration Centre fit-out, where the Aboriginal and Torres Strait Island flags fly permanently. In this third RAP, we are seeking to build on the work of the previous RAPs towards reconciliation outcomes under the pillars of relationships, respect, opportunities, and governance.

Labour

City of Newcastle Supply Chain Review

CN are in process of reviewing our supply chains for opportunities to reduce any negative impacts on our broader communities and to identify better opportunities to improve our circular economy. The work includes a review of the diversity and inclusion practices of our suppliers as well as the amount that leaves our region.

CN complies with a number of Acts regarding **non-discrimination**, including the below.

- [Premier's Priorities for creating a world-class public service](#)
- [Anti-Discrimination Act 1977 \(NSW\)](#)
- [NSW Disability Inclusion Act 2014](#)
- [Disability Discrimination Act 1992 \(CWTH\)](#)
- [Age Discrimination Act 2004 \(CWTH\)](#)
- [Sex Discrimination Act 1984 \(CWTH\)](#)
- [Racial Discrimination Act 1975 \(CWTH\)](#)
- [Equal Employment Opportunities Act 1987 \(CWTH\)](#)

CN is committed to the provision of **equal employment opportunities** as outlined in our Equal Employment Opportunity Policy and recognises the potential negative impact of harassment, bullying, discrimination and victimisation on those within the workplace. CN is dedicated to providing a working environment that is fair, safe, challenging and rewarding. This applies to all aspects of employment, including recruitment, induction, employment conditions, remuneration and career development.

The **Code of Conduct** for staff represents the highest level of CN policy and is a key component of our Governance Framework. The Code is based on the OLG Model Code and provides advice and direction on how to deal with a range of work situations encountered as part of our day-to-day activities. The Code is made in accordance with the Local Government Act 1993 and the Local Government (General) Regulation 2005.

The CN **Enterprise Agreement (EA)** 2019 was implemented on Monday 14 January 2019 after extensive consultation with staff and Unions. This agreement is about providing industry leading benefits and arrangements which offer flexibility, choice and future opportunities.

CN acknowledge the importance of working together with the **Unions** in a cooperative relationship to improve efficiency and productivity, along with increasing career prospects and the quality of working life. The United Services Union (USU), Local Government Engineers Association of NSW (LGEA) and the Development and Environmental Professionals' Association (Depa) are the relevant Unions for our organisation.

Freedom to express workplace concerns

CN conducts regular Employee Engagement surveys to find out how our people feel about their role, their workplace and what they value. By giving our people a more regular voice, we aim to make our workplace the best it can be and create a culture that people choose to engage with.

Disability

Our DIAP actions are focused on how we will act as an organisation internally over the next four years, and on what we hope to achieve in the wider community. CN will undertake a range of roles in delivering positive outcomes for the community, including collaboration, advocacy, provision of facilities, grants, services and programs, act as a capacity builder, mentor and encourage innovation. We will build more liveable places and spaces, accessible buildings, amenities, and other infrastructure that caters to an ageing and diverse population.

Women in the workplace

Female representation in management / leadership roles at CN is high and reflects the policies and programs within CN that ensure flexibility and support. These conditions are maintained throughout our Enterprise Agreement. Currently our Lord Mayor, 67% of Directors, 53% of Managers and 44% of our workforce identify as female.

Older Workers

Our changing workforce is supported with initiatives aimed at addressing the natural attrition rates of older workers and succession planning for our young workers. We provide part time and flexible working conditions along with a Phased Retirement Agreement that allows participants to use Long Service Leave as they transition.

Youth

CN are investing in our future workforce in a bid to attract and retain high-quality graduates, aspiring trainees and ambitious apprentices. More than \$2.5 million was invested in 2019–2020 which saw the number of university undergraduates and graduates more than double from five to 12, while the number of young apprentices and trainees increased from 25 to 32.

We are committed to attracting and retaining high-quality staff by providing them with the skills and training necessary to progress and advance through their career.

In the past three years CN has retained employment of approximately 35% of staff who have come through one of our undergraduate, traineeship, apprenticeship, and graduate programs. The majority have gone onto other organisations within their field of training.

Aboriginal & Torres Strait Islander Staff

Our Aboriginal and Torres Strait Islander staff numbers are increasing and have moved from 2.6% of staff identifying to 3% of CN staff identifying as Aboriginal or Torres Strait Islander or both. This indicator may reflect an increase in either the number of new Indigenous staff hires or an increase in the number of people who feel comfortable to identify, either increase is a source of pride for CN as we have now reached parity of Indigenous representation within CN and our broader community.

Environment

CN hosts a beautiful natural environment, from the beaches to the creeks, from the bush to our local parks. However, our environment is under threat from a range of pressures including climate change, biodiversity loss, population growth and overuse of resources. CN continue to manage these risks through planning, undertaking initiatives and embracing innovation. Our strategic documents are underpinned by the SDGs.

Specifically, CN is currently developing a new ten-year environmental strategy scheduled for public exhibition in May 2022. The strategy will be CN's overarching environmental document, defining priority actions over the next decade. The draft strategy has three interconnected pillars including action on climate, harnessing nature-based solutions, and driving a circular economy. This draft structure has been informed by extensive external and internal engagement, and places environmental thinking and sustainability priorities, including inclusive climate action, at the center of urban decision-making in creating thriving and equitable communities.

In 2019, CN recognised that there is a global climate emergency and there is urgent need for real action on climate change. In January 2020, CN became the first New South Wales Council to be powered by 100% renewable electricity.

Continuing this work in 2021, CN adopted the Newcastle Climate Action Plan 2021-2025 (CAP), that sets out a roadmap for increasing clean energy, continuing resource efficiency, reducing emissions in our supply chain, supporting sustainable transport, setting targets for net zero emissions and building a vision for a low carbon economy. Specifically, the plan commits that by no later than 2030, CN will reach Net Zero Emissions for its operations and by 2025 CN will aim for:

- A 20% reduction in electricity use, based on FY2019/20 consumption
- 100% of all installed lighting to be LED or best practice equivalent
- A 50% reduction in liquid fuel use, based on FY2019/20 consumption
- A 50% reduction in carbon emissions for operations

Newcastle is vulnerable from the effects of climate change, due to our low-lying coastal geography, additional heat from urban densification and our economic ties to the transitioning regional coal industry. To address these risks, CN is developing a climate risk and adaptation action plan, due for exhibition in 2022. The plan will compare and prioritise new and existing commitments which support the use of urban greening to reduce urban heat island effect. It will establish a climate risk assessment and a path to building a resilient community.

CN is also developing a Circular Economy Action Plan, due for exhibition in 2022. The plan will set out the ways CN will work within our operations as well as with our community and industry to design out waste, localise our supply chain, promote sustainable procurement and transition our industries and infrastructure to support a sustainable future.

Partnerships

Partnerships are at the heart of our environmental work. The Lord Mayor is a member of the [Global Covenant of Mayors for Climate & Energy](#), who share a long-term vision to combat climate change. CN also collaborates with the [Hunter Jobs Alliance](#), which brings together community and unions to deliver a safe, prosperous future for the Hunter as well as the [Hunter Joint Organisation of Councils](#). CN is a member of the Cities Power Partnership, Australia's largest network of local governments committed to taking meaningful action on climate change, finding common goals and working together for the future of the region. CN will continue to collaborate with the New South Wales government on their [Net Zero Plan Stage 1: 2020-2030](#), which set the targets of net zero by 2050 and a 50% reduction on emissions by 2030 compared to 2005 levels.

CN also recently joined the Cities Race to Zero and Cities Race to Resilience Campaigns.

The campaigns are hosted by the United Nations Framework Convention on Climate Change (UNFCCC) and rally leadership from businesses, cities, regions and investors in working towards zero emissions and/or climate resilience. To participate in the campaigns CN publicly endorsed principles on climate action, pledged to meet net-zero emissions by 2040, selected an action from each campaign and will report on progress annually.

Demonstrating our Public Commitments

Public commitment through the Global Covenant of Mayors for Climate and Energy (GCoM), the largest global alliance for city climate leadership. <https://www.gcom-oceania.org/cities>.

Annual reporting for the UN Cities Race to Zero and Cities Race to Resilience Campaigns.

Anti-Corruption

The Corruption Prevention Strategy and Corruption Prevention Policy underpin CNs commitment to addressing the principles of anti-corruption. CN provides regular training and awareness programs to support staff in the areas of Public Interest Disclosures.

CN utilised International Fraud Awareness Week to promote key personal fraud red flag behaviours, reporting mechanisms and the new Corruption Prevention Policy.

How CN is supporting businesses and other stakeholders in establishing or implementing sustainability initiatives that are transparent and beneficial to the city, region and/or greater community

Hearing from our community

Over the past three years we have extensively engaged our community for input, feedback and comment as we work to achieve the objectives outlined in our Community Strategic Plan. Formal, regular engagement includes our Quarterly Community Survey. We also develop dedicated engagement for all strategies, plans and projects. Engagement with our community to develop the Newcastle 2040, for example, involved over 5,000 pieces of feedback. Comparing all topics raised, caring for our environment and sustainability was highly rated. Trees and natural spaces were the fourth highest topic across all engagement, behind themes of transport, events and enriched neighbourhoods.

Specific to the environment, the highest rated topic was protecting our natural areas and coastline, followed by the value of open, green spaces to enhance the beauty and environmental quality of neighbourhoods and as recreational spaces. Reducing waste through both behavioural and technological change and a taking strong action on climate change were also considered a high priority.

CN is a founding partner of the [Hunter Region SDG Task force](#), launched in June 2019. The Hunter Region SDG Task Force is a group of motivated businesses, not-for-profits and government bodies who are focused on collaborating to achieve the United Nations Sustainable Development Goals (SDGs) in the Hunter Region.

The role of the Hunter Region SDG Task Force is to drive the accountability, education and collaboration of the UN SDGs and to accelerate the delivery in our region.

The international Cities Race to Zero campaign is an avenue for local government to showcase climate leadership, advocate for and commit to stronger action in support of Race to Zero, a global campaign which rallies leadership and support from businesses, cities, regions, investors for a healthy, resilient, zero carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth.

Cities Race to Resilience is a sister campaign to Race to Zero which focuses on building resilience to climate change and provides an opportunity to showcase action within a local context.

Have a dedicated sustainability plan or a holistic city/regional plan that incorporates the ecological, economic, political, and cultural dimensions of the region's sustainability



NEWCASTLE 2040

it's our *future*

Liveable Newcastle

Sustainable Newcastle

Thriving Newcastle

Achieving together

Informing strategies

Local Social Strategy *	Environment Management Strategy *	Economic Development Strategy
Waste Strategy *	Customer Experience Strategy	Social Infrastructure Strategy *
Transport Strategy *	Local Strategic Planning Statement	Innovation City Strategy *

* In development

Supporting strategies and plans

Coastal Management Plan, Disability Inclusion Plan, Cycling Plan, Parking Plan, Destination Management Plan, Climate Action Plan, Local Housing Strategy, Heritage Strategy, Strategic Sports Plan

City of Newcastle

CN have embedded sustainability throughout Newcastle 2040 and its corresponding actions. Newcastle 2040 is the guiding document for the holistic city planning that incorporates ecological, political and cultural dimensions of the city's sustainability. By directly linking the SDGs to the objectives within this plan and publishing the plan and its associated reporting publicly, we ensure transparency and accountability for our sustainability efforts now and ongoing. Newcastle 2040 when published in 2022 will be in effect and guide CN actions for ten+ years.

While CN recognises the importance of all 17 SDGs, we have focused our efforts on the areas where we can have the most impact in our local communities (See Appendix A – Localising SDGs for Newcastle).

Utilize assessment tools and methodologies developed by the Global Compact Cities Programme, and sharing knowledge and innovations developed with the use of these tools. This can take the form of dedicated publications or annual reporting.

CAMMS SDG integration

CN is utilising the CAMMS Strategy Reporting tool to link all our organisational actions to the SDGs Goals and Indicators, allowing CN to monitor and track progress against the SDGs for reporting.

In the **Annual Report** of 2019/20 CN directly reported on the SDGs highlighting key projects that were completed to support progress in achieving the goals. Goals 8,9,10,11,13, 15 and 16 were the most represented goals during this financial year.

Building on the existing knowledge from the Global Compact Cities, CN participated in the **Cities Challenge** through the University of Melbourne and the Banksia Foundation.

Taking action on SDG 11 Sustainable Cities and Communities. The focus of the challenge was exploring priorities for driving action through reporting and transparency. CN focused the challenge on the targets and indicators of SDG 11 and truly embedding them in our reporting framework.

Measurement of Outcomes

As a founding member of the regional SDG taskforce, CN has been a primary driver of membership to the broader SDG network. The network of this taskforce now includes commitment from 296 individuals on behalf of organizations across the region. The organisations span across business, not for profit, utilities, education, government and philanthropy.

CN leads the SDG 11 Working Group for the region and is involved in developing the 17 regional indicators that will be used for the upcoming VLR.

Expertise from CN was provided to the University of Newcastle as guest lecturers to the Course “Sustainable Development and the 2030 Agenda” in both 2020 and 2021. Representatives have also been invited to participate in the new SDGs training course under development by CIFAL Newcastle.

Appendix A: Localising SDGs for Newcastle

SDG	Goal and how it is addressed by CN
4. Quality Education	<p>Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>CN supports opportunities and initiatives that help to build the educational basis for lifelong learning. Within our operations and in partnership, we create and promote skill development and aspiration towards educational achievement. From early childhood programs at the library through to vocational education and training support for workers, we are focused on improving the inclusivity and equity of education and training to support whole-of-community outcomes.</p>
5. Gender Equality	<p>Goal 5. Achieve gender equality and empower all women and girls</p> <p>Our gender equality practices reflect our commitment to ensuring empowerment of women and girls far beyond a reduction of discrimination and exploitation. We seek to identify and rectify the inherent and active barriers faced by women and girls, while also promoting opportunities to recognise and celebrate their rights and full participation across the spectrum of political, economic and public life. We enable and empower women through our own employment practices and by supporting information and communications technology programs and advocacy. We support organisations and charities that actively focus on the unique experiences of women and girls.</p>
8. Decent Work Economic	<p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>We proactively identify decent work opportunities that embrace the diversity of our community. We encourage equal opportunities for all by actively considering inclusivity across our program design. Our strategies and programs support innovative, productive enterprises that provide decent job creation and promote local culture, economy and products.</p>
9. Industry, Innovation	<p>Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> <p>Through our diversity of investment in industries and our recognition of the need for innovative solutions to the climate emergency, we are taking action to build the resilience of our city's infrastructure. We are consistently identifying and promoting inclusive, sustainable solutions to modern challenges in new and responsive ways.</p>
10. Reduce Inequalities	<p>Goal 10. Reduce inequality within and among countries</p> <p>CN is progressively achieving greater equality by identifying and eliminating inequalities of outcomes through appropriate legislation and policies, and through the way we operate and interact in our community and beyond. We provide direct investment and promote the social, economic and political inclusion of all through deliberate procurement action and initiatives. We also seek active participation and representation, reflective of our community makeup, in development of all our guiding strategies.</p>

11. Sustainable Cities	<p>Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable SDG 11 is considered the local government-driven goal and our work in creating a sustainable city is extensive. We commit to building a sustainable city through initiatives and advocacy in housing; transport and natural heritage; waste, green and public space; and the deliberate planning of our city using local materials.</p>
12. Responsible Consumption	<p>Goal 12. Ensure sustainable consumption and production patterns CN aims to move towards more sustainable patterns of consumption and production, including reviewing and improving on waste and natural resource use.</p>
13. Climate Action	<p>Goal 13. Take urgent action to combat climate change and its impacts CN is leading in many aspects of climate change policy, strategy and planning. We are working to mobilise and improve our capacity and that of our community through education, awareness-raising and strategies for climate change mitigation, adaptation, impact reduction and early warning. We are building and transitioning to green jobs and encouraging sustainable, inclusive growth of climate-aware enterprise.</p>
14. Below Water	<p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development With some of the best beaches in the world, Newcastle values its coastline, and CN recognises our responsibility to ensure its conservation, resilience and restoration. The need to sustainably manage marine resources for the use of our community is integral to our future, as is the positioning of Newcastle as an international tourist destination.</p>
15. Life on Land	<p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss Protecting the natural assets, green space and biodiversity of our region is an important part of CN's work. We have mobilised resources toward management, conservation and planning to ensure our decisions conserve and sustainably use biodiversity and ecosystems.</p>
16. Peace, Justice & Strong Institutions	<p>Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels We seek to be inclusive, participatory and representative in all our decision-making. Our continuous improvement processes focus on our effectiveness, accountability and transparency with public access to information. We work with local authorities to reduce violence and abuse and seek justice in our community. Our initiatives focus on how our work impacts the community and how we can best ensure safety and security for all, especially the most vulnerable members of our community.</p>
17. Partnerships	<p>Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development – Finance CN has a strong focus on building and maintaining partnerships for the progress of the SDGs. Through formal and informal partnerships, we are able to best effect change on behalf of our community and to mobilise resources and expertise for the good of Newcastle. In building partnerships, we build our community.</p>