



## United Nations Global Compact – Communication on Progress

December 2021

Hassell Systems, Policies, Initiatives and Progress relative to the UN Global Compact's 10 principles

| UN Global Compact Principles |   | Hassell Systems and Policies  | Hassell Initiatives and Progress in 2021   |
|------------------------------|---|---|--|
| <b>Principle 1</b>           | Businesses should support and respect the protection of international proclaimed human rights                           | HASSELL has various policies in place including a Code of Ethics which includes a statement on Human Rights. In addition we have policies addressing Equal Opportunity, prevention of Bullying, Discrimination and Harassment. A Whistleblower Protection policy also exists to encourage employees to speak up if they see any misconduct.   | A publically available Modern Slavery Act Transparency Statement has been updated for the 2021 reporting period. The statement has been lodged with the Australian Modern Slavery Register and included on the Hassell website   |
| <b>Principle 2</b>           | Businesses should make sure they are not complicit in human rights abuses   |   | Our Executive team and other relevant employees have been made aware of the risks of modern slavery and human trafficking, and our policies have been updated and subject to ongoing review. A training module for all staff has been developed and will be rolled out in 2022.  |
| <b>Principle 3</b>           | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining | Hassell does not use or employ forced, bonded or child labour. We are committed to high standards of ethical conduct and operate our business in full compliance with all international laws and regulations.<br><br>Our policies and procedures include;<br>– Equal Opportunity Policy;<br>– Discrimination and Harassment Policy;<br>– Bullying policy;<br>– Code of Ethics Policy;<br>– Whistle Blower Protection Policy;<br>– Parental Leave policy; and<br>– Breast Feeding Policy | A publically available Modern Slavery Act Transparency Statement is included on the Hassell website and lodged with the Australian Modern Slavery Register.  |
| <b>Principle 4</b>           | Businesses should uphold the elimination of all forms of forced and compulsory labour                                   |   | Hassell reports annually to the Australian Workplace Gender Equality Agency, and is currently compliant with all requirements.   |
| <b>Principle 5</b>           | Businesses should uphold the effective abolition of child labour  |   | Qualitative and quantitative measures for gender equality are reported biannually to the Hassell Board. The Hassell Board has gender balance (i.e. 40% women / 40% men / 20% either)   |
| <b>Principle 6</b>           | Businesses should uphold the elimination of discrimination in respect of employment and occupation.                     |   | Hassell commenced Working in International Teams Cross Cultural Training in the Asia studios. Hassell commenced development of a Reflect level Reconciliation Action Plan (RAP). The RAP is currently with Reconciliation Australia for endorsement.. Hassell participates in the CareerTrackers indigenous internship program. Hassell had 2 interns in 2021 and has committed to expand participation in 2022. |

| UN Global Compact Principles |  | Hassell Systems and Policies   | Hassell Initiatives and Progress in 2021  |
|------------------------------|--|--|---|
| <b>Principle 7</b>           | Businesses should support a precautionary approach to environmental challenges                     |  | In 2021, following an extensive consultation process, Hassell developed a new Sustainability Framework to further embed sustainability into our practice. A key component of the framework is a series of targets and commitments including;  |
| <b>Principle 8</b>           | Businesses should undertake initiatives to promote greater environmental responsibility            | The principle objective of the Hassell Environmental Policy is to promote sustainable development, reduce the environmental impact of our projects and our studios and maximise environmental value.<br>Our Hassell Environmental Management System (EMS) includes;  | <ul style="list-style-type: none"> <li>– All building projects to be net zero carbon by 2030.</li> <li>– All studio operations to be net zero carbon by 2023</li> <li>– 100% renewable electricity for all studios by the end of 2021*.</li> <li>– Commence measuring and reporting on social value generation by 2023.</li> </ul>  |
| <b>Principle 9</b>           | Businesses should encourage the development and diffusion of environmentally friendly technologies | <ul style="list-style-type: none"> <li>– Environmental Sustainability Policy;</li> <li>– Environmental Sustainability Procedure;</li> <li>– Project Sustainability Guide; and</li> <li>– Studio Sustainability Guide.</li> </ul>   | <p>Additionally:</p> <ul style="list-style-type: none"> <li>– the Hassell EMS was audited and re-certified to ISO 14001:2015 in June 2021.</li> <li>– At 30 June 2021, Hassell had designed 161 projects certified or registered under sustainable building rating systems. These projects have a total combined floor area of 4,648,210 m<sup>2</sup>.</li> <li>– an additional 20 people had received formal sustainable design training.</li> </ul> <p>* renewable electricity purchase to be finalised by Jan 2022.</p> |
| <b>Principle 10</b>          | Businesses should work against corruption in all its forms, including extortion and bribery        | <p>Hassell is committed to high standards of ethical conduct and operate our business in full compliance with all international laws and regulations.</p> <p>Our policies and procedures include;</p> <ul style="list-style-type: none"> <li>– Anti-Bribery Policy</li> <li>– Code of Ethics Policy;</li> <li>– Whistle Blower Protection Policy; and</li> <li>– Benefits, Taking Advantage, Business Commission and Presents China</li> </ul> | In 2020 Hassell reviewed and updated the Anti Bribery Policy and Code of Ethics Policy. These policies apply across all studios. A training module has been developed and was implemented in 2021.  |