

Currie Communication on Progress

10 November 2022

Statement of support by Chief Executive Officer

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.

While COVID-19 presented a significant interruption to our sustainability plans in the last year, we have been able implement a number of our plans, and recommit to further action over the next year.

Since completing our previous Communication on Progress, we have locked in our for-purpose mission into our Company Constitution and developed a sustainability plan which outlines our strategy and actions to operate sustainably as a business for good.

As we returned to workplace post COVID-19, we transitioned to a hybrid model of working that supports a blend of in-office and remote working and offers flexible working hours that cater to individual circumstances.

As a communications firm, we're cognisant of our role in promoting the Sustainable Development Goals (SDGs). We assisted clients in aligning their sustainability strategies and reporting with the SDGs, and we have prioritised seven SDGs – SDG2, 8, 12, 13, 14, 15 and 17. These SDGs will guide our mission to make a net positive impact on the world.

We are recertifying as a B Corp and will continue our commitments to people and planet.

We will maintain this focus into 2022/2023, and in particular, will be conducting a new materiality analysis looking at our environmental, social and economic impacts, and publishing our third sustainability report.

We will also be launching the Global ESG Monitor 2022 that tracks how effectively and transparently companies are reporting on their ESG impacts.

This public statement of support describes the actions we have taken in 2021/22 and plan to take to ensure our ongoing focus on using the power of business to do good into 2022/23 and beyond.

Ryan Ong

Chief Executive Officer



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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 2021/2022:

Supporting not-for-profit organisations

- Currie aims to dedicate 5% of consulting time to pro-bono work and volunteering. In 2021/22, we gifted 5.8% of our time to social, environmental and non-profit partners. Our pro bono partners include Banksia Foundation, Commonwealth Scientific and Industrial Research Organisation (CSIRO) – Sustainable Development Investment Portfolio Book, Sandro Demaio Foundation – Little Food Festival, and Rocket Seeder.
- Currie made a cash donation of \$250 to support one of our staff doing the Challenge4ClimateAction.

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 increases 4.9 points to 38.7 which is markedly higher than the median score of 12.4.

Future plans

In 2022/2023 Currie aims to continue our commitment to human rights by executing strategies for governance and community that seek to improve our social impact.

Under a strategy for civic engagement and giving, we will:

- develop and roll out our Reconciliation Action Plan (RAP). While we had hoped to develop this plan last year, disruptions from COVID-19 delayed our progress. We will be developing our RAP this FY 2023
- continue our advocacy of societal goals in the SDGs and ESG

- donate to and volunteer with community partners, including Rocket Seeder, Little Food Festival, Banksia Foundation, Foothpath Library, and a First Nations partner
- start donation matching on an ad-hoc basis
- explore an initiative to support staff volunteering
- explore partnerships with universities for work-integrated learning
- develop a Code of Conduct for our suppliers
- conduct a supplier assessment against this Code of Conduct and develop screening criteria

For governance, we will maintain 100% compliance and certification with assessors and agencies for worker health and safety

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

Currie's commitment to human rights has been implemented through the following activities in 2021/2022:

Providing fair, equal and decent work

- Employees were paid above Award rates.
- All employees received salary rises in line with CPI rate rises at a minimum.
- Our people received Christmas bonuses.

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 continued offering flexible working hours that cater to individual circumstances.
- As we returned to workplace post COVID-19, we transitioned to a hybrid model of working that supports a blend of in-office and remote working. 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 2021/22 strategic initiatives, allowing all employees to have an impact on our strategic priorities.
- As we transitioned into a hybrid working model, we have organised both virtual and in person events to stay connected to one another, as well as delivering birthday and work anniversary packages to celebrate our staff's milestones.
- We continued to catch-up daily since the beginning of the pandemic online.

Future plans

In 2022/23, we plan to:

- continue to uphold our commitment to providing fair, equal and decent work by paying above award rates, paying bonus from profit and raising salaries with Consumer Price Index (CPI)
- continue to uphold a long-standing commitment to a supportive and safe working environment and maintain our flexible working policies and support for each individual employee
- retain hybrid model of systems and processes that enables the team to spend half their time in the office and half working from home.
- conduct a OH&S audit to evaluate our safety process and system
- enhance our capacity in sustainability and ESG
- continue to offer mental health assistance and support
- start a social and wellbeing team to organise regular social and wellbeing activities
- hold check-ins with leaders and employees

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. We have done it by advising our clients to improve their sustainable operations, and communicate honestly and transparently on their impacts where they can.

Implementation

Our environmental initiatives in 2021-2022 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 (42% of emissions offset) and via our ongoing relationship with Greenfleet (58% of emission offset), 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, such as using 100% recycled paper, rechargeable batteries and reusable KeepCups to minimise waste.
- In the absence of a whole-of-building recycling service, we have organised our own recycling service for paper, glass and hard plastics.
- We use 100% recycled paper. As a result of COVID-19 restricting office use, we had enough paper stock from 2019 and did not purchase further in 2021/22.

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
- We resourced a speaker for a workshop with CEOs hosted by The Executive Connection in July 2021
- We were a judge of the sustainability awards at the 2021 Family Business Australia & New Zealand Awards
- We were a speaker on sustainability storytelling for the alumni of the 2021 Banksia Foundation's Awards
- We were a panellist on ESG and sustainability at the 2022 Public Relations Global Network meeting.
- We developed a sustainability plan which outlines our strategy and actions to operate sustainably as a business for good.
- 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.
- We established two new pro-bono partnerships: (1) Rocket Seeder which supports start-ups in addressing challenges in the food and agriculture sector, and (2) Little Food Festival which aims to connect the dots for kids between our food, its supply chain and its relationship to our health and the planet.
- In 2021-22, we gifted pro bono work to social, environmental and non-profit partners, including the Banksia Foundation, Commonwealth Scientific and Industrial Research Organisation (CSIRO) – Sustainable Development Investment Portfolio Book, Sandro Demaio Foundation – Little Food Festival, and Rocket Seeder.

Future plans

Going forward, Currie will:

- set targets for responsible consumption
- foster sustainable development in our value chain
- continue our advocacy of the SDGs
- start soft plastics recycling and composting
- our third sustainability report

For the first strategy, the main action is to set a science-based climate target for our company. For the second, we will develop a Code of Conduct for our suppliers, conduct a supplier assessment against this Code of Conduct and develop screening criteria. We

commit to work closely with existing suppliers to ensure they understand and support these principles.

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 2021-22 we received no formal or informal corruption complaints.
- Our B Corp B-Impact score of 21.1 in the Governance category is markedly higher than the median of 13.6.
- We reviewed our Human Resources Manual to ensure it was up-to-date and compliant with our commitment to anti-corruption

Future plans

We are committed to upholding our stance against corruption in all forms, including extortion and bribery, and implementing Currie's anti-corruption policy.