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United Nations Global Compact

Communication on Progress 2019



CourtHeath
Consulting

COVERING EVERY ANGLE WITH INTEGRITY

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TABLE OF CONTENTS

Statement of Continued Support by the Chief Executive	2
1. Human Rights Principles	3
1.1. Assessment, Policy and Goals	3
1.2. Implementation	4
1.3. Measurement of Outcomes	4
2. Labour Principles	5
2.1. Assessment, Policy and Goals	5
2.2. Implementation	5
2.3. Measurement of Outcomes	6
3. Environment Principles	7
3.1. Assessment, Policy and Goals	7
3.2. Measurement of Outcomes	7
3.3. Implementation	9
4. Anti-Corruption	10
4.1. Assessment, Policy and Goals	10
4.2. Measurement of Outcomes	10
4.3. Implementation	11
5. Development Goals	12



STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE

I am pleased to reaffirm CourtHeath's support for the United Nations Global Compact's Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Covering the period from 14 November 2018 to 12 November 2019, this fourth annual Communication on Progress outlines steps taken by CourtHeath to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to transparency in sharing this information with our stakeholders through our primary communication channels.

CourtHeath is a small consulting firm based in Melbourne, Australia. Our business provides probity and procurement advice and associated services to government departments and agencies, local government and not-for-profit organisations. We uphold the principles of the UN Global Compact in our own small-scale operations and have enshrined these principles in our business processes.

However, we anticipate that our greatest impact will be our ability to influence the practices and purchasing approaches of public sector agencies, so that government behaviour upholds the Global Compact's principles. This is likely to be primarily in the areas of anti-corruption training, awareness raising (integrity, anti-corruption, whistleblower protections, etc) and upholding labour rights in the supply chain (through our procurement work and particularly in light of the 2018 Victorian government Social Procurement Framework). CourtHeath supports human rights initiatives relevant to our sphere of operation including workplace diversity. We also support clients that promote environmental initiatives in Victoria.

In 2016 we commenced this journey, establishing our presence in the Victorian public sector as a Global Compact participant and an ethical and values-based organisation. We developed a website giving prominence to the UN Global Compact. Having been appointed to panels providing us access to government probity and procurement business, we are able to raise awareness of the UN Global Compact principles with government purchasers and policy makers.

During 2019, CourtHeath was pleased to observe Victorian public sector departments and agencies implementing the government's Social Procurement Framework effective from 1 September 2018.



Pauline Bernard
Managing Director

November 2019



1. HUMAN RIGHTS PRINCIPLES

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.

1.1. ASSESSMENT, POLICY AND GOALS

CourtHeath is committed to respecting human rights in its work. Despite being a small consulting organisation, which does not have direct experience of human rights violations, we aim to encourage government agencies to engage in ethical purchasing and effective social procurement. This approach emphasises propriety in allocating public funds to further human rights, the creation of positive and sustainable social externalities, and the mitigation of inequality through empowerment of disadvantaged communities.

More broadly, we endorse the Universal Declaration of Human Rights, and aim to incorporate its standards in our policy and practice. Through rigorous due diligence, we pledge to avoid infringing the rights of others, and to take steps to avoid negative human rights impacts resulting from our work. We will adhere to international human rights standards in our activities and our relationships. This includes taking steps towards respect, protection and fulfilment for such rights as freedom of association and collective bargaining; the effective elimination of child labour and modern slavery; the elimination of all forms of racial and gender discrimination; and the realisation of a workplace which positively empowers its employees and people of the broader world without discrimination on the basis of sexual orientation, physical ability, or mental illness.

Beyond these basic commitments, we intend to implement measures, which positively contribute to the realisation of human rights, in particular through the creation of a diverse, inclusive and accessible workplace. We believe this pledge places us in line with best-practice international standards regarding human rights. Among the human rights risks in the Australian government procurement sector are discrimination against disadvantaged groups based on gender, disability, race or ethnicity. Our specific human rights goals are to achieve improved effectiveness of ethical procurement as measured by purchasing agencies including effective tendering provisions.



“Our specific human rights goals are to achieve improved effectiveness of ethical procurement as measured by purchasing agencies including effective tendering provisions.”



1.2. IMPLEMENTATION

We have offered all staff practical ethics training provided by the Chartered Institute of Procurement and Supply, which has raised staff awareness of human rights risks in procurement supply chain management. We have also trained CourtHeath staff about the Global Compact and its Ten Principles. CourtHeath has articulated responsibilities to respect, protect and fulfil human rights in the *Our People* policy. The Managing Director, ensuring strong leadership on human rights issues within the company, oversees this policy personally.

We have promoted the Victorian government's Social Procurement Framework, assisting clients to tailor their tender schedules to elicit responses from tenderers that will facilitate involvement in projects of disadvantaged Victorians.

1.3. MEASUREMENT OF OUTCOMES

This is our fourth year as a member of the UN Global Compact.

We have a diverse staff whose needs we strive to accommodate. We have contributed to social justice initiatives globally via our various communication channels.

We have a publicly available [complaints policy](#) to ensure accountability for human rights issues within our small company and would deal with alleged human rights issues through this confidential mechanism in accordance with the *Our People* policy.

From our complaints policy:

CourtHeath Consulting encourages a workplace with appropriate, ethical conduct, and recognises the right for complaints to be made about the conduct of our people, including employees and contractors. CourtHeath Consulting will take all reasonable steps to protect those involved in a complaint from any victimisation, as a result of such a complaint.

Complaints will be managed confidentially, discreetly and courteously, and all records pertaining to complaints will be held in confidence.

This Policy applies to CourtHeath Consulting personnel as well as clients and members of the public who make complaints relating to CourtHeath Consulting or to CourtHeath Consulting personnel.





2. LABOUR PRINCIPLES

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

2.1. ASSESSMENT, POLICY AND GOALS

In keeping with the pursuit of equitable, transparent and accountable government and corporate institutions, CourtHeath recognises the importance of collective and individual labour rights. We affirm our commitment to the International Labour Organisation's Core Conventions, and especially to the freedoms of association and collective bargaining and freedom from all forms of employment discrimination.

Our work aims to promote ethical sourcing and procurement, working towards the elimination of all forms of forced and compulsory labour, as well as the effective abolition of child labour.

We have a diverse staff whose needs we strive to accommodate.

We embrace flexible working hours and working from home, where this is the choice of the staff member in question.

We are committed to providing compensation and benefits for employees, for instance in the case of workplace injuries.

Our policy encourages adherence to the UN Global Compact labour principles from our business partners and suppliers.

CourtHeath staff members have participated in committees advocating inclusion, for example digital accessibility for people with a disability and diversity in the legal profession.

2.2. IMPLEMENTATION

We have offered all staff practical ethics training provided by the Chartered Institute of Purchasing and Supply, which has raised staff awareness of labour rights risks in procurement supply chain management. We have also trained CourtHeath staff about the Global Compact and its Ten Principles.





2.3. MEASUREMENT OF OUTCOMES

CourtHeath is a small consulting organisation which has had no reported incidents of labour rights violations.

Our awareness raising activities relevant to this area have included publishing the following blogs:



- **Social Procurement benefits Victorian Women**

As part of International Women's Day 2019, we published the following blog highlighting the initiatives designed to benefit women within the Victorian government Social Procurement Framework.

<https://www.courtheath.com.au/social-procurement-benefits-victorian-women/>



- **VPS Commissioner: Integrity Infrastructure**

In October 2019, the Victorian Public Sector Commissioner Dr Paul Grimes, highlighted the role of probity in developing an 'infrastructure' to support ethical conduct in the public sector. In this blog, we looked at the seven probity principles from the Victorian Government Purchasing Board Guide to Probity and discussed how they fit within Grimes' concept of infrastructure.

<https://www.courtheath.com.au/vps-commissioner-integrity-infrastructure/>

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- **Disability and Social Procurement in Victoria**

On International Day of People with Disability, we discussed the 2018 theme, *Empowering persons with disabilities and ensuring inclusiveness and equality*, and offer an overview of Victoria's Action Plan 2018-2025. We also looked at how the Victorian government's new Social Procurement Framework could benefit Victorians with disability.

<https://www.courtheath.com.au/disability-social-procurement-in-victoria/>



3. ENVIRONMENT PRINCIPLES

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.

3.1. ASSESSMENT, POLICY AND GOALS

CourtHeath has a publicly available environmental policy outlining its commitment and approach to environmental sustainability. This Policy can be accessed through our website at www.courtheath.com.au.

We are committed to improving environmental performance across all of our business activities, and encourage our business partners and members of the wider community to share that commitment.

We practice sustainable procurement, purchasing goods and services that are less damaging to the environment and human health. As a small business, the major items we purchase are commuter transport services, stationery and power.

In its professional advisory services, CourtHeath has made a commitment to promote environmental sustainability. Where appropriate, we seek to educate and influence others (clients, community and sub-contractors). We are mindful of the opportunities that government purchasers have to set behavioural expectations of suppliers and the supply chain. This opportunity often arises in our procurement advice and particularly as we are drafting market invitation documents. We work with our clients to ensure that the specifications they publish reflect current best practice and identify suitable alternatives (both goods and services) which are environmentally friendly such as energy saving, recycled content, water saving, low toxicity or other significant attributes.

We can direct clients to the full range of activities related to purchasing goods and services ranging from contracting for an entire service to purchasing small assets such as office equipment. Green purchasing spans the entire life cycle of the product or service from inception and design through to contract management and disposal of any redundant assets.

3.2. MEASUREMENT OF OUTCOMES

We aim to use the following criteria to measure our progress on environmental sustainability goals:

- Ensuring that our office equipment and stationery (including lighting and paper products) are sourced sustainably
- Ensuring that suppliers (such as website hosting providers and office providers) meet sustainability standards relevant to their various operations
- Ensuring that our transport arrangements are sustainable where possible.



Our awareness raising activities relevant to this area included a major commitment to fighting climate change:



Victoria's climate change pledge

TAKE2 is Victoria's collective climate change program supporting individuals, government, business and other organisations to help the state achieve net zero emissions by 2050. ([Source](#))

In 2018, CourtHeath took the TAKE2 pledge making a public commitment to tackle climate change as stated on our TAKE2 [profile page](#). Featuring the work we have been doing to reduce our emissions, our page also includes our plans for the future and asks others to make the TAKE2 pledge and join us to help keep the temperature rise under two degrees.

Our pledge in part: ...to improve our environmental performance across all our business activities, and encourage our business partners and members of the wider community to do the same. We practice sustainable procurement, purchasing goods and services that are less damaging to the environment and human health.



Our awareness raising activities around the Environmental principle included publishing the following blog:



- **Climate Change Response Key to Tender Success**

In this blog we explored Victorian, Australian and international developments to highlight the importance of sustainable initiatives that tackle climate change, for businesses offering goods and services to the Victorian government.

<https://www.courtheath.com.au/climate-change-reponse-key-to-tender-success/>

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3.3. IMPLEMENTATION

We communicate our own environmental practices and achievements to our customers with a view to encouraging environmental impact considerations in procurement activities. Initiatives undertaken by our organisation in reducing our environmental impact include:

- We use low energy LED lights to reduce electricity and corresponding greenhouse emissions.
- We use recycled paper products where possible. We recycle paper and printer cartridges. We dispose of our e-waste including redundant equipment through recycling depots. We print double-sided to save paper.
- We have purchased re-useable “keep cups” for our staff and encourage their use as well as the re-use of coffee trays.
- We have retained the services of a secure document destruction service provider that practices recycling.
- Where possible our personnel take local trains and trams, car pool or cycle to work. Our regular taxi service is a hybrid vehicle with lower emissions, which is the most energy efficient taxi available in Melbourne.
- Our web host was chosen for their environmental credentials, supporting eco-friendly business and donating to the ‘Plant a Billion Trees’ initiative through its carbon offset program. In 2013/2014 Crucial offset its entire year of carbon emissions by sponsoring the Tasmanian Native Forest Protection project “Climate Friendly”. This project sponsors jobs for Australian workers and assists with the protection of large tracts of land and wildlife.



Our web host, Crucial, supports “Climate Friendly”. This project sponsors jobs for Australian workers and assists with the protection of large tracts of land and wildlife.

Image: [Crucial](#)



4. ANTI-CORRUPTION

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

4.1. ASSESSMENT, POLICY AND GOALS

It is CourtHeath's policy to pursue all its business transactions in an honest and ethical manner. In doing business anywhere in the world, neither CourtHeath nor any person associated with it may offer, pay, promise, authorise or receive any bribe, kickback or illicit payment.

CourtHeath has a zero-tolerance policy for corruption, bribery and extortion. We actively promote awareness about anti-corruption practices amongst our public sector clients.

Our goals over the next year are to continue to provide education for all staff and relevant clients about corruption, as well as what to do if one should encounter it.

4.2. MEASUREMENT OF OUTCOMES

CourtHeath aims to make measurable progress according to the following criteria:

- Participation in anti-corruption dialogues and events
- Raising awareness of corruption and probity issues through training, social media and stakeholder engagement
- Assisting clients to achieve transparent and accountable probity processes.





4.3. IMPLEMENTATION

On 12 November 2019, CourtHeath will be present at Australia's third national, multi-sector, multi-stakeholder dialogue on bribery and corruption convened by the Global Compact Network Australia in Melbourne.

We have contributed to the local and global conversation around anti-corruption initiatives, including publishing the following blog:



- **Ignore corruption at your peril (for International Anti-Corruption Day, 9 December 2018)**

On International Anti-Corruption Day 2018, we offered an overview of the federal opposition's policy to introduce a national integrity commission that would be responsible for the prevention, investigation and elimination of corruption inside the federal government and public sector in Australia.

<http://www.courtheath.com.au/ignore-corruption-at-your-peril/>



5. DEVELOPMENT GOALS

SDG 8 Decent work and economic growth

Valuing diversity, CourtHeath supports opportunities for full and productive employment and decent work for all women and men, including for young people and persons with a disability.

SDG12 Ensure responsible consumption and production

Supplier diversity enhances resilient sustainable and adaptive supply chains. CourtHeath's work in government procurement aims to increase awareness about ethical procurement and sourcing responsibly, considering the entire supply chain.

SDG 16 peace, justice and strong institutions

CourtHeath contributes to building effective, accountable and inclusive institutions working with public sector clients in procurement, seeking to promote accountability and to reduce corruption and bribery in all their forms.

SDG 17 Partnership for the goals

On a daily basis, CourtHeath works to encourage and promote effective public-private partnerships, ultimately fostering sustainable development. Our work to promote ethical supply chains is central to government's public-private partnerships.