

13 November 2016

# United Nations Global Compact

## Communication on Progress 2016



**CourtHeath**  
Consulting

COVERING EVERY ANGLE WITH INTEGRITY

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## 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.

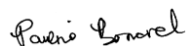
Covering the period from 13 November 2015 to 13 November 2016, this first annual Communication on Progress outlines steps taken by CourtHeath to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to transparency in sharing this information 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). 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 have developed a new website giving prominence to the UN Global Compact. We have successfully applied for appointment to panels that provide access to government probity and procurement business. This will enable us to raise awareness of the UN Global Compact principles with government purchasers and policy makers.

We were pleased to sign the CEO Statement of Support for the Sustainable Development Goals on 7 September alongside 32 leaders from the Australian business community. CourtHeath was also proud to sign An Open Letter to Academic Institutions about educating future managers and leaders on business and human rights.



**Pauline Bernard**  
Managing Director

November 2016

# 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; 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.





## 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. This policy is overseen personally by the Managing Director, ensuring strong leadership on human rights issues within the company.

On 22 July 2016, a number of CourtHeath employees attended The Annual Castan Centre for Human Rights Law Conference at Federation Square. This conference gave an in-depth analysis of major Australian human rights issues, including corporate accountability for asylum seeker detention, Islamophobia, indigenous reconciliation. Among other speakers, we heard from Brynn O'Brien, from No Business in Abuse and The Australia Institute, and Kate Jenkins, the Australian Human Rights Commission's Federal Sex Discrimination Commissioner.

## 1.3. MEASUREMENT OF OUTCOMES

This is our first 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, including

- the International Day Against Corruption
- International Women's Day
- World Accessibility Day.

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.

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

- **Ethical Purchasing – There's An App For That**

<http://www.courtheath.com.au/ethical-purchasing-theres-app/>

We discuss apps to help you check the ethics of supply chains in companies you buy from.

- **World Press Freedom Day 2016**

<http://www.courtheath.com.au/world-press-freedom-day-2016>

Each year, World Press Freedom Day is celebrated on May 3. The day acknowledges the importance of press freedom, defends media independence, and pays tribute to journalists.

- **Privacy In The Victorian Public Sector**

<http://www.courtheath.com.au/privacy-in-the-victorian-public-sector/>

Privacy and Data Protection Week 2016 is 9 – 13 May. This article is designed to provide a general understanding of information privacy under some of the provisions of the Privacy and Data Protection Act 2014.

- **Step It Up For Gender Equality**



<http://www.courtheath.com.au/step-it-up-for-gender-equality/>

Planet 50-50 by 2030 International Women's Day is celebrated on March 8 each year. An important occasion to bring gender inequality into the spotlight to accelerate gender parity.

- **Zero Discrimination Day – Stand Out & Celebrate Diversity**

<http://www.courtheath.com.au/zero-discrimination-day/>

CourtHeath's Eleanor Doig recorded a video in Geneva for Zero Discrimination Day 2016 explaining that discrimination is prejudicial treatment based on factors such as gender, religion, ethnicity, disability, sexual orientation or age and how it affects people in Australia and internationally.

- **50 Years Of The Human Rights Covenants And A Website To Celebrate**

<http://www.courtheath.com.au/50-years-of-the-human-rights-covenants-and-a-website-to-celebrate/>

This year we are celebrating the 50th Anniversary of the Human Rights Covenants. These two covenants are the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR).

- **World Day Of Social Justice**

<http://www.courtheath.com.au/world-day-of-social-justice/>

CourtHeath's Eleanor Doig recorded a video at the United Nations in Geneva for World Day of Social Justice 2016.

- **Changing Attitudes**

<http://www.courtheath.com.au/changing-attitudes/>

Effective business practices that deliver social, economic and environmental gains from the UN Global Compact.







## 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 participate 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.

On 28 October 2016, CourtHeath was present at the 2016 Australian Dialogue on Business and Human Rights organised by The Global Compact Network Australia and the Australian Human Rights Commission. The event brought together Australian business, government, civil society, investors and academics to share knowledge, explore continuing challenges and encourage collaborations to support continued implementation of the UN Guiding Principles on Business and Human Rights. We particularly benefited from the discussion on managing human rights risks in supply chains, given the relevance of this topic to our procurement work. CourtHeath also had the opportunity to participate in a brainstorming session on ways forward in the development of an Australian National Action Plan on business and human rights.



## 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:

- **World Day Against Child Labour 2016**

<http://www.courtheath.com.au/1249/>

World Day Against Child Labour is observed on 12 June each year. In 2016 the theme is: “End child labour in supply chains – It’s everyone’s business!”

- **Where Does Slavery Stop And Start?**

<http://www.courtheath.com.au/where-does-slavery-stop-and-start/>

The introduction of anti-slavery legislation in the UK and USA is a move towards extending international human rights into the sphere of international trade.







### 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](http://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 have included publishing the following blogs:

- **Global Risks Lead To Global Opportunities – Part 1: Oceans**

<http://www.courtheath.com.au/global-risks-lead-to-global-opportunities-part-1-oceans/>

The United Nations Global Opportunity Report 2016 highlights how we can address current risks by pursuing avenues that create benefits for societies and the environment.

- **Global Risks Lead To Global Opportunities – Accelerating Transport Emissions**

<http://www.courtheath.com.au/global-risks-lead-to-global-opportunities-accelerating-transport-emissions/>

The United Nations Global Opportunity Report 2016 asks us to rethink transportation to create lower emissions and cleaner air worldwide.

- **Declaration Of Interdependence – Business As A Force For Good**

<http://www.courtheath.com.au/declaration-of-interdependence-business-as-a-force-for-good/>

Public-private partnerships to meet Sustainable Development Goals. The UN Secretary-General Mr Ban Ki-moon has called the UN 2030 Agenda for Sustainable Development “our declaration of interdependence”.

### 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:

- Recently, we upgraded lighting in our home offices to 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 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.
- When selecting a website hosting provider in 2014, our internal web developer researched the environmental credentials of suitable Australian contenders. We identified the company Crucial as a host, as they support eco-friendly business. Crucial also donates 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.

CourtHeath has selected serviced offices that have a strong environmental track record and commitment. Our serviced office provider measures and monitors its environmental performance and has achieved significant savings as outlined below. This provider has NABERS 2.5 star energy rating and 3 star water rating offices.

Our serviced office provider has undertaken a sustainable office fit-out using low irritant paints to prepare the office suite and used recycled materials for the office furniture.

During the 2013/14 year our serviced office provider Investa has:

- reduced water consumption by 37%
- reduced gas emissions by 9%
- reduced power consumption by 25%
- reduced greenhouse emissions by 31%
- achieved greater recycling of waste from its fit-out project.





## 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 1 September, CourtHeath was present at Australia's first national, multi-sector, multi-stakeholder dialogue on bribery and corruption convened by the Global Compact Network Australia in Melbourne. The Dialogue provided a platform for engagement and open dialogue between Australian businesses, government / regulators, academics and civil society, and an opportunity to explore the practical steps each stakeholder group can take to strengthen ethical business practices and reduce corruption and bribery in Australia and wherever Australian businesses operate.

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

- **New Victorian Government Gifts Policy**

<http://www.courtheath.com.au/new-victorian-government-gifts-policy-2/>

When the Victorian Public Sector Commission (VPSC) released a new suite of guidance and templates about gifts, benefits and hospitality, we published summaries.

- **Searchlight On Corruption**

<http://www.courtheath.com.au/searchlight-on-corruption/>

What's the best way to expose corruption?



- **Changing Organisational Culture – Who Values Whistleblowers?**

<http://www.courtheath.com.au/changing-organisational-culture-values-whistleblowers/>

Recent Victorian experience has highlighted the significance of organisational culture in dealing with corruption including the reporting of wrongdoing.

- **Transparency International’s New Corruption Research Tool**

<http://www.courtheath.com.au/transparency-internationals-new-corruption-research-tool/>

The EU Office of Transparency International has launched a new website to search for and access media articles about corruption.

- **Rebuilding Trust After A Corruption Scandal**

<http://www.courtheath.com.au/rebuilding-trust-corruption-scandal/>

What the public sector can learn from the private sector’s experience recovering from the reputational damage of massive fraud.

- **Patterns And Profiles Of Public Sector Fraudsters**

<http://www.courtheath.com.au/patterns-and-profiles-of-public-sector-fraudsters/>

This blog explores fraud and the profile of a public sector fraudster. Victoria’s anti-corruption agency, IBAC, has conducted research into fraud and the people who commit it.

- **Corporate Dissident, Thief Or Whistleblower? Is NBN Different To The VPS?**

<http://www.courtheath.com.au/corporate-dissident-thief-whistleblower-nbn-different-vps/>

Interesting issues about confidential information and what makes someone a whistleblower.

- **Organised Crime And Public Sector Corruption**

<http://www.courtheath.com.au/organised-crime-public-sector-corruption/>

Through agencies such as IBAC, we are coming to understand more about why criminal gangs infiltrate government. One reason is to elicit law enforcement information or protected personal information but there is more to it...

- **Corruption And The “Ineffective Manager”**

<http://www.courtheath.com.au/corruption-and-the-ineffective-manager/>

The Victorian public sector has learned much from recent experience about corruption and how it can flourish.

- **Too Scared To Tell – Do Victorians Think It’s Safe To Report Corruption?**

<http://www.courtheath.com.au/too-scared-to-tell-do-victorians-think-its-safe-to-report-corruption/>

Do most Victorians believe they are obliged to report corruption or misconduct? And if so, does that mean they will report it? Yes and no.

- **Are You Ready To Help Break The Corruption Chain?**

<http://www.courtheath.com.au/are-you-ready-to-help-break-the-corruption-chain/>

“Corruption is a global phenomenon that strikes hardest at the poor, hinders inclusive economic growth and robs essential services of badly needed funds,” says United Nations Secretary-General, Ban Ki-moon. Our blog explored global and local anti-corruption initiatives.



## 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.