

United Nations Global Compact
**Communication on
progress**

June 2022

aurecon
Bringing ideas to life



Contents

SECTION 1:

Statement of continued support by the Chief Executive Officer 3

SECTION 2:

About Aurecon 5

SECTION 3:

Human Rights Principles 6

- 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.

SECTION 4:

Labour Principles 14

- 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.

SECTION 5:

Environmental Principles 26

- 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.

SECTION 6:

Anti-Corruption Principles 32

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



Statement of continued support by the Chief Executive Officer

I am proud of our ongoing support of the Ten Principles of the United Nations Global Compact and our continuing focus on respect and support for human rights, diversity, equity and inclusion, sustainability, and responsible corporate citizenship.

In our second annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication, including through our [website](#).

William Cox
Chief Executive Officer



About Aurecon

Bringing ideas to life

Aurecon is a design, engineering and advisory company that brings ideas to life to create a better future for people and the planet.

In 2021, Aurecon ranked #3 in the Australian Financial Review BOSS Most Innovative Companies list for professional services businesses. This honour followed recognition by the Australian Financial Review as one of Australia and New Zealand's Best Places to Work. Aurecon also ranked #38 on Fortune's 2021 "Change the World" list, alongside partner Ampcontrol, for our work on Project Gilghi to create water security in remote communities.

At Aurecon, we are committed to acting with integrity and honesty in all aspects of our business dealings. People are at the heart of everything we do – the people we work with and the people we design for – and we love our differences.

We are committed to building an inclusive culture for the wellbeing of our people and to deliver better outcomes for our clients and communities. We build diverse teams, so we can frame and solve our clients' and society's most complex problems in unconventional and distinctive ways.

A better future is a world that works for all of humanity and the planet. We believe humanity depends on engineering; we recognise we have a broader stewardship role to play. A deep responsibility to hold. The work we do with our clients to protect and enhance their performance by responding to the risks and opportunities created by climate change will be Aurecon's biggest contribution to society.

As designers, engineers, scientists and advisors, we play a vital role in helping the communities and economies in which we work transition to a more sustainable, liveable future.

A vibrant and sustainable future is not an impossible dream. The choices we make today, have the power to change our tomorrow. We are making choices that will lead to a sustainable, liveable future. The health of our people, our communities and our planet guide our choices. We embed our sustainability objectives and targets firmly in our strategy, operations and culture.

SECTION 3:

Human rights

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.



A photograph of two women in a professional setting. The woman on the left, with long dark hair and wearing a floral patterned top, is looking towards the right. The woman on the right, with long blonde hair and wearing a grey blazer over a white blouse, is looking down at a tablet computer she is holding. A laptop is open on the desk in front of them. The background is softly blurred, showing a modern office interior with a green plant and a hanging light fixture.

Supporting
and respecting
human rights

Assessment, policy, and goals

At Aurecon we show our commitment to supporting and respecting human rights through:

- Our commitment to compliance with the Modern Slavery Act 2018 (NSW) and the Modern Slavery Act 2018 (Cth) (“Modern Slavery Obligations”)
- Our commitment to the UN Convention on the Rights of the Child
- Requiring suppliers to complete due diligence questionnaires
- Screening of suppliers to identify risks of modern slavery within their supply chain and updating our standard contracts to include obligations to report instances of modern slavery
- The ongoing implementation of an inclusive culture
- The ongoing implementation of First Nations and Māori inclusion
- Addressing under-representation of LGBTI+ members in science, technology, engineering and mathematics (STEM) industries
- Improving the gender balance of our leadership and workforce and progressing gender equality
- Our corporate social responsibility commitment to co-create with our community a better future for people and the planet

Implementation

Outlined below are some initiatives through which Aurecon supports and respects human rights.

MODERN SLAVERY

- Publicly available Modern Slavery Statement which outlines Aurecon’s commitment to identifying and countering modern slavery across our supply chains. You can access the Modern Slavery Statement [here](#).
- Modern Slavery Policy available to all employees which sets our principles and commitments.
- Modern Slavery awareness training.

BUILDING RECONCILIATION WITH ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES

In February 2022, we launched our fourth Reconciliation Action Plan (RAP), strengthening our accountability and commitment to embedding reconciliation into the way we work and ensuring we acknowledge, value and respect Aboriginal and Torres Strait Islander peoples’ history, culture and knowledge. With the support of our RAP Leadership Team, First Nations Employee Network (as advisors) and RAP Working Group, we continue to identify where we can make the most meaningful contribution towards reconciliation within our communities and within Australia.

Aurecon's 2022-2024 RAP focusses on four key areas.

1. Creating meaningful employment and career pathways for Aboriginal and Torres Strait Islander peoples.
2. Connecting Aurecon's people, clients, and community partners to, and raising awareness of, Aboriginal and Torres Strait Islander cultures through training, storytelling and celebrating periods of recognition such as National Reconciliation Week and NAIDOC Week.

NAIDOC Week celebrations take place across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. Australians from all walks of life celebrate NAIDOC alongside Indigenous communities. NAIDOC originally stood for 'National Aborigines and Islanders Day Observance Committee.

(Source: <https://www.naidoc.org.au/about/naidoc-week>)

3. Creating cultural safety in our workplaces through significant and symbolic acts, for example Acknowledgement plaques, artwork, Acknowledgements of Country and policy inclusions to support culture and connection to Country, such as Sorry Leave.
4. Collaborating on sustainable procurement partnerships and sub-contractor relationships with Aboriginal and Torres Strait Islander owned enterprises, based on trust, mutual respect, and a shared passion to support social outcomes through economic returns.

Key deliverables from the Reconciliation Action Plan include:

- Embedding reconciliation into the way we work
- Increased employment and career pathway opportunities
- Cultural competency and engagement training
- Partnering with Engineering Aid Australia, University of Sydney, and Curtin University, to implement the Indigenous Australian Engineering School programme
- Partnering with University of Queensland to offer the annual Aurecon Indigenous Engineering Scholarship (inaugural in 2022)
- Partnering with University of Technology Sydney since 2013 to develop future Aboriginal and Torres Strait Islander leaders through the Galuwa Engineering and IT Experience
- Collaborating on sustainable procurement partnerships and sub-contractor relationships with Aboriginal and Torres Strait Islander owned enterprises. Aurecon is a member of Supply Nation.
- A commitment to using appropriate language, terminology, protocols and ceremonies both internally and within the communities in which we operate to promote greater understanding of and respect for Aboriginal and Torres Strait Islander peoples and cultures.

You can access our 2022-2024 Reconciliation Action Plan [here](#).

IMPROVING AURECON'S MĀORI CULTURAL CAPABILITY AND DEVELOPING ENDURING PARTNERSHIPS WITH MANA WHENUA AND MĀORI IN AOTEAROA/NEW ZEALAND

Aurecon is committed to te ao Māori. Our Māori Strategy — He Rautaki Māori — sets out how we as individuals, and as an organisation, can work together to achieve an authentic commitment to te ao Māori and Te Tiriti o Waitangi (Treaty of Waitangi). To embed the strategy into the organisation, Aurecon will focus its efforts on four key areas, knowledge & capability, relationships, policies & systems and outcomes for Māori.

Outlined below are some of the ways we are bringing He Rautaki Māori to life.

- Appointment of Aurecon's first Pou Ārahi Māori Leader to drive significant progress in strengthening and maintaining Te Tiriti o Waitangi based partnerships with mana whenua and Māori.
- Driving improved capability across Aurecon that increases understanding of Mātauranga Māori, tikanga, protocols and strengthened relationship management with Māori.
- Motivate, coach, enable and support decision-makers, senior leaders, and employees to increase their:
 - Te ao Māori skills and knowledge
 - Confidence and ability to correctly apply Te Tiriti o Waitangi and Māori responsiveness to their work
 - Ability to deliver on outcomes for Māori

- Māori Cadetship Programme – Aurecon established individual Memorandums of Understanding with Ngai Tahu in the South Island, Waikato-Tainui in the Central North Island and Ngāti Whātua in Auckland. Aurecon co-designed initiatives with these iwi to improve work and life outcomes for Māori. The cadetship programme provides full time employment, paid study time, and funding to cover a qualification, alongside professional support and a relationship commitment between Aurecon, the cadet, and the iwi.
- Partnering with TupuToa since 2019 to bring more Māori and Pasifika interns and graduates into the business. The TupuToa internship programme is a pathway that provides professional opportunities for Māori and Pacific tertiary students into corporate, government and community organisations.
- Partnering with Māori immersion secondary school, Te Wharekura o Mauao. Te Wharekura o Mauao is a tikanga Māori education provider based in Tauranga, which offers year seven to thirteen Mauao tauira (students) a solid foundation to achieve their academic, sporting and cultural potential while immersed in tikanga and te reo Māori. Aurecon's emerging professionals from the Tauranga office, help the students with their maths and science and introduce them to the work of engineering, and the school students assist our young professionals by teaching them tikanga principles.

LGBTI+ INCLUSION

Aurecon is playing a broader role in addressing the significant under-representation of LGBTI+ members in STEM industries. We are doing this by:

- Co-founding LGBT+ in STEM NZ — a New Zealand professional networking group and support platform for LGBT+ (lesbian, gay, bisexual, transgender, intersex and queer) individuals aimed at improving the visibility of LGBT+ in workplaces
- Co-founding InterEngineer in Australia for LGBT+ individuals and allies working in the engineering sector
- Being a founding member in Pride in Water - a network created for LGBT+ people and allies who work in the water industry throughout Australia
- Line manager LGBT+ Awareness training implemented in New Zealand to build awareness and build skills to lead an inclusive team

CORPORATE SOCIAL RESPONSIBILITY

Aurecon will deliver its commitment to co-create with our community a better future for people and the planet through the Handprints programme. The Handprints programme will focus on encouraging and facilitating pro bono projects, community partnerships, sponsorships and volunteering activities in five focus areas:

1. Providing clean water and sanitation
2. Supporting indigenous programmes
3. Improving health and wellbeing
4. Developing climate resilience
5. Delivering sustainable cities and communities

GENDER EQUALITY

Aurecon takes the following actions to improve gender balance and progress gender equality:

- Maintaining our Employer of Choice for Gender Equality citation in Australia
- Ensuring a gender lens over the employee lifecycle
- Increasing workforce and leadership gender representation
- Conducting pay parity audits and remedying any emerging gaps
- Encouraging more men to take parental leave and work part-time in Australia and New Zealand
- Supporting life stages
- Supporting and encouraging courageous conversations
- Implementing a policy to support victims/survivors of domestic and family violence in Australia and New Zealand and providing support as needed in Asia
- Taking action to prevent and respond to sexism and sexual harassment

Measurement of outcomes

- Aurecon's CEO, William Cox, is the co-sponsor of the 'Everyday champions' focus area for Champions of Change STEM.
- Supported UNICEF'S COVID-19 Appeal with a donation of AUD 50,000 on behalf of everyone at Aurecon.
- First Nations Australians work experience students, cadets, interns, and graduates joining Aurecon each year.
- AUD 50,000 University of Queensland Aurecon Indigenous Engineering Scholarship (perpetual).
- AUD 45,000 Aurecon Galuwa Indigenous Engineering Scholarship – spread over three years to 2023. The scholarship provides financial support, mentoring, paid work placements, and pastoral care support for Aboriginal and Torres Strait Islander students seeking support to successfully complete an engineering degree. Since 2021, Aurecon has been supporting inaugural scholar Joshua Pye through the three-year Galuwa Indigenous Scholarship.
- AUD 15,000 to Engineering Aid Australia for Australian Indigenous Engineering Schools in Perth and Sydney.
- To date 16% of the Australian workforce have undertaken cultural awareness training.
- Participation in National Reconciliation Week and NAIDOC Week in Australia.
- Completion of Engineers without Borders projects in Indigenous Australian communities.
- Maintained Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency in Australia.
- Aurecon's Chief Executive Officer, William Cox, is a Workplace Gender Equality Agency Australia Pay Equity Ambassador.
- Aurecon named an Inclusive Employer by Diversity Council Australia in December 2021 for the second time in a row.
- Bronze Employer in Pride in Diversity's Australian Workplace Equality Index (AWEI) in May 2019. Achieved Silver status in 2021.
- Increase in procurement spend with First Nations businesses in Australia and Māori businesses in New Zealand. In 2021, Aurecon signed an industry first partnership with engineering start up Elevate Consulting. Aurecon has also joined Kinaway Chamber of Commerce in a Partnership agreement to support Victorian Aboriginal and Torres Strait Islander business owners.
- Increasing the proportion of paid parental leave (in Australia and New Zealand) taken by men.
- Completed supplier assessments that review compliance to human rights.
- Tuarua - Foundational Te Tiriti o Waitangi competency workshop completed in all New Zealand offices.

- Tuatoru - Basic tikanga and kaupapa, te reo lessons underway.
- Tuatahi - An Aurecon waiata developed.
- Individual Memorandums of Understanding established with Ngai Tahu in the South Island, Waikato-Tainui in the Central North Island and Ngāti Whātua in Auckland.
- Working alongside the local mana whenua (Māori communities) wherever Aurecon project teams are working in Aotearoa/New Zealand. The Te Ahu a Turanga: Manawatū Tararua Highway project is a good example of working in partnership with Tangata Whenua.
- Co-designed initiatives with various Iwi to improve work and life outcomes for Māori – ranging from revenue-generating projects to initiatives focused on corporate social responsibility and placements for young Māori in Aurecon's New Zealand offices.
- Celebrating Te Wiki o Te Reo Māori (Māori Language Week).
- Celebrating Matariki, also known as Māori New Year.
- Continued as a TupuToa Support level partner. We prioritised TupuToa and female internships for our FY 2021 intake – and increased our numbers for TupuToa internship opportunities (50% female and three TupuToa interns).
- Māori Cadetship Programme - three cadets graduated in 2020 with Diplomas in Engineering and have successfully transitioned to permanent roles within Aurecon.

- Winner of Diversity category at Engineering New Zealand's 2021 ENVI Awards.
- Aurecon became the first consulting engineer in New Zealand to be Rainbow Tick certified in 2019. We maintained our accreditation in 2020, 2021, 2022 through to 2023.
- Continued support to the LGBTI+ community in New Zealand through sponsorship of the Rainbow New Zealand Charitable Trust.
- In Asia, Aurecon has implemented a diversity and inclusion programme that aims to:
 - Build the diversity and inclusion culture in Asia through education, training and featuring stories of various individuals on internal platforms
 - Achieve a fair representation across gender and ethnicity in the workforce across all Asia offices through recruitment, promotion, and mentoring programmes

To date, Asia has a healthy representation of its workforce across age groups and has a larger female population contributing to the business.

Labour

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.



Providing a fair
and safe workplace



Assessment, policy, and goals

Aurecon supports and respects the protection of internationally proclaimed human rights and we show our commitment to providing a fair and safe workplace where we treat everyone with dignity and respect through fostering the talent of all our people; ensuring a fair working environment where opportunities are available to everyone. Aurecon policies and guidelines include:

- Complaints/grievance
- Employment agreements which outline conditions of employment
- Education assistance
- Equal Employment Opportunity
- Flexible working practices
- Intimate Partner, Family and Domestic Violence (Australia and New Zealand)
- Leave policies including purchased leave; parental and shared care leave; sick/carer leave; sabbatical leave; volunteer day; working holiday; cultural public holiday swap (Australia and New Zealand)
- Mobility
- Preferred name/pronouns
- Remuneration
- Working remotely
- Workplace harassment, discrimination, bullying and violence prevention

Outlined below are some aspects of how Aurecon provides a fair and safe workplace.

EQUAL EMPLOYMENT OPPORTUNITY

At Aurecon we celebrate diversity and respect others. We understand the importance of supporting worldwide equal employment opportunity policies and the value of diversity to our business. We are committed to:

- Ensuring fair and equal treatment for all employees and that our people operate in an environment free of discrimination and harassment
- The principles of Equal Employment Opportunity and will not, under any circumstances, tolerate bullying, sexual harassment, discrimination, violence, or general harassment in the workplace

In developing our employment strategies, the key focus is on taking an equitable and merit-based approach that respects the diversity of our people, is based on the principle of reward for effort and valuable contribution to the wider objectives of Aurecon and unleashes the potential of our people.

All employees are engaged on written terms of employment. Aurecon's policies and formal terms of employment are consistent with the applicable laws and awards in the countries in which we operate.

The organisation opposes all forms of forced and compulsory labour and seeks to abolish child labour. Aurecon is also active in working to remove all forms of discrimination in the workplace.

Aurecon supports its Equal Employment Opportunity (EEO) Policy Statement and Workplace Harassment, Discrimination, Bullying and Violence Prevention Policy by:

- A Grievance Policy/Complaints Policy
- Access to an independent, free, confidential, and professional counselling service available to all employees and their immediate family members
- Mandatory online EEO, Harassment & Discrimination training as part of the onboarding process and every two years thereafter
- An external 'Speak Up' whistleblowing service which enables employees to raise concerns about actual, attempted, or suspected contravention of the Aurecon Ethos (code of conduct), policies, or the law without fear of reprisal or feeling threatened by making the report

DIVERSITY AND INCLUSION

Aurecon has prioritised diversity and inclusion in its organisational strategy. Having leaders who believe diversity and inclusion is an important business issue, is driving change in Aurecon's culture. Through inclusive language and behaviours Aurecon is creating a culture that:

- Makes everyone feel they can bring their whole self to work and reach their full potential inclusive of all cultures, abilities, ages, ethnicities, religious beliefs, sex, gender, gender identity or sexual orientation
- Rejects discrimination, harassment, and stereotypes and that actively supports difference, builds connections, and provides psychological safety
- Better reflects the diverse communities Aurecon serves

Aurecon's focus is on leadership, policies, language and behaviour, and targets. Through collaborative ways of working, and the actions and words of our leaders and our people we bring our policies — which are explicitly inclusive — to life.

Diversity comes in all shapes and forms. Aurecon welcomes all dimensions of diversity. Everyone is unique, and we respect that difference and value each person for their uniqueness.

Aurecon believes innovation is essential to building an organisation ready to capture the future; and a culture of innovation needs both demographic diversity and diversity of thought to thrive. Aurecon brings together teams from different disciplines, to create diversity, to frame and solve its clients' complex problems in unconventional and distinctive ways.

Aurecon is a founding member of The Diversity Agenda in New Zealand. In February 2020, as part of its ongoing diversity and inclusion aspirations, Aurecon signed the Diversity Agenda's Diversity Agenda Accord.

While Aurecon actively pursues diversity to complement each team and considers the widest possible definition of diversity, the organisation's current focus is on the diversity pillars of gender, LGBTI+, indigenous, disability and cultural diversity.

EMPLOYEE RECOGNITION

Aurecon uses a wide range of programmes aimed at building leadership and fostering growth in our people. Two company-wide employee recognition programmes include the STAR initiative and the AURECONS.

- STAR (Special Thanks and Recognition) acknowledges and pays tribute to employees who go the extra mile. Colleagues nominate people they believe have gone above and beyond to feature in a STAR story on the company intranet.
- The AURECONS help our people tell the story of our talent, teamwork, and the exemplar projects we bring to life for our clients. The awards celebrate our:
 - People and our excellence in delivering extraordinary client experiences
 - Passion for delivering innovative design solutions
 - Dedication to the wellbeing of our people and our communities
 - Sharing our expertise with partners and across teams for the success of all
 - Commitment to sustainability and protecting the environment

HEALTH, SAFETY, AND WELLBEING

The health, safety and wellbeing of our people, our clients and their families is always our priority. Coming out of a global pandemic our focus is on supporting our people to build on their resilience and thrive together. This philosophy underpins everything we do and reflects our everyday actions and business decisions. This includes using innovation to improve the efficiency of health and safety management while also encouraging and helping our people to be healthier, happier, and socially connected. The foundations of Aurecon's health, safety, and wellbeing culture are trust, learning and leadership.

Aurecon created Mind Matters to support mental health awareness in Aurecon, and to support both employees and line managers in managing mental health concerns. Mind Matters makes a visible, long-term, commitment to improving the awareness of mental illness at Aurecon, and to making lasting, positive changes to mental illness stigma. Research into leading practice for mental health revealed that on-the-ground support would have the most significant and positive impact for line managers and their staff. At the heart of Aurecon's Mind Matters is the integration of Mental Health First Aid Officers into the business.

Mind Matters is currently only available in Australia and New Zealand. However, as a part of a newly introduced Wellbeing Strategy, and under the guidance of an in-house organisational psychologist, Aurecon is providing other support programmes to all our teams across the business.

Implementation

Outlined below are some initiatives through which Aurecon provides a fair and safe workplace.

GENDER EQUALITY INITIATIVES INCLUDE:

- **Pay parity:** Aurecon conducts reviews and remedies any emerging gaps. Aurecon's Chief Executive Officer, William Cox, is a Workplace Gender Equality Agency Australia Pay Equity Ambassador.
- **Recruitment and gender targets:** Aurecon is building a culture of genuine inclusion to support the success of women in the organisation. To increase female representation, Aurecon's actions range from recruitment through to progression and retention. Aurecon sets gender targets at three levels. At the overall percentage of women in the workforce level; at graduate intake; and at management levels, which are pipelines to leadership positions. The organisation continually challenges itself to exceed gender representation targets across all levels of staff.

Aurecon also partners with education institutions to grow gender equality in the STEM (science, technology, engineering and maths) industries pipeline, both for Aurecon directly and for the broader industry. Examples of these partnerships include:

- UNIQ You - virtual mentoring of female high school students by female Aurecon STEM professionals
- Partnering with Auckland University's Women in Engineering Network Mentoring Programme. Aurecon has partnered with the Women in Engineering Network programme since 2016 and is the inaugural naming sponsor for their mentoring programme.
- Sponsoring Women in Engineering University of Canterbury.
- Partnering with Victoria University of Wellington to offer the Aurecon Computational Design Scholarship to two final year students to help fund their studies and offer professional paid part time roles while studying.
- Supporting the Wonder Project - Engineering New Zealand's free programme for schools, designed to get young Kiwis excited about STEM.
- Sponsoring the SPIES (South Pacific Indigenous Engineering Students) Network - a student lead association with the aim of supporting engineering students of Māori and Pacific Island descent during their time at the University of Auckland.
- **Leadership development:** Aurecon's leadership development framework has processes in place to ensure diverse participation. The programmes within the framework aim to increase the diversity of our leaders, supporting all leaders to determine and navigate their own unique path and leadership style to fulfil their potential. In addition, the programmes include content to build capacity to build and lead diverse teams.

THREE POLICIES WHICH SUPPORT GENDER DIVERSITY AND INCLUSION:

1. **Parenting support:** Aurecon's Shared Care parental leave policy, introduced in late 2017 in Australia and New Zealand, aims to help disrupt gender stereotypes around parents' working and caring roles. The policy provides financial incentive options that support all parents to step into primary carer roles and play a more active part in caring for children. These incentives apply during a child's first year of life. Shared care is inclusive of all families including same sex relationships, and is available to birth parents, adoptive, surrogate, and foster parents. Shared Care is part of an over-arching policy to provide Aurecon's people with genuine choice about how they balance work and caring responsibilities. Additionally, Aurecon has partnered with Talking Talent, a global coaching consulting provider, to provide targeted support to parents, carers and their managers in Australia and New Zealand.
2. **Workplace flexibility:** We all have different reasons and motivations for working flexibly, which is why Aurecon's flexible working policy provides the opportunity for everyone, in any role, to consider how, when and where they work and how they can perform at their best while managing commitments outside of work. Aurecon embraces work-life balance from the top down and all leaders receive training in what kinds of flexible work options are possible and how to accommodate these within their teams. To provide our teams with better leave options to celebrate significant cultural dates, we have extended our flexible ways of working to include a cultural public holiday swap in Australia and New Zealand.

This practice allows everyone in Australia and New Zealand to swap out up to two public holidays per year to celebrate festivals or special days that are more important to them and for which there are no official public holidays. We have also introduced the Working Holiday Initiative, designed to enable temporary remote working blended with periods of leave so our employees can reconnect with family and friends or simply enjoy a longer period away from home.

3. **Intimate partner, domestic and family violence:** Aurecon acknowledges intimate partner, domestic and family violence as a workplace issue. Where possible, Aurecon will provide support to an employee who is experiencing domestic and family violence or affected in some other way. Where Aurecon knows it lacks the internal skills or capabilities to provide full support, the organisation will connect employees to the appropriate external support.

LGBTI+ INCLUSION

Aurecon is dedicated to improving LGBTI+ inclusion.

Aurecon Pride: We set up Aurecon Pride – our network for leaders and employees who identify as lesbian, gay, bisexual, transgender, intersex or queer (LGBTI+) – in Australia and New Zealand in 2013.

Aurecon strategically drives LGBTI+ inclusion through its Aurecon Pride Action Plan, developed with guidance from Pride in Diversity, Australia's first and only not-for-profit workplace programme designed specifically to assist Australian employers with the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI+) employees.

InterEngineer: In November 2020, Aurecon, along with engineering peak body Engineers Australia, led the establishment of InterEngineer, a network of representatives from 14 organisations in the engineering sector.

InterEngineer is a network of LGBTQIA+ engineering professionals and allies from metro, regional and remote Australia. Created by organisations across the engineering sector to support LGBTQIA+ professionals and allies in the workplace through networking, leadership, and advocacy for greater inclusion practices.

InterEngineer's mission is to bring together the LGBTQIA+ community across the engineering profession. With the aim of increasing visibility and advocacy for LGBTQIA+ people and groups currently in the industry and providing a conduit to engage with students, remote/regional populations, and other underrepresented communities.

LGBT+ in STEM NZ: Established in 2018, Aurecon is a co-founder of this New Zealand professional networking group and support platform for LGBTI+ individuals aiming to improve the visibility of LGBTI+ in workplaces.

In December 2021, Aurecon enabled the option to add pronouns to signatures across Australia and New Zealand.

DEVELOPMENT INITIATIVES

Aurecon's development initiatives to help deliver inclusive diversity commitments include:

- **L50 Executive Development:** custom built and targeted leadership development initiatives aimed at Aurecon's Top 50 leaders
- **Australia and New Zealand, and Asia Leadership Forums:** custom built and targeted leadership development initiatives aimed at Aurecon's high potential leaders
- **Aurecon Design Academy:** three-year training programme aimed at developing future Design Directors through a series of intensive and distance educational interventions for a group of senior technical practitioners selected as Design Scholars
- **i40:** skills development programme focused on design thinking methodology, strategic conversations, visual thinking, facilitation, and design
- **Project Leader/Project Management Skills**
- **PPME Presents:** Aurecon's Programme and Project Management Expertise community of practice runs fortnightly knowledge sharing events
- **Mentoring for Success Programme**
- **Limelight:** Aurecon's emerging professional network
- **Leadership development includes:** Management Essentials, Leadership Foundations, and Leadership Disrupted; each development experience designed to build great leadership at all levels of our organisation and grow the capacity of our leaders to think, feel, and act in complex, systemic, and independent ways

- Leadership development framework: programmes to build a diverse pipeline of leaders who are competent at building and leading diverse teams
- Essential IQ Compliance Programme: online compliance programme designed to build awareness and understanding of employee responsibilities and standards
- Leadership coaching
- Education Assistance Scheme: education funding for post graduate qualifications
- Careers Hub: custom built hub on the company intranet to help foster career growth and help Aurecon employees understand the availability of career paths and opportunities
- Aurecon U: digital learning platform designed to advance technical expertise, improve business acumen, build leadership capability, and support career aspirations
- LinkedIn Learning: an extensive, high-quality library of world-class content led by expert instructors

HEALTH, SAFETY, AND WELLBEING

Aurecon's actions to build a culture of health, safety, and wellbeing as well as personal resilience include:

- Aurecon's Health and Safety Management System and supporting health, safety, and wellbeing processes
- Access to an independent, free, confidential, and professional counselling service by all employees and their immediate family members
- Leadership: inspiring leadership at all levels to actively take part in strengthening the culture of health, safety, and wellbeing
- Wellbeing: supplying the tools and resources to enable individuals and teams to thrive together
- Competency: equipping our people to work safely and make good decisions
- Custom built COVID-19 resource hub on company intranet supported by an ongoing internal communications programme led by our executive leadership and supported by medical practitioners
- Custom built Mind Matters resources hub on company intranet, including employee and line manager toolkits and how to guides supported by Mental Health First Aid Officers

Measurement of outcomes

MEASURING EMPLOYEE EXPERIENCE

Aurecon's Blueprint identifies employee experience as a key aspect of the organisation's strategy. Measurement of employee experience is through Employee Pulse; a modern survey tool by Peakon. Key highlights from the survey results show strengths in flexibility in work schedules and non-discrimination.

OUTCOMES OF PROVIDING A FAIR AND SAFE WORKPLACE

- Careers month: Introduced further tools and resources to support employees with their career development focussed on three key areas: building skills for the future; exploring and expanding internal networks; finding inspiration through the career stories of others at Aurecon and joining the conversation.
- Changes to Aurecon's flexible ways of working include the Working Holiday Initiative and the cultural public holiday swap in Australia and New Zealand.
- Active Bystander campaign: Ran a two-month CEO-led email campaign across Australia and New Zealand (based on survey results) aimed at encouraging employees to act against sexism and sexual harassment. Post campaign a follow up survey tested the impact and changes to experiences throughout 2021 and will inform the design of evidence-based solutions to contribute to a positive workplace culture at Aurecon.
- 33 team finalists from across Australia, New Zealand and Asia competed in the AURECONS 2021 with the winners celebrated via a virtual award ceremony.
- Aurecon ways of working hub created as the main source of information for all employees, covering flexible work, technology and health and safety.
- Celebration of International Women's Day.
- Celebration of International Women in Engineering Day.
- Celebration of Pride Month and Wear it Purple Day.
- Celebration of World Mental Health Day.
- Celebration of RU OK? Day in Australia.
- Gold Accreditation as a Skilled Workplace by Mental Health First Aid Australia.
- Aurecon is a supporter of the Movember Foundation, an international men's health advocacy, to support prostate and testicular cancer research and suicide prevention. Each year, offices across all our regions take part in Movember.
- Partnering with Mates in Construction in New Zealand since 2020 to reduce the number of lives lost to suicide in the construction industry.
- Celebrated the International Day for People with a Disability.
- Updates to automatic email signatures across all regions to include a statement in support of flexible working. Indigenous Country added to Australian office addresses. (Optional) Pronouns added to signatures across Australia and New Zealand.
- Leading on gender equality training developed. Mandatory for line managers and open to all employees who would like to initiate conversations on gender equality and respond to questions and challenges.

OUTCOMES OF PARTNERING WITH EDUCATION INSTITUTIONS TO GROW GENDER EQUALITY IN STEM INDUSTRIES PIPELINE

- 15 Aurecon mentors participated in the Auckland University's Women in Engineering Network Mentoring Programme.
- NZD 9000 Victoria University of Wellington Aurecon Computational Design Scholarship - per student for two final year students.
- Hosted 25 students from Tamaki College for 'Engineering Experience Day' in support of Engineering New Zealand's Wonder Project.

AWARDS AND RECOGNITION

- Recognised by the Australian Financial Review as one of Australia and New Zealand's Best Places to Work.
- Recognised by LinkedIn as one of the 25 best workplaces in New Zealand.
- Winner of Most Popular Engineering Employer award for the third time since 2019 at the Australian Financial Review Top 100 Graduate Employers 2022 awards. Ranked #14 overall in the Top 100 Graduate Employers list.
- Ranked #5 overall in GradNewZealand's Top 100 Graduate Employers 2022 and #2 in the Engineering & Consulting category.
- Retained Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency (WGEA).
- Named an Inclusive Employer for 2021-2022 by Diversity Council Australia.
- Endorsed Employer for All Women 2022 certification from WORK180.

- Winner of Diversity Award in the 2021 Engineering New Zealand ENVI awards.
- Te Ahu a Turanga: Manawatū Tararua Highway Alliance won the Mātauranga Māori (Small-Medium Organisation) category of the 2021 Diversity Works New Zealand Awards for its unique approach to partnering with iwi and commitment to embedding Te Ao Māori (Māori world view) throughout project delivery.
- Achieved Silver Employer in Pride in Diversity's Australian Workplace Equality Index (AWEI) in 2021.
- Platinum winner in the Outstanding Safety Awards and Gold winner in the Outstanding Health Awards – awarded by the Institute of Safety and Health Practitioners in the consultant category.
- Aurecon's Thailand team awarded Outstanding Enterprise for Health & Safety Management 2021 (Provincial level) by Thailand's Ministry of Labour.
- Madeleine Page awarded Australian Young Safety Leader of the year 2021 by the Australian Workplace Health and Safety Awards.

RECOGNITION FOR PROVIDING A FAIR AND SAFE WORKPLACE



Environment

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.



Environmental sustainability



Assessment, policy, and goals

At Aurecon we believe we play a vital role in helping the communities and economies in which we work transition to a more sustainable, liveable future.

We show our support to environmental sustainability by actively taking part in the journey towards a net zero emissions future by acting on climate change.

ACTING ON CLIMATE CHANGE BY MOVING TOWARDS A NET ZERO EMISSIONS FUTURE

Through our participation in the United Nations Global Compact, Aurecon recognises climate change as one of the biggest challenges facing the world today and has strengthened its commitment to helping achieve the Sustainable Development Goals. Aurecon's work on safeguarding the environment contributes to Sustainable Development Goal 13.

In line with the environmental principles of the United Nations Global Compact, Aurecon is committed to:

- Supporting a precautionary approach to environmental challenges
- Reducing the direct impact of our operations against the United Nations Sustainable Development Goals
- Encouraging the development and diffusion of environmentally friendly technologies

Direct impact: We will support the transition to a net zero emissions future by setting targets, metrics, and policies that reduce the direct impact of our operations on the environment. Our immediate focus within Aurecon is on the contribution we can make through the following Sustainable Development Goals (SDGs): SDG 3 – Good Health and Well-Being, SDG 5 – Gender Equality, and SDG 13 – Climate Action.

Indirect impact: Aurecon's biggest contribution to society will come from the work we do with our clients – which is helping them manage their climate-related risks.

CLIMATE CHANGE COMMITMENT

Aurecon's business is one source of greenhouse gas (GHG) emissions, so we are taking responsibility and implementing appropriate measures to reduce the impact we have on the world. We have made a commitment to become net zero in our operations by 2025. We have set our goals around the areas of our business where we can make the biggest difference.

By 2025 we will achieve net zero emissions, covering:

- Owned or controlled sources (Category 1)
- The generation of purchased energy (Category 2)
- Other indirect emissions from the Aurecon activities we do not own or control, such as business travel, procurement, waste and water

The move to decarbonise our business and transition our services comes in anticipation of a 100% net zero emissions future.

We will achieve our targets through risk-based decisions, balancing investment in emissions reduction measures against offsets. Over time we expect the need for offsets will reduce.

Implementation

Aurecon's Blueprint outlines the organisation's strategy and aspirations across every part of the business. Sustainability and climate change are a key focus area.

Aurecon's sustainability and climate change strategy includes its commitment to the United Nations Global Compact; targets; reporting; initiatives; Sustainability Policy and its Environmental Policy.

To help create a healthier future for people and the planet, Aurecon's environmental strategy focuses on six areas: carbon footprint; leadership; partners; people; projects; stakeholders.

- Aurecon applies an effective Environmental Management System compliant to ISO 14001 and commits to follow relevant environmental laws and regulations.
- We look beyond compliance to take everyone at Aurecon along on the journey to a net zero emissions future.
- To achieve a net zero emissions future, we implement measures to minimise our greenhouse gas emissions and consumption of energy, water and consumables and reduce our waste generation (visible impacts).
- To deliver on Aurecon's commitment to decarbonise its business, a working group from across the business developed the pathway and priorities to achieve net zero emissions by 2025. The focus areas include: flights, electricity, fleet and commuting, visible impacts, supply chain, and carbon credits.

SUSTAINABILITY AND ENVIRONMENTAL POLICIES

Aurecon's Sustainability Policy is our Leadership's expression of their intentions, directions and aims about sustainability at Aurecon. Both the Sustainability Policy and the Environmental Policy are available to internal and external stakeholders via the company's intranet and website. You can access a copy of Aurecon's Sustainability Policy [here](#). You can access a copy of Aurecon's Environmental Policy [here](#).

ACTIONS TO MANAGE CLIMATE IMPACT

- Monitoring progress against goals, with regular reporting to Leadership, by our Quality, Environment and Sustainability team.
- Measuring and monitoring our global carbon footprint via internationally recognised standards, like the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, in the measurement of greenhouse gas emissions from our operations.
- Annual verification of Aurecon's carbon footprint by independent third-party certifiers to ISO 14064-1:2018.

INTERNAL INITIATIVES

An important part of Aurecon's sustainability strategy is the active participation of our people. To this end, we have created learning modules to promote knowledge on key sustainability principles and their integration into our business practices. To further drive awareness, we also encourage our people to join sustainability committees and take part in campaigns such as World Environment Day and Earth Hour.

Aurecon employees can find resources on the company intranet. Resources include overviews on sustainability at Aurecon; the organisation's carbon footprint and its commitments; information for tender responses; links to sustainability committees and Yammer pages; Sustainability Policy; Environmental Policy.

- **Sustainability committees:** Aurecon has sustainability committees across its three regions. The committees are a voluntary initiative formed to help achieve the sustainability and climate change commitments contained within the Aurecon Blueprint by actively participating in group-wide initiatives and embedding the goals at the local level.
- **Sustainability initiatives:** Aurecon runs at least two company-wide campaigns each year that coincide with Earth Hour and World Environment Day. Regional/local offices undertake further initiatives to drive awareness of our sustainability strategy.
- **Sustainable Development Goals:** We have commenced an educational programme that covers general awareness of the 17 SDGs. As part of the programme, we highlight and share the contribution our projects have had against the relevant SDGs. In 2022, we will expand the programme to include all regions.

- **Training modules:** Aurecon has developed two training modules — Corporate Sustainability-Environmental Strategy and Carbon Footprint Reporting — with further modules in development.
- **Working with clients:** Aurecon uses its expertise to help clients manage their climate-related risks. Aurecon's sustainability and climate change expertise offering comprises both transition risk management services and climate change adaptation and resilience planning services. You can find out more on our website [here](#).

Measurement of outcomes

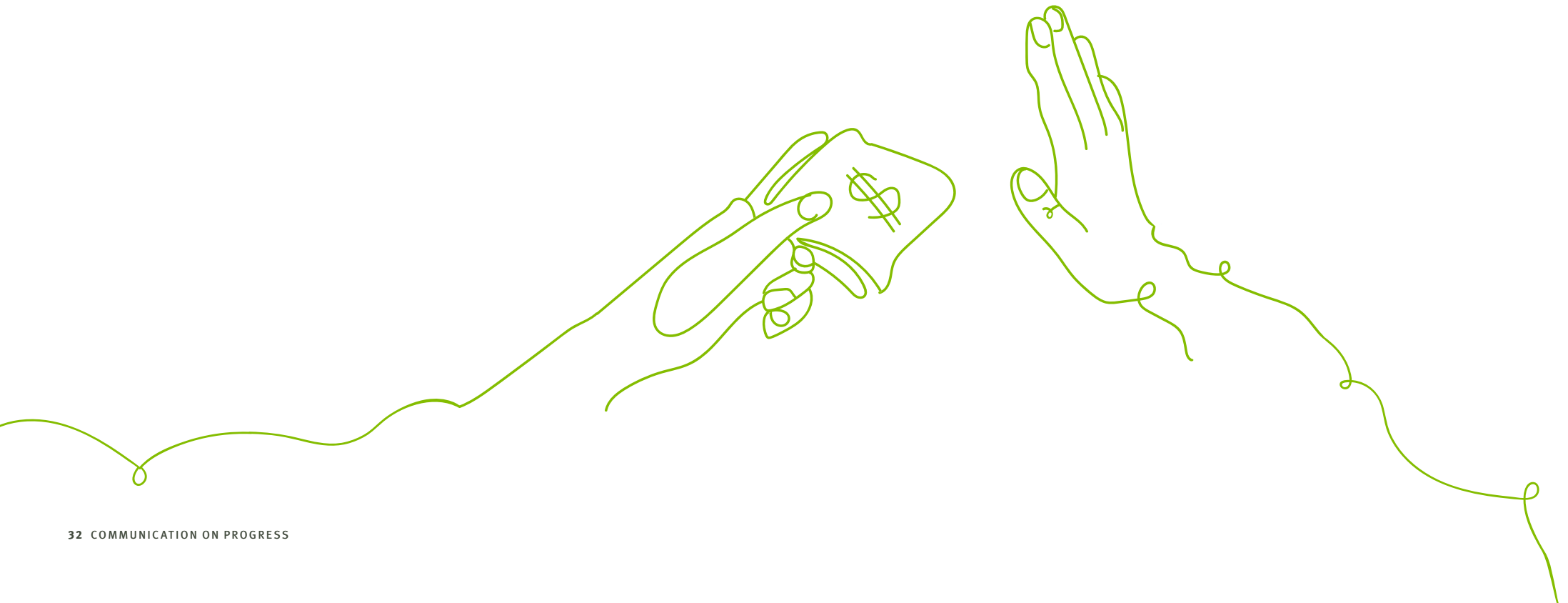
- Annual submission of a Communication on Progress report to the United Nations Global Compact.
- Appointment of Paul Gleeson as Group Director Sustainability.
- Strengthened sustainability and climate commitments with strategic investment in Malaysia, with ERE Consulting Group, a multidisciplinary environmental consultancy business.
- Joined the Materials & Embodied Carbon Leaders' Alliance along with over 40 leading companies, the NSW Government and WWF-Australia in a new coalition to decarbonise Australia's building and construction industry.
- Sponsorship of Engineers Australia's Climate Smart Engineering conference.
- Signatory to Climate Leaders Coalition in New Zealand.
- Member of the Sustainable Business Council in New Zealand.
- Aurecon's Managing Director, New Zealand, Tracey Ryan, is the chair of the FIDIC (International Federation of Consulting Engineers) Sustainable Development Committee - a working committee of FIDIC appointed by the FIDIC Board.
- Celebrated World Quality Week, with the theme 'Sustainability – improving our People, Products and the Planet'. Activities highlighted the role of quality in sustainability and its environmental, social and governance impact.
- FY 2021 Carbon Footprint verified, and statement issued.
- Continued ISO certification to ISO 14001 in Australia, New Zealand and Singapore.
- Carbon footprint reporting: Produced annually, Aurecon's emissions report aims to guide the organisation's climate change related initiatives in alignment with the Aurecon Blueprint goals and commitment to the United Nations Global Compact.
 - FY 2021 carbon footprint upgraded from the ISO 14064-1:2006 standard to the ISO 14064-1: 2018 standard. As a result, our externally verified inventory includes an additional 18 indirect emission sources. These additional indirect emission sources increased overall emissions by 63% from our FY 2020 carbon footprint. Our top emission sources are equipment and electricity; both key focus areas in FY 2022.
 - A like for like comparison against the emission sources measured in FY 2020 resulted in an overall decrease in emissions of 60% mainly due to fewer flights and people continuing to work from home because of the COVID-19 pandemic.
 - Aurecon's FY 2021 global carbon footprint report covers 26 operating offices, which provides full reporting coverage.



Anti-corruption

PRINCIPLE 10:

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



Acting with integrity and honesty



Assessment, policy, and goals

Aurecon is committed to acting with integrity and honesty in all aspects of its business dealings and prohibits any form of bribery and corruption. We have built our reputation on being ethical and trustworthy in our dealings with clients, partners, and suppliers. We uphold ethical practices and procedures in every project we are involved in.

Aurecon protects and fosters a culture of integrity. Individually and collectively. All employees commit to comply with the Aurecon Ethos (code of conduct). Aurecon has a suite of integrity policies and procedures that provide clear direction on Aurecon's expectations regarding ethical business conduct. This includes the following policies:

- Ethics Policy
- Anti-Bribery and Corruption Policy
- Conflict of Interest Policy
- Fraud Policy
- Gifts and Entertainment Policy
- Whistleblower Policy

Supporting these policies is Aurecon's online training for anti-bribery and anti-corruption and the Aurecon Ethos (code of conduct), aimed at increasing awareness and strengthening Aurecon's anti-corruption culture.

GOVERNING PRINCIPLES OF THE AURECON ETHOS:

The Aurecon Ethos sets standards of conduct and ethical behaviour required of all employees, including directors, officers, executives, contractors and other work participants (Employees) in all countries in which it operates. The governing principles of the Aurecon Ethos are:

- Preserving Health, Safety & Wellbeing
- Prioritising diversity, equity and inclusion
- Preventing harassment, bullying & discrimination
- Communicating with others
- Keeping accurate business records
- Respecting privacy and confidentiality
- Respecting company resources
- Demonstrating honesty, integrity and professionalism
- Preventing bribery and corruption
- Appropriately using gifts and hospitality
- Preventing conflicts of interest
- Supporting fair competition
- Prioritising sustainability and environmental protection
- Collaborating with communities
- Respecting human rights

You can find the Aurecon Ethos (code of conduct) [here](#).

ETHICS POLICY

The Ethics Policy states that Aurecon is committed to:

- Acting with integrity in all that it does.
- Ensuring its directors, senior managers, and employees act honestly and with integrity in all their dealings for Aurecon.
- Ensuring the utmost integrity in its financial reporting.
- Establishing a culture of transparency through disclosure.
- Making its directors, senior managers, employees, and contractors responsible for raising concerns about and reporting unethical conduct or suspected unethical conduct without fear of recrimination.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

The Anti-Bribery and Anti-Corruption Policy (ABAC Policy) elaborates on the Aurecon Ethos (code of conduct), which expressly prohibits, and states that Aurecon will not tolerate, any form of bribery and corruption in its business dealings. The ABAC Policy establishes accountability and provides guidance for Aurecon employees on compliance with the Aurecon Ethos, its values, and applicable anti-corruption laws. It sets out Aurecon's standards and expectations and Aurecon's approach to compliance with international laws, as well as providing employees with tools to detect and prevent suspected violations. All employees have a responsibility to demonstrate and support Aurecon's zero tolerance position on bribery and corruption issues.

WHISTLEBLOWER POLICY

The purpose of the Whistleblower Policy is to promote and support a culture of honest and ethical behaviour, good corporate governance and corporate and financial compliance. The policy encourages and provides protections for the reporting of reasonably held concerns of suspected or actual misconduct or an improper state of affairs or circumstances at Aurecon.

To add confidence in raising issues, Aurecon has introduced Whispli, an external and independently run platform that will provide anonymous whistleblower reports to Aurecon using encryption to maintain anonymity.

Reports may be made anonymously at <https://aurecon.whispli.com/speak-up>

Implementation

Aurecon's management is accountable for developing a framework and system for the development, implementation, and monitoring of integrity management processes. We have put policies, systems, and processes in place to support our commitment to acting with integrity in all our business operations.

MEASURES TO MANAGE FRAUD AND CORRUPTION RISKS

- Anti-Fraud, Anti-Bribery and Anti-Corruption Policies.
- Internal Audit team.
- Interactive online World Risk Map, designed by Aurecon's Chief Risk Officer, which includes consideration of risks relating to bribery and corruption and guides employees to make prudent decisions across all geographies in which the organisation operates.
- Mandatory online training of the Aurecon Ethos (code of conduct) for all employees. A more detailed four-module anti-bribery and corruption course is also mandatory for all employees. Refresher courses are due every one-to-three years.
- Protocols and procedures in place for the assessment and verification of vendors across all Aurecon's regions.
- Delegation of Authority Matrix with clear approval levels regarding matters such as donations and sponsorships.
- Communications Plan to focus engagement with our people on integrity issues.
- Ethics online training module.
- Conflict of Interest Policy and Register.
- Gifts & Hospitality Policy and Gifts and Charitable Donations Register.
- Fraud and Corruption Control Plan.
- Whistleblower Policy, including provision of an external independent whistleblower service.
- Participant in the Global Compact Network Australia Modern Slavery Community of Practice.

Measurement of outcomes

- Refreshed Code of Conduct – the Aurecon Ethos.
- Conducted internal audits to assess improvements in risk management and developing a sustainable control environment.
- Continuation of external independent whistleblower service and regular reporting to Management and the Board of issues raised through the service.
- Annual internal and external independent financial auditing.
- Completion of mandatory online Aurecon Ethos code of conduct and ethics training tracked through Aurecon's training management database.
- Preparation of a Modern Slavery Statement which outlines Aurecon's commitment to identifying and countering modern slavery across our supply chains.
- Aurecon is certified to ISO 9001 — Quality Management Systems. Through our audits we confirm our teams follow risk assessments, processes, and procedures on projects.
- Attendance at Global Compact Network Australia Modern Slavery Community of Practice sessions.
- Establishment and monitoring of Gifts and Charitable Donations Register.
- Establishment and monitoring of Conflict of Interest Register.
- Refreshed Compliance Management Framework.

Bringing
ideas
to life

About Aurecon

Aurecon is a design, engineering and advisory company that brings ideas to life to create a better future for people and the planet.

For more information please visit
www.aurecongroup.com


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