

16 April

2019

partner code of conduct



Introduction

HESTA aims not only to create a better financial future for our members, but also to contribute to a more sustainable world. As a socially responsible business, we use our scale, investments and engagement program to support a healthier economy, environment and society. We aim to operate sustainably, mindful of the resources we share and the footprint we create in carrying out our work. We choose partners that share our socially responsible and sustainable approach.

It is through this lens that we have created this Supplier Code of Conduct (this **Code**) which sets out our expectations of our partners who provide products and services to our business. It has been drafted with reference to the United Nations Global Compact principles and Sustainable Development Goals.

What does this mean for our partners?

We work closely with our partners to create value for our members and the world into which they will retire. As a condition of doing business with us, our partners must abide by and work with us to support the principles set out in this Code. We also expect our partners to influence, guide and require their supply chain to comply with this Code or a document with the same effect.

As part of our working relationships, we may ask our partners to verify their compliance with this Code. Verification may involve the partner completing a self-assessment or providing relevant information on our request. It may also involve a site visit or the completion of an audit by us or our agents. We expect our partners to cooperate with such requests and provide all reasonably required information as soon as practicable.

What you can expect from HESTA?

When your organisation partners with HESTA, you will work with people who are obsessed with delivering great outcomes for our members. We will bring our skill, passion, experience, and 30 plus years of industry knowledge to every partnership. And everything we do together aims to deliver our members a stronger and more resilient financial future.

our values



Ownership



Passion



Leadership



Respect



Partnerships

Principle 1: Human rights and workplace standards

- Support the protection of internationally proclaimed human rights including by conducting business consistent with the UN Universal Declaration of Human Rights.
- Avoid and eliminate all forms of forced, compulsory or child labour when conducting business and in all stages of the supply chain.
- Abide by all international standards relating to the employment of children and ensure that your workers under the age of 18 do not perform hazardous work or work where they may be vulnerable, e.g. night or unsupervised work.
- Comply with relevant workplace laws and regulations in the countries in which you operate and all relevant International Labour Organisation conventions.
- Provide fair pay and working conditions for employees (e.g. working hours and adequate rest periods).

Principle 2: Inclusivity and diversity

- Foster a culture of respect and inclusion. Provide a workplace which is free of discrimination, harassment and bullying and have anti-discrimination, equal opportunity and anti-harassment policies.
- Foster gender balance and greater diversity in the workforce.
- Ensure employment, promotion and leadership opportunities are based on a person's ability and not on race, religion, age, gender, sexual orientation or identity, pregnancy, disability or physical appearance.

Principle 3: Environment

- Comply with all applicable environmental protection laws, rules and regulations and strive to comply with international environmental protection standards.
- Adopt processes and systems to minimise and manage your impact on, and to protect, the environment.
- Seek ways to operate in a manner which does 'no harm' to the environment.

Principle 4: Ethical business conduct

- Conduct business in an ethical and fair manner and not engage in dishonesty, fraud or deceit.
- Uphold freedom of association and the right to collective bargaining.
- Do not engage in trade with persons, organisations or countries sanctioned by the UN Security Council or the Australian Government.
- Do not offer, solicit or accept any benefit that reasonably could be perceived to compromise a business transaction or otherwise cannot be justified.
- Comply with all laws, rules and regulations which apply to your business including those of any professional association governing your activities. In the event of conflict, comply with the stricter requirement.
- Protect confidential and proprietary information and do not inappropriately use or disclose such information particularly where it may result in an unfair advantage.
- Maintain clear policies which support the principles set out in this Code.
- Do not engage in conduct which brings HESTA or your business into disrepute.

Principle 5: Culture and governance

- Conduct business in a manner which is consistent with community standards and expectations.
- Take proper steps to assess your organisational culture and governance and deal with any problems identified.
- Ensure organisational management and the board pay close attention to regulatory, compliance and conduct risks, in addition to financial risk, particularly in relation to remuneration structures.