

1 June

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partnership principles



Introduction

In partnering with HESTA, you partner with our people who are determined to deliver a stronger and more resilient financial future for our members.

Working towards positive outcomes for our members' financial future also requires us to work towards positive outcomes for the world in which they live and will retire. As a socially and environmentally 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.

It is through this lens that we have created these partnership principles (Principles) to set out our expectations as to how we will work together with our partners. The Principles have been drafted with reference to the United Nations Sustainable Development Goals.

Who are our partners?

We seek to form partnerships with like-minded businesses that share our responsible approach. Our partners understand our passion for delivering a stronger and more resilient financial future for our members.

What does this mean for our partners?

We work closely with our partners and seek to maintain close and mutually rewarding relationships, so that together we can understand and support our members' unique needs.

Keeping these Principles at the heart of everything we do at HESTA, our partners must similarly support and work with us to foster these Principles. As part of aligning our supply chain to these Principles, we also expect our partners to influence theirs to support and comply with these Principles, or a document with the same effect.

our values



Ownership



Passion



Leadership



Respect



Partnerships

Principle 1: Foster positive relationships

- Work cooperatively to foster a positive, mutually beneficial relationship.
- In all dealings, treat each other with honesty, integrity and respect.
- Strive towards helping each other achieve our common objectives.
- If things go wrong, work together to resolve disputes in a fair and transparent manner.

Principle 2: 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.
- 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 strive to comply with all relevant International Labour Organisation conventions.
- Provide fair pay and working conditions for employees (e.g. working hours and adequate rest periods).
- Be mindful of the requirements on companies under the Commonwealth Modern Slavery Act 2018.

Principle 3: 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 4: 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.

Principle 5: 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.
- Do not engage in conduct which brings HESTA or your business into disrepute.

Principle 6: 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 take steps to pay attention to regulatory, compliance and conduct risks, in addition to financial risk.