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# partnership principles



## Introduction

We have created these Partnership Principles to help our partners understand the expectations we have about the way we will work together.

## Who are our partners?

We consider businesses within our supply chain to be our partners. We seek to form relationships with like-minded businesses that share our approach and understand our passion for delivering a stronger and more resilient future for our members.

## What does this mean for our partners?

We encourage our partners to support and work with us to conduct business according to these Principles.

We also encourage our partners to influence their supply chain to operate in a manner consistent with these Principles to the extent possible.

## Our values



### **We are people of purpose**

We believe we can make a difference



### **We step up and do the work**

We are accountable and responsible



### **Difference is valued**

Everyone here feels safe and seen



### **Together is better**

Success is always achieved as a team

## **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 consistently with the UN Universal Declaration of Human Rights.
- Avoid 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: Honest business conduct**

- Conduct business in an honest, transparent 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 legal, regulatory, compliance and conduct risks, in addition to financial risk.