Shining a Light on the SDGs:

An Australian Business Approach

November 2022

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Introduction

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Shining a Light on the SDGs: An Australian Business Approach

Introduction

There is an immediate opportunity for businesses to rapidly accelerate the global impact of the United Nations' (UN) 17 Sustainable Development Goals (SDGs). The current pace and scale is not delivering on the progress needed, yet the opportunity for Australian businesses to positively impact the SDGs is significant.

In 2020, the UN Global Compact launched SDG Ambitionⁱ – an impact initiative aiming to scale up business action at the national level.¹ The first Australian SDG Ambition program was delivered by UN Global Compact Network Australia and Accenture Australia in 2021, bringing together 25 diverse Australian businesses.

The program seeks to challenge and support participating companies of the UN Global Compact in setting ambitious corporate targets and accelerating the integration of the SDGs into core business management, through on-demand and virtual capacity-building workshops with peers and experts to help businesses set, manage and track ambitious targets to advance progress on the SDGs. Importantly, the program highlighted some of the innovative approaches Australian businesses are taking to make progress towards the SDGs and demonstrates the power of sharing learnings between sustainability leaders to inspire collective impact.

This publication builds upon the Australian SDG Ambition Accelerator, by showcasing stories of local businesses that are taking action on the SDGs. The goal was to explore how sustainability is being embedded into organisations and how Australian businesses are leveraging the SDGs to develop strategies and initiatives that create impact.

The Australian market presents unique challenges and opportunities for businesses - and sustainability discussions are rapidly accelerating within companies. Businesses need to assess their efforts, identify their key SDG engagement areas, and determine in which areas they can best drive action and realise impact.²

SDG Ambition is an initiative launched by the UN Global Compact, Accenture, and SAP to provide specific guidance for business leaders to implement business benchmarks in decision-making and reporting. Visit https://unglobalcompact.org.au/sustainable-development/sdgambition-2022/

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Australian organisations have a strong connection to Europe and the USA in terms of implementing sustainability practices, as well as to the Asian market due to geographical proximity. As such, businesses in Australia fuse influences from different regions of the world while also making significant efforts to embrace and implement Australian Indigenous and multiculturalist approaches to sustainability practices, with the broader aim of advancing the SDGs' agenda.

Our approach

Sustainability leaders throughout Australia were interviewed and their insights are presented in this publication. All of the businesses participating are participants of the UN Global Compact and UN Global Compact Network Australia (UNGCNA) and represent a diverse range of industry sectors, sizes and types (including social enterprises, private and public-owned companies). The participating businesses included Australia and New Zealand (ANZ) Banking Group Limited, Buildcorp, Calix, Planex, Piping Hot, Ramsay Healthcare, Telstra, Thankyou and Transurban.

Despite their diversity, five strong themes emerged. These themes are presented as key insights within this publication. Six particularly interesting examples were selected as 'spotlights' on internal and external initiatives. We hope that showcasing their respective stories will inspire ambitious action towards the broader SDG agenda.

Shining a Light on the SDG Insights

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Insight 1: Prioritise Focus Areas

Businesses benefit from aligning their SDG areas of focus and influence, with their organisational purpose and goals. This helps guide prioritisation and allocation of effort, time and resources. To maximise efficiency and meet key performance indicators (KPIs), these identified focus areas should also leverage and capitalise on business strengths and competitive advantage.

The interconnectedness of the SDGs and complexity of achieving change at scale proves challenging for many businesses. Sustainability leaders are faced with numerous opportunities and risks that often compete for their limited time and resources.

It is difficult for businesses to make significant impact on all 17 SDGs and the 169 targets that sit beneath them.³ In leading businesses, sustainability efforts are collaboratively defined with key internal and external stakeholders and prioritisation under key focus areas, aligned with the business' strengths, purpose and strategy.

For example, some businesses interviewed chose to focus on climate change (SDG 13: climate action) and fairness and ethical conduct (SDG 16: peace, justice, and strong institutions), while others chose to tackle the challenge of poverty (SDG 1: no poverty) and inequality (SDG 10: reduced inequality). In doing so, the businesses reflected on the relevance of each goal and target, selecting the areas where they were best positioned to address risks, take advantage of opportunities, and have the most significant impact. This helps them to focus their efforts and drive meaningful engagement to realise the SDGs and the business's sustainability objectives.⁴

It is important that businesses use a transparent and robust prioritisation process when identifying their focus areas.⁵ This includes meaningful stakeholder engagement to ensure that the process is thorough and to reduce the risk of the process being viewed as 'greenwashing'^a or 'bluewashing'^a. This process would then inform the organisation's sustainability agenda and, subsequently, targets would be mapped to these priority areas. Most businesses interviewed have sought to relate their KPIs and key milestones to the SDGs, as this validates the issues as global challenges, as recognised by the UN.

Spotlight on Telstra

Telstra is Australia's leading telecommunications and technology company, offering a full range of communications services and competing in all telecommunications markets.

In 2021, Telstra launched its Responsible Business Strategy which defines an approach to sustainability that is linked to its corporate T25 Strategy.⁶ Through the Responsible Business Strategy, Telstra aims to draw on its technology expertise to play a positive and meaningful role in creating a more sustainable and inclusive world. To enable this, Telstra's Responsible Business Strategy is comprised of three pillars connected to its operations and organisational purpose that drive its sustainability priorities.

Telstra's responsible business pillars — digital inclusion, environmental action, and trusted operations — define the boundaries for the programs and initiatives adopted. The pillars help guide Telstra's decision making on where to allocate resources, based on the extent to which they can contribute to delivering on its priorities.

Under each pillar Telstra has launched initiatives identified as both relevant and able to generate a positive impact. The process to identify and prioritise initiatives is informed by executive and consumer roundtables, an intensive materiality assessment that considers emerging global trends, sustainability best practice, strategic priorities, industry benchmarking and a diverse range of stakeholder interests that are each assessed through a value and risk lens.

Through its focused efforts, Telstra has been able to deliver a range of successes connected to each pillar. These include environmental action outcomes, such as:

- Achieving 31 per cent renewable energy generation towards the 2025 target of 100 per cent, reusing or recycling more than 500,000 devices;
- Progressing digital inclusion by supporting over 29,000 Australians to build digital skills; and
- Assisting over 745,000 customers in vulnerable circumstances to stay connected.

Telstra is currently refreshing its Responsible Business Strategy to step up its aspirations in the face of new challenges and will release a new Sustainability Strategy later in 2022.

"For Telstra, doing business responsibly means doing the right thing – for our customers, our people and the communities in which we operate. Having the right strategy has enabled us to focus on the areas in which we have the expertise to make a meaningful impact, and where we see opportunities to use innovative, tech-based solutions to help address major societal challenges and opportunities. Prioritising these key sustainability areas will help us deliver long term, sustainable and positive outcomes for all our stakeholders."⁷ – Justine Rowe, Chief Sustainability Officer, Telstra Corporation Limited.

Insight 2: Invest in Long-Term Sustainability Initiatives

By setting ambitious targets and choosing to invest in long-term goals, businesses can scale their sustainability initiatives to achieve far-reaching impacts. Over time, longitudinal research can measure and quantify the impact and value of the program.

Businesses in Australia that have invested in long-term sustainability initiatives with ambitious targets have seen success and far-reaching impacts. Those that extended their initiatives over years, and even decades, attribute the longevity and success of their programs to having a strong alignment amongst stakeholders from the outset, and ensuring that the board and executive management team are continually updated on initiatives and progress, particularly when board renewal occurs and/or there is a change in leadership. Identifying clear objectives and establishing partnerships with other businesses and industries that support the initiative's execution and delivery is also important. To set up the program for success it must be replicable over time, able to withstand developments and transitions, and have the flexibility to change as the initiatives adapt.

While businesses may be reassured by success that is more easily measured and achieved by shorter-term initiatives, it may also limit the extent and longevity of its impacts, as the programs would not reach the scale of longer-term initiatives. When internal checkpoints and milestones for analysis, reviews and evaluation are built into long-term initiatives, this provides longitudinal research insights that can help businesses understand areas of significant impact and opportunities for expansion. The opportunity to pilot, test, and refine over longer periods allows sustainability leaders to work out what elements and criteria are integral to program success. It also enables them to evaluate and re-evaluate outcomes, apply key learnings, and adapt where necessary.

With resources and goals committed to a long-term timeframe, such programs can become deeply embedded within businesses over time. An analysis conducted by Accenture has shown that businesses with deeply integrated sustainability management practices tend to achieve more profitability and more positive environmental and societal outcomes — outperforming others by 21 per cent.⁸

Spotlight on Ramsay Health Care

Founded in Sydney in 1964, Ramsay Health Care is a global operator and today delivers health care services across more than 532 facilities in nine countries, making it one of the largest and most diverse private health care companies in the world.

Ramsay Health Care recognises that protecting the environment is a critical issue and a key responsibility of the business and corporate community. Overseen by the Ramsay Health Care Board and the global executive, the organisation's sustainability strategy includes the long-term goal of achieving net-zero greenhouse gas emissions across its value chain by the year 2040.

To progress towards the target, the team looked across the breadth of their operations. They have set a sciencebased emission reduction target consistent with the Paris Agreement, aiming to limit global warming to 1.5 degrees above previous industrial levels,⁹ supported by a transition to renewable energy sources, maximising energy efficiency, reducing anaesthetic gas emissions, cutting waste and increasing recycling efforts and embedding sustainable design in new facilities and upgrades.¹⁰

Since announcing the sustainability strategy in December 2020, Ramsay has focused on translating intention to action. Across their Australian operations, Ramsay sites now feature more than 2660kw of solar panel systems, saving more 61,000 tonnes of carbon emissions over their lifespan.¹¹ The organisation has made significant efforts to cut waste, including the installation of a WasteMaster system in April 2022. By using the system, Ramsay has compressed 13,000 kilograms of leftovers to only 3000kg of material, with the by-products being sent to a biogas generator to produce green energy. Ramsay's Australian hospitals are working to design and build 'greener operating theatres' by removing the anesthetic gas desflurane, reported to have more than 20 times the global warming potential of alternative gases and instead shift towards more sustainable options.¹²

Given the progress that Ramsay has been making towards its long-term goals, it has been integral that the organisation reports its gas emissions against targets annually, which are often reviewed to ensure consistency with the most recent climate science standards.¹³

"While we have set ourselves an ambitious and long-term goal, our impact will only be achieved if we continue to track, measure and adjust over the period. Having a balanced view between short and long term has allowed us to challenge ourselves with the scale of impact we can achieve, and to take on the challenges that are critical, but cannot be won in the near term." – Siobhan Leach, Group Sustainability Officer, Ramsay Health Care

ⁱⁱ Bluewashing: To tout a business or organisation's commitment to social responsibilities and to use this perception for public relations and economic gain; to present a humanitarian front in this manner. (Source: Collins Dictionary).

ⁱⁱⁱ Greenwashing: The act or practice of making a product, policy, activity, etc. appear to be more environmentally friendly or less environmentally damaging than it really is. (Source: Merriam-Webster Dictionary)

Insight 3: Adopt Robust Reporting

Internal business processes should track how organisations are performing against sustainability KPIs, report data against metrics, and importantly, consistently review areas which should be reprioritised and improved. This is important in keeping businesses accountable for their progress and shaping their decision-making.

It is crucial to set up internal reporting processes that measure and track progress against performance targets and to ensure that businesses are held accountable for the objectives they intend to achieve. Without this, it is difficult to internally track and manage businesses' sustainability progress and impact. Reporting also allows businesses to better understand the risk and opportunities they face. This also becomes increasingly important given that sustainability topics are further integrated and embraced into decisionmaking processes today.

Several businesses map their internal sustainability KPIs and metrics against SDG targets, with nearly 70 per cent of executives saying they track and monitor progress against measurable sustainability objectives.¹⁴ Businesses firstly need to create a data collection strategy that articulates how data will be identified and gathered, and how ongoing progress will be measured. Interestingly, according to a 2022 environment, social and governance (ESG) measurement study,¹⁵ businesses are much more likely to extensively embed ESG in core management processes when the Chief Financial Officer (CFO) has accountability for ESG metrics. It is also reported that 47 per cent of Chief Executive Officers (CEO) reflect that inconsistency in measuring and reporting on metrics has been hindering sustainability efforts in their respective industries.¹⁶

Technologies such as artificial intelligence (AI) were also recognised as helpful to the reporting process. An end-to-end AI reporting solution helps streamline reporting processes, shifting report interpretation and generation from a manual and labour-intensive process to become completely digital and automated. This helps improve the standardisation, accuracy, and consistency of reporting, and allows for deeper focus on data quality and report analysis.

Spotlight on Transurban

Founded in 1996, Transurban is a major global toll-road operator company that manages and develops urban toll road networks in Australia, Canada and the USA.

Transurban has publicly tracked their progress against the SDGs since 2017, reporting on the nine goals linked to their business operations. This is in addition to their sustainability reports which they have been releasing since 2004.¹⁷ As this practice has been driven by a desire to provide long-term value to investors and meet the needs of stakeholder groups, Transurban needed to look beyond financial returns in its long-term strategy.

Setting ambitious targets across a range of areas such as transitioning to net zero and resilient infrastructure and operations, Transurban uses external benchmarks to help measure impact and improve performance over time. Operating in Australia and North America, the business requires its infrastructure projects to seek sustainability ratings from relevant rating bodies in those locations. This process helped them recognise the benefit of leveraging external data to inform their nine organisational sustainability practices. The inclusion of third-party, robust, and verifiable data has added credibility to their reporting and helped them understand the impact of their operations from a sustainability point of view. AUD \$25 billion in projects have been, or are being, rated to date.

Technology plays an important role in capturing and processing data across the business. Transurban obtains sustainability data from a wide range of sources including energy providers, contractors, and service providers, either automatically or via an internal management system. A cloud-based sustainability data management system supports the capturing and processing of data related to sustainability metrics including energy use, greenhouse gas emissions, waste generation and water use.

The investment of time to generate such comprehensive reports has benefits beyond just numbers. The transparency and conversation that Transurban has created publicly around their commitment to the SDGs has brought about engagement and interest from investors, employees and potential employees. Importantly, the key to the success and longevity of Transurban's sustainability reporting progress is being clear on measures that matter.

"Clarity in sustainability strategy, informed by relevant internal and external stakeholders, and focus on material opportunities and risks is the starting point. The next action is to then identify the measures that will demonstrate progress with the strategy's implementation. These are what should be reported against, and will help you to understand how you are progressing, and where you have an opportunity to make refinements." — Matthew Brennan, Former Head of Sustainability, Transurban

L Insight 4: Involve Stakeholders

Engaging internal and external stakeholders is crucial in creating influence and impact. This includes executive buy-in, consumer support, supplier and investor influence, and employee empowerment and awareness. Involving each stakeholder group in the business's sustainability initiatives help ensure that all parties are part of the journey to contribute towards the broader sustainability agenda.

Sustainability leaders who are building sustainability into the DNA of their organisation often start by activating their internal and external stakeholder network to drive greater influence and impact. The tangible commitment to stakeholder-centricity flows throughout businesses' value chains, including gaining executive buy-in, educating and empowering employees, involving customers, and influencing suppliers.¹⁸

The important role that leadership plays in sustainability implementation means that they can either be the strongest advocate or the biggest obstacle. Sustainability leaders interviewed for this report consistently shared that executive leadership and non-executive director engagement was a key driver in enabling change and impact.

It is also important that employees are empowered to be sustainability partners and to actively engage in practices that help meet the organisation's sustainability business outcomes. Robust education and training programs often help build this awareness and engagement, creating a sustainability community within the workplace.

Involving external value chain stakeholders, such as customers, investors and suppliers, often help the achievement of businesses' sustainability outcomes too. Research conducted by Accenture in collaboration with the World Economic Forum on sustainable organisations in 2021 shows that 70 per cent of brands 'prioritise what customers want and need when making decisions', with 59 per cent of Australian consumers believing that it's important that brands 'seek to have a positive social and environmental impact in the future'.¹⁹ It is evident that customer opinion and feedback drives decision-making and prioritisation for businesses. Businesses that lean into involving and getting support from their stakeholders can thrive more successfully in sustainability and become more impactful change makers. In a 2020 study by Accenture, for example, around 72 per cent of executives globally and 72 per cent of executives in Australia put forward that becoming a 'truly sustainable and responsible business' was a top priority for their organisation over the next three years.²⁰

Spotlight on Thankyou

Founded in 2008, Thankyou is an Australian social enterprise with a vision to serve the world's poor by redistributing wealth from consumer spending on their products, making a contribution to reducing extreme poverty. Today, Thankyou partners with Australia's two biggest supermarkets, Coles and Woolworths and is one of the leading fast-moving consumer goods personal care brands in Australia's grocery market.

Partnerships sit at the centre of Thankyou's impact model. The social enterprise donates their profits to partners, alleviating the effects of extreme poverty, providing sustained access to safe water services, increased livelihoods, health services and income generating programs.²¹ To date, they have given over AUD \$17 million to impact partners, serving communities living in extreme poverty. This contributes to SDG 1, striving to end poverty in all its forms by 2030. Their level of influence extends beyond their current impact partners, given their commitment to working with them to address the needs of low-income communities to tackle extreme poverty.

Thankyou has an ambition to create positive impacts both upstream and downstream within their operations, which has inspired them to engage with their suppliers in conversation about the fair work conditions in the supply chain. All of Thankyou's suppliers are evaluated on their code of conduct and compliance, based on the International Labour Organisation and Ethical Trading Initiative standards.

Thankyou's sustainability requests to suppliers are grounded in conversation. The Thankyou team meets with suppliers in person or virtually, ensuring that language barriers are mitigated in an open and collaborative way. The sustainability requirements and standards, why they are important, and how they add value, are communicated transparently. Where those standards are not met, Thankyou supports their suppliers through the data collection process, helping to provide financial subsidies (e.g. the cost of audits and compliance), whilst also collaboratively agreeing continuous improvement goals.

"We recognise that navigating the complexity of requirements can be tough for a small business, as many of our suppliers are. Our approach has never been 'do this or else' but to think about how we might be able to work to make operations more sustainable. We've found approaching supplier conversations with a partnership mindset has enabled us to have a deeper conversation and is having a net positive benefit for our key supply chain stakeholders to achieve our responsible business goals." — Peter Yao, Chief Impact Officer, Thankyou

Spotlight on Calix

Calix is an Australian technology company founded in 2005 with a mission to build products that help to combat global issues, such as climate change, and improving agriculture and aquaculture.

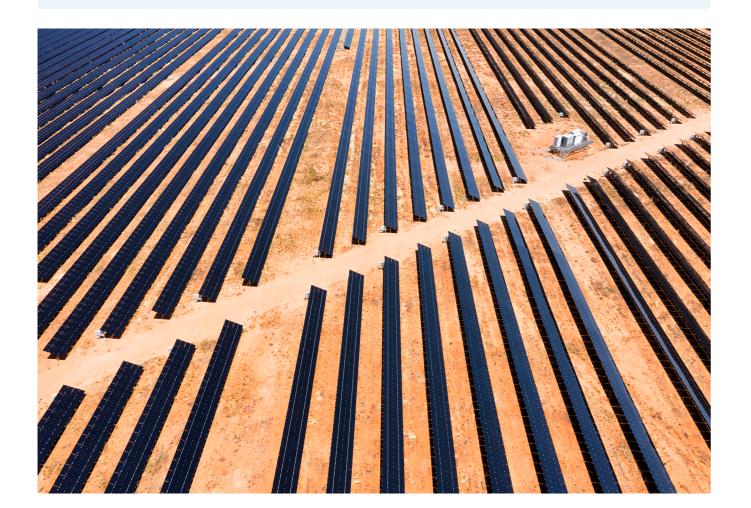
Purpose is core to Australian technology company Calix's operations, however sustainability initiatives and conversations at the executive level were not always accessible across the organisation. The language and acronyms used to denote metrics and issues of sustainability were challenging for employees to translate within their day-to-day activities.

With only a small sustainability team, Calix's senior leadership recognised that they needed to engage employees at all levels to build sustainability awareness and empower employees to identify and implement initiatives across the business's diverse operations and locations.

Calix developed a comprehensive SDG awareness program that focused on educating employees about sustainability and its reach across both environmental and social spheres. The program featured training sessions in small, intimate online calls, so every participant could openly ask questions and discuss their thoughts. This was rolled out to all teams, distributors and partners, across all regions.

The program succeeded in creating an accessible, inclusive conversation about sustainability for all members of the business. Importantly, the program sparked employee-initiated sustainability activities, which are now contributing to the organisation's sustainability goals. An idea-to-action initiative from one employee saved 3825 plastic bottles from landfill at their Bacchus Marsh (Victoria) site in 2021. Calix is now working on a company-wide competition to collect and reward ideas with a commitment to avoid 48 tonnes worth of waste from ending in landfill.

"Sustainability is not a business function, it is a mindset, a revolutionary pathway towards long-term growth... It takes an entire organisation, every single person no matter where they sit within the hierarchy and along the value chain, every decision, idea, and behaviour matter." — Audrey Barucchi, General Manager Marketing, Calix



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Insight 5: Build Networks and Partnerships

When time and resources are limited, businesses that are successful in their sustainability efforts tend to choose to collaborate — with universities, governments, and institutions — capitalising on each other's strengths to collectively advance the sustainability agenda. By leveraging and tapping into the sustainability business ecosystem to achieve common goals, businesses can explore innovative approaches to create new opportunities beyond revenue generation.

Businesses commonly benefit by sharing knowledge and leveraging the collective efforts of others in the sustainability business ecosystem. This can also help them stay ahead of complexities and emerging trends. Especially in areas where businesses may be limited in capacity or expertise, partnering with others helps catalyse new, innovative ideas and support solutions to achieve shared outcomes, which would be difficult to solve alone.²²

Partnering and collaboration are the centerpiece for creating an impact on the SDGs, with SDG 17 being the puzzle piece that ties the SDGs together. Sustainability challenges are far too complex for one single entity to resolve and achieve individually, presenting a greater need for meaningful responses, derived from strong partnerships.²³ All facets of society – businesses, universities, governments, research institutions, not-for-profit organisations, philanthropists, and communities – continue to have a collective responsibility for sustainable development. Cross-industry and multistakeholder partnerships bring together diverse skillsets, mobilise unique strengths and value, and then align efforts to extend the scale of collective impact. The consolidation of resources and capabilities also opens greater possibilities for innovation, research, and development, and accelerates impact towards the achievement of common goals.24

Spotlight on Piping Hot

Established in 1975, Piping Hot is an Australian surf and street clothing brand committed to low-impact materials to reduce the environmental impact of our products, to conserve resources that threaten ocean health and help families save money. Focusing on transparency, circularity and recycled materials, Piping Hot products are sustainably sourced and made with materials that are recycled, recyclable, renewable or biodegradable.

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An ambition to protect and serve the oceans has driven Australian surf wear brand Piping Hot to take innovative approaches to their business operations. This includes a partnership with climate scientists and chemists at the University of Technology Sydney (UTS) to carry out research and development for a new biomaterial made from seaweed. This innovation will act as a sustainable textile alternative to synthetic fibers, sequester carbon from the ocean and reduce the business's environmental impact.

According to Textile Exchange, global fibre production nearly doubled in the last 20 years from 58 million tonnes in 2000 to 109 million tonnes in 2020, and is expected to increase by another 34 per cent to 146 million tonnes in 2030.²⁵ Accenture's Scaling ESG Solutions in Fashion report²⁶ identified that significant effort is required by the industry to reach a 1.5°C pathway for Tier 4 (raw materials extraction).²⁷ This includes reducing new materials and product growth, substituting materials and improving sustainability, as well as bridging the innovation gap — including circularity and regenerative practices.

Piping Hot's partnership with UTS seeks to address many of these critical issues, including transforming the global polyester industry with this Australian innovation. However, capitalising on the partnership is not without its challenges. Venturing into new territory meant that there has been a steep learning curve in validating the concept and defining the business proposition and partnership terms. However, despite its challenges, the cause connects with Piping Hot's purpose of shifting reliance from fossil fuel-based fibres and developing a bio-based solution that could 'revolutionise' their products and impact on the oceans. Although the UTS partnership is in its early stages, the outputs have the potential to open new revenue for Piping Hot in addition to transforming their core product, potentially creating a new material sciences division.

The collaborative approach that Piping Hot takes by partnering with its network enables them to capitalise on individual strengths and offerings, whilst expanding their impact and contribution to the collective sustainability agenda.

"It is an honour and privilege to partner with the distinguished Professor Peter Ralph and the UTS Climate Change Cluster. As part of Piping Hot's mission to defend the oceans, our purpose-led investment into marine biotechnology and material science is of vital importance. Together we intend to impact change though marine science and transform the industry's reliance on fossil fuels." — Stan Wan, CEO and Managing Director, Piping Hot Australia

Conclusion

Successfully embedding the SDGs within business strategies requires businesses to:



Following these five steps sets businesses – and their implementing sustainability leaders – up for success. The experience of Australian businesses interviewed for this report demonstrates the value of aligning the SDGs with businesses' sustainability objectives, embedding progress and success measure to help evaluate, improve and scale sustainability efforts, and leveraging the strengths of internal stakeholders and external partners. Doing so not only helps achieve businesses' goals and objectives, but also delivers progress towards achieving the SDGs.



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²⁵ Accenture (2022c) Scaling ESG Solutions in Fashion. Available at: https://www.accenture.com/_acnmedia/PDF-176/Accenture-Retail-Scaling-ESG-Solution-2022-Edition-Full-Report.pdf (Last accessed 16 September 2022)

²⁶ Ibid. ²⁷ Ibid.

The Ten Principles of the United Nations Global Compact

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.



Human Rights

- **1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **2:** Make sure that they are not complicit in human rights abuses.



Labour

- **3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **4:** The elimination of all forms of forced and compulsory labour;
- **5:** The effective abolition of child labour; and
- **6:** The elimination of discrimination in respect of employment and occupation.



Environment

- 7: Businesses should support a precautionary approach to environmental challenges;
- 8: Undertake initiatives to promote greater environmental responsibility; and
- 9: Encourage the development and diffusion of environmentally friendly technologies.



Anti-Corruption

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

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