

Human Rights Statement

The purpose of this Statement is to affirm Landcom's commitment to human rights, acting to ensure our operations uphold and protect the rights of every person in our value chain.

What are human rights?

Human rights recognise the inherent value of each person, regardless of background, where we live, what we look like, what we think or what we believe. Landcom respects and supports the dignity, health and wellbeing, and human rights of our staff, the workers across our operations and supply chains, and in the communities that we deliver and in which we live.

Landcom is committed to respecting human rights in line with the guidance and principles contained in the [United Nations Guiding Principles on Business and Human Rights](#). The Guiding Principles are the recognised global standard for preventing and addressing business-related human rights harm.

Human Rights is a material matter to Landcom, and our commitment is to *drive positive outcomes for our organisation, communities and stakeholders aligned to universal principles of human rights, emerging issues and diversity and inclusion*.

Best practice

Landcom's approach to human rights is informed by international best practice initiatives, including the United Nations Guiding Principles, [United Nations Global Compact](#) of which Landcom is a signatory, and the Commonwealth [Modern Slavery Act 2018 Guidance for Reporting Entities](#).

Landcom also discloses our contribution to the United Nations Sustainable Development Goals (SDG) annually.

Our approach

Landcom believes that respecting human rights is of growing importance to our staff and teams, stakeholders, suppliers and sub-contractors, industry peers and civil society groups, as well as our customers and communities. The business case and moral motivation for upholding human rights across our operations and supply chains are clear.

Our key focus areas for human rights include:

- Demonstrating global standards of liveability, resilience, inclusion and affordability across our operations and communities;
- Our commitment to diversity and inclusion in the workplace, via our Diversity & Inclusion Action Plan;
- Respecting and acknowledging First Nations by working on the commitments outlined in our Reflect Reconciliation Action Plan which includes collaborating with indigenous communities for meaningful outcomes; and
- Addressing Modern Slavery throughout our supply chain, and in accordance with the Modern Slavery Act 2018.

Operations and supply chains

Landcom recognises that, while governments may have a duty to protect human rights, businesses and organisations of every size have a responsibility to respect human rights. Landcom is committed to acting with due diligence, to avoid having negative impacts on the rights of others, and addressing any such impacts across our operations and supply chains.

Collaboration

Landcom aims to achieve change and continuous improvement by leading and collaborating with others. This informs our approach, supports continuous improvement, and enables shared experiences to influence positive change.

Landcom recognises the important role played by human rights defenders, being responsive to our suppliers and stakeholders, and welcoming dialogue on how we can enhance our respect for human rights.

Awareness and education

Landcom is committed to raising awareness of human rights through our operations and supply chains. We seek to build the capacity of our staff and suppliers to understand, and take action to address, human rights abuses that exist in our operations or supply chains.

Landcom is committed to ensuring human rights are understood, respected, and upheld in accordance with internationally recognised human rights principles.

Procedures

Landcom is committed to robust governance of human rights in our operations and our supply chains. Landcom has policies, codes of conduct, processes, and procedures in place to assess, address, prevent or mitigate human rights risks. We also are committed to remediate any adverse impacts across our operations and supply chains that we may have caused or contributed to.

Through our community and industry partnerships, supplier pre-qualification requirements, contract arrangements and we do our best to ensure everyone is aware of our commitment to human rights, and encourage them to make the same commitments.

Grievance mechanisms

Landcom encourages our staff and suppliers to speak up, without retribution, about any concerns they may have regarding human rights.

Landcom is committed to listening and encouraging dialogue and consultation with a key focus on worker voice and engagement with our supply chains and with our stakeholders.

Remediation

Landcom does not condone or tolerate any abuse of human rights within any part of our operations or supply chains. Landcom will treat any allegations that human rights are not properly respected with due gravity and sincerity.

Our responsibility to respect human rights requires active engagement in remediation, alone or in cooperation with others. Landcom understands the importance of effective remedy whether human rights impacts are reported through internal grievance mechanisms or through external channels.

Contact details

Landcom

Phone (02) 9841 8600

Mail Level 14, 60 Station Street
Parramatta NSW 2150

Disclaimer

Landcom reasonably believes this document is correct at the date of publication but gives no warranty or representation as to its accuracy or completeness. To the extent permitted by law, Landcom (including its agents and employees) disclaims any liability whatsoever in connection with, reliance upon, or use of this document by any person.