***A Positive Impact***

*Everyone is welcome in an Australian hotel – they are the heart of their communities. The spirit of this policy is to work together to leave a lasting, positive imprint on our towns and suburbs, people and the planet we all share. We encourage all AHA members to join us on the journey to drive a positive impact for change.*

***Background***

*The Australian Hotels Association (AHA) is the nation’s peak hospitality group. The AHA has a diverse membership. ranging from country pubs to three, four and five-star international accommodation hotels nation-wide. The AHA has branches in each state and territory representing:*

* *More than 5000 businesses*
* *Generating over $12b in economic benefit*
* *Providing more than 270,000 direct jobs*
* *Supporting over 50,000 community groups*

*The AHA (National) Board and Executive represents more than 5000 members - all having diverse views and in unique circumstances. The majority are mum and dad operators. The AHA National Board and Executive believe, while respecting different views, it is its role to set a general direction for the future. The purpose of this document is to set out the environmental, social and governance (ESG) principles the AHA (National) aspires to uphold in the course of our operations*

***Environmental***

*AHA (National) is committed to the long-term preservation of the Australian and global environment for the benefit of current and future generations. The core focus of our environmental practices is:*

* *To visibly display and champion environmental responsibility*
* *Promote education, awareness and a commitment to our clean energy initiatives*
* *Minimising our impact on the environment*
* *To take a leadership role in promoting waste management and disposal - including the removal of plastics from our industry*

*AHA (National) recognises our responsibility for environmental sustainability practices extend beyond our direct impact or outputs. AHA (National) promotes an active program of ‘reduce, reuse, rework and recycle’ to members and partners and is committed to developing and hosting resources for members to access and assist with making changes to reduce their environmental impact.*

***Social***

*AHA (National) recognises the role our members play in the broader community - indeed, the sense of community is an integral part of our values. Our social practices are focused on:*

* *Inclusion and diversity to deliver equality in the workplace (including at the executive and board levels)*
* *Empowerment with a focus on future leaders*
* *Community relations - in particular our impact on the communities in which we operate to generate a measurable, positive impact*
* *Demonstrate leadership in the responsible service of alcohol and gambling*
* *Respect and promote human rights and ethics in our operations and supply chain*
* *Occupational health and safety in the workplace*

*We also acknowledge the Traditional Custodians of Country throughout Australia and recognise their continuing connection to land, waters and community. We pay our respects to Elders past, present, and emerging and will continue to listen to - and learn from - First Nations voices.*

***Governance***

*AHA (National) recognises the importance of robust and appropriate governance policies, standards and procedures. AHA (National) is also committed to a ‘top-down’ approach to the culture of good governance with a zero tolerance to any breaches policies, standards, and procedures.*

***Internal Governance***

*In addition, AHA (National) employs the following internal governance structures:*

* *AHA (National) Executive Committee of Management Policies, including:*
  + *Performance Evaluation*
  + *Board Charter*
  + *Code of Conduct*
  + *Compliance Lodgement Calendar*
* *AHA (National) Rules and Registered Organisations Commission (ROC) approved AHA (National) Financial Management Training.*

***External Governance***

*AHA (National) employs the following external governance structures:*

* *Registered Organisations Commission*
* *Australian Electoral Commission*
* *Workplace Gender Equality Act 2012*
* *Taxation Administration Act 1953*
* *Payroll Tax Act 2007*
* *Associations Incorporation Reform Act 2012*
* *Traditional Owner Settlement Act 2010*
* *Workplace Injury Rehabilitation and Compensation Act 2013*
* *Australian Securities and Investments Commission*
* *Australian Charities and Not-for-Profits Commission*
* *Australian Accounting Standards Board*
* *Criminal Code Act 1995*
* *Human Rights Act 2004*
* *Environment Protection and Biodiversity Conservation Act 1999*
* *National Greenhouse and Energy Reporting Act 2007*
* *Native Title Act 1993*
* *Modern Slavery Act 2018*