

USCIB COMPENDIUM OF CORPORATE RESPONSIBILITY INITIATIVES

U.S. COUNCIL FOR INTERNATIONAL BUSINESS
CORPORATE RESPONSIBILITY COMMITTEE
2002

COMPILED BY
RANIA JAMAL

U.S. COUNCIL FOR INTERNATIONAL BUSINESS
1212 AVENUE OF THE AMERICAS
NEW YORK, NY 10036-1689

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Preface

The *USCIB Compendium of Corporate Responsibility Initiatives* was prepared by the Corporate Responsibility Committee as a way to bring together a handful of the most well established initiatives so that they may be reviewed and compared. The Corporate Responsibility Committee provides business views on public and private corporate responsibility policies and initiatives to international decision-makers in the United Nations system, the OECD, the International Labor Organization, and regional organizations such as the European Union and NAFTA. USCIB also maintains direct contact with the U.S. Government and Congress on corporate responsibility issues, and conducts regular liaison with private groups involved in the field. The Corporate Responsibility Committee is composed of representatives of a number of USCIB committees, including Environment, Investment, and Labor, and has direct links to various working bodies in the International Chamber of Commerce (ICC), the Business and Industry Advisory Committee to the OECD (BIAC) and the International Organization of Employers (IOE).

The U.S. Council for International Business advances the global interests of American business both at home and abroad. It is the American affiliate of the ICC, IOE, and BIAC. As such, it officially represents U.S. business positions both in the main intergovernmental bodies and vis-à-vis foreign business communities and their governments. USCIB addresses a broad range of policy issues with the objective of promoting an open system of world trade, finance and investment in which business can flourish and contribute to economic growth, human welfare, and protection of the environment.

USCIB develops business positions on the global economy through an extensive network of committees and working groups, comprised of senior-level business representatives from our membership of some 300 global corporations, professional firms and business associations. USCIB members' wide range of concerns, and the depth of substantive expertise they bring to their discussions, gives USCIB the ability to tackle the entire spectrum of bottom-line global policy issues of concern to business.

November 2002

A Business View of Corporate Responsibility

The issue of corporate codes of conduct has gained increased attention from companies, governments, and a range of interest groups over the past few years. The number of codes being developed, the groups engaged in their development, and the issue areas they address have all grown significantly. A recent survey of codes of conduct by the OECD identified 182 codes that met its definition. Additionally, many codes have been designed to reach beyond a national or regional industry sector and seek to address a global audience, although most are still primarily focused on multinational companies.

Stemming from engagement in the 2000 revision of the OECD *Guidelines for Multinational Enterprises* and the development of the UN *Global Compact*, the U.S. Council for International Business has reviewed a number of efforts to develop corporate codes of conduct. This paper is intended to provide an overview of the issues behind the resurgent interest in corporate codes of conduct, and present an objective summary of initiatives by governments, industry groups, and non-governmental organizations to develop and promulgate codes of conduct. To be of interest to the widest possible audience, most of the codes summarized below address a range of issue areas and are addressed to a multi-sectoral audience.

A. Background:

Corporate codes of conduct have been in place in various forms for much of the century. Some early examples coincided with self-regulatory initiatives such as the International Chamber of Commerce model codes on advertising and market practices in the late 1930's. Internal company codes and statements of business practices have expanded in step with the growth of corporate management structures in the 1950's and beyond. Indeed, internal codes and other management tools continue to be developed today on an ever-expanding number of issues. Concerns about the growth of foreign investment and the advent of global or multinational corporations in the 1970's created significant external pressure on companies to adopt codes of conduct or statements of principles. Such concerns also led to the development of a number of government-sponsored codes during that period, most notably the 1976 OECD *Guidelines for Multinational Enterprises* and the 1977 ILO *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy*.

Following the development of the OECD Guidelines and the ILO Declaration, and coinciding with relatively slower growth among many large companies, some of the external pressure on multinational companies faded in the 1980's and the early 1990's. However, with the end of the Cold War and the perceived acceleration of globalization, renewed concerns about the size and influence of multinational enterprises has once again raised the issue to the fore. Further, the number of companies that publish their internal principles and codes publicly, some of which have been in place for decades, has added to the perception of increased activity in this area.

Much of the current debate surrounding corporate codes of conduct is driven by concerns among non-governmental organizations, environmental groups and trade unions, in particular, that multi-national enterprises have somehow become too big and are supplanting government authority through the process of globalization. Alternatively, multinationals are seen by some as a way to circumvent ineffective and inefficient governments in providing basic services to the communities in which they operate, including education and health care. In such cases, codes are used to formalize company commitments in these areas. Lastly, investment companies and socially responsible investor groups use codes and/or detailed surveys to measure companies environmental and social performance, providing a screen for stock portfolios targeted to investors committed to social, environmental, or ethical considerations.

B. Key Characteristics of Codes:

As codes are developed to address particular issues at a given time by a specific group of actors, they vary greatly from one to another. However, codes of conduct can be broadly defined as commitments voluntarily made by companies, associations, or other organizations that put forth standards and principles of business conduct in the marketplace, and are thus primarily market-driven. This definition includes self-obligations and negotiated instruments, but does not include codes of corporate governance.

Codes of conduct can be differentiated according to two key characteristics. First, codes vary according to the issue areas they cover; the OECD survey categorized five main areas of conduct: 1) Fair Business Practices; 2) Observance of the Rule of Law; 3) Fair Employment and Labor Rights; 4) Environmental Stewardship; and 5) Corporate Citizenship (www.oecd.org/ech/index_2.htm). An issue not addressed by the OECD that has received much attention recently is the corporate role in protecting human rights. While many early codes were designed to address a single particular issue such as environmental protection, more recent codes of conduct have sought to address a range of issues in a single initiative.

Second, codes vary according to the sponsoring organization or partnership. Most existing codes have been developed by individual companies for use in their own operations and management. Codes have also been developed by business associations and groups of companies brought together by their common interest in a particulate issue area. An example is the international chemical industry's *Responsible Care* program. A growing number of codes are being developed by other interest groups, including trade unions, environmental groups, and human rights organizations. A small minority, including the Social Accountability International's *Social Accountability 8000*, involve a fee-based monitoring function. And finally, governments have developed codes both individually and as part of intergovernmental negotiations, examples of which are listed below.

C. Corporate Objectives in Adopting or Supporting Codes:

The decision to adopt a corporate code of conduct, and if so, which one, will depend on the objectives of the individual company and the relative value added each code or initiative provides the company. The primary audience for many codes remains the company itself, namely its business units, managers, employees, and shareholders. In such cases, external involvement may be deemed unnecessary. Other companies may adopt a code to signal its sound business practices to current or potential host governments, thereby maintaining or enhancing the company's license to operate. Additionally, codes may be used to communicate a company's involvement with the communities in which it operates, in which case local or national frameworks may be best suited. Finally, codes are targeted to a company's customers or suppliers, enhancing brand image and protecting the supply chain, respectively.

Given the growing number of codes of conduct and the range of issue areas they address, a more recent factor in a company's decision-making is the desire to prevent or at least minimize redundancies among the codes that a company has adopted. Many codes, particularly those developed by governments, are framed as a dedicated program within each supporting company to implement the code, employing unique input mechanisms and/or reporting obligations that could easily drain resources where multiple codes are implemented. A related issue is that of verification and monitoring of compliance, with some codes requiring third-party verification or some level of external monitoring; whether a code employs such mechanisms and the degree of intrusion may be a significant factor in determining company support.

Moreover, the trend toward multi-issue codes has led to the development of substantially identical codes that vary only in sponsoring organizations and/or geographic representation. Recent examples indicate that geography plays a key role in such cases.

D. USCIB Compendium

The *USCIB Compendium of Corporate Responsibility Initiatives* provides a brief overview of several corporate responsibility initiatives available for companies to implement. The compendium details key information on 23 of the major corporate responsibility initiatives through an objective survey of the information contained in the initiatives or made available by the organizations promoting them. It is intended for use as a reference guide for companies to compare initiatives and identify sources of further information. The initiatives are organized by the type of institution from which they originated: governmental and intergovernmental, private sector, and non-governmental organization. Within these categories, each initiative is introduced by a summary page highlighting several key characteristics of the code, such as the sponsor, the principles covered and the implementation procedures. In addition, at the bottom of each summary page is a web link to the complete online version of the code of conduct. In the printed version of the compendium each summary is followed by a copy of the original initiative in its entirety.

Governmental and Intergovernmental Initiatives

ILO TRIPARTITE DECLARATION OF PRINCIPLES CONCERNING MULTINATIONAL ENTERPRISES AND SOCIAL POLICY
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Established	Adopted in 1977, revised in March 2000
Sponsor	International Labor Organization
Players in development	Governments, employers' and workers' organizations
Target audience	Governments, employers' and workers' organizations, and multinational enterprises
Purpose	The MNE Declaration seeks to encourage the positive contribution multinational enterprises make to economic and social progress and to minimize and resolve the difficulties to which their various operations may give rise.
Principles covered	Employment promotion, equality of opportunity and treatment, security of employment, training, wages, benefits and conditions of work, minimum age, child labor, safety and health, freedom of association and the right to organize, collective bargaining, consultation, examination of grievances, and settlement of industrial disputes
Source documents	<i>Universal Declaration of Human Rights</i> , ILO conventions
Implementation procedures	Periodic surveys are conducted to monitor the effect given to the Declaration by MNEs, governments, and employers' and workers' organizations. A summary and an analysis of the replies received from ILO member governments and employers' and workers' organizations are submitted to the ILO Governing Body for discussion. In the event of disagreement over the application of the Declaration, the parties, using a procedure instituted in 1981, may submit a request to the ILO for an interpretation of the meaning of its provisions.
Reporting requirements and verification	No reporting requirement.
Partnership/Dialogue Process/Interaction	The ILO Governing Body, consisting of ILO member governments and employers' and workers' organizations, reviews and discusses the summary and analysis of the periodic surveys, and agrees on future ILO projects on multinational enterprises and social policy.
Participants	Companies do not sign on or endorse.
Contact information	Multinational Enterprises Programme International Labor Office 4, Route des Morillons CH-1211 Geneva 22 Switzerland <div style="text-align: right;"> Tel: 41 22 799 64 81 Fax: 41 22 799 63 54 E-mail: multi@ilo.org </div>
Web site	www.ilo.org/public/english/employment/multi/tridecl/decl.htm#decl

OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES	
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Established	Adopted in 1976, revised in June 2000
Sponsor	Organization for Economic Cooperation and Development (OECD)
Players in development	OECD member governments, the Business and Industry Advisory Committee (BIAC) to the OECD, the Trade Union Advisory Committee (TUAC) to the OECD, and non-governmental organizations
Target audience	Multinational enterprises from OECD member countries and countries adhering to the <i>OECD Declaration on International Investment and Multinational Enterprises</i>
Purpose	The OECD Guidelines set forth non-binding recommendations to enterprises in key areas of business conduct. They encourage the positive contributions that multinational enterprises can make to economic, social and environmental progress.
Principles covered	Disclosure, employment and industrial relations, environment, combating bribery, consumer interests, science and technology, competition, and taxation
Implementation procedures	<p>National Contact Points (NCPs): Adhering countries must set up NCPs for undertaking promotional activities, handling inquiries and for discussions with the parties concerned on all matters covered by the Guidelines. NCPs in different countries shall cooperate if such need arises. NCPs meet annually to share experiences and report to the Committee on International Investment and Multinational Enterprises.</p> <p>Committee on International Investment and Multinational Enterprises (CIME): The CIME meets periodically to exchange of views on matters covered by the Guidelines. These meetings include consultations with the BIAC, TUAC, and NGOs. The CIME provides clarifications of the Guidelines and holds exchanges of views on the activities of NCPs.</p>
Reporting requirements and verification	<p>National Contact Points: The NCPs contribute to the resolution of issues that arise relating to the implementation of the Guidelines, offer a forum for discussion and recommendations on the implementation of the Guidelines. Each NCP reports annually to the CIME and reports contain information on the nature and results of the activities of the NCP.</p> <p>Committee on International Investment and Multinational Enterprises: In response to requests from NCPs, CIME makes clarifications on the Guidelines.</p>
Participants	Companies do not sign on or endorse.
Contact information	<p>Organization for Economic Cooperation and Development DAFE/CMIS (Guidelines) 2, Rue André Pascal 75775 Paris Cedex 16 France</p> <p style="text-align: right;">E-mail: daf.contact@oecd.org</p>
Web site	www.oecd.org/daf/investment/guidelines

UN GLOBAL COMPACT	
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Established	July 2000
Sponsor	UN Secretary General
Players in development	Secretariat of the United Nations
Target audience	Companies of all sizes from UN member countries
Purpose	The UN Global Compact is a voluntary initiative that seeks to provide a global framework to promote sustainable growth and good citizenship through committed and creative corporate leadership.
Principles covered	Protection of internationally proclaimed human rights, complicity in human rights abuses, freedom of association and the right to collective bargaining, forced labor, child labor, elimination of discrimination, precautionary approach to environmental challenges, promotion of greater environmental responsibility, and diffusion of environmentally friendly technologies
Source documents	<i>Universal Declaration of Human Rights, ILO Declaration of Fundamental Principles and Rights at Work, and Rio Declaration on Environment and Development</i>
Implementation procedures	<ul style="list-style-type: none"> ➤ A company wishing to engage in the Global Compact must send a letter from the chief executive officer to the Secretary-General, expressing support for the Global Compact. ➤ Issue a clear statement of support for the Global Compact and the nine principles, and publicly advocate the Global Compact. ➤ Provide, once a year, a concrete example of progress made or a lesson learned in implementing the principles, for posting on the Global Compact website.
Reporting requirements and verification	Businesses provide, once a year, a concrete example of progress made or a lesson learned in implementing the principles, for posting on the Global Compact Web site. An online template is available.
Partnership/Dialogue Process/Interaction	<p>Global Compact Learning Forum: The examples of actions in support of the nine principles form the basis of a learning bank of best practices in implementing the principles. Companies may also volunteer their examples to be expanded into business case studies.</p> <p>Advisory Council: A group of senior business executives, international labor leaders, and heads of civil society organizations with the purpose of enhancing the quality and impact on company participation in the Global Compact and making recommendations on standards of participation.</p> <p>Policy Dialogues: The Global Compact Office organizes annual policy dialogues on contemporary globalization challenges. Participation in the dialogues is optional.</p> <p>Partnership Projects: The Global Compact encourages companies to engage in partnerships in collaboration with UN agencies. Entering into partnership projects is optional.</p>
Participants	Companies predominantly from Europe and developing countries.
Contact information	<p>Global Compact Executive Office of the Secretary-General United Nations Compact New York, NY 10017 United States</p> <p style="text-align: right;">Tel: George Kell 212-963-1490 E-mail: globalcompact@un.org</p>
Web site	www.unglobalcompact.org

UNEP FINANCIAL INSTITUTIONS STATEMENT ON THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

Established	Adopted in 1992, revised in May 1997
Sponsor	United Nations Environment Programme (UNEP)
Players in development	Non-governmental organizations and financial institutions
Target audience	Financial institutions
Purpose	Companies that sign on to the UNEP Financial Institutions Statement pledge their responsibility to sustainable development through the interaction between economic and social development and environmental protection. It encourages the integration of environment considerations into the policies and practices of the financial sector's operations and services. Additionally, this initiative is anticipated to promote private environmental investment.
Principles covered	Sustainable development, environmental management and financial institutions, prevention of environmental degradation, risk assessment, energy efficiency, compliance from business partners, and increased public awareness
Implementation procedures	To become a member, financial institutions must either endorse the UNEP Statement or submit a publicly stated corporate policy on the environment to the UNEP. All companies are asked to complete a registration form, and include a copy of their endorsement to the Statement or their corporate policy on the environment to be considered a member.
Reporting requirements and verification	Financial institutions are asked to recognize the need to conduct internal environmental reviews on a periodic basis, to publish a statement of their environmental policy, and to periodically report on the steps they have taken to promote incorporation of environmental concerns into their operations.
Partnership/Dialogue Process/Interaction	Companies are encouraged to participate in UNEP's annual regional and international roundtable meetings and other special events sponsored by the initiative. The initiative is directed by a steering committee comprised of 11 representatives from member institutions and UNEP. Member institutions attend one Steering Committee meeting each year.
Participants	Signatories include roughly 200 financial institutions ranging from commercial banks, investment banks, venture capitalists, and multi-lateral development banks and agencies. The list can be found at: http://unepfi.net/fii/signatories_alpha.htm
Contact information	Mr. Paul Clements-Hunt Coordinator, Financial Initiatives United Nations Environmental Programme 15 Chemin des Anemones CH-1219 Chatelaine Geneva Switzerland Tel: 41 22 917 8116 Fax: 41 22 796 9240 E-mail: pch@unep.ch
Web site	http://unepfi.net/fii/english.htm

U.S. MODEL BUSINESS PRINCIPLES	
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Established	1996
Sponsor	U.S. Department of Commerce
Players in development	The Clinton Administration, in extensive consultations with business and labor leaders and members of the non-governmental organization community
Target audience	U.S. companies
Purpose	The Model Business Principles are a voluntary set of guidelines for companies to recognize the positive role of U.S. business in upholding and promoting universal standards of human rights. The model statement serves as a reference point and companies are encouraged to develop their own codes of conduct that are appropriate to their individual and specific situations.
Principles covered	Health and safety, forced labor, child labor, nondiscrimination, freedom of association and collective bargaining, environmental protection, competition, bribery and improper benefits, improper involvement in local political activities, free expression, political coercion, and community development
Source documents	<i>ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, OECD Guidelines for Multinational Enterprises</i>
Implementation procedures	The U.S. Model Business Principles are a guide for companies to implement, adapt and monitor their own internal principles, therefore there are no implementation procedures. This has remained a very dormant and hard to locate initiative.
Reporting requirements and verification	No reporting requirement.
Participants	Companies do not sign on or endorse.
Contact information	U.S. Department of Commerce Office of the Assistant Secretary for International Trade 14 th Street and Constitution Avenue, N.W. Washington, DC 20210 United States Tel: 202-482-5151
Web site	www.itcilo.it/english/actrav/telearn/global/ilo/guide/usmodel.htm

VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS	
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Established	December 2000
Sponsor	Governments of the United States and the United Kingdom
Players in development	Governments of the United States and the United Kingdom, companies in the extractive and energy sectors, non-governmental organizations, and trade unions
Target audience	Extractive and energy industry companies
Purpose	The Principles were developed as a voluntary guide for companies to maintain the safety and security of their operations within an operating framework that ensures respect for human rights and fundamental freedoms.
Principles covered	Potential for violence, human rights records, conflict analysis, equipment transfers, security arrangements, responses to human rights abuses, interactions between companies and private security
Source documents	<i>Universal Declaration of Human Rights, UN Code of Conduct for Law Enforcement Officials, UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, ILO Declaration on Fundamental Principles and Rights at Work</i>
Implementation procedures	Participating companies are expected to: <ul style="list-style-type: none"> ➤ Engage in open and substantive dialogue with human rights and development NGOs. ➤ Raise human rights and other governance issues directly with host country governments. ➤ Consider carefully and substantively the human rights aspects of their security arrangements. ➤ Develop, implement and promote high standards of corporate responsibility and best practices together with other companies globally and in the local communities where they operate.
Reporting requirements and verification	No reporting requirement.
Partnership/Dialogue Process/Interaction	Accountability is built into the initiatives through the formation of four advisory committees in Nigeria, Indonesia, Colombia and an overall office in Washington. These committees will provide a visible and effective means for those parties engaged in the initiative to convey concerns about security and human rights.
Participants	Seven U.S. and U.K. based extractive and energy industry companies
Contact information	Ms. Maria Pica Bureau of Democracy, Human Rights & Labor U.S. Department of State Washington, D.C. 20520-6810 United States Tel: 202-736-7018 Fax: 202-647-5283 E-mail: picam@state.gov
Web site	www.state.gov/g/drl/rls/2931.htm

Company-led Initiatives

CAUX PRINCIPLES FOR BUSINESS

Established	1994
Sponsor	Caux Round Table (CRT), a network of business leaders from Japan, Europe and North America
Players in development	Multinational enterprises
Target audience	Multinational enterprises
Purpose	The Caux Principles are a guide for companies to develop, re-examine, implement and monitor their own internal principles. The Principles state that the real value of any set of principles is in its use and implementation in day-to-day business activities.
Principles covered	<ul style="list-style-type: none"> ➤ General: Economic and social impact of business, business behavior, respect for rules, support for multilateral trade, respect for the environment, and avoidance of illicit operations. ➤ Stakeholder: Businesses have a responsibility to customers, employees, owners/investors, suppliers, competitors, and communities.
Implementation procedures	The Caux Principles are a guide for companies to develop, re-examine, implement and monitor their own internal principles, as a result there are no implementation procedures.
Reporting requirements and verification	No reporting requirement.
Partnership/Dialogue Process/Interaction	The CRT believes that solutions to complex global issues require the cooperative efforts of business, government and other institutions. The partnership developed in many cities where business collaborates with local authorities, central government, education, emergency services and special interest groups could be adapted to global initiatives. Business needs to consider its role and approach in establishing a constructive business network embracing its principal world centers, developing dialogue with relevant public institutions, and mounting and funding agreed initiatives and action programs.
Participants	Companies do not sign on or endorse.
Contact information	<p>Mr. Stephen B. Young Global Executive Director Caux Institute for Global Responsibility RR 2, Box 239 Waterville, MN 56096 United States</p> <p style="text-align: right;">Tel: 507-362-4916 Fax: 507-362-4820 Email: CauxRT@aol.com</p>
Web site	www.cauxroundtable.org/ENGLISH.HTM

ETHICAL TRADING INITIATIVE	
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Established	September 1998
Sponsor	The Ethical Trading Initiative (ETI) is an alliance of companies, non-governmental organizations and trade union organizations.
Players in development	Companies, non-governmental organizations, trade unions and departments of the British Government
Target audience	Companies, non-governmental organizations, and trade unions
Purpose	The ETI seeks to acquire experience in the implementation of codes of labor practices. In addition, the ETI aims to develop and encourage the use of a widely endorsed standards, embodied in codes of conduct, and monitoring and auditing methods.
Principles covered	Forced labor, freedom of association and collective bargaining, health and safety, child labor, living wage, mandatory overtime, discrimination, fair employment relationships, and inhumane treatment
Source documents	<i>Universal Declaration on Human Rights, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, OECD Guidelines for Multinational Enterprises, and ILO conventions</i>
Implementation procedures	A participating company must explicitly endorse its membership of the ETI, the code and its implementation process, and communicates this commitment throughout the company and to suppliers and sub-contractors. The company ensures that human and financial resources are provided to meet its stated commitments, and that all relevant personnel are provided with the appropriate training and guidelines. Companies agree to negotiate and implement the proper corrective action with suppliers who fail to observe the guidelines of the code, and to terminate any business relationship with suppliers who severely breach the code.
Reporting requirements and verification	Member companies must accept that their implementation of the codes will be assessed through monitoring and independent verification. Additionally, members must provide annual reports to an agreed standard for content and format, detailing their progress in the area of ethical trade and submit them to the ETI. This will serve to reinforce members' commitment to transparency and public accountability, and to provide a basis for the ETI to assess continuing membership eligibility. The ETI will publish an Annual Report that summarizes the progress that has been made and covers related aspects of ethical trade.
Participants	30 mostly U.K. based companies. A list can be found at: www.eti.org.uk/pub/members/list/main/index.shtml
Contact information	Ethical Trading Initiative 2nd Floor Cromwell House 14 Fulwood Place London WC1V 6HZ United Kingdom Tel: 44 (0) 20 7404 1463 Fax: 44 (0) 20 7831 7852 E-mail: eti@eti.org.uk
Web site	www.eti.org.uk/pub/publications/purprinc/en/index.shtml

FAIR LABOR ASSOCIATION	
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Established	November 1998, amended in October 2001
Sponsor	Apparel Industry Partnership
Players in development	Consumer, human and labor rights groups, as well as ten leading apparel and footwear manufacturers and retailers, and 157 colleges and universities
Target audience	Apparel and footwear manufacturers and retailers
Purpose	The FLA Charter has created an industry-wide code of conduct and monitoring system that will hold companies publicly accountable for their labor practices. The FLA will accredit the independent monitors, certify that companies are in compliance with the Code of Conduct, and serve as a source of information for the public.
Principles covered	Forced labor, child labor, harassment or abuse, nondiscrimination, health and safety, freedom of association and collective bargaining, wages and benefits, overtime compensation, and hours of work
Source documents	ILO conventions
Implementation procedures	A participating company must: <ul style="list-style-type: none">➤ Establish clear monitoring standards;➤ Create an informed workplace;➤ Develop an information database;➤ Establish a program to train company monitors;➤ Conduct periodic visits and audits;➤ Provide employees with opportunities to report noncompliance;➤ Establish relationships with labor, human rights, religious or other local institutions;➤ Establish means of remediation; and➤ Provide for monitoring and auditing by independent external monitors.
Reporting requirements and verification	Companies are required to provide a complete report evaluating the company's compliance with the workplace standards. This must include whether the company has timely remediated instances of noncompliance, a summary of the company's internal monitoring process, and the identity of accredited independent external monitors.
Participants	There are twelve prominent apparel and footwear manufacturers that have become members of the FLA. A complete list can be found at: www.fairlabor.org/html/affiliates/corporate.html
Contact information	Fair Labor Association 1420 K Street, N.W. Suite 400 Washington, DC 20005 United States Tel: 202-898-1000
Web site	www.fairlabor.org/html/CodeOfConduct/index.html or www.fairlabor.org/html/amendctr.html (full-text)

GLOBAL CORPORATE CITIZENSHIP: THE LEADERSHIP CHALLENGE FOR CEOs AND BOARDS

Established	2002
Sponsor	World Economic Forum
Players in development	Task force of World Economic Forum CEOs and Prince of Wales International Business Leaders Forum
Target audience	Chief executives, chairmen, board directors and executive management teams
Purpose	This is a joint statement by a task force WEF CEOs that recommends a <i>Framework for Action</i> to be used by business leaders to develop a strategy for managing a company's impact on society and its relationships with stakeholders. The framework produces a template for a leadership process within the company and is intended to be complementary to the various voluntary corporate citizenship principles and guidelines that have been developed in specific issue areas.
Principles covered	<p>Principles will vary in nature and importance from industry to industry and location to location. In most cases, however, global corporate citizenship will include elements of:</p> <ul style="list-style-type: none">➤ Good corporate governance and ethics➤ Responsibility for people➤ Responsibility for environmental impacts➤ Broader contribution to development
Implementation procedures	<ol style="list-style-type: none">1. <i>Provide Leadership</i>: Set the strategic direction for corporate citizenship in your company and engage in the wider debate on globalization and the role of business in development.2. <i>Define what it means for your company</i>: Define the key issues, stakeholders and spheres of influence which are relevant for corporate citizenship in your company and industry.3. <i>Make it happen</i>: Establish and implement appropriate policies and procedures and engage in dialogue and partnership with key stakeholders to embed corporate citizenship into the company's strategy and operations.4. <i>Be transparent about it</i>: Build confidence by communicating consistently with different stakeholders about the company's principles, policies and practices in a transparent manner, within bounds of commercial confidentiality.
Reporting requirements and verification	Business leaders play a role in agreeing the most appropriate indicators or other methods for assessing the company's performance and directing and monitoring progress against these. Once the company has decided how best to evaluate its progress against the issues or stakeholders identified as being important, senior management has a role to play in communicating this externally and in ensuring that such communication is regular and consistent.
Participants	About 40 chief executive officers from a variety of sectors and regions have currently signed the document.
Contact information	World Economic Forum 91-93 route de la Capite 1223 Coligny / Geneva Switzerland Tel: 41 22 869 1212 Fax: 41 22 786 2744 E-mail: contact@weforum.org
Web site	www.weforum.org/corporatecitizenship

GLOBAL SULLIVAN PRINCIPLES	
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Established	November 1999
Sponsor	International Foundation for Education and Self-Help
Players in development	Reverend Leon Sullivan, multinational enterprises, and non-governmental organizations
Target audience	Companies of any size
Purpose	The Global Sullivan Principles seek to support economic, social and political justice by companies where they do business and thereby help to enhance the quality of life for communities, workers and children.
Principles covered	Human rights, equal opportunity, worker treatment, child labor, forced labor, female abuse, freedom of association, compensation for basic needs, health and safety, fair competition, community development, and promotion of principles with suppliers and contractors
Implementation procedures	Each supporting company is asked to provide an annual update of progress against its Global Sullivan Principles' commitment to develop and implement company policy, procedures, training, and internal reporting structures to ensure commitment to the Principles. At the local level, operations facilities and local companies will be accountable to their parent companies that have supported the Global Sullivan Principles.
Reporting requirements and verification	Requirements include that companies must demonstrate how they have integrated the Principles into their operations by providing an annual report charting the company's performance in regards to the broad guidelines put forth by the Principles. All reports submitted will be made available on the Global Sullivan Principles website.
Partnership/Dialogue Process/Interaction	An annual meeting of supporting companies and organizations will be convened for the purpose of sharing rewards, challenges and experiences of implementing the Principles. Additionally, this annual meeting will seek to establish a climate of collaboration with others (intergovernmental bodies, NGOs, and business organizations) who are similarly committed to the goals of the Principles.
Participants	More than 50 predominately U.S.-based multinational enterprises. A list can be found at: www.globalsullivanprinciples.org/Endorser_list_July_1_02.PDF
Contact information	International Foundation for Education and Self-Help 5040 East Shea Boulevard Suite #260 Scottsdale, AZ 85254-4610 United States Tel: 480-443-1824 Fax: 480-661-5407 E-mail: ifesh@ifesh.org
Web site	www.globalsullivanprinciples.org

ICC BUSINESS CHARTER FOR SUSTAINABLE DEVELOPMENT

Established	1991
Sponsor	International Chamber of Commerce (ICC)
Players in development	ICC affiliates and multinational enterprises
Target audience	Companies of any size
Purpose	The objective is to receive commitment from the widest range of enterprises to improve their environmental performance in accordance with these Principles, to have in place management practices to effect such improvement, to measure their progress, and to reporting this progress as appropriate internally and externally.
Principles covered	Environmental management as corporate priority, employee education, environmental impact of products and services, facilities and operations, energy and materials, waste generation, contractors and suppliers, contributing to the common effort, openness to concerns. (Note: the term environment as used also refers to environmentally related aspects of health, safety and product stewardship.)
Implementation procedures	The Principles should be used as a basis for pursuing improved environmental performance and to express publicly their support. Individual programs to implement these Principles will reflect the wide diversity among enterprises in size and function. The Principles recommend that businesses integrate the policies, programs and practices fully into each business as an essential element of management in all its functions. Additionally, businesses should continue to improve corporate policies, programs and environmental performance taking into account technical developments.
Reporting requirements and verification	Businesses should measure environmental performance, conduct regular environmental audits and assessments of compliance with company requirements, legal requirements and these principles; and periodically provide appropriate information to the Board of Directors, shareholders, employees, the authorities and the public.
Partnership/Dialogue Process/Interaction	ICC hosts regional environmental management seminars with UNEP to follow up on the principles of the Charter.
Participants	Accepted by ICC membership of 7,000 companies from 130 different countries, however, individual companies do not sign on or endorse.
Contact information	<p>Ms. Tina Launois Energy & Environment International Chamber of Commerce 38 Cours Albert 1er 75008 Paris, France</p> <p style="text-align: right;">Tel: 33 1 49 53 28 28 Fax: 33 1 49 53 28 59 E-mail: tina.launois@iccwbo.org</p>
Web site	www.iccwbo.org/home/environment/charter.asp

ICC BUSINESS IN SOCIETY: MAKING A POSITIVE AND RESPONSIBLE CONTRIBUTION	
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Established	March 2002
Sponsor	International Chamber of Commerce (ICC)
Players in development	ICC affiliates and multinational enterprises
Target audience	Companies of any size
Purpose	The main purpose of this document is to make practical suggestions to companies on how to approach corporate responsibility issues. The intention is to help position individual company principles in the existing framework of generic business principles, government codes, new initiatives and broader societal values. The documents secondary purpose is to explain to those outside business how companies can approach corporate responsibility issues.
Principles covered	Business principles should reflect the values based in the ICC <i>Business Charter for Sustainable Development</i> , in the ICC <i>Rules of Conduct on Extortion and Bribery in International Business</i> and in various ICC marketing and advertising codes.
Implementation procedures	Nine practical steps to responsible business conduct: <ul style="list-style-type: none">➤ Confirm CEO/board commitment to give priority to responsible business conduct.➤ State company purpose and agree on company values.➤ Identify key stakeholders.➤ Define business principles and policies.➤ Establish implementation procedures and management systems.➤ Benchmark against selected external codes and standards.➤ Set up internal monitoring.➤ Use language that everyone can understand.➤ Set pragmatic and realistic objectives.
Reporting requirements and verification	There is no reporting requirement. Internal monitoring of compliance, external reporting of performance and independent assurance are matters that should be decided by the companies themselves.
Participants	Accepted by ICC membership of 7,000 companies from 130 different countries, however, individual companies do not sign on or endorse.
Contact information	Mr. Stefano Bertasi Program Manager Commission on Business in Society International Chamber of Commerce 38 Cours Albert 1er 75008 Paris, France Tel: 33 1 49 53 28 90 Fax: 33 1 49 53 28 59 E-mail: stefano.bertasi@iccwbo.org
Web site	http://www.iccwbo.org/home/news_archives/2002/businsocdoc.asp

WORLDWIDE RESPONSIBLE APPAREL PRODUCTION PRINCIPLES	
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Established	1998
Sponsor	American Apparel and Footwear Association
Players in development	The apparel manufacturing community, human rights groups, public interest groups, development agencies and the licensing community.
Target audience	Apparel manufacturing companies
Purpose	The WRAP Principles are core standards for production facilities participating in the WRAP Certification Program. The purpose of the Program is to independently monitor and certify compliance with these socially responsible global standards for manufacturing, and ensure that sewn products are produced under lawful, humane and ethical conditions. An important element of the WRAP Certification Program will be the commitment by companies who source apparel or license trademarks – WRAP Supporters — to increasingly rely on certified factories to satisfy their production needs.
Principles covered	Laws and workplace regulations, prohibition of forced labor, prohibition of child labor, prohibition of harassment or abuse, compensation and benefits, hours of work, prohibition of discrimination, health and safety, freedom of association and collective bargaining, environment, customs compliance, and drug interdiction
Implementation procedures	Participating companies voluntarily agree that their production and that of their contractors will be certified by the WRAP Certification Program as complying with the WRAP Principles.
Reporting requirements and verification	WRAP Certification Program is a three-step process: 1. Self Assessment. The factory must apply and be registered in the WRAP Certification Program. Factory management performs the self-assessment of its facility with the WRAP Self-Assessment and Monitoring Handbook to determine if their facility complies with the WRAP Principles. 2. Independent Monitoring: The factory contracts and schedules the selected independent monitor to perform an onsite evaluation visit. 3. Final Review and Follow-up: Following the satisfactory recommendation from the independent monitor, including a Facility Monitoring Report, the WRAP Certification Board will review the documentation of compliance and decide upon certification.
Participants	115 manufacturers of sewn products from 15 countries
Contact information	Worldwide Responsible Apparel Production 200 North Glebe Road, Suite 1016 Arlington, VA 22203 United States Tel: 703-243-0970 Fax: 703-243-8247 E-mail: INFO@Wrapapparel.org
Web site	www.wrapapparel.org

NGO-led Initiatives

ACCOUNTABILITY 1000

Established	Adopted in November 1999 (to be revised in 2002)								
Sponsor	Institute of Social and Ethical AccountAbility								
Players in development	Academics, non-governmental organizations, companies, and social accounting professionals								
Target audience	Companies								
Purpose	AA1000 is focused on securing the quality of social and ethical accounting, auditing and reporting. It is a foundation standard, and as such can be used in two ways: as a common currency to underpin the quality of specialized accountability standards; and as a stand-alone system and process for managing and communicating social and ethical accountability and performance. AA1000 is currently undergoing revision based on a program of learning and consultation with AccountAbility's international council, its membership and broader network (with users and non-users alike) and backed by detailed research. The new Series will consist of the existing core AA1000 Framework plus an evolving program of specialized modules.								
Principles covered	Left to the company to define its own code of conduct								
Implementation procedures	<ul style="list-style-type: none"> ➤ Planning: The company commits to the process, and defines and reviews its values and social and ethical objectives and targets. ➤ Accounting: The scope of the process is defined, information is collated and analyzed, and performance targets and improvement plans are developed. ➤ Embedding: To support each of these stages, structures and systems are developed to strengthen the process and to integrate it into the organization's activities. ➤ Stakeholder engagement: Stakeholders are engaged in planning, accounting, embedding, auditing and reporting. 								
Reporting requirements and verification	A report (written or verbal communication) on the company's systems and performance is prepared, the process (including the social and ethical reporting) is externally audited, the report is made accessible to stakeholders, and stakeholder feedback is obtained.								
Partnership/Dialogue Process/Interaction	AccountAbility holds an Annual General Meeting (AGM) to provide its members with opportunities to engage with and contribute to AccountAbility's activities. AccountAbility's Innovation through Partnership program is an ongoing program exploring how engaging with stakeholders, particularly low-moderate income community groups, can enable business innovation and organizational learning.								
Participants	Predominately U.K. based companies								
Contact information	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">Institute of Social and Ethical AccountAbility</td> <td style="width: 40%; text-align: right;">Tel: 44 (1) 20 7549 0400</td> </tr> <tr> <td>Unit A, 137 Shepherdess Walk</td> <td style="text-align: right;">Fax: 44 (0) 20 7253 7440</td> </tr> <tr> <td>London N1 7RQ</td> <td></td> </tr> <tr> <td>United Kingdom</td> <td style="text-align: right;">E-mail: secretariat@accountability.org.uk</td> </tr> </table>	Institute of Social and Ethical AccountAbility	Tel: 44 (1) 20 7549 0400	Unit A, 137 Shepherdess Walk	Fax: 44 (0) 20 7253 7440	London N1 7RQ		United Kingdom	E-mail: secretariat@accountability.org.uk
Institute of Social and Ethical AccountAbility	Tel: 44 (1) 20 7549 0400								
Unit A, 137 Shepherdess Walk	Fax: 44 (0) 20 7253 7440								
London N1 7RQ									
United Kingdom	E-mail: secretariat@accountability.org.uk								
Web site	www.accountability.org.uk								

AMNESTY INTERNATIONAL HUMAN RIGHTS GUIDELINES FOR COMPANIES
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Established	September 1998
Sponsor	Amnesty International UK Business Group
Players in development	Amnesty International's Business Group, which is made up of Amnesty International members with backgrounds in commerce and industry
Target audience	Companies of any size
Purpose	The Guidelines seek to assist companies when they are in situations where they must tackle and manage human rights violations or the potential for such violations.
Principles covered	Human rights, security, community engagement, freedom from discrimination, freedom from slavery, health and safety, and security management in general
Source documents	<i>Universal Declaration of Human Rights, ILO conventions, ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, UN Basic Principles on the Use of Force and Firearms, and UN Code of Conduct for Law Enforcement Officials</i>
Implementation procedures	<p>The integration of human rights considerations into the fabric of a company's operations requires an explicit policy that should include:</p> <ul style="list-style-type: none"> ➤ Public support of the <i>Universal Declaration of Human Rights</i>. ➤ Address how human rights issues and safeguards will be raised with the authorities. ➤ Determine clear responsibilities for dealing with human rights matters, and introduce a system for monitoring and reviewing the policy.
Reporting requirements and verification	Companies should maintain their own internal accounting controls that are periodically verified by outside independent auditors to ensure integrity. Similarly, there should also be periodic independent verification of these procedures and the reports they generate.
Participants	Companies do not sign on or endorse.
Contact information	<p>Mr. Peter Frankental Business Group Project Manager UK Business Group Amnesty International 99-119 Rosebury Avenue London EC1R 4RE United Kingdom</p> <p style="text-align: right;">Tel: 44 (0) 20 7814 6200 Fax: 44 (0) 20 7833 1510 E-mail: peter.frankental@amnesty.org.uk</p>
Web site	www.amnesty.org.uk/business/pubs/hrqc.shtml

CERES PRINCIPLES	
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Established	1989
Sponsor	Coalition for Environmentally Responsible Economies (CERES)
Players in development	Over 80 non-governmental organizations, environmental, investor and advocacy groups
Target audience	Multinational and national enterprises
Purpose	The Principles establish an environmental ethical standard with criteria by which investors and others can evaluate and review the environmental performance of companies. Companies that endorse these Principles promise to go voluntarily beyond the requirements of the law, and publicly assert their belief that corporations have a responsibility for the environment.
Principles covered	Protection of the biosphere, sustainable use of natural resources, reduction and disposal of wastes, energy conservation, risk reduction, safe products and services, environmental restoration, and informing the public
Implementation procedures	In terms of management commitment, a company should implement these Principles and sustain a process that ensures that the Board of Directors and the Chief Executive Officer are fully informed about pertinent environmental issues and are fully responsible for environmental policy. In addition, companies participating in the CERES Principles: <ul style="list-style-type: none"> ➤ Conduct an annual self-evaluation of the progress made in implementing these Principles. ➤ Support the timely creation of generally accepted environmental audit procedures. ➤ Annually complete the CERES Report, which will be made available to the public. ➤ Promote environmental reporting by establishing reporting guidelines working with companies to improve reports, and assisting stakeholders in using reports.
Reporting requirements and verification	The company's report then becomes the principal tool for monitoring its environmental performance and assessing its progress towards its commitments. A major international project of CERES' reporting program, the Global Reporting Initiative Sustainability Reporting Guidelines were developed to encourage public reporting on a company's environmental, social and economic performance.
Participants	The 70-plus U.S. companies endorsing the CERES Principles include large companies and multinational corporations, and small and medium-sized companies. A list can be found at: www.ceres.org/about/endorsing_companies.htm
Contact information	Coalition for Environmentally Responsible Economies 11 Arlington Street, 6th Floor Boston, MA 02116 United States Tel: 617-247-0700 Fax: 617-267-5400 Email: info@ceres.org
Web site	www.ceres.org/our_work/principles.htm

GLOBAL REPORTING INITIATIVE	
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Established	Adopted 1997, revised June 2000, revised again September 2002
Sponsor	Coalition of Environmentally Responsible Economies (CERES)
Players in development	A partnership convened by CERES, including the United Nations Environmental Programme, non-governmental organizations, corporations, governmental representatives, accounting organizations, business associations, and academics
Target audience	Intended for business organizations, however, when applied with some flexibility, the GRI can be used for government agencies and non-profit organizations.
Purpose	The GRI is a voluntary initiative intended to provide an internal vehicle for evaluating the consistency between the organization's economic, environmental, and social policy and its actual performance. It provides a logical structure for applying sustainability concepts to the organization's operations, services and products; and provides a framework for effectively sharing and promoting dialogue with internal and external stakeholders. In 2002 the GRI was established as a permanent, independent, international body with a multi-stakeholder governance structure. Its core mission is maintenance, enhancement, and dissemination of the Guidelines through a process of ongoing consultation and stakeholder engagement.
Principles covered	Environmental, economic and social performance
Implementation procedures	GRI provides ample flexibility in how organizations use the Guidelines. The options range from adherence to a set of conditions for preparing a report "in accordance" with the Guidelines to an informal approach. Informal approach: Organizations may choose not to cover all of the content of the GRI Guidelines in their initial efforts, but rather to base their reports on the GRI framework and incrementally improve report content coverage, transparency, and structure over time. "In accordance": Reporting organizations are asked to clearly indicate how they have used the Guidelines and, in particular, the core indicators. These organizations must note the reasons for the omission of any core indicators, and they should anticipate that users will compare their reports against the five conditions associated with the in accordance status and make judgements based on such an evaluation.
Reporting requirements and verification	Those organizations that wish their report to be considered in accordance with the 2002 GRI Guidelines must meet five conditions. Four requirements involve documenting company activities in several sections in the Report Content part of the GRI. Also required is the following statement signed by the board or the CEO: "This report has been prepared in accordance with the 2002 GRI Guidelines. It represents a balanced and reasonable presentation of our organization's economic, environmental and social performance."
Participants	More than 100 U.S., Europe and Japan based multinational enterprises. A list of participants can be found at: www.globalreporting.org/GRIGuidelines/Reporters.htm
Contact information	The Global Reporting Initiative has relocated its offices to Amsterdam, The Netherlands. At the time of print, however, the GRI had yet to determine the permanent location of the office. E-mail: info@globalreporting.org
Web site	www.globalreporting.org

ICFTU/ITS BASIC CODE OF LABOUR PRACTICE	
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Established	1997
Sponsor	Working Party on Multinational Companies of the International Confederation of Free Trade Unions / International Trade Secretariats
Players in development	Trade unions
Target audience	Multinational enterprises
Purpose	The Code seeks to promote the primacy of international standards and the inclusion of a minimum list of standards addressing trade union rights and labor practices in codes of conduct.
Principles covered	Living wage, decent working conditions, mandatory overtime, forced labor, child labor, discrimination freedom of association, collective bargaining and fair employment relationships
Source documents	ILO conventions
Implementation procedures	Contractors, subcontractors, principle suppliers and licensees shall undertake to support and co-operate in the implementation and monitoring of this code by providing the company with relevant information concerning their operations, permitting inspection, maintaining records of the name, age, hours worked and wages paid for each worker. They will refrain from disciplinary action against any worker providing information concerning observance of this code. Contractors, subcontractors, principle suppliers and licensees found to be in breach of one or more terms of the code shall lose the right to produce or organize production of goods for the company or provide services for the company.
Reporting requirements and verification	No reporting requirement.
Participants	Companies do not sign on or endorse.
Contact information	Mr. Peter Bakvis ICFTU/ITS Washington Office 1925 K Street N.W. Suite 425 Washington DC 20006 United States Tel: 202-463-8573 Fax: 202-463-8564 E-mail: pbakvis@earthlink.net
Web site	www.icftu.org or www.icftu.org/displaydocument.asp?Index=991209513&Language=EN

PRINCIPLES FOR GLOBAL CORPORATE RESPONSIBILITY: BENCH MARKS FOR MEASURING BUSINESS PERFORMANCE	
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Established	1998
Sponsor	Taskforce on the Churches and Corporate Responsibility, a non-denominational alliance of religious groups in the United States, Canada and the United Kingdom
Players in development	Non-governmental organizations
Target audience	Socially responsible investors, grass-roots activists, non-governmental organizations and companies
Purpose	The Principles are offered as an ethical standard of measurement on which to base decisions about global corporate social responsibility. The concepts stem from an understanding of the ethical value of creation, humanity and the nature of society.
Principles covered	Discrimination in employment; freedom to organize and join workers' organizations; sustainable living wage, women in the workplace; minority groups; persons with disabilities; child labor; forced labor; suppliers; financial integrity; ethical integrity; responsibilities to shareholders, customers and consumers; notification of plant closings
Source documents	<i>ICC Business Charter for Sustainable Development, CERES Principles, ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, and ILO conventions</i>
Implementation procedures	<p>Bench Marks have extensive implementation procedures including:</p> <ul style="list-style-type: none"> ➤ Environmental assessments are made periodically and the company has a policy which includes performance standards relating to environmental protection; and annual, standardized environmental report is publicly issued and its contents are verified by an independent authority. ➤ The company recognizes that unethical behavior by joint venture and other partners reflects on its own reputation and integrity, and the company has a mechanism to address such unethical behavior. The company only terminates the relationship as a last resort.
Reporting requirements and verification	The company has effective internal monitoring of code compliance and a transparent policy to make the internal investigation of complaints and the results of internal and independent monitoring, available to the public.
Participants	Canadian companies
Contact information	<p>Taskforce on the Churches and Corporate Responsibility 129 St. Clair Avenue West Toronto, Ontario, M4V 1N5 Canada</p> <p style="text-align: right;">Tel: 416-923-1758 Fax: 416-927-7554 E-mail: info@corporate-benchmarks.com</p>
Web site	www.web.net/~tccr/benchmarks/

SOCIAL ACCOUNTABILITY 8000

Established	1997, revised in 2001
Sponsor	Social Accountability International
Players in development	Non-governmental organizations
Target audience	Multinational enterprises
Purpose	This initiative specifies requirements that companies can follow to develop and enforce policies to manage corporate social responsibility, and to enable companies to demonstrate to any interested parties that their policies and practices are in conformity with this standard.
Principles covered	Child labor, forced labor, health and safety, freedom of association and right to collective bargaining, discrimination, disciplinary practices, working hours, and remuneration
Source documents	UN and ILO conventions
Implementation procedures	<ul style="list-style-type: none"> ➤ Top management shall define and review the company's policy for social accountability and labor conditions. ➤ The company shall appoint a senior management representative to ensure that the requirements are met. ➤ The company shall ensure that the requirements of this standard are understood and implemented at all levels of the organization using a clear definition of roles, responsibilities, and authority. ➤ The company shall establish appropriate procedures to evaluate and select suppliers based on the suppliers' commitment to social accountability and maintain reasonable evidence that suppliers are meeting the requirements of this standard. ➤ The company shall investigate, address, and respond to the concerns of employees and other interested parties with regard to nonconformance with the company's policy and/or requirements of the standard, and implement remedial and corrective action. ➤ The company shall establish and maintain procedures to communicate regularly to all interested parties data and other performance against the requirements of this standard.
Reporting requirements and verification	The company maintains appropriate records to demonstrate conformance to the requirements of this standard. Companies wishing to be certified for SA8000 must be monitored and assessed by accredited by external certification agencies or organizations.
Partnership/Dialogue Process/Interaction	Social Accountability International hosts a SA8000 Conference each year. SAI also raises awareness of SA8000 through its International Consultative Workshops project by encouraging local partnerships among NGOs, business and trade unions.
Participants	Nine companies, four of which are US companies, five of which are apparel companies
Contact information	Social Accountability International 220 East 23 rd Street, Suite 605 New York, NY 10010 United States <div style="text-align: right;"> Tel: 212-684-1414 Fax: 212-684-1515 E-mail: info@sa-intl.org </div>
Web site	www.sa-intl.org or http://www.sa-intl.org/Standard%20English.doc

SOCIAL VENTURE NETWORK STANDARDS OF CORPORATE SOCIAL RESPONSIBILITY	
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Established	1999
Sponsor	Social Venture Network (SVN)
Players in development	U.S. and European business and social entrepreneurs, and non-governmental organizations
Target audience	Companies and organizations
Purpose	The SVN Standards define the landscape of corporate social responsibility and provide tools for companies and organizations to make continuous improvements that can be applied to their overall strategies. The SVN Standards suggest behavior and practices but do not set a precise level of performance, and not all SVN members subscribe to everything that is included in these Standards.
Principles covered	Ethical behavior, accountability, disclosure of information, good corporate governance, resource management, financial returns, fair employment practices, nondiscrimination, wages and benefits, health and safety, harassment and abuse, fair business relationships, products and services, community involvement, and environmental protection
Source documents	<i>Universal Declaration of Human Rights</i> , Amnesty International Human Rights Principles for Companies, <i>OECD Principles of Corporate Governance</i> , Social Accountability 8000, and International Standards Organization (ISO) 9000 and 14000
Implementation procedures	Companies are encouraged to define a statement of the values, goals, policies, procedures and measurements that will improve the company's social performance. Support and engagement from top senior management as well as throughout the entire company is necessary to make the SVN Standards effective.
Reporting requirements and verification	There is no reporting requirement, however, SVN suggests that companies engage in an independent annual social audit, corresponding roughly to the financial audit undertaken by public companies. This social audit would identify and measure the ethical, social, and environmental impact of the organization. The impact would be assessed in qualitative, quantitative or monetary terms. These social audits are often externally verified and reported, but can also be exclusively used for internal purposes.
Participants	Over 110 members of SVN including private corporations and non-governmental organizations. A list can be found at: www.svn.org/membership/memberlist.html
Contact information	Social Venture Network P.O. Box 29221 San Francisco, CA 94129-0221 United States Tel: 415-561-6501 Fax: 415-561-6435 E-mail: svn@svn.org
Web site	www.svn.org or www.svn.org/initiatives/standards.pdf

WORKER RIGHTS CONSORTIUM	
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Established	2000
Sponsor	Worker Rights Consortium (WRC), developed by the United Students Against Sweatshops (USAS)
Players in development	Colleges, universities, and non-governmental organizations
Target audience	Apparel and footwear industry companies
Purpose	The Consortium aims to provide a system for verification and inspection of conditions in factories that produce apparel for colleges and universities. It is intended to ensure that goods are produced under conditions that respect the basic human rights of workers. Colleges and universities become members of the WRC when they agree to uphold these standards and ensure compliance of contracted apparel producers.
Principles covered	Wages and benefits, working hours, overtime compensation, child labor, forced labor, health and safety, nondiscrimination, harassment or abuse, freedom of association and collective bargaining, and women's rights
Source documents	ILO conventions, Title 29 CFR of the Federal Code of Regulations enforced by Federal Occupational Safety and Health Administration
Implementation procedures	The WRC and its member institutions are responsible for undertaking efforts to determine and define the obligations associated with the development of adequate methods and training for independent external monitoring, as guided by the principles in the Consortium. Companies contracting with member institutions disclose information regarding wages, working hours, health and safety, etc., and misreporting of information will be considered a serious contract violation. Participants set up the WRC Agency, which functions independently of industry representatives and university licensing offices, and serves to receive and verify worker complaints of abuses and violations of the WRC Code of Conduct.
Reporting requirements and verification	Contracted apparel producers disclose to the Worker Rights Consortium, the university and the public the information on compliance with the issues covered by the Code of Conduct. It will be the responsibility of the producers (for themselves and on behalf of their contractors, subcontractors, or manufacturers) to ensure their compliance with the Code. An Advisory Council comprised of human and labor rights experts is in the process of being formed.
Participants	80 colleges and universities. A list can be found at: www.workersrights.org/as.asp
Contact information	Mr. Scott Nova Worker Rights Consortium 5 Thomas Circle NW, Fifth Floor Washington, DC 20005 United States Tel: 202-387-4884 Fax: 202-387-3292 E-mail: wrc@workersrights.org
Web site	www.workersrights.org/coc.asp

SOURCES OF INFORMATION ABOUT CORPORATE RESPONSIBILITY INITIATIVES

U.S. Council for International Business (USCIB)

www.uscib.org

1212 Avenue of the Americas
New York, NY 10036-1689
United States

Mr. Adam Greene
Director, Environmental Affairs and Corporate Responsibility
Tel: 212-703-5047
Fax: 212-575-0327
E-mail: agreene@uscib.org

Ms. Anna Walker
Manager, Labor Affairs and Corporate Responsibility
Tel: 212-703-5047
Fax: 212-575-0327
E-mail: awalker@uscib.org

Ms. Rania Jamal
Program Assistant
Tel: 212-703-5062
Fax: 212-575-0327
E-mail: rjamal@uscib.org

USCIB Affiliations

Business and Industry Advisory Committee to the OECD (BIAC)

www.biac.org

13/15, chaussée de la Muette
75016 Paris - France

Tel : 33 01 42 30 09 60
Fax : 33 01 42 88 78 38
E-mail: vallee@biac.org

International Chamber of Commerce (ICC)

www.iccwbo.org

38, Cours Albert 1er
75008 Paris, France

Tel: 33 1 49 53 28 28
Fax: 33 1 49 53 28 59
E-mail: webmaster@iccwbo.org

- ICC Corporate Governance http://www.iccwbo.org/index_corpgov.asp
- ICC and the Global Compact http://www.iccwbo.org/home/global_compact/supplement/intro.asp
- Business Action for Sustainable Development (BASD) <http://www.iccwbo.org/basd/index.asp>
- Business in Society http://www.iccwbo.org/home/menu_business_society.asp

International Organisation of Employers (IOE)www.ioe-emp.org

26 Chemin de Joinville
P.O. Box 68
1216 Cointrin Geneva
Switzerland

Tel: 41 22 798 1616

Fax: 41 22 798 8862

E-mail: ioe@ioe-emp.org

- IOE Position Paper on Codes of Conduct http://www.ioe-emp.org/ioe_emp/pdf/codes_conduct.pdf
- Employers' Handbook on Child Labor http://www.ioe-emp.org/ioe_emp/pdf/handbook_child_labour.PDF
- IOE and the Global Compact http://www.ioe-emp.org/ioe_emp/un/globalcompact.htm

INTERNATIONAL ORGANIZATIONS**International Labor Organization (ILO)**www.ilo.org

4, route des Morillons
CH-1211 Geneva 22
Switzerland

- Multinational Enterprises Activities Programme <http://www.ilo.org/public/english/employment/multi/>
- Business and Social Initiatives Database (BASIS) <http://oracle02.ilo.org:6060/vpi/vpisearch.first>
- Business and Decent Work <http://www.ilo.org/public/english/comp/business/index.htm>

Organization for Economic Cooperation and Development (OECD)www.oecd.org

DAFFE/CMIS
2, Rue André Pascal
75775 Paris Cedex 16
France

- OECD Corporate Responsibility <http://www.oecd.org/EN/home/0,,EN-home-126-nodirectorate-no-no-no-28,00.html>
- OECD Codes of Corporate Conduct Inventory <http://www.oecd.org/ech/act/codes.htm>

United Nations (UN)www.un.org

New York, NY 10017
United States

- UN and Business <http://www.un.org/partners/business/index.html>
- UN Global Compact <http://www.unglobalcompact.org/>