

## **Summary**

**CONTEXT OF FAITH** Justice requires that we stand with those oppressed, impoverished and exploited and we work to change the structures and policies in order to create a fair and sustainable world.

**THE GLOBAL REALITY** This section deals with the political and economic influences, the impact of militarism and the technological impacts of our global reality.

**INTRODUCTION** In our understanding of global corporate responsibility, the community rather than the company is the starting point of economic life. For the community to be sustainable, all members need to be recognized i.e. consumers, employees, shareholders, the community at large and corporations. Respect for each group's essential role in the economic and social life of the community will facilitate more just relationships locally and globally.

Throughout the document, by Principles we mean a statement of business philosophy fundamental to a responsible company's actions. By Criteria we mean particular company policies and practices that can be compared for consistency with the Principles. By Bench Marks we mean specific reference points of measurement to be used in assessing the company's performance in relation to the Criteria.

**THE WIDER COMMUNITY** Ecosystems: Careful attention is paid to ensure that the company's actions do not damage the global environment. Central issues include climate change, biodiversity, genetically modified organisms and pollution prevention. National Communities: The company, in all its locations, holds it to be the responsibility of every employee to ensure that there is full compliance with all internationally recognized human rights, labour, health and safety standards. Local Communities: Each company recognizes its political and economic impact on local communities especially where it is the principal employer. Its programs, policies and practices should serve as a vehicle for advancing a full range of human rights within each country where they operate. Indigenous Communities: The company is committed to respecting fully the rights of indigenous peoples as they are recognized by the appropriate jurisdictions and laws, and seeks and receives approval from local indigenous communities and leadership prior to beginning any business activities.

**THE CORPORATE BUSINESS COMMUNITY** Employees - Conditions: The company has a global standard governing its employment practices and industrial relations, which includes: genuine respect for employees' right to freedom of association, labour organization, free collective bargaining; non-discrimination in employment; no violation of the rights of children; payment of a sustainable living wage with equal remuneration for work of equal value; a healthy working environment free from all forms of harassment and work schedules that are reasonable and enable employees and their families to live in a sustained and healthy manner.

Suppliers and Contractors: The company is responsible for the labour conditions under which its products and services are produced, provided, advertised or marketed under licensing agreement. The company accepts independent monitoring of its suppliers by local non-governmental and/or

community organizations and adopts a transparent policy to make the internal investigation of complaints and results of internal and independent monitoring available to the public. The company affirms the concept of joint responsibility with suppliers for the additional costs of compliance with ILO labour standards, national law and the company's code of conduct. The company provides on-going free and compensated education and training for workers.