

Ethos Indicators Applied to the Global Compact Principles

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Ethos Indicators Applied to the Global Compact Principles

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Presentation

The Global Compact is a personal initiative of the United Nations secretary-general Kofi Annan aimed at raising awareness, mobilizing and engaging the international business community around relevant issues of the contemporary society. He suggests that the companies subscribe to it, and make global commitments, incorporating into the business routine principles that are based on the paradigm of sustainable human development and that stress the importance of companies in the construction of a more sustainable and equitable society.

The business commitments proposed by the Global Compact require attention and some precautions so that the initiative is not vulgarized by a subscription without concrete consequences. The main precautions to be taken are related, on the one hand, to the attention of companies to the potential impacts (preventive performance) of their plans, goals and strategies on the communities where they are located and on the society as a whole, and, on the other hand, to the involvement of companies with a local action agenda, thus encouraging a pragmatic bond of business with sustainable development in the international sphere.

Thinking business within the broader context of global commitments, and fostering the interaction of companies with civil society organizations that defend relevant causes mean a remarkable learning opportunity for everyone involved, it strengthens democracy and sets better conditions for the promotion of a culture of peace.

In pragmatic terms, it involves the incorporation of the ten Global Compact Principles into the principles, plans and practices of the companies. If the relationship of the companies with the Global Compact is taken as a side issue, that is, if it is not incorporate into the business interests, it will not have, of course, sustainability. Such principles are grouped in four areas: **human rights, labor standards, environment and anti-corruption.**

This version of the **Ethos Indicators Applied to the Global Compact Principles** is the result of a review that aimed at adjusting the language and updating the themes addressed. The tenth Global Compact principle – “Anti-Corruption” – was included with three new indicators that address the theme considering the corporate conduct, its dissemination to the stakeholders and to the value chain.



THE TEN PRINCIPLES

Human Rights

- 1** Support and respect the protection of internationally proclaimed human rights; and
- 2** Make sure they are not complicit in human rights abuses.

Labor Standards

- 3** Uphold the freedom of association and the effective recognition of the right to collective bargaining ;
- 4** Uphold the elimination of all forms of forced or compulsory labor;
- 5** Uphold the effective abolition of child labor; and
- 6** Uphold the elimination of discrimination in respect of employment and occupation.

Environment

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

Anti-corruption

- 10** Work against all forms of corruption, including extortion and bribery.

Subscribing to the Global Compact also involves recognizing the relevance of the Millennium Development Goals and the role of business and of the various institutions of society so that these goals can be reached.

In September 2000, the United Nations – in a meeting including 147 Heads of State and Government, and 191 countries – approved the Millennium Development Goals (MDG), which consist of a set 8 goals.

The United Nations Millennium Development Goals are the following:

- Eradicate extreme poverty and hunger
- Achieve universal primary education
- Promote gender equality and empower women
- Reduce child mortality
- Improve maternal health
- Combat HIV/AIDS, malaria and other diseases

- Ensure environmental sustainability
- Develop a global partnership for development

As usual in the business environment and in several other organizations, the reach of results is strongly conditioned to the establishment of strategic intentions and goals. Likewise, the process of incorporating the ten Global Compact principles into the principles, plans and practices of companies – having the Millennium Development Goals as background – also require the proposition of at least one strategic intention and some goals.

EXAMPLE OF STRATEGIC INTENTION

Incorporating the Global Compact principles into the organizational identity, effectively influencing a local agenda for sustainable development that is aligned with a national agenda and with the Millennium Development Goals.

EXAMPLES OF AREAS TO BE CONSIDERED IN GOAL SETTING

- Relations with the community that support the consolidation of the democratization process, continuously enhancing the participation channels;
- Alignment of the operational plan / annual plan with a local or national agenda, in issues such as job and income generation, improved income distribution profile, valuing diversity, environmental conservation and increased access to goods and services.
- Leading (or supporting) initiatives for the abolition of child labor and forced labor, broader access to education and improved education quality, fight against violence and corruption.

Strategic intentions and goals can be better established when the current situation of the company is well known and there is a plan to reach a desired situation.

THE ETHOS INDICATORS APPLIED TO THE GLOBAL COMPACT PRINCIPLES

The **Ethos Indicators Applied to the Global Compact Principles** were developed as a supporting tool for the identification process of where the company stands concerning the insertion of the ten principles into its plans and practices, and where it intends to get to. They are a starting point that can deepen the understanding of and the alignment with the intentions, and they represent a solid ground on which the companies can build their action plans and share their experiences.

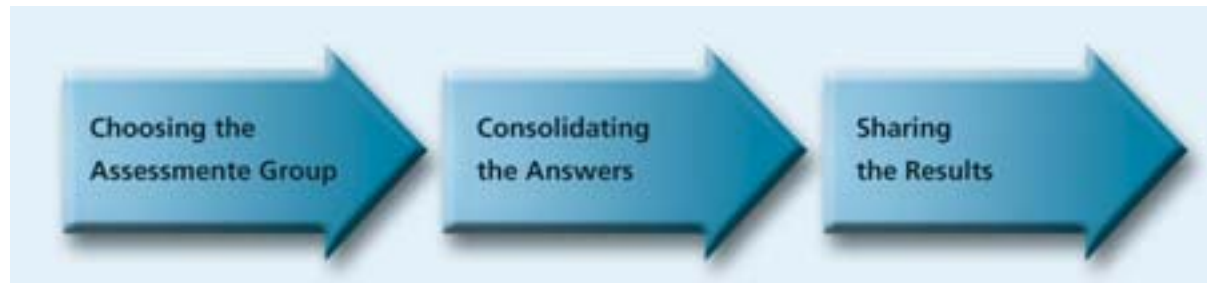
In Brazil, the choice for introducing the Global Compact principles to business management through a set of indicators is justified by the knowledge and current use of the tool (Ethos Indicators) by the companies in the country, relevance of the tool, and an effective support for analysis and implementation.

Therefore, we believe that the **Ethos Indicators Applied to the Global Compact Principles** can be considered as complementary to the Ethos Indicators on Corporate Social Responsibility. Both of them allow a diagnosis that can generate relevant actions for people, companies and the society.

RECOMMENDATIONS INVOLVING THE APPLICATION OF THE ETHOS INDICATORS APPLIED TO THE GLOBAL COMPACT PRINCIPLES

The Global Compact makes a number of initial recommendations to the companies that decide to subscribe to the initiative. The first one is sharing with several stakeholders the proposal and the reasons for the subscription. The importance of these recommendations is, mainly, to provide understanding of the relevance of the Global Compact and the MDG, and particularly of the meaning of the companies' subscription.

After this first moment, the company is ready to set an action plan that will enable the incorporation of the ten principles into the organizational action. This process can be initiated by applying the **Ethos Indicators Applied to the Global Compact Principles**. However, some precautions shall be taken, including:



- **Choosing the assessment group:** A self-assessment of performance or compliance offers a better result (current situation) as it incorporates the perspective of different groups into different operations/segments, and into different hierarchical levels. Therefore, the first recommendation is that the assessment group be the most representative in the company; the second one is that they be properly informed about the reason why the assessment is being made and to what is expected from each one.
 - **Consolidating the answers given to the Indicators:** We recommended a process that, as much as possible, considers discussions among the different evaluators. This is an excellent opportunity to reconcile different points of view, have positions/visions/perceptions become more mature, increase the understanding of the Global Compact proposal and of the company's decision to support it.
 - **Sharing the results:** The results obtained after consolidating the answers to the Indicators are relevant information for the company, and we recommend that they be shared only in special situations. The results will be used in discussions to define the desired situation, in setting priorities and goals (pragmatic bonds with the business), and in choosing action plans that can integrate into other sustainability and corporate responsibility initiatives.
- Therefore, we believe that the Ethos Indicators Applied to the Global Compact Principles can be considered as complementary to the Ethos Indicators on Corporate Social Responsibility. Together, they allow a diagnosis that can generate relevant actions for people, companies and the society.

GUIDANCE TO THE USER

In order to create better conditions when using the **Ethos Indicators Applied to the Global Compact Principles** tool, it is important to consider the following:

- 1) **Evolution indicators** are those that aim to evaluate the current stage of insertion of the Global Compact principles into the organizational practices. It is represented by four quadrants that, in turn, represent evolution stages that range from formal or legal aspects to the engagement and insertion of certain practices into the business management.
- 2) **Precision indicators** consist of binary yes-no questions that further detail the current stage selected in the evolution indicators, thus allowing higher objectivity in the improvement action plans.
- 3) **Quantitative indicators** are those intended to raise specific information and data, aiming to make annual comparisons.
- 4) **Descriptive indicators** are those that aim at qualitative detailing of a certain company practice in relation to the Global Compact proposal.

In the Ethos Institute publication **Socially Responsible Business Practices**, there is a mapping that shows the interconnections between the Global Compact Principles and the Ethos Indicators on Corporate Social Responsibility - see attachment.

In this publication of the **Ethos Indicators Applied to the Global Compact Principles** there is a correlation with some of the Ethos Indicators on Corporate Social Responsibility 2005 that can broaden or deepen the analysis.

Note: The Global Compact, in cooperation with the World Business Council on Sustainable Development (WBCSD), Social Business Responsibility (BSR), the International Labour Organization (ILO) and Pfizer, launched a publication entitled **Raising the Bar - Creating Value with the United Nations Global Compact**. This document has important references to understand the Global Compact. (www.unglobalcompact.org)

Ethos Indicators Applied to the Global Compact Principles

HUMAN RIGHTS

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

1. On inserting human rights themes into the company management:

<p>The company assumes that, by complying with the laws in force, it meets the references of the Universal Declaration of Human Rights and its related issues.</p>	<p>The references of the Universal Declaration of Human Rights and its related issues are contemplated in the corporate policies and practices, and the leaders are encouraged to see to their execution and monitoring.</p>	<p>The long term strategic management is also based on the Universal Declaration of Human Rights, and the workforce is encouraged to see to their execution and monitoring.</p>	<p>In addition, the company encourages initiatives that foster a human rights culture in its relations with external stakeholders.</p>	<p>We have not addressed this issue before.</p>
STAGE 1 <input type="checkbox"/>	STAGE 2 <input type="checkbox"/>	STAGE 3 <input type="checkbox"/>	STAGE 4 <input type="checkbox"/>	<input type="checkbox"/>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 3.4, 3.5 and 3.6 - Values, Transparency and Governance, thus facilitating the analysis.

HUMAN RIGHTS

Principle 1

2. On valuing human rights themes in the business relationship network:

<p>The concern about human rights-related themes is present in the company statements and the leaders occasionally participate in events and forums related to these themes.</p>	<p>There are formal processes of human rights dissemination in the company culture, and leaders actively participate in events and forums related to this theme.</p>	<p>The company attitude is explicit as to its commitment to human rights and the workforce is encouraged to participate in forums and events related to this theme.</p>	<p>In addition, it takes a leading role in the dissemination of human rights-related themes by promoting events and forums related to this theme, and it encourages its external stakeholders to be informed about and participate in these events and forums.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 3.4, 3.5 and 3.6 - Values, Transparency and Governance, thus facilitating the analysis.

ABOUT THE COMPANY		Yes	No
2.1.	Does it provide customers and consumers with information on its practices of respect and support to human rights as a natural exercise of its social role and as a way to strengthen the perspective of conscious consumption (purchasing products and services from companies that respect the human rights)?		
2.2.	Does it disclose, whenever appropriate, its attitude towards respect and support to human rights, even concerning controversial themes (such as death penalty, urban violence, lowering of the penal age, rights of minorities, disarmament, same sex marriage, etc.), building differentiated brand attributes and contributing to an actual increase in the local human development standards?		
2.3.	Does it have as formal institutional attitude not to sponsor media activities that disrespect the human rights, such as offenses to minorities, harassment of any nature, exposure to ridicule, incitement to violence and to the use of weapons, sexual exploitation of children and adolescents, child labor, abuse of alcohol and other lawful or illicit drugs?		

HUMAN RIGHTS

Principle 1

		Yes	No
2.4.	Does it detail in its Code of Ethics - instrument that guides its relations with different stakeholders — and permanently disseminate its attitude of respect and support to human rights by rejecting, for instance, negative discrimination, illegal practices of production, storage, distribution and sales, forced labor or practices similar to slavery, different forms of harassment, unfair competition, bribery, formation of cartels, tax evasion, active and passive corruption, and violation of the rights of children and adolescents?		
2.5.	Does it consider relevant that themes such as abolition of child labor, forced labor or practices similar to slavery, eradication of illiteracy, fight against STD/AIDS, exploitation and sexual abuse of children and adolescents, environmental conservation, and preservation of the local culture be naturally taken into account in its relations with different stakeholders?		

		2003	2004	2005
2.6.	Number of articles published or events held or sponsored by the company on human rights-related themes in the last two years:			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in human rights-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

HUMAN RIGHTS

Principle 1

3. On the insertion of human rights themes in the social action or in the private social investment:

<p>The company regards the Universal Declaration of Human Rights as an important reference to the issues related to its social activities.</p>	<p>The company has a formally defined standpoint regarding the alignment of its programs, policies and practices in the social area with the Universal Declaration of Human Rights.</p>	<p>Besides being engaged in the development and dissemination of the concepts of the Universal Declaration of Human Rights in its social activities, the company regards them as strategic for the business.</p>	<p>The company encourages its suppliers and other external stakeholders to participate in its social activities aiming to foster deep knowledge and respect to the Universal Declaration of Human Rights.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

ABOUT THE COMPANY		Yes	No
3.1.	Does it establish discussions with the surrounding community where it operates about human rights issues, seeking to build references and reach diagnoses that can appropriately support the development of or the implementation methodology for its social action?		
3.2.	Does it prioritize themes directly related to the protection and promotion of human rights in its social action?		
3.3.	Is it not only aware of the purpose, the content and the practical results of its social actions, but also and above all of its alignment with public policy and global guidelines while implementing such actions, by prioritizing the dialogue and collective construction together with the community?		
3.4.	Does it choose partners and allies for its social actions following criteria that evaluate, among other things, alignment of values and attitude towards human rights?		
3.5.	Does it contribute to the development and control of public policy through the democratic channels provided by law, increasing the awareness of human rights in the communities where it operates?		

HUMAN RIGHTS

Principle 1

		Yes	No
3.6.	Does it try to set social action themes, priorities and goals based on local social indicators, on a national development agenda and, specifically, on sustainable human development indicators and principles, as disseminated by the UNDP, using them when setting priorities?		
3.7.	Does it value diversity, and fight against harassment of any nature as well as discrimination concerning race / color / ethnic groups, gender, sexual orientation, special needs, HIV/AIDS or age in its social action activities?		
3.8.	Does it value democracy and foster the development of partnership relations that take into account the social well-being while, at the same time, fighting against relations that involve economic dependence, domination or forced consent?		
3.9.	Does it consider the theme of sexual violence (sexual exploitation and abuse) against children and adolescents in specific activities/projects or in the contents of its social programs/projects?		
3.10.	Does it consider the theme of environmental education and of the right of future generations in specific activities/projects or in the contents of its social programs/projects?		
3.11.	Does it consider the theme of eradication of illiteracy in specific activities/projects or in the contents of its social programs/projects?		
3.12.	Does it consider the themes of youth protagonism and the relevance of the democratic participation of the youth in specific activities / projects or in the contents of its social programs / projects?		
3.13.	Does it consider the theme of abolition of child labor and promotion of rights of children and adolescents in specific activities/projects or in the contents of its social programs/projects?		

		2003	2004	2005
3.14.	Amount of financial resources allocated in the last year to social initiatives that value respect and support to human rights:			

HUMAN RIGHTS

Principle 1

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in human rights-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

NOTES / IDEAS / POSSIBILITIES AIMING AT RECORDING THE INITIATIVES

See websites: www.unglobalcompact.org and www.ilo.org — www.UNDP.org

Principle 2

Businesses should make sure they are not complicit in human rights abuses.

1. On monitoring human rights issues in the production chain and in the social action:

<p>The company knows the relevant human rights issues in its sector and understands that it is necessary to have an institutional attitude towards monitoring its human rights-related practices, as well as to encourage its production chain partners to have the same attitude, but this position has not been formalized.</p>	<p>The company has a formalized institutional attitude towards monitoring human rights-related issues in its production chain.</p>	<p>The company's strategic management includes a formal monitoring model for human rights-related issues, used both internally and in the production chain.</p>	<p>In addition, the company participates in business forums and other events that address human rights-related issues, sharing its experiences and supporting other companies to have the same attitude.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 3.4, 3.5 and 3.6 - Values, Transparency and Governance, thus facilitating the analysis.

HUMAN RIGHTS

Principle 2

ABOUT THE COMPANY		Yes	No
1.1.	Does it know the human rights-related issues to be considered in its business sector?		
1.2.	Does it know the human rights-related issues to be monitored as a result of the impacts generated by its business and the actual risks in the communities it operates?		
1.3.	Does it seek to remain updated regarding risks and opportunities through a relationship with the civil society organizations that deal with human rights-related issues?		
1.4.	Does it have processes to establish social dialogues on human rights and the business-generated impacts, risks and opportunities in the communities it operates more directly?		
1.5.	Does it seek to establish dialogue with authorities and civil society organizations that deal with themes directly or indirectly connected to its business activities when there are conflicts of interests or denunciations of human rights violation in its production chain?		
1.6.	Does it establish (technical, financial, etc.) cooperation relations with collaborators, suppliers or customers when there are risks to and potential violation of human rights, aiming to correct or prevent them?		
1.7.	Does it monitor and publish its results related to the different human rights themes prioritized in its social action, creating conditions for a dialogue with the community and civil society organizations that are directly or indirectly connected to such themes?		
1.8.	Does it monitor the situation of its workforce as to diversity requirements, verifying if afro-descendants, women, people with special needs, youngsters and people over 45 are not discriminated, that is, are not victims of human rights violation?		
1.9.	Does it comply with the ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention no. 159?		
1.10.	Does it comply with the ILO Discrimination (Employment and Occupation) Convention no. 111?		
1.11.	Does it comply with the ILO Equal Remuneration Convention no. 100 and the UN World Conference on Women (Beijing/95)?		

HUMAN RIGHTS

Principle 2

		Yes	No
1.12.	Does it have formal and informal participation channels for collaborators in the development of suggestions to improve the quality of the company relations with different stakeholders?		
1.13.	Does it make sure that the private safety services operate in accordance with the laws in force and pursuant to the international norms on weapons, use of force and respect to human rights?		
1.14.	Does it check the origin of its suppliers' products and monitor the social-environmental impacts caused by them?		
1.15.	Does the company regularly publish reports linking economic, social and environmental results, seeking to stress its human rights-related institutional values and attitudes?		

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in human rights-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

HUMAN RIGHTS

Principle 2

NOTES / IDEAS / POSSIBILITIES AIMING AT RECORDING THE INITIATIVES

See websites: www.unglobalcompact.org — www.ilo.org

See also the UN social cycle documents in References.

LABOR STANDARDS

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

1. On the support to freedom of association and the recognition of the right to collective bargaining:

<p>The company carries out appropriate surveys and makes formal dialogue channels available among the different hierarchical levels to address issues related to the quality of labor relations and does not put pressure on the employees involved in union activities.</p>	<p>The company values and encourages the dialogue about themes such as freedom of association, participation in unions, and about the effective recognition of the right to collective bargaining.</p>	<p>The company systematizes its learning in the form of new management policies and practices that incorporate the legitimization of the company decisions about labor relations through free association - beyond functional obligations - and collective bargaining.</p>	<p>The company acknowledges the relevance of this social learning for democracy and encourages the business environment and the society to consider this practice in their decisions, thus improving the quality of social relations.</p>	<p>We have not addressed this issue before.</p>
STAGE 1 <input type="checkbox"/>	STAGE 2 <input type="checkbox"/>	STAGE 3 <input type="checkbox"/>	STAGE 4 <input type="checkbox"/>	<input checked="" type="checkbox"/>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 7 - 7.1 - 7.2 - 7.3 - 7.4 - 9 - 9.1 and 9.2 - Workforce, thus facilitating the analysis.

LABOR STANDARDS

Principle 3

ABOUT THE COMPANY		Yes	No
1.1.	It does not make any constraint, including those related to moral harassment, so that collaborators can associate in a free and independent way, discuss what they consider to be their legitimate interests, and negotiate terms, conditions and responsibilities, even in the situations in which the right to freedom of collective association is restricted by law.		
1.2.	Does it ensure objective conditions, expressed in policies, so that the collaborators' representatives are not subject to any type of harassment or discrimination due to this representation?		
1.3.	Does it ensure objective conditions, expressed in policies, so that the collaborators have free access to whom their represent in the workplace?		

		2003	2004	2005
1.4.	Number of collaborators associated with the union(s) with whom the company negotiates:			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in labor-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

Principle 4

Businesses should uphold the elimination of all forms of forced or compulsory labor

1. On the elimination of all forms of forced or compulsory labor¹:

<p>The company has formal policies against any type of forced labor or practices similar to slavery, but the production chain is not monitored.</p>	<p>It has specific contractual provisions and monitors its production chain, but it does not have evidence that this requirement is fulfilled throughout the production chain.</p>	<p>Besides monitoring the production chain and keeping evidence that this requirement is fulfilled throughout the production chain, it seeks to build solutions with partners aiming to prevent forced labor or practices similar to slavery.</p>	<p>In addition, the company takes part in business forums that address issues related to labor relations, sharing its experience and contributing to the elimination of forced labor or practices similar to slavery in the society.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 24 and 24.1 - Suppliers, thus facilitating the analysis.

¹ Forced or compulsory labor is any work or service that a worker performs involuntarily or under threat of penalty.

LABOR STANDARDS

Principle 4

ABOUT THE COMPANY		Yes	No
1.1.	Does it have specific policies against forced labor or practices similar to slavery and are they systematically disseminated among its stakeholders?		
1.2.	Does it encourage shared inspections to prevent the existence of forced labor or practices similar to slavery in its production chain?		
1.3.	Does it also monitor moral harassment in situations potentially sensitive to this practice (power relations)?		
1.4.	Does it have specific programs or initiatives to address the moral harassment issue, especially concerning the workforce and suppliers?		
1.5.	Does it identify the forced labor or practices similar to slavery as a risk situation within its business sector, the communities where it is present, as well as in its production chain?		
1.6.	Do its social actions reflect the company's concern about the elimination of forced labor or practices similar to slavery?		
1.7.	Does it seek to remain updated regarding risks and opportunities through a permanent relationship with the civil society organizations that deal with labor-related themes?		

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in labor-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

Principle 5

Businesses should uphold the effective abolition of child labor:

1. On the support to the abolition of child labor:

<p>The company has taken a stand against child labor throughout its production process and does not employ children and adolescents under 18, except as apprentices, pursuant to the law.</p>	<p>The company has a specific policy regarding child labor and its abolition and has specific contractual provisions prohibiting child labor in its production chain. It dialogues with stakeholders about the theme showing the consequences of child labor for the individual and for the society.</p>	<p>In addition, it ensures the fulfillment of the contractual provision against child labor throughout the production chain by performing in loco inspections and requiring evidence that there is no child labor at all.</p>	<p>In addition, it encourages its suppliers to prohibit child labor in their business chains, and actively participates in the development of public policy that guarantees the children's and adolescents' well-being.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 10.1-10.2 - Workforce and 23 - 23.1 - Suppliers, thus facilitating the analysis.

LABOR STANDARDS

Principle 5

ABOUT THE COMPANY		Yes	No
1.1.	Does it promote awareness-raising campaigns for stakeholders on the need to abolish child labor?		
1.2.	Does it disclose to the workforce, among other relevant information, the national laws and the international conventions ratified by the country on the abolition of child labor?		
1.3.	Does it participate, together with other companies, in campaigns for the education inclusion of children and adolescents?		
1.4.	Does it promote educational programs or projects for the community children and adolescents?		
1.5.	Does it participate in campaigns against sexual violence (sexual exploitation and abuse of children and adolescents), stating its institutional attitude towards all its stakeholders?		

		2003	2004	2005
1.6.	Amount of financial resources allocated to the promotion of rights of children and adolescents:			
1.7.	Percentage of gross income invested in specific programs or projects for children and adolescents:			
1.8.	Percentage of hired apprentices in relation to the workforce:			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in labor-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

1. On monitoring the workforce situation in relation to discrimination mechanisms:

<p>The company has taken a stand against all forms of discrimination practices.</p>	<p>The company has formal policies and practices that prohibit discrimination, but it neither monitors its compliance nor the equal distribution of opportunities among the different segments of the population in the country (above all in relation to afro-descendants, people with special needs, women, etc).</p>	<p>The company has files for candidates and collaborators with unusual diversity requirements (e.g. race/color, special needs, religion), and carries out diagnoses for managers and establishes action plans with affirmative actions for correction of potential inequalities.</p>	<p>In addition to valuing diversity in its relationships, the company includes the theme in its institutional communication (both internally and externally), seeks to participate in business forums that address related themes, sharing its experience and contributing to disseminate a culture that values diversity in the business environment and in the society as a whole.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 11 - 11.1 - 11.2 - 11.3 -11.4 - 11.5 - 11.6 - 11.7 - 11.8 - 11.9 - 11.10 - 11.12 - Workforce, thus facilitating the analysis.

LABOR STANDARDS

Principle 6

ABOUT THE COMPANY		Yes	No
1.1.	Does it carry out an internal census-like process?		
1.2.	Does it use this census for the establishment of objectives to improve the workforce diversity, mainly regarding people with special needs, afro-descendants, women and people over 45?		
1.3.	Does it periodically publish reports that ratify its institutional attitude towards valuing diversity; do they provide information on the workforce demography and reinforce the established goals?		
1.4.	Does it seek to remain updated regarding diversity valorization-related issues through a permanent relationship with civil society organizations that deal with minority segments discriminated in the workplace (gay rights movement, people with special needs, black movement, HIV positive individuals, youth movement)?		
1.5.	Does it carry out affirmative actions aiming at the correction of constraints on minorities' access to employment, to positions in all hierarchical levels, as well as on wages and benefits?		
1.6.	Does it support social organizations that fight against discrimination or defend minorities' human rights?		
1.7.	Does it carry out social actions or make private social investment aiming to benefit minorities?		

		2003	2004	2005
1.8.	Amount of resources allocated to social actions benefiting minorities (affirmative actions):			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in labor-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges

1. On the support to a precautionary approach to environmental challenges:

<p>The company knows, respects and operates pursuant to environmental laws that govern its business field or sector.</p>	<p>The company has an environmental education and management model, performs periodical assessments on its products and services, and develops environmental policies and practices based on the knowledge acquired.</p>	<p>Its strategic planning includes environmental precautionary and maintenance mechanisms with goals set so that the process of design and development of its products and services can be environmentally sustainable.</p>	<p>In addition, it takes part in business forums that address the environmental responsibility theme, and seeks to liaise with different civil society players in search of sustainable solutions for the environmental challenges of its business sector.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 17 - 17.1 - 17.2 - 17.3 -17.4 - 17.5 and 17.6 - Environment, thus facilitating the analysis.

ENVIRONMENT

Principle 7

ABOUT THE COMPANY		Yes	No
1.1.	Is it fully aware of relevant environmental issues concerning the community where it operates?		
1.2.	Does it have policies that specifically address precautionary measures concerning environmental challenges related to its business activities?		
1.3.	Does it take awareness-raising measures focused on environmental issues related to its production chain encouraging a precautionary approach and permanent monitoring of environmental impacts generated by its suppliers and customers?		
1.4.	Does it use specific environmental efficiency indicators linked to energy, water and materials usage, and does it set continuous improvement goals?		
1.5.	Is it aware of the value added by external verification of its environmental approaches, processes and results?		
1.6.	Does it share with other governmental and non-governmental organizations its progress reports regarding the environmental impacts of its products and services seeking improvement opportunities in its environmental actions?		
1.7.	Is it concerned about the global warming and does it have a well-known institutional attitude towards the theme?		
1.8.	Is it aware of ozone layer destruction issues and does it have a well-known institutional attitude towards the theme?		
1.9.	Has it produced and published, in the last year, appropriate documentation or has it undertaken any environmental education initiative for the workforce and the community as a whole involving preventive measures regarding potential impacts generated by its products and services?		

		2003	2004	2005
1.10.	Annual amount of financial resources allocated for supporting governmental and/or non-governmental organizations that act in environmental conservation:			
1.11.	Annual amount of financial resources (in relation to gross income) allocated to the control and mitigation of air and effluents emissions: environmental conservation:			

ENVIRONMENT

Principle 7

		2003	2004	2005
1.12.	Annual amount of financial resources (in relation to gross income) allocated to solid residues treatment:			
1.13.	Annual amount of financial resources (in relation to gross income) allocated to health and safety prevention in its products manufacturing:			
1.14.	Emissions volume (in tons of CO2 or carbon equivalent):			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in environment-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

NOTES / IDEAS / POSSIBILITIES AIMING AT RECORDING THE INITIATIVES

Principle 8

Businesses should undertake initiatives to promote a greater environmental responsibility

1. On engaging in initiatives to promote a greater environmental responsibility:

<p>The company takes part in sectoral initiatives seeking solutions for environmental issues inherent to its business activity in response to external demands.</p>	<p>The company has policies that prioritize the contracting of suppliers committed to the environmental cause and with proven good environmental conduct. It actively takes part in social and business forums on environmental responsibility of its business sector.</p>	<p>The company encourages its production chain to commit to the environmental cause, jointly developing initiatives aiming at environmental responsibility, including the search for resources and funding for the replacement of environmentally outdated technologies, and the development of operational solutions with lower environmental impact.</p>	<p>It takes part in the development, control and assessment of environmental public policy, not exclusively related to its business sector, which promotes environmentally responsible business conduct.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 20 - 20.1 - 20.2 - 20.3 - 20.4 - 20.5 and 20.6 - Environment, thus facilitating the analysis.

ENVIRONMENT

Principle 8

ABOUT THE COMPANY		Yes	No
1.1.	Does it take part in business initiatives (forums, seminars, congresses, etc.) that encourage and stimulate responsible environmental practices?		
1.2.	Does it develop internal awareness-raising campaigns aiming at, for instance, the importance of energy and water consumption reduction?		
1.3.	Does it develop internal awareness-raising campaigns targeting employees' families, suppliers, customers, the community and the society as a whole?		
1.4.	Does it carry out studies on alternative materials and does it encourage the use of low environmental impact materials throughout its production chain?		
1.5.	Does it have a residues monitoring system, regularly monitoring its final destination?		
1.6.	Is it an example of and does it encourage waste management throughout its production chain?		

		2003	2004	2005
1.7.	Amount of financial resources (in relation to gross income) allocated to the participation in initiatives that encourage conscious environmental practices:			
1.8.	Percentage of gross income allocated to environmental education campaigns (both internally and externally):			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in environment-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies

1. On encouraging the development and diffusion of environmentally friendly technologies:

<p>The company seeks to acquire knowledge of environmentally friendly technological innovations aiming to incorporate them into its production processes or services rendered.</p>	<p>The company partially incorporates innovations into its production processes or services rendered, and aims to fully incorporate them into all the processes for which there are environmentally friendly technologies.</p>	<p>The company incorporates innovations throughout its production processes or services rendered for which there are environmentally friendly technologies and takes part in forums for the discussion and creation of consortia aiming at the diffusion and price lowering of environmentally friendly technologies.</p>	<p>The company conditions its economic and financial success to the environmental success.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

This indicator can be broadened or deepened if related to the Ethos Indicators on Corporate Social Responsibility 2005 21 - 21.1 - 21.2 - 21.3 - 21.4 - 21.5 and 21.6 - Environment, thus facilitating the analysis.

ABOUT THE COMPANY		Yes	No
1.1.	Does it encourage the development and diffusion of environmentally friendly technologies that value the national industry?		
1.2.	Does it share environmentally friendly technologies with local competitors or companies?		

ENVIRONMENT

Principle 9

		Yes	No
1.3.	Does it set an example in the compliance with conservation and health and safety standards involving products storage?		
1.4.	Does it carry out, directly or through third parties, impact assessments involving packaging, and does it always choose environmentally adequate alternatives, sharing with its different stakeholders the aspects considered when making such choices?		

		2003	2004	2005
1.5.	Amount of financial resources (in relation to gross income) allocated to the development and diffusion of environmentally friendly technologies:			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in environment-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

NOTES / IDEAS / POSSIBILITIES AIMING AT RECORDING THE INITIATIVES

ANTI-CORRUPTION

Principle 10

Businesses should work against all forms of corruption, including extortion and bribery.

1. On the company's conduct:

<p>The company understands that corruption is a crime provided by law and, in case any such event is identified inside the company, legal procedures are followed.</p>	<p>In addition to following legal procedures for internally identified events, it strongly and clearly rejects corruption before all its stakeholders.</p>	<p>It has and permanently disseminates a code of conduct that serves as a guide in dubious or conflicting situations, properly materializes by a formal denunciation system and an internal ethics committee. It adopts randomized control and auditing procedures.</p>	<p>In addition, it does not commit passive corruption, and forwards to the proper authorities the evidence of corruption practices in its production chain as a way to contribute to the eradication of this practice from the society.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>

ABOUT THE COMPANY		Yes	No
1.1.	Does it support or make donations to candidates or political parties in a transparent way?		
1.2.	Does it have an explicit rule banning the use of economic power to exert influence on stakeholders or other institutions?		

ANTI-CORRUPTION

Principle 10

		Yes	No
1.3.	Does it have measures and mechanisms implemented to facilitate the denunciation of internal corruption practices?		
1.4.	Does it have measures and mechanisms implemented to audit any material advantages or benefits received from or offered by its collaborators that may result in potential conflicts of interests regarding their positions in the company?		
1.5.	Does it strongly reject any type of inaccurate account recording?		
1.6.	Does it prevent the improper use of procedures regarding subsidies and licenses granted by public agents for business operations?		
1.7.	Does it consider important that anti-corruption themes be naturally addressed in its relations with stakeholders?		

		2003	2004	2005
1.8.	Number of articles published in the press regarding corruption events in which the name of the company was mentioned:			

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in anti-corruption-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

ANTI-CORRUPTION

Principle 10

2. On disseminating the theme among the stakeholders:

The company has taken a stand against any type of corruption, but the issue is addressed exclusively by the top management.	It has formal policies, procedures and practices thoroughly disseminated throughout the company.	In addition, it seeks to disseminate its attitude and encourage the replication of these procedures in the production chain by holding educational meetings, lectures and seminars on the theme.	It has a leading role in anti-corruption initiatives and forums, disseminating the theme to all external stakeholders.	We have not addressed this issue before.
STAGE 1 <input type="checkbox"/>	STAGE 2 <input type="checkbox"/>	STAGE 3 <input type="checkbox"/>	STAGE 4 <input type="checkbox"/>	<input type="checkbox"/>

ABOUT THE COMPANY		Yes	No
2.1.	Does it encourage and protect its stakeholders' freedom to seek, receive and disseminate any type of information regarding corruption practices?		
2.2.	Does it formally promote, encourage or support open initiatives of dialogue among several social actors on corruption-related issues?		
2.3.	Does it clearly express in its code of conduct - a guiding tool for its relations with stakeholders - and permanently disseminate its attitude towards corruption issues?		

Case study, example or project report: The **Global Compact** encourages the company to record an initiative that can serve as an example of best practice and inspiration to other organizations. In case the company has a real experience in anti-corruption-related themes in its **business management**, validated by at least two of its stakeholders, it should report it. Reporting the success of the initiative is not as relevant as showing the institutional attitude that originated it, as well as the different steps that had to be taken in order to reach its current results.

ANTI-CORRUPTION

Principle 10

3. On the company's value chain:

<p>It just expresses its strong opinion against corruption and does not get involved in the evaluation of specific situations, except when they can compromise its reputation.</p>	<p>It encourages the creation of a united front against corruption under the guidance and support of the proper authorities, and takes part in the development of mechanisms to prevent unfair competition.</p>	<p>In addition to the previous stages, it has as an operating principle not to establish any type of relations with individuals or organizations that, under any pretext, validate corruption.</p>	<p>In addition to the actions described in the previous stages, it leads or takes part in business forums and efforts against corruption.</p>	<p>We have not addressed this issue before.</p>
<p>STAGE 1 <input type="checkbox"/></p>	<p>STAGE 2 <input type="checkbox"/></p>	<p>STAGE 3 <input type="checkbox"/></p>	<p>STAGE 4 <input type="checkbox"/></p>	<p><input type="checkbox"/></p>

ABOUT THE COMPANY		Yes	No
3.1.	Does it have mechanisms to address the theme preventively throughout the production chain, involving all its stakeholders?		
3.2.	Does it have policies to address cases of stakeholders known as being involved in corruption matters?		
3.3.	Does it have established conduct values that impact on its competitors and does it act in processes of mobilization for, dissemination of and discussion about such conduct?		
3.4.	Does it understand corruption as a constraint to the country's social and economic development, having written material on the theme to support its speeches and mobilization processes?		

Attachment

Interconnection between the Global Compact Principles and the Ethos Indicators 2005

Ethos Indicators 2005

Corresponding Global Compact Principles

VALUES, TRANSPARENCY AND GOVERNANCE

CONDUCT SELF-REGULATION

<i>Ethical Commitments</i>	1	2	3	4	5	6	7	8	9	10
<i>Embedding into Organizational Culture</i>	1	2	3	4	5	6	7	8	9	10
<i>Corporate Governance</i>	1	2	3	4	5	6	7	8	9	10

TRANSPARENT RELATIONS WITH SOCIETY

<i>Dialogue with Stakeholders</i>	1	2	3	4	5	6	7	8	9	10
<i>Relations with Competition</i>	1	2	3	4	5	6	7	8	9	10
<i>Social Reporting</i>	1	2	3	4	5	6	7	8	9	10

WORKFORCE

DIALOGUE AND PARTICIPATION

<i>Relations with Unions</i>	1	2	3	4	5	6	7	8	9	10
<i>Relations with Outsourced Workers</i>	1	2	3	4	5	6	7	8	9	10
<i>Participative Management</i>	1	2	3	4	5	6	7	8	9	10

RESPECT FOR THE INDIVIDUAL

<i>Commitment to Children's Future</i>	1	2	3	4	5	6	7	8	9	10
<i>Valuing Diversity</i>	1	2	3	4	5	6	7	8	9	10

Ethos Indicators 2005

Corresponding Global Compact Principles

DECENT WORK

<i>Compensation, Benefits and Career Planning Policy</i>	1	2	3	4	5	6	7	8	9	10
<i>Concern for Health, Safety and Working Conditions</i>	1	2	3	4	5	6	7	8	9	10
<i>Commitment to Professional Development and Employability</i>	1	2	3	4	5	6	7	8	9	10
<i>Handling of Dismissals</i>	1	2	3	4	5	6	7	8	9	10
<i>Preparation for Retirement</i>	1	2	3	4	5	6	7	8	9	10

ENVIRONMENT

RESPONSIBILITY FOR FUTURE GENERATIONS

<i>Company's Commitment to Environmental Quality Improvement</i>	1	2	3	4	5	6	7	8	9	10
<i>Environmental Education</i>	1	2	3	4	5	6	7	8	9	10
<i>Forest Economics Sustainability</i>	1	2	3	4	5	6	7	8	9	10

ENVIRONMENTAL IMPACT MANAGEMENT

<i>Environmental Impact and Product and Service Life Cycle Management</i>	1	2	3	4	5	6	7	8	9	10
<i>Inputs and Waste Reduction</i>	1	2	3	4	5	6	7	8	9	10

SUPPLIERS

SELECTION, ASSESSMENT AND PARTNERSHIP WITH SUPPLIERS

<i>Criteria Used in Selection and Assessment of Suppliers</i>	1	2	3	4	5	6	7	8	9	10
<i>Child Labor in the Production Chain</i>	1	2	3	4	5	6	7	8	9	10
<i>Forced Labor (or Practices Similar to Slavery) in the Production Chain</i>	1	2	3	4	5	6	7	8	9	10
<i>Support to Supplier Development</i>	1	2	3	4	5	6	7	8	9	10

Ethos Indicators 2005

Corresponding Global Compact Principles

CONSUMERS AND CUSTOMERS

SOCIAL DIMENSION OF CONSUMPTION

<i>Business Communication Policy</i>	1	2	3	4	5	6	7	8	9	10	
<i>Excellence in Customer Service</i>	1	2	3	4	5	6	7	8	9	10	
<i>Knowledge and Management of Potential Harm Caused by Products and Services</i>	1	2	3	4	5	6	7	8	9	10	

COMMUNITY

RELATIONS WITH THE LOCAL COMMUNITY

<i>Management of the Company's Impact on the Surrounding Community</i>	1	2	3	4	5	6	7	8	9	10	
<i>Relations with Local Organizations</i>	1	2	3	4	5	6	7	8	9	10	

SOCIAL ACTION

<i>Social Action Funding</i>	1	2	3	4	5	6	7	8	9	10	
<i>Company's Engagement in Social Action</i>	1	2	3	4	5	6	7	8	9	10	

GOVERNMENT AND SOCIETY

POLITICAL TRANSPARENCY

<i>Donations to Political Campaigns</i>	1	2	3	4	5	6	7	8	9	10	
<i>Companies' Construction of Citizenship</i>	1	2	3	4	5	6	7	8	9	10	
<i>Anti-Corruption and Bribery Practices</i>	1	2	3	4	5	6	7	8	9	10	

SOCIAL LEADERSHIP

<i>Social Leadership and Influence</i>	1	2	3	4	5	6	7	8	9	10	
<i>Participation in Government Social Projects</i>	1	2	3	4	5	6	7	8	9	10	

ASSESSMENT SHEET

HUMAN RIGHTS

Principle 1

Indicator 1: On inserting human rights themes into the company management

STAGE 1 STAGE 2 STAGE 3 STAGE 4

Indicator 2:

On valuing human rights themes in the business relationship network

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
2.1			2.2			2.3		
2.4			2.5					

Indicator 3: On the insertion of human rights themes in the social action or in the private social investment

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
3.1			3.2			3.3		
3.4			3.5			3.6		
3.7			3.8			3.9		
3.10			3.11			3.12		
3.13								

Principle 2

Indicator 1: On monitoring human rights issues in the production chain and in the social action

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4			1.5			1.6		
1.7			1.8			1.9		
1.10			1.11			1.12		
1.13			1.14			1.15		

LABOR STANDARDS

Principle 3

Indicator 1: On the support to freedom of association and the recognition of the right to collective bargaining

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		

Principle 4

Indicator 1: On the elimination of all forms of forced or compulsory labor

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4			1.5			1.6		
1.7								

Principle 5

Indicator 1: On the support to the abolition of child labor

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4			1.5			1.6		

Principle 6

Indicator 1: On monitoring the workforce situation in relation to discrimination mechanisms

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4			1.5			1.6		
1.7								

ENVIRONMENT

Principle 7

Indicator 1: On the support to a precautionary approach to environmental challenges

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4			1.5			1.6		
1.7			1.8			1.9		

Principle 8

Indicator 1: On engaging in initiatives to promote a greater environmental responsibility

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4			1.5			1.6		

Principle 9

Indicator 1: On encouraging the development and diffusion of environmentally friendly technologies

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4								

ANTI-CORRUPTION

Principle 10

Indicator 1: On the company's conduct

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
1.1			1.2			1.3		
1.4			1.5			1.6		
1.7								

Indicator 2: On disseminating the theme among the stakeholders

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
2.1			2.2			2.3		

Indicator 3: On the company's value chain

STAGE 1 STAGE 2 STAGE 3 STAGE 4

	YES	NO		YES	NO		YES	NO
3.1			3.2			3.3		
3.4								

Reference

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