

Communication on Progress: UNGC Principles, GRI Index, MDGs

With our integrated approach to Sustainable Development, we aim at embracing the [UN Global Compact \(UNGC\) principles](#) and at reporting in accordance with the [Global Reporting Initiative \(GRI\) Guidelines \(G3, 2006\)](#). The following table gives an overview of the actions implemented in 2008 to meet our UN Global Compact commitment and highlights our contributions to the [Millennium Development Goals \(MDG\)](#). Holcim remains firmly committed to the UN Global Compact and this commitment is reflected in the CEO Statement in the CSDR 2007 report and also on our website.

UNGC principles	GRI Indicator	Commitment (Policies)	Actions implemented	Direct/indirect contributions to the MDGs	CSDR 2007 Page
Human Rights					
1. Business should support and respect the protection of internationally proclaimed human rights.	HR1, HR2, HR3, HR4	Our CSR Policy states: "We express support for the Universal Declaration of Human Rights and we commit to adhere to ILO standards."	Embedding Code of Conduct Link to the website	Indirect: 1-8	5
			Embedding CSR policy Link to the website	Direct: 3 Indirect: 2	20
			OH&S: Ongoing "Passion for Safety" initiative, development of directives on fatality prevention Link to the website	Direct: 6 Indirect: 1	21, 22, 32
			Ongoing health management programs Link to the website	Direct: 5, 6, Indirect: 4	22
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	27
			Realising affordable housing projects Link to the website	Indirect: 3, 6, 7	11
			Implementing capacity building projects Link to the website	Direct: 3, Indirect: 1, 4, 5, 6	22
			Implementing human rights policies training Link to the website	Direct: 3 Indirect: 2	22
2. Business should make sure that they are not complicit in human rights abuses.	HR2, HR3	Our CSR Policy states: "We express support for the Universal Declaration of Human Rights and we commit to adhere to ILO standards."	Embedding of Code of Conduct Link to the website	Direct: 6 Indirect: 1	5
			Embedding CSR policy Link to the website	Direct: 5, 6, Indirect: 4	20
			OH&S: "Passion for Safety" initiative and OHSAS 18000 Link to the website	Indirect: 1, 3, 7, 8	22
			Ongoing health management programs Link to the website	Indirect: 3, 6, 7	22

			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7	27
			Commissioning of human rights assessment Link to the website	Indirect: 1-7	22
Labour Standards					
3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	HR5, LA3, LA4	Our CSR Policy states: “We respect workers’ rights, ensure wages that meet local industry good practice and strive to provide best possible working and development conditions.”	Embedding Code of Conduct Link to the website	Indirect:1-8	5
			Embedding ISO 9001 Link to the website	Indirect: 3	7
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	27
			Assuring good-practice wages Link to the website	Direct:1 Indirect: 2,4,5	20
			Implementation of systems to collect and handle employee grievances and complaint Link to the website	Indirect: 1, 3	20
			Conducting employee training and leadership programs Link to the website	Indirect: 1, 3, 7	20
			Promoting trade unions Link to the website	Indirect: 1, 3	20
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	20
			Rewarding outstanding employee performance Link to the website	Indirect: 1, 2, 3	21
4. Business should uphold the elimination of all forms of forced and compulsory labour.	HR7	Our CSR Policy states: “We respect workers’ rights, ensure wages that meet local industry good practice and strive to provide best possible working and development conditions.”	Embedding Code of Conduct Link to the website	Indirect: 1-8	5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	27
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	20
5. Business should uphold the effective abolition of child labour.	HR6	Our CSR Policy states: “We refuse to employ children at an age where education is still compulsory.”	Embedding Code of Conduct Link to the website	Indirect: 1-8	5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	27
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	20

6. Business should uphold the elimination of discrimination in respect of employment and occupation.	HR4, LA10, LA11	Our CSR Policy states: “We value diversity and promote equal opportunities in recruitment, employment, development and retention. “	Embedding Code of Conduct Link to the website	Indirect: 1-8	5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	27
			Promotion of diversity and equality Link to the website	Direct: 3 Indirect: 1	20, 32
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	20

Environment

7. Businesses should support a precautionary approach to environmental challenges.	3, 13	Our Environmental Policy Statement (EPS) captures the Holcim commitment to improve continuously the environmental performance and to provide positive contributions to our businesses. It is based on four main pillars: Management systems, resources utilization, environmental impacts and stakeholder relations.	Embedding Code of Conduct Link to the website	Indirect: 1-8	5
			Program of research and development Link to the website	Direct: 7	14
			Ongoing ISO14001 implementation in cement plants, grinding stations and AFR pre-treatment platforms Link to the website	Direct: 7 Indirect: 8	7, 31
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	27
			Emissions Monitoring and Reporting Standard (EMR) Link to the website	Indirect: 7	17
			Resources utilization Link to the website	Direct: 7	15,17,31
			CO2-emissions reduction Link to the website	Direct: 7	14, 15
			Environmental investments Link to the website	Direct: 7	17, 30
			Conducting environmental and social impact assessments Link to the website	Indirect: 7	16
			Optimizing transport and distribution channels Link to the website	Direct: 7	17

8. Businesses should undertake initiatives to promote greater environmental responsibility.	EN1, EN2, EN3, EN4, EN5, EN6, EN7, EN8, EN9, EN10, EN11, EN12, EN13, EN14, EN15, EN16, 1.1	The EPS states: “We promote our commitment through training and integration into business processes.” – “We promote eco-efficiency, conservation of non-renewable natural resources and recycling of secondary materials.” – “We measure our performance, continuously improve and promote best practice in our industry.”	Embedding Code of Conduct Link to the website	Indirect: 1-8	5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	27
			Participation in WBCSD and WBCSD Cement Sustainability Initiative (CSI) Link to the website	Direct: 7, 8	14
			Emissions Monitoring and Reporting Standard (EMR) Link to the website	Indirect: 7	17
			Embedding Group rehabilitation guidelines Link to the website	Indirect: 7	16
			Collaboration with IUCN addressing biodiversity and conservation issues Link to the website	Direct: 7, 8	16, 18
			Partnership with GLOBE Link to the website	Direct: 8 Indirect: 7	14
			Stakeholder dialogs on waste management and resource efficiency Link to the website	Indirect: 2, 7	23
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	EN17	The EPS states: “We invest in the development of innovative and sustainable products and processes”	Program of research and development Link to the website	Indirect: 7	14
			Development and marketing of sustainable products Link to the website	Direct: 7	8, 16
			Co-processing (AFR) Link to the website	Direct: 7	15, 28
			Ongoing partnership with GTZ Link to the website	Direct: 7	15
			Renewable energy initiatives Link to the website	Direct: 7	12, 13
			Recycling of construction demolition waste (CDW) and cement kiln dust (CKD) Link to the website	Direct: 7	16, 31

Anti-corruption					
10. Businesses should work against all forms of corruption, including extortion and bribery.	SO2	The Group code of conduct, published in October 2004, makes this commitment explicit.	Embedding Code of Conduct Link to the website	Indirect: 1-8	5