

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 2009 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 CSDR 2009 report and also on our website.

UNGC principles	GRI Indicator	Commitment (Policies)	Actions implemented	Direct/indirect contributions to the MDGs	CSDR 2009 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	Page 5
			Embedding CSR policy Link to the website	Direct: 3 Indirect: 2	Page 22
			OH&S: Ongoing "Passion for Safety" initiative, development of directives on fatality prevention Link to the website	Direct: 6 Indirect: 1	Pages 23 and 30
			Ongoing health management programs Link to the website	Direct: 5, 6, Indirect: 4	Pages 23 and 30
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	Pages 11 and 26
			Realising affordable housing projects Link to the website	Indirect: 3, 6, 7	Page 12
			Implementing capacity building projects Link to the website	Direct: 3, Indirect: 1, 4, 5, 6	Pages 25 and 31
			Implementing human rights policies training Link to the website	Direct: 3 Indirect: 2	Pages 24 and 31
			Partnership with the ICRC Link to the website	Direct: 3, Indirect: 1, 4, 5, 6	Page 24
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	Page 7
			Embedding CSR policy Link to the website	Direct: 5, 6, Indirect: 4	Page 22
			OH&S: "Passion for Safety" initiative and OHSAS 18000 Link to the website	Indirect: 1, 3, 7, 8	Pages 9; 23 and 30

			Ongoing health management programs Link to the website	Indirect: 3, 6, 7	Pages 23 and 30
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7	Pages 11 and 26
			Commissioning of human rights assessment Link to the website	Indirect: 1-7	Page 24
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	Page 5
			Embedding ISO 9001 Link to the website	Indirect: 3	Page 7
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	Pages 11 and 26
			Assuring good-practice wages Link to the website	Direct:1 Indirect: 2,4,5	Page 22
			Implementation of systems to collect and handle employee grievances and complaint Link to the website	Indirect: 1, 3	Page 22
			Conducting employee training and leadership programs Link to the website	Indirect: 1, 3, 7	Page 22; 30 and 31
			Promoting trade unions Link to the website	Indirect: 1, 3	Page 22
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	Page 30
			Rewarding outstanding employee performance Link to the website	Indirect: 1, 2, 3	Page 22
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	Page 5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	Pages 11 and 26
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	Page 30
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	Page 5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	Pages 11 and 26

			Conducting employee satisfaction surveys Link to the website	Indirect: 3	Page 30
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	Page 5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	Pages 11 and 26
			Promotion of diversity and equality Link to the website	Direct: 3 Indirect: 1	Page 22
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	Page 30
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	Page 5
			Program of research and development Link to the website	Direct: 7	Page 11
			Ongoing ISO14001 implementation in cement plants, grinding stations and AFR pre-treatment platforms Link to the website	Direct: 7 Indirect: 8	Pages 7 and 27
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	Pages 11 and 26
			Emissions Monitoring and Reporting Standard (EMR) Link to the website	Indirect: 7	Pages 9 and 28
			Resources utilization Link to the website	Direct: 7	Pages 17 – 19 and 29
			CO2-emissions reduction Link to the website	Direct: 7	Pages 14 – 16 and 27 - 28
			Environmental investments Link to the website	Direct: 7	Page 27
			Conducting environmental and social impact assessments Link to the website	Indirect: 7	Page 18
			Optimizing transport and distribution channels Link to the website	Direct: 7	Page 19

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	Page 5
			Measurement of supplier performance Link to the website	Indirect: 1, 3, 7, 8	Pages 11 and 26
			Participation in WBCSD and WBCSD Cement Sustainability Initiative (CSI) Link to the website	Direct: 7, 8	Page 16
			Emissions Monitoring and Reporting Standard (EMR) Link to the website	Indirect: 7	Pages 9 and 28
			Embedding Group rehabilitation guidelines Link to the website	Indirect: 7	Pages 16 and 17
			Collaboration with IUCN addressing biodiversity and conservation issues Link to the website	Direct: 7, 8	Page 16
			Partnership with GLOBE Link to the website	Direct: 8 Indirect: 7	
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	Page 11
			Development and marketing of sustainable products Link to the website	Direct: 7	Pages 10 - 13
			Co-processing (AFR) Link to the website	Direct: 7	Page 11
			Renewable energy initiatives Link to the website	Direct: 7	
			Recycling activities Link to the website	Direct: 7	Page 13

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	Page 5
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