

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 2006 to meet our UN Global Compact commitment and highlights our contributions to the [Millennium Development Goals \(MDG\)](#).

UNGC principles	GRI Indicator	Commitment (Policies)	Actions implemented	Direct/indirect contributions to the MDGs	CSDR 2005 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."	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10
			Implementing CSR policy Link to the website	Direct: 3 Indirect: 2	30
			OH&S: Launch of "Passion for Safety" initiative Link to the website	Direct: 6 Indirect: 1	31
			Implementation of health management programs Link to the website	Direct: 5, 6, Indirect: 4	31
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Initiating and realising low-cost housing projects Link to the website	Indirect: 3, 6, 7	16
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."	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10
			Implementing CSR policy Link to the website	Direct: 3 Indirect: 2	30
			OH&S: "Passion for Safety" initiative and OHSAS 18000 Link to the website	Direct: 6 Indirect: 1	31
			Implementation of health management programs Link to the website	Direct: 5, 6, Indirect: 4	31
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Initiating and realising low-cost housing projects Link to the website	Indirect: 3, 6, 7	16

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."	Implementation of Code of Conduct Link to the website	Indirect:1-8	10
			Implementation of ISO 9001 Link to the website	Indirect: 3	10
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Assuring good-practice wages Link to the website	Direct:1 Indirect: 2,4,5	30
			Implementation of policies regarding responsible reorganisation and restructuring Link to the website	Indirect: 1, 3	
			Conducting employee trainings Link to the website	Indirect: 1, 3, 7	
			Promoting trade unions Link to the website	Indirect: 1, 3	
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	30
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."	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	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."	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	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. “	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Promotion of diversity and equality Link to the website	Direct: 3 Indirect: 1	30
			Conducting employee satisfaction surveys Link to the website	Indirect: 3	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.	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10
			Program of research and development Link to the website Link to the Annual Report 2006 (pp.24-25)	Direct: 7	8
			ISO14001 implementation in all cement plants, grinding stations and AFR pre-treatment platforms Link to the website	Direct: 7 Indirect: 8	10
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Emissions Monitoring and Reporting Standard (EMR) Link to the website	Indirect: 7	21
			Resources utilization Link to the website	Direct: 7	20
			Environmental investments Link to the website	Direct: 7	22
			Stakeholder engagement: member- and partnerships Link to the website	Direct: 7, 8	31, 33

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.”	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10
			Implementation of supplier qualification program Link to the website	Indirect: 1, 3, 7, 8	16
			Initiative: Green power (partnership with (GPMDG and WRI) Link to the website	Direct: 7, 8	16
			Development and Implementation of Emissions Monitoring and Reporting Standard (EMR) Link to the website	Indirect: 7	21
			CO ₂ emissions reduction Link to the website	Direct: 7	20, 24
			Implementation of Group rehabilitation guidelines Link to the website	Indirect: 7	22
			Engagement in partnership with IUCN to develop biodiversity strategies Link to the website	Direct: 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 Link to the Annual Report 2006 (pp.24-25)		8
			Development and marketing of sustainable products ("green cement") Link to the website	Direct: 7	14, 20
			Co-processing (AFR) Link to the website	Direct: 7	21, 25
			Engagement in partnership with GTZ to implement co-processing guidelines Link to the website	Direct: 7	
			Stakeholder engagement: member- and partnerships Link to the website	Direct: 7, 8	31, 33
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.	Implementation of Code of Conduct Link to the website	Indirect: 1-8	10