

World Confederation of Businesses Communication on Progress and Engagement



Houston, January 2024

CEO LETTER

Dear stakeholders,

This year marks a significant milestone as the World Confederation of Businesses celebrates its 20th anniversary! With an expanding global presence, we take pride in our journey, wherein we have collaborated with the business sector to drive sustainable economic development. Leveraging our strategic position, we have championed the promotion of a corporate culture of social responsibility among our members.

The efforts of WORLDCOB have fostered trust-based relationships internationally, leading to enhanced business outcomes. We have offered complimentary training sessions to executives, employees, and suppliers on sustainability topics and have developed tools and services to facilitate the adoption of a corporate ethos centered on responsibility and sustainability.

Despite the array of challenges, our fruitful partnerships with public and private organizations have contributed to making business activities catalysts for social development while prioritizing environmental stewardship.

We have collaborated closely with nearly a hundred member Universities to bridge the gap between academia and the market, fostering research, innovation, and societal impact.

We firmly believe that our initiatives are continually improving WORLDCOB as a workplace, a community member, and a positive force for environmental stewardship.

We aspire for WORLDCOB's external endeavors to inspire a movement of conscious and proactive businesses that uphold values elevating living standards for all and safeguarding the environment.

I am honored to present this year's Communication on Progress, underscoring our unwavering commitment to the Ten Principles of the United Nations Global Compact.

Warm regards,



Jesus Moran
Chief Executive Officer



ORGANIZATION PROFILE INFORMATION

MPBM Co.

Filing number: 800386005

Registered in the State of Texas, United States.

Commercial name (DBA): WORLD CONFEDERATION OF BUSINESSES (WORLD COB)

 **MAIN OFFICE**

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www.worldcob.org

www.worldcob-csr.com

WORLD COB is a Business Association with presence in more than 130 countries and with more than 3.500 company members.

Major products and services brands

THE BIZZ: International Recognition of Business Excellence

WORLD COB-CSR: Corporate Social Responsibility Certification

BIZZ EVENTS: Business Conventions

BIZZNEWS: Entrepreneurial and General Business News

BIZZTRAINING: Business Seminars and Training Services

WORLD COB TRUST SEAL: Business Trust Seal



Organizational Structure:

The organization is guided by a Board of Directors and supported by an Honorary Committee made up of outstanding WORLDCOB members from around the world. The Board of Directors is composed of three dedicated executives and three experienced professionals, all from different countries.

http://www.worldcob.org/en/aboutus_board.html



Jesus J. Moran, President



Michael L. Bellido, Vice President



Kelly Taravay, Brand Director



Nancy Branger, Director of Human Development



Nicolas Caffaro, Director of International Relations



Daniel Javier, Director of Quality and CSR



I. ETHICAL DOCUMENTS AND PRINCIPALS

MISSION:

To globally promote business growth and provide opportunities through education, networking, and motivation.

VISION:

WORLDCOB's vision is to become the business organization with the largest global presence by reaching every continent. WORLDCOB seeks to open more branches worldwide to be closer to its Associate Members, in order to reach more markets and offer its services in a more personalized way.

CORPORATE SOCIAL RESPONSIBILITY POLICY:

WORLD CONFEDERATION OF BUSINESSES undertakes, as an organization, to:

- *Act consistently with the 10 principles of the United Nations Global Compact.*
- *Develop a Social Responsibility management system inside the organization and a corporate culture governed by ethical principles with regard to economic, environmental and social matters.*
- *Promote and disseminate Corporate Social Responsibility values among its associate members, as well as all of the organization's stakeholders.*
- *Seek out and develop tools to be made available to its associate members to ensure their participation in a culture of Corporate Social Responsibility.*
- *Work for a better world, guided by the mission and vision established by the organization.*



CODE OF CONDUCT:

WORLD CONFEDERATION OF BUSINESSES is a participant of the United Nations Global Compact, according to which it undertakes to:

- *Ensure that its behavior as an organization is consistent with the 10 principles of the United Nations, as well as to promote and disseminate such principles.*
- *Act in the best interest of its associate members.*
- *Respect the confidentiality of the information of its associate members.*
- *Work against corruption and promote ethical business practices.*

Employees are understood as all persons working in and for the organization, and shall act consistently with the commitments assumed by the organization.

They shall, at all times, act correctly and with common sense, consulting their direct superior in case of doubt.

They shall always act in accordance with the laws, honestly and loyally.

They shall prioritize the interest of the organization and its associated members before their own.

The members of the Confederation shall be required to behave consistently with this code, collaborating for such purpose with all available resources.

If any representative of any stakeholder of the Confederation believes that there is a situation which is incompatible with the principles of the UN Global Compact or the code of conduct, he/she shall report it to a member of the Certifying Team, so that the situation may be investigated and corrected if necessary.

More information available: <http://www.worldcob.org/index.php/about-us>



WORLDCOB participation:

WORLDCOB is an associate member of the U.S. Chamber of Commerce.

WORLDCOB is an associate member of the Greater Houston Partnership.

WORLDCOB is signatory of the UNGC.

WORLDCOB is a Gold Community Member of GRI.

WORLDCOB is a DUNS Registered organization. Dun and Bradstreet provide credit information on businesses and corporations. <http://www.dnb.com/us/>

II. - REPORT OF ENGAGEMENT

Since 2010 WORLDCOB has promoted CSR through:

1. CSR Standard and Certification as a tool for our members: WORLDCOB-CSR:2011.3
2. CSR Workshops and training to members and the general public at no cost.
3. Participating in UNGC activities and supporting the UNGC as a Silver Sponsor in the World Summit 2020.
4. Supporting and promoting GRI reporting standards.
5. Providing its members with free consulting and free diagnostics in CSR aspects
6. Growing through alliances with governments, public and private organizations.

2.1. WORLDCOB-CSR: http://www.worldcob.org/en/b_csr.html

WORLDCOB-CSR offers a private international certification developed by WORLDCOB, based on the WORLDCOB-CSR:2011.3 standard that establishes the requirements that must be met by an organization to be recognized for holding a CSR policy that adheres to a culture of ethical values, is managed by a framework of CSR, and it is in a process of continuous improvement in key areas related to this standard.

The current third version has been edited with the review of **The British Standards Institution (BSI Ltd)**¹ according to the highest international standards and is inspired in the 10 Principles of the UNGC.

¹ The British Standards Institution (BSI) is The United Kingdom National Standards Body. (www.bsigroup.com)



WORLDCOB developed this private standard consistently with its own corporate mission where it is publicly committed to promote Corporate Social Responsibility values among its members and reach of influence. This commitment inspires WORLDCOB to continually develop and offer tools for companies to adhere to such values.



An organization that is certified with WORLDCOB-CSR: 2011.3 has made public commitments, as required by the standard, which will benefit its stakeholders and community. WORLDCOB's role is to provide the framework, assist in the implementation process, and finally audit the results. In addition to the direct benefits to the parties outlined, the certification will create benefits for the organization itself, as its prestige is increased, along with employee and consumer confidence and loyalty.



The standard became available to members in 2011.

Over the years, over a thousand companies have received complimentary evaluations and guidance on implementing a CSR management system, with some successfully achieving certification under our CSR standard and some becoming signatories of the UNGC.



2.2_ CSR WORKSHOPS

2.2.1_ CSR WORKSHOPS (LATIN AMERICA)

WORLD COB actively promotes ethical business practices and the fight against corruption with its 3,500 member companies around the world. It actively promotes CSR, and specifically, the ten principles of the UN Global Compact, through a range of events and publications.

The aforementioned workshops have promoted CSR with an emphasis on the Ten Principles of the UN Global Compact.

International experts on the topics of human rights, labor issues, responsibility, business ethics, and the environment contributed to the events. The videos of the talks given by the experts are available for free viewing online.

In order to collaborate with the PRME and to put together the academy and the private sector, in the last two years we have co-organized the CSR events with the best universities in each country. To cite some: Universidad Nacional Autónoma de México (UNAM), Benemérita Universidad Autónoma de Puebla, MX; Universidad de Guadalajara, MX; Universidad del Rosario (Colombia); Pontificia Universidad Católica del Ecuador; Universidad Peruana de Ciencias Aplicadas; Universidad de Palermo, Argentina, among others. Several universities have been certified under the WORLD COB CSR standard.



ENCUENTROS DE RSE

WORLD COB CSR:2011.3

Organizado por:

- UP Universidad de Palermo
- Universidad del Rosario
- UPC Universidad Peruana de Ciencias Aplicadas
- 50 años Universidad Católica del Ecuador

Próximos encuentros 2016:

- COLOMBIA** 03 NOV BOGOTÁ
- BOLIVIA** 09 NOV SANTA CRUZ
- PERÚ** 11 NOV LIMA
- ECUADOR** 16 NOV QUITO
- MÉXICO** 30 NOV D.F.
- ARGENTINA** 06 DIC BUENOS AIRES

Agenda:

2:00pm Registro	2:30pm Palabras de Bienvenida	2:50pm Primera Conferencia Director de RSE de WORLD COB
3:10pm Segunda Conferencia Organización invitada	3:30pm Tercera Conferencia Testimonio de empresa certificada	3:50pm Cuarta Conferencia Organización invitada
4:10pm Ronda de Preguntas al Panel Debate	4:40pm Entrega de Certificados y Constancias	5:00pm Cocktail de clausura

Somos miembros y participantes de:

- UNAM
- Benemérita Universidad Autónoma de Puebla
- Universidad de Guadalajara
- Universidad del Rosario
- Pontificia Universidad Católica del Ecuador
- Universidad Peruana de Ciencias Aplicadas
- Universidad de Palermo

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**WORLD COB
CSR:2011.3**

**CSR
WORKSHOPS**

19 sep Ecuador / Quito 06 oct Colombia / Bogota 27 oct Mexico/ Guadalajara
28 nov Mexico / Puebla 14 nov EAU / Dubái 05 dic Peru / Lima

AGENDA

Panel discussion 1: CSR Communication		Panel discussion 2: CSR's Succesfull Experiences				
Registration 2:00pm	Media 2:50pm	Advertising / Communication Agency 3:00pm	WORLD COB 3:40pm	University 3:50pm	CSR Organization 4:00pm	Round of questions 4:10pm
Welcome Speech 2:30pm	Media 3:10pm	Round of questions 3:20pm	Testimony of certified company 4:30pm	Delivery of certificates and diplomas 4:40pm	Closing Cocktail 5:00pm	

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CSR is actively promoted to WORLD COB members, and they are offered evaluations under WORLD COB-CSR: 2011.3 standards and/or CSR advisory services.

Over 1.000 companies from around the world have begun the process for the pre-evaluation and certification. For more information on the companies, please visit:
<http://worldcob-csr.com/certified-co/>

WORLD COB **directly promotes the 10 principles of the UNGC and the SDGs**. Readers are invited to visit the following sites:
www.worldcob.org
www.worldcob-csr.com
https://www.facebook.com/worldcobcsr/photos_stream

Pictures and more information about CSR Workshops: <http://worldcob-csr.com/#csr-meetings>





2.2.2_ WORLDCOB has developed partnerships and agreements with media outlets to promote the CSR Workshops:

<https://www.facebook.com/media/set/?set=a.724025017695317.1073741842.120171151414043>





WORLDLOB-CSR activities can be followed on LinkedIn, Facebook, Twitter, YouTube and on www.worldcob-csr.com.

The UNGC and its principles are strongly promoted in all WORLDLOB-CSR workshops and activities.



	WORLDLOB-CSR: 2011.2 STANDARD		WHAT DO WE CERTIFY?		BENEFITS		CERTIFIED COMPANIES
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- TESTIMONIES 
- PRESS RELEASES 
- LEARN ABOUT CSR 
- UN GLOBAL COMPACT PRINCIPLES 
- CERTIFY YOUR COMPANY 

AUDIT PARTNERS



PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

The Ten Principles of the Global Compact are based on universal declarations and conventions applied in four areas: Human Rights, Environment, Labor and Anti-Corruption.

HUMAN RIGHTS:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their scope of influence.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

LABOR:

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

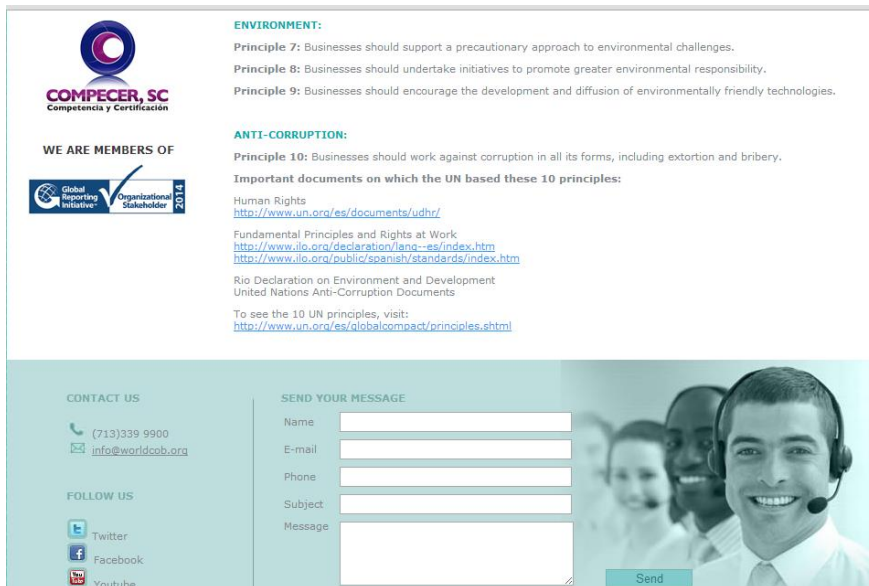
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

Principle 5: Businesses should uphold the effective abolition of child labor.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT:





ENVIRONMENT:

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION:

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Important documents on which the UN based these 10 principles:

Human Rights
<http://www.un.org/es/documents/udhr/>

Fundamental Principles and Rights at Work
<http://www.ilo.org/declaration/lang-es/index.htm>
<http://www.ilo.org/public/spanish/standards/index.htm>

Rio Declaration on Environment and Development
 United Nations Anti-Corruption Documents

To see the 10 UN principles, visit:
<http://www.un.org/es/globalcompact/principles.shtml>

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Name

E-mail

Phone

Subject

Message

2.3 _ WORLDCOB participated in the 2013 UNGC Leaders Summit in New York City.

2.4_ WORLDCOB was invited and participated in the Global Compact Network USA Consultation on the Food and Agriculture Business Principles on March 25, 2014 in Washington DC.

2.5_ WORLDCOB also participated as an Organizational Stakeholder and part of the North American delegation in the GRI Sustainability and Reporting Conference in Amsterdam in 2013.

2.6_ WORLDCOB signed in 2014 an agreement with the Gobierno Autónomo de Extremadura, España, for the approval of the WORLDCOB-CSR:2011.3 standard, in order to consider certified companies as deserving of the benefits that this government determines.



JUNTA DE EXTREMADURA

El Presidente ▾ Junta de Extremadura ▾ Servicios y Trámites Gobierno Abierto ▾ Comunicación ▾ Directo

Noticias

 Escuchar

Extremadura une lazos empresariales con EE.UU a través de la Responsabilidad Social Empresarial con la firma de un nuevo convenio

18:55 Lunes 2 Jun de 2014 Economía, Competitividad e Innovación Empresas



La vicepresidenta, portavoz y consejera de Empleo, Empresa e Innovación, Cristina Teniente, y el director de Calidad y RSE de la organización internacional empresarial World Confederation of Businesses, Walter Daniel Javier, han firmado hoy un convenio de colaboración que contribuye a que Extremadura una lazos empresariales con EE.UU a través de la Responsabilidad Social Empresarial.



La firma de este relevante acuerdo entre la Consejería de Empleo, Empresa e Innovación y World Confederation of Businesses— cuya sede está ubicada en Houston, contando con más de 3.000 empresas asociadas en más de 65 países del mundo— ha tenido lugar este mediodía en la sede de Presidencia, donde también ha estado presente la directora general de Trabajo, M^ª Angeles Muñoz.

En concreto, este convenio define las condiciones de la homologación de estándares de Responsabilidad Social Empresarial 'Worldcob CSR' de la organización internacional de acuerdo a la ley 15 /2010 de RSE de Extremadura, para ser verificados y homologados por la Oficina de Responsabilidad Social Empresarial de la Dirección General de Trabajo y puestos a disposición de las empresas extremeñas que realicen buenas prácticas que repercutan en el conjunto de ciudadanía.

<http://www.gobex.es//comunicacion/noticia&idPub=12859#.VxlycPkrLIU>

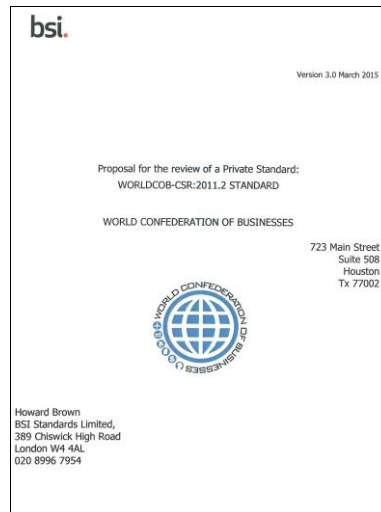
2.7_ WORLDCOB CSR standard reviewed by THE BRITISH STANDARDS INSTITUTION

During 2015 we have worked with the BSI to review our standard and add value to the certificate. The outcome is the third version of the standard that is already available for our members.

The review of the Private Standard have included:

- a) Editing and formatting it in accordance with ISO/IEC Directives, Part 2, Rules for the structure and draft of International Standards;
- b) Incorporating references to existing ISO standards in this area; and
- c) Identifying any significant gaps when compared against these existing standards





2.8_ COOPERATION AGREEMENT WITH CORRESPONSABLES

In 2015 we have consolidated the partnership with Corresponsables of Spain.

In 2016 we became part of the Observatory of Communication (ObservaRSE) and the Technical Committee facing the organization of the seventh edition of the Awards. The Observatory of Communication (ObservaRSE) was borned with the purpose of helping to value responsible and sustainable activities of all types of businesses and organizations.

We acted as part of the Jury on last editions of the Corresponsables awards in Iberoamerica.



2.9_ COOPERATION AGREEMENT WITH WOCCU MEXICO. (World Council of Credit Unions)

In 2017 we signed an agreement to promote CSR among their members.

2.10_ COOPERATION AGREEMENT WITH PERU RESPONSABLE

The Peru Responsible Program of the Ministry of Labor and Employment Promotion, aims to promote and articulate from the State the Corporate Social Responsibility for the promotion of employment, employability and self-employment in favor of vulnerable groups at the national level (In order to be signed)



2.11_ COOPERATION AGREEMENT WITH FEDIMETAL (ECUADOR), 2021

La Federación Ecuatoriana de Industrias del Metal is an organization with a desire for integration and business unity, at a national level, which brings together companies from activities related to the production and services of the steel and metalworking sector at the national level of Ecuador.



III. THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

HUMAN RIGHTS PRINCIPLES

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.



Assessment, Policy and Goals

WORLDCOB operates in the United States and Peru.

Human Rights ratings for the environment in which WORLDCOB operates vary from very good to at risk. Peru is a developing country with limited enforcement capabilities for its existing human rights laws.

WORLDCOB's policy is to adhere to the strictest norms in any given context, be it law or morals, and any violation or perceived intention of a violation is subject to an immediate expulsion from the organization. Goals include a minimum requirement and systematic improvement of living standards for all people involved in the organization's reach.

Implementation

WORLDCOB has implemented strict codes to require management and employees to maintain the strictest human rights norms in any given context, be it law or morals, and any violation or perceived intention of a violation is subject to an immediate expulsion from the organization.

Measurement of outcomes

Current outcomes include a history clear of violations and continuously improved living standards for stakeholders (employees and community). The organization maintains a Code of ethics and a CSR Policy.

LABOR PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Assessment, Policy and Goals



WORLD COB's policy is to adhere to the strictest norms in any given context, be it law or morals, and any violation or perceived intention of a violation is subject to an immediate expulsion from the organization.

Implementation

Management and any employee with the ability to affect work standards are required to sign an agreement committing to the adherence of labor laws and internal company standards. At least one Human Resources administrator per office is assigned to assess the labor environment and continually suggest improvements to management.

Measurement of outcomes

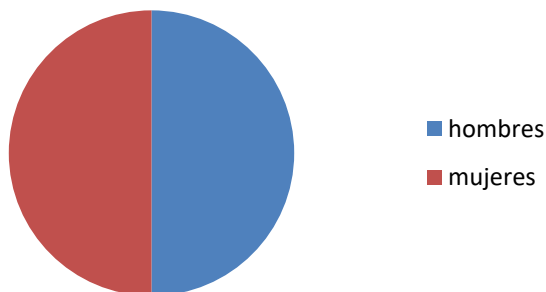
Employee retention has increased of the implementation of these standards, including the Code of Conduct

No complaints have been made regarding these principles. Any differences that may arise between employees and the company are resolved according to legislation.

Worldcob employees have freedom of association. All employees work under strict compliance with national labor laws by the company.

There are direct communication methods with management, and surveys are conducted to assess employee satisfaction. There is no discrimination practice; both men and women work in the company in equal percentages of 50%, and there are no gender-based wage differences.

% Employees by gender



Minors do not work at the company.

ENVIRONMENT PRINCIPLES

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Assessment, Policy and Goals

WORLDCOB's operations are typically within the confines of office buildings or home office and non-tangible services are offered with minimal impact to the environment. However, an environmentally conscious corporate policy is at the company's core and the organization's goal is to ensure that its net impact is positive.

Implementation

In the past years, WORLDCOB has implemented energy saving procedures and waste management procedures.

After the pandemic more than 90% of the work is done under a home office model.

Our international events are now in a hybrid model, giving the opportunity of participating in a virtual way, becoming more sustainable.

Measurement of outcomes

WORLDCOB's footprint has dramatically decreased to near paperless offices which are routinely inspected for minimal consumption and waste. Digitalization is almost 100%.

ANTI-CORRUPTION PRINCIPLE



Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, Policy and Goals

WORLD COB operates in the United States and Peru. WORLD COB's policy is to adhere to the strictest norms in any given context, be it law or morals, and any violation or perceived intention of a violation is subject to an immediate expulsion from the organization. Goals include a minimum requirement and systematic review of all anti-corruption policies and procedures and avoiding illegal and unethical situations to ensure the long-term growth of the organization, benefitting all stakeholders.

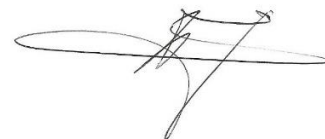
Implementation

All employees are trained on local anti-corruption laws, including the US Foreign Corrupt Practices Act. Executives and employees dealing with outside parties are all required to sign an internal anti-corruption policy, and all employees are subject to the Code of Conduct.

Measurement of outcomes

WORLD COB has not been involved in corruption, bribery, or other illegal activities, despite operating in at risk environments.

Worldcob actively promotes ethical business practices and the fight against corruption among its 3500 member companies worldwide. It actively promotes CSR (Corporate Social Responsibility) and specifically the 10 principles of the Global Compact through its various events and publications.



Contact for questions regarding the report or its contents:

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www.worldcob-csr.com

