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Communication on Progress (CoP) 2010 for UN Global Compact

How Tchibo fulfils the principles of the [UN Global Compact](#).

Tchibo joined the Global Compact initiative of the United Nations (UN) on 18 November 2009. The company is committed to the ten principles of the UN Global Compact concerning human rights, labour standards, environmental protection and anti-corruption and is dedicated to implementing them in all business processes. We uphold a reliable and sustainable corporate policy. Our CEO, Dr. Markus Conrad, emphasises this approach in his foreword to our 2010 Sustainability Report.

Since its foundation in the year 2000, the UN Global Compact has been an international leadership network for business, government, labour and civil society with a common goal: to make sure the ten UN Global Compact principles are implemented in day-to-day business and to enforce broader UN goals, including the [Millennium Development Goals](#). The UN Global Compact principles are based on:

- the [Universal Declaration of Human Rights](#),
- the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the Rio Declaration on Environment and Development and
- the United Nations Convention Against Corruption

This Communication on Progress (CoP) gives detailed insight into how Tchibo implements the UN Global Compact principles in its policies and management systems and what goals we are pursuing. The first CoP was published in November 2010. The second CoP is based on the 2010 Tchibo Sustainability Report. The table below lists links to the relevant pages of the online report. The next CoP publication is scheduled for the fourth quarter of 2012.

UN Global Compact Principles	Relevant content
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Principle 1

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

- [Human rights in the supply chain](#)
- Code of conduct for [Tchibo staff](#) and for [suppliers](#)
- [Occupational safety](#) as well as [Health and Safety](#) at Tchibo
- [Memberships](#) in initiatives to protect human rights
- Progress and status of objectives on [training and dialog concerning human rights as well as occupational safety](#)
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Principle 2

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

Principle 3

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

- Protection of the freedom of association and the right to collective bargaining in the [supply chain](#)
- [Collective bargaining for Tchibo staff](#)
- [Co-determination](#) at Tchibo

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labour

- Dedication to [eliminate all forms of forced and compulsory labour as well as child labour](#)
- Monitoring [social standards](#) in the supply chain for consumer goods
- Determination of international labour standards in the code of conduct for [Tchibo staff](#) and for [suppliers](#)

Principle 5

Businesses should uphold the effective abolition of child labour

Principle 6

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

- Dedication to [eliminate discrimination](#) in respect of employment and occupation in the supply chain
- [Local hiring](#) at Tchibo
- [Performance-related wages, equal treatment](#) of Tchibo staff and [rate of employee turnover](#) at Tchibo
- [No incidents of discrimination](#) occurred at Tchibo in the reporting period

Principle 7

Businesses should support a precautionary approach to environmental challenges

- [Corporate environmental protection, climate protection](#) and [biodiversity](#) at Tchibo
- [Progress](#) on corporate environmental protection
- Environmental protection in the supply chain for [coffee](#) and [consumer goods](#)

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility

- [Sustainable products and climate-friendly products](#) at Tchibo

Principle 9

Businesses should encourage the development and diffusion of environmentally-friendly technologies

- Raising [suppliers'](#) and [customers'](#) awareness of sustainability for coffee and consumer goods
- [Saving energy](#) and [efficiently using materials in day-to-day work](#) at Tchibo
- [Memberships and cooperations](#) regarding the environment
- Progress in [sensitising customers and in sustainability](#)

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery

- Corruption in [risk assessment](#) for all business units
- Anti-corruption as part of the [code of conduct](#) for all Tchibo staff members. There were [no instances of corruption](#) during the reporting period