# UN Global Compact Communication on Progress 2010

AstraZeneca joined the UN Global Compact in January 2011 and this is our first Communication on Progress. We are fully committed to the 10 UNGC principles, which constitute a useful framework for reviewing and improving the way we integrate human rights, labour standards, environment and anti-corruption considerations into our decision-making, strategic planning, monitoring and reporting.

Below are links to the sections of our website that provide relevant information on our commitments, activities and outcomes in relation to the 10 UNGC principles. In our GRI index, we have also indicated where [GRI indicators](http://www.astrazeneca.com/Responsibility/Reporting-performance/GRI-content-index/Performance-Indicators) relate to a particular UNGC Principle.

**Governance, strategy & engagement**

[Strategy & vision](http://www.astrazeneca.com/Responsibility/Strategy-and-vision)

[Accountabilities & responsibilities](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Accountabilities-and-responsibilities)

[Stakeholder engagement](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Stakeholder-engagement)

[Engagement themes and our response](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Engagement-themes-and-our-response)

**UN Goals and issues**

[Access to healthcare](http://www.astrazeneca.com/Responsibility/Access-to-healthcare)

[Millennium Development Goals](http://www.astrazeneca.com/Responsibility/Access-to-healthcare/Millennium-development-goals)

[Community investment](http://www.astrazeneca.com/Responsibility/Community-investment)

**Verification and transparency**

[GRI content index](http://www.astrazeneca.com/Responsibility/Reporting-performance/GRI-content-index)

[External assurance](http://www.astrazeneca.com/Responsibility/Reporting-performance/External-assurance)

**Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights.**

Broadly speaking, all internationally proclaimed human rights as described by the Bill of Human Rights can apply to corporations. However, some are more relevant to AstraZeneca due to the nature of our business. As a pharmaceutical company, our activities touch many people’s lives and we must ensure that we always apply the highest possible standards of ethics and integrity in our interactions with these groups. We believe that in addition to how we treat our employees (please see Principles 3-6 below), the main areas of relevance from a human rights perspective are clinical trials, sales and marketing practices and access to healthcare. These three areas have been identified as priority issues for our Responsible Business Plan and by end of the first quarter 2011, objectives, targets and KPIs will be published on this website.

**Commitment:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

**Activities:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Clinical trials](http://www.astrazeneca.com/Responsibility/Research-ethics/Clinical-trials)

[Sales & marketing practices](http://www.astrazeneca.com/Responsibility/Sales-and-Marketing-Practice)

[Access to healthcare](http://www.astrazeneca.com/Responsibility/Access-to-healthcare)

**Outcomes:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Sales & marketing practices](http://www.astrazeneca.com/Responsibility/Sales-and-Marketing-Practice/Our-performance-sales-marketing) (Our performance)

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

Our business strategy is to grow in emerging markets and continue externalization and outsourcing. This means that we need to apply due diligence in how we select partners and assess risks of these extended operations. Our Responsible Procurement process helps us to identify and address risks in our supply chain and we have due diligence processes in place to manage risks in acquisitions.

**Commitment:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

**Activities:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-standards) (Our standards)

[Codes, policies and standards](http://www.astrazeneca.com/Responsibility/Code-policies-standards) (Due diligence – acquisitions and partnerships)

**Outcomes:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-supplier-performance) (Our Performance)

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

We consider positive engagement essential for the promotion of employee satisfaction and a working environment that enables people to maximise their talents and their contribution to our business. Our goal is to create an inclusive environment that encourages open discussion and debate at all levels of the organisation, and we abide by all of the laws and regulations of the countries in which we do business, including those governing an individual’s right to associate and collectively bargain.
This is supported by our well-developed arrangements for interactions with trade union, European and local works councils, employees and workers. Our relations with trade unions are nationally determined and managed locally in line with the applicable local laws, customs and recognised good practice. The success of these arrangements and relationships are considered critical to ensuring that a culture of ethics, integrity and compliance is embedded in all our business practices.

**Commitment:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Global People Policy](http://www.astrazeneca.com/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobheadername1=Content-Disposition&blobheadername2=MDT-Type&blobheadervalue1=inline%3B+filename%3DPeople.pdf&blobheadervalue2=abinary%3B+charset%3DUTF-8&blobkey=id&blobtable=MungoBlobs&blobwhere=1285620406336&ssbinary=true)

**Activities:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Our employees](http://www.astrazeneca.com/Responsibility/Our-employees/A-changing-organisation) (A changing organisation)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-standards) (Our standards)

[Codes, policies and standards](http://www.astrazeneca.com/Responsibility/Code-policies-standards) (Due diligence – acquisitions and partnerships)

**Outcomes:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Our employees](http://www.astrazeneca.com/Responsibility/Our-employees/Our-employee-performance) (Our performance)

**Principle 4 – Businesses should uphold the elimination of all forms of forced and compulsory labour.**

In full support of this principle, we have integrated relevant considerations into the monitoring and auditing of our suppliers.

**Commitment:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

**Activities:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-standards) (Our standards)

[Codes, policies and standards](http://www.astrazeneca.com/Responsibility/Code-policies-standards) (Due diligence – acquisitions and partnerships)

**Outcomes:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-supplier-performance) (Our Performance)

**Principle 5 – Businesses should uphold the effective abolition of child labour.**

We are fully committed to the need to abolish child labour and support the Universal Declaration of Human Rights as well as relevant ILO conventions in this respect. Risk of child labour is address in our Responsible Procurement standard, including assessment and auditing of suppliers.

**Commitment:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Code of Conduct](http://www.astrazeneca.com/Responsibility/Code-policies-standards/Code-of-Conduct)

[Global People Policy](http://www.astrazeneca.com/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobheadername1=Content-Disposition&blobheadername2=MDT-Type&blobheadervalue1=inline%3B+filename%3DPeople.pdf&blobheadervalue2=abinary%3B+charset%3DUTF-8&blobkey=id&blobtable=MungoBlobs&blobwhere=1285620406336&ssbinary=true)

**Activities:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-standards) (Our standards)

[Codes, policies and standards](http://www.astrazeneca.com/Responsibility/Code-policies-standards) (Due diligence – acquisitions and partnerships)

**Outcomes:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-supplier-performance) (Our Performance)

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

We aim to foster a culture of respect and fairness where individual success depends solely on ability, behaviour, work performance and demonstrated potential. Our Responsible Business Plan includes a section on diversity and inclusion which will include objectives, targets and KPIs. The plan will be published on this website during the first quarter 2011. (link to be provided)

**Commitment:**

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Our Employees](http://www.astrazeneca.com/Responsibility/Our-employees/Diversity-and-inclusion) (Diversity)

[Code of Conduct](http://www.astrazeneca.com/Responsibility/Code-policies-standards/Code-of-Conduct)

[Global People Policy](http://www.astrazeneca.com/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobheadername1=Content-Disposition&blobheadername2=MDT-Type&blobheadervalue1=inline%3B+filename%3DPeople.pdf&blobheadervalue2=abinary%3B+charset%3DUTF-8&blobkey=id&blobtable=MungoBlobs&blobwhere=1285620406336&ssbinary=true)

**Activities:**

[Our Employees](http://www.astrazeneca.com/Responsibility/Our-employees/Diversity-and-inclusion) (Diversity)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-standards) (Our standards)

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

**Outcomes:**

[Our Employees](http://www.astrazeneca.com/Responsibility/Our-employees/Diversity-and-inclusion) (Diversity)

[Human rights](http://www.astrazeneca.com/Responsibility/Human-rights)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers/Our-supplier-performance) (Our Performance)

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

We are fully supportive of the Precautionary Approach to environmental challenges, as defined at the UN Conference on Sustainable Development and our SHE management system is designed to identify and mitigate environmental risks and impacts. We challenge ourselves to reduce resource consumption and minimize wastes through our [environmental objectives and targets](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Safety-health-and-environment/Targets-and-objectives), and we have dedicated scientists researching the potential effects of pharmaceuticals on the environment.

**Commitment:**

[Code of Conduct](http://www.astrazeneca.com/Responsibility/Code-policies-standards/Code-of-Conduct)

[SHE Policy](http://www.astrazeneca.com/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobheadername1=Content-Disposition&blobheadername2=MDT-Type&blobheadervalue1=inline%3B+filename%3DSafety%2C-health-and-the-environment.pdf&blobheadervalue2=abinary%3B+charset%3DUTF-8&blobkey=id&blobtable=MungoBlobs&blobwhere=1285620406306&ssbinary=true)

[Environment](http://www.astrazeneca.com/Responsibility/The-environment)

**Activities:**

[Safety, health and environment](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Safety-health-and-environment/Targets-and-objectives) (Targets and objectives)

[Safety, health and environment](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Safety-health-and-environment/Governance-and-compliance) (Governance and compliance)

[Pharmaceuticals in the environment](http://www.astrazeneca.com/Responsibility/The-environment/Pharmaceuticals-in-the-environment/)

[Ecopharmacoviligance](http://www.astrazeneca.com/Responsibility/The-environment/environmental-product-stewardship/Ecopharmacovigilance)

[Climate change](http://www.astrazeneca.com/Responsibility/The-environment/Climate-change)

**Outcomes:**

[Climate change](http://www.astrazeneca.com/Responsibility/The-environment/Climate-change/Our-performance-climate-change) (Our performance)

[Performance summary](http://www.astrazeneca.com/Responsibility/Reporting-performance/Performance-summary)

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

Managing our environmental impact continues to be priority for AstraZeneca. It’s an important part of our overall commitment to responsible business and it also makes good business sense. Our work to reduce our carbon footprint and our use of natural resources brings benefit for the environment and for our business because of the associated cost efficiencies, and our efforts to minimise the waste we produce includes making improvements to our production processes which can also boost manufacturing efficiency. Additionally, our research into pharmaceuticals in the environment and our work to improve the environmental profile of our medicines means we are helping to safeguard the environment for future generations.

**Commitment:**

[Code of Conduct](http://www.astrazeneca.com/Responsibility/Code-policies-standards/Code-of-Conduct)

[SHE Policy](http://www.astrazeneca.com/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobheadername1=Content-Disposition&blobheadername2=MDT-Type&blobheadervalue1=inline%3B+filename%3DSafety%2C-health-and-the-environment.pdf&blobheadervalue2=abinary%3B+charset%3DUTF-8&blobkey=id&blobtable=MungoBlobs&blobwhere=1285620406306&ssbinary=true)

[Environment](http://www.astrazeneca.com/Responsibility/The-environment)

**Activities:**

[Safety, health and environment](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Safety-health-and-environment/Targets-and-objectives) (Targets and objectives)

[Safety, health and environment](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Safety-health-and-environment/Governance-and-compliance) (Governance and compliance)

[Environmental product stewardship](http://www.astrazeneca.com/Responsibility/The-environment/environmental-product-stewardship/)

[Resource efficiency](http://www.astrazeneca.com/Responsibility/The-environment/Resource-efficiency/)

[Pharmaceuticals in the environment](http://www.astrazeneca.com/Responsibility/The-environment/Pharmaceuticals-in-the-environment/)

[Outsourced manufacture](http://www.astrazeneca.com/Responsibility/The-environment/Outsourced-manufacture)

[Working with suppliers](http://www.astrazeneca.com/Responsibility/Working-with-suppliers)

**Outcomes:**

[Climate change](http://www.astrazeneca.com/Responsibility/The-environment/Climate-change/Our-performance-climate-change) (Our performance)

[Resource efficiency](http://www.astrazeneca.com/Responsibility/The-environment/Resource-efficiency/Our-material-resource-efficiency-performance) (Our performance)

[Performance summary](http://www.astrazeneca.com/Responsibility/Reporting-performance/Performance-summary)

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

We are constantly looking at ways to further improve the environmental sustainability of our operations and future product pipeline. For example, we explore the feasibility of greener drug design, we promote ‘green chemistry’ in our own manufacturing processes as well as those outsourced to suppliers, we implement new technology to ensure energy efficiency and reduction of emissions and discharges and we have integrated environmental considerations in the development of packaging and devices.

**Commitment:**

[Code of Conduct](http://www.astrazeneca.com/Responsibility/Code-policies-standards/Code-of-Conduct)

[SHE Policy](http://www.astrazeneca.com/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobheadername1=Content-Disposition&blobheadername2=MDT-Type&blobheadervalue1=inline%3B+filename%3DSafety%2C-health-and-the-environment.pdf&blobheadervalue2=abinary%3B+charset%3DUTF-8&blobkey=id&blobtable=MungoBlobs&blobwhere=1285620406306&ssbinary=true)

[Environment](http://www.astrazeneca.com/Responsibility/The-environment)

**Activities:**

[Climate change](http://www.astrazeneca.com/Responsibility/The-environment/Climate-change)

[Environmental product stewardship](http://www.astrazeneca.com/Responsibility/The-environment/environmental-product-stewardship)

[Pharmaceuticals in the environment](http://www.astrazeneca.com/Responsibility/The-environment/Pharmaceuticals-in-the-environment/Our-approach) (Safe discharges)

[Pharmaceuticals in the environment](http://www.astrazeneca.com/Responsibility/The-environment/Pharmaceuticals-in-the-environment/Dedicated-research) (Dedicated research)

**Outcomes:**

[Resource efficiency](http://www.astrazeneca.com/Responsibility/The-environment/Resource-efficiency/Our-material-resource-efficiency-performance) (Our performance)

[Performance summary](http://www.astrazeneca.com/Responsibility/Reporting-performance/Performance-summary)

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

Our mandatory Code of Conduct requires all employees to maintaining high standards of ethical and law-abiding behaviour in all our interactions with government officials, healthcare professionals and organisations and community organisations. This includes not offering, paying or accepting bribes. Our management framework includes due diligence of third parties, risk assessments and education. We have a dedicated global network of Compliance Officers overseeing the activities.

**Commitment:**

[Code of Conduct](http://www.astrazeneca.com/Responsibility/Code-policies-standards/Code-of-Conduct)

[Global Policy Anti-bribery and Anti-corruption](http://www.astrazeneca.com/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobheadername1=Content-Disposition&blobheadername2=MDT-Type&blobheadervalue1=inline%3B+filename%3DAnti-bribery-and-anti-corruption.pdf&blobheadervalue2=abinary%3B+charset%3DUTF-8&blobkey=id&blobtable=MungoBlobs&blobwhere=1285620979501&ssbinary=true)

[Sales and marketing practice](http://www.astrazeneca.com/Responsibility/Sales-and-Marketing-Practice/Our-standards) (Our standards)

**Activities:**

[Compliance and auditing](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Compliance-and-auditing) (Anti-bribery and anti-corruption)

[Sales and marketing practice](http://www.astrazeneca.com/Responsibility/Sales-and-Marketing-Practice/)

**Outcomes:**

[Compliance and auditing](http://www.astrazeneca.com/Responsibility/Management-and-measurement/Compliance-and-auditing) (Anti-bribery and anti-corruption)

[Sales and marketing practice](http://www.astrazeneca.com/Responsibility/Sales-and-Marketing-Practice/Our-performance-sales-marketing) (Our performance)