

United Nations Global Compact

We have been a signatory to the Global Compact since 2000 and we reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

This annual Communication on Progress (see table) summarises the key sections of our report as they relate to the Global Compact's principles and our business strategy, culture and operations. There are links to further information such as measures, lessons learned and our future plans.

PRINCIPLES	INFORMATION IN DELIVERING OUR PURPOSE – UPDATE ON PROGRESS 2016/17	INFORMATION IN BT GROUP PLC ANNUAL REPORT AND FORM 20-F 2017 AND ELSEWHERE
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	We are committed to running our business responsibly. We strive to maintain high ethical principles and to respect human rights. It also means doing our best to encourage high standards in our supply chain and business. Respecting human rights, page 15, summarises our approach to human rights	Our commitment, as an original signatory to the United Nations Global Compact principles, is to embrace, support and respect human rights and ensure we're not complicit in human rights abuses. Human rights, page 37
Principle 2: Businesses should make sure that they are not complicit in human rights abuses	Respecting human rights, page 15, which summarises our approach to protecting human rights. Our Human Rights Steering Group includes senior representatives from across the business to oversee the implementation of our human rights programme	Our commitment to the Global Compact is reinforced in our ethics code . We have to maintain a difficult balance of respecting rights to privacy and free expression, and supporting police and other government agencies in protecting the nation's security. In December 2015, we published our thinking on achieving this balance
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	We respect rights to equal opportunities, freedom of association and collective bargaining. Listening to our people, page 18	Our ethics code , gives guidance to our employees, suppliers and anyone working on our behalf, on how we expect them to behave and on our values
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour	We have a long-standing policy that we don't use or accept forced, bonded or involuntary prison labour or child labour. Nor do we demand deposits or hold onto our workers' identity papers, or work with businesses that do. We only work with people who choose to work freely. Listening to our people, page 18 Sourcing responsibly, page 15	Our modern slavery statement , published in 2016, sets out our stance on modern slavery and human trafficking. We've also helped to set up the UK's Modern Slavery Helpline and Resource Centre
Principle 5: Businesses should uphold the effective abolition of child labour	We have a long-standing policy that we don't use or accept forced, bonded or involuntary prison labour or child labour. We only work with people who choose to work freely. Sourcing responsibly, page 16	Our Sourcing with Human Dignity standard introduced in 2001, specifies the minimum standards we expect of our suppliers
Principle 6: Business should uphold the elimination of discrimination in respect of employment and occupation	We respect the right to equal opportunity. Our Global D&I SteerCo leads our strategy on diversity and inclusion. Creating an inclusive workplace, page 20	We're an equal opportunities employer. As a Two Ticks employer, in the UK, we actively encourage the recruitment, development and retention of disabled people
Principle 7: Businesses should support a precautionary approach to environmental challenges	Our environment policy and management systems are designed to help us comply with environmental legislation and continually improve our performance in these areas. Managing environmental impacts, page 44	We've produced our Designing Our Tomorrow checklist as a free to use resource to help ICT product designers and others to incorporate thinking on minimising environmental impact at each stage of a product's life-cycle into its design
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	Managing environmental impacts, page 44, covers our approach to environmental issues, including our environmental policy and our work to reduce the impacts of our products	Our Better Future Supplier Forum is a collaborative, learning and development forum set up to identify, collect, disseminate and implement best practice and drive innovative sustainable product and proposition development
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	The UN's Sustainable Development Goals (SDGs) highlight the need to create a low-carbon economy and to ensure sustainable consumption of our natural capital. Our ambition is to help customers reduce their carbon footprint by at least three times our own end-to-end emissions. We can help them achieve this through our products and services. Helping customers cut carbon emissions, page 41. We work with suppliers to reduce their environmental impacts. Our online design checklist helps to ensure our product managers and suppliers consider environmental criteria in the design and specification of new products and packaging. Waste and recycling, page 44	We're part of the Net Positive movement, led by Forum for the Future, WWF UK and The Climate Group, which seeks to clarify, develop and drive adoption of the Net Positive concept
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	BT has zero tolerance of bribery. Doing business ethically, page 14	Our anti-corruption and bribery policy