

COMMUNICATION ON ENGAGEMENT (COE)



We are pleased to confirm that the International Businesses Standards Organization reaffirms its support for the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this annual Communication on Engagement, we describe our actions to integrate the Global Compact and its principles into our strategy, culture and daily operations.
IBSO Team

PRINCIPLES

IMPLEMENTATION

MEASUREMENT OF OUTCOMES

HUMAN RIGHTS

The International Businesses Standards Organization (IBSO) fully supports and abides by the Universal Declaration on Human Rights and the internationally accepted rules of conduct, freedom and equality.

The IBSO does not discriminate against any employee for any reason, such as age, race, gender, sexual orientation, marital status, religious belief or disability.

We respect human rights, strongly adhere to employment laws and take all possible actions to prevent human rights abuses.

We do not work with companies or organizations that do not meet the Global Compact's Human Rights Principles.

We have a practice of periodic review of human rights adherence by senior management. We in the International Businesses Standards Organization are also continually working to prevent any incidence of human rights violations.

There were no reported human rights violations during the current reporting period.

LABOUR

The IBSO labour policy is based on Core Conventions standards of International Labour Organization (ILO) and governmental employment laws.

Our activity does not require manual labor or manufacturing products, but IBSO fully supports and recognises labour rights and works only with partners that adhere to and comply with the Global Compact's Labor Principles.

In full compliance with local and governmental labor laws, we try to implement all necessary measures to eliminate and eradicate any type of discrimination based on race, sex, religion or gender.

There were no violations of labour principles reported during the current reporting period. But the International Businesses Standards Organization's management periodically reviews labour rights within the organization and has an open door policy for reporting any discrimination.

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OUTCOMES

ENVIRONMENT

The International Businesses Standards Organization office is to remain fully committed to recycling and minimizing waste. Our main goal is to have all recoverable resources recycled and we continue to operate with a high level of commitment to pollution prevention.

All cardboard and paper waste is recycled. IBSO supports suppliers and partners that show commitment to environmental issues during the performance of their business.

There were no investigations or any other relevant events during the current reporting period. But the IBSO's management periodically reviews environmental performance and if necessary, makes recommendations to improve the organization's environmental policy.

ANTI-CORRUPTION

The International Businesses Standards Organization has an unwavering commitment to the UN Convention against Corruption. Our policy includes not entering into negotiations or partnerships with any organization that does not take a strict anti-corruption stance.

The IBSO "zero tolerance" policy for corruption is communicated to all our employees and partners. In compliance with local and federal anti-corruption laws, we fully support UNGC anti-corruption rules, dealing only with partners that have similar principles of good faith and fair play.

The IBSO has a positive practice of internal review by senior management with an open door policy for reporting any acts of corruption. There were no registered investigations or any other relevant events during the current reporting period.



In September 2015, 193 world leaders agreed to 17 Global Goals for Sustainable Development. We're committed to supporting the Global Goals and encouraging everyone to take action between now and 2030 to support these goals and help build a better world for all of us.

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United Nations Global Compact **PRME**

An Open Letter to Academic Institutions
Educate Future Managers and Leaders on Business and Human Rights

Demand for multidisciplinary business and human rights education is growing worldwide. Governments, business enterprises, civil society organizations and multilateral institutions are increasingly engaged in managing business and human rights challenges. In all sectors, there is a need for university and professional school graduates who: 1) understand the relevance of international human rights standards for business; 2) are familiar with the Principles of the UN Global Compact and the corporate responsibility to respect human rights as detailed in the United Nations "Protect, Respect and Remedy" Framework for Business and Human Rights (2008) and elaborated in the Guiding Principles on Business and Human Rights (2011); and 3) have been exposed to best practices for managing the human rights impacts of business. Leading companies are integrating human rights considerations into their strategy and operations, and reporting on their performance. More companies are looking to hire graduates with the knowledge and skills to effectively recognize and manage the human rights risks and opportunities of business activities and relationships.

Management education should include business and human rights topics. Human rights considerations are increasingly important to leadership strategy, planning and execution. A business that respects human rights has a lower risk profile and greater opportunities for delivering innovation, financial returns and sustainable value. Managing human rights impacts is becoming a required competency for a wide range of business functions, including but not limited to: corporate strategy, risk management, legal compliance, human resources, procurement, finance, product design, investor relations, marketing, communications and public affairs. A growing number of academic institutions around the world incorporate human rights standards, concepts and tools in management and leadership courses and curricula. We welcome these efforts. [Resources are available](#) to assist institutions seeking to promote management education on human rights. UN Global Compact Local Networks are a potential source of expertise and collaboration for local academic institutions.

Academic institutions are well positioned to prepare students to manage the human rights impacts of business. Students pursuing management and professional education today will become tomorrow's business leaders. In a world of reputation risk and increasing calls for accountability, students need academic institutions to equip them with an understanding of human rights, what it means for companies to respect human rights, and how to leverage business and human rights opportunities. Students preparing today for careers in business, law and government expect universities to equip them with the knowledge and skills to manage the human rights impacts of business.

The list of internationally recognized human rights is contained in the International Bill of Human Rights (the Universal Declaration of Human Rights and its two covenants), coupled with the fundamental rights in the eight ILO core conventions as set out in the Declaration on Fundamental Principles and Rights at Work.
 * The UN Human Rights Council unanimously endorsed the Guiding Principles on Business and Human Rights for implementing the "Protect, Respect and Remedy" Framework. Resolution adopted by the Human Rights Council, "Human rights and transnational corporations and other business enterprises," 6 July 2011 (UN doc. A/HRC/RES/17/4).

IBSO signed the UN open letter calling on academic institutions to incorporate human rights in management education.

The Global Compact and the Secretariat of the UN Principles for Responsible Management Education have released an Open Letter calling on academic institutions to educate future managers and leaders on business and human rights.

Endorsed by the Human Rights Working Group, the Open Letter intends to raise awareness of the need for business and human rights education; prompt academic institutions worldwide to develop new courses and curricula; and allow companies to declare the importance of business and human rights education within their own organizations.

In addition, participation in the UN Global Compact led us to create a successful new project on the international stage. Mainly based on UNGC principles, the Worldwide Charter for Fair International Commerce - is a free of charge project, designed to promote sustainability and fair trade policies for companies and businesses all over the world. The Worldwide Charter provides concrete guidelines for ways in which companies can support sustainable and positive business practices with an emphasis on social and environmental values.

Since the day the **Worldwide Charter** was officially started, the number of Charter participants has continued to grow. Now we have reached about **500 Worldwide Charter participants from more than 70 countries**.

Despite participation being purely voluntary, representative participants from 47 countries have already received the Worldwide Charter Signatory Certificate and committed themselves to taking part in the initiative.

We believe that the Worldwide Charter for Fair International Commerce has huge potential and we will be happy to invite entrepreneurs, organizations, companies and institutions to participate in this global initiative: www.standardizations.org/charter