

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 2017/18	Information in BT Group plc Annual Report and Form 20-F 2018 and elsewhere
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Everyone's entitled to basic rights and freedoms – whoever they are, wherever they live. We're committed to respecting these human rights. Respecting human rights, page 45, 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. Respecting human rights, page 41
Principle 2: Businesses should make sure that they are not complicit in human rights abuses	Respecting human rights, page 45, summarises our approach to human rights. Our human rights team works on day-to-day integration of the UN Guiding Principles in our business and our Human Rights Steering Group oversees progress in this area. It's chaired by our group corporate affairs director (a member of our Executive Committee)	We've been working on a formal human rights policy, which we'll launch early in 2018/19. 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. This is currently being updated
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. Rewarding our people, page 52	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. Sourcing responsibly, page 45	Our Modern Slavery Act transparency statement , updated in August 2017 sets out our stance on modern slavery and human trafficking. We are founding partners of 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 45	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 want everyone to feel welcome and included at BT. Anyone with the right talent and mind-set should be able to succeed, no matter who they are or where they're from. Creating an inclusive workplace, pages 53-54	We want a diverse workforce that matches our customers and delivers our business goals. Diversity at work, page 45
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 45	We've worked with the University of Cambridge Engineering Design Centre to develop the Designing Our Tomorrow (DOT) in a box initiative. It helps our designers think about the environmental impact at each stage of a product's life cycle
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	We take our environmental responsibility seriously. Our group-wide environmental policy and environmental management systems (EMS) help us minimise our impacts, manage risks and comply with relevant regulations. Conserving natural resources, page 38	Since the early nineties, we've made social and environmental responsibility central to our business. We have incorporated environmental factors into our procurement processes. Our procurement standards on Product Stewardship and Climate Change sets out our expectations and requirements from suppliers
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 35. We want to work with suppliers who not only monitor the impact they have on the environment but work hard to reduce it. Promoting environmental sustainability, page 45	Our Purposeful Business web pages
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	We don't tolerate bribery or corruption in any form. Doing business ethically, pages 43-44	Our anti-corruption and bribery policy