

United Nations Global Compact CoP

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 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 BT DI&S Report 2019/20	Information in BT Group plc Annual Report 2020 and elsewhere
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	We're committed to respecting human rights in our business and through our broader relationships. BT was an original signatory of the UN Global Compact and we follow the UN Guiding Principles on Business and Human Rights Championing human and digital rights, page 15	Our human rights policy Championing human and digital rights, page 38
Principle 2: Businesses should make sure that they are not complicit in human rights abuses	The <i>DI&S Committee</i> , a Board committee, oversees our human and digital rights programme worldwide Championing human and digital rights, page 15	Human rights policy BT Privacy and Free Expression Report 2019
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 Putting people at the heart of our business, page 31	Our ethics code is designed to be clear, simple and accessible. It explains how we do things at BT – how we work, how we treat each other and how we expect everyone to behave. It applies to everyone who works for, with, or on behalf of BT, anywhere in the world Pay and benefits, page 31
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour	Modern slavery is an increasing global issue. It includes human trafficking, slavery, servitude and forced or compulsory labour. No form of modern slavery is acceptable in our operations, or in those of companies who work with us or on our behalf. And neither is child labour Sourcing with human dignity, page 16	Our Modern Slavery Act transparency statement , 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	Modern slavery is an increasing global issue. It includes human trafficking, slavery, servitude and forced or compulsory labour. No form of modern slavery is acceptable in our operations, or in those of companies who work with us or on our behalf. And neither is child labour Sourcing with human dignity, 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 want to ensure everyone feels included within our business. We aim to create a workforce that reflects all aspects of the diverse societies in which we work Developing an inclusive workforce, page 29	BT fully recognises the benefits of a diverse Board and the importance of diversity, in all forms, across the organisation Building future capabilities and careers, page 30
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 DI&S (appendix) – Environmental management, page 5	Tackling climate change and environmental challenges, page 38
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	We take our environmental responsibility seriously. Our Group-wide environmental policy and EMS help us minimise our impacts, manage risks and comply with relevant regulations DI&S (appendix) – Environmental management, page 5	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

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Principles

Information in [BT DI&S Report 2019/20](#)

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Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

The UN’s Sustainable Development Goals highlight the need to create a low-carbon economy and to ensure sustainable consumption of our natural capital
 Helping customers cut carbon, page 23
 Our procurement standards for suppliers include criteria on energy consumption and environmental performance
 Driving supplier climate action, page 22

Our [Digital impact and sustainability](#) 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
 Acting with integrity, page 33

Our [anti-corruption and bribery policy](#)