

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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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 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.

Despite participation being purely voluntary, representative participants of 568 companies from 81 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