



# BT Group plc – our UN Global Compact Communication on Progress 2022

“We remain fully committed to supporting the ten principles of the UN’s Global Compact as we connect for good.”

Philip Jansen, Chief Executive

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 (CoP) summarises the key sections of our reporting 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 Group plc Manifesto Report 2022	Information in BT Group plc Annual Report 2022 and elsewhere
<b>Principle 1:</b> 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, page 9.	Our <a href="#">Human rights policy</a> . Annual Report, page 34.
<b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses	Our responsible tech steering group, which includes leaders from our customer facing units and corporate functions, and reports to our Executive Committee and our <i>Digital Impact &amp; Sustainability Committee</i> , page 9.	Our <a href="#">Modern Slavery statement</a> , sets out our stance on modern slavery and human rights. Our <a href="#">Human rights policy</a> .
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	We follow the UN Guiding Principles on Business and Human Rights, page 9.	Our <a href="#">Human rights policy</a> . <a href="#">Being trusted – our code</a> 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.
<b>Principle 4:</b> Businesses should uphold the elimination of all forms of forced and compulsory labour	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. We conduct supplier risk assessments, audits and site visits against our human dignity standard, page 10.	Our <a href="#">Human rights policy</a> . Our <a href="#">Modern Slavery statement</a> , sets out our stance on modern slavery and human trafficking. We conduct supplier risk assessments, audits and site visits against our <a href="#">Our sourcing with human dignity standard</a> , page 10.
<b>Principle 5:</b> Businesses should uphold the effective abolition of child labour	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. We conduct supplier risk assessments, audits and site visits against our human dignity standard, page 10.	Our <a href="#">Human rights policy</a> . Our <a href="#">Modern Slavery statement</a> , sets out our stance on modern slavery and human trafficking. We conduct supplier risk assessments, audits and site visits against <a href="#">Our sourcing with human dignity standard</a> , page 10.

# BT Group plc – our UN Global Compact Communication on Progress 2022 continued

Principles	Information in BT Group plc <a href="#">Manifesto Report 2022</a>	Information in BT Group plc <a href="#">Annual Report 2022 and elsewhere</a>
<p><b>Principle 6:</b> Business should uphold the elimination of discrimination in respect of employment and occupation</p>	<p>Our ethics code, ‘Being trusted – our code’: We work to make sure that this is a fair and equal workplace for everyone. We work within a clear legal framework prohibiting discrimination. All colleagues are required to complete mandatory annual training on the code, page 9.</p>	<p>We believe that diversity, inclusion, accessibility and equality is everyone’s business. That’s why they are core elements of our people strategy .</p> <p>Annual Report, page 24.</p>
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges</p>	<p>Our Sustainable chapter details our ambitions and progress against our net zero targets - by 2031 for our operations (scopes 1 and 2) and by 2041 for our scope 3 emissions, including how we’re using 100% renewable electricity, transitioning our fleet to electric vehicles, and decarbonising our buildings. We’ve also set new goals to help customers avoid 60 million tonnes of CO2e by 2030, to become a circular business by 2030 and build towards a circular tech ecosystem by March 2040. See pages 18-24.</p> <p>Our Group-wide policy and environmental management systems (EMS) guide our approach to risks and impacts and support continual improvements, ESG Addendum pages 6-7.</p>	<p>Our Task Force on Climate-related Financial Disclosures report details our climate change strategy, how we identify, assess and integrate related risk, and how we manage those risks, including our related targets, metrics and measurement.</p> <p>Annual Report, pages 66-68.</p>
<p><b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility</p>	<p>In addition to the information provided against principle 7 (above) we’ve introduced pioneering climate clauses into some key supplier contracts to encourage carbon emissions reductions in our supply chain, as part of our pathway to net zero by 2041. For all new contracts worth over £25m, we’ve introduced a requirement for suppliers to have a net zero science-based target in place or commit to having one within six months.</p> <p>We also partner with [the Aldersgate Group, Electric Vehicle Fleet Accelerator, European Green Digital Coalition, EV100, GSMA, RE100, techUK, UK Electric Fleets Coalition and We Mean Business Coalition. See page 22.</p>	<p>Since the early 1990’s, we’ve made social and environmental responsibility central to our business. We have incorporated environmental factors into our procurement processes. Our <a href="#">procurement standards</a> on product stewardship and climate change set out our expectations and requirements from suppliers.</p>
<p><b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>Through our Green Tech Innovation Platform, we’re working with tech scale-up partners to develop breakthrough tech to support the race to net zero. Helping customers cut carbon, page 23.</p> <p>Our procurement standards for suppliers include criteria on energy consumption and environmental performance, page 22.</p>	<p>Our <a href="#">Manifesto</a> web pages.</p>
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>We don’t tolerate bribery or corruption in any form.</p> <p>For links to related policies, see our ESG Addendum, page 3.</p>	<p>Annual Report, page 43.</p> <p>Our <a href="#">anti-bribery and corruption policy</a>.</p>