Sept 16, 2022

Meta's Commitment to the UN Global Compact

Meta endorsed the United Nations Global Compact (UNGC) in 2021.

We are pleased to submit our first annual Communication on Progress (CoP), which outlines our efforts to integrate the Ten Principles covering human rights, labor, environment, and anti-corruption.

The following reports provide an overview of Meta's ongoing commitments to the UNGC's Ten Principles, and our longstanding efforts to integrate ESG considerations into our business strategy and make a positive impact on society:

- Sustainability Report, including:
  - P4 - Joint statement from our CEO and President of Global Affairs committing to the UNGC's Ten Principles and the Sustainable Development Goals
  - P14 - Priority ESG topics
  - P15-19 - How we support the Sustainable Development Goals
  - P86-110 - ESG Data Index
- Human Rights Report
- Diversity Report

In addition, the table below provides consolidated information about how we implement the Ten Principles through our policies and responsible business practices:

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights;	Our Human Rights Policy specifies our commitment to support and respect protection of internationally-recognized human rights. Our Code of Conduct empowers everyone who works at Meta to understand the responsibilities we have as employees, including some of the legal rules we must abide by as well as the high standards we hold ourselves to. We have adopted the Responsible Business Alliance Code of Conduct for use with our suppliers.
Principle 2 make sure that they are not complicit in human rights abuses.	The Facebook Community Standards and Instagram Community Guidelines outline what is and isn't allowed on our platforms. Our work to "know and show" our human rights impact through human rights due diligence and transparency in our annual human rights report as well as due diligence reports on Indonesia, Philippines, and End-to-End encryption, amongst others, informs our actions as we seek to ensure that we respect our human rights responsibilities as defined by the UN Guiding Principles on Business and Human Rights. Our Privacy Policy outlines what information we collect, and how we use and share it. We are a signatory to the Global Network Initiative principles, and are audited on our implementation every 2 years. We maintain a Safety Center, which includes policies, tools and resources we've developed with external experts and feedback from our community, so everyone can feel safe when using Facebook. We provide operational guidelines for law enforcement officials seeking records from Meta Platforms. We publish regular reports in our Transparency Center to give our community visibility into how we enforce key policies, respond to data requests and protect intellectual property, while monitoring dynamics that limit access to Meta technologies.
Principle 3 Businesses should uphold the	Our Human Rights Policy specifies that we are committed to respecting human rights as set out in the United Nations Guiding Principles on Business and Human Rights.

freedom of association and the effective recognition of the right to collective bargaining;	This commitment encompasses internationally recognized human rights (including freedom of association) as defined by: ● The International Bill of Human Rights—which consists of the Universal Declaration of Human Rights; ● the International Covenant on Civil and Political Rights; ● the International Covenant on Economic, Social and Cultural Rights; as well as ● the International Labor Organization Declaration on Fundamental Principles and Rights at Work.
Principle 4 the elimination of all forms of forced and compulsory labour;	Our Responsible Supply Chain program strives to ensure safe, healthy, and fair working conditions in our supply chain. Our Anti-slavery and human trafficking statement outlines our commitment to fully complying with all applicable international human rights standards, labor and employment laws, rules, and regulations, and to working to mitigate the risks of modern slavery and human trafficking in our business operations and supply chains. Our Conflict minerals policy outlines our commitment to evaluating the sourcing and origin of tin, tantalum, tungsten and gold contained in our products, and we report on our conflict minerals due diligence measures and results in our annual Conflict Minerals Report. We have also adopted the Responsible Business Alliance Code of Conduct.
Principle 5 the effective abolition of child labour;	
Principle 6 the elimination of discrimination in respect of employment and occupation.	Meta is proud to be an Equal Employment Opportunity and Affirmative Action employer. Our Equal Employment Opportunity policy describes our commitment to creating a work environment where people draw upon their own diverse backgrounds, experiences, perspectives, and ideas in helping connect the world. Our diversity website highlights our diversity and inclusion strategy, initiatives, and annual Diversity Report, and our supplier diversity website explains our efforts to create opportunities for diverse-owned companies to do business with Meta. We provide training and support for Managing Unconscious Bias, so we can reduce its negative effects in the workplace and beyond.

	We are a signatory to the UN [Women's Empowerment Principles](#).

In November 2021, we published a [Civil Rights Progress Report](#), providing an update on the status of commitments made in response to a 2020 [civil rights audit](#).

To ensure we're innovating with human connection and privacy in mind, our teams apply the following [Responsible Innovation Principles](#) as they build new products. |
| **Principle 7**
Businesses should support a precautionary approach to environmental challenges;

Principle 8
undertake initiatives to promote greater environmental responsibility;

Principle 9
encourage the development and diffusion of environmentally friendly technologies. | Our environmental approach is set out in our [Sustainability Report](#) and on our [sustainability website](#).

We strive to:
1) Minimize the negative and maximize the positive environmental and climate impacts of our operations,
2) Inspire climate action through our platforms and products, including the [Climate Science Center](#) and [Climate Conversation Maps](#), and
3) Collaborate to share lessons and scale impact, including as a founder of both the [Open Compute Project](#) and [Frontier](#). |
| **Principle 10**
Businesses should work against corruption in all its forms, including extortion and bribery. | We outline our expectations for all employees to prevent bribery and corruption in our [Code of Conduct](#) and internal anti-corruption policy.

We report regularly on [political engagement](#), and expect all employees to comply with our Political Activities and Lobbying Policy, Grants & Donations Policy, Guidelines for Receiving Gifts & Entertainment, and Ad Coupon Policy.

We have a comprehensive Ethics and Compliance program and ensure that employees are assigned appropriate ethics and compliance training courses based on their role, including those covering anti-corruption. |