

5/3/99

The GLOBAL SULLIVAN PRINCIPLES

The Global Sullivan Principles are intended to be a positive, aspirational framework against which the internal policies and practices of socially responsible companies, small and large, can be aligned. They are intended to be **succinct** (rather than detailed or highly prescriptive), **understandable** (by all stakeholders), and **universal** (rather than reflective of any particular social, cultural, or geographical tradition).

Over the past year the Rev. Leon Sullivan has worked with a group of multi-national corporations from three continents, and a business association from Latin America, to create the Global Sullivan Principles. Throughout the process, input and support was sought and received from a broad group of NGOs, intergovernmental organizations, and national governments. We now have an agreed text, a copy of which is attached.

Companies large and small, in all corners of the world, are urged to support the Global Sullivan Principles.

Implementation

An expression of support for the Global Sullivan Principles will include:

- Each supporting company, large and small, will be asked to provide the Rev. Sullivan with an annual update of their progress against their Global Sullivan Principles commitment to "...develop and implement company policies, procedures, training and internal reporting structures to ensure commitment to these principles". At the local level, operations, facilities and local companies will be accountable to their parent companies who have supported the Global Sullivan Principles for the quality of relationships with their employees and the community.

In addition:

- An annual meeting of supporting companies and organizations will be convened for the purpose of sharing the rewards, challenges and experiences of implementing these Principles. This annual meeting will seek to establish a climate of collaboration with others (such as intergovernmental bodies, NGOs, and business organizations) who are similarly committed to the overarching and aspirational goals of the Global Sullivan Principles.

The two activities above will provide the means to identify and share the practices of supporting companies in implementing the Global Sullivan Principles - from how to communicate these principles to employees, to how difficult situations specific to different cultures have been addressed.

It is the objective of the Rev. Sullivan to establish a process that supports and aids the efforts of those companies who have stepped forward to support the Global Sullivan Principles, and to annually review their progress of implementation. Support of these principles must be appropriate for enterprises of all sizes, and across all geographies and cultures.

The Global Sullivan Principles must exhibit a constancy of purpose reflecting the aspirational and overarching nature of the Principles and, at the same time, be flexible enough to remain relevant to each company individually, in light of differing regional and cultural perspectives, and emerging issues. Therefore, three years after the announcement of the Global Sullivan Principles, the Rev. Sullivan, his organization, the companies that helped him develop the Global Sullivan Principles, and others who have demonstrated a commitment to the Principles, including small and developing nation companies, will begin a review of the principles and the progress that has been made. Based on this review, the work plan for the next five years will be identified.

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GLOBAL SULLIVAN PRINCIPLES

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THE PREAMBLE

The objectives of the Global Sullivan Principles are to support economic, social and political justice by companies where they do business; to support human rights and to encourage equal opportunity at all levels of employment, including racial and gender diversity on decision making committees and boards; to train and advance disadvantaged workers for technical, supervisory and management opportunities; and to assist with greater tolerance and understanding among peoples; thereby, helping to improve the quality of life for communities, workers and children with dignity and equality.

I urge companies large and small in every part of the world to support and follow the Global Sullivan Principles of corporate social responsibility wherever they have operations.

The Reverend Leon H. Sullivan

THE PRINCIPLES

As a company which endorses the Global Sullivan Principles we will respect the law, and as a responsible member of society we will apply these Principles with integrity consistent with the legitimate role of business. We will develop and implement company policies, procedures, training and internal reporting structures to ensure commitment to these principles throughout our organization. We believe the application of these Principles will achieve greater tolerance and better understanding among peoples, and advance the culture of peace.

Accordingly, we will:

- Express our support for universal human rights and, particularly, those of our employees, the communities within which we operate, and parties with whom we do business.
- Promote equal opportunity for our employees at all levels of the company with respect to issues such as color, race, gender, age, ethnicity, or religious beliefs, and operate without unacceptable worker treatment such as the exploitation of children, physical punishment, female abuse, involuntary servitude, or other forms of abuse.
- Respect our employees' voluntary freedom of association.
- Compensate our employees to enable them to meet at least their basic needs and provide the opportunity to improve their skill and capability in order to raise their social and economic opportunities.
- Provide a safe and healthy workplace; protect human health and the environment; and promote sustainable development.
- Promote fair competition including respect for intellectual and other property rights, and not offer, pay or accept bribes.
- Work with governments and communities in which we do business to improve the quality of life in those communities - their educational, cultural, economic and social well being - and seek to provide training and opportunities for workers from disadvantaged backgrounds.
- Promote the application of these principles by those with whom we do business.

We will be transparent in our implementation of these principles and provide information which demonstrates publicly our commitment to them.