

United Nations global compact

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 Digital impact and sustainability report 2018/19	Information in BT Group plc Annual Report and elsewhere
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Everyone's entitled to basic rights and freedoms – whoever they are, wherever they live. We're committed to respecting these human rights. Championing human and digital rights, page 13	Our commitment, as an original signatory to the United Nations Global Compact principles, is to embrace, support and respect human rights and ensure we're not complicit in human rights abuses. This year, we launched an overarching human rights policy . It brings together existing policies in one place to explain the human rights we are more likely to affect and how we're addressing these risks. Championing human and digital rights, page 25
Principle 2: Businesses should make sure that they are not complicit in human rights abuses	Championing human and digital rights, page 13 The <i>Digital Impact & Sustainability Committee</i> , a Board committee, oversees our human and digital rights programme worldwide	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. Attracting and developing diverse talent, page 30	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
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour	We have a long-standing policy that 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. Sourcing with human dignity, page 14	Our Modern Slavery Act transparency statement , updated in August 2018, 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	We have a long-standing policy that 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. Sourcing responsibly, 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 everyone to feel able to be themselves at BT. We see the value in diversity and strive to provide a fair and inclusive workplace for everyone. Attracting and developing diverse talent, page 30	We want a diverse workforce that matches our customers and delivers our business goals. Working to improve our diversity, page 24
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. (Appendix) – Environmental management, page 5	The environment, page 26
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	We take our environmental responsibility seriously. Our group-wide Environmental Policy and environmental management systems (EMS) help us minimise our impacts, manage risks and comply with relevant regulations. (Appendix) – Environmental management, page 5	Since the early 90s, 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 set out our expectations and requirements from suppliers

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Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	The UN's Sustainable Development Goals (SDGs) highlight the need to create a low-carbon economy and to ensure sustainable consumption of our natural capital. Our ambition is to help customers reduce their carbon footprint by at least three times our own end-to-end emissions. We can help them achieve this through our products and services. Helping customers save emissions, page 23 Our procurement standards for suppliers include criteria on energy consumption and environmental performance Partnering with suppliers to cut our emissions, 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 Doing business ethically, page 28	Our anti-corruption and bribery policy