

- The company is committed to marketing practices which protect consumers and which ensure the safety of all products.

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# For Advocacy and Education on Corporate Responsibility

*"For I am sure that neither death, nor life, nor angels, nor principalities, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord" (Ephesians 8:38-39)*

In 2008, the Anglican Communion UN Advisory Council voted unanimously to become a member of the Interfaith Center for Corporate Responsibility (ICCR). The intent of our Advisory Council is to raise issues and questions which might help the church move in the direction of greater human rights and environmental stewardship. This decision was taken in recognition that the environmental crisis not only threatens and destroys communities of living beings, but also undermines the integrity of human communities. The solutions we must seek require the creation of environmentally sustainable, just, and loving human communities and the adoption of strategies for economic development that will help these communities thrive.

The ideal of "community" lies at the heart of our faith. We desperately need corporations and businesses to foster, rather than disempower our communities. The current global economy brings material comfort to a minority, but it depends on runaway consumption, plunders natural resources, and undermines the integrity of local communities and economies. This is why churches and other faith-based organizations, including the Anglican Communion, must take a leadership role in discussions about the principles, values, and moral responsibilities of global economic institutions.

In this turbulent time, people of faith must also ask fresh questions about the mission of the church on every level and about our understanding of that mission: What kind of witness should we make as faithful environmental stewards? How do our institutions actually operate economically and environmentally? What ties, if any, do we have to major polluters or companies that exploit people and the land? How we answer questions like these -- how we respond to the environmental crisis before us now -- is the witness we will make in the name of Jesus Christ.

- The company insists on honesty and integrity in all aspects of its business, wherever business is conducted.

- The company is committed to transparency in all its accounting and financial reporting statements and communications with shareholders through its compliance with independent auditing and financial reporting principles.

### **Ethical Integrity**

- The company directly addresses issues of justice in line with criteria developed and endorsed by workers and stakeholders as an expression of its financial, social, and environmental reporting.

- The company commits itself to a policy of integrating its corporate responsibility goals into its lobbying strategy.

### **Corporate Governance**

- The company's governance structure is based on ethical values, including inclusivity, integrity, honesty, justice, transparency and responsiveness to shareowners and stakeholders.

- The company's executive compensation and bonus packages are tied to financial, social and environmental performance and are in alignment with community expectations or fair and responsible compensation.

### **Customers and Consumers**

- The company is committed to a marketing policy whereby it does not produce goods and services under conditions where human rights, labour rights, and environmental standards which are internationally recognized are violated.

- Natural resources, which become an asset to the company, are stated as a debit to the community, which the company addresses in a mutually agreed negotiation with the community.
- The company has a policy, which includes performance standards relating to: protection of the biosphere, sustainable use of natural resources, reduction and disposal of wastes, reduction of anthropogenic greenhouse gas emissions, and the development of renewable and alternative energy sources in place of reliance on fossil fuels.
- The company is in full compliance with all international, national, and sub-national environmental regulations and breaches are recorded.

### **National Communities**

- The company is fully committed to respecting internationally recognized human rights standards, including the Universal Declaration of Human Rights, International Covenant on Economic, Social, and Cultural Rights
- The company makes a commitment to, as a minimum, the internationally recognized standards of performance in each and every country in which it operates.
- The company by policy and practice does not commit or engage in activity which leads to the abuse and violation of internationally recognized human rights standards.

### **Local Communities**

- The company establishes a transparent process to gain the informed consent of the community prior to establishing its operations in that community.

- The company establishes a consultative structure, including a senior director and representatives of stakeholders identified by local communities, society and its own workforce, which meets on a regular basis to discuss the company's business goals in relation to community needs, including social and environmental concerns.
- The company reports in oral and written form on its community impact in a manner that is accessible to local communities in the local language.

### **Indigenous Communities**

- The company, through its programmes, policies, practices, and communications implements the principles expressed in the International Conventions on Human Rights, Agenda 21, and the International Labour Organization Convention Concerning Indigenous and Tribal Peoples in Independent Countries.
- The company adheres to the International Convention on Bio-Diversity and ensures the protection of bio-cultural integrity and intellectual property rights of indigenous peoples.
- The company, as a matter of policy, refrains from litigation that obstructs the implementation of the recognized rights of indigenous peoples and respect of local customs and traditions.

## **II. The Corporate Business Community**

### **The Employed**

- The company is guided by the various International Labour Organization's (ILO) standards as a minimum governing its employment practices and industrial relations. This standard includes genuine respect for employee's right to freedom of association, labour organization, free collective bargaining, non-

discrimination in employment and a safe and healthy working environment provided for all employees.

- The company is aware that the rights of women are often violated by business policies and practices, which contribute to the "feminization of poverty" and exacerbate gender inequalities. It seeks to neutralize the impact of any such policies or practices on their employees.
  - The company guarantees that neither it nor its contractors employ children in conditions that violate the rights of the child.
  - The company employs workers who choose to be employed by that company. The company does not use any forced labour, whether in the form of prison labour, indentured labour, bonded labour, slave labour or any other non-voluntary labour.
  - The company makes available to independent monitors the work records of employees when there is a question of discrimination against labor organizing or other collective bargaining activities.
  - The company keeps a record of all grievances lodged, how they were resolved and actions pending against the company.
  - The company adheres to the relevant codes of the World Health Organization (e.g., The International Code of Marketing of Breast milk Substitutes) and the relevant International Labor Organization's recommendations on health and safety, on the health of young workers, the health of women workers, the use of chemicals, occupational diseases, compensation for occupational injury and other related issues.
  - The company develops specific goals and measurable objectives to provide women with true and equal participation in decision-making.
- Financial Integrity

The good news is that global corporations are run by people; and as people of faith, we can appeal to them. Faith-based organizations such as the Interfaith Center for Corporate Responsibility have become increasingly influential in promoting positive, sustainable business ethics and their impact is growing. The ICCR adheres to and promotes a set of principles and practical bench marks which we suggest that you consider. They were formulated by the international Global Principles Steering Group, representing diverse regions of the world: The Christian Centre for Social Responsible Investment (Australia), The Hong Kong Christian Industrial Committee (Hong Kong), Canadian Ecumenical Justice Initiatives (Canada), The Interfaith Center for Corporate Responsibility (USA), The Bench Marks Foundation of Southern Africa for Corporate Responsibility (South Africa), Censat Agua Viva, Friends of the Earth (Colombia), and The Ecumenical Council for Corporate Responsibility (United Kingdom).

Examples of their principles and bench marks are given below. For more information see Principles for Global Corporate Responsibility, Bench Marks for Measuring Business Performance, 3rd Edition, The Interfaith Center for Corporate Responsibility, The Corporate Examiner, Vol. 31, No. 4-6. Also visit [www.bench-marks.org](http://www.bench-marks.org), or contact the Office of the Anglican Observer at the United Nations.

## **I. The Wider Community**

### **Ecosystems**

- The company has responsibility for the environmental impact of its production processes and its products and services.
- The company affirms the precautionary principle that must be invoked prior to the development of genetically modified organisms (GMOs).