

# Criteria for the GC Advanced Level

## *Strategy, Governance and Engagement*

### **Criterion 1: Conduct C-suite and Board level discussions of strategic aspects of Global Compact implementation**

- Impact of broader sustainability trends on the long-term prospects and financial performance of the organisation
- Major sustainability risks and opportunities in the near to medium term (3-5 years)
- Social and environmental impact of the organization's activities
- Overall strategy to manage sustainability impacts, risks and opportunities in the near to medium term (3-5 years)
- Key performance indicators to measure progress
- Major successes and failures during the reporting period

### **Criterion 2: Implement effective decision-making processes and systems of governance for corporate sustainability**

- Involvement and accountability of management (C-suite) in corporate sustainability strategy and implementation in line with Global Compact principles
- Corporate governance structure (Board of Directors or equivalent) and its role in oversight of corporate sustainability implementation in line with Global Compact principles
- Evaluation and executive incentive structures promoting sustainability strategy in line with Global Compact principles

### **Criterion 3: Engage with all important stakeholders**

- List of stakeholder groups engaged by the organisation
- Process for stakeholder identification and engagement
- Outcome of stakeholder involvement
- Process of incorporating stakeholder input into corporate strategy and business decision making

## *UN Goals and Issues*

### **Criterion 4: Take actions in support of broader UN goals and issues**

- Adoption or modification of business strategy and operating procedures to maximize contribution to UN goals and issues
- Development of products, services and business models that contribute to UN goals / issues
- Social investments and philanthropic contributions that tie in with the company's core competencies, operating context and sustainability strategy
- Public advocacy on the importance of one or more UN goals / issues
- Partnership projects and collective actions in support of UN goals / issues

# Criteria for the GC Advanced Level

## *Human Rights Implementation*

### **Criterion 5: Formulate robust commitments, strategies or policies in the area of human rights**

- Reference to relevant international conventions and other international instruments (e.g. the Universal Declaration of Human Rights (UDHR))
- Reflection on the relevance of human rights for the company
- Written company policy (e.g., in code of conduct) on human rights
- Allocation of responsibilities and accountability within the organisation
- Specific commitments and goals for specified years

### **Criterion 6: Implement effective management systems to integrate the human rights principles**

- Risk and impact assessments on human rights
- Regular stakeholder consultations
- Internal awareness-raising and training on human rights for management and employees
- Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice
- Inclusion of minimum human rights standards in contracts with suppliers and other relevant business partners
- Audits or other steps to monitor and improve the performance of companies in your supply chain

### **Criterion 7: Implement effective monitoring and evaluation mechanisms of human rights integration**

- System to track and measure performance based on standardized performance metrics
- Leadership review of monitoring and improvement results
- Process to deal with incidents
- Disclosure of main incidents involving your company

### **Criterion 8: The COP contains standardized performance indicators (including GRI) on human rights**

- Outcomes of risk and impact assessments
- Outcomes of internal awareness-raising and training efforts
- Outcomes of mechanisms for reporting concerns or seeking advice
- Percentage of contracts with business partners guaranteeing minimum human rights standards
- Outcome of audits or other steps to monitor and improve the performance in the supply chain regarding human rights

# Criteria for the GC Advanced Level

## ***Labour Principles Implementation***

### **Criterion 9: Formulate robust commitments, strategies or policies in the area of labour**

- Reference to relevant international conventions and other international instruments (e.g. ILO Core Conventions)
- Reflection on the relevance of the labour principles for the company
- Written company policy (e.g., in code of conduct) on labour
- Allocation of responsibilities and accountability within the organisation
- Specific commitments and goals for specified years

### **Criterion 10: Implement effective management systems to integrate the labour principles**

- Risk and impact assessments on labour
- Regular stakeholder consultations regarding labour
- Internal awareness-raising and training on labour principles for management and employees
- Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice
- Inclusion of minimum labour standards in contracts with suppliers and other relevant business partners
- Audits or other steps to monitor and improve the performance of companies in your supply chain

### **Criterion 11: Implement effective monitoring and evaluation mechanisms of labour principles integration**

- System to track and measure performance based on standardized performance metrics
- Leadership review of monitoring and improvement results
- Process to deal with incidents
- Disclosure of main incidents involving your company

### **Criterion 12: The COP contains standardized performance indicators (including GRI) on labour principles integration**

- Outcomes of risk and impact assessments
- Outcomes of internal awareness-raising and training efforts
- Outcomes of mechanisms for reporting concerns or seeking advice
- Percentage of contracts with business partners guaranteeing minimum labour standards
- Outcome of audits or other steps to monitor and improve performance in the supply chain regarding the labour principles

# Criteria for the GC Advanced Level

## *Environmental Stewardship Implementation*

### **Criterion 13: Formulate robust commitments, strategies or policies in the area of environmental stewardship**

- Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)
- Reflection on the relevance of environmental stewardship for the company
- Written company policy on environmental stewardship
- Allocation of responsibilities and accountability within the organisation
- Specific commitments and goals for specified years

### **Criterion 14: Implement effective management systems to integrate the environmental principles**

- Environmental risk and impact assessments
- Regular stakeholder consultations regarding the environment
- Internal awareness-raising and training for management and employees regarding environmental impacts
- Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts
- Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners
- Audits or other steps to monitor and improve the performance of companies in your supply chain regarding environmental impacts

### **Criterion 15: Implement effective monitoring and evaluation mechanisms for environmental stewardship**

- System to track and measure performance based on standardized performance metrics
- Leadership review of monitoring and improvement results
- Process to deal with incidents
- Disclosure of main incidents involving your company

### **Criterion 16: The COP contains standardized performance indicators (including GRI) on environmental stewardship**

- Outcomes of risk and impact assessments and measurements of environmental footprint
- Outcomes of internal awareness-raising and training efforts
- Outcomes of mechanisms reporting concerns or seeking advice
- Percentage of contracts with minimum environmental standard
- Outcome of audits or other steps to monitor and improve performance in the supply chain regarding environmental stewardship

# Criteria for the GC Advanced Level

## ***Anti-Corruption Implementation***

### **Criterion 17: Formulate robust commitments, strategies or policies in the area of anti-corruption**

- Reference to relevant international conventions and other international instruments (e.g. UN Convention Against Corruption)
- Reflection on the relevance of anti-corruption for the company
- Written company policy on anti-corruption (e.g., in code of conduct)
- Allocation of responsibilities and accountability regarding corruption within the organisation
- Specific commitments and goals for specified years

### **Criterion 18: Implement effective management systems to integrate the anti-corruption principle**

- Risk and impact assessments regarding corruption
- Regular stakeholder consultations on anti-corruption efforts
- Internal awareness-raising and training for management and employees regarding corruption and anti-corruption efforts
- Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice on corruption
- Inclusion of minimum anti-corruption standards in contracts with suppliers and other relevant business partners
- Audits or other steps to monitor corruption and improve the performance of companies in your supply chain

### **Criterion 19: Implement effective monitoring and evaluation mechanisms for the integration of anti-corruption**

- System to track and measure performance on corruption based on standardized performance metrics
- Leadership review of monitoring and improvement results
- Process to deal with incidents
- Disclosure of main incidents involving your company

### **Criterion 20: The COP contains standardized performance indicators (including GRI) on anti-corruption**

- Outcomes of risk and impact assessments
- Outcomes of internal awareness-raising efforts and training for management and employees
- Outcomes of mechanisms for reporting concerns or seeking advice
- Percentage of contracts with a minimum anti-corruption standard
- Outcome of audits or other steps to monitor and improve performance in the supply chain regarding anti-corruption efforts

# Criteria for the GC Advanced Level

## *Value Chain Implementation*

### **Criterion 21: Implement the Global Compact principles in the value chain**

- Raw materials and (semi-) finished products used, by country or region of origin
- Key suppliers, subcontractors and other business partners involved in the value chain
- Value chain risk assessment to identify potential issues with suppliers and other business partners
- Policy on value chain, including a policy for suppliers and subcontractors
- Communication of relevant policies/codes, positions or concerns to suppliers and other business partners
- Audits/screenings for compliance in value chain
- Allocation of responsibility in the value chain and procedures to remedy any non-compliance issues

## *Transparency and Verification*

### **Criterion 22: The COP provides information on the company's profile and context of operation**

- Legal structure, including any group structure and ownership
- Countries where the organisation operates, with either major operations or operations that are specifically relevant to sustainability
- Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)
- Primary brands, products, and/or services
- Direct and indirect economic value generated for various stakeholders (employees, owners, government, lenders, etc.)

### **Criterion 23: The COP incorporates high standards of transparency and disclosure**

- COP uses the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines
- COP qualifies for Level B or above of the GRI application levels
- COP includes comparison of key performance indicators with peer companies
- COP includes comparison of key performance indicators for the previous 2-3 years

### **Criterion 24: The COP is independently verified by a credible third-party**

- Independently verified against assurance standard (e.g. AA1000 Assurance Standard, ISAE 3000)
- Verified by independent auditors
- Reviewed by a multi-stakeholder panel
- Reviewed by peers (e.g. Global Compact Local Network)
- Verified through other form of independent verification

By submitting this COP and the self-assessment, I confirm that my company meets all 24 criteria for the Advanced level, as described in this self-assessment, and that our COP substantiates our self-assessment.

Name, Position

*Please provide name and position of the person submitting the COP*