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CODES OF CONDUCT -- EXPLORING THEIR ECONOMIC SIGNIFICANCE

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	4
I. Introduction.....	5
II. Methodology.....	6
III. Economic and trade profile of the companies surveyed	6
A. Country of origin and industry composition	6
B. Indicators of companies' economic role	8
IV. Corporate profiles for commitments in the three issue areas.....	12
A. Environmental commitments	12
B. Commitments with respect to core labour standards	14
C. Commitments addressing health and safety at the work place.....	15
D. Company-internal versus external standards.....	16
V. A cross-issue area comparison.....	18
VI. Concluding remarks.....	20
ANNEX	22
BIBLIOGRAPHY	67

EXECUTIVE SUMMARY

This paper reports the findings of a survey of codes and policy statements among a set of 100 leading multinational enterprises (MNEs) and explores their economic significance. Using foreign assets, foreign sales, foreign employment and home country exports as indicators and a population of 60 000 MNEs world-wide as a reference group, the study estimates the economic activity of companies with written commitments in the area of environmental management, labour practices and health and safety (H&S) standards in 1998. The group of companies is small but their combined foreign operations constitute an important part of international production and they are also key players in international trade.

The survey finds that the majority of the MNEs surveyed have codes and related policy statements covering each of the three issue areas. Environmental management and H&S policy statements are more frequently issued than statements committing companies to respect core labour standards. Companies with commitments to environmental protection and a safe and healthy work place accounted in 1998 for 17 per cent and 16 per cent, respectively, of the sales generated by the MNE population outside home countries. Companies with labour codes generated 12 per cent of such sales (however, it is striking that many of these labour codes or policies do not address all four core labour standards).

A majority of the companies formulate their own codes and policies and generally apply them to all production facilities world-wide. In addition, other organisations - business associations, inter-governmental and non-governmental organisations - have developed guidelines and standards aimed at promoting good environmental, labour and H&S practices; these are often employed as well by individual companies. The number of companies which state that they respect industry-specific or other outside standards is significantly larger for environmental and H&S practices than for labour issues.

Statements on firms' relations with suppliers and contractors indicate that companies are engaged in efforts to build labour and/or environmental standards into their supply chain management procedures. Again, environmental practices receive relatively more attention in companies' guidelines for suppliers and contractors than labour policies.

The importance of foreign production for these MNEs gives them scope and capacity for social responsibility activities in multiple countries that can be expected to impact broadly on business practices in those countries. Their activities bring a significant potential for promoting standards of business conduct in the communities in which they operate.

CODES OF CONDUCT: EXPLORING THEIR ECONOMIC SIGNIFICANCE

I. Introduction

1. International production involves a range of cross-border financial, trade and other types of flows by multinational enterprises. Underpinned by a substantial increase of these flows, the intensification and deepening of international production witnessed in recent years has given rise to various concerns about the activities of MNEs and their impact on home and host economies. Such concerns relate to a range of issues, including environmental practices, labour standards, consumer protection and corruption and bribery. In response to these concerns and to changing public policy environments, the private sector has come forward with a wide range of initiatives.

2. A growing number of companies have issued codes or similar statements of voluntary commitments in recent years that set forth standards and principles for business conduct. Yet the significance of this development is not clear. In particular, the effects of these private initiatives are not well understood. Their impact - on the company itself and the larger community in which it operates as well as on the structure of international production - depends on the extent to which such commitments are put into practice. The potential impact clearly is also a function of the volume or value of companies' operations and transactions which are subject to the standards described in corporate statements.

3. This paper reports the findings of a survey aimed at determining the prevalence of codes and policy statements among a set of large companies, and the scope of their application across these companies' operations. The companies were selected for their weight in world production. To keep the project manageable, code-related activity was assessed for three issue areas which are particularly relevant for the relationship between business and society: environmental protection, core labour standards and a healthy and safe work place. This research thus considered only a fraction of the broad array of issues that codes and policy statements have been found to address. However, these issue areas have been the subject of considerable current public debate. Surveys carried out by various organisations, including OECD [see e.g. TD/TC/WP(98)74/FINAL and TD/TC/WP(99)56/FINAL], find that environmental and labour practices are among the areas of business conduct which codes and related private initiatives address the most often.

4. This study investigates the extent to which companies have issued and apply formalised commitments that govern environmental, labour and health and safety practices in their production facilities at home and abroad, and whether the companies, through the supply chain, also set and apply standards to external business partners and more specifically, their suppliers and contractors.

5. Combining this information with information about economic activity, the study assesses the magnitude of total economic and of overseas activity that is accounted for by companies that have codes of conduct. Data collection was initiated on the basis of UNCTAD data for a set of 100 leading companies for the year 1997; the research reported here uses the latest available company data reported by UNCTAD, which are for 1998.

II. Methodology

6. The companies surveyed represent 100 leading non-financial MNEs, ranked for the year 1998 by the size of their foreign assets and listed in the 2000 World Investment Report by UNCTAD.

7. The companies' websites were researched and follow-up inquiries with the companies were made for the existence of codes of conducts or similar policy statements that set forth principles and guidelines for corporate conduct and indicate that a company has formalised commitments in the areas of environmental protection, core labour standards and health and safety. Inquiries were made from June 2000 through January 2001. At company level, to supplement data on assets, sales and employment available from UNCTAD, data were gathered from companies and other sources for the value of companies' exports from their country of origin. Export data are presented for 43 companies.

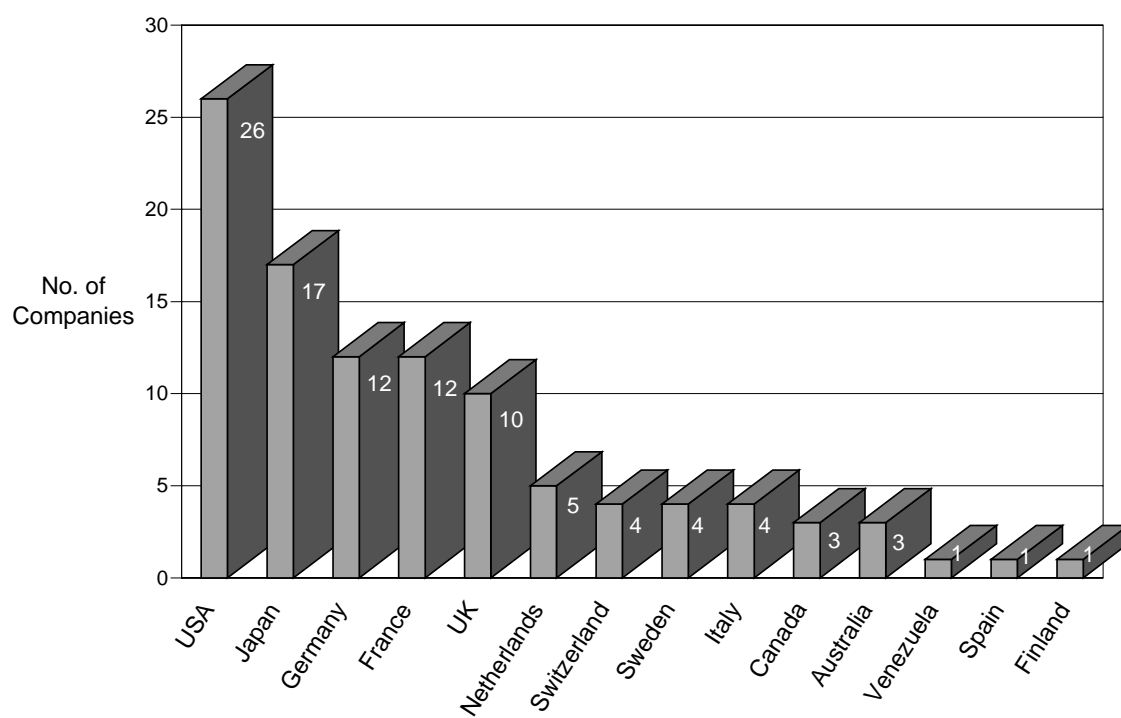
8. For some of the 100 companies it could not be determined whether formalised commitments exist or not. Therefore, the findings of this study probably underestimate the number of companies that have codes or policy statements and consequently also the magnitude of economic activity covered.

9. A more detailed description of the methodology employed is contained in the Annex.

III. Economic and trade profile of the companies surveyed

A. Country of origin and industry composition

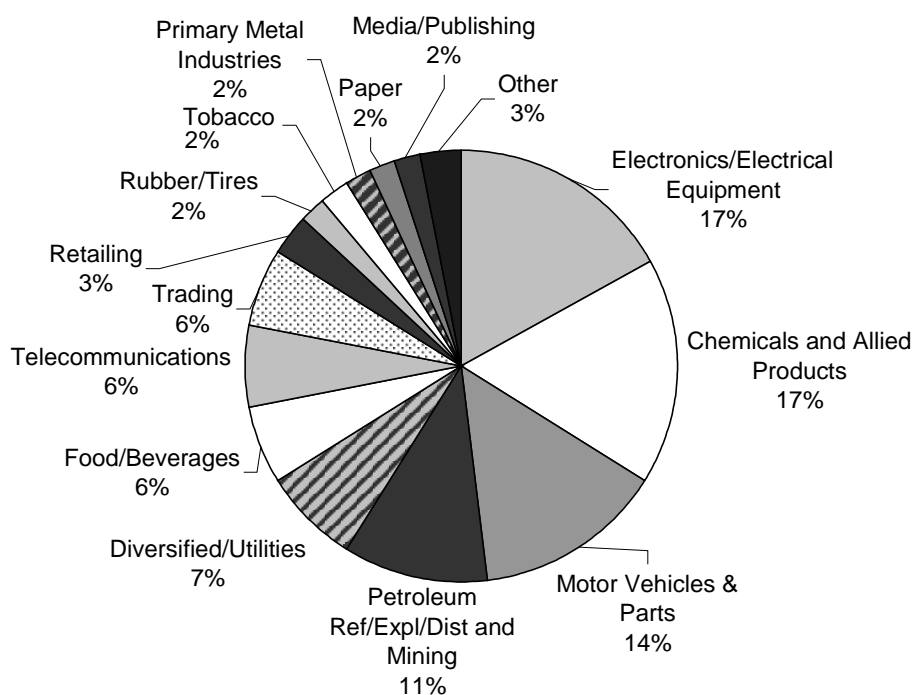
10. Country of origin, defined as the location of corporate headquarters, reveals significant concentration of the companies in a small number of industrial countries: United States, Japan, Germany, France and the United Kingdom (see Figure 1). Also, all but one of the 100 companies are of OECD origin. Activity is concentrated in a few industries. Almost 60 per cent of the companies are from four industries: electronics and electrical equipment, chemicals and allied products; motor vehicles and parts, and petroleum and mining (see Figure 2 below).

Figure 1. Distribution of the Countries of Origin of the 100 Leading MNEs, 1998

Source: UNCTAD/Erasmus University database

Note: Total counts are 103 instead of 100 because 3 companies have dual nationality but they are counted as an entry for each country.

Figure 2. Industry Composition of the 100 Leading MNEs examined



Source: UNCTAD/Erasmus University database

Note: Industry classification is on the basis of the U.S. Standard Industrial Classification.

B. Indicators of companies' economic role

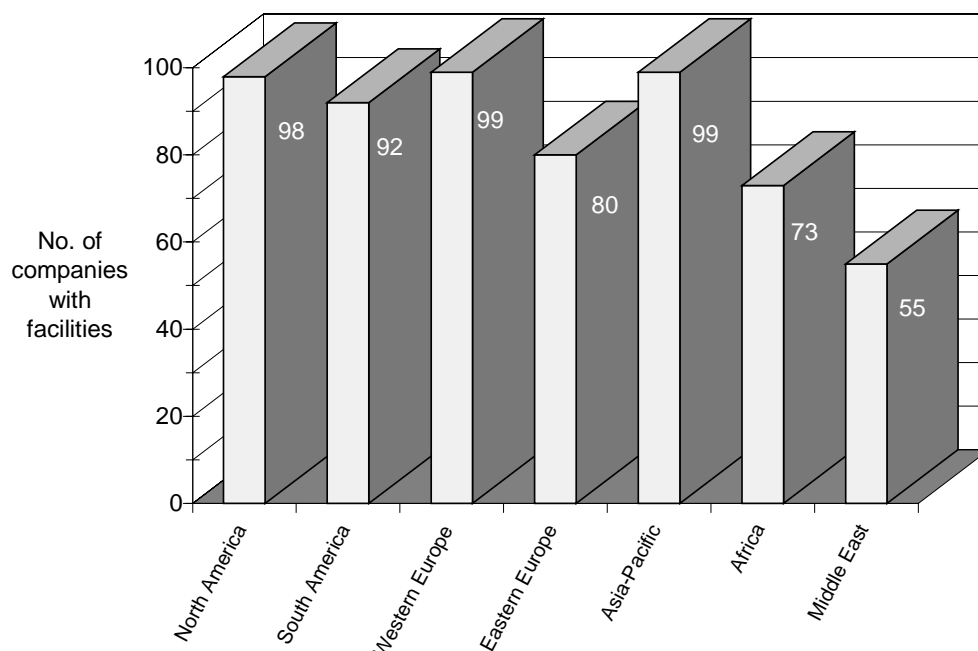
11. Approximately half of the companies have manufacturing/production facilities in up to 50 countries. For the other countries, operations are spread over a larger number of countries (see Table 1).

Table 1. Global Reach of Companies, 1998

Number of countries where production facilities	Number of companies*
1 – 50	50
51 – 100	31
101 – 150	7
> 151	5

Source: OECD

Note: * For the count in this Table, companies which have merged since 1998 are treated as single entities.

Figure 3. Geographical Distribution of Production Facilities, 1998

Source: OECD

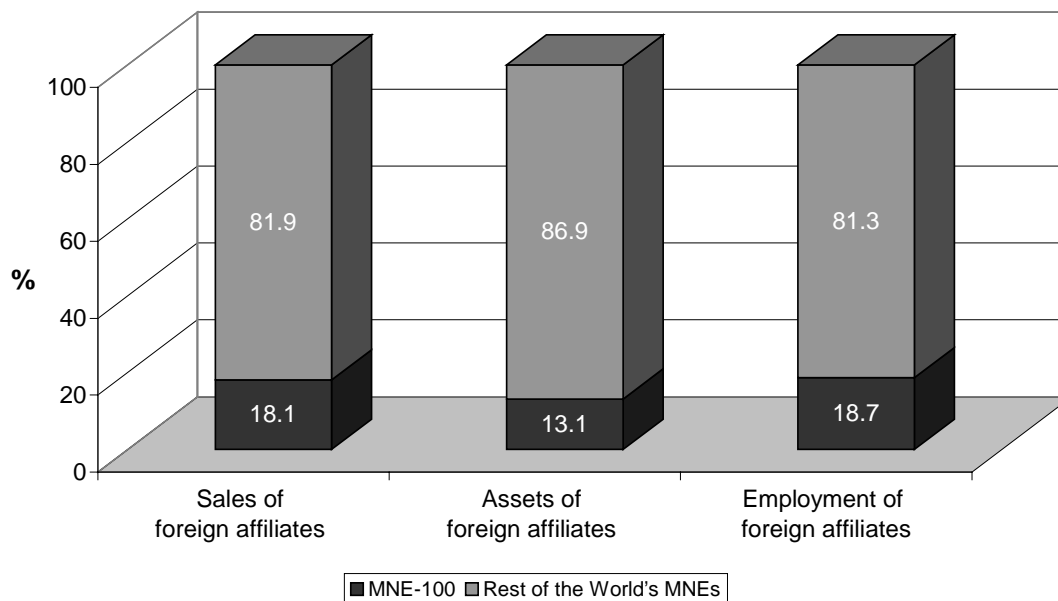
Note: operations = manufacturing/production sites. Excludes representative/sales offices. In the case of services companies, operations are defined as physical presence required for provision of a commercial service. Regions: North America includes Mexico; Eastern Europe includes Turkey, Russia and CIS States; Asia-Pacific includes Australia and New Zealand; Africa includes Egypt.

12. Table I in the Annex shows that the 100 MNEs combined carry considerable economic weight. According to UNCTAD estimates, in 1998 the group generated total sales of US\$4.1 trillion, held total assets worth US\$4.6 trillion and employed a global workforce of 12,741,173. With approximately half of these companies operating in more than 50 countries, the combined foreign assets of these MNEs constituted 13 per cent of the foreign assets of an estimated universe of 60,000 MNE parent firms worldwide. Of these, some 40,000 were located in 15 OECD countries at the end of the 1990s.¹ The foreign sales of the 100 leading MNEs accounted for 18 per cent of the foreign sales of all MNE parent firms, and their foreign workforce is estimated to have represented 19 per cent of all MNE parent firms' foreign employment (see Figure 4).²

1. The 15 countries are: Austria, Belgium, Denmark, France, Germany, Italy, Luxembourg, the Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, the United Kingdom and the United States. (UNCTAD, World Investment Report 2000, p. 10)

2. UNCTAD, World Investment Report 1999, p. 9; World Investment Report 2000, p. 75. These estimations are based on estimates of the sales, assets and employment of foreign affiliates of MNEs. The ratios should be treated with some caution because definitions of sales and assets may vary across the different sources which UNCTAD used for the estimation.

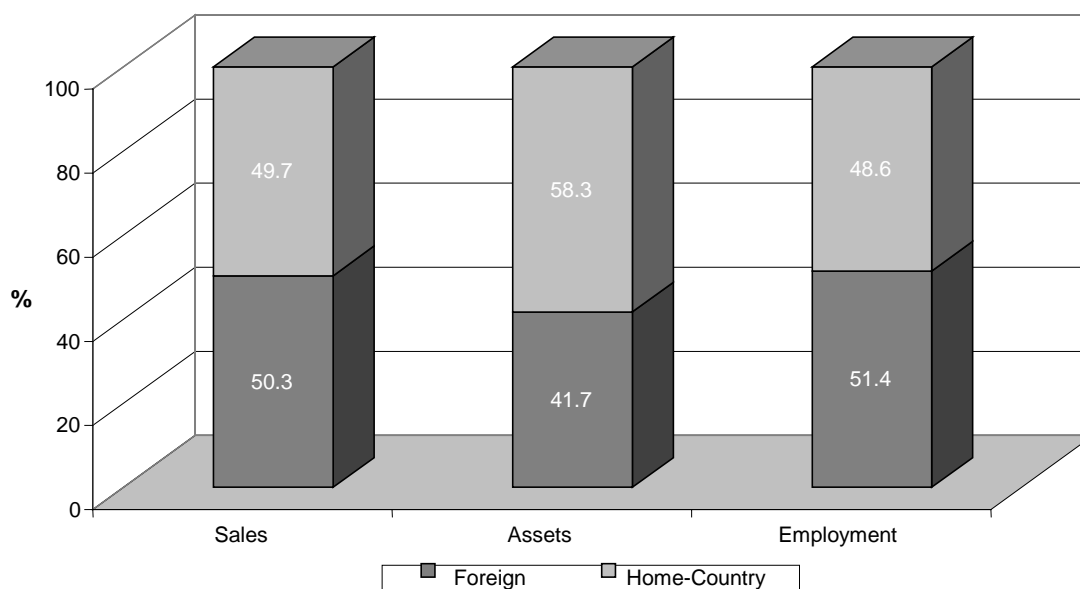
Figure 4. Sales, Assets and Employment of the Foreign Affiliates of MNEs, 1998
 (percentage of a total 60,000 MNE's accounted for by the set of 100 leading MNEs)



Source: UNCTAD World Investment Report, 1999 and 2000

13. The foreign operations of the group of leading 100 MNEs also constitute an important part of their business -- 42 per cent of the group's combined assets were held outside the domestic markets in 1998, with their foreign affiliates generating 50 per cent of their total sales turnover and employing 51% of the workforce (see Figure 5).

Figure 5. Sales, Assets and Employment of the 100 leading MNEs' Home-country and Foreign Operations, 1998
(as a percentage of total operations)



Source: UNCTAD World Investment Report, 1999 and 2000

14. MNEs are also the key players in international trade. In recent years they have been responsible for an estimated two thirds of world trade.³ Still, it is the foreign sales of large companies which dominate and which tend to be much higher than their exports. For some companies (e.g. Merck & Co., Bridgestone), local plants supply most of the products which they sell in all of the world's markets. These companies then supplement those locally supplied products with imports from production facilities in other regions. In other words, business outside the home country is conducted primarily through subsidiaries while exports from the home country play a secondary role.

15. Nevertheless, from a home-country perspective, the role of large companies in international trade remains considerable. For this study, export data were limited but give an indication. In 1998, merchandise exports of 43 of the leading 100 MNEs for which these data were available, amounted to approximately US\$239 billion (see Tables I and II in the Annex for a further breakdown). This figure represents approximately 8.3 per cent of the combined total exports of their 11 countries of origin, worth US\$2.89 trillion. In 1998, the combined exports of 11 of the Japanese companies surveyed, including Toyota and Honda, accounted for around 31.5 per cent of total Japanese merchandise exports. The three Swedish companies for which export data are available represent 15 per cent of total Swedish merchandise exports⁴. At the industry level, exporting activity appears to be most significant in the automotive industry, where

3. UNCTAD, 1996a, and also World Investment Report 2000, p.17. Also note that based on UNCTAD estimates, half of MNE trade takes place between parent firms and their affiliates abroad, or among affiliates (intra-firm trade).

4. Calculations involving company exports presented as a percentage of national exports should be treated with caution and may involve underestimation, as national export data include intra-company trade whereas the majority of the company export data collected for this survey constitute export sales to third parties only.

our calculations show exports to represent on average 23 per cent of total sales within the subset of 7 MNE-100 automotive enterprises which provided export data. Similarly, within the subset of 11 companies operating in the electronics and electrical equipment industry which provided export data, exports were found to account for around 18 per cent of total sales.

16. The set of 100 leading MNEs includes 18 services companies. In the late 1990s, certain utility and telecommunications companies have become major players on the world stage as a result of the increasing liberalisation of their markets. In this sector, a significant portion of transactions takes place via commercial presence/investment, and not cross-border trade.

IV. Corporate profiles for commitments in the three issue areas

17. Many of the companies surveyed have posted on their websites a large amount of information about commitments addressed to various stakeholders. In most cases, this includes the texts of some codes of conduct and related policy statements. As a general observation, on the websites there is much more information available on companies' environmental policies than on their labour practices. Where companies report commitments for environmental, H&S and labour standards, these often take the form of separate documents that each focus exclusively on one of the three issues. Broadly formulated statements of principles are often supplemented and amplified by more detailed guidelines and policies on specific issues. Also, a company's policy towards external suppliers and contractors is often drafted as a document separate from commitments targeting the conduct of the company and its employees. Given that, even for a particular issue, commitments may be set forth in several documents, the statements recorded in this study are likely to underestimate companies' code-related activities.

A. *Environmental commitments*

18. The survey finds that 94 per cent of the 99 companies with available data have issued codes or policy statements addressing environmental protection. These can be commitments developed by the company or codes/guidelines drawn up by external stakeholders and adopted by the company. Six companies have formulated very generally worded credos or vision statements. Individual company profiles for environmental commitments are presented in Table III in the Annex.

19. As Table 2 below shows, almost all of the 93 companies that have issued codes or policy statements in this area are committed to using or producing environmentally friendly products and services. All 93 companies are committed to the use of environmentally friendly production processes and methods (PPMs), including waste reduction measures, chemical emission reduction, energy saving measures, and safe transportation. Environmental commitments covering PPMs are equally present in the four leading industries represented by the 100 companies (electronics and electrical equipment, chemicals and pharmaceuticals, petroleum and mining, and automotive). While also widespread, commitments with respect to environmentally-friendly products are found less often in the petroleum and mining industry than in the three other sectors.

20. Commitments are almost always global in scope, i.e. they apply to all affiliates of a company throughout the world. At times, a set of broadly formulated principles of environmental stewardship is being applied globally while overseas subsidiaries are left to establish their own environmental management systems that take into account local characteristics (e.g. Toshiba Corporation, RWE Group). An indication for the 'globalisation' of private initiatives to protect the environment is that virtually all of the companies with environmental commitments have set up or are in the process of implementing environmental management systems throughout their network of operations. Of these, 74 per cent have obtained or are in the process of getting certification of environmental management systems in accordance

with ISO 14001 and/or the European Union's Eco-Management and Audit Scheme (EMAS), for some or all of their production sites. While not all companies with environmental statements have an environmental management system, large companies appear to be making substantial efforts in this area.

21. There is wide-spread recognition that environmental performance depends also on supply-chain management, i.e. on the co-operation of suppliers and contractors in this area. In other words, by cascading environmental practices deeper into their supply chain, companies are able to advance their own capacity to manage environmental impact up to the distribution/sale of the product. A very high percentage (some 93%) of 93 companies with available data have issued environmental guidelines for their suppliers or contractors. If one compares the four leading industries represented by the 100 MNEs, the percentage of companies having supplier guidelines is even higher in the petroleum and mining, chemical and pharmaceuticals and automotive industries, whereas guidelines are less frequent in the electronics industry. 64 per cent of the companies that have issued guidelines for business partners practice 'green procurement', i.e. they use environmental performance as an evaluation criterion when contracting out or purchasing goods and services from suppliers. An even higher percentage (85%) requires or encourages suppliers or contractors to adopt environmentally friendly methods of production.

Table 2. Environmental Commitments

	% of 99 companies with data		no. of companies with no data
	yes	no	1
Has formal code/policy statement(s)	94	0	
Other (credo or vision statement)	6		
<i>which address¹:</i>			
- products only	0		
- PPMs only	10 ²		
- products and PPMs	90		
ISO 14001/EMAS	74		
Issues environmental/EHS report	90	10	5
	% of 93 companies with data		no. of companies with no data
	yes	no	7
Has guidelines for suppliers/contractors	93	7	
<i>which address³:</i>			
- products only	15		
- PPMs only	36		
- products and PPMs	49		
<i>which are⁴:</i>			
- a mandatory requirement	59		
- not mandatory	38		

Source: OECD

Note: ¹ Percentages are of the 93 companies for which codes/policies were found. The 6 credos and vision statements were excluded from this count. ² Refers to 5 instances where a company addresses PPMs but not products and 2 observations where a company addresses PPMs but where there is no information for products. ³ Percentages are of the 86 companies for which guidelines were found. ⁴ Percentages are for 86 companies. For 2 guidelines, available information did not determine whether these were mandatory or not. These account for over 2 per cent of all guidelines and are not included in the breakdown.

22. Finally, the survey finds that the vast majority of the companies report on their commitments and performance in this area to the public. 85 companies (or around 90%) prepare (usually annual) environmental or EHS reports independently from their annual reports and accounts. Most of this environmental reporting is of relatively recent age and the quality and format of the reporting differs considerably across companies. Where companies issue no separate reports, they usually include a description of their environmental management practices and achievements in their annual reports.

B. *Commitments with respect to core labour standards*

23. Companies were surveyed for the existence of formalised commitments with respect to core labour standards.⁵ Data in this area were more difficult to obtain and relevant information was not obtained for 17 companies, which may or may not have codified commitments in this area.

24. Approximately 16 per cent of the 83 companies with data do not have formalised commitments in this area, although company officials generally emphasise that their company complies with all existing legal and regulatory requirements. Of the companies with codes or policy statements addressing core labour standards, 29 per cent have codified commitments covering all four core labour standards (see Table 3 below). Comprehensive commitments are particularly salient in the petroleum and mining industries. With only a few exceptions, commitments apply to the operations of the company world-wide.

25. Almost half of the companies with data have issued guidelines for their suppliers or contractors in this area. Such guidelines are particularly frequent in industries such as petroleum and mining, while comparatively fewer commitments for business partners in this area are recorded for example for the electronics industry. Individual company profiles for labour commitments are presented in Table IV in the Annex.

26. The survey finds that at least 15 per cent of the companies also engage in social reporting⁶. Social reports usually describe a company's relations with, support of and interaction with local communities, its contributions (financial and other) to local community development, education, disaster relief and related matters, but they rarely mention or elaborate on company commitments with respect to core labour standards. Social reporting tends to be of more recent vintage than environmental reporting but is gaining interest among companies. Some have just published their first reports. A few issue combined social and environmental reports.

5. Core labour standards are defined as: freedom of association and recognition of right to collective bargaining; no use of forced or compulsory labour; no use of child labour; and no discrimination in respect to employment and occupation.

6. This figure may be understated because information in this area has not been collected in a systematic manner.

Table 3. Commitments Addressing Core Labour Standards

	% of 83 companies with data		no. of companies with no data
	yes	no	17
Has formal code/policy statement(s)	82	16	
Other (credo or vision statement)	2		
<i>which address¹:</i>			
- at least one core labour standard	100		
- all four core labour standards	29		
	% of 75 companies with data		no. of companies with no data
	yes	no	25
Has guidelines for suppliers/contractors	45	55	
<i>which address²:</i>			
- at least one core labour standard	100		
- all four core labour standards	53		
<i>which are:</i>			
- a mandatory requirement	62		
- not mandatory	38		

Source: OECD

Notes:

¹ Percentages are of the 68 companies for which codes/policies were found. The 2 credos were excluded from this count.

² Percentages are of the 34 companies for which guidelines were found.

C. Commitments addressing health and safety at the work place

27. Almost all of the 91 companies with data have commitments relating to health and safety at the work place. Two companies report having no formalised H&S commitments (see Table 4). At the level of the industry, H&S standards are very common as far as the four leading industries are concerned, although less pronounced in the chemical and pharmaceutical industry than in the others.

28. Again, these commitments are applied mostly globally. In the case of 4 companies, commitments are of a local nature. The data show that the majority of companies extend their H&S standards to suppliers and contractors. For more than 70 per cent of these companies, the guidelines for suppliers/contractors are formulated as a requirement. It should be noted that companies often make it a requirement for contractors (but not for suppliers) to observe certain H&S standards (such as contractors working on company sites). Individual company profiles for H&S commitments are presented in Table V in the Annex.

29. With respect to different industries, all companies with data belonging to the petroleum and mining industry report to have written guidelines for their suppliers and contractors, compared to around 81 per cent of companies in the chemicals and pharmaceuticals industry. By comparison, only 53 per cent of the companies of the electronics and electrical equipment industry and 50 per cent of the companies of the automotive industry have such statements.

Table 4. Health and Safety Commitments

	% of 91 companies with data		no. of companies with no data
	yes	no	9
Has formal code/policy statement(s)	97	2	
Other (credo or vision statement)	1		
	% of 83 companies with data		no. of companies with no data
	yes	no	17
Has guidelines for suppliers/contractors	70	30	
<i>which are¹:</i>			
- a mandatory requirement	71		
- not mandatory	29		

Source: OECD

Note: ¹ Percentages are of the 58 companies for which guidelines were found.

30. Finally, cursory research of the websites of the 100 companies suggests that the concept of sustainable development is attracting growing attention in the corporate world. While not necessarily codified in codes or policy statements, the concept is mentioned relatively frequently in statements posted on companies' websites (51 companies). Some companies state that they are about to embark on the path of exploring what sustainability means to them and how they can utilise the concepts and tools; others have issued entire reports dedicated to this theme.

D. Company-internal versus external standards

31. The majority of the companies surveyed formulate their own codes and policies. In addition, other organisations - business associations, inter-governmental and non-governmental organisations - have developed guidelines and standards aimed at promoting good environmental, labour and H&S practices. A simple count presented in Table 5 below shows that many of the 100 companies subscribe to external standards or guidelines or cite these as embodying relevant standards of conduct for their operations. The number of outside standards recorded should be treated with caution. They probably are underreported because the primary focus of this research was on company codes and data on external standards and guidelines were collected in a less systematic manner. Where an outside standard was identified based on the company's self-representation on its website, no further effort was undertaken to verify whether other, undisclosed outside standards exist to which the company also subscribes

32. Outside standards or guidelines mentioned in the area of labour practices are: the Global Sullivan Principles, the Keidanren Charter for Good Corporate Behaviour, the UN Universal Declaration of Human Rights, ILO Convention No. 138, the ILO Tripartite Declaration concerning Multinational Enterprises and the Voluntary Principles on Security and Human Rights.

33. For the environment, such instruments include Responsible Care, Coatings Care, the ICC Business Charter for Sustainable Development, the CERES Principles, the ICME Sustainable Development Charter, the Australian Minerals Industry Code for Environmental Management, Keidanren's Global

Environmental Charter, the Ramsar Convention on Wetlands, the EUREP's Good Agricultural Practices (GAP) and the Credo of Trading Firms. Many of these codes also cover H&S issues.

34. Overall, the number of companies which report that they support or subscribe to industry-specific or other outside standards is significantly larger for environmental and H&S practices than for labour issues.

35. The individual standards and guidelines which companies from the set of 100 MNEs use are described further in Tables VI and VII in the Annex. They are only a subset of a growing number of initiatives through which the business community, non-governmental organisations, governments and cross-cutting coalitions seek to promote responsible business conduct. Such efforts include the revised voluntary OECD Guidelines for Multinational Enterprises which were adopted by governments in June 2000 and aim to promote high standards in several domains, including environmental protection, labour and workplace practices. A reinforced implementation mechanism commits governments to promote the actual observance of the Guidelines by business.

36. The so-called Global Compact promoted by UN Secretary General Kofi Annan at the World Economic Forum in Davos in January 1999 is another recent attempt to encourage progress in enhancing companies' social and environmental practices. It calls on world business leaders to "embrace and enact" in their corporate practices a set of principles for the protection of human rights, labour and the environment and provides a framework for dialogue among stakeholders. Since then, the number of initially 50 companies supporting the Global Compact has considerably grown, to several hundred participants. 21 of the leading 100 companies are reported to take part in this initiative.⁷

37. Company statements do not always tell which external standards or guidelines companies adhere to. Often, commitments contained in company statements reflect companies' identification with the OECD Guidelines or other external initiatives without however making specific reference to them.

Table 5. Company and External Codes
(number of counts)

Environment	
Company	93
External	42
Labour	
Company	65
External	14
Health & Safety	
Company	79
External	37

Source: OECD

7. No data on the complete list of companies currently supporting the initiative is publicly available.

V. A cross-issue area comparison

38. A large number of codified commitments have been recorded for the set of 100 companies surveyed. However, there are differences in the subject matter that is the focus of this activity (see Figure 6). Environmental and H&S issues clearly dominate. Core labour standards are not as often addressed. These findings are based on available company data. Since, for certain companies, it could not be determined whether codified commitments exist or not, the data presented in this study probably underestimate how many of the leading companies have codes or policy statements.

39. Based on economic indicators for which estimates are available for the population of 60 000 MNEs world-wide, the respective shares of the companies with environmental, labour or H&S commitments were calculated (see Table I in the Annex).

40. The companies which have environmental commitments represent 10 per cent of the foreign assets of these firms. They account for 17 per cent and 14 per cent of these firms' foreign sales and labour force, respectively, in 1998.

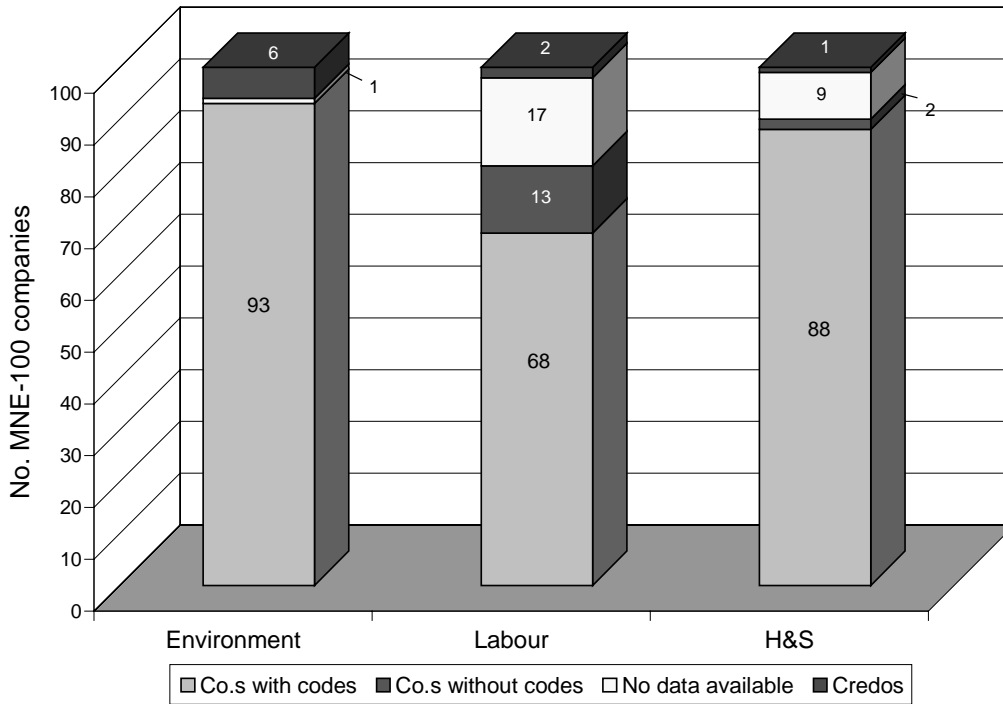
41. The companies for which codes or policy statements addressing at least one core labour standard were recorded account for 8 per cent of the foreign assets, 12 per cent of foreign sales and 10 per cent of the foreign labour force of the total MNE population.

42. The companies with H&S commitments accounted for 9 per cent of the foreign assets, 16 per cent of the foreign sales and 13 per cent of the foreign labour force of the MNE population in 1998.

43. Standards for environmental protection are well integrated in companies' supply chain management. To a somewhat lesser extent, this is also found for H&S standards. Core labour standards do not enjoy a comparable prominence (see Figure 7).

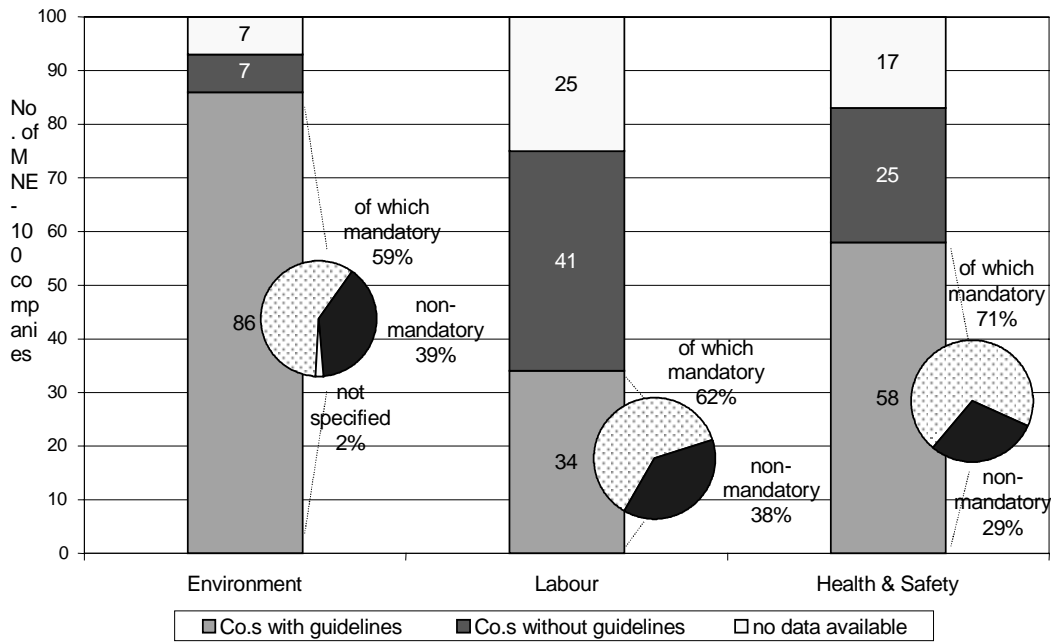
44. Of the 43 companies for which export data were obtained, 34 have a labour code or policy, representing combined exports of US\$218.8 billion in 1998 or some 8 per cent of the combined merchandise exports of the companies' home countries. Almost all 43 companies have environmental commitments, representing trade worth US\$237 billion or 8 per cent of merchandise exports of the companies home countries. Similarly, almost all of the companies have issued H&S principles or standards, representing exports worth US\$234.3 billion or 8 per cent of merchandise exports of their home countries (see Table I in the Annex).

Figure 6. Number of MNE-100 Companies with Codes/Policy Statements, per Issue Area



Source: OECD

Figure 7. Number of MNE-100 Companies with Guidelines for Suppliers and Contractors, per Issue Area



Source: OECD

VI. Concluding remarks

45. This analysis surveys 100 large MNEs, all of which have production facilities spanning many countries and whose foreign affiliates jointly accounted in 1998 for an estimated 13 per cent of assets, 19 per cent of employment and 18 per cent of sales of the foreign affiliates of all MNEs. Almost all of these corporations have announced codes of conduct and related policy statements embodying standards of environmental and H&S practices, while a majority also have codes or statements covering labour standards.

46. The companies surveyed are playing a leadership role in their markets and the large number of codes and policy statements issued suggests that they are extending this leadership role to corporate performance in the social responsibility arena. The 43 large MNEs for which export data are available – almost all of which have commitments in the fields of environment and H&S -- exported in 1998 goods worth approximately US\$239 billion from their home-countries. The 68 MNEs with written commitments to the observance of core labour standards generated approximately 12 per cent of all MNEs' foreign sales and the home-country exports for companies with export data totalled US\$218.8 billion. However, it is striking that many of the companies surveyed do not have codified commitments for all four core labour standards.

47. While rooted in the OECD region, the leading role of these large MNEs in foreign production gives them scope and capacity for social responsibility activities in multiple countries that can be expected to impact broadly on business practices in those countries. In fact, these foreign activities bring a significant potential for promoting standards of business conduct (and introducing changes to local practices) in the communities in which they operate.

48. Also, the reach of these private initiatives matches the global span of the companies' production and business activities. Almost all companies tend to associate their commitments with standards of conduct that are applied to their own operations globally. Statements on relations with suppliers and contractors indicate that many of these companies apply yet a more expansive definition of the scope of corporate responsibility in the three issue areas: they incorporate environmental, labour and H&S standards into supply chain management, clearly expecting that similar standards are being upheld also by unrelated business partners. In other words, the companies wish to work with partners who share their visions or values and they use codes as a means for influencing partners. The potential for exerting such influence seems considerable if one considers, for example, that for most automobile manufacturers materials and components suppliers account for over 60 per cent of the cost of the goods sold and that this figure can reach 90 per cent for some companies in the electronics and electrical equipment industry. As far as statements addressed to suppliers and contractors are concerned, environmental practices again receive more attention than labour issues.

49. Depending on interest and resources, future researchers may be able to fill in additional pieces of the picture. The number of codes and policy statements identified in this study falls far short of the tens of thousands of MNEs engaged in foreign production, and the focus on the largest companies, as ranked by foreign assets, means that their activities are not necessarily representative of the entire MNE population. The *profiling of specific industries* would allow the surveying of a set of more diverse companies (in terms of size, country of origin etc) operating in a sector and the collection of a more comprehensive set of data on companies' economic activities (including production data). Also, there is virtually no information available about the practices of MNEs from *developing countries*. An estimated one third of the MNE population is based in the developing world and there is only one developing-country MNE among the 100 leading companies surveyed here. Future research of developing-country companies could usefully determine whether private initiatives are largely confined to companies based in the OECD region or whether they are a global development.

50. Finally, the existence of codes and related policy statements does not allow conclusions to be drawn about actual practices, and this study did not collect data on *implementation* of stated commitments, enforcement mechanisms and companies' overall performance relative to stated commitments. As far as environmental issues are concerned, many of the companies are dynamically engaged in the process of setting up standardised management systems (ISO 14001 and EMAS), which shows that commitments in this area are not hortatory. Also, frequent references in codes or annual reports to company awards for performance in one or the other areas are an indication that companies consider themselves leaders and seek to actually demonstrate that they give life to their standards' application. One way to track progress which companies are making in implementing commitments, and where little research has been carried out, would be to investigate how much resources individual companies are putting into translating their statements into practices, and into demonstrating that they adhere to their principles and standards. This analysis could be part of a cost and benefit analysis of these private initiatives.

ANNEX

METHODOLOGY

The companies surveyed constitute a list of 100 leading non-financial MNEs, ranked by the size of their foreign assets, which UNCTAD in co-operation with Erasmus University in the Netherlands constructs annually from a survey of companies and publishes in the World Investment Report. The list used here reflects the ranking according to 1998 data, which also includes information about company sales and employment. For the various economic indicators, UNCTAD also calculates estimates for a population of 60,000 MNEs world-wide. While these are rough estimates that are only indicative of the magnitudes at issue, they are the only aggregate data of this sort available.

The 100 companies were surveyed for the existence of codes of conducts or similar policy statements that set forth principles and guidelines for corporate conduct and indicate that a company has formalised commitments in the areas of environmental protection, core labour standards and health and safety. The contents of the texts of codes or policy statements were not analysed in any detail. Regarding environmental practices, it was only determined whether commitments covered the 'product environment' (commitment to use or produce of environmentally friendly products and services) or the 'manufacturing environment' (environmentally friendly production processes and methods [PPM], including waste reduction measures, chemical emission reduction, energy saving measures, safe transportation). Concerning labour issues, companies were surveyed for codes or policy statements affirming adherence to each of the following core labour standards: right of association, non-discrimination, child labour and forced labour. Health and safety (H&S) standards refer to a clean and accident-free work place and maintenance of employees' occupational health. Conceptually, H&S standards were treated in this survey as a separate issue area even though in practice the quality of working conditions is influenced by environmental and by labour practices and the boundaries separating H&S from the other two issue areas are not so clear-cut.

Information was collected by initially researching the websites of the 100 companies. In some cases, information was already available to the Secretariat through the inventory of codes compiled in the earlier project.⁸ Where information either was not available on websites or required further clarification, follow-up inquiries by telephone and, if requested by the company, also in writing, were made. Inquiries were conducted from June 2000 through January 2001, using a structured format of questions. Only non-proprietary information was collected. While not all companies provided all the requested information, the response rate was high. Together with data which, for a few companies, were obtained from other, secondary sources, data of varying comprehensiveness are available for all 100 companies.

8. The OECD inventory has information on codes for 17 of the companies covered in the present study.

To supplement the asset, sales and employment data available from the UNCTAD/Erasmus University database, data were gathered directly from companies and other sources for the value of companies' exports from their country of origin. Export data are not readily available at the company level. A significant number of companies indicated that they did not collect export data themselves or were unwilling to disclose information, and 18 companies operating in the services sector do not engage in merchandise exporting. Also, exports for trading companies, while available, were not used, as the nature of trading activity (involving the provision of an exporting service for the goods of manufacturing companies) means that to include these figures would result in some double counting in the calculations. Therefore, export data are presented only for a limited set of 43 companies, which reduces the breadth of the analysis.

An unavoidable methodological limitation of this study is that data relating to the economic activity of the companies are for 1998, whereas the information on company commitments refers to 2000/2001. Another methodological limitation is that some of the 100 companies included in the 1998 list merged subsequently to 1998.⁹ For economic activity, these companies are treated as separate entities. Because information on codes of conduct and other policy statements could be gathered only for the post-merger entities, the working assumption was adopted that the data collected for those entities would equally apply to the parties involved in the merger. When codes are presented, 100 companies are reported, which includes double counting for the companies which have merged.

9. The companies which have merged are: Mobil and Exxon; BP Amoco and Atlantic Richfield; Hoechst and Rhone Poulenc; Elf and Total; VEBA and VIAG; Montedison Spa and Compart Spa; and Seagram and Vivendi. Glaxo Wellcome Plc and Smith Beecham also announced a merger. A few companies listed have merged with companies that are not among the 100 MNEs; corresponding changes in company names are marked in the relevant Tables in the Annex.

ANNEX: Index of tables

	Page No.
Table I. Code Coverage and Economic Indicators	25
Table II. Assets, Sales and Employment of 100 Leading MNEs, ranked by foreign assets, 1998.....	26
Table III. Environmental commitments surveyed, arranged by industry	31
Table IV. Labour commitments surveyed, arranged by industry	43
Table V. Health and Safety commitments surveyed, arranged by industry	52
Table VI. Overview of External Codes	61
Table VII.. Analysis of external codes/guidelines by issue area and scope	65

Annex Table I. Code Coverage and Economic Indicators
(in billions of US\$, numbers of employees and per cent, 1998)

Economic Indicators	MNE-100	All MNEs	MNE-100 cos (as a % of all MNEs)	Companies with a labour code/policy (68 of the MNE-100 companies)			Companies with an environmental code/policy (93 of the MNE-100 companies)			Companies with a health & safety Code/policy (88 of the MNE-100 companies)		
					As a % of MNE-100 co.s	As a % of all MNEs		As a % of MNE-100 co.s	As a % of all MNEs		As a % of MNE-100 co.s	As a % of all MNEs
Total assets	4,610	-	-	3,297	72%	-	4,384	95%	-	4,118	89%	-
Foreign assets	1,922	14,620	13.1%	1,175	61%	8%	1,403	73%	10%	1,310	68%	9%
Total sales	4,099	-	-	2,899	71%	-	3,919	96%	-	3,709	90%	-
Foreign sales	2,063	11,427	18.1%	1,417	69%	12%	1,993	97%	17%	1,826	89%	16%
Total employment	12,741,173	86,000,000	14.8%	9,280,474	73%	11%	11,919,434	94%	14%	11,075,151	87%	13%
Foreign employment	6,547,719	35,074,000	18.7%	3,447,720	53%	10%	4,844,945	74%	14%	4,552,618	70%	13%
Exports	239 (43 cos)	-	-	218.8 (34 cos)	-	-	236.7 (42 cos)	-	-	234.3 (40 cos)	-	-

Source: UNCTAD/Erasmus University Database; OECD

Note: Economic indicators for all MNEs are UNCTAD estimates. Economic indicator data in columns 5,6 and 7 are represented for the number of companies which have supplied information regarding a code/policy; where information relating to company codes was not available, economic indicator data for the corresponding MNEs have been omitted.

Annex Table II. Assets, Sales and Employment of 100 Leading MNEs, ranked by foreign assets, 1998

(in billions of US\$ and numbers of employees)

Corporation	Country	Assets		Sales		Employment		Exports (of 45 MNE- 100 companies)
		Total	of which foreign (%)	Total	of which foreign (%)	Total	of which foreign (%)	
MANUFACTURING INDUSTRIES								
Electronics/Electrical Equipment (SIC Group 35/36)								
Ericsson LM	Sweden	20.7	58.1%	22.8	78.2%	103,667	56.6%	⁺⁺ 4.53
Philips Electronics	Neth.	32.8	57.9%	33.9	94.7%	233,686	81.0%	-
Hewlett-Packard	USA	33.7	52.3%	46.5	54.2%	124,600	-	-
IBM	USA	86.1	50.6%	81.7	56.8%	291,067	51.5%	-
Alcatel	France	34.6	48.3%	23.6	61.4%	118,272	67.6%	⁺⁺ 5.06
Motorola Inc	USA	31.0	45.2%	31.3	44.7%	141,000	47.4%	-
General Electric	USA	355.9	36.1%	100.5	28.6%	293,000	44.4%	8.75
Compaq Computer Corporation	USA	21.7	32.2%	31.2	52.6%	71,000	-	-
Canon Electronics	Japan	23.5	31.6%	24.4	73.1%	79,799	52.4%	10.00
Fujitsu Ltd	Japan	42.3	28.9%	43.3	36.7%	188,000	39.4%	5.05
Toshiba Corporation	Japan	48.8	24.6%	44.6	32.5%	198,000	-	9.43
Matsushita Electric	Japan	66.2	18.4%	63.7	50.9%	282,153	47.4%	12.53
Hitachi Ltd	Japan	76.6	15.7%	63.8	31.1%	331,494	17.5%	7.28
Siemens AG	Germany	66.8	-	66.0	69.2%	416,000	53.4%	11.36
Sony Corporation	Japan	52.5	-	56.6	71.9%	173,000	59.2%	12.94
ABB	Ch.	32.9	-	27.7	83.3%	162,793	94.8%	-
Electrolux AB	Sweden	10.3	-	14.5	95.2%	99,322	90.2%	0.25
Chemicals and Allied Products (SIC Group 28)								
Unilever	Neth./UK	35.8	91.9%	44.9	87.8%	265,103	90.8%	1.29
Akzo Nobel NV	Neth.	14.0	72.1%	14.6	79.3%	85,900	78.9%	⁺⁺ 1.96
Glaxo Wellcome Plc	UK	15.5	69.6%	13.3	82.3%	56,934	74.8%	0.37
SmithKline Beecham Plc	UK	15.0	69.3%	13.4	92.6%	59,500	85.5%	2.22
Hoechst AG	Germany	33.5	63.2%	26.2	80.1%	96,967	-	-
Bayer AG	Germany	34.3	62.3%	31.1	70.3%	145,100	55.8%	5.18
Roche Holding AG	Ch.	40.6	52.2%	17.0	98.2%	66,707	85.7%	-
Imperial Chemical Industries	UK	14.9	48.4%	15.1	72.3%	59,100	-	2.26
Dow Chemical	USA	23.8	43.6%	18.4	59.7%	39,029	49.0%	-
Du Pont (E.I.) de Nemours	USA	38.5	43.3%	24.8	47.2%	101,000	34.7%	3.99
Procter & Gamble	USA	31.0	32.3%	37.2	48.2%	110,000	-	-
Merck & Co	USA	31.9	29.2%	26.9	24.5%	57,300	39.8%	-
BASF AG	Germany	30.4	-	32.4	74.7%	105,945	44.1%	⁺⁺ 5.79
Rhone-Poulenc SA	France	28.4	-	14.7	81.6%	65,180	55.9%	4.79
Johnson & Johnson	USA	26.2	-	23.7	46.9%	93,100	-	-

Annex Table II cont'd

Corporation	Country	Assets		Sales		Employment		Exports
		Total	of which foreign (%)	Total	of which foreign (%)	Total	of which foreign (%)	(of 45 MNE-100 companies)
Chemicals and Allied Products (SIC Group 28) (cont'd)								
Montedison Spa	Italy	19.4	-	14.3	69.1%	28,672	69.9%	⁺⁺ 1.47
L'Air Liquide Groupe	France	10.6	-	6.8	75.3%	28,600	71.0%	-
Motor Vehicles and Equipment (SIC Code 3711)								
BMW AG	Germany	35.7	64.1%	37.7	71.2%	119,913	43.5%	-
Honda Motor Co Ltd	Japan	41.8	63.0%	51.7	57.5%	112,200	-	14.43
Renault SA	France	43.2	54.6%	39.8	63.9%	138,321	67.1%	3.35
Peugeot SA	France	39.8	39.9%	37.5	65.1%	156,500	27.7%	-
Nissan Motor Co Ltd	Japan	57.2	37.8%	54.4	47.4%	131,260	-	12.56
Toyota	Japan	131.5	34.2%	101.0	54.7%	183,879	61.6%	32.25
Mitsubishi Motors	Japan	25.4	33.1%	29.1	57.7%	29,945	60.9%	3.29
General Motors	USA	246.7	29.6%	155.5	32.1%	396,000	-	-
DaimlerChrysler	Germany	159.7	23.0%	154.6	81.1%	441,502	47.2%	-
Fiat Spa	Italy	76.1	18.7%	51.0	38.0%	220,549	39.8%	⁺⁺ 13.78
Ford Motor Company	USA	237.5	-	144.4	30.3%	345,175	32.8%	-
Volkswagen Group	Germany	70.1	-	80.2	65.2%	297,916	47.8%	-
Volvo AB	Sweden	25.2	-	26.3	90.6%	79,820	44.2%	8.11
Robert Bosch GmbH	Germany	21.9	-	30.2	65.0%	189,537	49.7%	-
Petroleum Ref/Expl/Distr (SIC Code 29(1)) and Mining (SIC Group 10)								
Rio Tinto Plc	UK/Aus.	16.1	77.0%	9.2	63.0%	34,809	64.6%	2.88
BP AMOCO	UK	54.9	73.8%	68.3	71.2%	98,900	79.8%	^{**} 5.87
Exxon Corporation	USA	70.0	71.5%	115.4	80.3%	79,000	-	-
Royal Dutch/Shell Group	Neth./UK	110.0	60.9%	94.0	53.2%	102,000	59.8%	^{**} / ⁺ 0.57
Elf Aquitaine SA	France	43.2	48.0%	37.9	57.6%	85,000	49.4%	⁺⁺ 1.75
Chevron Corporation	USA	36.5	46.3%	29.9	6.7%	39,191	22.9%	0.31
Petróleos de Venezuela SA	Venez.	48.8	16.2%	25.7	42.9%	50,821	11.9%	-
ENI Group	Italy	48.4	-	33.2	36.2%	78,906	31.2%	3.54
Mobil Corporation	USA	42.8	-	53.5	55.5%	41,500	53.3%	-
Total Fina SA	France	27.0	-	28.6	72.8%	57,166	61.4%	-
Atlantic Richfield	USA	25.2	-	10.3	15.5%	18,400	23.4%	-
Rubber: Tires and Inner Tubes (SIC Code 3011)								
Bridgestone	Japan	14.7	50.4%	17.1	66.2%	97,767	-	2.33
Michelin	France	15.0	-	14.6	84.1%	127,241	68.5%	-
Food/Beverages (SIC Group 20)								
Nestlé SA	Ch.	41.1	86.6%	52.0	98.5%	231,881	97.3%	0.15
Seagram Company	Canada	22.2	84.8%	9.1	95.5%	24,200	-	-
Coca-Cola Company	USA	19.2	77.8%	18.8	63.3%	29,000	-	-
Diageo Plc	UK	46.3	60.3%	12.4	85.0%	77,029	84.9%	2.14

Annex Table II cont'd

Corporation	Country	Assets		Sales		Employment		Exports
		Total	of which foreign (%)	Total	Of which foreign (%)	Total	of which foreign (%)	(of 45 MNE-100 companies)
Food/Beverages (SIC Group 20) (cont'd)								
Danone Groupe SA	France	17.6	58.7%	14.4	61.2%	78,945	74.2%	-
Compart Spa	Italy	21.6	47.2%	15.0	70.0%	33,076	72.9%	++1.46
Tobacco (SIC Code 21) (includes some food business)								
British American Tobacco Plc	UK	12.4	84.7%	15.3	90.0%	101,081	98.1%	**0.17
RJR Nabisco Holdings	USA	28.9	-	17.0	32.9%	74,000	-	-
Primary Metal Industries (SIC Group 33)								
Broken Hill Proprietary	Aus.	20.6	38.9%	12.6	69.3%	50,000	40.0%	6.28
ALCOA	USA	17.0	-	15.3	43.0%	103,500	-	1.28
Construction (SIC Group 162)								
Holderbank Financière Glarus	Ch.	12.8	90.3%	8.0	87.8%	40,520	93.2%	-
Fabricated Metal Products (SIC Code 3411)								
Crown Cork & Seal	USA	12.5	64.2%	8.3	60.2%	38,459	-	-
Paper (SIC Group 26)								
SCA	Sweden	9.7	72.0%	7.7	90.9%	32,211	78.7%	-
Stora Enso Oys	Finland	18.0	64.0%	11.7	92.7%	40,987	61.5%	3.77
SERVICES INDUSTRIES								
Utilities (SIC Group 49(3))								
Texas Utilities Company	USA	39.5	40.0%	14.7	27.1%	22,055	37.6%	-
Southern Company	USA	36.2	26.5%	11.4	15.8%	31,848	-	-
RWE Group	Germany	57.2	18.9%	41.2	19.9%	155,576	27.4%	-
Diversified (various SIC codes; some Manufacturing)								
Suez Lyonnaise Des Eaux	France	84.6	-	34.8	37.0%	201,000	62.9%	-
Vivendi SA	France	57.1	-	35.3	32.6%	235,610	40.0%	-
VEBA Group	Germany	52.2	-	49.0	30.0%	116,774	33.6%	++2.26
Viag AG	Germany	34.8	-	27.9	58.4%	85,694	49.0%	-
Media/Publishing								
Thomson Corporation	Canada	12.5	97.2%	6.2	93.4%	39,000	92.3%	-
News Corporation	Aus.	33.6	68.1%	11.7	89.5%	50,000	-	-

Annex Table II cont'd

Corporation	Country	Assets		Sales		Employment		Exports
		Total	of which foreign (%)	Total	Of which foreign (%)	Total	of which foreign (%)	(of 45 MNE-100 companies)
Retail Trade: Food Stores (SIC Group 54(1/2))								
Wal-Mart Stores	USA	50.0	60.4%	137.6	14.1%	910,000	-	-
Carrefour SA	France	20.3	50.8%	30.4	56.5%	144,142	60.3%	-
Royal Ahold NV	Neth.	13.3	-	29.4	71.0%	279,255	47.9%	-
Eating Places (SIC Code 5812)								
McDonald's Corporation	USA	19.8	60.7%	12.4	61.2%	284,000	-	-
Telecommunications (SIC Group 48(1))								
Nortel Networks	Canada	19.7	72.5%	17.6	69.4%	75,052	-	-
Cable And Wireless Plc	UK	28.5	62.1%	13.2	66.7%	50,671	73.9%	-
Telefónica SA	Spain	42.3	32.6%	20.5	29.8%	101,809	27.3%	-
GTE Corporation	USA	43.6	16.7%	25.7	12.8%	120,000	18.3%	-
SBC Communications	USA	75.0	-	46.2	-	200,380	-	-
Mannesmann AG	Germany	20.3	-	21.2	51.0%	116,247	37.7%	-
Trading (Wholesale Trade in Durable Goods: SIC Group 50)								
Nissho Iwai	Japan	38.5	36.9%	71.6	12.7%	4,041	-	*9.34
Sumitomo Corporation	Japan	45.0	33.3%	95.0	18.5%	5,591	-	*16.87
Mitsui & Co Ltd.	Japan	56.5	30.6%	118.5	39.3%	7,288	-	*17.47
Mitsubishi Corporation	Japan	74.9	29.0%	116.1	37.5%	11,650	31.5%	** / * 18.91
Itochu Corporation	Japan	55.9	27.0%	115.3	16.0%	5,775	-	*15.25
Marubeni Corporation	Japan	53.8	19.7%	98.8	31.8%	8,618	-	*17.01

Source: UNCTAD/Erasmus University database; OECD Secretariat; Financial Times

Key

Aus. – Australia
 Ch. – Switzerland
 Neth. – Netherlands
 UK – United Kingdom
 USA – United States of America
 Venez. – Venezuela

Notes to Annex Table II:

Companies have been classified according to the Standard Industrial Classification nomenclature. Export data represent goods exports from the company's country of origin only. The data mostly exclude intra-firm trade (i.e. trade between operations of the same MNE in different countries), although in 10 cases this was not possible. They are converted to US\$ at rates according to the OECD Foreign Trade Statistics database, with the exception of cases in which the local currency was the Euro, when the OECD Main Economic Indicators database was used.

'-' indicates that the data were not made available.

+ Exports for Royal Dutch/Shell represent exports from the UK only.

++ Exports include intra-firm trade.

* Export data for the trading companies are not included in calculations involving exports elsewhere in this paper, as this would involve some double counting (these companies' activities include exporting the goods of Japanese merchandise manufacturers).

** Taken from:

FT Exporter 2000, FT Survey of UK Exporters (1998 data); <http://www.ft.com/ftsurveys/industry/scb6d2.htm>

Definitions provided by UNCTAD as follows:

- Total assets – the total fixed and current assets
- Foreign assets – the total fixed and current assets outside of the home country (company's country of origin)
- Total sales – the sum of net sales (gross sales minus value-added taxes and similar levies)
- Foreign sales – the sum of net sales generated from subsidiaries in foreign countries
- Total employment – the total number of employees (both full-time and part-time)
- Foreign employment – the total number of employees (both full-time and part-time) of subsidiaries in foreign countries.

Annex Table III. Environmental commitments surveyed, arranged by industry

MANUFACTURING INDUSTRIES

ELECTRONICS/ELECTRICAL EQUIPMENT (SIC group 35/36)										
Company	Country	Company Code/Policy	External Code/Guidelines			Product/ PPM	Global	Suppliers/Contra ctors	ISO 14001/ EMAS	
General Electric	United States	The Letter of Our Commitment (1993)			PPM	yes	no			
ABB	Switzerland	Sustainable Development Guidelines (1994)	ICC Business Charter for Sustainable Development			both	yes	both	yes	
Siemens AG	Germany	Principles of Environmental Protection (prior to 1992)			ICC Business Charter on Sustainable Development	both	yes	PPM	yes	
Sony Corporation	Japan	Global Environmental Policy (1993, revised 1995)				both	yes	product	yes	
Philips Electronics	Netherlands	General Business Principles (1998); Philips Global Environmental Policy (1987, updated 1998)				both	yes	PPM *	yes	
Alcatel	France	Environmental Policy (1992, last revised 1998)			ICC Business Charter for Sustainable Development	both	yes	both	yes	
Motorola Inc	United States	Motorola EHS Standards (1993, revised periodically thereafter)				both	yes	product	yes	
Matsushita Electric	Japan	Matsushita Global Environmental Charter (1991, revised 1998)				both	yes	both	yes	
Fujitsu Ltd	Japan	Fujitsu's Commitment to the Environment (1992)				both	yes	product	yes	
Hitachi Ltd	Japan	Global Environmental Charter; Environmental Action Guidelines (1993)				both	yes	product	yes	
Electrolux Group	Sweden	Corporate Environmental Minimum Requirements (1997)				both	yes	no	yes	
Toshiba Corporation	Japan	Basic Commitment; Basic Policy for Environmental Protection			Keidanren's Global Environmental Charter	both	yes	both (products*)		yes

Table III Cont'd.

ELECTRONICS/ELECTRICAL EQUIPMENT (SIC group 35/36) (cont'd)								
Company	Country	Company Code/Policy	External Code/Guidelines	Product/PPM	Global	Suppliers/Contractors	ISO 14001/EMAS	

Ericsson LM	Sweden	Ericsson's Environmental Policy (revised 1999); Supplier Environmental Requirements	ICC Business Charter for Sustainable Development	both	yes	both *	yes
IBM	United States	Environmental Affairs Policy (1971)		both	yes	both *	yes
Hewlett-Packard	United States	Design-for-Environment Guidelines (1992); HP's Environmental Management Policy		both	yes	both *	yes
Compaq Computer Corporation	United States	EHS Policy		both	yes	both *	yes
Canon Inc.	Japan	Canon Environmental Charter (1993); Environmental Policy of the Canon Group; Procurement Policies; Global Canon Green Procurement Standards		both	yes	both *	yes

CHEMICALS AND ALLIED PRODUCTS (SIC GROUP 28)								
Company	Country	Company Code/Policy	External Code/Guidelines	Product/PPM	Global	Suppliers/Contractors	ISO 14001/EMAS	

Du Pont (E.I.) de Nemours	United States	Business Conduct Guide (1989), The Dupont Commitment (1971, last revised 1994)	Responsible Care	both	yes	both *	
Akzo Nobel NV	Netherlands	Health, Safety and Environment (revised 1999)	Responsible Care; Coatings Care; ICC Business Charter for Sustainable Development	both	yes	no	
Air Liquide Groupe	France		Responsible Care	both	yes	PPM	yes
Imperial Chemical Industries	United Kingdom	Business Ethics; Vision	Responsible Care (UK, US); ICC Business Charter for Sustainable Development	both	yes	PPM	yes

Table III Cont'd.

CHEMICALS AND ALLIED PRODUCTS (SIC GROUP 28) (cont'd)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/Contractors	ISO 14001/ EMAS
BASF AG	Germany	Corporate Environmental Guidelines (1995); Vision 2010; Values and Principles of the BASF Group (1990)	Responsible Care	both	yes	both *	yes
Dow Chemical	United States	New Sustainable Development Guiding Principles (1999); Code of Business Conduct (1999)	Responsible Care	both	yes	both	
Bayer AG	Germany	Guidelines for the Responsible Use of Genetic Engineering at Bayer; Bayer's Guidelines for Responsible Care	Responsible Care	both	yes	both	yes
Roche Holding AG	Switzerland	Policy on Safety and Environmental Protection in the Roche Group (1991); Guidelines for the Assurance of Safety and Environmental Protection (1983); Dealing with Contractors (2000); S&E Checklist when Dealing with Contractors (2000)	ICC Business Charter for Sustainable Development; Responsible Care	both	yes	both *	yes
Hoechst AG ⁺ (now Aventis)	Germany	Aventis Environment, Health and Safety Policy (2000); Compliance Policy (2000)		both	yes	product*	yes
Rhone-Poulenc SA ⁺ (now Aventis)	France	Aventis Environment, Health and Safety Policy (2000); Compliance Policy (2000)		both	yes	product*	yes
Glaxo Wellcome Plc ⁺	United Kingdom	Health, Safety and Environmental Policy; Contractor Safety, Health and Environmental Policy (revised 1999)		both	yes	both *	
SmithKline Beecham Plc ⁺	United Kingdom	Environment and Safety and Policies (1995); Environmental and Safety Standards (1995); Vision (1997), Contract Manufacturing (1995)	Responsible Care	both	yes	PPM *	yes
Merck & Co	United States	Mission Statement (#)		no data		no data	
Unilever	Netherlands/United Kingdom	Code of Business Principles (1995); Our Policy Statement (1994)	ICC Business Charter on Sustainable Development	both	yes	both	yes

Table III Cont'd.

CHEMICALS AND ALLIED PRODUCTS (SIC GROUP 28) (cont'd)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/PPM	Global	Suppliers/Contractors	ISO 14001/EMAS
Johnson & Johnson	United States	Credo (#); External Manufacturing Environmental & Safety Practices (1999); Supply Chain Environmental & Safety Management Practices (2000)		both	yes	both *	yes
Procter & Gamble	United States	Our Values and Code of Conduct; Sustainability Guidelines for Vendor Relations		both	yes	both *	
Montedison Spa ⁺ (now Compart)	Italy	Montedison's Environmental Policy; Guidelines for the Implementation of Occupational Safety Standards	Responsible Care; ICC Business Charter for Sustainable Development	both	yes	both *	yes

MOTOR VEHICLES AND EQUIPMENT (SIC CODE 3711/3714)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/PPM	Global	Suppliers/Contractors	ISO 14001/EMAS
General Motors	United States	GM Environmental Principles (1991)	CERES Principles	both	yes	both *	yes
Ford Motor Company	United States	Ford Motor Company Health and Environmental Policy (1989)	CERES Principles	both	yes	both *	yes
Toyota	Japan	Toyota Earth Charter (1992); Toyota Environmental Action Plan (1993, revised 1996)	Keidanren's Global Environmental Charter	both	yes	both	yes
DaimlerChrysler	Germany	Environmental Protection Guidelines (1991) (Daimler Benz)		both	yes	both (product*)	yes
Volkswagen Group	Germany	Environmental Policy of Volkswagen (1995); Volkswagen Health&Safety Guidelines	ICC Business Charter for Sustainable Development	both	yes	PPM *	yes
Honda Motor Co Ltd	Japan	Honda Environment Statement (1992)		both	yes	product	yes
Renault SA	France	Renault Environmental Charter		both	yes	both *	yes
BMW AG	Germany	BMW Group Environmental Guidelines (revised 1998)	ICC Business Charter for Sustainable Development	both	yes	both *	yes

Table III. Cont'd

MOTOR VEHICLES AND EQUIPMENT (SIC CODE 3711/3714)

Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Nissan Motor Co Ltd	Japan	Nissan's Environmental Philosophy; Action Policy; Environmental Guidelines		both	yes	both	yes
Peugeot SA (now PSA France Peugeot Citroen)		PSA Peugeot Citroen's Commitment to Environmental Protection (1999)		both	yes	no	yes
Fiat Spa	Italy	Ethical Code of Business Conduct; Environmental Policy (1992); Fiat Group Values and Policies (1997)	ICC Business Charter for Sustainable Development	both	yes	PPM *	yes
Volvo AB	Sweden	Environmental Policy (1972, last revised 1997); Guidelines for Co-Operation with Suppliers (1997)		both	yes	both (PPM*)	yes
Mitsubishi Motors	Japan	Environmental Guidelines		both	yes	product	yes
Robert Bosch GmbH	Germany	The Bosch Group Environmental Policy (1974, revised 1995); Purchasing Guidelines of the Bosch Group (1998, last edition 2000).		both	yes	both (PPM*)	yes

PETROLEUM REF/EXP/DIST (SIC CODE 29(1)) AND MINING (SIC GROUP 10)

Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Royal Dutch/Shell Group	Netherlands/United Kingdom	General Business Principles (1976)		PPM	yes	PPM *	
Exxon Corporation ⁺ (now MobilExxon)	United States	Environmental, Safety, Health, Product Safety Policy (1999)	Responsible Care	both	yes	both *	yes

Table III Cont'd.

PETROLEUM REF/EXP/DIST (SIC CODE 29(1)) AND MINING (SIC GROUP 10) (cont'd)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
BP AMOCO ⁺	United Kingdom	"What we stand for...Our Business Policies" (1997, revised 2000); Commitments and Expectations; Our Commitment to Health, Safety and Environment		both	yes	PPM *	yes
Mobil Corporation ⁺ (now MobilExxon)	United States	Environmental, Safety, Health, Product Safety Policy (1999)	Responsible Care	both	yes	both *	yes
Elf Aquitaine SA ⁺ TotalFinaElf	(now France)	Health, Safety and Environmental Charter (1992)	Responsible Care	both	yes	PPM *	yes
Total Fina SA ⁺ TotalFinaElf	(now France)	Health, Safety and Environmental Charter (1992)	Responsible Care	both	yes	PPM *	yes
ENI Group	Italy	Code of Conduct of Group ENI (now Code of Practice) (1994); Group Guidelines for HSE and Public Safety (1997)		both	yes	PPM	yes
Chevron Corporation	United States	Protecting People and the Environment (1992)	Responsible Care	both	yes	PPM *	
Petróleos de Venezuela SA	Venezuela	Our Values; Corporate Policy on Safety, Health and Environment		both	yes	both *	
Atlantic Richfield ⁺ BP Amoco)	(now United States)	"What we stand for...Our Business Policies" (1997, revised 2000); Commitments and Expectations; Our commitment to Health, Safety and Environment		both	yes	PPM *	yes
Rio Tinto Plc	United Kingdom/ Australia	The Way We Work (1997, revised)	ICC Business Charter for Sustainable Development; Environmental Charter of the International Council on Metals and the Environment; Australian Minerals Industry Code for Environmental Management	PPM	yes	PPM	yes

Table III. Cont'd

RUBBER: TIRES AND INNER TUBES (SIC CODE 3011)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/PPM	Global	Suppliers/Contractors	ISO 14001/EMAS

Michelin	France	Le Pneu & l'Environnement (#)		both	yes	PPM	
Bridgestone	Japan	Environment Basic Brinciples (#)		both	yes	product	yes

FOOD/BEVERAGES (SIC GROUP 20)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/PPM	Global	Suppliers/Contractors	ISO 14001/EMAS

Nestlé SA	Switzerland	Nestle Corporate Principles, the Nestle Policy on the Environment (1991, revised 1999)	ICC Business Charter for Sustainable Development	both	yes	both *	yes
Diageo Plc	United Kingdom	Environmental Principles (1999)		both	yes	PPM	Yes
Seagram Company ⁺ (now Vivendi Universal)	Canada	Our 10 Commitments (2000)		PPM	yes	PPM	
Coca-Cola Company	United States	Our Policies		both	yes	PPM *	
Danone Groupe SA	France	Charte pour l'Environnement (1996)	Ramsar Convention on Wetlands	both	yes	PPM	Yes
Compart Spa ⁺ (resulted from merger with Montedison)	Italy	Group Environment, Health and Safety Guidelines; Montedison's Environmental Policy	Responsible Care; ICC Business Charter for Sustainable Development	both	yes	both *	Yes

TOBACCO (SIC CODE 21) (includes some food business)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/PPM	Global	Suppliers/Contractors	ISO 14001/EMAS

RJR Nabisco Holdings	United States	Environmental Concerns-Nabisco's Approach		both	Yes	PPM	
British American Tobacco Plc	United Kingdom	British American Tobacco EHS Policy (1993, updated 1999)		both	Yes	PPM	yes

Table III Cont'd.

PRIMARY METAL INDUSTRIES (SIC GROUP 33)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Broken Hill Proprietary	Australia	Environmental Policy (1999)		both	yes	both *	
ALCOA	United States	EHS Principles (1989, updated 1995)		both	yes	both *	yes
CONSTRUCTION (SIC GROUP 162)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Holderbank Financière Glarus	Switzerland	Group Environmental Mission Statement (1993) ICC Business Charter for Sustainable Development		both	yes	PPM	
FABRICATED METAL PRODUCTS (PACKAGING) (SIC CODE 3411)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Crown Cork & Seal	United States	Environmental, Health & Safety Policy (1991, revised 1996)		both	yes	both	yes
PAPER (SIC GROUP 26)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Stora Enso Oys	Finland	Environmental and Social Responsibility Policy (1999); Environmental Principles for Wood Procurement (1999); Stor Enso's Principles for the Development of Forest Certification (1999)		both	yes	both *	Yes
SCA	Sweden	SCA Environmental Policy (1995)		both	yes	product *	Yes

SERVICES INDUSTRIES

Table III Cont'd.

UTILITIES (SIC GROUP 49(3))								
Company	Country	Company Code/Policy	External Code/Guidelines	Products/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS	
Texas Utilities Company	United States	Environmental Principles (updated 2000); Sustainability Principles		PPM	yes	PPM *	yes	
RWE Group	Germany	Corporate Guidelines for Environmental Protection (1998, updated 2000); Framework for Environmental Management in the RWE Group; Internal Guidelines for the Organsiation of Risk Management of the RWE AG (1999); and supplementary environmental guidelines at Group company level	Responsible Care	both	yes	PPM *	yes	
Southern Company	United States	Our Environmental Commitment		PPM		no data		
DIVERSIFIED (COMBINATION OF CODES)								
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS	
Suez Lyonnaise Des Eaux	France	Group Values (1999); Ethics Charter (1998); Business Ethics Statements and Codes of Conduct (1999); Group Company Rules of Organization and Conduct (1999); Environmental Charter (2000)		both	yes	both *	yes	
Viag AG ⁺ (now E.ON)	Germany	Guidelines **	Responsible Care **	both **	no **	no **	yes **	

Table III Cont'd.

DIVERSIFIED (COMBINATION OF CODES) (Cont'd.)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Vivendi SA ⁺	France	Our 10 Commitments (2000)		PPM	yes	PPM	
VEBA Group ⁺ (now E.ON)	Germany	Guidelines **	Responsible Care **	both **	no **	no **	yes **
MEDIA/PUBLISHING (NEWS SYNDICATES)							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
News Corporation	Australia	Standards of Business Conduct (1996)		PPM, no data for products	yes	no data	
Thomson Corporation	Canada	Thomson Vision; Environmental, Health and Safety Policy (1999)	ICC Business Charter for Sustainable Development	both	yes	no	yes
RETAIL TRADE: FOOD STORES (SIC GROUP 54(1/2))							
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Wal-Mart Stores	United States	Vendor Partner Standards (1992); Environmental Commitment (1989)		both	yes	both *	
Carrefour SA	France		no data	no data		no data	
Royal Ahold NV	Netherlands	Ahold Standards of Engagement (1998); Mission Statement; Ahold's corporate culture (1998); Environmental Strategy: from Farm to Fork (2000); Earth&Values Program (food production standards)	Euro Retailer Produce working Group (EUREP) standards for Good Agricultural Practices (GAP)	both	yes	both *	

Table III Cont'd.

EATING PLACES (SIC CODE 5812)								
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS	
McDonald's Corporation	United States	Commitment to the Environment (1991); Rain Forest Preservation: Our Policy		both	yes	PPM *		
TELECOMMUNICATIONS (SIC GROUP 48(1))								
Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS	
Cable And Wireless Plc	United Kingdom	Environmental Policy (1992, updated in 1996); Ethics Policy (1997); Supply Chain Management. Request for Quotation for: Cable & Wireless Communications Services Limited (2000)		PPM	yes	PPM **	yes	
Nortel Networks	Canada	Code of Business Conduct (1982); Corporate Policy		both	yes	both *	yes	
Telefónica SA	Spain	Framework Agreement on Workers' Rights with Union Network International (UNI) (2000) (#)		no data	yes	no data		
SBC Communications	United States	Environment (#)		no data	yes	no data		
GTE Corporation (now Verizon Communications)	United States	Environmental Policy		both	yes	PPM (no data whether requirement)		
Mannesmann AG (now Vodafone Air Touch/ (Atecs)Bosch-Siemens)	Germany	Environmental Policy of the Mannesmann Sachs AG**		both**		PPM ** (no data whether requirement)	yes	

Table III Cont'd.

TRADING (WHOLESALE TRADE IN DURABLE GOODS: SIC GROUP 50)

Company	Country	Company Code/Policy	External Code/Guidelines	Product/ PPM	Global	Suppliers/ Contractors	ISO 14001/ EMAS
Itochu Corporation	Japan	Itochu Corporation Code of Conduct; Basic policy on the Environment (1997)	Keidanren's Global Environmental Charter	both	yes	both (product*)	yes
Sumitomo Corporation	Japan	Activity Guidelines; Environmental Policy (1999)		both	yes	product	yes
Nissho Iwai	Japan	Nissho Iwai Global Environmental Charter (1998)	Keidanren's Global Environmental Charter	both	yes	both (PPM*)	yes
Marubeni Corporation	Japan	Marubeni's Guiding Principles and Environmental Policy (1999)		both	yes	both	yes
Mitsubishi Corporation	Japan	Environmental Charter (1996)	Credo for Trading Firms	both	yes	no data	yes
Mitsui & Co Ltd.	Japan	Basic Philosophy for the Global Environment (1990)	ICC Business Charter for Sustainable Development; Keidanren's Global Environmental Charter; Guide of General Trading Companies	both	yes	product	yes

Key

- * = suppliers/contractors guidelines formulated as a requirement
- ** = data available for one Group company only
- + = post-1998 merger with other company in 100 MNE list
- (#) = Credo or Vision Statement

Annex Table IV. Labour commitments surveyed, arranged by industry

MANUFACTURING INDUSTRIES

ELECTRONICS/ELECTRICAL EQUIPMENT (SIC group 35/36)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
General Electric	United States	4	The Letter of Our Commitment (1993)		yes	no
ABB	Switzerland	no				no
Siemens AG	Germany	4	Rules of Conduct for Siemens' Employees (1998)		yes	no
Sony Corporation	Japan	2,3,4	Internal document		yes	no
Philips Electronics	Netherlands	4	General Business Principles (1998)		yes	no
Alcatel	France	no				no
Motorola Inc	United States	1,2,4	"Constant respect for People" (written by founders of company, unrevised since); "Working together"; Code of Business Conduct	ILO Tripartite Declaration on Principles concerning Multinational Enterprises	yes	no
Matsushita Electric	Japan	2,3,4	Internal document		yes	no
Fujitsu Ltd	Japan	2,3,4	Internal document		yes	no
Hitachi Ltd	Japan	2,3,4	Internal document		yes	no
Electrolux Group	Sweden	no				no
Toshiba Corporation	Japan	2,3,4	Internal document		yes	no
Ericsson LM	Sweden	1,2,4	"Corporate Culture: Our Values" (updated 1999)	U.N. Universal Declaration of Human Rights	yes	1,2,4*
IBM	United States	4	Equal Opportunity Policy (1961)		yes	4
Hewlett-Packard	United States	no data				no data
Compaq Computer Corporation	United States	no data				no data
Canon Inc.	Japan	2,3,4	Internal document		yes	no

Table IV Cont'd.

CHEMICALS AND ALLIED PRODUCTS (SIC GROUP 28)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Du Pont (E.I.) de Nemours	United States	4	Business Code of Conduct (1989)		yes	all
Akzo Nobel NV	Netherlands	no				no
Air Liquide Groupe	France	no data				no data
Imperial Chemical Industries	United Kingdom	no data	Internal document			no data
BASF AG	Germany	4	Values and Principles of the BASF Group (1990)		yes	4 *
Dow Chemical	United States	4	Code of Business Conduct (1999)		yes	4
Bayer AG	Germany	4	Guidelines for the Strategic Alignment of the Bayer Group (1994)		yes	4
Roche Holding AG	Switzerland	no				no
Hoechst AG ⁺ (now Aventis)	Germany	4	Compliance Policy (2000)		yes	no
Rhone-Poulenc SA ⁺ (now Aventis)	France	4	Compliance Policy (2000)		yes	no
Glaxo Wellcome Plc ⁺	United Kingdom	4	Policy on Diversity			no
SmithKline Beecham Plc ⁺	United Kingdom	4	Corporate Code		yes	no
Merck & Co	United States	4	Mission Statement (#)			no data
Unilever	Netherlands/United Kingdom	4	Code of Business Principles (1995)		yes	4
Johnson & Johnson	United States	4	Credo (#)		yes	no
Procter & Gamble	United States	all	Our Values and Code of Conduct; Sustainability Guidelines for Vendor Relations	ILO Convention 138 (child labour)	yes	all *
Montedison Spa ⁺ (now Compart)	Italy	no data				no data

Table IV Cont'd.

MOTOR VEHICLES AND EQUIPMENT (SIC CODE 3711/3714)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
General Motors	United States	all		Global Sullivan Principles	yes	all
Ford Motor Company	United States	nodata				no data
Toyota	Japan	1	Guiding Principles (1992, revised 1997)		yes	no
DaimlerChrysler	Germany	no data				no data
Volkswagen Group	Germany	no data				no
Honda Motor Co Ltd	Japan	2,3,4	Internal document		yes	no
Renault SA	France	4	Code de deontologie du Group Renault (1994, revised 1997)		yes	4 *
BMW AG	Germany	no data				no data
Nissan Motor Co Ltd	Japan	2,3,4	Internal document		yes	no
Peugeot SA (now PSA Peugeot Citroen)	France	no data				no data
Fiat Spa	Italy	4	Ethical Code of Business Conduct; Fiat Group Values and Policies (1997)		yes	4 *
Volvo AB	Sweden	-4	Code of Conduct for the Volvo Group (1982), Policy for Equal Opportunity (2000) (x)		no	no
Mitsubishi Motors	Japan	2,3,4	Internal document		yes	no
Robert Bosch GmbH	Germany	4	Internal document		yes	no

Table IV Cont'd.

PETROLEUM REF/EXP/DIST (SIC CODE 29(1)) AND MINING (SIC GROUP 10)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Royal Dutch/Shell Group	Netherlands/United Kingdom	all	General Business Principles (1976)	Global Sullivan Principles	yes	all *
Exxon Corporation ⁺ (now MobilExxon)	United States	4	Policy on Discrimination		yes	4 *
BP AMOCO ⁺	United Kingdom	all	Commitments and Expectations; Guidelines on Business Conduct (1999); Our commitment to employees; BP Child Labor Policy (1998)	UN Universal Declaration of Human Rights; ILO Convention C138 (child labor)	yes	all
Mobil Corporation ⁺ (now MobilExxon)	United States	4	Policy on Discrimination		yes	4 *
Elf Aquitaine SA ⁺ (now TotalFinaElf)	France	no				no data
Total Fina SA ⁺ (now TotalFinaElf)	France	no				no data
ENI Group	Italy	4	Code of Conduct of Group Eni (now Code of Practice) (1994)		yes	4 *
Chevron Corporation	United States	all		Global Sullivan Principles	yes	all
Petróleos de Venezuela SA	Venezuela	no				no
Atlantic Richfield ⁺ (now BP Amoco)	United States	all	"What we stand for...Our Business Policies" (1997, revised 2000), Commitments and Expectations; Guidelines on Business Conduct (1999); Our commitment to employees; BP Child Labor Policy (1998)	U.N. Universal Declaration of Human Rights; ILO Convention C138 (child labor)	yes	all
Rio Tinto Plc	United Kingdom/Australia	all	The way we work (revised, 1997)	U.N. Universal Declaration of Human Rights	yes	all

Table IV Cont'd.

RUBBER: TIRES AND INNER TUBES (SIC CODE 3011)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Michelin	France	no				no
Bridgestone	Japan	2,3,4	Internal document		yes	no
FOOD/BEVERAGES (SIC GROUP 20)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Nestlé SA	Switzerland	all	Nestle Corporate Principles (1991, revised 1999)		yes	all *
Diageo Plc	United Kingdom	all	Diageo Code of Business Conduct			no
Seagram Company ⁺ (now Vivendi Universal)	Canada	all	Fundamental Social Rights Charter (1996)		yes	all *
Coca-Cola Company	United States	4	Equal Opportunity Policy		yes	no data
Danone Groupe SA	France	all	La plate-forme sociale du Groupe DANONE	ILO conventions on fundamental rights	yes	no data
Compart Spa ⁺ (resulted from merger with Montedison)	Italy	no data				no data
TOBACCO (SIC CODE 21) (includes some food business)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
RJR Nabisco Holdings	United States	no data				no data
British American Tobacco Plc	United Kingdom	3	Our child labour policy		yes	3

Table IV Cont'd.

PRIMARY METAL INDUSTRIES (SIC GROUP 33)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Broken Hill Proprietary	Australia	All	BHP Charter		yes	yes
ALCOA	United States	2,3,4	Values (1991)		yes	yes (not specified)
CONSTRUCTION (SIC GROUP 162)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Holderbank Financière Glarus	Switzerland	no				no
FABRICATED METAL PRODUCTS (SIC CODE 3411) (UNCTAD - 'PACKAGING')						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Crown Cork & Seal	United States	4	Code of Ethics (1995)		yes	no
PAPER (SIC GROUP 26)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Stora Enso Oys	Finland	no	Environmental and Social Responsibility Policy (1999)			all *
SCA	Sweden	1,2,4	Social Responsibility Policy (1955)		yes	1,2,3

SERVICES INDUSTRIES**UTILITIES (SIC GROUP 49(3))**

Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Texas Utilities Company	United States	4	Code of Business Conduct (1999)		no	no
RWE Group	Germany	all	Hochtief Code of Conduct (2000)**	ILO **	yes	all *
Southern Company	United States	4	Policy and Procedures			no data

DIVERSIFIED

Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Suez Lyonnaise Des Eaux	France	all	International Social Charter (1998)		yes	no
Viag AG ⁺ (now E.ON)	Germany	no			no	no
Vivendi SA ⁺	France	all	Fundamental Social Rights Charter (1996)		yes	all *
VEBA Group ⁺ (now E.ON)	Germany	no			no	no

MEDIA/PUBLISHING (NEWS SYNDICATES)

Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
News Corporation	Australia	4	Standards of Business Conduct (1996)		yes	no data
Thomson Corporation	Canada	4	The Thomson Employee Handbook		yes	no

Table IV Cont'd.

RETAIL TRADE: FOOD STORES (SIC GROUP 54(1/2))						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Wal-Mart Stores	United States	all	Internal document + Vendor Partner Standards (1992)		yes	all *
Carrefour SA	France	no data	Supplier's Charter			2,3 *
Royal Ahold NV	Netherlands	4	Ahold Standards of Engagement (1998), Mission Statement		yes	all *
EATING PLACES (SIC CODE 5812)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
McDonald's Corporation	United States	all	McDonald Supplier Accountability Code of Conduct (internal document)		yes	all *
TELECOMMUNICATIONS (SIC GROUP 48(1))						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Cable And Wireless Plc	United Kingdom	4	Ethics Policy (1997)		yes	no
Nortel Networks	Canada	4	Code of Business Conduct (1982)		yes	4 *
Telefónica SA	Spain	all	Framework Agreement on Workers' Rights with Union Network International (UNI) (2000)		yes	all
SBC Communications	United States	4	Commitment to diversity			no data
GTE Corporation (now Verizon Communications)	United States	no data				no data
Mannesmann AG (now Vodafone Air Touch/ (Atecs)Bosch-Siemens)	Germany	no data				no data

Table IV Cont'd.

TRADING (WHOLESALE TRADE IN DURABLE GOODS: SIC GROUP 50)						
Company	Country	Labour standards covered	Company Code/Policy	External Code/Guidelines	Global	Suppliers/Contractors
Itochu Corporation	Japan	2,3,4	Internal document		yes	no
Sumitomo Corporation	Japan	2,3,4	Internal document		yes	no
Nissho Iwai	Japan	no data				no data
Marubeni Corporation	Japan	no data				no data
Mitsubishi Corporation	Japan	all		Keidanren Charter for Good Corporate Behavior	yes	no data
Mitsui & Co Ltd.	Japan	all		Keidanren Charter for Good Corporate Behavior	yes	no data

Key

- * = suppliers/contractors guidelines formulated as a requirement
 ** = data available for one Group company only
 + = post-1998 merger with other company in 100 MNE list
 (#) = Credo or Vision Statement
 (x) = applies to Sweden only
 all=All of the above

- Labour standards covered:
 1 = Freedom of association and recognition of right to collective bargain
 2 = No use of forced labour or compulsory labour
 3 = No use of of child labour
 4 = No discrimination in respect to employment and occupation

Annex Table V. Health and Safety commitments surveyed, arranged by industry

MANUFACTURING INDUSTRIES

ELECTRONICS/ELECTRICAL EQUIPMENT (SIC group 35/36)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
General Electric	United States	The Letter of Our Commitment (1993)		yes	no
ABB	Switzerland	Sustainable Development Guidelines (1994)	ICC Business Charter for Sustainable Development	yes	yes
Siemens AG	Germany		ICC Business Charter for Sustainable Development	yes	yes
Sony Corporation	Japan	Global Environmental Policy (1993, revised 1995)		yes	no
Philips Electronics	Netherlands	General Business Principles (1998); Company Manual (updated 1999)		yes	no
Alcatel	France		ICC Business Charter for Sustainable Development	yes	yes
Motorola Inc	United States	Motorola EHS Standards (1993, revised periodically thereafter)		yes	yes
Matsushita Electric	Japan	Matsushita Global Environmental Charter (1991, revised 1998)		yes	no
Fujitsu Ltd	Japan	Fujitsu's Commitment to the Environment (1992)		yes	no
Hitachi Ltd	Japan	Internal document (1993)		yes	no
Electrolux Group	Sweden	No		n.a.	no
Toshiba Corporation	Japan	Internal document	Keidanren's Global Environmental Charter	yes	no
Ericsson LM	Sweden	Internal document	ICC Business Charter for Sustainable Development	yes	yes *
IBM	United States	Environmental Affairs Policy (1971)		yes	yes *
Hewlett-Packard	United States	Design-for-Environment Guidelines (1992); HP's Environmental Management Policy		yes	yes *
Compaq Corporation	Computer United States	EHS Policy		yes	yes *
Canon Inc.	Japan	Internal document		yes	yes *

Table V Cont'd.

CHEMICALS AND ALLIED PRODUCTS (SIC GROUP 28)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Du Pont (E.I.) de Nemours	United States	Business Conduct Guide (1989); The Dupont Commitment (1971, last revised 1994)	Responsible Care	yes	yes *
Akzo Nobel NV	Netherlands	Health, Safety and Environment (revised 1999)	Responsible Care; Coatings Care; ICC Business Charter for Sustainable Development	yes	no
Air Liquide Groupe	France		Responsible Care	yes	yes
Imperial Chemical Industries	United Kingdom	Business Ethics; Vision	Responsible Care (UK, US); ICC Business Charter for Sustainable Development	yes	yes
BASF AG	Germany	Corporate Environmental Guidelines (1995); Vision 2010; Values and Principles of the BASF Group (1990)	Responsible Care	yes	yes *
Dow Chemical	United States	New Sustainable Development Guiding Principles (1999); Code of Business Conduct (1999)	Responsible Care	yes	yes
Bayer AG	Germany	Bayer's Guidelines for Responsible Care (1994)	Responsible Care	yes	yes
Roche Holding AG	Switzerland	Policy on Safety and Environmental Protection in the Roche Group (1991); Guidelines for the Assurance of Safety and Environmental Protection (1983); Dealing with Contractors (2000); S&E Checklist when Dealing with Contractors (2000)	ICC Business Charter for Sustainable Development; Responsible Care	yes	yes *
Hoechst AG ⁺ (now Aventis)	Germany	Aventis Environment, Health and Safety (EHS) Policy (2000); Compliance Policy (2000)		yes	no
Rhone-Poulenc SA ⁺ (now Aventis)	France	Aventis Environment, Health and Safety (EHS) Policy (2000); Compliance Policy (2000)		yes	no
Glaxo Wellcome Plc ⁺	United Kingdom	Health, Safety and Environmental Policy; Contractor Safety, Health and Environmental Policy (revised 1999); Contractor Safety Manual		yes	yes *

Table V Cont'd.

CHEMICALS AND ALLIED PRODUCTS (SIC GROUP 28)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
SmithKline Beecham Plc ⁺	United Kingdom	Environment and Safety Policies (1995); Environmental and Safety Standards (1995); Vision (1997); Contract Manufacturing (1995)	Responsible Care	yes	yes
Merck & Co	United States	no data			no data
Unilever	Netherlands/ United Kingdom	Code of Business Principles (1995)	ICC Business Charter for Sustainable Development	yes	yes
Johnson & Johnson	United States	Credo (#); External Manufacturing Environmental & Safety Practices (1999); Supply Chain Environmental & Safety Management Practices (2000)		yes	yes *
Procter & Gamble	United States	Our Values and Code of Conduct; Sustainability Guidelines for Vendor Relations		yes	yes *
Montedison Spa ⁺ (now Italy Compart)		Montedison's Environmental Policy; Guidelines for the Implementation of Occupational Safety Standards	Responsible Care; ICC Business Charter for Sustainable Development	yes	yes *
MOTOR VEHICLES AND EQUIPMENT (SIC CODE 3711/3714)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
General Motors	United States	GM Environmental Principles (1991)	CERES Principles	yes	yes
Ford Motor Company	United States	Ford Motor Company Health and Environmental Policy (1989)	CERES Principles	yes	no data
Toyota	Japan	Internal document	Keidanren's Global Environmental Charter	yes	no
DaimlerChrysler	Germany				no data
Volkswagen Group	Germany	Volkswagen Health & Safety Guidelines (1983,1999)	ICC Business Charter for Sustainable Development	yes	yes *

Table V Cont'd.

MOTOR VEHICLES AND EQUIPMENT (SIC CODE 3711/3714) (cont'd)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Honda Motor Co Ltd	Japan	Honda Environment Statement (1992)		yes	no
Renault SA	France	Code de déontologie du Group Renault (1994,1997)		yes	yes *
BMW AG	Germany	BMW Group Environmental Guidelines (revised 1998)	ICC Business Charter for Sustainable Development	yes	yes *
Nissan Motor Co Ltd	Japan	Internal document		yes	no
Peugeot SA (now PSA Peugeot Citroen)	France	PSA Peugeot Citroen's Commitment to Environmental Protection (1999)		yes	no
Fiat Spa	Italy		ICC Business Charter for Sustainable Development	yes	yes
Volvo AB	Sweden	Unspecified document		yes	no
Mitsubishi Motors	Japan	Environmental Guidelines		yes	no
Robert Bosch GmbH	Germany	The Bosch Group Environmental Policy (1974, revised 1995)		yes	yes *
PETROLEUM REF/EXP/DIST (SIC CODE 29(1)) AND MINING (SIC GROUP 10)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Royal Dutch/Shell Group	Netherlands/United Kingdom	General Business Principles (1976)		yes	yes *
Exxon Corporation ⁺ (now MobilExxon)	United States	Environmental, Safety, Health, Product Safety Policy (1999)	Responsible Care	yes	yes *
BP AMOCO	United Kingdom	"What we stand for...Our Business Policies" (1997, revised 2000); Our Commitment to Health, Safety and Environment; BP Ammoco's Security Policy (1999)		yes	yes *
Mobil Corporation ⁺ (now MobilExxon)	United States	Environmental, Safety, Health, Product Safety Policy (1999)	Responsible Care	yes	yes *
Elf Aquitaine SA ⁺ (now TotalFinaElf)	France	Health, Safety and Environmental Charter (1992)	Responsible Care	yes	yes *
Total Fina SA ⁺ (now TotalFinaElf)	France	Health, Safety and Environmental Charter	Responsible Care	yes	yes *

Table V Cont'd.

PETROLEUM REF/EXP/DIST (SIC CODE 29(1)) AND MINING (SIC GROUP 10) (cont'd)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
ENI Group	Italy	Code of Conduct of Group ENI (now Code of Practice) (1994), Group Guidelines for HSE and Public Safety (1997)		yes	yes
Chevron Corporation	United States	Protecting People and the Environment (1992)	Responsible Care	yes	yes *
Petróleos de Venezuela SA	Venezuela	Our Values; Corporate Policy on Safety, Health and Environment		yes	yes *
Atlantic Richfield [†] (now BP Amoco)	United States	"What we stand for...Our Business Policies" (1997, revised 2000); Our Commitment to Health, Safety and Environment; BP Ammoco's Security Policy (1999)		yes	yes *
Rio Tinto Plc	United Kingdom/Australia	The Way we Work (revised 1997)	ICC Business Charter for Sustainable Development; Environmental Charter of the Intl. Council on Metals and the Environment	yes	yes
RUBBER: TIRES AND INNER TUBES (SIC CODE 3011)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Michelin	France	unspecified document		yes	no data
Bridgestone	Japan	internal document		yes	no
FOOD/BEVERAGES (SIC GROUP 20)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Nestlé SA	Switzerland	Nestle Corporate Business Principles (1991, revised 1999)	ICC Business Charter for Sustainable Development	yes	yes *
Diageo Plc	United Kingdom	no			no
Seagram Company* (now Vivendi Universal)	Canada	Safety at Work Charter (1999)		yes	yes *
Coca-Cola Company	United States	no data			no data

Table V Cont'd.

FOOD/BEVERAGES (SIC GROUP 20)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Danone Groupe SA	France	La plate-forme sociale du Group DANONE		yes	no data
Compart Spa ⁺ (resulted from merger with Montedison)	Italy	Group's Environment, Health and Safety Guidelines; Montedison's Environmental Policy; Guidelines for the Implementation of Occupational Safety Standards	Responsible Care; ICC Business Charter for Sustainable Development	yes	yes *
TOBACCO (SIC CODE 21) (includes some food business)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
RJR Nabisco Holdings	United States	no data			no data
British American Tobacco Plc	United Kingdom	British American Tobacco EHS Policy (1993, updated 1999)		yes	yes
PRIMARY METAL INDUSTRIES (SIC GROUP 33)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Broken Hill Proprietary	Australia	Occupational Health and Safety Policy (1999)		yes	yes *
ALCOA	United States	EHS Principles (1989, updated 1995)		yes	yes *
CONSTRUCTION (SIC GROUP 162)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Holderbank Financière Glarus	Switzerland	internal document	ICC Business Charter for Sustainable Development	yes	yes
FABRICATED METAL PRODUCTS (SIC CODE 3411) (UNCTAD - 'PACKAGING')					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Crown Cork & Seal	United States	Environmental, Health & Safety Policy (1991, revised 1996)		yes	yes *

PAPER (SIC GROUP 26)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Stora Enso Oys	Finland	Occupational Health and Safety Principles (1999); Environmental and Social Responsibility Policy (1999)		yes	yes *
SCA	Sweden	SCA Health and Safety Guidelines (1999)		yes	yes *
SERVICES INDUSTRIES					
UTILITIES (SIC GROUP 49(3))					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Texas Utilities Company	United States	Health & Safety Policy Statement (updated 2000); Sustainability Principles		no	yes *
RWE Group	Germany	Environmental Policy Statement and Principles and Guidelines for Work Place Safety (RWE- DEA Group); and policies developed by other Group companies	Responsible Care	yes	yes
Southern Company	United States	Safety and Health (2000)		no	yes *
DIVERSIFIED (COMBINATION OF CODES)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Suez Lyonnaise Des Eaux	France	Group Values (1999); Ethics Charter (1998); Business Ethics Statements and Codes of Conduct (1999); Group Company Rules of Organization and Conduct (1999); Environmental Charter (2000); International Social Charter (1998)		yes	yes *

Table V Cont'd.

DIVERSIFIED (COMBINATION OF CODES)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Viag AG ⁺ (now E.ON)	Germany	Guidelines **	Responsible Care **	no **	no **
VEBA Group ⁺ (now E.ON)	Germany	Guidelines **	Responsible Care **	no **	no **
Vivendi SA	France	Safety at Work Charter (1999)		yes	yes *
MEDIA/PUBLISHING (NEWS SYNDICATES)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
News Corporation	Australia	no data			no data
Thomson Corporation	Canada	Environmental, Health and Safety Policy (1999)	ICC Business Charter for Sustainable Development	yes	no
RETAIL TRADE: FOOD STORES (SIC GROUP 54(1/2))					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Wal-Mart Stores	United States	Vendor Partner Standards (1992) , internal document		yes	yes *
Carrefour SA	France	no data			no data
Royal Ahold NV	Netherlands	Ahold Standards of Engagement (1998); Ahold's Corporate Culture		yes	yes *
EATING PLACES (SIC CODE 5812)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
McDonald's Corporation	United States	no data			no data

Table V Cont'd.

TELECOMMUNICATIONS (SIC GROUP 48(1))					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Cable And Wireless Plc	United Kingdom	Ethics Policy (1997); Supply Chain Management: Request for Quotation for: Cable & Wireless Communications Services Limited (2000)		yes	yes *
Nortel Networks	Canada	Code of Business Conduct (1982); Global Corporate Policy on Employee Health, Wellness and Safety (1998)		yes	yes *
Telefónica SA	Spain	Framework agreement on workers' rights with Union Network International (UNI) (2000)		yes	yes
SBC Communications	United States	no data			no data
GTE Corporation (now Verizon Communications)	United States	Environmental Policy		yes	no data
Mannesmann AG (now Vodafone Air Touch/ (Atecs)Bosch-Siemens)	Germany	no data			no data
TRADING (WHOLESALE TRADE IN DURABLE GOODS: SIC GROUP 50)					
Company	Country	Company Code/Policy	External Code/ Guidelines	Global	Suppliers/ Contractors
Itochu Corporation	Japan	internal document	Keidanren's Global Environmental Charter	yes	no
Sumitomo Corporation	Japan	internal document		yes	no
Nissho Iwai	Japan		Keidanren's Global Environmental Charter	yes	no data
Marubeni Corporation	Japan	Marubeni's Guiding Principles and Environmental Policy (1999)		yes	no data
Mitsubishi Corporation	Japan	Environmental Charter (1996)		yes	no data
Mitsui & Co Ltd.	Japan	Internal document	ICC Business Charter for Sustainable Development	yes	no data

* = suppliers/contractors guidelines formulated as a requirement

** = data available for one Group company only

+ = post-1998 merger with other company in 100 MNE list

(#) = Credo or Vision Statement

x) = applies to Sweden only

Annex Table VI. Overview of External Codes Adhered to by the Companies Surveyed

Title	Sponsor(s)	Description
Responsible Care (1984) www.cefic.org/position/icca/pp_ic002.html	International Council of Chemical Associations (ICCA)	Responsible Care is a voluntary industry-wide commitment by the chemical industry for the safe and environmentally sound management of chemicals over their life cycle. The initiative originated in Canada and has now spread to over 40 Countries around the world.
The Business Charter for Sustainable Development (1991) http://www.iccwbo.org/home/environment/charter.asp	International Chamber of Commerce (ICC)	The initiative puts forward sixteen principles for environmental management as a basis for pursuing improvement in this area. Aspects of health, safety and product stewardship are also covered.
The Global Sullivan Principles (1999)	Reverend Leon H. Sullivan and his Organisations.	“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.”
CERES Principles http://www.ceres.org/about/principles.html	Coalition for Environmentally Responsible Economies (CERES). This comprises environmental and religious groups, investors, labour unions, etc.	The initiative addressed to US businesses, sets forth a set of principles for the protection of health, safety and the environment. Companies endorsing these principles have to apply them to operations world-wide.

Title	Sponsor(s)	Description
<p>ICME Sustainable Development Charter Www.icme.com/icme/Sdcharter.html</p>	<p>International Council on Metals and the Environment (ICME)</p>	<p>The Charter commits ICME business members to objectives in four key areas: Environmental Stewardship; Product Stewardship; Community Responsibility and General Corporate Responsibilities.</p>
<p>Australian Minerals Industry Code for Environmental Management (1996) Www.ameef.com.au/publicat/groundwk/grnd399/gcodetxt.html</p>	<p>Australian Minerals Industry, with contributions from the government and non-governmental organisations.</p>	<p>Addressing minerals companies, this code requires signatories to apply a set of principles for environmental management covering each phase of mineral development (exploration, design and construction, mining, minerals processing, rehabilitation and decommissioning).</p>
<p>Keidanren Global Environmental Charter (1991) www.keidanren.or.jp/english/speech/spe001/s01b/intro.html</p>	<p>Keidanren</p>	<p>These voluntary guidelines, addressed to Keidanren's members, cover protection of health, safety and the environment. Companies operating outside Japan have to apply a set of similar principles to operations world-wide.</p>
<p>Keidanren Charter for Good Corporate Behavior (1996) Www.keidanren.or.jp/english/policy/po1052.html</p>	<p>Keidanren</p>	<p>The initiative calls on Keidanren's members to apply a set of broad principles for the protection of the environment, health and safety, as well as fundamental human rights.</p>
<p>UN Universal Declaration of Human Rights (1948) Www.un.org/overview/rights.html</p>	<p>UN</p>	<p>The Declaration calls upon all UN Member countries to endorse a broad range of rights. It recognises that the "inherent dignity of all members of the human family is the foundation of freedom, justice and peace in the world" and is linked to the recognition of fundamental human.</p>

Title	Sponsor(s)	Description
<p>ILO Convention No. 138 (1973)</p> <p>http://us.ilo.org/news/pkits/c138.html</p>	ILO	<p>The Convention calls on Members to adopt national policies “designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons.”</p>
<p>ILO Tripartite Declaration on Principles concerning Multinational Enterprises (1977)</p> <p>Www.ilo.org/public/english/standards/norm/sources/mne.htm</p>	ILO	<p>The Declaration invites governments of members of the ILO, the employers’ and workers’ organisations concerned and the multinational enterprises operating in their territories to promote the improvement of living standards and the satisfaction of basic needs; the creation of employment opportunity; and the respect of basic human rights.</p>
<p>The Ramsar Convention on Wetlands (1971)</p> <p>www.ramsar.org/index.html</p>	<p>International Union for the Conservation of Nature and Natural Resources (now IUCN–The World Conservation Union), the International Waterfowl and Wetlands Research Bureau, IWRB (now Wetlands International) and others.</p>	<p>The Convention on Wetlands is an intergovernmental treaty which provides the framework for national action, both domestic and through international co-operation, for the conservation and wise use of wetlands and their resources. There are presently 123 Contracting Parties to the Convention.</p>
<p>Standards or Good Agricultural Practices (GAP)</p> <p>www.ehi.org/eurep</p>	<p>The Euro Retailer Produce Working Group (EUREP)</p>	<p>The GAP Standards are a measure to harmonise the different Integrated Pest Management (IPM) and Integrated Crop Management (ICM) programs that retailers and growers have developed in recent years. EUREP members regard its adoption as essential for the long-term improvement and sustainability of agricultural production.</p>

Title	Sponsor(s)	Description
<p>Voluntary Principles on Security and Human Rights (2000) www.state.gov/www/global/human_rights/001220_stat_principles.html</p>	<p>Governments of the U.S. and U.K., companies in the extractive sectors, and non-governmental organizations</p>	<p>Through this initiative, the participants have developed a set of voluntary principles aimed at maintaining the safety and security of companies' operations within an operating framework that ensures respect for human rights and fundamental freedoms throughout the world.</p>
<p>Credo for Trading Firms (1999) Http://www.jftc.or.jp/credotradingfirms_99.htm</p>	<p>Japan Foreign Trade Council</p>	<p>The initiative calls on Japanese trading firms to follow a set of principles to "strive to meet the socio-economic demands of the global economy and become actively involved in the resolution of a wide variety of present-day problems, thereby contributing to the betterment and enrichment of society." This includes the protection of the environment.</p>
<p>Coatings Care http://www.hartingdale.com.au/~apmf/html/coatings_care.html</p>	<p>Australian Paint Manufacturers' Federation (APMF), others.</p>	<p>Coatings Care, addressed to paint manufacturers, puts forth a set of principles as a basis for pursuing an effective management approach for health, safety and environmental programs.</p>

Annex Table VII. Analysis of external codes/guidelines by issue area and scope

CODE/GUIDELINES	LABOUR	SUPPLIERS/CONTRACTORS		ENVIRONMENT		SUPPLIERS/CONTRACTORS		HEALTH OR/AND SAFETY (working environment)	SUPPLIERS/CONTRACTORS	
		Promote	Mand	Products	PPM	Promote	Mand		Promote	Mand
Responsible Care (1984)	no	n.a.	n.a.	yes	yes	yes	yes	yes	yes	yes
ICC Charter (1991)	no	n.a.	n.a.	yes	yes	yes	no	yes	yes	no
CERES Principles	no	n.a.	n.a.	yes	yes	no	no	yes	no	no
Global Sullivan Principles (1997)	all	yes	no	yes (general)		yes	no	yes	yes	no
ICME Sustainable Development Charter	no	n.a.	n.a.	yes	yes	no	no	yes	no	no
Australian Minerals Industry Code for Environmental Management (1996)	no	n.a.	n.a.	yes	yes	yes	yes	no	n.a.	n.a.
Keidanren Global Environmental Charter (1991)	no	n.a.	n.a.	yes	yes	yes	no	yes	no	no
Keidanren Charter for Good Corporate Behavior (1996)	1, 2, 4	no	no	yes (general)		no	no	yes	no	no
UN Universal Declaration of Human Rights (1948)	1, 2, 4	no	no	no	no	n.a.	n.a.	no	n.a.	n.a.
ILO Convention No. 138 (child labour) (1973)	3	no	no	no	no	n.a.	n.a.	no	n.a.	n.a.

Table VII Cont'd.

CODE/GUIDELINES	LABOUR	SUPPLIERS/CONTRACTORS		ENVIRONMENT		SUPPLIERS/CONTRACTORS		HEALTH OR/AND SAFETY (working environment)	SUPPLIERS/CONTRACTORS	
		Promote	Mand	Products	PPM	Promote	Mand		Promote	Mand
Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (1977)	1, 2, 4	no	no	no	no	n.a.	n.a.	yes	no	no
The Ramsar Convention on Wetlands (1971)	no	n.a.	n.a.	yes (general)		no	no	no	n.a.	n.a.
GAP Standards	no	n.a.	n.a.	yes	yes	yes	yes	yes	yes	yes
Voluntary Principles on Security and Human Rights (2000)	all	yes	no	no	no	n.a.	n.a.	no	n.a.	n.a.
Credo for Trading Firms (1999)	no	n.a.	n.a.	yes (general)		no	no	no	no	no
Coatings Care	no	n.a.	n.a.	no	yes	yes	no	yes	yes	no

Note: Labour = Labour standards, defined as:

- 1 Freedom of association and recognition of right to collective bargaining;
 - 2 No use of forced or compulsory labour;
 - 3 No use of child labour;
 - 4 No discrimination in respect to employment and occupation;
- all All of the above..

Mand = formulated as a requirement for suppliers and/or contractors.

n.a. = not applicable.

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