

Unclassified

TD/TC/WP(98)74/FINAL



Organisation de Coopération et de Développement Economiques  
Organisation for Economic Co-operation and Development

OLIS : 29-Apr-1999  
Dist. : 03-May-1999

PARIS

TRADE DIRECTORATE  
TRADE COMMITTEE

Or. Eng.

TD/TC/WP(98)74/FINAL  
Unclassified

Working Party of the Trade Committee

**CODES OF CORPORATE CONDUCT: AN INVENTORY**

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### **Acknowledgement**

This report was prepared for the Working Party of the Trade Committee. It provides an overview of the contents of 233 codes of corporate conduct. The information has been collected from the texts of codes mainly from OECD countries. The report was prepared by Barbara Fliess, in collaboration with Tadatsugu Matsudaira and under the supervision of Anthony Kleitz. At various stages the project also benefited from research and statistical assistance from Karsten Steinfatt, Robert Sterling and Didier Campion.

The OECD Secretariat wishes to thank all organisations, governmental and non-governmental, which contributed information for this project.

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## CODES OF CORPORATE CONDUCT: AN INVENTORY

### Executive Summary

This paper presents an overview of codes of corporate conduct that have been inventoried by the Trade Directorate of the OECD, with the aim of contributing to an examination of the scope of code-related activity in recent years. An underlying consideration is to provide greater transparency about possible implications for international trade and investment flows.

Based on information submitted by OECD Member governments and non-governmental sources, this inventory comprises 233 codes of conduct. The majority of these codes were issued by individual companies, although code activity extends beyond companies to groups bringing together various stakeholders as well as inter-governmental organisations in some cases.

The contents of code texts were examined for the presence of commitments in 5 broadly defined areas of conduct: Fair Business Practices; Observance of the Rule of Law; Fair Employment and Labour Rights; Environmental Stewardship; and Corporate Citizenship. Commitments were found to fall most often in the first, fourth and third of these areas, respectively, though differences can be discerned depending on the sectors covered by the codes. A majority of codes entail commitments in more than one of these areas.

The standards of conduct set forth by codes may be based on sources ranging from local laws and regulations to internationally recognised standards; however, the survey finds that international standards (e.g., ILO Conventions or UN Declarations) are explicitly cited in only about 18 % of the codes.

Code implementation and compliance provisions vary widely. For some codes, adherence is a prerequisite for membership in a business association or partnership of stakeholders or for access to recognition marks, such as logos or labels. A majority of codes surveyed rely on internal monitoring. For situations of non-compliance, codes often provide for a wide range of possible actions, including correction of the conduct in question and termination of existing business relations.

More generally, third parties do not play a prominent role in code administration. Government authorities were found to be involved in some codes developed by professional associations and in only a few other cases.

In conclusion, the present examination of codes of corporate conduct provides a basis for understanding a topic which is largely understated due to its relative novelty, the high degree of variance in code characteristics and transparency and the consequent difficulty of analysis. Codes of corporate conduct represent a relatively new way of addressing certain issues through mainly non-governmental bodies in ways that seek little direct impact on trade or investment flows.

## Introduction

1. Noting the growing number and diversity of codes of conduct that aim to influence the behaviour of corporations, including those operating abroad, and following up on a Canadian proposal for work , the Trade Committee at its 119<sup>th</sup> meeting in October 1997 requested the Secretariat to undertake a factual overview, or inventory, of existing codes of corporate conduct. It was decided that the inventory would not be limited to particular sectors and that it would include codes addressing a variety of issues, relating e.g. to the environment, employment, human rights, bribery and other business practices. The purpose of this exercise is to inject more transparency in code-related activity and explore possible links between codes and international trade/investment activities.

2. This note and the annexed tables present inventory findings based on information which the Secretariat collected in 1998, and which subsequently has been supplemented by some more data so as to broaden the inventory's OECD coverage. **Sections A** and **B** describe the methodology used for collecting the data and the nature and extent of the information obtained. **Section C** then provides a broad description of the contents of the codes surveyed. A compilation of all codes included in the sample and more code-specific data from the inventory are presented in the Annex. **Section D** offers some preliminary conclusions about the links of code-related activity to international trade and investment.

### A. Methodology

3. The scope and methodology of this research was discussed by the Working Party at its meeting on 9-10 March 1998. The project as originally structured entailed identifying codes, obtaining and researching code documents, and gathering supplemental data from code sponsors and other knowledgeable sources. In order to be able to present preliminary results quickly, taking into account the limited resources committed to this project, the structure of the inventory has been simplified. First, the overview is confined to information contained in the code texts themselves and a number of descriptive variables have been omitted because the necessary information is not contained in the code texts and would have to be obtained from other sources (e.g., code objectives, factors leading to code development, non-compliance actions taken, documented code accomplishments; documented effects on trade and investment). No attempt has been made to gather this additional information. Second, numerical categorisation was used for most descriptive variables in order to preserve some detail; on the other hand detail was lost by defining categories broadly that otherwise would have been useful in appreciating the often complex nature and distinct characteristics of individual codes.

4. For this survey, codes of corporate conduct are defined broadly as *commitments voluntarily made by companies, associations or other entities, which put forth standards and principles for the conduct of business activities in the marketplace*. This definition includes self-obligations and negotiated instruments. It excludes codes of corporate governance. In order to draw up a sample of codes of corporate conduct that is geographically representative of OECD and covers a broad range of issues, knowledgeable groups and individuals in Member countries were contacted and asked to designate codes for inclusion in the inventory. Prospective respondents were chosen in a non-random manner: A number of OECD Member countries provided contact names (several also provided code titles and texts). As necessary, these contacts were also used to identify other potential respondents. BIAC and TUAC also helped to identify sources. Prospective respondents contacted for this project span the spectrum of public authorities, industry, labour unions, environmental groups and other representatives of civil society. Other OECD Directorates were also consulted and kept informed of the work.

5. From April until October 1998, the Trade Directorate mailed or e-mailed requests for input to 77 prospective respondents across OECD. The letter explained the nature of the research and asked recipients to identify up to 20 codes which they were aware of and thought were significant, in their country or elsewhere in OECD. It further asked them to provide, to the extent possible, copies of these codes. To encourage a good response rate, the letter did not set a specific deadline but simply asked recipients to respond within a period of 6-8 weeks.

6. To avoid possible duplication of work and promote transparency, recipients were also asked to share information they might have concerning already existing (published) surveys/inventories of codes of corporate conduct. A short bibliographical note listing examples of surveys/inventories appears at the end of the Annex.

## **B. Information received**

7. The response rate has been relatively modest. By 15 November 1998, the cut-off date for processing material for inclusion into a preliminary version of the inventory, 28 of the 77 potential respondents had submitted titles of policy statements thought to be relevant codes and/or the names of code-sponsoring entities.

8. This original sample of submissions comprised a total of 354 policy statements issued by companies and other entities in OECD countries. Some respondents provided only code titles and/or names of codes, not the texts. In a few cases, mostly involving business associations, the Secretariat was asked to contact code sponsors and obtain permission for including their code in the inventory.

9. The inventory is confined to codes of conduct for which texts were either made available directly by the respondents themselves or which were located by the Secretariat without having to approach the code-sponsoring entities themselves. As a result, only 182 codes of conduct were included in a preliminary version of the inventory which was presented to the Working Party of the Trade Committee at its meeting in January 1999. 19 statements of the original sample were excluded because they were codes of corporate governance, company credos or incomplete documents.

10. Because geographical coverage of the survey sample remained somewhat uneven, the Working Party decided in favour of collecting some additional information about codes notably for countries for which the inventory provided no or relatively little information. The Secretariat in early 1999 once again approached potential respondents from the public and private sector with a request for input. By the end of March 1999, this exercise had yielded an additional 51 codes of conducts, which increases the actual survey sample to 233 codes. No information has become available for Hungary, Iceland, Poland and Portugal. For Turkey, industry representatives responded early on that that no such codes exist.

11. The contents of the texts of the 233 codes were examined on the basis of the descriptive variables listed in **Box 1** and the information entered into a database from which the findings presented here were extracted.

### **Box 1: Structure of the Inventory**

The following data were recorded:

#### **1. General descriptors**

- the name of the entity(ies) sponsoring and issuing a code, the code title (+date adopted/issued, if available), the nationality of the sponsoring entity and the industry sector in which the entity operates.

#### **2. Issue areas addressed by a code**

- whether a code covers one or more of the following areas: fair business practices; observance of rule of law; fair employment and labour rights; environmental stewardship; and corporate citizenship.

#### **3. Business transactions targeted by a code**

- whether a code applies to the company, contractor, sub-contractor or customer.

#### **4. Reference to international standards**

- international standards that are explicitly cited in a code document.

#### **5. Implementation measures**

- whether a code is embedded in contracts between parties such as labour unions and companies, or companies and contractors. This does not refer to the signing of a code or convention by an individual, such as a direct employee.
- whether code adherence entails rights to use recognition marks (labels, logos).
- whether a code mentions “external” or “internal monitoring procedures” or has no monitoring provision.

#### **6. Non-compliance measures**

- whether a code refers to one or several of the following 3 types of measures: corrective action, termination of contract/business relationship, “other” measures. The responses address breaches by business partners or direct employees.

#### **7. Role of government and other third parties**

- whether the code provides a role for government authorities or other non-sponsoring third parties in its administration.

Note: Categories listed under fields 2, 3, and 5 and 6, respectively, are exclusive of one another but a code can mention more than one category. The inventory takes this into account.

## C. Findings

12. Codes of corporate conducts may take many forms. Some of the codes included in the present sample are very detailed statements of ethical principles, others are broad statements of values or intent. Many code texts do not specify a date of entry into force, and no effort was undertaken to verify whether all codes included are in operation and whether the texts are the latest code versions. Many codes are dynamic in the sense that they are subject to reviews and revisions. In some cases, newer versions may have been issued but not notified for the purpose of this research. Grouped by OECD country, all of the codes that were analysed are listed in **Table 1** in the Annex.

### a) *Code sponsors and sectors covered*

13. Because codes come in so many forms, and to appreciate the dimensions which these instruments can take, the identity of the sponsor(s) was used as a criteria for classifying the codes surveyed as falling in one of four categories:

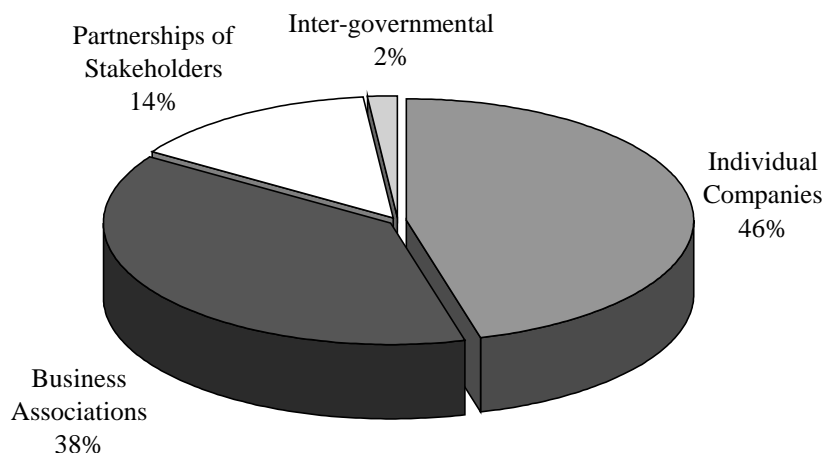
- Codes developed and issued by individual *companies*;
- Codes issued by *business associations*, including informal groups of companies. This includes professional, industry and trade association as well as joint undertakings by corporate entities;
- Codes crafted by *partnerships of stakeholders*, i.e., groups that either are not business associations or include other stakeholders besides corporate entities, such as trade unions, NGOs, academic institutions, government bodies.<sup>1</sup> Examples are agreements negotiated between companies and trade unions or other non-business entities. Several codes issued by individual consumer organisations or individual union federations are also included;
- Codes resulting from *inter-governmental negotiations or consultations*. Relevant codes included in the inventory have been issued by 4 inter-governmental organisations: the International Labour Organisation (ILO), the United Nations Conference on Trade and Development (UNCTAD), the Organisation for Economic Co-operation and Development (OECD), and the United Nations Conference on Environment and Development (UNCED).

14. Of the 233 codes surveyed, 107 are issued by individual, mostly multinational corporations, 89 are issued by business associations, 33 by partnerships of stakeholders, and 4 by inter-governmental organisations. **Figure 1** shows the distribution of codes in terms of this generic classification, which provides a useful format for presenting the survey findings.

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<sup>1</sup> When the code explicitly states that a government body was consulted or assisted in issuing the code, it is categorised in this group.

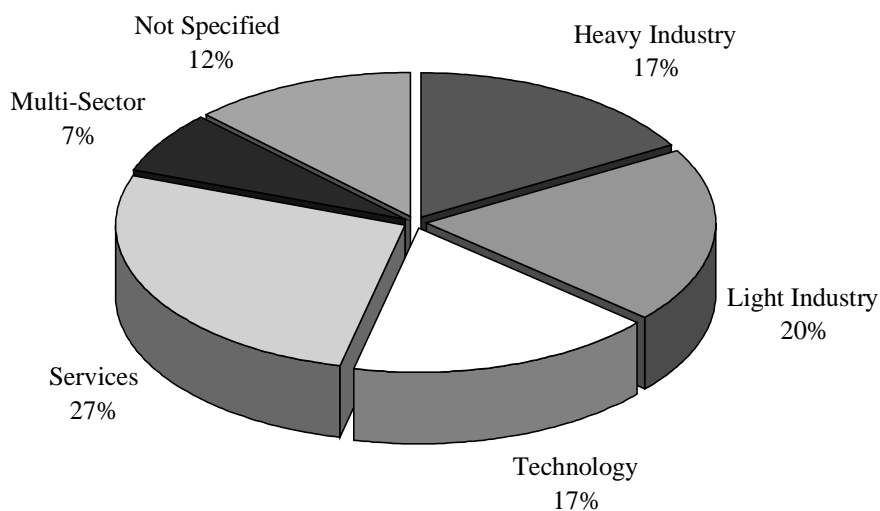
**Figure 1: Classification of database**



15. **Figure 2** provides a breakdown of the codes by broad industry sector in which the sponsor(s) of a code operate(s). In the inventory, a distinction is made between five broad sectors:

- **heavy industry** (capital-intensive production including transport machinery and vehicles, construction, mining, forestry products, utilities);
- **light industry** (labour-intensive production including textiles, clothing, footwear, small electronics);
- **technology** (R&D-intensive production including pharmaceuticals, chemicals, telecom equipment);
- **services** (e.g., banking, insurance, retailing and distribution);
- **multiple sectors** (entities operating in several sectors); and
- **not specified sectors**.

**Figure 2: Breakdown of codes by sector**



16. A considerable number of the codes included in this survey have been issued by entities operating in the services sector (63 codes) and light industry (46 codes). Many of these entities are in the retail/distribution business or manufacture apparel, footwear and toys. Given the non-random collection of codes constituting the survey sample, this distribution should not be seen as representative of actual code-related activity. However, the survey provides evidence that code-related activity does not focused heavily on particular industry sectors.

**b) Issue areas addressed by codes**

17. Each code was examined in terms of its coverage of each of 5 broad areas of ethical conduct. Selection and definition of these areas took into account suggestions provided by OECD Member countries and a trial analysis of a sample of codes.

18. The issue areas are defined as follows:

- **Fair Business Practices:** Compliance with contractual obligations, respect for intellectual property, production of high quality or safe products, internal company ethics addressing such issues as conflict of interest, and ethical sales and marketing practices, including conformity with trade and customs regulations on country-of-origin labelling, product testing and labelling, and transshipment rules;
- **Observance of Rule of Law:** Avoidance of bribery and corruption in business transactions, avoidance of restrictive business practices, and safeguarding of property;
- **Fair Employment and Labour Rights:** Non-discrimination (race, gender, age, sexual orientation, disability, religion) in employment, respect of right of association and right to organise and bargain collectively, avoidance of child, forced or bonded labour, and maintenance of a healthy and safe work environment;
- **Environmental Stewardship:** Protection of the biosphere, sustainable use of natural resources, reduction and disposal of wastes, energy conservation, risk reduction, and environmental restoration;
- **Corporate Citizenship:** Enhancement of the economic and social well-being of host country and local population.

19. The issues grouped under 'fair business practices' and 'observance of the rule of law' bear on the most basic self-interest of a company to succeed in the marketplace. Key motives are to ensure that employees' actions are consistent with company policy, ensure fair play among competitors in the market place and protect customers. Social responsibility appears to be relatively limited, taking primarily the form of ethical conduct in the provision of goods and services to the final consumer and other customers (e.g., high quality, safe products and services, protection of information. However, new concerns of 'social accountability' have emerged in recognition of the impacts which company activities can have far beyond employees and customers, and the spectrum of stakeholders addressed in corporate policies consequently has been extended. Corporate commitments grouped as 'fair employment and labour rights' or relating to the protection of the environment and respect for communities in which business activity occurs, reflect this more recent evolution of social expectations about business conduct.

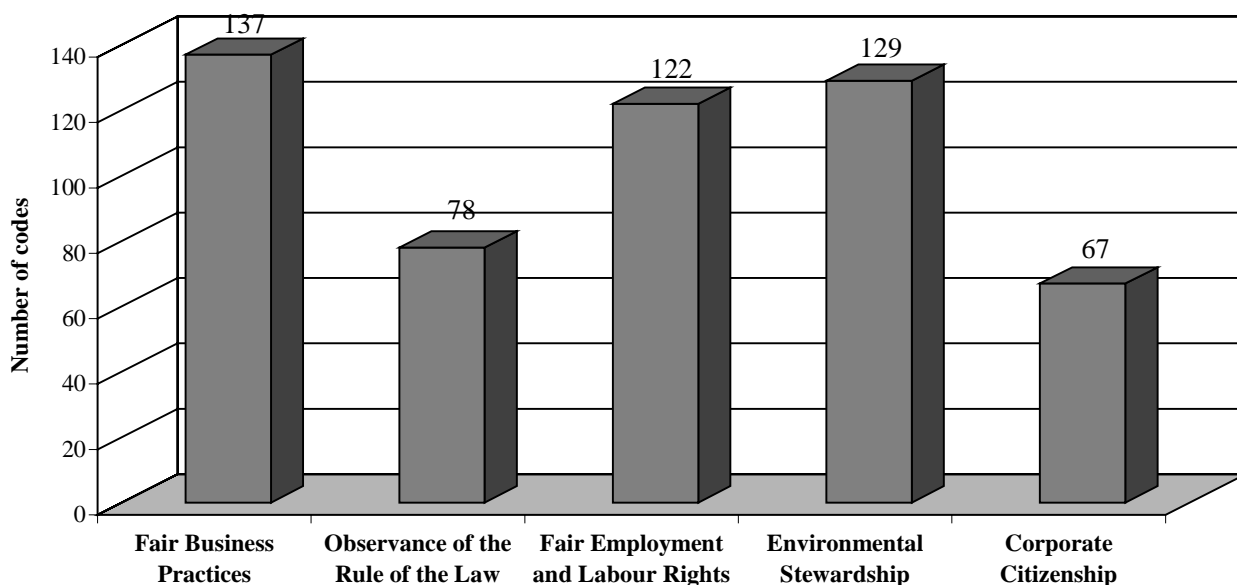
20. Of the three ‘social accountability’ concerns, those relating to ‘environmental stewardship’ and those relating to ‘fair employment and labour rights’ are mentioned more frequently than ‘corporate citizenship’. Upon closer examination, not all of the codes that mention environmental issues or the welfare of the communities in which they operate do so at great length. For example, a code may confine itself to simply stating that the subscriber(s) must adhere to all relevant national laws regarding the protection and preservation of the environment, or that the sponsor of a code favours business partners who practice environmental protection.

21. Codes concerned with ‘corporate citizenship’ do so in different ways. Some codes state that subscribers seek to employ local and indigenous personnel wherever their operations are located. Others are participating in community development programs, including schools, orphanages, child-care centres. Some statements are very explicit and concrete on community issues, others simply include a pledge to work towards raising the economic well-being in all communities where business is being conducted.

22. Finally, several codes included in this inventory set standards for conduct related to the application of emerging new technologies, namely responsible management and application of information technology (Internet) and biotechnology (e.g., genetic engineering). The possibility of adding a separate ‘new technology’ issue area was considered but ultimately discarded because many of the standards set by these codes fall within one or several of the above defined 5 issue areas. For example, commitments contained in codes developed by the Internet industry address such concerns as protection of intellectual property and privacy and other ethical sales and marketing practices covered by the issue area of ‘fair business practices’. Bioethics codes contain commitments with respect to health, safety and environmental protection. At the same time, perhaps because they are very recent or for other reasons, these codes may have certain characteristics that set them apart from others; for example, there is a tendency for the bioethics codes surveyed to include a pronounced commitment to the principle of open dialogue with stakeholders.

23. A breakdown of code coverage by issue areas is shown in **Figure 3**.

**Figure 3: Distribution by issue area**



Note: A code can mention more than one issue area.

24. A particular issue area's importance to a company, and thus the likelihood that code commitments address the issue, may vary depending on such factors as industry sector. Given the different sizes of the sectoral samples and the multiple-choice format used to check codes for the various issue areas, frequency ratios have been calculated in order to capture potential distinctions based on the variables of issue area and industry sector. The frequency ratio is interpreted as showing how likely it is that a code associated with a given industry sector addresses a given issue area.<sup>2</sup> **Figure 4** shows the frequency by which a given issue area is mentioned in the codes when grouped by industry sector of the sponsoring entity. In addition, one can get a rough idea of the relative importance of each of the five issue areas for the code activity in a given sector.

25. If the codes of the different industry sectors are compared for a specific issue area, one finds that codes issued by entities operating in services and the technology-intensive sector contain commitments for 'fair business practices' more frequently than the codes associated with the other sectors. Commitments not to engage in corrupt practices, restrictive business practices or to safeguard property ('observance of the rule of law') are much less widespread in the light industry sector than in the other sectors.

26. Regarding the three 'social accountability' concerns, the codes for companies operating in the light industry cover labour issues more often than the other codes, whereas companies operating in the heavy industry include environmental issues more often in their codes than do the entities of the other sectors. The codes for service providers make comparatively seldom mention of environmental conduct or corporate citizenship.

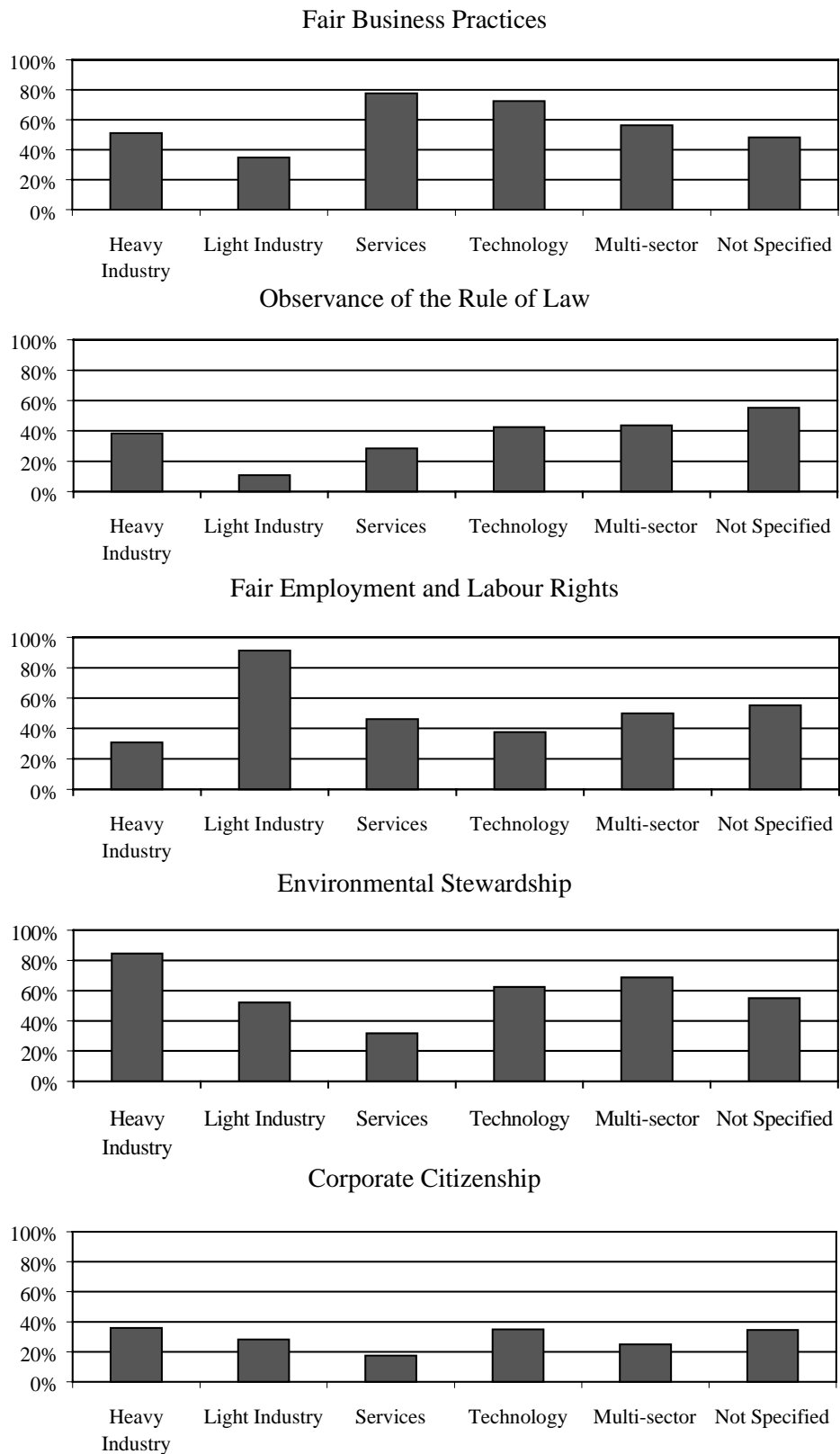
27. In terms of the relative importance of the five issue areas to the codes of the various industry sectors, Figure 4 indicates that of all issue areas, corporate citizenship is least frequently mentioned for three of the six sectoral samples. The codes of entities which operate in the *heavy industry* contain far more often commitments to environmental protection than statements addressing the other areas. For the *light industry*, commitments to fair employment and labour rights rank clearly first among the five areas of conduct. Codes of entities belonging to the *technology sector* refer most often to fair business practices, followed by environmental stewardship. Fair business practices dominate the code activity of *services providers*, whereas environmental issues and fair business practices are mentioned most frequently in codes that are sponsored by entities with *multi-sector* activities. For entities whose activities are not linked to specific sector(s), issues relating to observance of the rule of law, the environment and fair employment and labour practices rank equally high; any systematic pattern is very difficult to make out here because the identities of the code-sponsoring entities included in this sub-sample (e.g., International Chamber of Commerce, Australian Institute of Company Directors, Ethical Trading Initiative) are so diverse.

28. While codes can be developed to focus on a single issue area (and companies can issue separate codes for different issue areas), this survey finds that it is more common for a code to cover a wider spectrum of issues. Of the 233 codes examined, 85 deal with only one area. These single-issue codes are listed in **Table 6** of the Annex. 38% of them address labour-related issues.

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<sup>2</sup> The frequency ratio is defined as the number of codes in a specified industry referring to an issue area, divided by the total number of codes in that industry sector. 1= all codes in a sector mention a given issue area.

**Figure 4: Overview by sector and issue area**



29. On the other hand, some codes contain commitments covering all five areas of conduct. The 14 so-called “omnibus codes” identified are listed in **Table 7** of the Annex.

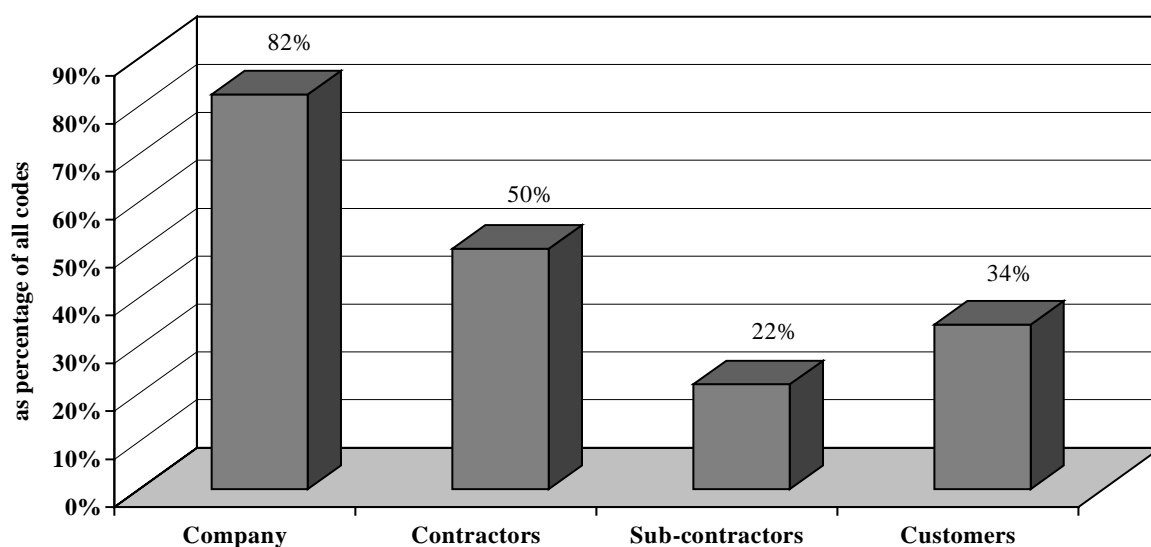
30. There is some evidence that non-business entities tend to form themselves according to specific concerns and interests so that codes sponsored or co-sponsored by these entities are more likely to target specific issue areas.

31. Because each issue area has been defined in very broad terms, this survey gives only a rough picture of the contents of codes. Such a broad overview does not reveal that, for example, the codes marked for ‘observance of the rule of law’ more frequently address bribery and corruption, gift-making and inducements than restrictive private practices, and that the protection of property is mentioned by codes even more seldom. Or that some of the codes marked for ‘fair employment and labour rights’ emphasise non-discriminatory employment practices while others focus (at times exclusively) on the question of child labour. Moreover, certain codes carefully define the term “child labour”, others do not.

**c) *Business transactions targeted by codes***

32. In order to determine the scope of code application, the inventory recorded which of four types of business transactions a code addresses.

- **Company:** a situation where the code applies to the (co-)sponsoring entity(ies), including its affiliates and joint ventures, or the member company in the case of business associations or partnerships of stakeholders;
- **Contractor:** any natural or legal person who contracts with the company issuing the code to perform work or provide services, materials or components used in the final product, or the final product, sold by the company;
- **Sub-Contractor:** any natural or legal person who contracts with the contractor, as defined above, for the purpose of performing work or providing services or materials or components related to or as part of an agreement with the company issuing the code;
- **Customer:** any natural or legal person who acts as the company’s licensee or commercial agent for the purpose of resale or distribution of the company’s products or services, as well as the final consumer.

**Figure 5: Business transactions**

Note: A code can mention more than one category.

33. **Figure 5** shows that a large majority of the codes apply to the direct employees of the company or companies concerned. The survey also finds that when companies set standards for the direct employees, these usually apply to the global operations of the company. In only one instance did a company differentiate between countries, having developed two different codes, one applicable to its activities carried out in the United States and one for its operations in the rest of the world. One code targeted expressly the investment activities of corporations outside their home country.

34. By contrast, some codes developed by national business associations, notably professional associations, are country-specific. Examples are codes in the banking sector, which typically are developed by national associations and apply to the commercial activities of their members in a given state jurisdiction.

35. As **Figure 5** also shows, the scope of codes is not confined to the direct employees. A significant number of codes extend to the employees of contractors (and sub-contractors). Where codes aim at influencing the conduct of business partners, no pattern of discrimination between such partners based on their nationality was observed: commitments are typically written to apply to domestic and foreign business partners alike (only one code singled out foreign suppliers).

36. Some codes deal exclusively with the conduct of suppliers or other entities from which a company purchases. These codes tend to be company codes and take the form of documents -- vendor, purchasing/sourcing agreements or certificates that accompany shipment, which contractors and/or sub-contractors are expected to sign. In these cases, a code of conduct becomes a particularly powerful vehicle for seeking to ensure that business partners understand and comply with a company's ethical policy.

37. **Table 8** of the Annex lists the codes which entail some form of contractual obligation for contractors and/or subcontractors. Their closer examination indicates that most seek to apply standards of fair employment and labour rights, especially with respect to banning child, forced and prison labour. The majority of the contractual engagements are found in light industry (apparel) and in services (retailers and distributors).

38. Some of the codes that set standards for contractors/sub-contractors merely state that a company “will favour” contractors or business partners who meet certain standards; others use stronger language asserting that the company “will not do business” with partners that do not live up to the code. Sometimes codes provide for the screening of prospective contractors or business partners to ensure that they meet the standards.

39. Code-related obligations can also take the form of formal bilateral agreements between labour unions and individual companies, bilateral agreements between private and public entities or plurilateral accords signed by several stakeholders. The inventory includes a number of such agreements, which are listed separately in **Table 9** in the Annex. Labour issues are the focus of four of the five agreements between labour unions and companies. The other types of agreements all address environmental issues.

40. Codes can deal also with the relations between a corporation or its employees on the one hand and customers (including licensees, commercial agents and final consumers) on the other hand, although a relatively limited number of codes surveyed do so. These usually involve standards of fair business practices, such as those developed by professional associations for their members.

*d) The role of international standards*

41. Codes can set forth standards of conduct based on a variety of sources ranging from local laws and regulations to internationally recognised standards. In its present form, the inventory provides only limited information about the standards or norms which a code seeks to uphold. It only records those instances where international standards are explicitly cited in the text of a code.

42. The survey finds that one or more international standards are explicitly cited as a reference point for conduct in 43 codes (18% of the codes surveyed). As **Table 10** in the Annex shows, international standards cited most often relate to ILO Conventions<sup>3</sup> and UN Declarations. Some codes also mention environmental guidelines and several codes refer to certain ISO standards.

43. Only one code uses the OECD Guidelines for Multinational Enterprises as a reference. Two codes cite the OECD Recommendation on Bribery in International Business Transactions and three the OECD Guidelines on the Protection of Privacy and Transborder Flows of Personal Data. Two codes mention OECD recommendations regarding research in the domain of genetic engineering and its application and the OECD Draft Recommendation concerning Guidelines for Consumer Protection in the context of Electronic Commerce, respectively.

44. In addition, at least ten of the company codes as well as a number of other codes refer to international standards in an implicit manner, such as references to “sustainable development” (implying The Earth Summit Rio Declaration) or “universal” or “internationally recognised human rights” (implying UN Declaration and ILO Conventions and Standards). If such implicit references had been counted in this survey, the list of codes referring to international standards would have been longer. With respect to sources other than international standards, virtually all codes include a commitment to observe the local laws in every jurisdiction in which the subscribing entity operates. As a widely observed rule, suppliers or vendors, too, are expected to follow in their activities the national laws in the countries in which they are operating; in this context specific local laws are seldom cited.

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<sup>3</sup> The most frequently observed ILO Conventions are: (29) Forced Labour Convention; (87) Freedom of Association and Protection of the Right to Organise Convention; (98) Right to Organise and Collective Bargaining Convention; (100) Equal Remuneration Convention; (105) Abolition of Forced Labour Convention; (111) Discrimination (Employment and Occupation) Convention; (122) Employment Policy Convention; (138) Minimum Age Convention.

45. Codes often refer to the legal requirements and standards under the national laws of countries as minimum standards applicable to the conduct of a company. Compliance with applicable local laws is not always perceived to be sufficient. Standards often are not limited to the requirements of the national laws. At times, companies, business associations and partnerships add standards of their own or internationally-recognised standards. For example, a number of codes state that where an industry's standards exceed the local legal requirements, the company will live up to the industry standards and/or favour contractors who meet the industry standards.

e) **Implementation and compliance**

46. A code's effects and effectiveness depend on faithful implementation. Implementation can involve a range of activities taken by a company to put a code into effect.

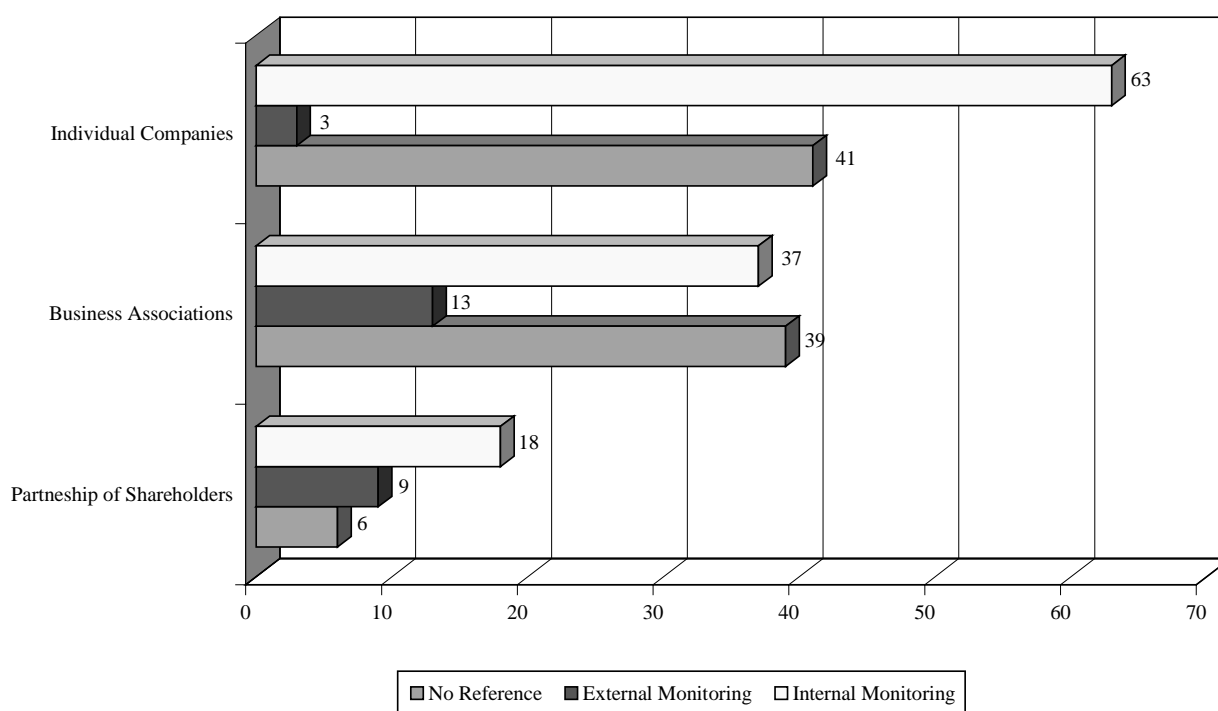
47. Where codes that apply to contractors/sub-contractors involve the signing of a document or agreement (see Section c), such an obligation by itself represents a certain guarantee that standards will be followed.

48. The present survey also recorded whether a code makes adoption ***a prerequisite to membership in a business association or partnership of stakeholders*** or gives subscribers ***access to recognition marks, such as special logos or labels***. The possibility of being expelled from an industry, trade or professional association, or losing access to logos or labels, can damage a company's reputation significantly. It is thus reasonable to assume that such provisions act as another powerful incentive underpinning code adherence. **Table 11** of the Annex lists those codes which make adherence a requirement for membership in a group and/or allow subscribers to apply logos or labels.

49. **Monitoring** is generally regarded as a very important aspect of implementing a code. This can involve visits, inspections and control procedures such as the keeping of records and reporting by the staff of the company subscribing to the code, i.e., *internal monitoring* or by an independent body, i.e., *external monitoring*.

50. As can be seen from **Figure 6**, a significant number of company and business association codes included in the inventory do not touch on the subject of monitoring at all. Where company codes have relevant provisions, almost all state that in-house staff will oversee implementation of and compliance with the code's standards -- both by the company that issues the code and by its suppliers and other business partners. In other words, companies tend to prefer internal procedures or remain silent on this issue.

51. Reliance on external monitoring systems, such as the use of independent auditors or the verification of internal compliance reports by an independent body, is mentioned by 27% of the partnership codes and by only 15% of those of business associations. In the case of partnerships, the percentage is much higher if one takes into account that co-sponsoring non-business entities participate in any internally provided monitoring of these codes. Of the codes that do not provide for external monitoring, a few mention the possibility of oversight by an external party, albeit without definite commitment. A few also provide for making internal monitoring results public.

**Figure 6: Monitoring provisions**

52. The effectiveness of codes in influencing the behaviour of corporations depends also on a strong enforcement mechanism. Codes were checked for statements about *three possible courses of action to deal with non-compliance*: work (with business partners, if applicable) to correct a conduct; termination of contract or business relationship; and “other” measures (including internal disciplinary actions, such as employee dismissal, legal remedies, fines, expulsion or suspension from membership in associations).

53. Not all of the codes surveyed describe responses to breaches of codes in great detail. Many codes also provide for a range of actions. Of the 233 codes surveyed, 52 mention some form of *corrective action*, including working with suppliers or other business partners to make improvements necessary to meet code standards. 58 codes mention “*other*” measures, such as reference to legal action, complaints to professional bodies, expulsion or suspension from association memberships or disciplinary action against employees. 39 (primarily company) codes state that non-compliance could or will result in the *termination of an existing contract or business relationship*. The threat of losing a firm as a customer can be a powerful incentive for contractors and sub-contractors to meet a company’s policy standards.

54. Where codes mention termination of a contract or business relationship, this does not necessarily mean that this option applies to every type of conduct which a code addresses. Although more detailed information has not been collected for this inventory, there appears to be a tendency for codes to target with such threats compliance problems with selected standards, notably those banning child labour and forced labour.

55. A number of codes take the form of commitments to attain certain stated goals or targets. For example, some companies, business associations and partnerships of stakeholders pledge that they will work to reduce greenhouse gas emissions or progressively reach other stated environmental goals. Such codes usually include a self-obligation to issue progress reports but have no provisions for dealing with deviant conduct.

*f) The role of government and other third parties in code administration*

56. Codes resulting from inter-governmental discussions apart, government authorities were found to play a role in code administration in only a few cases of business association and partnership codes. This is predominantly with respect to codes which govern the conduct of members of professions. In some of these and in some other cases, non-governmental third parties are also involved. Of the 233 codes surveyed, 37 provide for such a role, which is described in more detail in **Table 12** in the Annex.

57. It should be noted that none of the company codes provides for government involvement but a few make reference to the actual or potential participation of other third parties.

**D. Conclusions**

58. For this paper, a rough contents analysis was undertaken of a sub-sample of the codes identified by respondents in this survey. The data provide a first, still incomplete, picture of certain aspects of the nature of codes of conduct.

59. Information about codes has been collected in a non-random manner so that caution must be taken in interpreting the findings; nevertheless, some general observations can be made.

60. There is considerable code activity across the OECD region. The difficulty experienced in identifying codes of conduct for some OECD countries does not necessarily mean that companies of these countries do not subscribe to principles of ethical conduct. They may simply use instruments other than codes. For instance, a visitor of the websites of some large corporations in the Scandinavian countries will discover substantial documentation, including detailed annual reports, describing corporate practices and achievements with respect to issues such as environmental protection or sustainable development, which testifies to the existence of commitments even if not expressed as codes.

61. Codes are not confined to a specific sector, although there are some sectoral differences in terms of the attention which codes give to various issues of corporate conduct.

62. With very few exceptions, the international trading and investment behaviour of companies is not of direct concern to the codes surveyed. Nevertheless, potential effects on the trade and investment activities of companies may be felt to arise when codes touch on issues that can influence company choices relating to production methods applied *inter alia* to traded goods and services. Codes provide encouragement or incentives for certain types of choices though it is not always clear how effective they are in practice.

63. Links to trade and investment activities could exist where e.g.:

- codes reach beyond national boundaries to the operations of company affiliates, contractors and subcontractors located abroad;

- code breaches entail the termination of contracts between parties located in different countries;
- codes that seek to regulate business activity in a nationally defined market can influence the accessibility of the market by foreign providers of products and services.

64. International effects may be felt particularly when the standards which codes set differ from national or local standards. With respect to labour and environmental issues, national standards and practices can vary greatly from country to country, depending in particular upon different levels of economic and social development and different cultural background. When the standards mentioned by codes differ from existing national or local standards, codes can have ‘trans-boundary’ effects and may influence the business transactions with such countries, including existing trade and investment flows.

65. Some of the issues listed under the various issue areas seem more relevant to trade and investment than others. For example, code standards for product and service quality, commitments to respect intellectual property rights or customs regulations, can be viewed as facilitating international trade and investment. Commitments not to engage in bribery and other corrupt practices can contribute to fair competition and a business environment that is favourable for foreign direct investors. So do voluntary commitments by companies not to engage in anti-competitive private practices.

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Note: Codes which are presented in **bold type face** are company codes.

Table 1: Codes Surveyed

Sponsor(s)	AUSTRALIA	Title (Date adopted)	Sector
Australian Association of Permanent Building Societies		Building Society Code of Practice	services
Australian Bankers Association		Code of Banking Practice (3/11/93)	services
Australian Chamber of Manufacturers, Litter & Recycling Research Association, Packaging Council of Australia Inc., Plastics and Chemicals Industries Association Inc.		Environmental Code of Practice for Packaging	multi-sector
Australian Fruit Juice Industry		Code of Practice and Administration Rules for the Fruit Juice Industry (28/9/95)	light industry
Australian Institute of Company Directors		Code of Conduct (1/1/96)	not specified
Australian Pharmaceutical Manufacturers Association Inc.		Code of Conduct (1/1/97)	technology
Australian Supermarket Institute (in consultation with the Trade Practices Commission)		Code of Practice for Computerized Checkout Systems in Supermarkets (1/95)	services
Consumer Credit Union		Credit Union Code of Practice	service
Ecotourism Association of Australia		Code of Practice	services
Industry groups and the Australian Competition and Consumer Commission		Code of Conduct for Film Distribution and Exhibition	services
Insurance Council of Australia Limited		General Insurance Code of Practice (12/94)	services
Internet Industry Association		Internet Industry Code of Practice ("for adoption" version published 12/2/99)	technology
Jewelers Association of Australia, Australian Retailers Association and constituent State Associations (with assistance of Competition and Consumer Commission and State and Territory Fair Trading Agencies)		Jewelry and Timepieces Industry Code	multi-sector
Nutritional Foods Association of Australia Inc. (NFAA)		NFAA Code of Practice for the Marketing of Health and Nutrition Products	multi-sector
Trade Practice Commission (in consultation and negotiation with oil industry representatives)		Voluntary Code of Practice for Agreements in the Petroleum Industry (Oil Code, 1/89)	multi-sector
WMC Limited		Code of Conduct and related policies	heavy industry
WMC Limited and Commonwealth Government		WMC Limited Greenhouse Challenge Co-Operative Agreement and Action Plan (13/10/97)	heavy industry

<b>AUSTRIA</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
Associations representing industrial producers and users of paper and the Federal Ministries for Economic Affairs and the Environment of Austria	Agreement on used paper (Altpapier-Übereinkommen) (18/1/91)	heavy industry	
Business organisations in the construction sector and the Federal Ministry for Economic Affairs of Austria	Voluntary agreement between the Organisations of the Construction Sector and the Federal Economics Ministry on the use of recyclable materials (Freiwillige Vereinbarung zwischen den Fachorganisationen der Bauwirtschaft und dem Bundesministerium für wirtschaftliche Angelegenheiten über die Heranziehung von Recyclingmaterialien) (2/10/90)	heavy industry	
Economic Chamber of Austria (on behalf of Austrian car dealers and other firms) and the Federal Ministries for Economic Affairs and the Environment of Austria	Voluntary agreement on the collection and disposal of old passenger cars (Alt-Pkw-Recycling-Vereinbarung) (9/92)	heavy industry	
Various Austrian business organisations participating in a Working Group on "paper products"	Self-commitment on the return and recycling of used graphical paper (Selbstverpflichtung für eine Rücknahme und Verwertung gebrauchter graphischer Papiere) (draft of 16/10/95)	heavy industry	
<b>BELGIUM</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
Fédération des Industries Chimiques de Belgique	Engagement au "Responsible Care"	technology	

Sponsor(s)	CANADA Title (Date adopted)	Sector
Alcan	Code of Conduct	heavy industry
Azco Company	Company Statement	multi-sector
Bell Canada	Code of Business Conduct	technology
Canadian Bankers Association	Model Privacy Code	services
Canadian Chemical Producers' Association	Codes of Practice (Responsible Care)	technology
Canadian Direct Marketing Association	Code of Ethics and Standards of Practice	services
Canadian Pacific	Code of Business Conduct (1/3/98)	services
Canadian Standards Association (CSA)	Model Code for the Protection of Personal Information (3/96)	not specified
Coalition of Canadian companies with international operations (with assistance of Human Rights Research and Education Centre at University of Ottawa)	International Code of Ethics for Canadian Business (1/97)	not specified
Cominco Ltd.	Code of Conduct, Health & Safety Code, Environmental Policy	heavy industry
Imperial Oil Ltd	Guiding Principles, Policies and Practices	heavy industry
Mining Association of Canada	Environmental Policy (1995)	heavy industry
Northern Telecom	Acting with Integrity: Northern Telecom's Code of Business Conduct	technology
Ontario Hydro International Inc	Code of Ethics	heavy industry
Placer Dome Inc	Business Philosophy	heavy industry
Southland Canada, Inc	Code of Business Conduct (7/97)	services

<b>CZECH REPUBLIC</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
Association of Direct Marketing and Selling at Distance	Ethics Code (28/5/97)	services	
Association of Pulp and Paper Industry (SPPaC)	Ethics Code of SPPaC (17/4/97)	heavy industry	
Czech Association of Petroleum Industry and Trade	Rules of Ethics (with Procedural Act)	multi-sector	
The Banking Association of the Czech Republic	Ethical Banking Code	services	

<b>DENMARK</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
Association of Danish Chemical Industries	Responsible Care	technology	
Danish Confederation of Labour	Code of Conduct for Investments Outside Denmark (4/96)	not specified	
Novo Nordisk	Use of genetically modified microorganisms for production of food enzymes	technology	
Novo Nordisk	Novo Nordisk's Policy on Use of Animals (1996)	technology	

<b>FINLAND</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
Finnish Direct Marketing Association	The Rules of Fair Play	services	
Finnish Direct Marketing Association (FDMA)	The Finnish Direct Selling Industry Code of Conduct towards Direct Sellers, between Direct Sellers, and between Companies	services	
Finnish Direct Marketing Association; Federation of Commerce and Trade	The Rules for Electronic Consumer Trade	services	
UPM-Kymmene Group	Environmental Policy of UPM-Kymmene Group (10/4/96)	heavy industry	

Sponsor(s)	FRANCE Title (Date adopted)	Sector
Accor Group; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Agreement between the IUF and the Accor Group on Trade Union Rights	services
BSN Groupe; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	IUF/BSN Joint Declaration on Trade Union Rights (25/5/94)	light industry
Fédération Nationale des Travaux Publics (TP de France)	Code de bonne conduite (26/1/95)	services
<b>Groupe Auchan</b>	<b>Code de Conduite de Auchan</b>	<b>services</b>
Groupe Danone; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Joint Understanding between Danone; and IUF (9/5/97)	light industry
<b>Groupe Framatome</b>	<b>Guide de déontologie</b>	<b>heavy industry</b>
<b>Groupe Renault</b>	<b>Code de déontologie du Groupe Renault</b>	<b>heavy industry</b>
<b>SFR</b>	<b>Code de Bonne Conduite avec les Fournisseurs</b>	<b>technology</b>

Sponsor(s)	GERMANY Title (Date adopted)	Sector
Adidas	Standards of Engagement	light industry
Association of German Automobile Industry(VDA), Association of Automobile Imports (VDIK) and Other Industry Groups	Voluntary self-commitment regarding environmentally-friendly recovery of old automobiles in the framework of the 'Kreislaufwirtschaftsgesetz' (2/3/97)	heavy industry
Association of German Publishing Companies (VDZ) and Association of German Paper Factories (VDP)	Commitment regarding production of paper (17/7/97)	heavy industry
Association of German Publishing Companies (VDZ) and Association of German Paper Factories (VDP)	Commitment regarding paper recycling (16/1/97)	heavy industry
Association of German Publishing Companies (VDZ) and Association of German Paper Factories (VDP)	Commitment regarding pulp production (12/7/96)	heavy industry
Association of German Publishing Companies (VDZ), Association of German Paper Factories (VDP) and Association of Printers (BVD)	Commitment regarding the printing process (16/10/97)	heavy industry
Association of German Publishing Companies (VDZ), Association of German Paper Factories (VDP) and Association of the Print Ink Industry (VdD)	Commitment regarding print ink (16/10/97)	heavy industry
Bayer AG	Guidelines for the responsible use of genetic engineering at Bayer	technology
BDI (Federation of German Industry) and others	Updated Declaration of the German industry on preventive measures on climate change (27/3/96); [supercedes Declaration of 1/3/95]	multi-sector
Otto Versand	Otto Code of Conduct	Light Industry
Verband der Chemischen Industrie e.V.(Federation of Chemical Industries)	Leitlinien Verantwortliches Handeln (Responsible Care, revised 1995)	technology

TD/TC/WP(98)74/FINAL

GREECE		Title (Date adopted)	Sector
Sponsor(s)			

Federation of Greek Industries		Basic Principles of Conduct	not specified
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Hellenic Association of Management Consulting Firms		Code of Professional Ethics & Good Practices of Professional Behavior (1993)	services
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ITALY		Title (Date adopted)	Sector
Sponsor(s)			

CONFINDUSTRIA		Ethics Code	not specified
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<b>EMI Music</b>		<b>Standards of Business Conduct</b>	<b>services</b>
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Esso Italiana S.p.A.		Guiding Principles	heavy industry
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Gruppo ENI		Code of Conduct of Group ENI (12/1/94)	heavy industry
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Gruppo Fiat		Ethical Code of Business Conduct	heavy industry
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JAPAN		Title (Date adopted)	Sector
Sponsor(s)			

Information Processing Society of Japan		Code of Ethics of the Information Processing Society of Japan (20/5/96)	services
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Japan Federation of Economic Organizations		Keidanren Charter for Good Corporate Behavior (17/12/96)	not specified
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Japan Foreign Trade Council, Inc		Guide of General Trading Companies	services
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<b>Toyota</b>		<b>Guiding Principles</b>	<b>heavy industry</b>
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<b>KOREA</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
Federation of Korean Industries	Charter of Business Ethics (15/2/96)	not specified	
Federation of Korean Industries, Korea Chamber of Commerce and Industry, Korea International Trade Association, Korea Federation of Small Business, Korea Employer's Federation	Code of Conduct for Korean Enterprises Operating Overseas (23/2/96)	not specified	
<b>Hyundai Group</b>	<b>Hyundai Group Ethics (11/12/95)</b>	<b>multi-sector</b>	
Korean Securities Dealers Association (KSDA)	Ethics Code for Security Business Personnel	services	
Korean Securities Dealers Association (KSDA)	Fair Practices Rules (29/12/77)	services	
<b>LG - Caltex Oil Corporation</b>	<b>Ethics Code for Commercial Unit of LG Caltex Refinery (8/97)</b>	<b>heavy industry</b>	
<b>LG Group</b>	<b>Ethics Code (2/94)</b>	<b>multi-sector</b>	
<b>LUXEMBOURG</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
The Luxembourg Bankers' Association (ABBL)	Code of Ethics (23/4/96)	services	
<b>MEXICO</b>			
<b>Sponsor(s)</b>	<b>Title (Date adopted)</b>	<b>Sector</b>	
<b>Fomento Economico Mexicano SA</b>	<b>The Environment</b>	<b>multi-sector</b>	
<b>Grupo Primex</b>	<b>Safety &amp; Environment</b>	<b>technology</b>	
<b>Xerox Mexicana SA</b>	<b>Policy of Environment Protection, Safety and Health</b>	<b>technology</b>	

<b>THE NETHERLANDS</b>			
<b>Sponsor(s)</b>		<b>Title (Date adopted)</b>	<b>Sector</b>

<b>Ahold</b>		<b>Ahold's Corporate Culture</b>	<b>services</b>
Clean Clothes Campaign		Code of Labour Practices for the Apparel Industry Including Sportswear (10/97)	light industry
<b>Philips</b>		<b>General Code of Conduct</b>	<b>multi-sector</b>
<b>Royal Dutch/Shell Group (Anglo-Dutch)</b>		<b>Statement of General Business Principles</b>	<b>multi-sector</b>
<b>The Unilever Group of Companies (Anglo-Dutch)</b>		<b>Code of Business Principles</b>	<b>light industry</b>

<b>NEW ZEALAND</b>			
<b>Sponsor(s)</b>		<b>Title (Date adopted)</b>	<b>Sector</b>

Advertising Standards Authority Inc.; Advertising Standards Complaints Board		Advertising Codes of Practice (1995)	services
Electricity Supply Association of New Zealand		Domestic Contracts: Code of Practice (1/11/97)	heavy industry
Insurance Council of New Zealand, Inc.		Fair Insurance Code	services
The Direct Selling Association of New Zealand		Code of Practice to Consumers Guide	services

<b>NORWAY</b>			
<b>Sponsor(s)</b>		<b>Title (Date adopted)</b>	<b>Sector</b>

DYNO		Values and Leadership	technology
Norske Skog		Environmental Policy	heavy industry
STATOIL; Norsk Olje Petrokjemisk Fagforbund (NOPEF) / International Federation of Chemical, Energy, Mine and General Workers (ICEM)		Codes of Conduct: STATOIL and ICEM (7/7/98)	heavy industry

<b>SPAIN</b>		<b>Title (Date adopted)</b>	<b>Sector</b>
<b>Sponsor(s)</b>			
Association of Valencia Computer Enterprises (AVINFO)		Ethics Code (19/12/95)	technology
<b>John Deere of Spain</b>		<b>Code of Principles</b>	<b>heavy industry</b>
Spanish Association of Direct Marketing		Ethics Code of Protection of Personal Data	services
Spanish Association of Distance Sales		Ethics Code (1/98)	services
<b>SWEDEN</b>		<b>Title (Date adopted)</b>	<b>Sector</b>
<b>Sponsor(s)</b>			
<b>Hennes &amp; Mauritz AB (H&amp;M)</b>		<b>Code of Conduct</b>	<b>light industry</b>
IKEA; International Federation of Building and Wood Workers (IFBWW)		Code of Conduct Regarding the Rights of Workers (25/5/98)	light industry
<b>Indiska Magasinet</b>		<b>Codes of Conduct (revised 9/2/98)</b>	<b>light industry</b>
<b>KappAhl AB</b>		<b>Code of Conduct</b>	<b>light industry</b>
<b>Lindex</b>		<b>Supplier Code of Conduct</b>	<b>services</b>
Swedish Forest Industries Association		Declaration of Intent (7/98)	heavy industry

SWITZERLAND		Title (Date adopted)	Sector
Sponsor(s)			
Association Suisse pour l'approvisionnement et l'achat (ASAA)		Principes Ethiques (5/89)	not specified
<b>Charles Veillon SA</b>		<b>Politique préventive de Veillon pour éviter dans ses relations avec ses fournisseurs le travail forcé des enfants (revised 12/97)</b>	<b>light industry</b>
Swiss Association of Bankers		Convention relative à l'obligation de diligence des banques (CDB98) (1/7/98)	services
Swiss Society of Chemical Industries (SSIC)		Fortschritt mit Verantwortung (Responsible Care, 1991)	technology
Swiss Society of Chemical Industries (SSIC)		Code de promotion pharmaceutique professionnel (8/6/95)	technology
Swiss Society of Chemical Industries (SSIC)		Exportverhaltenskodex (1994)	technology
Swiss Society of Chemical Industries (SSIC)		Génie génétique - Principes directeurs de la SSIC	technology
Swiss Society of Pharmacies		Code de déontologie de la SSPh (11/97)	services
Union Suisse des Arts et Métiers, Union Suisse du Commerce et de l'Industrie, Association Suisse des Banquiers		Code relatif aux tests portant sur les marchandises et les services (1/95)	not specified
Union Suisse des paysans		Assurance Qualité pour la viande suisse	light industry

UNITED KINGDOM			
Sponsor(s)	Title (Date adopted)	Sector	
British American Tobacco Industries PLC	Statement of Business Conduct	light industry	
British Gas	Code of Conduct (12/92)	heavy industry	
British International Freight Association	Code of Conduct for Trading Members	services	
British Metals Federation	Code of Conduct	heavy industry	
<b>C&amp;A</b>	<b>The C&amp;A Code of Conduct for the Supply of Merchandise</b>	<b>services</b>	
Committee of Advertising Practice (CAP)	British Codes of Advertising and Sales Promotion	services	
Ecumenical Council for Corporate Responsibility (ECCR)	The Wood-Sheppard Principles for Race Equality in Employment (12/93)	not specified	
Ethical Trading Initiative (alliance of companies, NGOs, trade union organizations)	ETI Base Code	not specified	
Glaxo Wellcome Group	Code of Conduct (1997)	technology	
Grattan PLC	Standards for Business Partnerships	services	
Imperial Chemicals Industries PLC (ICI)	Business Ethics	technology	

UNITED KINGDOM Cont.			
Sponsor(s)	Title (Date adopted)	Sector	
Internet Services Providers Association (ISPA)	Code of Practice (25/1/99)	services	
<b>Manpower Services Commission</b>	<b>Code of Practice on the Employment of Disabled People (1/1/84)</b>	<b>not specified</b>	
National Westminster Bank	It's Good Business	services	
Oxfam	Code of Conduct (Clothes code campaign) (5/96)	services	
<b>Pentland Group PLC</b>	<b>Group Human Rights &amp; Environmental Policies (1997)</b>	<b>light industry</b>	
<b>Rio Tinto</b>	<b>The Way We Work: Our Statement of Business Practice</b>	<b>heavy industry</b>	
<b>Standard Chartered Bank</b>	<b>Group Code of Conduct</b>	<b>services</b>	
<b>The BOC Group</b>	<b>Vision and Values (6/93)</b>	<b>technology</b>	
<b>The Body Shop</b>	<b>Trading Charter</b>	<b>light industry</b>	
The Chartered Institute of Purchasing and Supply	CIPS Code of Ethics (26/2/77)	not specified	
<b>The Inchcape Group</b>	<b>Statement of Business Ethics (1993)</b>	<b>heavy industry</b>	
<b>Zeneca Group PLC</b>	<b>Group Code of Ethics</b>	<b>technology</b>	

UNITED STATES			
Sponsor(s)	Title (Date adopted)		Sector
<b>AlliedSignal, Inc.</b>	<b>Code of Business Conduct</b>		<b>technology</b>
American Apparel Manufacturers Association (AAMA)	Statement of Responsibility		light industry
American Chemistry Society	The Chemist's Code of Conduct (version of 3/6/94)		technology
<b>American Express Company</b>	<b>Code of Conduct</b>		<b>services</b>
American Society for Biochemistry and Molecular Biology (ASBMB)	Code of Ethics (1/98)		technology
American Society of Civil Engineers (ASCE)	Code of Ethics (25/9/76, amended 25/10/80 and 17/4/93)		services
<b>Association Merchandising Corporation (AMC)</b>	<b>Terms of Engagement for AMC Business Partners</b>		<b>services</b>
<b>Aveda</b>	<b>AVEDA's Policy Supporting Biodiversity and Indigenous Peoples</b>		<b>light industry</b>
<b>Baxter International, Inc</b>	<b>Corporate Citizenship</b>		<b>technology</b>
<b>Burlington Industries Inc</b>	<b>Policy Regarding Ethical Standards and Employment Practices</b>		<b>light industry</b>
Coalition for Environmentally Responsible Economics (CERES)	The CERES Principles (amended version of 28/4/92)		not specified
<b>Costco Companies Inc</b>	<b>Vendor Agreement</b>		<b>services</b>

UNITED STATES Cont.			
Sponsor(s)	Title (Date adopted)	Sector	
Dayton Hudson Corporation	Standards of Vendor Engagement	services	
E. I. du Pont de Nemours and Company	Business Conduct Guide	technology	
Federated Department Stores, Inc	FPD Principles & Vendor Compliance	services	
Fruit of the Loom	Contractor Code of Conduct	light industry	
Gap, Inc	Code of Vendor Conduct	light industry	
General Electric Co.	The Letter of Our Commitment (1993)	not specified	
Hasbro, Inc	Statement of Business Ethics	light industry	
Hewlett-Packard Company	Standards of Business Conduct	technology	
JC Penney	The JCPenney Foreign Sourcing Requirements and Supplier Legal Compliance Program	services	
Jones Apparel Group, Inc	Business Partner Standards	light industry	
Kellwood Company	Kellwood Policy on Business Conduct (revised 7/96)	light industry	
Kmart	A Workplace Code of Conduct: Human Rights Standards for Kmart Suppliers	services	
Kmart	Kmart Corporation Vendor Agreement (13/6/96)	services	

UNITED STATES Cont.			
Sponsor(s)	Title (Date adopted)	Sector	
Lands' End	Lands' End Standards of Business Conduct	services	
Levi Strauss & Co.	Global Sourcing & Operating Guidelines (1991)	light industry	
Liz Clairborne, Inc	Standards of Engagement	light industry	
Mattel, Inc	Global Manufacturing Principles	light industry	
Mercantile Stores	Child Labor Policy	services	
NBA Properties, Inc	Licencee and Supplier Code of Conduct	light industry	
Nike, Inc	The Nike Code of Conduct	light industry	
Nordstrom	The Nordstrom Partnership: Standards and Business Practices Guidelines	technology	
Oxford Industries, Inc	Contractor Sourcing Policy	light industry	
Pacific Asia Travel Association	Code for Environmentally Responsible Tourism	services	
Phillips-Van Heusen Corporation	Requirements for Suppliers, Contractors, Business Partners	light industry	
Polaroid	Supplier Principles of Conduct	technology	
Raytheon Company	Standards of Business Ethics & Conduct	technology	
Reebok	Human Rights Production Standards	light industry	
Russell Corporation	Russell Corporation Vendor Policy	light industry	
Salant Corporation	Salant Corporation Compliance Certificate	light industry	

UNITED STATES Cont.			
Sponsor(s)	Title (Date adopted)	Sector	
Sara Lee Knit Products	International Operating Principles	light industry	
Sears, Roebuck and Company	Import Buying Policy and Procedures (23/4/93)	services	
Spiegel Group	Standards for Business Partnership	services	
Starbucks Corporation	Starbucks Commitment to Do Our Part (1995)	light industry	
Texas Instruments Inc	Ethics in the Business of TI (1990 revision)	technology	
The Boeing Company	Ethical Business Conduct Policy and Procedures (1995)	technology	
The Dress Barn Inc	Global Human Rights Guidelines for Contractors	services	
The Talbots Inc	Vendor Agreement(1996)	services	
The Timberland Company	General Principles for Choosing Business Partners	light industry	
Tultex Corporation	Vendor Requirements	light industry	
US Apparel Industry Partnership	Workplace Code of Conduct (with Principles of Monitoring) (4/97)	multi-sector	
VF Corporation	Contractor Terms of Engagement (1996)	light industry	
Wal-Mart Stores, Inc	Standards for Vendor Partners	services	
Warnaco	Business Partner Terms of Engagement and Guidelines for Country Selection	light industry	
Woolworth Corporation	Contractor Certificate	services	

Sponsor(s)	INTERNATIONAL	Title	Sector
Association of Computing Machinery (ACM)	ACM Code of Conduct (16/10/92)	technology	
Biotechnology Industry Organisation (BIO)	Statement of Principles	technology	
Committee for Professional and Managerial Staff of the International Federation of Commercial, Clerical, Professional and Technical Employees	Code of Professional, Social and Ethical Responsibility for Professional and Managerial Staff (13/5/97)	not specified	
Consumers International	A Consumer Charter for Global Business (7/97)	not specified	
Fédération Internationale de Football Association (FIFA); International Confederation of Free Trade Unions (ICFTU); International Textile, Garment and Leather Workers' Federation (ITGLWF); FIET	Code of Labour Practice for Production of Goods Licensed by FIFA	light industry	
Institute of Electrical and Electronics Engineers (IEEE)	Code of Ethics	technology	
International Chamber of Commerce (ICC)	ICC Code on Sponsorship (24/11/92)	not specified	
International Chamber of Commerce (ICC)	Rules of Conduct to Combat Extortion and Bribery (revised version 1996)	not specified	
International Chamber of Commerce (ICC)	The Business Charter for Sustainable Development (27/11/90)	not specified	
International Confederation of Free Trade Unions (ICFTU)	The ICFTU/ITS Basic Code of Labor Practice (12/97)	not specified	
International Council of Toy Industries	Code of Business Practices (19/11/97)	light industry	
International Council on Metals and the Environment (ICME)	Environmental Charter (1/1/91)	heavy industry	
International Federation of Pharmaceutical Manufacturers Associations (IFPMA)	IFPMA Code of Pharmaceutical Marketing Practices (31/8/94)	technology	
International Federation of Purchasing and Materials Management (IFPMM)	The Ethical Code	not specified	
International Labor Organisation (ILO)	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (16/11/77) & Addendum (11/87)	not specified	
Organization for Economic Cooperation and Development (OECD)	Guidelines for Multinational Enterprises (21/6/76)	not specified	

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Sponsor(s)	INTERNATIONAL Cont.	Title	Sector
Public Services International (with support from environmental groups)		An International Code of Conduct, Sign Up for Clean and Safe Drinking Water and Fair Labor Practices in Water Services (11/97)	services
United Nations Conference on Trade and Development (UNCTAD)		Set of Multilaterally Agreed Equitable Principles and Rules for the Control of Restrictive Business Practices (1/12/80)	not specified
United Nations Conference on Environment & Development (UNCED)		Agenda 21, Chapter 30 (14/6/92)	not specified
World Federation of the Sporting Goods Industry (WFSGI)		Code of Best Practice Concerning Child Labor (11/95)	light industry

Sponsor(s)	OTHER	Title (Date adopted)	Sector
8 Australian and 6 New Zealand companies producing personal hygiene products		Code of Practice for Environmental Marketing (9/94)	light industry
32 private and public entities in Portugal and Spain with an interest in forest products		Iberian Declaration (on the Principles for Sustainable Forest Management)	heavy industry
Council on Economic Priorities (CEP)		Social Accountability 8000 (1/1/98)	multi-sector
The Caux Round Table		Principles for Business	not specified
EuropaBio (European Association for BioIndustries)		EuropaBio's Core Ethical Values (10/98)	Technology
European Apparel and Textile Organization (EURATEX) and European Trade Union Federation of Textiles, Clothing and Leather (ETUF:TCL)		Charter by the Social Partners in the European Textile and Clothing Sector: Code of Conduct.	light industry
Interfaith Center on Corporate Responsibility (ICCR), USA; The Ecumenical Council for Corporate Responsibility (ECCR), UK; Taskforce on the Churches and Corporate Responsibility (TCCR), Canada		Principles for Global Corporate Responsibility (revised 1998)	not specified
Representatives of the global forest industries from Australia, Brazil, Canada, Chile, Finland, Mexico, New Zealand, Sweden and USA		Vision, Principles and Elements of Sustainable Forest Management (adopted in 10/96 and updated in 1998)	heavy industry
Toys Industries of Europe		Vendor and Subcontractor Code of Conduct	light industry
Verband Deutscher Zeitschriftenverleger e.V., Verband Deutscher Papierfabriken e.V., and European producers forming CEPIPRINT (18/3/96)		Druckerzeugnisse und Oekologie - Forstwirtschaft und Holzerte	multi-sector

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Adidas	Standards of Engagement			YES		YES		●	●	
Ahold	Ahold's Corporate Culture	YES			YES	YES	●			●
Alcan	Code of Conduct	YES	YES	YES	YES	YES	●	●		●
AlliedSignal, Inc.	Code of Business Conduct	YES	YES	YES	YES		●	●		●
American Express Company	Code of Conduct	YES	YES	YES	YES		●	●		●
Association Merchandising Corporation (AMC)	Terms of Engagement for AMC Business Partners	YES		YES	YES	YES	●	●	●	
Aveda	AVEDA's Policy Supporting Biodiversity and Indigenous Peoples	YES			YES	YES	●			
Azco Company	Company Statement			YES	YES		●			
Baxter International, Inc	Corporate Citizenship			YES	YES	YES	●	●		●

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Bayer AG	Guidelines for the responsible use of genetic engineering at Bayer	YES			YES		•			
Bell Canada	Code of Business Conduct	YES	YES	YES	YES		•			
British American Tobacco Industries PLC	Statement of Business Conduct	YES	YES	YES	YES		•	•		•
British Gas	Code of Conduct (12/92)	YES	YES				•	•		•
Burlington Industries Inc	Policy Regarding Ethical Standards and Employment Practices			YES			•	•		
C&A	The C&A Code of Conduct for the Supply of Merchandise	YES		YES	YES		•	•	•	
Canadian Pacific	Code of Business Conduct (1/3/98)	YES	YES	YES	YES		•			
Charles Veillon SA	Politique préventive de Veillon pour éviter dans ses relations avec ses fournisseurs le travail forcé des enfants (revised 12/97)			YES		YES		•	•	
Cominco Ltd.	Code of Conduct, Health&Safety Code, Environmental Policy	YES	YES	YES	YES		•			

Table 2: Company Codes by Issue Area and Scope

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Costco Companies Inc	Vendor Agreement			YES				•	•	
Dayton Hudson Corporation	Standards of Vendor Engagement			YES				•	•	
DYNO	Values and Leadership	YES			YES		•			
E. I. du Pont de Nemours and Company	Business Conduct Guide	YES		YES	YES		•	•		•
EMI Music	Standards of Business Conduct	YES	YES	YES		YES	•	•		•
Esso Italiana S.p.A.	Guiding Principles	YES			YES		•			
Federated Department Stores, Inc	FPD Principles & Vendor Compliance			YES	YES			•	•	
Fomento Economico Mexicano SA	The Environment				YES	YES	•			
Fruit of the Loom	Contractor Code of Conduct	YES		YES	YES			•	•	

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
Gap, Inc	Code of Vendor Conduct	YES		YES	YES		●	●		
General Electric Co.	The Letter of Our Commitment (1993)	YES	YES	YES	YES		●			
Glaxo Wellcome Group	Code of Conduct (1997)	YES					●			
Grattan PLC	Standards for Business Partnerships	YES		YES	YES			●		
Groupe Auchan	Code de Conduite de Auchan			YES		YES		●	●	
Groupe Framatome	Guide de déontologie	YES	YES		YES		●	●		●
Groupe Renault	Code de déontologie du Groupe Renault	YES	YES	YES	YES		●	●		
Grupo Primex	Safety & Environment				YES		●			
Gruppo ENI	Code of Conduct of Group ENI (12/1/94)	YES	YES	YES			●	●		●

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Gruppo Fiat	Ethical Code of Business Conduct	YES	YES				•	•	•	
Hasbro, Inc	Statement of Business Ethics	YES	YES	YES	YES		•	•	•	
Hennes & Mauritz AB (H&M)	Code of Conduct			YES	YES	YES		•	•	
Hewlett-Packard Company	Standards of Business Conduct	YES	YES		YES		•	•		•
Hyundai Group	Hyundai Group Ethics 11/1295)	YES	YES		YES	YES	•	•		
Imperial Chemicals Industries PLC (ICI)	Business Ethics	YES	YES	YES			•			
Imperial Oil Ltd	Guiding Principles, Policies and Practices	YES	YES	YES	YES	YES	•	•		•
Indiska Magasinet	Codes of Conduct (revised 9/2/98)			YES				•	•	
JC Penney	The JCPenney Foreign Sourcing Requirements and Supplier Legal Compliance Program	YES		YES				•	•	

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
John Deere of Spain	Code of Principles			YES	YES	YES	●			●
Jones Apparel Group, Inc	Business Partner Standards	YES		YES	YES			●		
KappAhl AB	Code of Conduct			YES				●	●	
Kellwood Company	Kellwood Policy on Business Conduct (revised 07/96)			YES	YES		●	●		
Kmart	A Workplace Code of Conduct: Human Rights Standards for Kmart Suppliers			YES				●	●	
Kmart	Kmart Corporation Vendor Agreement (13/06/96)			YES				●	●	
Lands' End	Lands'End Standards of Business Conduct			YES	YES			●		
Levi Strauss & Co.	Global Sourcing & Operating Guidelines (1991)			YES	YES	YES	●	●	●	
LG - Caltex Oil Corporation	Ethics Code for Commercial Unit of LG Caltex Refinery (08/97)	YES	YES	YES	YES	YES		●	●	●

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
LG Group	Ethics Code (02/94)	YES	YES	YES	YES	YES		●	●	●
Lindex	Supplier Code of Conduct		YES	YES				●	●	
Liz Clairborne, Inc	Human Rights Policy Statement and Standards of Engagement	YES		YES	YES			●		
Mattel, Inc	Global Manufacturing Principles	YES		YES			●	●		
Mercantile Stores	Child Labor Policy			YES				●		
National Westminster Bank	It's Good Business	YES	YES	YES	YES	YES	●	●		●
NBA Properties, Inc	Licencee and Supplier Code of Conduct			YES	YES			●		
Nike, Inc.	The Nike Code of Conduct			YES	YES			●	●	
Nordstrom	The Nordstrom Partnership: Standards and Business Practices Guidelines			YES	YES			●	●	

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
Norske Skog	Environmental Policy				YES	YES	●	●		
Northern Telecom	Acting with Integrity: Northern Telecom's Code of Business Conduct	YES	YES	YES	YES	YES	●	●		●
Novo Nordisk	Use of genetically modified microorganisms for production of food enzymes	YES					●			●
Novo Nordisk	Novo Nordisk's Policy on Use of Animals (1996)	YES					●	●		
Ontario Hydro International Inc	Code of Ethics	YES	YES	YES	YES	YES	●	●		
Otto Versand	Otto Code of Conduct			YES				●	●	
Oxford Industries, Inc	Contractor Sourcing Policy (worldwide except for US)	YES		YES				●	●	
Pentland Group PLC	Group Human Rights & Environmental Policies (1997)			YES	YES	YES	●	●	●	
Philips	General Code of Conduct	YES	YES	YES	YES		●			

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Phillips-Van Heusen Corporation	Requirements for Suppliers, Contractors, Business Partners			YES	YES	YES	●	●		
Placer Dome Inc	Business Philosophy	YES			YES	YES	●			
Polaroid	Supplier Principles of Conduct		YES	YES	YES	YES		●	●	
Raytheon Company	Standards of Business Ethics & Conduct	YES	YES	YES	YES	YES	●	●	●	●
Reebok	Human Rights Production Standards			YES				●	●	
Rio Tinto	The Way We Work:Our Statement of Business Practice	YES	YES	YES	YES	YES	●			
Royal Dutch/Shell Group (Anglo-Dutch)	Statement of General Business Principles	YES	YES	YES	YES	YES	●	●		●
Russell Corporation	Russel Corporation Vendor Policy	YES		YES	YES	YES	●	●	●	
Salant Corporation	Salant Corporation Compliance Certificate			YES				●		

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
Sara Lee Knit Products	International Operating Principles		YES	YES	YES	YES	●	●		
Sears, Roebuck and Company	Import Buying Policy and Procedures (23/04/93)	YES		YES	YES			●		
SFR	Code de Bonne Conduite avec les Fournisseurs	YES	YES					●		
Southland Canada, Inc	Code of Business Conduct (07/97)	YES	YES	YES	YES		●	●		●
Spiegel Group	Standards for Business Partnership	YES		YES	YES			●		
Standard Chartered Bank	Group Code of Conduct	YES	YES				●			●
Starbucks Corporation	Starbucks Commitment to Do Our Part (1995)			YES	YES	YES	●	●		
Texas Instruments Inc	Ethics in the Business of TI (1990 revision)	YES	YES			YES	●	●	●	●

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
The BOC Group	Vision and Values (06/93)	YES	YES	YES	YES		●			●
The Body Shop	Trading Charter			YES	YES	YES	●	●		●
The Boeing Company	Ethical Business Conduct Policy and Procedures (1995)	YES	YES				●	●		●
The Dress Barn Inc	Global Human Rights Guidelines for Contractors			YES	YES		●	●	●	
The Inchcape Group	Statement of Business Ethics (1993)	YES	YES				●	●		●
The Talbots Inc	Vendor Agreement(1996)			YES				●	●	
The Timberland Company	General Principles for Choosing Business Partners			YES				●	●	
The Unilever Group of Companies (Anglo-Dutch)	Code of Business Principles	YES	YES	YES	YES		●			
Toyota	Guiding Principles	YES	YES	YES	YES	YES	●			

**Table 2: Company Codes by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
Tultex Corporation	Vendor Requirements	YES		YES	YES	YES		●		
UPM-Kymmene Group	Environmental Policy of UPM-Kymmene Group (10/4/96)				YES	YES	●			
VF Corporation	Contractor Terms of Engagement (1996)	YES	YES	YES				●	●	
Wal-Mart Stores, Inc	Standards for Vendor Partners	YES		YES	YES	YES	●	●	●	
Warnaco	Business Partner Terms of Engagement and Guidelines for Country Selection			YES	YES	YES		●	●	
WMC Limited	Code of Conduct and related policies	YES		YES	YES	YES	●	●		●
Woolworth Corporation	Contractor Certificate	YES		YES				●	●	
Xerox Mexicana SA	Policy of Environment Protection, Safety and Health	YES		YES	YES	YES	●			●
Zeneca Group PLC	Group Code of Ethics	YES	YES				●			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
8 Australian and 6 New Zealand companies producing personal hygiene products	Code of Practice for Environmental Marketing (9/94)	YES			YES		●			●
Advertising Standards Authority Inc.; Advertising Standards Complaints Board	Advertising Codes of Practice (95)	YES					●			
American Apparel Manufacturers Association (AAMA)	Statement of Responsibility			YES	YES		●	●		
American Chemistry Society	The Chemist's Code of Conduct (version of 3/6/94)	YES	YES		YES	YES	●			●
American Society for Biochemistry and Molecular Biology (ASBMB)	Code of Ethics (1/98)	YES				YES	●			
American Society of Civil Engineers (ASCE)	Code of Ethics (25/9/76, amended 25/10/80 and 17/4/93)	YES	YES		YES	YES	●			●

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
Association of Computing Machinery (ACM)	ACM Code of Conduct (16/10/92)	YES	YES	YES	YES	YES	●			●
Association of Danish Chemical Industries	Responsible Care			YES	YES		●	●		
Association of Direct Marketing and Selling at Distance	Ethics Code (28/5/97)	YES	YES				●			●
Association of German Automobile Industry(VDA), Association of Automobile Imports (VDIK) and other industry groups	Voluntary self-commitment regarding environmentally-friendly recovery of old automobiles in the framework of the 'Kreislaufwirtschaftsgesetz' (2/3/97)				YES		●			●
Association of German Publishing Companies (VDZ) and Association of German Paper Factories (VDP)	Commitment regarding production of paper (17/7/97)				YES		●			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Association of German Publishing Companies (VDZ) and Association of German Paper Factories (VDP)	Commitment regarding paper recycling (16/1/97)				YES		●			
Association of German Publishing Companies (VDZ) and Association of German Paper Factories (VDP)	Commitment regarding pulp production (12/7/96)				YES		●			
Association of German Publishing Companies (VDZ), Association of German Paper Factories (VDP) and Association of Printers (BVD)	Commitment regarding the printing process (16/10/97)				YES		●			
Association of German Publishing Companies (VDZ), Association of German Paper Factories (VDP) and Association of the Print Ink Industry (VdD)	Commitment regarding print ink (16/10/97)				YES		●			
Association of Pulp and Paper Industry Ethics Code of SPPaC (SPPaC)	Ethics Code of SPPaC (17/4/97)	YES	YES				●			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Association Suisse pour l'Aprovisionnement et l'Achat (ASAA)	Principes Ethiques (5/89)	YES					•	•		
Australian Association of Permanent Building Societies	Building Society Code of Practice	YES					•			
Australian Bankers Association	Code of Banking Practice (3/11/93)	YES					•	•		•
Australian Chamber of Manufacturers, Litter & Recycling Research Association, Packaging Council of Australia Inc., Plastics and Chemicals Industries Association Inc.	Environmental Code of Practice for Packaging				YES		•			
Australian Fruit Juice Industry	Code of Practice and Administration Rules for the Fruit Juice Industry (28/9/95)	YES					•	•		•

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Australian Institute of Company Directors	Code of Conduct (1/1/96)		YES				●			
Australian Pharmaceutical Manufacturers Association Inc.	Code of Conduct (1/1/97)	YES					●			
BDI (Federation of German Industry) and others	Updated Declaration of the German industry on preventive measures on climate change (27/3/96); [supercedes Declaration of 1/3/95]				YES		●			
Biotechnology Industry Organisation (BIO)	Statement of Principles	YES			YES	YES	●			●
British International Freight Association	Code of Conduct for Trading Members	YES	YES				●			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
British Metals Federation	Code of Conduct	YES			YES		•			
Canadian Bankers Association	Model Privacy Code	YES					•	•		
Canadian Chemical Producers' Association	Codes of Practice (Responsible Care)			YES	YES	YES	•	•		•
Canadian Direct Marketing Association	Code of Ethics and Standards of Practice	YES	YES		YES		•	•		
Committee of Advertising Practice (CAP)	British Codes of Advertising and Sales Promotion	YES					•			•

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
CONFINDUSTRIA	Ethics Code	YES	YES	YES	YES		●	●		●
Consumer Credit Union	Credit Union Code of Practice	YES					●			
Czech Association of Petroleum Industry and Trade	Rules of Ethics (with Procedural Act)	YES	YES	YES	YES		●			
Electricity Supply Association of New Zealand	Domestic Contracts: Code of Practice (1/11/97)	YES					●			●
EuropaBio (European Association for BioIndustries)	EuropaBio's Core Ethical Values (10/98)	YES			YES	YES	●			●
European Federation of Biotechnology (EFB)	Code of Conduct for Biotechnologists	YES				YES	●			●

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area				Scope				
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Fédération Nationale des Travaux Publics (TP de France)	Code de bonne conduite (26/1/95)	YES	YES				•	•	•	•
Fédération des Industries Chimiques de Belgique	Engagement au "Responsible Care"				YES		•	•	•	•
Federation of Greek Industries	Basic Principles of Conduct	YES		YES	YES	YES	•			
Federation of Korean Industries	Charter of Business Ethics (15/2/96)	YES	YES	YES	YES	YES	•			
Federation of Korean Industries, Korea Chamber of Commerce and Industry, Korea International Trade Association, Korea Federation of Small Business, Korea Employer's Federation	Code of Conduct for Korean Enterprises Operating Overseas (23/2/96)			YES	YES	YES	•			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Finnish Direct Marketing Association	The Rules of Fair Play	YES					•			•
Finnish Direct Marketing Association (FDMA)	The Finnish Direct Selling Industry Code of Conduct towards Direct Sellers, between Direct Sellers, and between Companies	YES		YES			•			•
Finnish Direct Marketing Association; Federation of Commerce and Trade	The Rules for Electronic Consumer Trade	YES					•			
Hellenic Association of Management Consulting Firms	Code of Professional Ethics & Good Practices of Professional Behavior (1993)	YES	YES				•			•
Information Processing Society of Japan	Code of Ethics of the Information Processing Society of Japan (20/5/96)	YES	YES			YES				•
Institute of Electrical and Electronics Engineers (IEEE)	Code of Ethics	YES	YES		YES			•		

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
Insurance Council of Australia Limited	General Insurance Code of Practice (12/94)	YES					●			●
Insurance Council of New Zealand, Inc.	Fair Insurance Code	Yes					●			●
International Chamber of Commerce (ICC)	ICC Code on Sponsorship (24/11/92)		YES		YES	YES	●	●		
International Chamber of Commerce (ICC)	Rules of Conduct to Combat Extortion and Bribery (revised version 1996)		YES				●			
International Chamber of Commerce (ICC)	The Business Charter for Sustainable Development (27/11/9)		YES	YES	YES	YES	●	●	●	●
International Council of Toy Industries	Code of Business Practices (19/11/97)			YES			●	●	●	

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
International Council on Metals and the Environment (ICME)	Environmental Charter (1/1/91)	YES			YES		•			
International Federation of Pharmaceutical Manufacturers Associations (IFPMA)	IFPMA Code of Pharmaceutical Marketing Practices (31/8/94)	YES	YES				•			•
International Federation of Purchasing and Materials Management (IFPMM)	The Ethical Code	YES	YES				•	•		
Internet Industry Association	Internet Industry Code of Practice ("for adoption" version published 12/2/99)	YES					•			•
Internet Services Providers Association (ISPA)	Code of Practice (25/1/99)	YES					•			•
Japan Federation of Economic Organizations	Keidanren Charter for Good Corporate Behavior (17/12/96)		YES		YES	YES	•			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors	Customers
Japan Foreign Trade Council, Inc	Guide of General Trading Companies	YES	YES		YES		●			
Korean Securities Dealers Association (KSDA)	Ethics Code for Security Business Personnel	YES			YES		●			●
Korean Securities Dealers Association (KSDA)	Fair Practices Rules (29/12/77)	YES			YES		●			●
Mining Association of Canada	Environmental Policy (1995)				YES		●	●		
Nutritional Foods Association of Australia Inc. (NFAA)	NFAA Code of Practice for the Marketing of Health and Nutrition Products	YES					●			●
Pacific Asia Travel Association	Code for Environmentally Responsible Tourism	YES			YES	YES	●			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Representatives of the global forest industries from Australia, Brazil, Canada, Chile, Finland, Mexico, New Zealand, Sweden and USA	Vision, Principles and Elements of Sustainable Forest Management (adopted in 10/96 and updated in 1998)				YES	YES	●			
Spanish Association of Direct Marketing	Ethics Code of Protection of Personal Data	YES					●			
Spanish Association of Distance Sales	Ethics Code (1/98)	YES					●			
Swedish Forest Industries Association	Declaration of Intent (7/98)				YES	YES	●	●		
Swiss Association of Bankers	Convention relative à l'obligation de diligence des banques (CDB98) (1/7/98)	YES					●			●
Swiss Society of Chemical Industries (SSIC)	Fortschritt mit Verantwortung (Responsible Care, 1991)				YES		●			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Swiss Society of Chemical Industries (SSIC)	Code de promotion pharmaceutique professionnel (8/6/95)	YES	YES				•			•
Swiss Society of Chemical Industries (SSIC)	Exportverhaltenskodex (1994)	YES					•			
Swiss Society of Chemical Industries (SSIC)	Genie génétique - Principes directeurs de la SSIC				YES		•			
Swiss Society of Pharmacies	Code de déontologie de la SSPh (11/97)	YES					•			•
The Banking Association of the Czech Republic	Ethical Banking Code	YES	YES	YES			•			•
The Caux Round Table	Principles for Business	YES	YES	YES	YES	YES	•	•		

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area				Scope				
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
The Chartered Institute of Purchasing and Supply	CIPS Code of Ethics (26/2/77)	YES	YES				•			•
The Direct Selling Association of New Zealand	Code of Practice to Consumers Guide	YES					•			
The Luxembourg Bankers' Association (ABBL)	Code of Ethics (23/4/96)	YES	YES				•			•
Toys Industries of Europe	Vendor and Subcontractor Code of Conduct			YES				•	•	
Union Suisse des Arts et Métiers, Union Suisse du Commerce et de l'Industrie, Association Suisse des Banquiers	Code relatif aux tests portant sur les marchandises et les services (1/95)	YES					•			•
Association of Valencia Computer Enterprises (AVINFO)	Ethics Code (19/12/95)			YES		YES	•			

**Table 3: Codes of Business Associations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
Various Austrian business organisations participating in a Working Group on "paper products"	Self-commitment on the return and recycling of used graphical paper (draft of 16/10/95)				YES		●			●
Verband der Chemischen Industrie e.V.(Federation of Chemical Industries)	Leitlinien Verantwortliches Handeln (Responsible Care, revised 1995)				YES		●			
Verband Deutscher Zeitschriftenverleger e.V., Verband Deutscher Papierfabriken e.V., and European producers forming CEPIPRINT (18/3/96)	Druckerzeugnisse und Oekologie - Forstwirtschaft und Holzernte				YES		●	●		
World Federation of the Sporting Goods Industry (WFSGI)	Code of Best Practice Concerning Child Labor (11/95)			YES			●		●	

**Table 4: Codes of Partnership of Stakeholders by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope		
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors
32 private and public entities in Portugal and Spain with an interest in forest products	Iberian Declaration (on the Principles for Sustainable Forest Management)				YES	YES	●		
Accor Group; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Agreement between the IUF and the Accor Group on Trade Union Rights			YES			●		
Associations representing industrial producers and users of paper and the Federal Ministries for Economic Affairs and the Environment of Austria	Agreement on used paper (Altpapier-Übereinkommen) (18/1/1991)				YES		●		
Australian Supermarket Institute (in consultation with the Trade Practices Commission)	Code of Practice for Computerized Checkout Systems in Supermarkets (1/95)	YES					●		
BSN Groupe; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	IUF/BSN Joint Declaration on Trade Union Rights (25/5/94)			YES			●		
Business organisations in the construction sector and the Federal Ministry for Economic Affairs of Austria	Voluntary agreement between the Organisations of the Construction Sector and the Federal Economics Ministry on the use of recyclable materials (2/10/90)				YES		●		
Canadian Standards Association (CSA)	Model Code for the Protection of Personal Information (3/96)	YES					●	●	
Clean Clothes Campaign	Code of Labour Practices for the Apparel Industry Including Sportswear (10/97)			YES			●	●	●

**Table 4: Codes of Partnership of Stakeholders by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope		
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors
Coalition for Environmentally Responsible Economics (CERES)	The CERES Principles (amended version of 28/4/92)		YES		YES		●		
Coalition of Canadian companies with international operations (with assistance of Human Rights Research and Education Centre at University of Ottawa)	International Code of Ethics for Canadian Business (1/97)	YES	YES	YES	YES	YES	●		
Committee for Professional and Managerial Staff of the International Federation of Commercial, Clerical, Professional and Technical Employees	Code of Professional, Social and Ethical Responsibility for Professional and Managerial Staff (13/5/97)	YES	YES	YES	YES	YES	●		
Consumers International	A Consumer Charter for Global Business (7/97)	YES	YES		YES		●		
Council on Economic Priorities (CEP)	Social Accountability 8000 (1/1/98)			YES			●	●	●
Danish Confederation of Labour	Code of Conduct for Investments Outside Denmark (4/96)			YES			●		
Economic Chamber of Austria (on behalf of Austrian car dealers and other firms) and the Federal Ministries for Economic Affairs and the Environment of Austria	Voluntary agreement on the collection and disposal of old passenger cars (Alt-Pkw-Recycling-Vereinbarung) (9/92)				YES		●		
Ecotourism Association of Australia	Code of Practice	YES			YES	YES	●		

**Table 4: Codes of Partnership of Stakeholders by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope		
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors
Ecumenical Council for Corporate Responsibility (ECCR) (Race Equality in Employment Project)	The Wood-Sheppard Principles for Race Equality in Employment (12/93)			Yes			●		
Ethical Trading Initiative (alliance of companies, NGOs, trade union organisations)	ETI Base Code			Yes			●	●	●
European Apparel and Textile Organization (EURATEX) and European Trade Union Federation of Textiles, Clothing and Leather (ETUF:TCL)	Charter by the Social Partners in the European Textile and Clothing Sector: Code of Conduct.			YES			●		
Fédération Internationale de Football Association (FIFA); International Confederation of Free Trade Unions (ICFTU); International Textile, Garment and Leather Workers' Federation (ITGLWF); FIET	Code of Labour Practice for Production of Goods Licensed by FIFA			YES			●	●	●
Groupe Danone; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Joint Understanding between Danone and IUF (9/5/97)			YES			●	●	●
IKEA; International Federation of Building and Wood Workers (IFBWW)	Code of Conduct Regarding the Rights of Workers (25/5/98)			YES			●	●	
Industry groups and the Australian Competition and Consumer Commission	Code of Conduct for Film Distribution and Exhibition	YES	YES				●	●	
Interfaith Center on Corporate Responsibility (ICCR), USA; The Ecumenical Council for Corporate Responsibility (ECCR), UK; Taskforce on the Churches and Corporate Responsibility (TCCR), Canada	Principles for Global Corporate Responsibility (revised 1998)	YES	YES	YES	YES	YES	●	●	

**Table 4: Codes of Partnership of Stakeholders by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope		
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub-Contractors
International Confederation of Free Trade Unions (ICFTU)	The ICFTU/ITS Basic Code of Labor Practice (12/97)			YES			•	•	•
Jewelers Association of Australia, Australian Retailers Association and constituent State Associations (with assistance of Competition and Consumer Commission and State and Territory Fair Trading Agencies)	Jewelry and Timepieces Industry Code	YES	YES				•	•	
Manpower Services Commission	Code of Practice on the Employment of Disabled People (1/1/84)			YES			•		
Oxfam	Code of Conduct (Clothes code campaign) (5/96)			YES			•	•	•
Public Services International (with support from environmental groups)	An International Code of Conduct, Sign Up for Clean and Safe Drinking Water and Fair Labor Practices in Water Services (11/97)			YES		YES	•	•	•
STATOIL; Norsk Olje Petrokjemisk Fagforbund (NOPEF) / International Federation of Chemical, Energy, Mine and General Workers (ICEM)	Codes of Conduct: STATOIL and ICEM (7/7/98)		Yes	Yes	Yes		•		
Trade Practice Commission (in consultation and negotiation with oil industry representatives)	Voluntary Code of Practice for Agreements in the Petroleum Industry (Oil Code, 1/89)	YES					•		

**Table 4: Codes of Partnership of Stakeholders by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope		
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors
Union suisse des paysans, Swissporcs, Association suisse des détenteurs de vaches nourrices et vaches mères, Office fédéral de l'Agriculture, des représentants de l'industrie de la fabrication d'aliments, et autres.	Assurance Qualité pour la viande suisse	YES			YES		●		
US Apparel Industry Partnership	Workplace Code of Conduct (with Principles of Monitoring) (4/97)			YES			●	●	
WMC Limited and Commonwealth Government	WMC Limited Greenhouse Challenge Co-Operative Agreement and Action Plan (13/10/97)				YES		●		

**Table 5: Codes by Inter-governmental Organisations by Issue Area and Scope**

Sponsor(s)	Title (Date adopted)	Issue Area					Scope			
		Fair Business Practices	Rule of Law	Fair Employment and Labour Rights	Environmental Stewardship	Corporate Citizenship	Company	Contractors	Sub- Contractors	Customers
International Labor Organisation (ILO)	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (16/11/77) & Addendum (11/87)			YES			•			
Organisation for Economic Cooperation and Development (OECD)	Guidelines for Multinational Enterprises (21/6/76)	YES	YES	YES	YES		•			
United Nations Conference on Trade and Development (UNCTAD)	Set of Multilaterally Agreed Equitable Principles and Rules for the Control of Restrictive Business Practices (1/12/80)		YES				•			
United Nations Conference on Environment & Development (UNCED)	Agenda 21, Chapter 30 (14/6/92)				YES		•			

Table 6: "Single-issue" Codes

Sponsor(s)	Title/Date adopted	Fair Business Practices	Observance of Rule Law	Fair Employment and Labour Rights	Environmental Stewardship
Advertising Standards Authority Inc. & Advertising Standards Complaints Board	Advertising Codes of Practice (1995)	YES			
Association Suisse pour l'Aprovisionnement et l'Achat (ASAA)	Principes Ethiques (5/89)	YES			
Australian Association of Permanent Building Societies	Building Society Code of Practice	YES			
Australian Bankers Association	Code of Banking Practice (3/11/93)	YES			
Australian Fruit Juice Industry	Code of Practice and Administration Rules for the Fruit Juice Industry (28/9/95)	YES			
Australian Pharmaceutical Manufacturers Association Inc.	Code of Conduct (1/1/97)	YES			
Australian Supermarket Institute (in consultation with the Trade Practices Commission)	Code of Practice for Computerized Checkout Systems in Supermarkets (1/95)	YES			
Canadian Standards Association (CSA)	Model Code for the Protection of Personal Information (3/96)	YES			
Committee of Advertising Practice (CAP)	British Codes of Advertising and Sales Promotion	YES			
Consumer Credit Union	Credit Union Code of Practice	YES			
Electricity Supply Association of New Zealand	Domestic Contracts: Code of Practice (1/11/97)	YES			
Finnish Direct Marketing Association	The Rules of Fair Play	YES			
Finnish Direct Marketing Association & Federation of Commerce and Trade	The Rules for Electronic Consumer Trade	YES			
<b>Glaxo Wellcome Group</b>	<b>Code of Conduct (1997)</b>	<b>YES</b>			
Insurance Council of Australia Limited	General Insurance Code of Practice (12/94)	YES			
Insurance Council of New Zealand, Inc.	Fair Insurance Code	YES			

Table 6: "Single-issue" Codes

Sponsor(s)	Title/Date adopted	Fair Business Practices	Observance of Rule Law	Fair Employment and Labour Rights	Environmental Stewardship
Internet Industry Association	Internet Industry Code of Practice ("for adoption" version published 12/2/99)	YES			
Internet Services Providers Association (ISPA)	Code of Practice (25/1/99)	YES			
<b>Novo Nordisk</b>	<b>Novo Nordisk's Policy on Use of Animals (1996)</b>	<b>YES</b>			
<b>Novo Nordisk</b>	<b>Use of genetically modified microorganisms for production of food enzymes</b>	<b>YES</b>			
Nutritional Foods Association of Australia Inc. (NFAA)	NFAA Code of Practice for the Marketing of Health and Nutrition Products	YES			
Spanish Association of Direct Marketing	Ethics Code of Protection of Personal Data	YES			
Spanish Association of Distance Sales	Ethics Code (1/98)	YES			
Swiss Association of Bankers	Convention relative à l'obligation de diligence des banques (CDB98) (1/7/98)	YES			
Swiss Society of Chemical Industries (SSIC)	Exportverhaltenskodex (1994)	YES			
Swiss Society of Pharmacies	Code de déontologie de la SSpH (11/97)	YES			
The Direct Selling Association of New Zealand	Code of Practice to Consumers Guide	YES			
Trade Practice Commission (in consultation and negotiation with oil industry representatives)	Voluntary Code of Practice for Agreements in the Petroleum Industry (Oil Code, 1/89)	YES			
Union Suisse des Arts et Metiers, Union Suisse du Commerce et de l'Industrie, Association Suisse des Banquiers	Code relatif aux tests portant sur les marchandises et les services (1/95)	YES			
Australian Institute of Company Directors	Code of Conduct (1/1/96)		YES		
International Chamber of Commerce (ICC)	Rules of Conduct to Combat Extortion and Bribery (revised version 1996)		YES		
United Nations Conference on Trade and Development (UNCTAD)	Set of Multilaterally Agreed Equitable Principles and Rules for the Control of Restrictive Business Practices (1/12/80)		YES		

Table 6: “Single-issue” Codes

Sponsor(s)	Title/Date adopted	Fair Business Practices	Observance of Rule Law	Fair Employment and Labour Rights	Environmental Stewardship
Accor Group; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Agreement between the IUF and the Accor Group on Trade Union Rights			YES	
BSN Groupe; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	IUF/BSN Joint Declaration on Trade Union Rights (25/5/94)			YES	
<b>Burlington Industries Inc</b>	<b>Policy Regarding Ethical Standards and Employment Practices</b>			<b>YES</b>	
Clean Clothes Campaign	Code of Labour Practices for the Apparel Industry Including Sportswear (1/97)			YES	
<b>Costco Companies Inc</b>	<b>Vendor Agreement</b>			<b>YES</b>	
Council on Economic Priorities (CEP)	Social Accountability 8000 (1/1/98)			YES	
Danish Confederation of Labour	Code of Conduct for Investments Outside Denmark (4/96)			YES	
<b>Dayton Hudson Corporation</b>	<b>Standards of Vendor Engagement</b>			<b>YES</b>	
Ecumenical Council for Corporate Responsibility (ECCR) (Race Equality in Employment Project)	The Wood-Sheppard Principles for Race Equality in Employment (12/93)			YES	
Ethical Trading Initiative (alliance of companies, NGOs, trade union organisations)	ETI Base Code			YES	
European Apparel and Textile Organization (EURATEX) and European Trade Union Federation of Textiles, Clothing and Leather (ETUF:TCL)	Charter by the Social Partners in the European Textile and Clothing Sector: Code of Conduct.			YES	
Fédération Internationale de Football Association (FIFA); International Confederation of Free Trade Unions (ICFTU); International Textile, Garment and Leather Workers' Federation (ITGLWF); FIET	Code of Labour Practice for Production of Goods Licensed by FIFA			YES	
Groupe Danone; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Joint Understanding between Danone and IUF (9/5/97)			YES	

Table 6: "Single-issue" Codes

Sponsor(s)	Title/Date adopted	Fair Business Practices	Observance of Rule Law	Fair Employment and Labour Rights	Environmental Stewardship
IKEA; International Federation of Building and Wood Workers (IFBWW)	Code of Conduct Regarding the Rights of Workers (25/5/98)			YES	
<b>Indiska Magasinet</b>	<b>Codes of Conduct (revised 9/2/98)</b>			<b>YES</b>	
International Confederation of Free Trade Unions (ICFTA)	The ICFTU/ITS Basic Code of Labor Practice (12/97)			YES	
International Council of Toy Industries	Code of Business Practices (19/11/97)			YES	
International Labor Organisation (ILO)	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (16/11/77) & Addendum (11/87)			YES	
<b>KappAhl AB</b>	<b>Code of Conduct</b>			<b>YES</b>	
<b>Kmart</b>	<b>A Workplace Code of Conduct: Human Rights Standards for Kmart Suppliers</b>			<b>YES</b>	
<b>Kmart</b>	<b>Kmart Corporation Vendor Agreement (13/06/96)</b>			<b>YES</b>	
Manpower Services Commission	Code of Practice on the Employment of Disabled People (1/1/84)			YES	
<b>Mercantile Stores</b>	<b>Child Labor Policy</b>			<b>YES</b>	
<b>Otto Versand</b>	<b>Otto Code of Conduct</b>			<b>YES</b>	
Oxfam	Code of Conduct (Clothes code campaign) (5/96)			YES	
<b>Reebok</b>	<b>Human Rights Production Standards</b>			<b>YES</b>	
<b>Salant Corporation</b>	<b>Salant Corporation Compliance Certificate</b>			<b>YES</b>	

Table 6: "Single-issue" Codes

Sponsor(s)	Title/Date adopted	Fair Business Practices	Observance of Rule Law	Fair Employment and Labour Rights	Environmental Stewardship
The Talbots Inc	Vendor Agreement(1996)			YES	
The Timberland Company	General Principles for Choosing Business Partners			YES	
Toys Industries of Europe	Vendor and Subcontractor Code of Conduct			YES	
US Apparel Industry Partnership	Workplace Code of Conduct (with Principles of Monitoring) (4/97)			YES	
World Federation of the Sporting Goods Industry (WFSGI)	Code of Best Practice Concerning Child Labor (11/95)			YES	
Association of German Automobile Industry(VDA), Association of Automobile Imports (VDIK) and other industry groups	Voluntary self-commitment regarding environmentally-friendly recovery of old automobiles in the framework of the 'Kreislaufwirtschaftsgesetz' (2/3/97)				YES
Association of German Publishing Companies (VDZ) & Association of German Paper Factories (VDP)	Commitment regarding production of paper (17/7/97)				YES
Association of German Publishing Companies (VDZ) & Association of German Paper Factories (VDP)	Commitment regarding paper recycling (16/1/97)				YES
Association of German Publishing Companies (VDZ) & Association of German Paper Factories (VDP)	Commitment regarding pulp production (12/7/96)				YES
Association of German Publishing Companies (VDZ), Association of German Paper Factories (VDP) & Association of Printers (BVD)	Commitment regarding the printing process (16/10/97)				YES
Association of German Publishing Companies (VDZ), Association of German Paper Factories (VDP) & Association of the Print Ink Industry (VdD)	Commitment regarding print ink (16/10/97)				YES
Associations representing industrial producers and users of paper and the Federal Ministries for Economic Affairs and the Environment of Austria	Agreement on used paper (Altpapier-Übereinkommen) (18/1/91)				YES
Australian Chamber of Manufacturers, Litter & Recycling Research Association, Packaging Council of Australia Inc., Plastics and Chemicals Industries Association Inc.	Environmental Code of Practice for Packaging				YES

Table 6: "Single-issue" Codes

Sponsor(s)	Title/Date adopted	Fair Business Practices	Observance of Rule Law	Fair Employment and Labour Rights	Environmental Stewardship
BDI (Federation of German Industry) and others	Updated Declaration of the German industry on preventive measures on climate change (27/3/96); [supercedes Declaration of 1/3/95]				YES
Business organisations in the construction sector and the Federal Ministry for Economic Affairs of Austria	Voluntary agreement between the Organisations of the Construction Sector and the Federal Economics Ministry on the use of recyclable materials (2/10/90)				YES
Economic Chamber of Austria (on behalf of Austrian car dealers and other firms) and the Federal Ministries for Economic Affairs and the Environment of Austria	Voluntary agreement on the collection and disposal of old passenger cars (Alt-Pkw-Recycling-Vereinbarung) (9/92)				YES
Fédération des Industries Chimiques de Belgique	Engagement au "Responsible Care"				YES
<b>Grupo Primex</b>	<b>Safety &amp; Environment</b>				<b>YES</b>
Mining Association of Canada	Environmental Policy (1995)				YES
Swiss Society of Chemical Industries (SSIC)	Fortschritt mit Verantwortung (Responsible Care, 1991)				YES
Swiss Society of Chemical Industries (SSIC)	Génie génétique - Principes directeurs de la SSIC				YES
United Nations Conference on Environment & Development (UNCED)	Agenda 21, Chapter 30 (14/6/92)				YES
Various Austrian business organisations participating in a Working Group on "paper products"	Self-commitment on the return and recycling of used graphical paper (Selbstverpflichtung für eine Rücknahme und Verwertung gebrauchter graphischer Papiere) (draft of 16/10/95)				YES
Verband der Chemischen Industrie e.V.(Federation of Chemical Industries)	Leitlinien Verantwortliches Handeln (Responsible Care, revised 1995)				YES
Verband Deutscher Zeitschriftenverleger e.V., Verband Deutscher Papierfabriken e.V., and European producers forming CEPIPRINT (18/3/96)	Druckerzeugnisse und Oekologie - Forstwirtschaft und Holzernte				YES
WMC Limited & Commonwealth Government	WMC Limited Greenhouse Challenge Co-Operative Agreement and Action Plan (13/10/97)				YES

Table 7: Omnibus Codes

<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
<b>Alcan</b>	<b>Code of Conduct</b>
Association of Computing Machinery (ACM)	ACM Code of Conduct (16/10/92)
Coalition of Canadian companies with international operations (with assistance of Human Rights Research and Education Centre at University of Ottawa)	International Code of Ethics for Canadian Business (1/97)
Committee for Professional and Managerial Staff of the International Federation of Commercial, Clerical, Professional and Technical Employees	Code of Professional, Social and Ethical Responsibility for Professional and Managerial Staff (13/5/97)
Federation of Korean Industries	Charter of Business Ethics (15/2/96)
<b>Imperial Oil Ltd</b>	<b>Guiding Principles, Policies and Practices</b>
Interfaith Center on Corporate Responsibility (ICCR), USA;The Ecumenical Council for Corporate Responsibility (ECCR), UK;Taskforce on the Churches and Corporate Responsibility (TCCR), Canada	Principles for Global Corporate Responsibility (revised 1998)
<b>LG - Caltex Oil Corporation</b>	<b>Ethics Code for Commercial Unit of LG Caltex Refinery (8/97)</b>
<b>LG Group</b>	<b>Ethics Code (2/94)</b>
<b>National Westminster Bank</b>	<b>It's Good Business</b>
<b>Raytheon Company</b>	<b>Standards of Business Ethics &amp; Conduct</b>
<b>Rio Tinto</b>	<b>The Way We Work: Our Statement of Business Practice</b>
<b>Royal Dutch/Shell Group</b>	<b>Statement of General Business Principles</b>
The Caux Round Table	Principles for Business

**Table 8: Contractual Obligations**

<b>COMPANY CODES</b>	
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
Adidas	Standards of Engagement
Costco Companies Inc	Vendor Agreement
Federated Department Stores, Inc	FPD Principles & Vendor Compliance
Fruit of the Loom	Contractor Code of Conduct
Grattan PLC	Standards for Business Partnerships
Groupe Auchan	Code de Conduite de Auchan
Gruppo Fiat	Ethical Code of Business Conduct
JC Penney	The JC Penney Foreign Sourcing Requirements and Supplier Legal Compliance Program
Jones Apparel Group, Inc	Business Partner Standards
Kmart	Kmart Corporation Vendor Agreement (13/6/96)
Levi Strauss & Co.	Global Sourcing & Operating Guidelines (1991)
Mattel, Inc	Global Manufacturing Principles
Mercantile Stores	Child Labor Policy
NBA Properties, Inc	Licencee and Supplier Code of Conduct
Nike, Inc.	The Nike Code of Conduct
Ontario Hydro International Inc	Code of Ethics
Otto Versand	Otto Code of Conduct
Oxford Industries, Inc	Contractor Sourcing Policy
Russell Corporation	Russell Corporation Vendor Policy
Salant Corporation	Salant Corporation Compliance Certificate
Sears, Roebuck and Company	Import Buying Policy and Procedures (23/4/93)
Southland Canada, Inc	Code of Business Conduct (7/97)
Spiegel Group	Standards for Business Partnership
The Dress Barn Inc	Global Human Rights Guidelines for Contractors
The Talbots Inc	Vendor Agreement(1996)
Tultex Corporation	Vendor Requirements
VF Corporation	Contractor Terms of Engagement (1996)
Wal-Mart Stores, Inc	Standards for Vendor Partners
Woolworth Corporation	Contractor Certificate

<b>CODES OF BUSINESS ASSOCIATIONS</b>	
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
International Chamber of Commerce (ICC)	ICC Code on Sponsorship (24/11/92)
Toys Industries of Europe	Vendor and Subcontractor Code of Conduct

<b>CODES OF PARTNERSHIPS OF STAKEHOLDERS</b>	
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
Clean Clothes Campaign	Code of Labour Practices for the Apparel Industry Including Sportswear (1/97)
Council on Economic Priorities (CEP)	Social Accountability 8000 (1/1/98)
Fédération Internationale de Football Association (FIFA); International Confederation of Free Trade Unions (ICFTU); International Textile, Garment and Leather Workers' Federation (ITGLWF); FIET	Code of Labour Practice for Production of Goods Licensed by FIFA
Public Services International (with support from environmental groups)	An International Code of Conduct, Sign Up for Clean and Safe Drinking Water and Fair Labor Practices in Water Services (11/97)

**Table 9: Bilateral and Plurilateral Agreements****AGREEMENTS BETWEEN COMPANIES AND UNIONS**

<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
Accor Group; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Agreement between the IUF and the Accor Group on Trade Union Rights
BSN Groupe; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)*	IUF/BSN Joint Declaration on Trade Union Rights (25/5/94)
Groupe Danone; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Joint Understanding between Danone and IUF (9/5/97)
IKEA, International Federation of Building and Woodworkers (IFBWW)	Code of Conduct Regarding the Rights of Workers (25/5/98)
STATOIL; Norsk Olje Petrokjemisk Fagforbund (NOPEF) / International Federation of Chemical, Energy, Mine and General Workers (ICEM)	Codes of Conduct: STATOIL and ICEM (7/7/98)

**AGREEMENTS OTHER THAN BETWEEN COMPANIES AND UNIONS**

<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
32 private and public entities in Portugal and Spain with an interest in forest products	Iberian Declaration (on the Principles for Sustainable Forest Management) (29/1/97)
Associations representing industrial producers and users of paper & Federal Ministries for Economic Affairs and the Environment of Austria	Agreement on used paper (Altpapier-Übereinkommen) (18/1/91)
Business organisations in the construction sector & Federal Ministry for Economic Affairs of Austria	Voluntary agreement between the Organisations of the Construction Sector and the Federal Economics Ministry on the use of recyclable materials (2/10/90)
Economic Chamber of Austria (on behalf of Austrian car dealers and other firms) & Federal Ministries for Economic Affairs and the Environment of Austria	Voluntary agreement on the collection and disposal of old passenger cars (Alt-Pkw-Recycling-Vereinbarung) (9/92)
WMC Limited & Commonwealth Government	WMC Limited Greenhouse Challenge Co-Operative Agreement and Action Plan (13/10/97)

\* BSN Groupe no longer exists. It became Groupe Danone in June 1994.

**Table 10: International Standards of Reference**

Sponsor(s)	COMPANY CODES	
	Title/Date adopted	International standard(s) of reference
Aveda	AVEDA's Policy Supporting Biodiversity and Indigenous Peoples	Convention on Biological Diversity, notably Article 8(j)
Azco Company	Company Statement	ICC Business Charter for Sustainable Development
Baxter International, Inc	Corporate Citizenship	ICC Business Charter for Sustainable Development
Groupe Auchan	Code de Conduite de Auchan	ILO Conventions # 1,26,87,98,105,111,13,155,138
Hasbro, Inc	Statement of Business Ethics	ISO 9000
Hennes & Mauritz AB (H&M)	Code of Conduct	UN Convention on the Right of the Child, article 32.1; ILO Convention # 138; ILO Convention # 33
Jones Apparel Group, Inc	Business Partner Standards	UN standards for child labor
KappAhl AB	Code of Conduct	ILO Conventions 29,87,98,100,111 and 138
Lindex	Supplier Code of Conduct	UN Convention on the Right of the Child
National Westminster Bank	It's Good Business	United Nations Environmental Programme Statement by Banks
Rio Tinto	The Way We Work: Our Statement of Business Practice	ICC Business Charter for Sustainable Development; Environmental Charter of the International Council on Metals and the Environment; UN Universal Declaration on Human Rights
Spiegel Group	Standards for Business Partnership	UN standards for child labor

**Table 10: International Standards of Reference**

<b>COMPANY CODES</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>International standard(s) of reference</b>
The BOC Group	Vision and Values (6/93)	ISO 9000 (or local equivalent)
The Body Shop	Trading Charter	Universal Declaration of Human Rights
Xerox Mexicana SA	Policy of Environment Protection, Safety and Health	ISO 14000

<b>BUSINESS ASSOCIATION CODES</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>International standard(s) of reference</b>
Association of Direct Marketing and Selling at Distance	Ethics Code (28/5/97)	ICC Standards on Ethics in Advertisement
Canadian Direct Marketing Association	Code of Ethics and Standards of Practice	OECD Guidelines on the Protection of Privacy and Transborder Flows of Personal Data
Canadian Standards Association (CSA)	Model Code for the Protection of Personal Information (3/96)	OECD Guidelines on the Protection of Privacy and Transborder Flows of Personal Data
International Chamber of Commerce (ICC)	The Business Charter for Sustainable Development (27/11/90)	ISO 14000
International Chamber of Commerce (ICC)	Rules of Conduct to Combat Extortion and Bribery (revised version 1996)	OECD Recommendation on Bribery in International Business Transactions
Internet Industry Association	Internet Industry Code of Practice ("for adoption" version published 12/2/99)	OECD Guidelines on the Protection of Privacy and Transborder Flows of Personal Data; OECD Draft Recommendation of the Council Concerning Guidelines for Consumer Protection in the Context of Electronic Commerce; UNCITRAL Model Law on Electronic Commerce
Pacific Asia Travel Association	Code for Environmentally Responsible Tourism	All international conventions in relation to the environment
Swiss Society of Chemical Industries (SSIC)	Exportverhaltenskodex (1994)	International Code of Conduct on the Distribution and Use of Pesticides (FAO); London Guidelines for the Exchange of Information of Chemicals in International Trade (UNEP)

**Table 10: International Standards of Reference**

<b>BUSINESS ASSOCIATION CODES (contd.)</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>International standard(s) of reference</b>
Verband Deutscher Zeitschriftenverleger e.V., Verband Deutscher Papierfabriken e.V., and European producers forming CEPIPRINT (18/3/96)	Druckerzeugnisse und Oekologie - Forstwirtschaft und Holzerte	Helsinki Resolutions H1 and H2 (1993)
World Federation of the Sporting Goods Industry (WFSGI)	Code of Best Practice Concerning Child Labor (11/95)	ILO Conventions and Recommendations; UN Convention on the Rights of the Child; UN Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery
<b>PARTNERSHIP OF STAKEHOLDERS CODES</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>International standard(s) of reference</b>
32 private and public entities in Portugal and Spain with an interest in forest products	Iberian Declaration (on the Principles for Sustainable Forest Management)	Guidelines established at the 1993 Helsinki Conference
Accor Group; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	Agreement between the IUF and the Accor Group on Trade Union Rights	ILO Conventions 87, 98, 135
BSN Groupe; International Union Food, Agricultural, Hotel, Catering, Tobacco and Allied Workers' Association (IUF)	IUF/BSN Joint Declaration on Trade Union Rights (25/5/94)	ILO Conventions 87, 98, 135
Clean Clothes Campaign	Code of Labour Practices for the Apparel Industry Including Sportswear (1/97)	ILO Conventions 29,87,98,100,105,111, and 138
Consumers International	A Consumer Charter for Global Business (7/97)	OECD Recommendation of the Council on Bribery in International Business Transactions; UNCTAD Set of Multilaterally Agreed Equitable Principles and Rules for the Control of Restrictive Business Practices; WHO International Code of Marketing of Breast-milk Substitutes, WHO Ethical Criteria for Medical Drug Promotion.
Council on Economic Priorities (CEP)	Social Accountability 8000 (1/1/98)	ILO Conventions 29, 87, 98, 100, 105, 111, 135, 138, 155, 159, 177; ILO Recommendations 146, 164; Universal Declaration on Human Rights; UN Convention on the Rights of the Child
Danish Confederation of Labour	Code of Conduct for Investments Outside Denmark (4/96)	UN Declaration of Human Rights; ILO Tripartite Declaration; ILO Conventions 29,87,98,100,105,111,138; OECD Guidelines for Multinational Enterprises
Ethical Trading Initiative (alliance of companies, NGOs, trade union organizations)	ETI Base Code	UN Declaration of Human Rights, ILO Tripartite Declaration, OECD Guidelines for Multinational Enterprises; UN Convention on the Rights of the Child; ILO Conventions 29,105 & Recom.35; 87, 98, 100,111& Recons. 90, 111; 138 & Recom. 146; and others

**Table 10: International Standards of Reference**

<b>PARTNERSHIP OF STAKEHOLDERS CODES</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>International standard(s) of reference</b>
European Apparel and Textile Organization (EURATEX) and European Trade Union Federation of Textiles, Clothing and Leather (ETUF:TCL)	Charter by the Social Partners in the European Textile and Clothing Sector: Code of Conduct.	Universal Declaration on Human Rights; ILO Conventions 29, 87, 98, 105, 111, 138
Fédération Internationale de Football Association (FIFA); International Confederation of Free Trade Unions (ICFTU); International Textile, Garment and Leather Workers' Federation (ITGLWF); FIET	Code of Labour Practice for Production of Goods Licensed by FIFA	ILO Conventions 29, 100, 138, 87, 98 and 105
IKEA; International Federation of Building and Wood Workers' (IFBWW)	Code of Conduct Regarding the Rights of Workers (25/5/98)	ILO Conventions 29, 105, 100, 111, 87, 98, 135, 143
Interfaith Center on Corporate Responsibility (ICCR), USA; The Ecumenical Council for Corporate Responsibility (ECCR), UK; Taskforce on the Churches and Corporate Responsibility (TCCR), Canada	Principles for Global Corporate Responsibility (revised 1998)	ISO 14000 Code; Universal Declaration of Human Rights, corresponding international covenants adopted by the UNGA, ILO Tripartite Declaration; ILO standards, UN Declaration on Gender Equity, ILO Conventions 29, 87, 98, 100, 105, 111, 122, 138
International Confederation of Free Trade Unions (ICFTA)	The ICFTA/ITS Basic Code of Labor Practice (12/97)	ILO Conventions 29,87,98,100,105,111,135,138; ILO Recommendations 143
Public Services International (with support from environmental groups)	An International Code of Conduct, Sign Up for Clean and Safe Drinking Water and Fair Labor Practices in Water Services (11/97)	Agenda 21 of the Earth Summit (1992) as reference point for sustainable development of water resources; ILO Conventions 87,98,29,105,138
STATOIL; Norsk Olje Petrokjemisk Fagforbund (NOPEF) / International Federation of Chemical, Energy, Mine and General Workers (ICEM)	Codes of Conduct: STATOIL and ICEM (7/7/98)	ILO Conventions 87, 98, 29, 105, 138, 100, 111
<b>INTER-GOVERNMENTAL CODES</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>International standard(s) of reference</b>
International Labor Organisation (ILO)	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (16/11/77) & Addendum (11/87)	ILO Conventions 29, 87, 98, 100, 105, 110, 111, 115, 119, 122, 130, 135, 136, 139, 142, 148, 154-6, 158, 161, 162; ILO Recommendations 35, 69, 90, 92, 94, 110, 111, 114-6, 118, 119, 122, 129, 130, 134, 144, 147, 150, 156, 163-6, 169, 171, 172
United Nations Conference on Environment & Development (UNCED)	Agenda 21, Chapter 30 (14/6/92)	ICC Business Charter on Sustainable Development

**Table 11: Code Adherence Required for Membership/Use of Marks**

<b>CODES OF BUSINESS ASSOCIATIONS</b>	
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
Association of Direct Marketing and Selling at Distance	Ethics Code (28/5/97)
Association of Pulp and Paper Industry (SPPaC)	Ethics Code of SPPaC (17/4/97)
Association Suisse pour l'Aprovisionnement et l'Achat (ASAA)	Principes Ethiques (5/89)
Australian Fruit Juice Industry	Code of Practice and Administration Rules for the Fruit Juice Industry (28/9/95)
British International Freight Association	Code of Conduct for Trading Members
Canadian Chemical Producers' Association	Codes of Practice (Responsible Care)
CONFINDUSTRIA	Ethics Code
Finnish Direct Marketing Association	The Rules of Fair Play
Finnish Direct Marketing Association	The Finnish Direct Selling Industry Code of Conduct towards Direct Sellers, between Direct Sellers, and between Companies
Hellenic Association of Management Consulting Firms	Code of Professional Ethics & Good Practices of Professional Behavior (1993)
Insurance Council of Australia Limited	General Insurance Code of Practice (12/94)
Insurance Council of New Zealand, Inc.	Fair Insurance Code
International Federation of Pharmaceutical Manufacturers Associations (IFPMA)	IFPMA Code of Pharmaceutical Marketing Practices (31/8/94)
International Federation of Purchasing and Materials Management (IFPMM)	The Ethical Code
Internet Industry Association	Internet Industry Code of Practice ("for adoption" version published 12/2/99)*
Nutritional Foods Association of Australia Inc. (NFAA)	NFAA Code of Practice for the Marketing of Health and Nutrition Products
Swiss Society of Pharmacies	Code de déontologie de la SSPh (11/97)
The Banking Association of the Czech Republic	Ethical Banking Code
The Chartered Institute of Purchasing and Supply	CIPS Code of Ethics (26/2/77)
Toys Industries of Europe	Vendor and Subcontractor Code of Conduct

**Table 11: Code Adherence Required for Membership/Use of Marks**

<b>CODES OF PARTNERSHIPS OF STAKEHOLDERS</b>	
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>
Council on Economic Priorities (CEP)	Social Accountability 8000 (1/1/98)
Fédération Internationale de Football Association (FIFA); International Confederation of Free Trade Unions (ICFTU); International Textile, Garment and Leather Workers' Federation (ITGLWF); FIET	Code of Labour Practice for Production of Goods Licensed by FIFA
Jewelers Association of Australia, Australian Retailers Association and constituent State Associations (with assistance of Competition and Consumer Commission and State and Territory Fair Trading Agencies)	Jewelry and Timepieces Industry Code
Union suisse des paysans	Assurance Qualité pour la viande suisse**
US Apparel Industry Partnership	Workplace Code of Conduct (with Principles of Monitoring) (4/97)

Notes: 1 company code mentioned the use of a social label in the future in the context of "social certification" by an independent body.

\* Code subscribers must be members of IIA or affiliated organisations.

\*\* Includes recognition mark.

**Table 12: Reference to Involvement of Third Parties in Code Administration**

COMPANIES		
Sponsor(s)	Title/Date adopted	Third Party Consultation
Charles Veillon SA	Politique préventive de Veillon pour éviter dans ses relations avec ses fournisseurs le travail forcé des enfants (revised 12/97)	Refers to contact with a Swiss expert on child labor able to give advice. Mentions also NGO for reinforced implementation oversight.
Groupe Auchan	Code de Conduite de Auchan	Code states that company will evaluate feasibility of independent external verification. A Commission including NGOs and labor unions is to verify internal/external reporting.
Hennes & Mauritz AB (H&M)	Code of Conduct	Code reserves the right to have independent third party (NGO) of the company's choice inspect factories.
Indiska Magasinet	Codes of Conduct (revised 9/2/98)	Mentions possibility of site inspection by an agreed independent organisation.
KappAhl AB	Code of Conduct	Mentions that monitoring can involve an independent body trusted by all parties.
NBA Properties, Inc.	Licencee and Supplier Code of Conduct	Code lists several third parties (NGO, national business association, inspection firm) which are to assist with administration.
Novo Nordisk	Use of genetically modified microorganisms for production of food enzymes	Mentions that company invites interested stakeholders to visit its manufacturing plants in order to see the control and safety conditions in place.
Ontario Hydro International Inc	Code of Ethics	Provides for consultation with relevant government authorities and communities on potential danger to population.
Pentland Group PLC	Group Human Rights & Environmental Policies (1997)	Asserts that if child labor is discovered, the issue is best dealt with by a programme in cooperation with local employers and child welfare agencies.
Rio Tinto	The Way We Work: Our Statement of Business Practice	Provides for independent review of company's environmental policy.

**Table 12: Reference to Involvement of Third Parties in Code Administration**

<b>BUSINESS ASSOCIATIONS &amp; PARTNERSHIPS OF SHAREHOLDERS</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>Third Party Consultation</b>
32 private and public entities in Portugal and Spain with an interest in forest products	Iberian Declaration (on the Principles for Sustainable Forest Management) (29/1/97)	Declaration refers to collaboration with local communities, public bodies and any interested NGOs for achieving the sustainable management goal for the forests of the Iberian Peninsula.
8 Australian and 6 New Zealand companies producing personal hygiene products	Code of Practice for Environmental Marketing (9/94)	Govt. represented on Management Committee administering and monitoring Code. A Complaints Committee includes environmental or community interest group representatives.
Association of German Automobile Industry(VDA), Association of Automobile Imports (VDIK) and other industry groups	Voluntary self-commitment regarding environmentally-friendly recovery of old automobiles in the framework of the 'Kreislaufwirtschaftsgesetz' (2/3/97)	Govt. is represented on Council reporting on implementation of Code, and Council reports to Government.
Australian Association of Permanent Building Societies	Building Society Code of Practice	The Australian Payments System Council monitors companies' reports. Reserve Bank of Australia and Treasurer of the Commonwealth receive reports on compliance. The review is conducted having regard to the views of interested parties.
Australian Bankers Association	Code of Banking Practice (3/11/93)	The Australian Payments System Council monitors companies' reports. Reserve Bank of Australia and Treasurer of the Commonwealth receive reports on compliance. The review is conducted having regard to the views of interested parties.
Australian Chamber of Manufacturers, Litter & Recycling Research Association, Packaging Council of Australia Inc., Plastics and Chemicals Industries Association Inc.	Environmental Code of Practice for Packaging	The operation and review of the code is administered by a committee including local communities, consumer associations, environmental group as well as business.
Australian Fruit Juice Industry	Code of Practice and Administration Rules for the Fruit Juice Industry(28/9/95)	The Trade Practices Commission Govt. is invited to co-ordinate a review. The industry compliance committee includes government health department, community as well as business representatives.
Australian Pharmaceutical Manufacturers Association Inc. (APMA)	Code of Conduct (1/1/97)	APMA's administrative and monitoring groups include medical profession, patient support groups or consumer groups as well as industry. Department of Health and Family Service (Govt.) has an observer status in administration.
BDI (Federation of German Industry) and others	Updated Declaration of the German industry on preventive measures on climate change (27/3/96); [supercedes Declaration of 1/3/95]	Government is involved in monitoring of self-commitments of some industries that participate (e.g. Kalkindustrie).
Canadian Direct Marketing Association	Code of Ethics and Standards of Practice	Provides for consumer group representation on Committee investigating code-related complaints.

**Table 12: Reference to Involvement of Third Parties in Code Administration**

<b>BUSINESS ASSOCIATIONS &amp; PARTNERSHIPS OF SHAREHOLDERS</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>Third Party Consultation</b>
Canadian Standards Association (CSA)	Model Code for the Protection of Personal Information (3/96)	Representatives from business, university, government and union participated in Code development. Procedure of code development was approved by the Standards Council of Canada.
Committee of Advertising Practice (CAP)	British Codes of Advertising and Sales Promotion	The Advertising Standards Authority, an independent body, investigates complaints relating to the Codes.
Consumer Credit Union	Credit Union Code of Practice	The Australian Payments System Council monitors companies' reports. Reserve Bank of Australia and Treasurer of the Commonwealth receive reports on compliance. The review is conducted by a body authorised by the Government.
Electricity Supply Association of New Zealand	Domestic Contracts: Code of Practice (1/11/97)	Code is administered by the Association in consultation with the member companies and Ministry of Consumer Affairs. The review group is made up with power supply companies and Ministry of Consumer Affairs and customers representatives.
EuropaBio (European Association for BioIndustries)	EuropaBio's Core Ethical Values	An Advisory Group on Ethics (ACE), a group of independent external advisors from different European countries, was created in November 1997 to follow the interpretation, implementation and compliance with the Core Ethical Values and to help EuropaBio and its members to review ethical issues related to biotech.
Industry groups and the Australian Competition and Consumer Commission	Code of Conduct for Film Distribution and Exhibition	Australian Competition and Consumer Commission hears complaints as last resort.
Insurance Council of Australia Limited	General Insurance Code of Practice (12/94)	The law requires authorised general insurers to adopt a code approved by the Insurance and Superannuation Commissioner (Govt.). The implementation and administration of the code is made by the Code Compliance Committee including consumer representatives.
Insurance Council of New Zealand, Inc.	Fair Insurance Code	The code is reviewed in consultation with community and consumer groups including Ministry of Consumer Affairs, the New Zealand Association of Citizen's Advice Bureaus, Consumer Institute, National Council of Women, Insurance and Savings Ombudsman.
Internet Industry Association	Internet Industry Code of Practice ("for adoption" version published 12/2/99)	The chair person of the administrative council is nominated by the Government. The other members include user representative lawyer as well as business. The council conducts review and monitor.
Internet Services Providers Association (ISPA)	Code of Practice (25/1/99)	Code states that ISPA co-operates with the Internet Watch Foundation in its efforts to remove illegal material from Internet sites and newsgroups; subscribers are required to adhere to relevant IWF procedures.

**Table 12: Reference to Involvement of Third Parties in Code Administration**

<b>BUSINESS ASSOCIATIONS &amp; PARTNERSHIPS OF SHAREHOLDERS</b>		
<b>Sponsor(s)</b>	<b>Title/Date adopted</b>	<b>Third Party Consultation</b>
Jewelers Association of Australia, Australian Retailers Association and constituent State Associations (with assistance of Competition and Consumer Commission and State and Territory Fair Trading Agencies)	Jewelry and Timepieces Industry Code	Government participates in creation, monitoring and administration of code.
Nutritional Foods Association of Australia Inc. (NFAA)	NFAA Code of Practice for the Marketing of Health and Nutrition Products	The code is administered by a committee including natural health care professional, consumer group as well as business. Also, there are Govt. observers, including Therapeutic Goods Administration, Australia Food Authority, Competition & Consumer Commission.
Swiss Association of Bankers	Convention relative a l'obligation de diligence des banques (CDB98) (1/7/98)	A commission of oversight includes 5 independent persons. Commission can interpret the convention and also mandates a tribunal for arbitration.
Swiss Society of Chemical Industries (SSIC)	Exportverhaltenskodex (1994)	SSIC submits once a year and upon request to the national authorities statistics on the exports of the chemical covered.
Swiss Society of Chemical Industries (SSIC)	Code de promotion pharmaceutique professional (8/6/95)	Surveillance body includes members outside of pharmaceutical industry. Govt. is the last resort for dispute settlement. In noncompliance cases, company will be notified to national authority in charge of control of medical drugs.
Trade Practices Commission (in consultation and negotiation with oil industry representatives)	Voluntary Code of Practice for Agreements in the Petroleum Industry (Oil Code) (1/89)	Trade Practices Commission is involved in creation and review of code.
WMC Limited & Commonwealth Government	WMC Limited Greenhouse Challenge Co-Operative Agreement and Action Plan (13/10/97)	Company reports greenhouse gas emission figures regularly to the Greenhouse Challenge Office.

Table 13: Examples of Existing Inventories/Surveys

INVENTORIES/SURVEYS	INVENTORIES/SURVEYS	RATIONALE FOR STUDY/ INVENTORY and MAIN FINDINGS	CODE OF CONDUCT GUIDELINES/ MODEL
<p><b>The Institute of Business Ethics (IBE), London</b> <a href="http://www.ibe.org.uk">www.ibe.org.uk</a></p>	<p>1. <b>Applying Codes of Business Ethics</b> (by Simon Webley, 1993): Lists 62 subjects involving business ethics and surveys 75 UK-based companies that <i>have codes of business ethics</i>. Includes detailed descriptions by 5 companies (NatWest Group, Esso UK, BT, ARCO Chemical Europe, Columbia Metals) of their use of codes and why they consider it important to have them.</p>	<p><i>Rationale:</i> To learn more about UK-based companies' experiences of applying codes of business ethics. <i>Findings:</i> The existence of a code of ethics is used by many companies for disciplinary purposes as well as guidance for employees. There appears to be considerable ambiguity in the area of code implementation.</p>	<p>Sets out 12 steps in effective code implementation.</p>
	<p>2. <b>Report on Business Ethics Codes</b> (1998 and earlier years): Reports on corporate practice in UK regarding <i>ethical behaviour</i>.</p>	<p><i>Findings:</i> 57.2% of the largest UK based companies have a code of business ethics or prepare one. This is up from 47% in 1995 and 18% in 1987.</p>	<p>No</p>
<p><b>International Centre for Human Rights and Democratic Development, Montreal</b> <a href="http://www.ichrdd.ca">http://www.ichrdd.ca</a></p>	<p><b>Commerce with Conscience?</b> (by Craig Forcese, 1997): Examines corporate codes of conducts in a US/Canadian perspective. Contains a survey on the prevalence and content of codes of conduct employed by the largest Canadian companies doing business abroad. Focus is on <i>human rights</i> issues.</p>	<p><i>Rationale:</i> To evaluate the responsibilities of Canadian corporations and their operations as they relate to human rights. <i>Findings:</i> The majority of large Canadian firms operating abroad do not have codes referencing to the most basic human rights standards. Most codes lack independent monitoring requirements, viewed as essential. Notes reluctance to make codes public.</p>	<p>No</p>
<p><b>Patrick E. Murphy, University of Notre Dame, Indiana, United States</b> <a href="http://www.nd.edu/~cba/Faculty/murphy.html">http://www.nd.edu/~cba/Faculty/murphy.html</a></p>	<p><b>Eighty Exemplary Ethics Statements</b> (Indiana: University of Notre Dame Press, 1998): Contains a collection of eighty "ethics statements" (corporate credos, value statements and codes of ethics/conduct) which the author believes are worth holding up as examples for others to follow. The statements come from firms located in different countries and industries. Commentaries accompanying each statement draw attention to the strongest features of the document.</p>	<p><i>Rationale:</i> To illustrate various approaches to formulating high-quality ethics statements, and more generally to promote greater attention to corporate ethics. <i>Findings:</i> Establishing a set of formal written principles is an essential step to promoting ethical business conduct. Such a statement can take many forms; their exact format is much less important than that they exist and that the firm's employees are encouraged to follow them.</p>	<p>No</p>

INVENTORIES/SURVEYS	RATIONALE FOR STUDY/ INVENTORY and MAIN FINDINGS	CODE OF CONDUCT GUIDELINES/ MODEL
<p><b>World Business Council for Sustainable Development, Geneva</b> <a href="http://www.wbcsd.ch">http://www.wbcsd.ch</a></p>	<p><b>Research programme on “Corporate Social Responsibility”</b> (ongoing): Includes, inter alia, an inventory of organisations that work on the issue of corporate social responsibility and their activities, codes and efforts in this area. Part of this research analyses <i>primary values/core issues</i> are common to the codes/principles documents of 16 organisations (including OECD, ILO, UN).</p>	No
<p><b>Council on Economic Priorities, New York &amp; London</b> <a href="http://www.2.realaudio.comCEP/home.html">http://www.2.realaudio.comCEP/home.html</a></p>	<p>1. <b>SCREEN: CEP’s International Social Responsibility Research Service</b> (March 1, 1998): Surveys 360 US companies in about 40 industries assessing their <i>sourcing guidelines for labour rights</i>. Based on the language used in the codes or guidelines, assigns a grade for codes’ thoroughness.</p> <p>2. Publishes and updates a list of a) companies which have <i>sourcing guidelines for labour rights</i> and b) companies without such guidelines on its <b>website</b> (<a href="http://www.2.realaudio.comCEP/home.html">www.2.realaudio.comCEP/home.html</a>).</p>	No

	INVENTORIES/SURVEYS	RATIONALE FOR STUDY/ INVENTORY and MAIN FINDINGS	CODE OF CONDUCT GUIDELINES/ MODEL
<p><b>Bureau of International Labour Affairs, US Department of Labour, Washington, DC</b></p> <p><a href="http://www.dol.gov">http://www.dol.gov</a></p>	<p>1. <b>The Apparel Industry and Codes of Conduct: A Solution to the International Child Labour Problem?</b> (1996): Surveys how 48 large US apparel importers are applying codes/guidelines which prohibit the use of <i>child labour</i> in production. Research involved site visits and a questionnaire on import sourcing and child labour policies.</p>	<p><b>Rationale:</b> To review the extent to which US apparel importers have established and are implementing codes of conduct or other business guidelines prohibiting the use of child labour in the production of clothing they sell. Report was mandated by the US Congress. <b>Findings:</b> Codes of conduct are increasingly common in the US apparel industry, with 36 of the 42 US companies responding to the survey indicating that they have adopted a policy specifically prohibiting the use of child labour. Such policies take different forms, and standards used to define child labour vary significantly from company to company. Codes of conduct can be a positive factor; companies are recommended to consider certain additional voluntary steps (e.g., adopt more standardised codes, implement further measures to monitor subcontractors and homeworkers, a more active role in monitoring/implementation by retailers).</p>	No
	<p>2. <b>By the Sweat &amp; Toil of Children</b> (Vol. IV, 1997): Reports primarily on <i>child labour consumer labels</i> but describes also other efforts--including codes of conduct--initiated by businesses in 4 sectors: hand-knotted carpets, leather footwear, soccer balls, and tea. Research involved hearings, site visits and a survey of 49 US importers and retailers. 9 programmes are described in detail.</p>	<p><b>Rationale:</b> To review the development and use in certain industries of consumer labelling initiatives and some other mechanisms initiated by companies, NGOs and other groups to eliminate the use of child labour. Report was mandated by the US Congress. <b>Findings:</b> Child labour labelling programs exist in all sectors surveyed. But they are recent and definite date on costs and benefits as well as consumer demand are not available. Labels vary significantly in meaning and scope. Labelling can have positive effects but US companies should consider additional voluntary steps to increase the effectiveness of voluntary labelling programs to eliminate child labour.</p>	No
<p><b>European Commission (Directorate General III), Brussels</b></p> <p><a href="http://europa.eu.int/comm/dg03/index_en.htm">http://europa.eu.int/comm/dg03/index_en.htm</a></p>	<p><b>Study on Voluntary Agreements Concluded Between Industry and Public Authorities in the Field of the Environment</b> (1997): Provides an overview of EU Members' experiences with voluntary agreements (VAs) in the field of <i>environment</i>. Inventories 305 VAs and surveys 137.</p>	<p><b>Rationale:</b> European Commission requested the study to learn about Member State experiences with voluntary agreements. <b>Findings:</b> There has been a major increase in VAs in the EU since the beginning of the 1990s. The survey raises certain concerns related to credibility, legal form and conflict with competition rules, and suggests further work.</p>	No

INVENTORIES/SURVEYS	RATIONALE FOR STUDY/ INVENTORY and MAIN FINDINGS	CODE OF CONDUCT GUIDELINES/ MODEL	
Centre d'Economie Industrielle (CERNA), Paris	<p><b>Les engagements volontaires de l'industrie dans le domaine de l'environnement: nature et diversité</b> (by Peter Börkey &amp; Matthieu Glachant, June 1997): Based on 13 case studies in six countries, describes the experience with <i>voluntary corporate environmental commitments</i> in the United States and Europe.</p>	<p><b>Rationale:</b> Commissioned by ADEME and the French Ministry of the Environment, the study examines how and why voluntary corporate commitments come about and how they compare to traditional instruments of environmental policy. <b>Findings:</b> Companies tend to adopt voluntary commitments because they wish to avoid regulatory action; other motives play a less important role. Concerning the advantages and disadvantages of voluntary commitments relative to other instruments of environmental policy, attention is drawn to the phenomenon of "regulatory capture", the observed absence of formal sanctions in many cases and certain allocated inefficiencies.</p>	No
Maurica Lefebvre and Jan B. Singh	<p><b>The Content and Focus of Canadian Corporate Codes of Ethics</b> (Journal of Business Ethics, Vol. 11, No. 10, 1992, pp. 799-808): Examines how many of the top (Financial Post 500) Canadian companies have established <i>codes of ethics</i>, what issues are addressed in the codes and the similarities/differences which exist among these documents.</p>	<p><b>Rationale:</b> To determine what proportion of companies have established ethical policy statements and to investigate the contents and focus of these codes. <b>Findings:</b> Contents analysis of 75 codes of ethics obtained in the survey revealed that a third of the responding firms had rather well-developed codes. These addressed issues pertaining to conduct against the firm (conflict of interest, integrity of books and records) to a greater extent and more frequently than issues concerning conduct on behalf of the firm (such as product safety, product quality, relations with consumers, environmental affairs). Very few firms cite laws or public authorities that regulate business practices. Almost 75% of the policy statements specify enforcement/compliance procedures; these most often refer to internal ones and to dismissal as penalty for illegal behaviour.</p>	No
Netherlands Christian Federation of Employers (NCW), The Hague	<p><b>Business Ethics and Company Codes in the Netherlands</b> (translated from Dutch study originally published in 1991): Based on an analysis of the content of 22 codes (such as GM, Shell, IBM, Van Leer, V&amp;D), describes the nature of business ethics and the possible subjects that a code may address. (The original Dutch brochure contains some 20 pages of examples of statements and rules on specific themes from codes researched in 1990.)</p>	<p><b>Rationale:</b> To help readers with their thinking about the advisability of a business code in their own company. <b>Findings:</b> In the Netherlands only few companies (22 out of the largest 100) seem to apply a business code. Larger companies have codes more often than smaller companies.</p>	No

	INVENTORIES/SURVEYS	RATIONALE FOR STUDY/ INVENTORY and MAIN FINDINGS	CODE OF CONDUCT GUIDELINES/ MODEL
<p><b>Investor Responsibility Research Center, Washington, DC</b>  <a href="http://www.irrc.org/">http://www.irrc.org/</a></p>	<p><b>The Sweatshop Quandary: Corporate Responsibility on the Global Frontier</b> (Pamela Varley (ed.), 1998): Reports, inter alia, the results of a survey of S&amp;P 500 companies and 80 major retailers in 1996 for codes of conduct or policy governing labour standards for company operations in developing countries or sourcing relationships with independent suppliers. Analyses 46 codes specifically designed to address <i>labour issues in developing countries (i.e. child or forced labour)</i>. Includes the texts of the 46 codes. Describes two efforts (White House Apparel Industry Partnership, SA8000) aimed at developing a universal code.</p> <p>Publishes on its <b>website (<a href="http://www.irrc.org/">http://www.irrc.org/</a>)</b> profiles of the above mentioned 46 codes of conduct.</p>	<p><b>Rationale:</b> To place the debate about corporate social responsibility in business relationships with the developing world in context and consolidate and clarify information about the anti-sweatshop movement, the types of difficulties that exist for workers and managers of third world export factories, the way the issue appears to different players in developing countries, and the way corporations have attempted to address the question so far. The last question is researched through a “Developing Country Labour Standards Survey”. <b>Findings:</b> Although all 46 codes include policies for child or forced labour, the content and tenor of these codes vary widely otherwise. Checked against a master list of 12 topics related to work conditions, some topics appear more frequently than others. The codes also vary in terms of the standards they set, the specificity of their language, the strength of their commitments and the way they assign responsibility for assuring compliance with the standards. The lack of consistency is attributed to a lack of consensus about what constitutes an adequate labour program. Implementation is more difficult than code development.</p>	No
<p><b>The Prince of Wales Business Leaders Forum, London, together with the World Bank and the United Nations Development Program</b>  <a href="http://pwblf.org.uk">http://pwblf.org.uk</a></p>	<p><b>Creating the Enabling Environment</b> (forthcoming): Includes an inventory that profiles 15 <i>codes of conducts, standards and guidelines on stakeholder accountability</i> (including CERES, Caux Roundtable Principles, Eco-Management and Audit Scheme (EMAS), Ethical Trading Initiative, Forest Stewardship Council, ICC Charter for Sustainable Development).</p>	<p><b>Rationale:</b> To create easy reference profiles of the growing benchmarking guideline, codes of conduct, standards and measurement methodologies that underpins the corporate management of social, ethical and environmental risks. <b>Findings:</b> For each tool, succinctly describes purpose, development, key characteristics, implementation, measurement and monitoring, critical success factors, and contact details.</p>	No

## INVENTORIES/SURVEYS

RATIONALE FOR STUDY/ INVENTORY and  
MAIN FINDINGSCODE OF CONDUCT  
GUIDELINES/  
MODEL

International Labour Organisation (ILO),  
Geneva

<http://www.ilo.org>

1. **Business Ethics in the Textile, Clothing and Footwear (TCF) Industries: Codes of Conduct** (by Jean-Paul Sajhau, 1997): Compares the content of codes of 10 US enterprises in the TCF sectors, with focus on their reference to fundamental ILO standards *on human rights at work* and the method of application.

**Rationale:** To analyse ethical codes or codes of practice regulating the internal relations of enterprises and their relations with their trading partners, and in particular subcontractors, in the TCF sectors, where global integration began several decades ago. **Findings:** Most codes refer in some way to fundamental ILO standards for human rights at work, in their relations with external trading partners to the respect of national legislation, and to the need to monitor the practices of local enterprises. The codes also contain various application principles which, in relations with external trading partners, involve the technical departments responsible for purchasing and the quality control of suppliers and subcontractors. External auditing is rare.

Outlines key components of a 'standard code of conduct' that could be adapted to companies' particular circumstances

2. **Labelling Child Labour Products: A Preliminary Study** (by Janet Hilowitz, 1997): Describes, compares and reviews the effect of 6 voluntary social labelling initiatives (Rugmark, Kaleen, Care & Fair, STEP, DIP, Abrinq) with respect to *child labour*.

**Rationale:** To follow up on discussions in 1996 in the ILO Governing Body and at the International Labour Conference, where the possible role of voluntary labelling programmes in supporting efforts aimed at eliminating child labour was given considerable attention. **Findings:** Some working children in some countries have through some of the initiatives been removed from work and/or experienced improvements in their working lives, but it is too early to reach any conclusive judgements about voluntary social labelling that target child labour.

No