

## United Nations Global Compact content index

This report serves as D TTL’s Communication on Progress to the United Nations Global Compact for 2011-2012. The table below contains information or references to material in the report that addresses the Global Compact principles.

UN Global Compact Principle	Disclosure	GRI Indicator
<b>HUMAN RIGHTS</b>		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	<p>As a network, Deloitte recognizes that it has a responsibility to uphold human rights both in the workplace and more broadly within its sphere of influence. Deloitte not only works to address human rights issues within its communities, but also seeks to respond to some of the urgent human rights challenges of our world in a manner commensurate with its ability to effect change within and across regions and borders.</p> <p>In Deloitte’s workplaces, human rights typically take the form of non-discrimination and diversity in personnel practices, privacy, professional development, and work-life balance. Deloitte values differences—in thought, style, culture, ethnicity and Deloitte has embedded concern for human rights in its core values, as a means of integrating respect for one another in the organization’s culture worldwide. Recruiting and retention activities reflect a desire to hire professionals who share Deloitte’s values and commitment to responsible business. Deloitte protects human rights in the community through contributions to poverty alleviation and increasing levels of education. Deloitte people also contribute to the public debate on issues related to human rights. In moments of crisis, Deloitte and other businesses have an important role to play in responding and helping to protect, maintain, and rebuild the communities where they operate. Deloitte endeavors to make a positive, lasting impact on the humanitarian sector by using the core business skills of Deloitte people to enhance the humanitarian system’s preparedness to respond to crises.</p> <p>D TTL and its member firms take seriously their duty to keep their people safe, especially during times of crisis or when client needs may take them to higher-risk locations. The Global Security Office continues to help Deloitte member firms improve their crisis management and security programs. A first-ever global crisis-simulation exercise was held to identify gaps in member firm crisis plans. Thirty member firm countries have now implemented D TTL’s Travel Tracking system, which is used to rapidly account for Deloitte travelers during emergencies.</p> <p>See also the “Talent &amp; Opportunity” section of this report for a description of Deloitte’s approach to diversity and inclusion, and the “ Metrics” section for measures of Deloitte’s workforce diversity.</p>	LA4, LA8, LA13, HR5, HR6, HR7, SO5, PR2, PR8
Principle 2: make sure that they are not complicit in human rights abuses.		HR5, HR6, HR7, SO5

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<b>LABOR STANDARDS</b>		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Deloitte’s Shared Values and Ethical Principles prescribe that all interaction between Deloitte and its people, as well as interaction among Deloitte people, must be characterized by integrity, trust, and mutual respect. Listening to its people allows Deloitte to prioritize their interests and concerns, and address them with appropriate communications, policies, programs, and member firm services. This year, in-depth stakeholder analysis was conducted with Deloitte people. Deloitte surveyed its people from different regions, levels, functions, and tenures about the organization’s priorities. Survey respondents had to make trade-offs among multiple priorities—as executives do when setting strategies—and this helped Deloitte assess their relative importance.</p> <p>Deloitte’s Shared Values and Ethical Principles also include non-discrimination and inclusion as integral parts of the way the network functions. While DTTL and its member firms are united by this vision of inclusion, DTTL respectfully recognizes that implementation of related programs will be shaped by member firms and their local and national cultures. Where appropriate, Deloitte also addresses non-discrimination and inclusion in the community. Member firm learning development programs help people develop the skills necessary to work cross-culturally. Further details on the DTTL Global Ethics Program are in the “Ethics” section of this report.</p> <p>See also the “Talent &amp; Opportunity” section of this report for a description of Deloitte’s approach to diversity and inclusion, and the “ Metrics” section for measures of Deloitte’s workforce diversity.</p>	LA4, HR5, SO5
Principle 4: the elimination of all forms of forced and compulsory labour;		HR7, SO5
Principle 5: the effective abolition of child labour; and		HR6, SO5
Principle 6: the elimination of discrimination in respect of employment and occupation.		EC7, LA2, LA13, SO5

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<b>ENVIRONMENT</b>		
Principle 7: Businesses should support a precautionary approach to environmental challenges;	<p>Deloitte is committed to lessening the environmental impacts of its business operations, which this year delivered:</p> <ul style="list-style-type: none"> <li>• A more than 50% increase in the number of member firms reporting on environmental sustainability and societal impact</li> <li>• Global responses to the Carbon Disclosure Project’s Investor and Supplier questionnaires</li> <li>• New internal platforms for sharing sustainability management practices</li> </ul> <p>In September 2011, Deloitte United States joined an effort, organized by the UN Global Compact’s CEO Water Mandate, to create the Water Action Hub. This online platform connects companies with NGOs and governments to facilitate the creation and implementation of water conservation projects.</p> <p>Please see the “Environmental sustainability” section of this report for information on Deloitte’s initiatives to manage its environmental performance and the “Water stewardship” section for information on how Deloitte member firms are helping their clients adopt sustainable business practices.</p> <p>See also DTTL’s submission to the Carbon Disclosure Project at <a href="http://www.cdproject.net">www.cdproject.net</a></p>	EC2, EN18, SO5
Principle 8: undertake initiatives to promote greater environmental responsibility; and		EN1, EN2, EN3, EN4, EN16, EN17, EN18, EN20, EN28, EN29, SO5, PR4
Principle 9: encourage the development and diffusion of environmentally friendly technologies.		EN2, EN18, SO5

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<b>ANTI-CORRUPTION</b>		
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Deloitte maintains a steadfast commitment to quality and risk management, which supports the member firms' abilities to serve the public interest and deliver services that consistently meet high standards. DTTL revised existing policies on potential conflicts of interest, for reissuance during FY2013, and its policies on compliance with the Foreign Corrupt Practices Act. Additional plans are underway to revise and reissue other policies, including portfolio review and external communications. DTTL also launched an online learning course about prevention of insider trading.</p> <p>During FY2012, DTTL Ethics added new messaging and learning platforms to its strategy, with the goal of making discussion about ethics an integral part of professional life at Deloitte.</p> <p>DTTL Ethics worked with audit leadership to develop guidelines supporting the addition of ethics criteria to remuneration and performance evaluation processes for member firms' audit partners. DTTL also established a requirement that all member firm people annually confirm their compliance with member firm anti-corruption policies.</p> <p>DTTL Ethics created an online course focused on ethical sensitivity, judgment, and decision-making skills, which more than 20 member firms launched or began customizing. The annual global ethics survey, which measures awareness and effectiveness of member firm ethics programs, was implemented by 38 member firms.</p> <p>DTTL has adopted a global anti-corruption policy that addresses matters such as bribery, facilitation payments, political and charitable contributions, and gifts and entertainment. This policy was supported with guidance to member firms on conducting corruption risk assessment and third-party due diligence. Please see the "Ethics" section of this report for additional information on Deloitte's commitment to combating corruption.</p>	<p>SO5</p>