

UN Global Compact Navigator

This progress assessment represents our judgment of how the principles of the UN Global Compact have been progressed through our policy and actions during the year. Refer to the items highlighted below for the particular document or a more detailed description of our performance in relation to the related UN Global Compact principle. Please contact the Company if you would like further information in relation to this assessment.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights		
BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
Sustainable Development Policy (PDF 28KB)	HSEC Targets Scorecard. No transgressions within the Group's activities of the principles embodied within the UN Universal Declaration of Human Rights were identified.	HR 1
Guide to Business Conduct	Management Systems Review. Our Sustainable Development Policy and HSEC Management Standards continue to support and respect human rights.	HR 2
HSEC Management Standards (PDF 184KB)	Audit and Self Assessment. Thirty-two HSEC audits were conducted against the revised HSEC Management Standards during the reporting period.	HR 3
HSEC Management Standard 8	Human Rights. Human Rights Self-Assessment - implementation, thirty-six sites completed the self-assessment this year.	HR 8
UN Universal Declaration of Human Rights	Business Conduct. The Guide to Business Conduct provides employees and contractors with direction and advice on carrying out business and interacting with governments, communities and business partners.	SO1
US-UK Voluntary Principles on Security and Human Rights		
World Bank Operational Directive on Involuntary Resettlement	Case Studies. The selection of case studies illustrates how we have progressed with regards to upholding fundamental human rights across the areas of health, safety, environment, community and socio-economics. Read more about our case studies on human rights training, HIV/AIDS, provision of drinking water pumps and more.	
Principle 2: Businesses should make sure their own corporations are not complicit in human rights abuses		
BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
Sustainable Development Policy (PDF 28KB)	HSEC Targets Scorecard. No transgressions within the Group's activities of the principles embodied within the UN Universal Declaration of Human Rights were identified.	HR 1
Guide to Business Conduct	Management Systems Review. Our Sustainable Development Policy and HSEC Management Standards continue to support and respect human rights.	HR 2
HSEC Management Standards (PDF 184KB)	Audit and Self Assessment. Thirty-two HSEC audits were conducted against the revised HSEC Management Standards during the reporting period.	HR 3
HSEC Management Standard 8	Human Rights. Human Rights Self-Assessment - implementation, thirty-six sites completed the self-assessment this year.	HR 8
Human Rights Self-Assessment Toolkit	Business Conduct. The Guide to Business Conduct provides employees and contractors with direction and advice on carrying out business and interacting with governments, communities and business partners.	SO1
UN Universal Declaration of Human Rights		
US-UK Voluntary Principles on Security and Human Rights	Case Studies. The selection of case studies illustrates how we have progressed with regards to upholding fundamental human rights across the areas of health, safety, environment, community and socio-economics. Read more about our case studies on human rights training, HIV/AIDS, provision of drinking water pumps and more.	
World Bank Operational Directive on Involuntary Resettlement		

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
<p>Sustainable Development Policy (PDF 28KB)</p> <p>Human Resources Strategy and Standards</p> <p>Guide to Business Conduct</p> <p>Letter to UN Secretary General from Chip Goodyear (December 2003)</p>	<p>Employee Relations. Employee relations arrangements at individual workplaces are required to respect local legislative requirements and other local standards and circumstances. All employees are free to join trade unions.</p> <p>Freedom of Association. Across our locations we have a mix of collective and individually regulated employment arrangements and Common Law contracts. While collective bargaining is not universally practiced across our operations, this does not affect the rights of employees to choose to belong to trade unions. Prospective employees are made aware of employment arrangements prior to joining the Company. 49 per cent of the workforce was covered by collective bargaining agreements at operated sites and offices.</p> <p>Remuneration. All Company employees earned greater than the stipulated minimum wage in the countries in which they worked.</p>	<p>HR 5</p> <p>LA 4</p> <p>LA 5</p> <p>LA 9</p>

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
<p>Sustainable Development Policy (PDF 28KB)</p> <p>Guide to Business Conduct</p> <p>UN Universal Declaration of Human Rights</p>	<p>Child and Forced Labour. We exclude the use of child labour and prohibit forced labour at our operations.</p> <p>Remuneration. All Company employees earned greater than the stipulated minimum wage in the countries in which they worked.</p>	<p>HR 7</p>

Principle 5: Businesses should uphold the effective abolition of child labour.

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
<p>Sustainable Development Policy (PDF 28KB)</p> <p>Guide to Business Conduct</p> <p>UN Universal Declaration of Human Rights</p>	<p>Child and Forced Labour. We exclude the use of child and forced labour at our operations.</p>	<p>HR 6</p>

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
<p>Sustainable Development Policy (PDF 28KB)</p> <p>Employment Principles</p> <p>Guide to Business Conduct</p> <p>UN Universal Declaration of Human Rights</p>	<p>Employee Profile. In 2007 we employed approximately 39,000 employees and 59,000 contractors around the world. See our chart on Employee Numbers by Region.</p> <p>Diversity. Approximately 14% of full-time employees at operated sites and offices were women.</p> <p>Employment Equity in South Africa. To address historical issues in South Africa, which resulted in the majority of South Africans being excluded from participating in the mainstream economy, BHP Billiton South Africa adopted an empowerment strategy of change. In 2007 we exceeded our target of 40 per cent representation by designated groups in middle and senior management roles.</p> <p>Indigenous Employment and Training. We recognise indigenous employment and training as an important issue and, as has been reported in previous years, undertake a number of initiatives in this regard. Read more about our case studies on Indigenous employment and Black Economic Empowerment.</p>	<p>HR 4</p> <p>LA 13</p> <p>LA 14</p>

Principle 7: Businesses should support a precautionary approach to environmental challenges.

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
Sustainable Development Policy (PDF 28KB)	HSEC Targets Scorecard. Risk registers are in place at 100% of required sites, businesses and Corporate offices.	4.8
HSEC Management Standards (PDF 184KB)	Environment. Our approach to environmental management is incorporated in our Charter, which states that we have an overriding commitment to health, safety, environmental responsibility and sustainable development.	4.11
HSEC Management Standard 3	Key Management Processes. The Company has a Risk Management Policy and uses a common framework across all operations and functions to identify, assess and monitor risks. This includes business and HSEC risks and includes risks associated with projects and investment opportunities.	
Risk Management Policy		

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
Sustainable Development Policy (PDF 28KB)	HSEC Targets Scorecard.	1.1
HSEC Management Standards (PDF 184KB)	<ul style="list-style-type: none"> No Level 3 environmental incidents. 100 per cent of required self-assessments were completed at operating sites. 100 per cent of required self-assessments were completed at operating sites. 96 per cent of sites requiring ISO 14001 are certified or have been recommended for certification by their ISO auditor 	4.8 4.11
HSEC Management Standard 5	Energy conservation plans are in place at 95 per cent of required sites and at eight sites that were below the emissions threshold.	EN2
HSEC Management Standard 12	Greenhouse gas management programs are in place at 95 per cent of required sites and at nine sites that were below the emissions threshold.	EN5
	Water management plans are in place at 95 per cent of required sites and at 25 sites that were below the usage threshold.	EN6
	Waste minimisation programs are in place at 98 per cent of required sites and at seven sites that were not required to meet this target.	EN7
	Land management plans are in place at 98 per cent of required sites and at 16 sites that were not required to meet this target.	EN10
	Life cycle assessments (ISO14043 compliant) have been completed for all our major commodities.	EN14 EN18
	Environmental Management Systems. During the reporting period we continued to strengthen environmental management systems across our operations.	EN26 EN27
	Closure. In 2007 we continued to progress implementation of the Company-wide Closure Standard.	EN30
	Climate Change. We are working on activities related to climate change risks and opportunities in a number of ways.	
	Biodiversity. Over the reporting period we progressed a number of initiatives including biodiversity plans at some sites and biodiversity-related research and development.	
	Environment Case Studies	

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
Sustainable Development Policy (PDF 28KB)	HSEC Targets Scorecard.	EN6
HSEC Management Standards (PDF 184KB)	<ul style="list-style-type: none"> ● Energy conservation plans are in place at 95 per cent of required sites and at eight sites that were below the emissions threshold. 	EN14
HSEC Management Standard 9	<ul style="list-style-type: none"> ● Greenhouse gas management programs are in place at 95 per cent of required sites and at nine sites that were below the emissions threshold. 	EN25
HSEC Management Standard 12	<ul style="list-style-type: none"> ● Water management plans are in place at 95 per cent of required sites and at 25 sites that were below the usage threshold. 	EN26
	<ul style="list-style-type: none"> ● Waste minimisation programs are in place at 98 per cent of required sites and at seven sites that were not required to meet this target. 	
	<ul style="list-style-type: none"> ● Land management plans are in place at 98 per cent of required sites and at 16 sites that were not required to meet this target. 	
	<ul style="list-style-type: none"> ● Life cycle assessments (ISO14043 compliant) have been completed for all our major commodities. 	
	<ul style="list-style-type: none"> ● Water management plans are in place at 95 per cent of required sites and at 25 sites that were below the usage threshold. 	
	<ul style="list-style-type: none"> ● Waste minimisation programs are in place at 98 per cent of required sites and at seven sites that were not required to meet this target. 	
	<ul style="list-style-type: none"> ● Land management plans are in place at 98 per cent of required sites and at 16 sites that were not required to meet this target. 	
	<ul style="list-style-type: none"> ● Life cycle assessments (ISO14043 compliant) have been completed for all our major commodities. 	
	<p>Stewardship. Over the past year we continued to refine our stewardship approach and work with our commodity customers.</p>	
	<p>Environmental Spending. Over the reporting period environmental expenditure for the Group totalled US\$288 million.</p>	
	<p>Climate Change. We are working on various activities related to climate change, including the development of environmentally friendly technologies such as alternative fuels.</p>	
	<p>Environment Case Studies. Read our case study on biofuels.</p>	

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.

BHP Billiton Policies, systems and commitments	BHP Billiton actions and performance as referenced in 2007 Sustainability Report	GRI Indicator Reference
Sustainable Development Policy (PDF 28KB)	Business Conduct. The Guide to Business Conduct provides employees and contractors with direction and advice on carrying out business and interacting with governments, communities and business partners.	S02
Guide to Business Conduct		S03
HSEC Management Standards (PDF 184KB)	Stewardship. Over the past year we continued to refine our stewardship approach and work with our commodity customers.	S04
HSEC Management Standard 8	Economic Contributions. Our economic contribution to society includes the value that flows from the broader contributions of our operations, such as payments to our employees and suppliers and disbursements to governments, including taxes and royalties.	S05
		S06
	Our Stakeholders ► Governments BHP Billiton respects the authority of host governments. Our operations are required to work within relevant legislative frameworks at the international, national and local levels. We seek to have an open and constructive relationship with governments and regularly share information and opinions on issues that affect the Company.	S07
		S08
	The Company maintains a position of impartiality with respect to party politics. Accordingly, we do not contribute funds to any political party, politician or candidate for public office in any country .	
	Value Add. Refer to our table on Expenditure by Region for disclosure of regional tax payments.	