



This report serves as the Communication on Progress to the United Nations Global Compact for Deloitte Global covering 2020–2021.

While Deloitte Global is the signatory of the United Nations Global Compact, this report and the responses below include the activities of Deloitte Global and its network of member firms. The table below contains information or references to material in the [2021 Deloitte Global Impact Report](#) (“Global Report”) that addresses the UN Global Compact principles.

UN Global Compact Principle	Disclosure	GRI Topics and Disclosures
<b>Human rights</b>		
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<p>Part of Deloitte’s purpose is to contribute to society, building confidence and trust, upholding integrity, and supporting the community. Deloitte recognizes that it has a responsibility to uphold human rights both in the workplace and more broadly within its sphere of influence. Deloitte has formally outlined the responsible business principles we believe in and the commitments Deloitte has made via a <a href="#">Responsible Business Practices</a> statement. This statement serves to align decision-making and activities across Deloitte and addresses a number of areas including human rights. In Deloitte workplaces, human rights typically take the form of non-discrimination and diversity in personnel practices, privacy, professional development, and work-life balance.</p> <p>Our <a href="#">Global Principles of Business Conduct (“Global Code”)</a> outline Deloitte’s ethical commitments and expectations for approximately 345,000 Deloitte professionals globally, giving the organization a strong foundation built upon indelible principles. Elements of the Global Code directly address human rights and treatment of our professionals including the following:</p> <ul style="list-style-type: none"> <li>• We support efforts to drive sustainable development, and we respect human rights standards.</li> <li>• We foster a culture and working environment where our professionals treat each other with respect, courtesy, and fairness, promoting equal opportunity for all.</li> <li>• We do not tolerate harassment or unfair discrimination in our working environments.</li> <li>• We understand the broader impact that our work has on society, our professionals, and our clients, and we conduct business with those interests in mind.</li> </ul> <p>Please see below resources for more details about human rights:</p> <ul style="list-style-type: none"> <li>• <a href="#">Global Principles of Business Conduct</a></li> <li>• <a href="#">Ethics</a></li> <li>• <a href="#">Respect, Inclusion and Diversity</a></li> </ul>	<ul style="list-style-type: none"> <li>• Human Rights Assessment: 103-1, 103-2, 103-3, 412-2</li> <li>• Diversity and equal opportunity: 103-1, 103-2, 103-3, 405-1, 405-2</li> <li>• Non-discrimination: 103-1, 103-2, 103-3, 406-1</li> <li>• Supplier social assessment: 103-1, 103-2, 103-3, 414-1</li> <li>• Occupational Health and Safety: 103-1, 103-2, 103-3, 403-6, 403-9</li> <li>• Customer privacy: 103-1, 103-2, 103-3, 418-1</li> </ul>

## UN Global Compact Principle

## Disclosure

## GRI Topics and Disclosures

### Labor standards

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

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

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As described above, the Global Code outlines our ethical commitments as an organization and expectations across the Deloitte organization. Global Code elements directly address labor principles through a number of provisions including the following:

#### **Respect, diversity and fair treatment**

- We foster a culture and working environment where our people treat each other with respect, courtesy, and fairness, promoting equal opportunity for all.
- We encourage and value a diverse mix of people, view-points, talents, and experiences.
- We create inclusive working environments that not only address individual needs, but allow our people to utilize their unique strengths.
- We do not tolerate harassment or unfair discrimination in our working environments.

#### **Professional development and support**

- We invest in our people to develop the professional knowledge and skills necessary for them to effectively perform their roles.
- We help our people reach their potential through investments in personal and professional development and support programs.
- We provide a safe work environment for our people and expect our clients to do the same

#### **Responsible supply chain**

As a leading professional services provider, Deloitte's responsible supply chain actions are an opportunity to make an impact that matters. Deloitte maintains a [Supplier Code of Conduct](#) ("Supplier Code") that outlines our expectations of Suppliers and is aligned with the UN Global Compact Principles. In FY2021, social assessment questions were included in vendor proposals submitted to Deloitte Global's procurement organization. Suppliers completing that proposal template are requested to answer questions about policies and processes. This includes questions about labor standards.

Please see below resources for more details about labor standards:

- [Respect, Inclusion and Diversity](#)
- [Ethics](#)

- Non-discrimination: 103-1, 103-2, 103-3, 406-1
- Training and education: 103-1, 103-2, 103-3, 404-2, 404-3
- Supplier social assessment: 103-1, 103-2, 103-3, 414-1

UN Global Compact Principle	Disclosure	GRI Topics and Disclosures
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<b>Environment</b>		
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<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p>	<p>Deloitte has formally outlined the responsible business principles we believe in and the commitments Deloitte has made via a Responsible Business Practices statement. This statement serves to align decision-making and activities across Deloitte and addresses a number of areas, including the environment.</p>	<ul style="list-style-type: none"> <li>• Materials: 103-1, 103-2, 103-3, 301-1, 301-2</li> </ul>
<p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p>	<p>Environmental sustainability continues to be a C-suite level priority for Deloitte and advancing Deloitte's progress on sustainability and climate change has been prominent on the agenda of the Deloitte World Impact Council, a senior leadership group focused on Deloitte's social impact and responsible business agenda.</p>	<ul style="list-style-type: none"> <li>• Energy: 103-1, 103-2, 103-3, 302-1, 302-3, 302-4</li> <li>• Water: 103-1, 103-2, 103-3, 303-1</li> </ul>
<p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<p>During FY2021, one of the main activities of the World Impact Council was to oversee <i>WorldClimate</i>, Deloitte's strategy to address climate change.</p>	<ul style="list-style-type: none"> <li>• Emissions: 103-1, 103-2, 103-3, 305-1, 305-2, 305-3, 305-4, 305-5</li> <li>• Waste: 103-1, 103-2, 103-3, 306-3</li> </ul>
	<p>Please see below resources for more details about <i>WorldClimate</i> and other environmental topics:</p> <ul style="list-style-type: none"> <li>• <a href="#">Planet: Creating a better normal</a></li> <li>• <a href="#">Environmental Priorities</a></li> <li>• <a href="#">Responsible Climate Choices</a></li> </ul>	<ul style="list-style-type: none"> <li>• Supplier Environmental Assessment: 103-1, 103-2, 103-3, 308-1</li> </ul>
	<p><b>Client-focused capabilities</b></p> <p>During FY2021, Deloitte firms accelerated clients' journeys to net-zero through multiple engagements, including those that are helping design decarbonization pathways for the chemicals industry across Europe and in the US; working with retailers to eliminate food waste, design sustainable food labels and adopt more sustainable supply chain practices; and helping stakeholders understand and respond to growing climate risks. Deloitte's Center for ESG Solutions has applied decarbonization, hydrogen, electricity and other quantitative energy models to support major sustainable energy transformation projects in Asia, Europe and the Americas. And Deloitte Consulting LLP in the US is working with the World Economic Forum to help the world transition toward net-zero, nature-positive food systems by 2030.</p>	
	<p>In-depth disclosure of Deloitte's greenhouse gas emissions is presented in <a href="#">the Deloitte Performance Metrics</a> document.</p>	
	<p>Deloitte's key risks and opportunities related to climate change, can be found in <a href="#">the Deloitte TCFD Report</a>.</p>	

## UN Global Compact Principle

## Disclosure

## GRI Topics and Disclosures

### Anti-corruption

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

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#### **Anti-corruption commitment**

We actively support multiple efforts to eradicate corruption throughout the world. Deloitte Global was an early signatory to the United National Global Compact (UNGC) and to the World Economic Forum's Partnering Against Corruption Initiative (PACI).

The Deloitte Global Anti-Corruption team and member firm Anti-Corruption leaders work closely with senior Deloitte leaders to build and enhance a globally consistent anti-corruption program across the Deloitte network.

Please see below resources for more details about anti-corruption:

- [Anti-corruption commitment](#)
- [Global Principles of Business Conduct](#)
- [Ethics](#)
- [Independence](#)
- [Risk Management](#)

- General disclosures: 102-16
- Anti-corruption: 103-1, 103-2, 103-3, 205-1, 205-2, 205-3
- Public policy: 103-1, 103-2, 103-3, 415-1

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