

# United Nations Global Compact Context Index



The United Nations Global Compact (UNGC) is an initiative for businesses that are committed to aligning their sustainability strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. JLL is a signatory to the UNGC and is committed to adhering to its ten principles. The following table provides references or commentary to help readers navigate the sections of our [2013 Sustainability Report](#) where we discuss relevant UNGC principles. This Sustainability Report represents our annual Communication on Progress submission. For more information on this initiative please visit the [UNGC website](#).

UN Global Compact Principles		
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	At JLL, we value and respect the rights of all our workers, and we are committed to the protection of human rights. Our approach to protecting human rights is embodied by our <a href="#">Code of Ethics</a> and our commitment to integrity. We are committed to aligning our policies with international conventions and declarations. We also observe internationally-recognized standards for the protection of human rights. Employees at JLL must comply with our human rights policies, as well as our principles against harassment and discrimination. Additional information about our human rights policies can be found in our <a href="#">Code of Ethics</a> .
Principle 2	Businesses should make sure that they are not complicit in human rights abuses	
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Generally, our employees are not members of any labor unions with the exception of approximately 1,256 directly reimbursable property maintenance employees in the United States. This amounts to around 2% of our total global employees as of year-end 2013. JLL has always maintained a healthy relationship with union employees, supported the right to exercise freedom of association, and observed and complied with the provisions expressed in collective bargaining agreements. Additional information can be found in the 'Workplace, well-being and diversity in our business' section of the <a href="#">2013 Sustainability Report</a> .
Principle 4	Businesses should uphold the elimination of all forms of	We have strong policies against forced or compulsory labor. We will not permit forced labor of

	forced and compulsory labour	any kind, including by any vendors we hire to perform services. Please view additional information in our <a href="#">Code of Ethics</a> .
Principle 5	Businesses should uphold the effective abolition of child labour	We have well-established practices against child labor. We will not engage in oppressive or unfair child labor practices or knowingly engage a supplier or agent, or enter into a joint venture with an organization, that use oppressive or unfair child labor practices. Information about our child labor policies can be found in our <a href="#">Code of Ethics</a> .
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	We will respect the differences of our people from around the world. We encourage diversity within our organization because broader perspectives lead to a richer level of discourse that will enhance the value we bring to our clients, shareholders and other stakeholders. We will make employment decisions based on business reasons and merit, and always in compliance with applicable employment laws. Information about our anti-discrimination policies can be found in our <a href="#">Code of Ethics</a> . There is also additional information in the 'Workplace, well-being and diversity in our business' section of the <a href="#">2013 Sustainability Report</a> .
<b>Environment</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges	Information about our proactive approach to the environment can be found in the following sections of the <a href="#">2013 Sustainability Report</a> :
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> <li>• 'Our sustainability strategy and governance'</li> <li>• 'Addressing energy and resources through our services'</li> <li>• 'Expert advice on green buildings'</li> <li>• 'Addressing energy, resources and green buildings in our own operations'</li> <li>• 'Our contribution to the community and our supply chain influence'</li> </ul>
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	
<b>Anti-Corruption</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Information about anti-corruption policies can be found in our <a href="#">Code of Ethics</a> . Additional information can be found within the 'A strong focus on client service excellence' section of the <a href="#">2013 Sustainability Report</a> .