

International Framework Agreement (IFA) for GM

Draft (27.11.2006)
Principles of Social Responsibility

Preamble

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Voluntary Employment

We do not make use of force or compulsory labor in any form (ILO Conventions 29 and 105) and we respect the principles of voluntary employment. Nor shall workers be required to lodge “deposits” or their identity papers with their employer, including labor supplying companies providing labor to GM.

Equal Opportunity Policies

We promote equal opportunity for our employees with respect to issues such as color, race, gender, age, ethnicity, nationality, social status, disability, sexual orientation and political or religious beliefs (ILO Convention 111). We believe equal opportunity is a principle that must be respected and, as such, we ensure its protection. We, also, within each of the countries that we operate, respect the principle of equal pay for equal work, irrespective of gender (ILO Convention 100). We seek integration not exclusion, tolerance not rejection.

Fair Treatment

We do not tolerate unacceptable worker treatment such as physical punishment, sexual harassment, involuntary servitude, or other forms of abuse. Any behavior that can be construed as intimidation, harassment, or a hostile social work environment will not be tolerated.

Integration of People with Disabilities

We recognize that people with disabilities are an integral part of our society and business life. Their support and integration in the organization, equal treatment and respectful cooperation are basic principles of GME’s culture.

Children’s Rights

We do not tolerate the exploitation of children and we respect the rights of children. Rules set by the ILO Convention 138 on minimum age for employment, or national regulations, whichever set higher standards, shall be adhered to. Rules set by the ILO Convention 182 on the worst forms of child labor shall be adhered to. Companies shall provide economic assistance to guarantee education opportunities to any replaced child workers. A child worker, when found employed by GM or its suppliers, should be replaced whenever possible by somebody from the family in order to maintain the family income.

Relations with Employees and Unions

We respect the right of collective bargaining and acknowledge employees' freedom of association (ILO Conventions 98 and 87). Employees are not advantaged nor disadvantaged as a result of their membership in employee organizations or trade unions.

Workers' representatives have access to all workplaces necessary to enable them to carry out their representation functions (ILO Convention 135 and Recommendation 143).

We will adopt a positive approach towards the activities of trade unions and an open attitude towards their organizational activities. During labor-management conflicts GM will not hire new workers to replace those involved in the dispute.

We seek to cooperate with our partners in an atmosphere of trust and respect aiming for solutions that permit constructive cooperation in the long term.

Compensation

We compensate our employees to enable them to thrive and grow, and provide the opportunity to improve their skills and capabilities. Wages, salaries, benefits, working hours and regular, paid holidays are fair and consistent and follow standards required by law or regulations or respective country or local agreements provided they are in line with the respective ILO Conventions.

Health and Safety

The safety of our workers is our number one priority. We ensure health and safety conditions at the workplace to a level no less than required by national legislation and the requirements of ILO Conventions. We strive to be benchmark in our industry. We believe that all accidents are preventable and put in place supportive, proactive systems to ensure a safe and ergonomic workplace that is free from known hazards.

Environment, Energy and Technology

We have a long-standing commitment to preserve and protect the environment and we strive to improve the living standards of the communities in which we operate. Our Environmental Principles reflect our views about our environmental responsibilities and provide a focal point for the numerous environmental initiatives underway throughout GM.

Training

We recognize and support measures designed to enable employees to attain skills and abilities to acquire and extend their job related and professional knowledge. Inline with our business goals and in order to ensure our competitiveness in the market employee training seeks to sustain the company's viability in the ever-increasing global environment.

Community and Governments

We work with the governments and the communities in which we do business to improve the quality of life in those communities.

Fair Competition

We promote fair competition including respect for intellectual and other property rights, and do not offer, pay or accept bribes.

Business Partners

We require the application of these principles from all those with whom we do business. The principles will be shared with our business partners as a solid basis for a sustainable business relationship.

Commitment to implementation

The joint endorsement of these principles and guidelines begins with open and transparent communication, to all of our employees and managers in the languages spoken or understood by them.

The GM Internal Control Audits, which are conducted on the local levels on an annual basis, ensure the adherence to the principles. Status and compliance issues will be shared and discussed with the parties to this agreement on a regular basis.

We will require our business partners to support and co-operate in the implementation and monitoring of these Principles.

Business partners found to be in breach of one or more terms of the principles shall take the measures necessary to be in conformity with the principles and, failing that, lose the right to produce or organize production of goods or delivery of services for GM.

All employees and their unions and the IMF have the opportunity to raise issues that may arise in relationship to these principles and will not be disadvantaged in any way for doing so. GM will respond to any such issues in a timely fashion and will meet to discuss their resolution where they remain unresolved.

The provisions of these principles constitute only minimum standards. We do not intend, will not use, and will not allow any business partner(s) to use these minimum standards and conditions as maximum standards, or as the only conditions permitted by GM, or to serve as the basis for any claim as to what standards or conditions of employment should be provided.