

The Sullivan Principles

Statement of Principles of U.S. Firms with Affiliates in the Republic of South Africa (1977)

1. Nonsegregation of the races in all eating, comfort, and work facilities.
2. Equal and fair employment practices for all employees.
3. Equal pay for all employees doing equal or comparable work for the same period of time.
4. Initiation of and development of training programs that will prepare, in substantial numbers, Blacks and other nonwhites for supervisory, administrative, clerical, and technical jobs.
5. Increasing the number of Blacks and other nonwhites in management and supervisory positions.
6. Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, school, recreation, and health facilities.
7. Working to eliminate laws and customs that impede social, economic, and political justice. (added in 1984)

First Amplification of the Statement of Principles (1978)

Principle I: Nonsegregation of the races in all eating, comfort, and working facilities.

Each signator of the Statement of Principles will proceed immediately to:

- Eliminate all vestiges of racial discrimination
- Remove all race designation signs
- Desegregate all eating, comfort, and work facilities

Principle II: Equal and fair employment practices for all employees.

Each signator of the Statement of Principles will proceed immediately to:

- Implement equal and fair terms and conditions of employment
- Provide nondiscriminatory eligibility for benefit plans
- Establish an appropriate comprehensive procedure for handling and resolving individual employee complaints
- Support the elimination of all industrial racial discrimination laws which impede the implementation of equal and fair terms and conditions of employment, such as abolition of job reservations, job fragmentation, and apprenticeship restrictions for Blacks and other non-whites
- Support the elimination of discrimination against the rights of Blacks to form or belong to government registered unions, and acknowledge generally the right of Black workers to form their own union or be represented by trade unions where unions already exist

Principle III: Equal pay for all employees doing equal or comparable work for the same period of time.

Each signator of the Statement of Principles will proceed immediately to:

- Design and implement a wage and salary administration plan which is applied equally to all employees regardless of race who are performing equal or comparable work

- Ensure an equitable system of job classifications, including a review of the distinction between hourly and salaried classifications
- Determine whether upgrading of personnel and/or jobs in the lower echelons is needed, and if so, implement programs to accomplish this objective expeditiously
- Assign equitable wage and salary ranges, the minimum of these to be well above the appropriate local minimum economic living level

Principle IV: Initiation of and development of training programs that will prepare, in substantial numbers, Blacks and other nonwhites for supervisory, administrative, clerical, and technical jobs.

Each signator of the Statement of Principles will proceed immediately to:

- Determine employee training needs and capabilities, and identify employees with potential for further advancement
- Take advantage of existing outside training resources and activities, such as exchange programs, technical colleges, vocational schools, continuation classes, supervisory courses and similar institutions or programs
- Support the development of outside training facilities individually or collectively, including technical centers, professional training exposure, correspondence and extension courses, as appropriate, for extensive training outreach
- Initiate and expand inside training programs and facilities

Principle V: Increasing the number of Blacks and other nonwhites in management and supervisory positions.

Each signator of the Statement of Principles will proceed immediately to:

- Identify, actively recruit, train and develop a sufficient and significant number of Blacks and other non-whites to assure that as quickly as possibly there will be appropriate representation of Blacks and other non-whites in the management group of each company
- Establish management development programs for Blacks and other non-whites, as appropriate, and improve existing programs and facilities for developing management skills of Blacks and other non-whites
- Identify and channel high management potential Blacks and other non-whites into management development programs

Principle VI: Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, school, recreation, and health facilities.

Each signator of the Statement of Principles will proceed immediately to:

- Evaluate existing and/or develop programs, as appropriate, to address the specific needs of Black and other non-white employees in the areas of housing, health care, transportation and recreation

- Evaluate methods for utilizing existing, expanded or newly established in-house medical facilities or other medical programs to improve medical care for all non-whites and their dependents
- Participate in the development of programs that address the educational needs of employees, their dependents and the local community. Both individual and collective programs should be considered, including such activities as literacy education, business training, direct assistance to local schools, contributions and scholarships
- With all the foregoing in mind, it is objective of the companies to involve and assist in the education and training of large and telling numbers of Blacks and other non-whites as quickly as possible. The ultimate impact of this effort is intended to be of massive proportion, reaching millions

Period Reporting

Each signator of the Statement of Principles will proceed immediately to:

- Utilize a standard format to report their progress to Dr. Sullivan through the independent administration unit he is establishing on a 6-month basis which will include a clear definition of each item to be reported
- Ensure periodic reports on the progress that has been accomplished on the implementation of these principles

Consistent with the desire of the signatory companies to contribute toward the economic welfare of all people of the Republic of South Africa, they are urged to seek and assist in the development of Black and other non-white business enterprises, including distributors, suppliers of goods and services and manufacturers.

There will be a continuing review and assessment of the guidelines in light of changing circumstances.

The Global Sullivan Principles (1999)

The Principles:

As a company which endorses the Global Sullivan Principles we will respect the law, and as a responsible member of society we will apply these Principles with integrity consistent with the legitimate role of business. We will develop and implement company policies, procedures, training and internal reporting structures to ensure commitment to these principles throughout our organisation. We believe the application of these Principles will achieve greater tolerance and better understanding among peoples, and advance the culture of peace.

Accordingly, we will:

1. Express our support for universal human rights and, particularly, those of our employees, the communities within which we operate, and parties with whom we do business.
2. Promote equal opportunity for our employees at all levels of the company with respect to issues such as color, race, gender, age, ethnicity or religious beliefs, and operate without unacceptable worker treatment such as the exploitation of children, physical punishment, female abuse, involuntary servitude, or other forms of abuse.
3. Respect our employees' voluntary freedom of association.
4. Compensate our employees to enable them to meet at least their basic needs and provide the opportunity to improve their skill and capability to raise their social and economic opportunities.

5. Provide a safe and healthy workplace; protect human health and the environment; and promote sustainable development.
6. Promote fair competition including respect for intellectual and other property rights, and not offer, pay or accept bribes.
7. Work with governments and communities in which we do business to improve the quality of life in those communities – their educational, cultural, economic and social well-being – and seek to provide training and opportunities for workers from disadvantaged backgrounds.
8. Promote the application of these principles by those with whom we do business.

We will be transparent in our implementation of these principles and provide information which demonstrates publicly our commitment to them.