

## Codes of Conduct / Framework Agreements \*

concluded between Transnational Companies and Global Union Federations  
(GUF)

Company	Em- ployees **)	Country	Branch	Global Union Federation	Year
Danone	100,000	France	Food Processing	IUF	1988
Accor	147,000	France	Hotels	IUF	1995
IKEA ***)	84,000	Sweden	Furniture	IFBWW	1998
Statoil	16,000	Norway	Oil Industry	ICEM	1998
Faber-Castell	6,000	Germany	Office Material	IFBWW	1999
Freudenberg	27,500	Germany	Chemical Industry	ICEM	2000
Hochtief	37,000	Germany	Construction	IFBWW	2000
Carrefour	383,000	France	Retail Industry	UNI	2001
Chiquita	26,000	USA	Agriculture	IUF	2001
OTE Telecom	18,500	Greece	Telecommunication	UNI	2001
Skanska	79,000	Sweden	Construction	IFBWW	2001
Telefonica	161,500	Spain	Telecommunication	UNI	2001
Merloni	20,000	Italy	Metal Industry	IMF	2002
Endesa	13,600	Spain	Power Industry	ICEM	2002
Ballast Nedam	7,800	Netherlands	Construction	IFBWW	2002
Fonterra	20,000	New Zealand	Dairy Industry	IUF	2002
Volkswagen	325,000	Germany	Auto Industry	IMF	2002
Norske Skog	11,000	Norway	Paper	ICEM	2002
AngloGold	64,900	South Africa	Mining	ICEM	2002
DaimlerChrysler	372,500	Germany	Auto Industry	IMF	2002
Eni	70,000	Italy	Energy	ICEM	2002
Leoni	18,000	Germany	Electrical/Automotive	IMF	2003
ISS	280,000	Danmark	Building Cleaning & Maintenance	UNI	2003
GEA	14,000	Germany	Engineering	IMF	2003
SKF	39,000	Sweden	Ball Bearing	IMF	2003
Rheinmetall	25,950	Germany	Defence / Automotive / Electronics	IMF	2003
H&M	40,000	Sweden	Retail	UNI	2004
Hennes & Mauritz					
Bosch	225,900	Germany	Automotive / Electronics	IMF	2004
Prym	4,000	Germany	Metal Manufacturing	IMF	2004
SCA	46,000	Sweden	Paper Industry	ICEM	2004
Lukoil	150,000	Russia	Energy / Oil	ICEM	2004
Renault	130,700	France	Auto Industry	IMF	2004
Impregilo	13,000	Italy	Construction	IFBWW	2004
Electricité de France (EDF)	167,000	France	Energy Sector	ICEM / PSI	2005
Rhodia	20,000	France	Chemical Industry	ICEM	2005
Veidekke	5,000	Norway	Construction	IFBWW	2005
BMW	106,000	Germany	Auto Industry	IMF	2005
EADS	110,000	Netherlands	Aerospace	IMF	2005
Gebr. Röchling	8,000	Germany	Auto supply	IMF	2005
Schwan-Stabilo	3,000	Germany	Writing material	IFBWW	2005
Lafarge Group	77,000	France	Building materials	IFBWW / ICEM WFBW	2005
Arcelor	95,000	Luxemburg	Steel Industry	IMF	2005
<b>Total employees covered</b>	<b>3,580,650</b>				

Sorted by year of concluding / signing the agreement  
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- \* Some GUF's call the agreements „Framework Agreements“ not Code of Conduct because there had been only a few principles fixed in the first agreement which often have been extended by additional agreements. For instance in the case of Danone the first agreement of 1988 has meanwhile been developed by 6 other agreements.
- \*\* The employee figures are mainly taken from the official company's websites. The overview shows the number of employees who are directly employed by this company. Some agreements have also effects on franchising, sub-contracting companies and suppliers in the supply chain. In these cases the number of people affected by the agreement is of course higher.
- \*\*\* The IKEA agreement covers also the suppliers to IKEA and the whole supply chain as well as the IKEA owned Swedwood-Group. Altogether about 1.000.000 employees might be covered.

In addition to the IFA's listed above there are agreements between the European Metalworkers' Federation (EMF) and General Motors Europe as well as Ford of Europe. These agreements contain the Core Labour Standards as well but are only valid for the European plants of General Motors (Opel) and Ford of Europe.

#### Explanation

ICEM	=	International Federation of Chemical, Energy, Mine and General Workers Unions
IFBWW	=	International Federation of Building and Woodworkers
IUF	=	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
IMF	=	International Metalworkers' Federation
PSI	=	Public Services International
UNI	=	Union Network International
WFBW	=	World Federation of Building & Wood Workers