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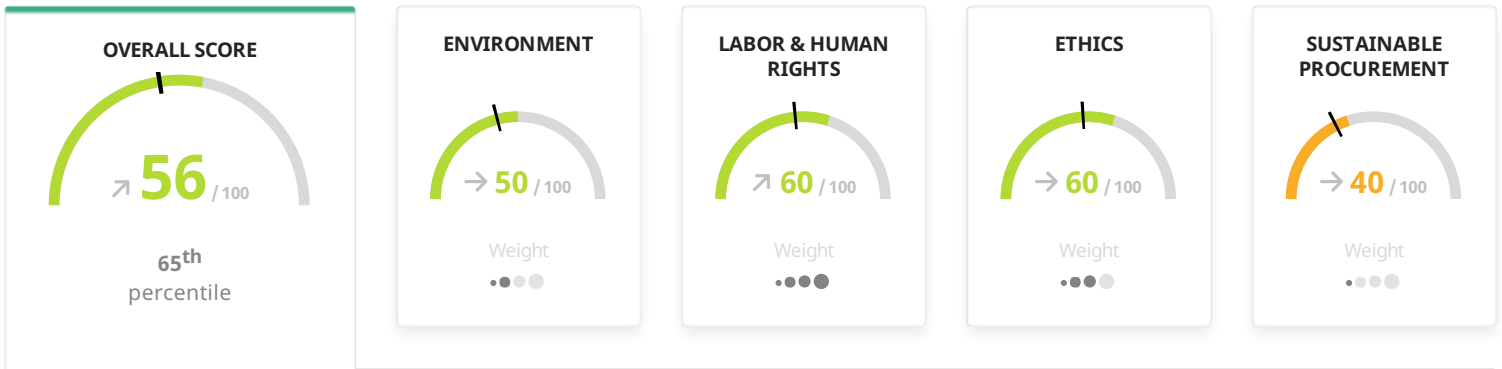


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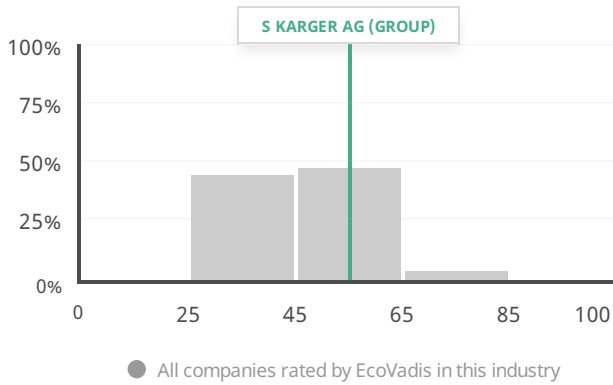
Valid until: 17 Aug 2024

Sustainability performance

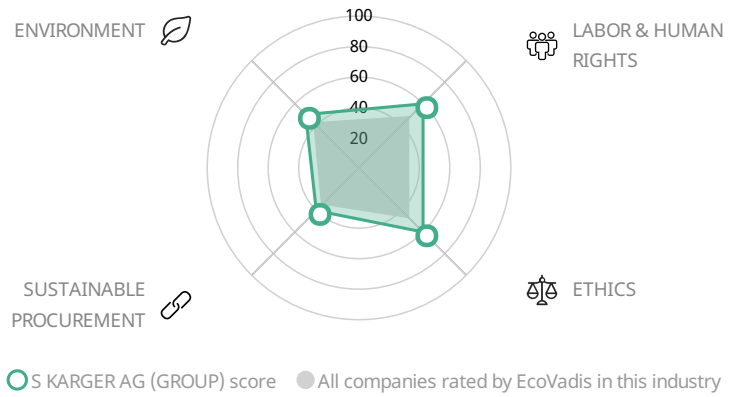
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Policies

Strengths

Environmental policy on waste

Environmental policy on energy consumption & GHGs

Standard policy on a majority of environmental issues

Actions

Strengths

Other actions to reduce energy consumption/GHG emissions

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Reduction of energy consumption of IT infrastructure

Measures to reduce paper consumption

Partnership established to help dispose of waste that the company cannot recycle

Improvement Areas

Policies

Priority Improvement Areas

Low

No quantitative target on environmental issues

Low

No conclusive information on endorsement of external initiatives or principles on environmental issues

Actions

Priority Improvement Areas

Medium

No information regarding certification of an environmental management system

Results

Priority Improvement Areas

High

No conclusive reporting on environmental issues

Medium

Some reporting on environmental issues is obsolete, i.e. older than two calendar years

Low

Declares reporting on total energy consumption, but no supporting documentation available

Low

No information on reporting on total weight of hazardous waste

Low	No information on reporting on total weight of non-hazardous waste
Low	No information related to reporting on total amount of renewable energy consumed
Low	No information on reporting on total Scope 1 GHG emissions
Low	No information on reporting on total Scope 2 GHG emissions
Low	No information related to reporting on total weight of waste recovered

 **Labor & Human Rights** Weight ●●●●

Strengths

Policies

Strengths

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on career management & training

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

Actions

Strengths

Actions to improve workstation ergonomics

Other actions to ensure good working conditions

Collective agreement in place

Compensation for extra or atypical working hours

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Employee satisfaction survey

Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place

Awareness training regarding diversity, discrimination, and/or harassment

Regular assessment (at least once a year) of individual performance

Official measures promoting career mobility

Provision of skills development training

Actions to prevent substance abuse

Training of employees on health and safety risks and best working practices

Results

Strengths

Reporting on the percentage of women employed in relation to the whole organization

Improvement Areas

Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on social dialogue

Low

No quantitative target on labor and human rights issues

Low

No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

Actions

Priority Improvement Areas

Medium

No information regarding certification of a labor and human rights management system

Results

Priority Improvement Areas

High

Insufficient reporting on labor and human rights issues

Low

Declares reporting on average training hours per employee, but no supporting documentation available



Ethics

Weight ●●●●

Strengths

Policies

Strengths

Standard policy on a majority of ethics issues

Policy on money laundering

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policies on corruption

Endorsement of external initiative on ethics issues [International Association of STM Publishers]

Actions

Strengths

Implementation of a records retention schedule

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Improvement Areas

Policies

Priority Improvement Areas

Low

Inconclusive documentation for policies on fraud

Low

Inconclusive documentation for policies on conflict of interest

Actions

Priority Improvement Areas

High

No conclusive documentation regarding corruption risk assessments

High

No conclusive documentation regarding information security risk assessments

Medium

No conclusive documentation on awareness training to prevent corruption and bribery

Low

No conclusive documentation on audits of control procedures to prevent corruption

Low

No conclusive documentation regarding an anti-corruption due diligence program on third parties

Low

No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery

Results

Priority Improvement Areas

High

No conclusive reporting on ethics issues



Sustainable Procurement

Weight ●●●●

Strengths

Policies

Strengths

Sustainable procurement policies on supplier environmental practices

Actions

Strengths

Choice of eco-friendly office supplies and equipment

Improvement Areas

Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on supplier social practices

Medium

Basic sustainable procurement policies: lacks details on specific issues

Actions

Priority Improvement Areas

High

No conclusive documentation on the integration of social or environmental clauses into supplier contracts

Medium

No conclusive documentation on supplier CSR code of conduct in place

Medium

No conclusive documentation on CSR risk analysis (i.e. prior to supplier assessments or audits)

Medium

No conclusive documentation on supplier assessment (e.g. questionnaire) on environmental or social practices

Medium

No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Medium

No conclusive documentation on on-site audits of suppliers on environmental or social issues

Results

Priority Improvement Areas

High

No conclusive reporting on sustainable procurement issues



360° Watch Findings

23 Jul 2023 |

Impact on score

Neutral →

No records found for this company on Compliance Database

 Environment  Labor & Human Rights  Ethics  Sustainable Procurement

Specific comments

 No records found in third party risk and compliance database.

 There is a lack of information and supporting documents on implementation measures regarding sustainable procurement issues.

 Since the last assessment, the overall score has increased thanks to the implementation of additional policies.

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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