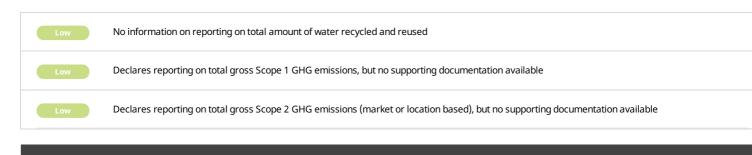


Strengths and Improvement Areas

D Environment Weight •••
Strengths
Policies Strengths Endersement of the United Nations Clabel Compact (UNICC)
Endorsement of the United Nations Global Compact (UNGC)
Environmental policy on environmental services & advocacy
Environmental policy on materials, chemicals & 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
Reduction of material consumption through process optimization
Internal sorting & disposal of waste according to waste streams
Training of employees on energy conservation/climate actions
ISO 14001 certified
Provision of eco-friendly packaging materials
Results
Strengths
Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)
Reporting on total weight of hazardous waste
Reporting on total energy consumption
Standard reporting on environmental issues
Improvement Areas
Results
Priority Improvement Areas
Low Declares reporting on total water consumption, but no supporting documentation available
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 related to reporting on total weight of waste recovered



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Awareness training on child labor, forced labor and human trafficking Impact assessments identifying potential child labor, forced labor and/or human trafficking	Employee satisfaction survey	
Impact assessments identifying potential child labor, forced labor and/or human trafficking	Flexible organization of work (eg. remote work, flexi-time)	
	Awareness training on child labor, forced labor and human trafficking	
Grievance mechanism on discrimination and/or harassment issues	Impact assessments identifying potential child labor, forced labor and/or human trafficking	
	Grievance mechanism on discrimination and/or harassment issues	

Awareness training regarding diversity, discrimination, and/or harassment				
Employee representatives or employee representative body (e.g. works council)				
Grievance mechanism on child labor, forced labor and/or human trafficking issues				
Regular assessment of individual performance				
Regular employee health check-up				
Preventive actions for repetitive strain injury (RSI)				
Provision of skills development training				
Training of employees on health and safety risks and best working practices				
Results				
Strengths				
Reporting on the percentage of women at top management level				
Reporting on number of recordable work-related accidents				
Reporting on number of days lost to work-related injuries, fatalities and ill health				
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization				
Reporting on the percentage of women employed in relation to the whole organization				
Report on percentage of women within the organization's board				
Reporting on number of average training hours per employee				
Standard reporting on labor and human rights issues				
Improvement Areas				
Policies				
Priority Improvement Areas				
Low No quantitative target on labor and human rights issues				
Actions				
Priority Improvement Areas				
Low No information on ISO 45001 certification				
Results				
Priority Improvement Areas				
Low No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees				
କୁଦ୍ୱିତ Ethics Weight • • • • •				

Strengths

Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Standard policy on a majority of ethics issues

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policy on information security

Policies on corruption

Actions

Strengths

Other actions to ensure information security

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Incident response procedure (IRP) to manage breaches of confidential information

Implementation of a records retention schedule

Awareness training to prevent information security breaches

Corruption risk assessments performed

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

Awareness training performed to prevent corruption

Improvement Areas

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

Results

Strengths

Standard reporting on ethics issues

Improvement Areas

Actions

Priority

High

No conclusive documentation regarding information security risk assessments

Low

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

Sustainable Procurement Weight • • •
Strengths
Policies
Strengths
Endorsement of the United Nations Global Compact (UNGC)
Standard policies on sustainable procurement issues
Actions
Strengths
Supplier sustainability code of conduct in place
Sustainable procurement objectives integrated into buyer performance reviews
On-site audits of suppliers on environmental or social issues
Regular supplier assessment (e.g. questionnaire) on environmental or social practices
Integration of social or environmental clauses into supplier contracts
Results
Strengths
Standard reporting on sustainable procurement issues
Improvement Areas
Actions
Priority Improvement Areas
Medium No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)
Medium No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

360° Watch Findings

27 Nov 2023				
Impact on Score Neutral –> valid from 13 Dec 2	023 to 27 Dec 2028			
No records found fo Compliance Databas				
😥 Environment	൬ී Labor & Human Rights	ଣୁଁତ Ethics	🔗 Sustainable Procurement	

Specific comments

No records found in third party risk and compliance database.
Since the last assessment, the overall score has increased thanks to the implementation of additional policies.
Since the last assessment, the overall score has increased thanks to the implementation of additional measures.
Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

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