GOLD
2023
ecovadis
Sustainability
Rating

ecovadis

EcoVadis Sustainability
Assessment Report

Company rated:
EUROSEC OY (GROUP)

Overall score: 77 /100
October 2023

Sustainability performance: Advanced

Size: XS
Headquarters country: Finland
Risk country operations: No
Industry: Wholesale of electronic and
telecommunications equipment and parts

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ABOUT SUSTAINABILITY

Sustainability is the continuing commitment to act responsibly by integrating social and environmental concerns into business operations. Sustainability goes beyond regulatory compliance to focus on how companies manage their economic, social and environmental impacts, as well as their relationships with stakeholders (e.g. employees, trading partners, government).

ABOUT THE ASSESSMENT

The EcoVadis methodology framework assesses companies' policies and actions as well as their published reporting related to the environment, labor and human rights, ethics and sustainable procurement. Our team of international sustainability experts analyze and crosscheck companies' data (supporting documents, 360° Watch Findings, etc.) in order to create reliable ratings, taking into account each company's industry, size and geographic location.

ABOUT ECOVADIS

EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

1. SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding ━ Average score
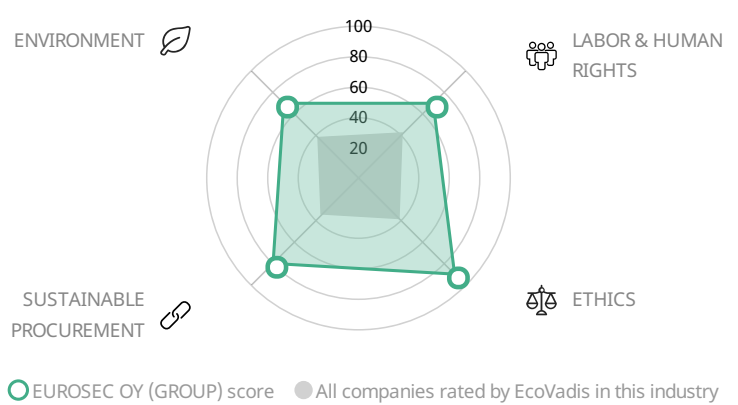
OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ **77** / 100	↗ **70** / 100	↗ **70** / 100	→ **90** / 100	↗ **80** / 100
98th percentile	Weight ●●○○	Weight ●●○○	Weight ●●○○	Weight ●●●○
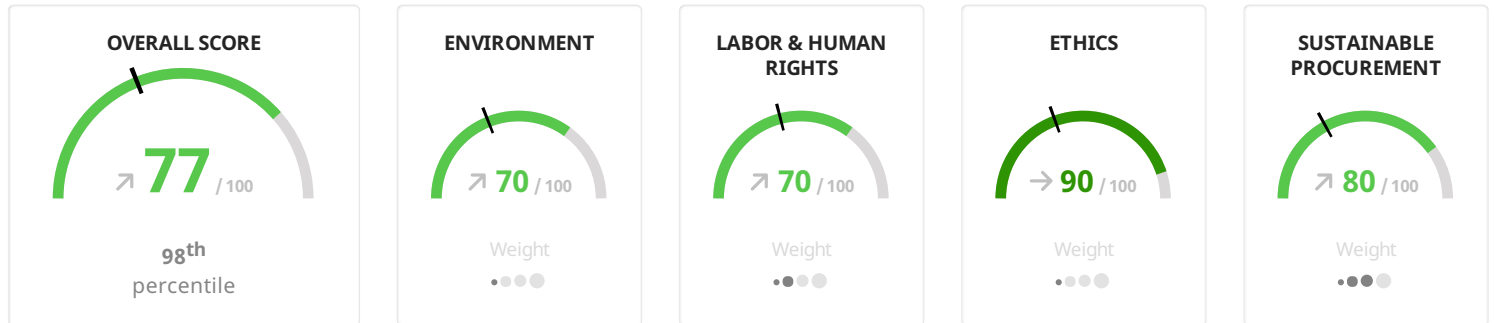
Overall score distribution

EUROSEC OY (GROUP)

● All companies rated by EcoVadis in this industry

Theme score comparison

ENVIRONMENT 🍃 — LABOR & HUMAN RIGHTS 👥

SUSTAINABLE PROCUREMENT 🔗 — ETHICS ⚖️

○ EUROSEC OY (GROUP) score ● All companies rated by EcoVadis in this industry
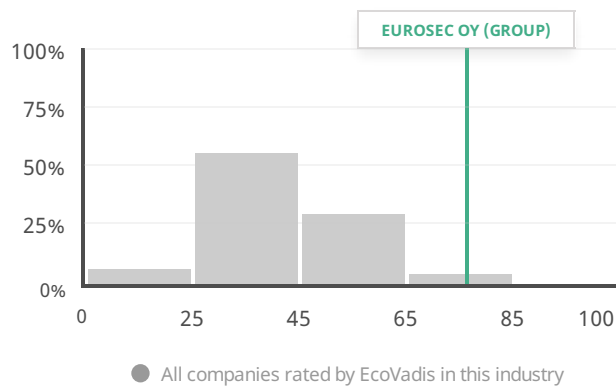
GOLD
2023
ecovadis
Sustainability Rating

EUROSEC OY (GROUP) has been awarded a gold medal in recognition of sustainability achievement! To receive this medal, companies must have an overall score of 70-78.

Corrective Action Plan in progress

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. EUROSEC OY (GROUP) has a corrective action plan in place and is working on improving their sustainability management system.

2. ASSESSMENT BENEFITS

Understand :

Get a clear picture of a company's sustainability performance. The scorecard is the final output of the EcoVadis assessment. It rates and benchmarks a company's sustainability performance in four themes on a scale of 0-100 and highlights strengths and improvement areas.

Know where a company stands compared to their industry. Benchmark the company's sustainability performance against the industry with a score distribution graph and theme score comparisons.

Identify industry trends. Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

Communicate :

Meet customer needs. More and more companies raise questions about their trading partners' environmental and social performance. The EcoVadis assessment allows companies to demonstrate their commitment.

Leverage a unique communication tool. Companies with an EcoVadis Scorecard avoid audit fatigue by sharing one assessment with all requesting customers.

3. ASSESSMENT PROCESS

1

Customer Request

Procurement, CSR, EHS, and Sustainability leaders in enterprises looking to monitor sustainability risk in the supply chain request an EcoVadis assessment for their trading partners.

2

Questionnaire

Based on a company's specific sustainability risk factors, a customized questionnaire is created. It contains 20 to 50 questions tailored to the industry, size and location.

3

Document Analysis

Companies are required to provide supporting documentation for their answers to the questionnaire. These documents are reviewed by our analysts.

4

Public Information

Company information that is publicly available, most often found on the company website, is also collected as evidence of their sustainability performance.

5

360° Watch Findings

360° Watch Findings comprise relevant public information about companies' sustainability practices, identified via more than 10,000 data sources. They can have positive, negative or no score impact.

6

Expert Analysis

Our analysts combine all these elements to produce one unified scorecard per company.

SCORECARD

4. ECOVADIS METHODOLOGY

A. Four Themes and 21 Criteria

EcoVadis assessments focus on 21 issues which are grouped into 4 themes (Environment, Labor & Human Rights, Ethics, Sustainable Procurement). The 21 issues or criteria are based upon international sustainability standards such as the Global Compact Principles, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standard, the ISO 26000 standard, and the CERES principles.

21 sustainability criteria

1. ENVIRONMENT

OPERATIONS
Energy consumption & GHGs
Water
Biodiversity
Air Pollution
Materials, Chemicals & Waste

PRODUCTS
Product Use
Product End-of-Life
Customer Health & Safety
Environmental Services & Advocacy

2. LABOR & HUMAN RIGHTS

HUMAN RESOURCES
Employee Health & Safety
Working Conditions
Social Dialogue
Career Management & Training

HUMAN RIGHTS
Child Labor, Forced Labor & Human Trafficking
Diversity, Equity & Inclusion
External Stakeholders Human Rights

3. ETHICS
Corruption
Anticompetitive Practices
Responsible Information Management

4. SUSTAINABLE PROCUREMENT
Supplier Environmental Practices
Supplier Social Practices

B. Seven Management Indicators

EcoVadis assessments evaluate a company's sustainability management system by looking at seven management indicators. These are used to further customize the assessment by weighting the four themes and their subsequent 21 sustainability criteria.

Policies (weight: 25%)

1. Policies: Mission statements, policies, objectives, targets, governance

2. Endorsement: Endorsement of external sustainability initiatives

Actions (weight: 40%)

3. Measures: Measures and actions implemented (e.g. procedures, training, equipment)

4. Certifications: Certifications and labels (e.g. ISO 14001)

5. Coverage: Coverage of measures and actions

Results (weight: 35%)

6. Reporting: Reporting on Key Performance Indicators (KPIs)

7. 360: Condemnations, Controversies, Awards

5. UNDERSTANDING A SCORECARD

The overall score can be better understood by looking at quantitative information (theme scores and activated criteria) and qualitative information (strengths and improvement areas).

A. Quantitative Information: Scores & Activated Criteria

Theme Scores:
Like the overall score, theme scores are on a scale of 1 to 100.

Activated Criteria:
Each of the four themes (Environment, Labor & Human Rights, Ethics, Sustainable Procurement) have specific criteria associated with them. Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Non-activated

If certain criteria are not activated, then the specific associated issue is not relevant or has very low sustainabiliy risk for that company.

Medium

Medium importance criteria are the issues some sustainability risk is present but not the most pressing.

High

High importance criteria are the issues where the company faces the greatest sustainability risk.

(!) Risk countries only

Criteria classified as Only in Risk Countries are activated only if the company has significant operations in one or more countries identified as risky.
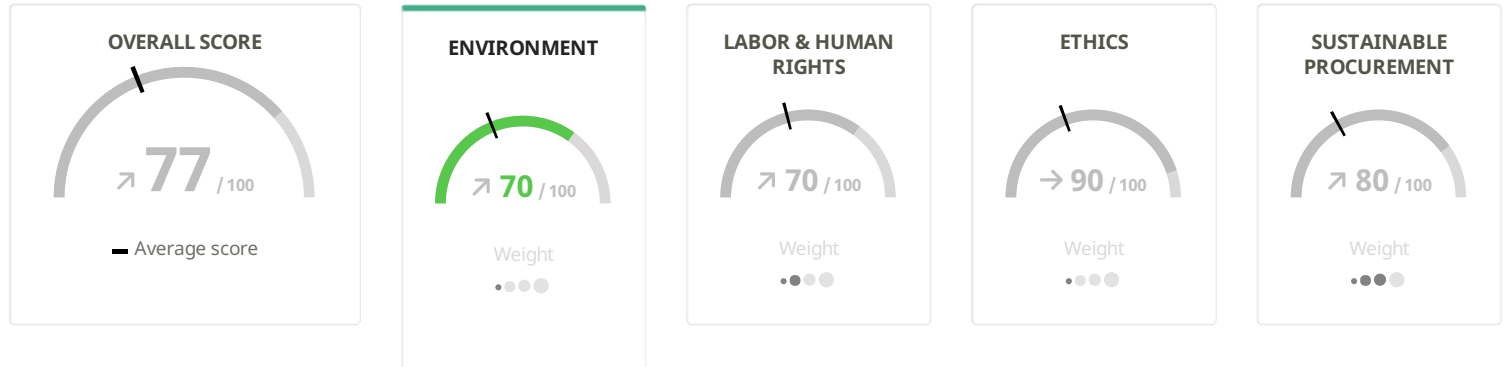
B. Qualitative Information: Strengths & Improvement Areas

Qualitative information provides more details and insights into a company's score. For each theme, the company is assigned strengths (elements of their sustainability management system that are positive) and improvement areas (elements of their sustainability management system that need to be improved). The strengths and improvement areas are divided according to the three management layers (Policies, Actions, Results) and are also classified by priority.

All improvement areas are automatically added to the company's Corrective Action Plan. They are pre-organized by priority. The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback.

C. The Scoring Scale

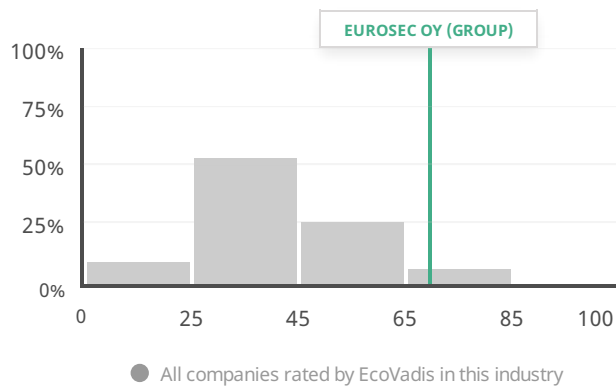|		
0 - 24	Insufficient	No engagements or tangible actions regarding sustainability. Evidence in certain cases of misconduct (e.g. pollution, corruption).
25 - 44	Partial	No structured sustainability approach. Few engagements or tangible actions on selected issues. Partial reporting on Key Performance Indicators. Partial certification or occasional labeled product.
45 - 64	Good	Structured and proactive sustainability approach. Engagements/policies and tangible actions on major issues. Basic reporting on actions or Key Performance Indicators.
65 - 84	Advanced	Structured and proactive sustainability approach. Engagements/policies and tangible actions on major issues with detailed implementation information. Significant sustainability reporting on actions and Key Performance Indicators.
85 - 100	Outstanding	Structured and proactive sustainability approach. Engagements/policies and tangible actions on all issues with detailed implementation information. Comprehensive sustainability reporting on actions and Key Performance Indicators. Innovative practices and external recognition.

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6. ENVIRONMENT

This theme takes into account both operational factors (e.g. energy consumption, waste management) and product stewardship (e.g. product end-of-life, customer health and safety issues).
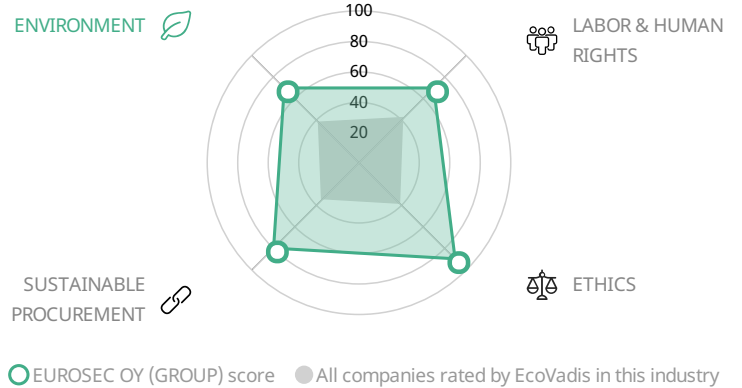
Environment Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ 77 /100	↗ 70 /100	↗ 70 /100	→ 90 /100	↗ 80 /100
— Average score	Weight ●●○○	Weight ●●○○	Weight ●○○○	Weight ●●○○

Theme score distribution

EUROSEC OY (GROUP)

● All companies rated by EcoVadis in this industry

Theme score comparison

ENVIRONMENT — LABOR & HUMAN RIGHTS — SUSTAINABLE PROCUREMENT — ETHICS

○ EUROSEC OY (GROUP) score   ● All companies rated by EcoVadis in this industry

Environment: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Environment: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

🍃 Environment

Strengths

Policies

Standard policy on a majority of environmental issues

Information	Guidance
A standard environmental policy includes commitments and/or operational objectives on the main environmental risks the company faces.	A comprehensive environmental policy includes commitments and/or operational objectives on the majority of environmental risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks. It is also mandatory for the policy to incorporate some of the following organizational elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all environmental issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements.

Actions

Measures to collect food waste and packaging for recycling.

Reduction of energy consumption of IT infrastructure

Improvement of energy efficiency through technology or equipment upgrades

Provision of equipment/vehicles with reduced environmental impact

Provision of eco-friendly or ethical products

Information	Guidance
The company offers products to its clients that are eco-friendly or ethical.	Examples of eco-friendly or ethical products are products from fairtrade initiatives (e.g. Max Havelaar, Fairtrade), organic products.

Provision of eco-design services to clients

Information	Guidance
The company offers services to its clients that take into consideration environmental impacts.	Eco-design services offer an approach to products or processes keeping in mind special consideration regarding the environmental impacts associated during its lifecycle; from acquisition of raw materials to end of life. Eco-design services seek to aid clients in defining and choosing more sustainable ways to handle their products or to manage their projects. Examples might include green consultancy services or services provided to clients for the calculation of CO2 footprint from the use of their products or services.

Employee awareness/training program on energy conservation

Information

The company has a specific awareness (and training) program for employees on reducing energy consumption.

Guidance

Awareness programs might include brochures given to employees, notices displayed in the workplace areas, presentation used during meetings in order to engage employees on reducing energy consumption. Some examples of areas it could cover include turning off lights at the end of the day, switching off electrical appliances when not in use, selecting energy-efficient equipment (e.g. for facilities management or procurement department staff), and optimizing machinery use (e.g. stand-by vs active for workshop operatives).
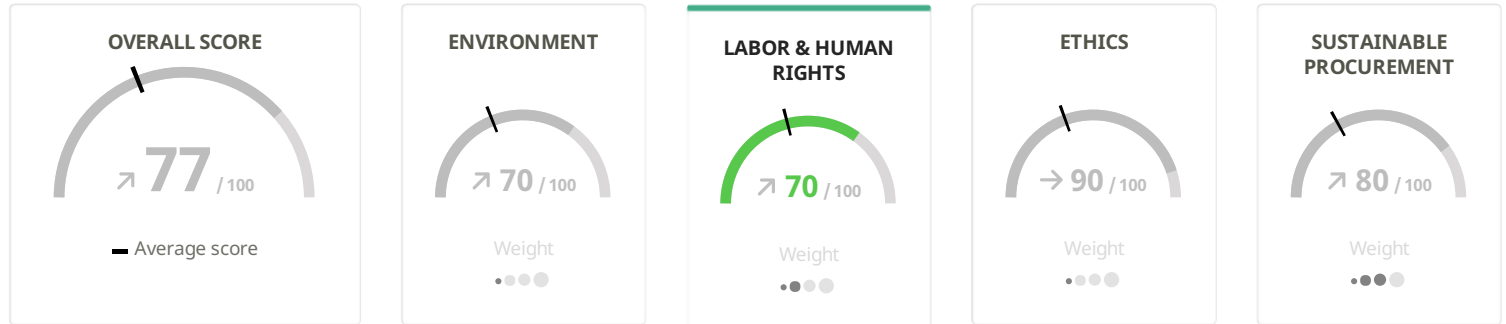
Improvement Areas

Results

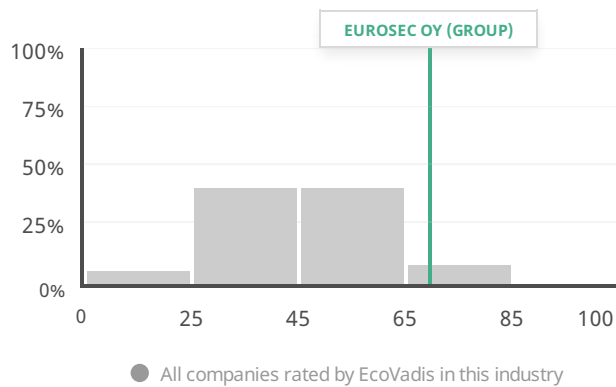| Medium	Insufficient reporting on environmental issues

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7. LABOR & HUMAN RIGHTS

This theme takes into account both internal human resources (e.g. health and safety, working conditions, career management) and human rights issues (e.g. discrimination and/or harassment, child labor).
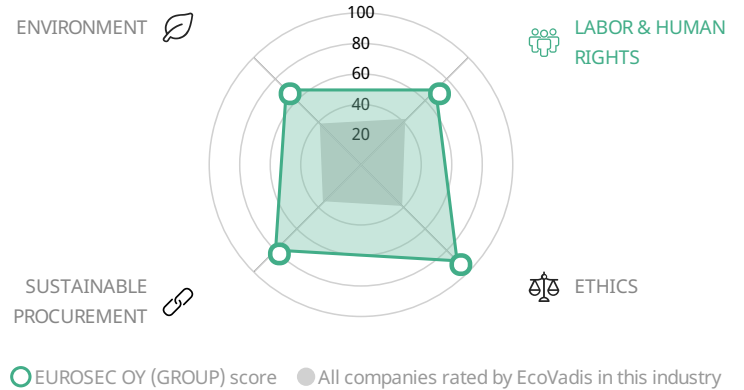
Labor & Human Rights Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ **77** / 100	↗ 70 / 100	↗ **70** / 100	→ 90 / 100	↗ 80 / 100
— Average score	Weight ●●○○●	Weight ●○○●	Weight ●○○●	Weight ●●○●

Theme score distribution

EUROSEC OY (GROUP)

● All companies rated by EcoVadis in this industry

Theme score comparison

○ EUROSEC OY (GROUP) score   ● All companies rated by EcoVadis in this industry

Labor & Human Rights: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Labor & Human Rights: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Labor & Human Rights

Weight ● ● ○ ○

Strengths

Policies

Standard policy on a majority of labor or human rights issues

Information

A standard labor and human rights policy includes commitments and/or operational objectives on the main labor and human rights risks the company faces.

Guidance

A comprehensive labor and human rights policy includes commitments and/or operational objectives on the majority of labor and human rights risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks. It is also mandatory for the policy to incorporate some of the following elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all labor practice and human rights issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements.

Actions

Compensation for extra or atypical working hours

Information

The company provides additional remuneration to compensate for overtime work.

Guidance

Extra or atypical hours refers to all hours worked in excess of the normal hours (could be overtime hours for instance). Employees should be provided additional compensation for overtime and/or other forms of atypical working hours.

Health care coverage of employees in place

Provision of protective equipment to impacted employees

Information

The company has provided employees with personal protective equipment to protect themselves from work-related hazards, specifically focused on potential harmful processes that they may encounter.

Guidance

The company has operating procedures and/or delivery records on the deployment of personal protective equipment for employees to protect them from work-related health and safety hazards with a particular focus on specific potentially harmful processes. When engineering, work practice and administrative controls are not feasible or do not provide sufficient protection, employers must provide personal protective equipment (PPE) to their employees and ensure their systematic use. In general, employees should properly wear PPE, attend training sessions on PPE, care for, clean and maintain PPE, and inform a supervisor of the need to repair or replace PPE.

Employee health & safety risk assessment

Information

The company has provided documents which demonstrate that an employee health and safety risk assessment has been conducted. The assessment took into consideration the daily operational tasks of employees, the health and safety hazards present at the workplace and the associated risks and has a proposed corrective action plan to address these identified risks.

Guidance

A health and safety risk assessment is systematically conducted to identify and evaluate the potential impact of operational tasks or conditions on employees' health and safety. The main elements of a complete risk assessment are; 1) description of hazards or risk factors identified to have the potential to cause harm and determining the significance of the risks. 2) periodic review of risks to reflect the latest risks and health and safety environment in the business. 3) presence of a preventive and corrective action plan in the form of steps and/or recommendations that an organization needs to take to effectively prevent and address the risks identified, mapped & evaluated in risk assessments. If applicable, the results of a health and safety risk assessment should be made available to relevant stakeholders such as employees, members of the health and safety committee , staff representatives, the occupational physicians, and labor inspectors.

Provision of working conditions and infrastructure to accommodate employees with disabilities

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

Information

The company carries out regular assessments or appraisal of individual performance at least on a yearly basis for employees

Guidance

The company has implemented regular assessment of employee performance. Regular assessments of employees aim to evaluate employee individual performance and productivity, combining both written and oral elements, and are based on a systematic and periodic process linked with a pre-established criteria and organizational objectives. The best practice concerning this criteria is to have a review with the employee at least annually, and to include employee self-assessments aimed at maintaining employee engagement in their own performance and overall organizational objectives. Setting and measuring goals related to the employee's career objectives, as well as including manager and peer feedback on the employee's performance are all important components in this regular assessment process.

Preventive actions for repetitive strain injury (RSI)

Information

The company has taken actions to prevent any type of repetitive strain injury (RSI) resulting from work process and/or task.

Guidance

A Repetitive Strain Injury (RSI) is the damage caused to a person's muscles, tendons or nerves caused by repetitive motions or constant use. The company has implemented actions to prevent any RSI from its work processes or tasks. They provide an environment that is ergonomically optimized, that will help mitigate any painful or uncomfortable conditions of muscles tendons or nerves cause by repetitive movements and overuse.

Provision of skills development training

Information

The company provides training to its employees to develop their skills

Guidance

The company has implemented vocational training and instruction, which include skills development training, education paid for in whole or in part by the company, with the goal to provide opportunities for career advancement (Source: Global Reporting Initiative G3). Examples of on-the-job training to enhance employee skills are coaching, mentoring, job rotation, apprenticeships, etc. Total number of hours of training per employee per year can be a significant key performance indicator for this action.

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

Information

The company has provided its employees with necessary training to strengthen their knowledge about health and safety risks at work and good working practices.

Guidance

The company has provided training with the help of training materials (slide decks, training content summaries) and/or evidence of training execution (progress reports, certificates of completion, attendance sheets) to demonstrate the execution of training programs regarding health and safety risks at work and good working practices. A best practice is to have a training matrix which helps to keep track of which employees have been trained, the date of the training, the training topic, and expected dates for refresher trainings. Monitoring of training attendance certificates is also suggested. It is also a best practice to have the training carried out in the language that the employees understand best and to carry out tests or quizzes to ensure training concepts have been successfully transmitted to participants.
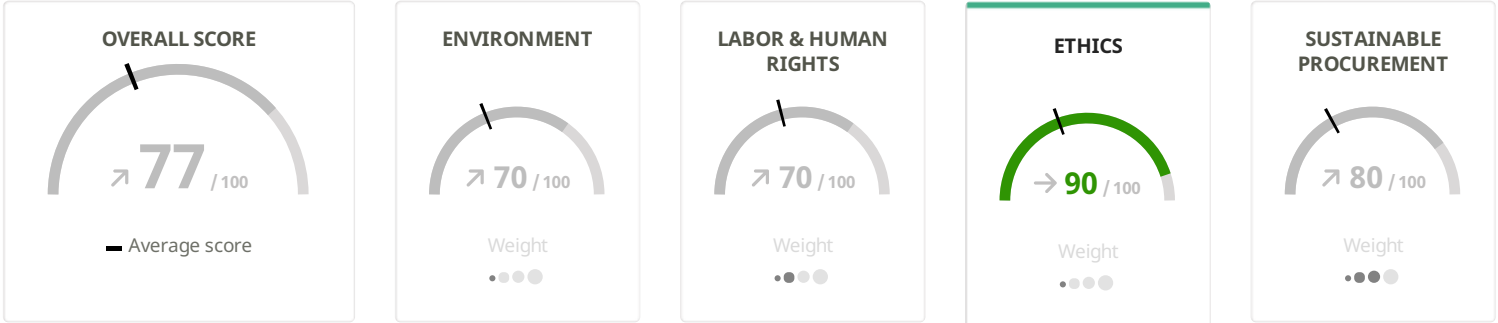
Improvement Areas

Results

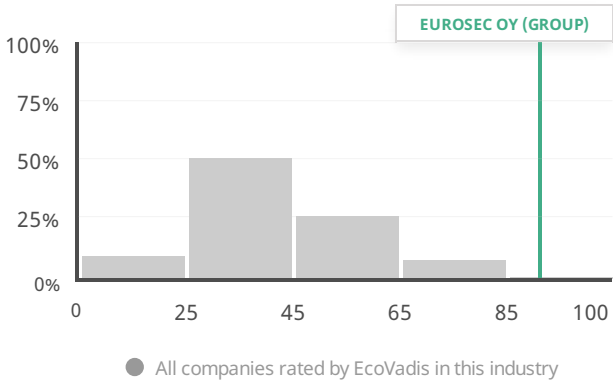| Medium | Insufficient reporting on labor and human rights issues |

8. ETHICS

This theme focuses primarily on corruption and bribery issues, and also takes into account anticompetitive practices and responsible information management.
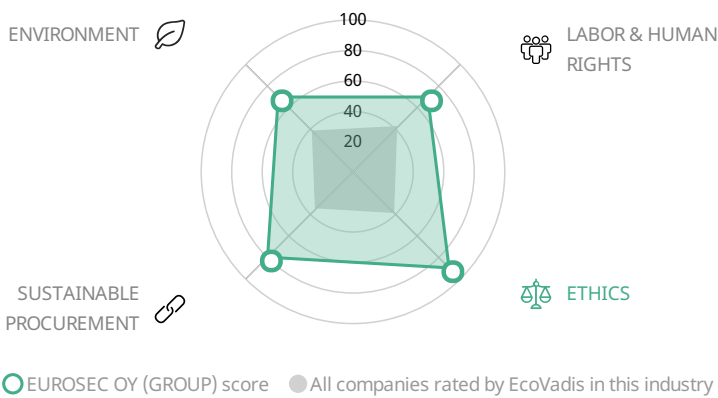
Ethics Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ **77** / 100	↗ **70** / 100	↗ **70** / 100	→ **90** / 100	↗ **80** / 100
▬ Average score	Weight ●●○○	Weight ●●○○	Weight ●○○○	Weight ●●○○

Theme score distribution

● All companies rated by EcoVadis in this industry

Theme score comparison

○ EUROSEC OY (GROUP) score   ● All companies rated by EcoVadis in this industry

Ethics: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Ethics: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

⚖ Ethics

Weight ●●●●

Strengths

Policies

Exceptional policy on ethics issues

Information

The company has issued a formal exceptional policy that integrates commitments, qualitative and quantitative objectives on business ethics issues.

Guidance

Policies are deemed exceptional when all business ethics issues are covered by qualitative and quantitative objectives. Additionally, an exceptional policy has exhaustive organizational elements such as the allocation of responsibilities, structured mechanisms to deal with policy violations, a formal review process, and communication of the policy to all employees and business partners, etc.

Actions

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Awareness training to prevent information security breaches

Information

The company has delivered awareness trainings to employees on information security issues.

Guidance

Information management is the process of collecting, storing, managing and maintaining information securely in all its forms. Through the use of rigorous information management practices, companies can help maintain their credibility and confidence of consumers. Awareness or trainings on such practices are regularly conducted to ensure that employees are familiar with the company's information management policy and procedures. They may be conducted either online or in person, and should include regular testing to ensure the training effectiveness.

Measures to protect third party data from unauthorized access or disclosure

Information

The company has implemented measures to protect customer or client data from unauthorized access or disclosure.

Guidance

The company has taken measures to limit access to customer or client data within its own operation, or have implemented measures to secure its information system including such data so as to protect the data from unauthorized access or disclosure.

Awareness training performed to prevent corruption

Information

The company has implemented awareness or training program on anti-corruption and bribery issues for its employees.

Guidance

According to the ISO 26000 guideline, ""Corruption can be defined as the abuse of entrusted power for private gain"". There are all forms of public and proprietary corruption in the workplace, including among other things extortion, bribery, conflict of interest, fraud, money laundering. Since corruption undermines a company's effectiveness and ethical reputation, awareness or trainings on anti-corruption & bribery issues are regularly conducted to ensure that employees are familiar with the company's policy and procedures. They may be conducted either online or in person, and should include regular testing to ensure the training effectiveness.

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

Information

The company has implemented a verification process for sensitive transactions.
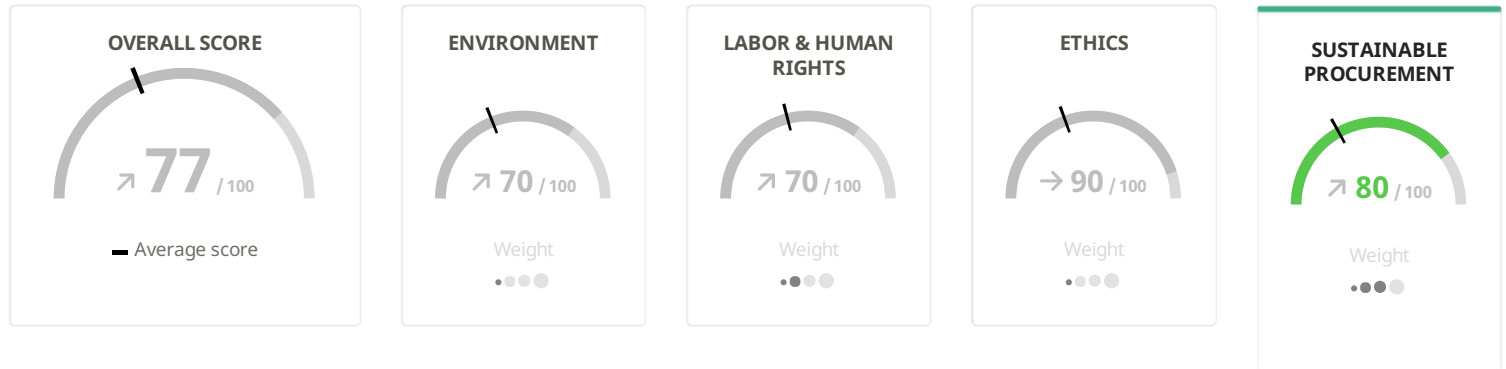
Guidance

Sensitive transactions are a broad range of business dealings which involve higher ethics-related risks. Some examples include (non-exhaustive) gifts, travel arrangements and other types of hospitality, which are common in the business world, but may in fact constitute unethical or even illegal kickbacks, bribes or payoffs to influence decision affecting a company's operations, etc. Such transactions also comprise facilitation payments which are usually made with the intention of expediting an administrative process and may be considered as a form of corruption. As such, a verification procedure should be put in place to review and approve any sensitive transactions made by the company.
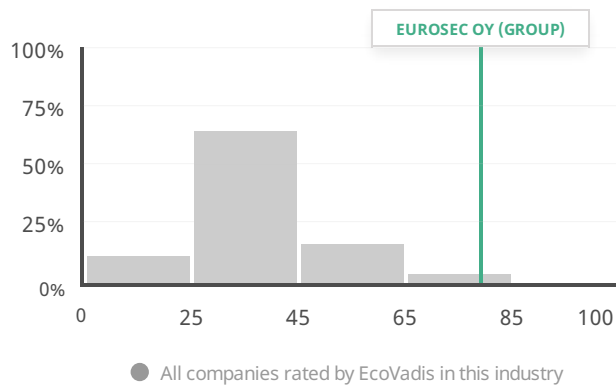
9. SUSTAINABLE PROCUREMENT

This theme focuses on both social and environmental issues within the company supply chain.
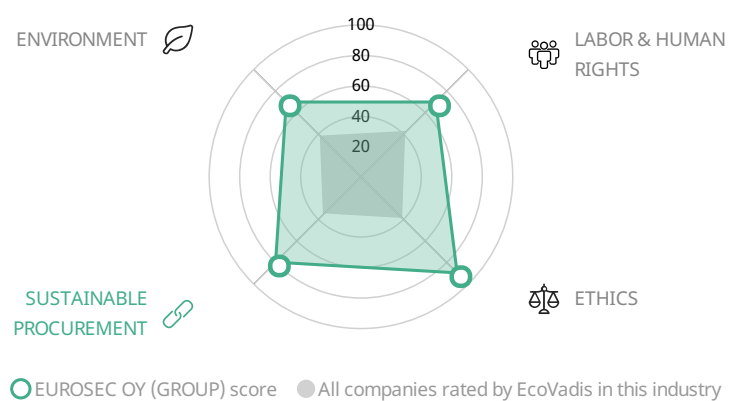
Sustainable Procurement Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ **77** /100	↗ 70 /100	↗ 70 /100	→ 90 /100	↗ **80** /100
▬ Average score	Weight	Weight	Weight	Weight
	●●○○	●●○○	●●○○	●●●○

Theme score distribution

● All companies rated by EcoVadis in this industry

EUROSEC OY (GROUP)

Theme score comparison

○ EUROSEC OY (GROUP) score   ● All companies rated by EcoVadis in this industry

Sustainable Procurement: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Sustainable Procurement: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Sustainable Procurement

Weight ● ● ● ○

Strengths

Policies

Standard policies on sustainable procurement issues

Actions

Supplier sustainability code of conduct in place

Information

The company has issued a specific Supplier Code of Conduct which lists the minimum requirements on environmental, labor and business ethics issues to be followed by its suppliers or subcontractors.

Guidance

A supplier Code of Conduct aims to ensure that suppliers provide safe working conditions for their employees, respect fair business ethics practices to comply with rules and regulations and reduce environmental impacts caused by their operations, among other issues. Typically, suppliers are required to uphold the standards in a Code of Conduct in order to continue in a business relationship with their client (i.e. the company undergoing the EcoVadis evaluation).

On-site audits of suppliers on environmental or social issues

Information

The company's supporting documentation demonstrates evidence of on-site supplier audits on environmental and/ or social issues through audit reports or third party audit certificates.

Guidance

Evidence of internal/external on site audits is recent enough (i.e. less than 12 months). Audits can be announced or unannounced and are systematically conducted at least for suppliers most exposed to sustainability risks. External audits are carried out by credible third party auditors and recognized environmental and/or social auditing standards are utilized (e.g. SMETA, EICC). Audits are directly conducted via field visits, i.e. on the suppliers' operational sites and/or business premises.

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Information

The company provides evidence in supporting documentation of supplier assessments (in-house, 3rd party, or self-assessments) on environmental (including regulatory issues), social and/or ethical issues.

Guidance

Supplier sustainability assessments are an effective way to obtain and validate pertinent information from suppliers on sustainability issues to facilitate a better understanding of supplier performance. These are often requested by the company undergoing the EcoVadis evaluation to their own suppliers. Sustainability supplier assessments can be done through checklists, questionnaires or online forms and can be conducted by the client (undergoing the EcoVadis evaluation), a reliable third party or by the supplier itself. The objectives of such assessments are to identify general and sustainability-related practices as well to help identify high-risk suppliers and the need for further risk mitigation actions.

Integration of social or environmental clauses into supplier contracts

Information

The company provides evidence in supporting documentation that social and/or environmental clauses are included in the contractual agreements with its suppliers.

Guidance

Provisions/clauses in business contracts that cover social & environmental issues which are not directly connected to the subject matter of the specific contract. It's a measure defining the behaviour/setting the expectations and for engaging with suppliers on sustainability. Commercial legal contract between the company and its supplier, usually mention termination of contract when expectations concerning CSR issues are not met.

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

Information

The company carries out an in-depth screening of its spend categories to map potential sustainability risk, thus allowing it to establish a list of high-risk suppliers for sustainability assessments and/or audits.

Guidance

Sustainability risk mapping allows companies to identify, prevent and reduce social and environmental risks in the supply chain. The company can conduct a sustainability risk mapping of its suppliers based on criteria such as procurement category, geographical presence of suppliers and total spend. Sustainability risk mapping is done before deciding to carry out assessments or audits in order to select which suppliers should receive assessments or audits.

Results

Standard reporting on sustainable procurement issues

Information

There is evidence of formal reporting implemented regarding both labor and human rights issues from the company supporting documentation, including key performance indicators (KPIs), statistical figures or associated concrete actions.

Guidance

Reporting items are standard in terms of quality and quantity, do cover the main issues, are meaningful enough, and are regularly updated. KPIs may include (but are not limited to): the percentage of suppliers covered by sustainable procurement measures, and percentage of buyers trained on sustainable procurement issues. Comprehensive reporting on sustainable procurement issues will additionally have KPIs reported in a formal public document available to stakeholders, and will be in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards.

Improvement Areas

Actions

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

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10. 360° WATCH FINDINGS

4 Oct 2023 |

Impact on score
Neutral →

No records found for this company on Compliance Database

⬡ Environment   👥 Labor & Human Rights   ⚖ Ethics   🔗 Sustainable Procurement

360° Watch Findings comprise relevant public information about companies' sustainability practices that have been identified via more than 10,000 data sources (including NGOs, press and trade unions). 360° Watch Findings are incorporated into the EcoVadis assessment and can have positive, negative or no score impact.

EcoVadis is connected to the following international sources:

- Sustainability networks and initiatives (e.g. AccountAbility, Business for Social Responsability, CSR Europe)
- Trade unions and employers' organizations
- International organization (e.g. United Nations, European Court of Human Rights, Global Compact, International Labor Organization, World Bank)
- NGOs (e.g. China Labor Watch, Greenpeace, WWF, Movimento Difesa del Cittadino)
- Research institutes and specialized press (e.g. CSR Asia, Blacksmith Institute, Corpwatch)

11. SPECIFIC COMMENTS

Additional comments from our analysts pertaining to the assessment.

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 measures.

12. CONTACT US

Any questions or need help? Visit our Help Center at support.ecovadis.com

APPENDIX:

INDUSTRY RISK PROFILE

Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

EcoVadis determines industry based on the International Standard Industrial Classification of All Economic Activities (ISIC), which is a compilation of all global economic activities published by the United Nations Statistical Commission. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities.

It is possible that a company has operations in more than one industry. In these cases, EcoVadis classifies companies based on their main area of operation, as determined by sustainability risk and/or total revenue.

CRITERIA ACTIVATION BY THEME:

Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

Environment 🍃

Medium	Energy consumption & GHGs
Non-activated	Water
Non-activated	Biodiversity
Non-activated	Air Pollution
Medium	Materials, Chemicals & Waste
Non-activated	Product Use
Medium	Product End-of-Life
Non-activated	Customer Health & Safety
Medium	Environmental Services & Advocacy

Labor & Human Rights 👥

High	Employee Health & Safety
Medium	Working Conditions
Medium	Social Dialogue
Medium	Career Management & Training
Non-activated	Child Labor, Forced Labor & Human Trafficking
Medium	Diversity, Equity and Inclusion
Non-activated	External Stakeholder Human Rights

Ethics ⚖️

| Medium | Corruption |

| Medium | Anticompetitive Practices |

| Medium | Responsible Information Management |

Sustainable Procurement 🔗

| High | Supplier Environmental Practices |

| High | Supplier Social Practices |

KEY SUSTAINABILITY ISSUES

Find qualitative explanations of the key sustainability issues and risk associated with Wholesale of electronic and telecommunications equipment and parts

Environment

Importance	Sustainability issue
Medium	Energy consumption & GHGs

Definition

Energy consumption (e.g. electricity, fuel, renewable energies) used during operations and transport. Greenhouse gases direct and indirect emissions including CO2, CH4, N2O, HFC, PFC and SF6. Also includes production of renewable energy by the company.

Industry issues

Companies active in the wholesale and distribution of electronic and telecommunications equipment have a great potential impact on energy consumption and Greenhouse Gas (GHG) emissions. There are various ways that companies working in this industry can mitigate their environmental impact on these topics. Mitigating GHG emissions from transport is one such solution. Utilizing more fuel-efficient vehicles for transportation can lower carbon output. Companies must invest in vehicles with the latest regional and national emissions standards. Another useful measure for reducing GHG emissions from transport activities is to implement specific trainings for fleet drivers to learn more efficient driving techniques. These may include turning off engines while the vehicle is stationary for long periods and verifying that vehicle tire pressure is correct. At the loading dock, other procedures include load and logistics optimization to ensure that trucks are leaving the facility without carrying unnecessary weight, or that trucks are not leaving the facility with partial loads. Companies should also regularly monitor the carbon footprint of their transportation activities by collecting and verifying emissions data and establishing ongoing reduction targets for GHG emissions of their fleet. Reducing GHG emissions and energy consumption is also important within the company's warehousing and distribution facilities. Companies can reduce energy consumption through investments in energy efficient lighting, and can further decrease GHG emissions through the use of telepresence technology to reduce business travel.

Medium   Materials, Chemicals & Waste

Definition

Consumption of all types of raw materials and chemicals. Non-hazardous and hazardous waste generated from operations. Also includes air emissions other than GHG (e.g. SOx, NOx).

Industry issues

The main issues to be addressed by companies in this sector revolve around the optimization of packaging and mitigation of waste streams. Wholesalers of electronic and telecommunications equipment and parts must implement processes to reduce the quantity of packaging used in transportation and within the company facilities. Companies are encouraged to use reusable or recycled pallets for transportation, rather than disposable cardboard or wood crates. Studying different sizes and shapes of transportation containers will also lead to optimization in loading of trucks and transport vehicles. Additionally, companies are encouraged to have proper waste collection points for different types of waste produced during operations such as cardboard, wood, plastic and company-generated electronic waste. Due to the increasing volumes of electronic equipment being consumed today, the recycling and disposal of electronic waste poses many significant problems mainly because of the numerous hazardous chemicals and materials found within them. In some countries and regions, laws have been introduced to regulate the use of these hazardous substances in electrical and electronic equipment. Waste segregation and waste labeling procedures are necessary to ensure that different types of waste are collected and disposed of in the correct way. The European Waste Catalogue is used for the classification of all wastes and hazardous wastes and is designed to form a consistent classification system across the EU (1). In downstream operations, waste treatment issues are often related to the mismanagement of toxic waste once third party firms have collected it (2). Wholesalers are also encouraged to implement waste recovery and reuse processes within their own operations before sending electronic waste to disposal.

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Medium Product End-of-Life

Definition

Direct Environmental impacts generated from the end-of-life of the products. These impacts can include hazardous, non-hazardous waste generated, emissions and accidental pollution.

Industry issues

One of the most rapidly growing waste streams today is electronic waste. It contains toxic material and thus presents health and environmental hazards through land contamination, and water or air pollution (2). As electronic waste levels are expected to increase, there are great opportunities for companies in the Information and Communications Technology (ICT) sector to ensure that equipment and other electronic products are managed such that their components are re-used and recycled (3), and that hazardous substances are eliminated in these products. While producers have a greater incentive to pay attention to the design phase of their product's life cycle, wholesalers are incentivized to implement take back programs to properly manage the products' end-of-life issues. In certain countries and regions regulations and Extended Producer Responsibility (EPR) programs have been implemented with the aim of restricting the use of hazardous substances and improving the management of electronics equipment at the products' end-of-life. The Waste Electrical and Electronic Equipment (WEEE) Directive is one of the most well-known of these regulations, and is applicable to companies operating in the European Union. The directive imposes a responsibility for manufacturers, wholesalers, retailers and distributors of such equipment to establish an infrastructure for collecting WEEE, so that "users of electrical and electronic equipment from private households should have the possibility of returning WEEE at least free of charge" (4). Wholesalers in this sector are affected by the "producer compliance schemes", whereby they, along with manufacturers and distributors, can pay an annual fee for the collection and recycling of associated waste electronics from household waste recycling centers. Even with such regulations, however, it is estimated that only 25% of the electronic waste (e-waste) generated within the EU is currently collected and treated, with as much as 75% being unaccounted for. In the US this figure is around 80%. In both cases, some of the e-waste that is unaccounted for is exported to non-OECD countries (2). Thus companies must actively continue to implement programs to mitigate the end-of-life issues of electronic waste.

Medium

Environmental Services & Advocacy

Definition

Programs implemented to promote the sustainable consumption of their own products or services among their customer base. This criteria includes the positive/negative indirect impacts of the use of products and services.

Industry issues

Companies in the wholesale of electronic equipment sector can provide information to consumers on how they can mitigate indirect impacts through the purchase of a certain product or service. The mitigation of impacts can be either related to the products themselves, or to the products' life cycle. Through the proper communication tools, consumers can be adequately informed and are given the opportunity to actively choose to mitigate their impacts through their purchasing decisions. There are a variety of national, regional, and sector-specific certifications related to the electronics industry today that identify environmentally-friendly products and services to consumers. The Responsible Recycling Standard (R2) and Recycling Industry Operating Standard (RIOS) certifications were developed by a cooperative of electronics recycling stakeholders, including the U.S. Environmental Protection Agency and Sustainable Electronics Recycling International (5). The certifications are meant for electronics recyclers who want to demonstrate to their customers that their electronics equipment is being recycled with the highest standards of environmental protection, worker health and safety, data privacy and facility security. Wholesalers who successfully achieve these certifications can also use the related Eco Labels. Secondary tools that wholesalers can offer to their clients are service-oriented programs such as Electronics Asset Disposition (EAD) services, intended to help customers with demand optimization for electronic equipment. Consumers will benefit from managing the volumes and types of electronics and telecommunication equipment they need. They will also receive information on programs that have environmentally friendly procedures for data destruction, and recycling and repurposing of obsolete electronic components. Additionally, wholesalers can sell products that allow for monitoring of electricity consumption to aid customers in becoming more aware of their environmental impacts. Providing services such as these, and properly communicating to customers why they are important are examples of how companies in this sector can promote sustainable consumption among their customer base.

Labor & Human Rights

Importance	Sustainability issue
High	Employee Health & Safety

Definition

Deals with health and safety issues encountered by employees at work i.e. during operations and transport. Includes both physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substance.

Industry issues

Occupational health and safety remains a very important topic for companies operating in this sector. Employees in the wholesale sector are exposed to working environments that feature the use of dangerous machinery, moving, lifting and transporting heavy pallets within the warehouse facility, loud noises and vibrations. The exposure of workers to these elements must be met with appropriate risk mitigation measures such as detailed operating procedures, Personal Protective Equipment (PPE) and training of employees on health and safety best practices. Training on best practices for drivers of forklifts and transportation vehicles are also critical for employees working in this sector due to the frequent activities of loading and unloading pallets from fleet vehicles to the warehouse floor. Periodic risk assessments should be conducted (and are usually legally required), and can be useful as a first step to developing constant monitoring tools for a health and safety management system. Companies can also certify their health and safety management systems with certifications such as OHSAS 18001, at all their operating facilities. The materials used in ICT products can have significant implications for worker health and safety, such as exposure to hazardous substances during the disposal phases of electronic equipment. Companies must provide clear guidelines to employees on procedures for the safe handling, transportation and disposal of hazardous materials; which is best communicated in person through health and safety training programs and in employee manuals and/or handbooks.

Medium	Working Conditions

Definition

Deals with working hours, remunerations and social benefits granted to employees.

Industry issues

The Fifth European Working Conditions survey performed in 2010 shows that overall, 18% of workers in the EU27 are not satisfied with their work–life balance (6). The wholesale of electronic equipment sector does not face specific severe issues in addition to standard working conditions applicable to any activity (e.g. working hours, holidays, wages and benefits). Individuals employed in the wholesale sector are likely to have variable work schedules and part-time working contracts. Despite part-time work being associated with achieving a better balance between working life and private life, those who work part time are less likely to say that they have good career prospects (6). Nonetheless, as in all wholesale sectors, employees' time schedule must include a minimum of flexibility and unusual working hours have to be compensated.

Medium   Social Dialogue

Definition

Deals with structured social dialogue i.e. social dialog deployed through recognized employee representatives and collective bargaining.

Industry issues

The European Working Conditions survey reports that in 2010, 45% of European employees reported having an elected employee acting as a representative in the local unit of the company for which they work. It is clear that this does not give an accurate picture of the current situation at a country-specific or industry-specific level, however the same study also concluded that employee representation varies widely according to the sector and size of establishment. In particular, wholesale is one of the sectors which has lower levels of employee representation (< 40%) than the EU27 average (> 50%) (6). Companies should commit to forging productive relationships with unions and work councils in order to provide greater protection to several categories of the industry labor force that are particularly vulnerable, including: women, temporary workers, agency workers, migrant workers and students (7).

Medium   Career Management & Training

Definition

Deals with main career stages i.e. recruitment, evaluation, training and management of layoffs.

Industry issues

A workforce which is satisfied and motivated provides the basis for a successful company. In order to foster this type of workforce, companies in the wholesale of electronic equipment sector must provide the appropriate tools to foster their commitment to their employees, and subsequently, to foster their growth in the company. Formal training and skills development programs demonstrate a company's investment in their workforce and their commitment to help employees advance in the main career development stages.

Medium   Diversity, Equity and Inclusion

Definition

Deals with discrimination and harassment prevention at the workplace. Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, termination; based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age. Harassment may include physical, psychological and verbal abuse in the work environment.

Industry issues

Discrimination and diversity at work are key issues in any company. Companies must initiate proactive measures to avoid discrimination in every aspect of their business operations—from recruitment, to daily operations and the termination of the working relationship with each employee. Discriminatory practices in the electronics wholesale industry affect young workers, low skilled workers and visible minorities, among other vulnerable groups. Companies can reduce their risk by, for example, systematically examining potential direct or indirect discrimination that may arise from their labor policies and practices, and taking actions to provide for the protection of vulnerable groups. Companies must encourage employees to report on discrimination through safe reporting channels that protect their confidentiality.

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Ethics

Importance	Sustainability issue
Medium	Corruption

Definition

Deals with all forms of corruption issues at work, including among other things extortion, bribery, conflict of interest, fraud, money laundering.

Industry issues

Companies in the wholesale industry face corruption and bribery risks similar to those faced by other industries. These include risks related to purchasing merchandise from government-controlled or –owned enterprises, investing in new markets, and obtaining licenses and planning permissions for new sites (8). International regulations such as the OECD Anti-Bribery Convention establish legally binding standards to criminalize bribery of foreign public officials in international business transactions (9). Between the time the Convention entered into force in 1999 and the end of 2012, 221 individuals and 90 entities have been sanctioned under criminal proceedings for foreign bribery in 13 States, and at least 83 of the sanctioned individuals were sentenced to prison. Companies in the wholesale of electronic equipment sector face a dynamic and rapidly evolving industry characterized by short product life cycles and the need to continuously introduce new products and services to the market. The risks mentioned above can be addressed by companies through the implementation of training programs for employees on fair business practices, and internal audits on bribery and corruption issues. Regarding fraud, companies operating in this sector should have clear guidelines and strict controls over sample and counterfeit goods and ensure that they have a strong anti-counterfeit policies in place.

Medium	Anticompetitive Practices

Definition

Deals with anti-competitive practices including among others: bid-rigging, price fixing, dumping, predatory, pricing, coercive monopoly, dividing territories, product tying, limit pricing, and the non respect of intellectual property.

Industry issues

Anti-competitive practices such as bid-rigging, price dumping, and price fixing are some of the risks companies in the wholesale of electronics equipment sector may face. The United States antitrust law and the European Union (EU) competition law are the two largest and most influential systems of international competition regulation. Rapid changes in technology require companies all along the supply chain to adapt to new market conditions, which increases price pressure amongst competitors. Consequently, structured whistleblowing procedures should be provided to employees as a confidential mechanism to report any violations of local, national or international competition laws.

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Responsible Information Management

Medium

Definition

Deals with third-party data protection and privacy which encompasses the protection of customer personal identification information (PII) and third party intellectual property rights.

Industry issues

Companies collect, process and share confidential information belonging to third-parties in order to operate their business. Third-party confidential information includes employee and consumer personal identification information, third parties' intellectual property, and business partner trade secrets. Companies are legally mandated in several jurisdictions to manage third party data responsibly. Breaches of third-party data, including proprietary intellectual property, trade secrets and employee and consumer PII expose companies to operational seizures, financial and reputational impacts caused by stakeholder lawsuits and regulatory penalties. The financial impacts of information security breaches can be both immediate and drawn out over several years, due to possible litigation action by parties who lost confidentiality of their information entrusted to the breached company. The costs of regulatory violations remain severe, and proposed changes to major regulatory frameworks in major countries are likely to impose greater fines. Ponemon Institute estimates the global average cost of a cyber-attack to be US$3.86 million(11). Beyond direct regulatory and financial penalties, breaches in a company' information management system can cause long term distrust in the company' information security management. Almost immediately after Target's information breach, the company' net earnings for the fourth quarter were down 46 percent from the same period the year before. Over time, Target will pay an estimated US$1.4 billion when factoring ongoing legal costs, class-action lawsuits by consumers and business partners, and credit monitoring services for affected consumers(12). In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates is necessary to meet legal requirements in key jurisdictions.

Sustainable Procurement

Importance	Sustainability issue
High	Supplier Environmental Practices

Definition

Deals with environmental issues within the supply chain i.e. environmental impacts generated from the suppliers and subcontractors own operations and products.

Industry issues

To mitigate environmental risk within the supply chain, wholesalers can implement policies, processes and incentives to ensure that environmental regulations are complied with and environmental performance is improved. The European RoHS (Restriction of Hazardous Substances) directive, adopted by the EU in 2002, requires that electronics manufacturers restrict the use of six hazardous materials found in electrical and electronic products. Purchasing departments must ensure that suppliers operate in compliance with the RoHS regulation. This can occur through audits, self-assessment questionnaires, third party monitoring and including these requirements within supplier contract clauses. Moreover, as companies collect this information about their suppliers, they are better equipped to confront the challenge of collecting data and maintaining transparency within the supply chain.(10)
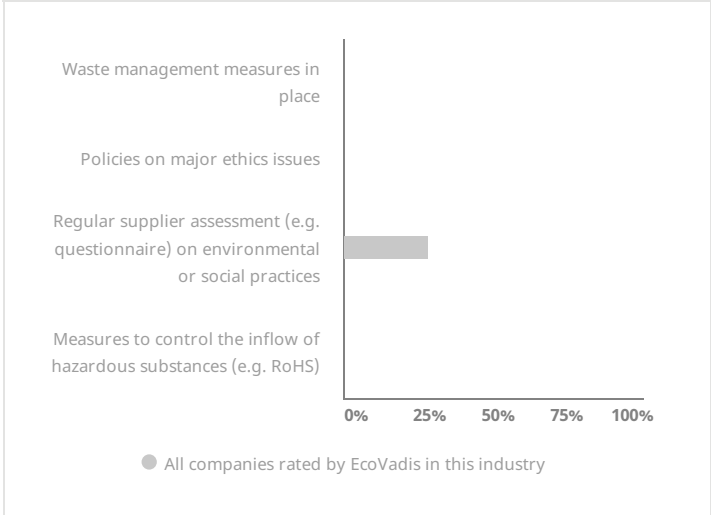
High

Supplier Social Practices

Definition

Deals with labor practices and human rights issues within the supply chain i.e. labor practices and human rights issues generated from the suppliers and subcontractors own operations or products.
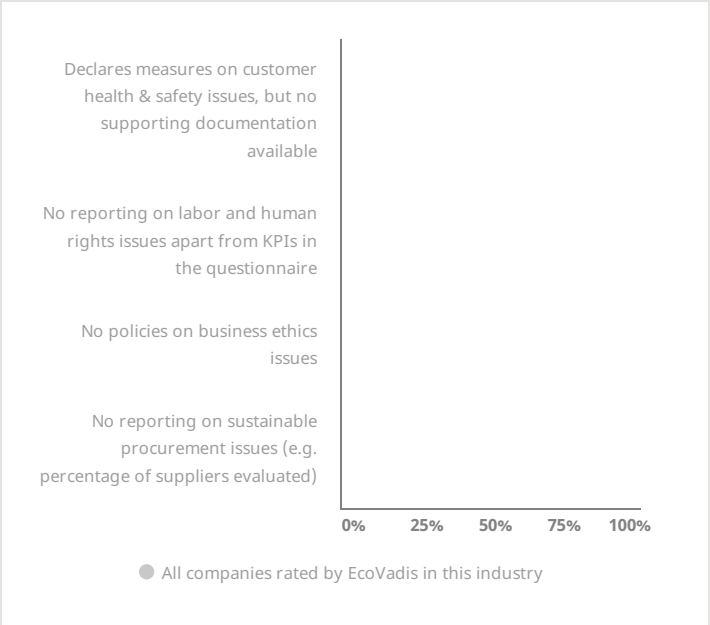
Industry issues

Wholesalers must be fully aware of how social issues in their supply chain can have an effect on their reputation, as many examples have demonstrated in recent years. Wholesalers of electronic equipment are likely to source their products from various manufacturers present in risk countries. They must be proactive in mitigating risks by selecting suppliers and partners that have at least standard social measures in place, especially regarding health and safety conditions. In June 2009, the electronic industry's sustainability initiatives, the Electronic Industry Citizenship Coalition (EICC) and Global e-Sustainability Initiative (GeSI), initiated a Supply Chain Mapping Project for target metals used in electronics. This scope of the initiative is to tackle the challenges due to a lack of transparency and complex structure specific to metals supply chains, particularly in relations to human rights abuses in areas such as the Democratic Republic of Congo. Wholesalers in the industry can mitigate risks by confirming supplier compliance with basic labor and human rights requirements through CSR assessments or audits. If there are any violations of social issues found within the supply chain, companies can implement processes to provide capacity-building to suppliers such as specific trainings on human rights and conflict minerals.

Key industry Strengths

Waste management measures in place

Policies on major ethics issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Measures to control the inflow of hazardous substances (e.g. RoHS)

0% 25% 50% 75% 100%

● All companies rated by EcoVadis in this industry

Key industry Improvement Areas

Declares measures on customer health & safety issues, but no supporting documentation available

No reporting on labor and human rights issues apart from KPIs in the questionnaire

No policies on business ethics issues

No reporting on sustainable procurement issues (e.g. percentage of suppliers evaluated)

0% 25% 50% 75% 100%

● All companies rated by EcoVadis in this industry

Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
Active whistleblowing procedure in place	28%
Audit or assessment of suppliers on CSR issues	33%
Carbon disclosure project (CDP) respondent	9%
Global Compact Signatory	12%
ISO 14001 certified (at least one operational site)	32%
OHSAS 18001/ISO 45001 certification or equivalent (at least one operational site)	21%
Policy on sustainable procurement issues	23%
Reporting on energy consumption or GHGs	34%
Reporting on health & safety indicators	24%

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Main Regulations and Initiatives

Approach LEED (Leadership in Energy and Environmental Design)

http://www.usgbc.org/DisplayPage.aspx?CMSPageID=1994

The Leadership in Energy and Environmental Design (LEED) Green Building Rating System, developed by the U.S. Green Building Council (USGBC), provides a suite of standards for environmentally sustainable construction. It aims at improving performance across all the metrics that matter most: energy savings, water efficiency, CO2 emissions reduction, improved indoor environmental quality, and stewardship of resources and sensitivity to their impacts.

🌿 **Environment**

Standard ISO 14000 (International Standard Organisation)

http://www.iso.org/iso/iso_14000_essentials

The ISO 14000 family addresses various aspects of environmental management

🌿 **Environment**

International Labor Organization's Fundamental Conventions

http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_095895.pdf

⚖️ Regulatory

The Governing Body of the International Labour Office has identified eight Conventions as fundamental to the rights of human beings at work. These rights are a precondition for 12 the others in that they provide a necessary framework from which to strive freely for the improvement of individual and collective conditions of work.

👥 **Labor & Human Rights**

Foreign Corrupt Practices Act of 1977

http://www.usdoj.gov/criminal/fraud/fcpa/

⚖️ Regulatory

The Foreign Corrupt Practices Act of 1977 (FCPA) prohibits payments, gifts, or Practices Act contributions to officials or employees of any foreign government or government-owned business for the purpose of getting or retaining business.

⚖️ **Ethics**

United Nations Global Compact (10 principles)

http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of ten principles in the areas of human rights, labour standards, the environment, and anti-corruption:

🌿 👥 ⚖️ 🔗 **All themes**

GRI - Logistics & Transportation sector supplement, Pilot Version 1.0 - May 2006

http://www.globalreporting.org/ReportingFramework/SectorSupplements/LogisticsAndTransportation/LogisticsAndTransportation.htm

The Logistics and Transportation Sector Supplement addresses the key sustainability issues for this sector. It has been designed for general use by companies operating within the sector using different means of transportation.

👥 **Labor & Human Rights**

Universal Declaration of Human Rights

http://www.un.org/Overview/rights.html

⚖️ Regulatory

The Universal Declaration of Human Rights (UDHR) is an advisory declaration adopted by the United Nations General Assembly (10 December 1948)

👥 **Labor & Human Rights**

Standard OHSAS 18001 (Occupational Health and Safety Assessment Series)

http://www.ohsas-18001-occupational-health-and-safety.com/index.htm

OHSAS 18000 is an international occupational health and safety management system specification.

👥 **Labor & Human Rights**

United Nations Convention against Corruption (UNCAC)

http://www.unodc.org/unodc/en/treaties/CAC/index.html

⚖️ Regulatory

The UNCAC is the first leg12y binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices.

⚖️ **Ethics**

OECD guidelines for multinational enterprises

http://www.oecd.org/about/0,2337,en_2649_34889_1_1_1_1,00.html

The Guidelines are recommendations addressed by governments to multinational enterprises operating in or from adhering countries. They provide voluntary principles and standards for responsible business conduct in a variety of areas including employment and industrial relations, human rights, environment, information disclosure, combating bribery, consumer interests, science and technology, competition, and taxation.

🌿 👥 ⚖️ 🔗 **All themes**

Standard Global Reporting Initiative's (GRI)

http://www.globalreporting.org/Home

The GRI is a network-based organization, that has set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance.

All themes

Carbon disclosure project

https://www.cdp.net

CDP is an international, not-for-profit organization providing the only global system for companies and cities to measure, disclose, manage and share vital environmental information.

Environment

Waste Electrical and Electronic Equipment (WEEE) Directive

http://ec.europa.eu/environment/waste/weee/legis_en.htm

The Waste Electrical and Electronic Equipment (WEEE) Directive was created with the aim of setting collection, recycling and recovery targets for all types of electronic goods in the European Union. The first WEEE Directive (Directive 2002/96/EC) entered into force in February 2003. The Directive provided for the creation of collection schemes where consumers return their WEEE free of charge. These schemes aim to increase the recycling of WEEE and/or re-use. In December 2008, the European Commission proposed to revise the Directive in order to tackle the fast increasing waste stream. The new WEEE Directive 2012/19/EU entered into force on 13 August 2012 and became effective on 14 February 2014.

Environment

Standard ISO 26000 (International Standard Organisation)

http://www.iso.org/iso/pressrelease.htm?refid=Ref972

The future International Standard ISO 26000, Guidance on social responsibility, will provide harmonized, glob12y relevant guidance based on international consensus among expert representatives of the main stakeholder groups and so encourage the implementation of best practice in social responsibility worldwide.

All themes

Restriction of Hazardous Substances (RoHS) Directive

http://ec.europa.eu/environment/waste/rohs_eee/index_en.htm

EU legislation restricting the use of hazardous substances in electrical and electronic equipment (RoHS Directive 2002/95/EC) and promoting the collection and recycling of such equipment (WEEE Directive 2002/96/EC) has been in force since February 2003. The legislation provides for the creation of collection schemes where consumers return their used e-waste free of charge. The objective of these schemes is to increase the recycling and/or re-use of such products. It also requires heavy metals such as lead, mercury, cadmium, and hexavalent chromium and flame retardants such as polybrominated biphenyls (PBB) or polybrominated diphenyl ethers (PBDE) to be substituted by safer alternatives.

All themes

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