



# ecovadis

## EcoVadis Sustainability Assessment Report

Company rated:  
EWQ ZONE OY (GROUP)

Overall score: 84 /100  
October 2024

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.

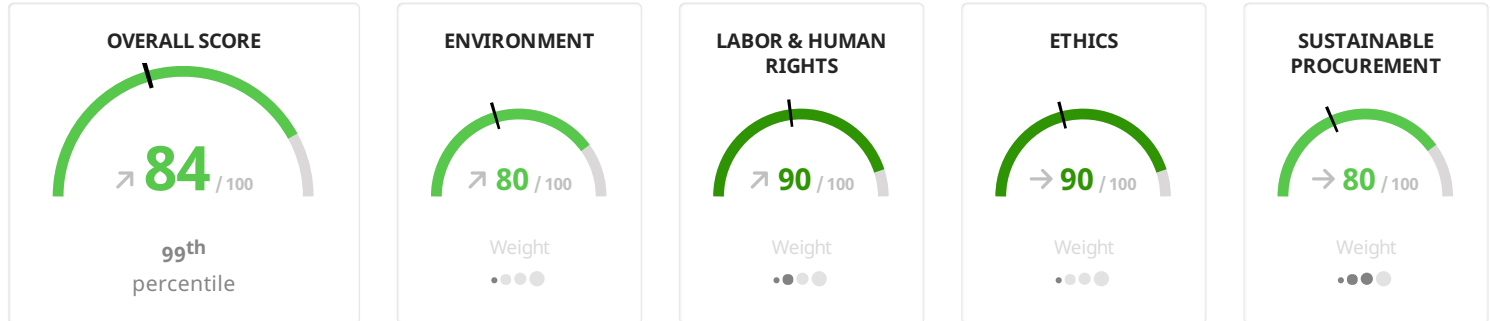
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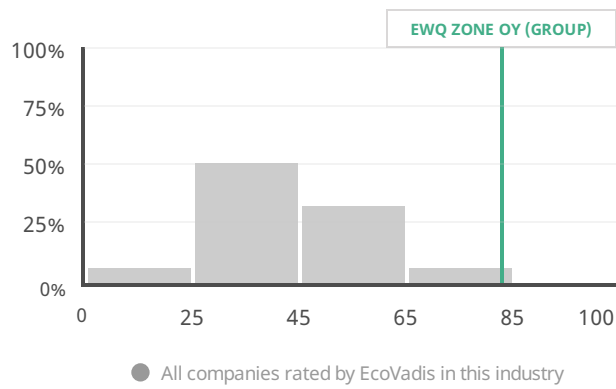
# 1. SUSTAINABILITY PERFORMANCE OVERVIEW

## Score breakdown

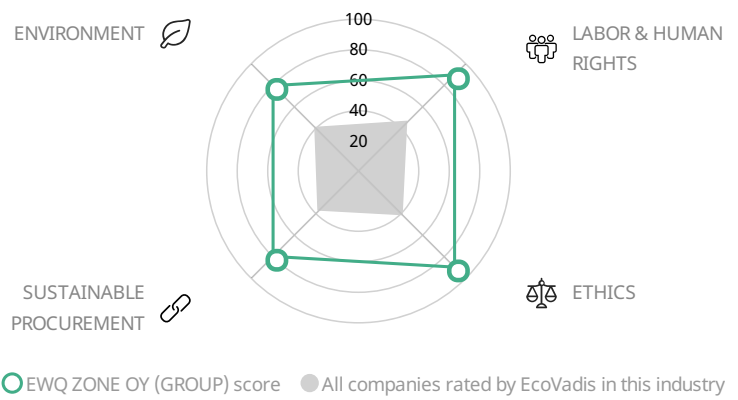
Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



## Overall score distribution



## Theme score comparison



EWQ ZONE OY (GROUP) has received a Platinum Medal in recognition of its sustainability achievement. This award places it in the top of companies assessed by EcoVadis over the past 12 months.

## 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. EWQ ZONE OY (GROUP) has a corrective action plan in place and is working on improving their sustainability management system.

\* 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.

## 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 sustainability 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.

### 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.

### B. Qualitative Information: Strengths & Improvement Areas

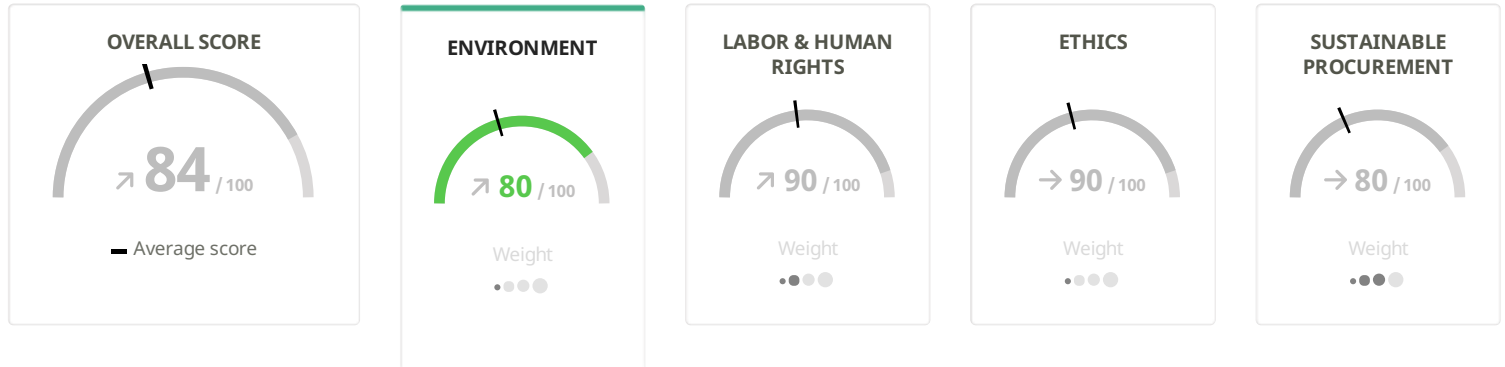
Qualitative information provides more details and insights into a company's score. For each theme, the company is assigned strengths (elements of their sustainability management system that are positive) and improvement areas (elements of their sustainability management system that need to be improved). 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.

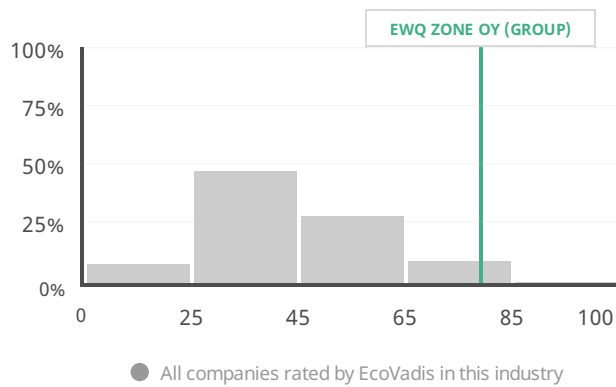
## 6. ENVIRONMENT

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).

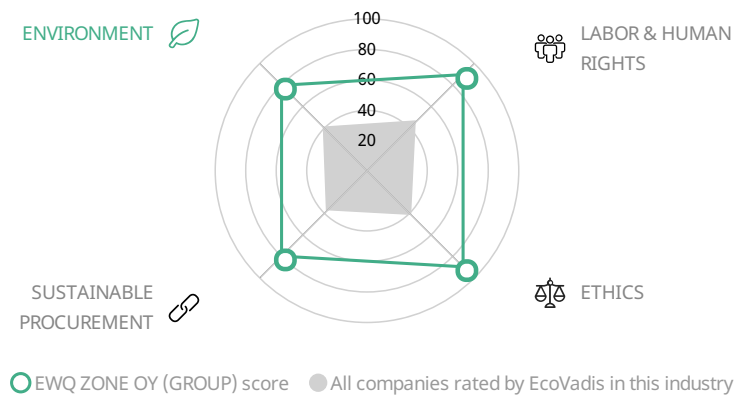
### Environment Score Breakdown



Theme score distribution



Theme score comparison



#### 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.

**Strengths**

**Policies**

**Environmental policy on waste**

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**Quantitative objectives set on energy consumption & GHGs**

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**Environmental policy on environmental services & advocacy**

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**Environmental policy on energy consumption & GHGs**

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**Comprehensive policy on a majority of environmental issues**

**Information**

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.

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**Guidance**

Policies are deemed exceptional when all environmental issues are covered by qualitative and quantitative objectives, in addition to some of the following elements: scope of application, allocation of responsibilities, and formal review processes. Download the How-to Guide on this topic here (in English).

**Actions**

**Internal sorting & disposal of waste according to waste streams**

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**Actions or training to raise employee awareness on waste reduction & sorting**

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**Purchase and/or generation of renewable energy**

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**Reduction of carbon emissions in transportation**

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**Improvement of energy efficiency through technology or equipment upgrades**

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**Recycling of office waste (paper, cardboard, ink cartridges etc.)**

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**Measures to reduce paper consumption**

**Information**

The company has implemented specific measures to reduce the consumption of paper related to its activities.

**Guidance**

Examples might include provision of online catalogue to clients, distribution and storage of documents electronically (e.g. bills, press release, staff awareness on 'need to print', setting printers to double side).



**Provision of eco-friendly or ethical products**

**Information**

The company offers products to its clients that are eco-friendly or ethical.

**Guidance**

Examples of eco-friendly or ethical products are products from fairtrade initiatives (e.g. Max Havelaar, Fairtrade), organic products.

**Information provided to customers on environmental or social impacts of products**

**Information**

The company provides evidence that they provide information to customers regarding the environmental or social impacts of their products.

**Guidance**

In order for customers to make well-informed decisions in their own purchasing, companies should provide clear and public information regarding their own products and the impacts on the environment or social issues. Environmental impacts of products could include issues further down the supply chain, including procurement or traceability of the products, or how the manufacturing of the product impacted the environment, such as water consumption or local pollution during manufacturing activities. Social impacts of products could include labor issues during manufacturing, or labor issues down the supply chain. This type of information can be provided on the packaging of the products themselves, or online on the company website.

**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).

**Results**

**Environmental reporting on waste**

**Environmental reporting on energy consumption & GHGs**

**Information**

The company has formalized reporting document(s) on energy consumption & GHGs.

**Guidance**

The company provided documents that includes relevant energy and GHGs (greenhouse gases) related KPIs (Key Performance Indicators), annual energy consumption report, sustainability report, etc. Some examples of KPIs (Key Performance Indicators) provided on this criteria: annual electricity consumption, renewable energy consumption, fuel consumption, total GHG/CO2 emissions, number of trainings conducted on energy conservation among employees.

**Reporting on total energy consumption**

**Information**

The company has reported KPIs with regard to total energy consumption either through formal documentation or questionnaire declaration.

**Guidance**

Total energy consumed represents total primary energy consumption reported in kWh. Total energy consumed may include e.g. consumption of coal and coke (in Kg) reported in kWh and/or consumption of oil, LPG and electrical power in kWh.

**Standard reporting on environmental issues**

**Information**

There is evidence of formal reporting implemented regarding the management and the mitigation of the company environmental footprint from its 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. Examples of key performance indicators include total electricity consumption, electricity consumed per kg of product or per unit produced. Comprehensive reporting on environmental 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**

**Results**

Low

Inconclusive documentation for reporting on environmental services & advocacy

**Information**

The company does not have any formalized reporting document on environmental services & advocacy.

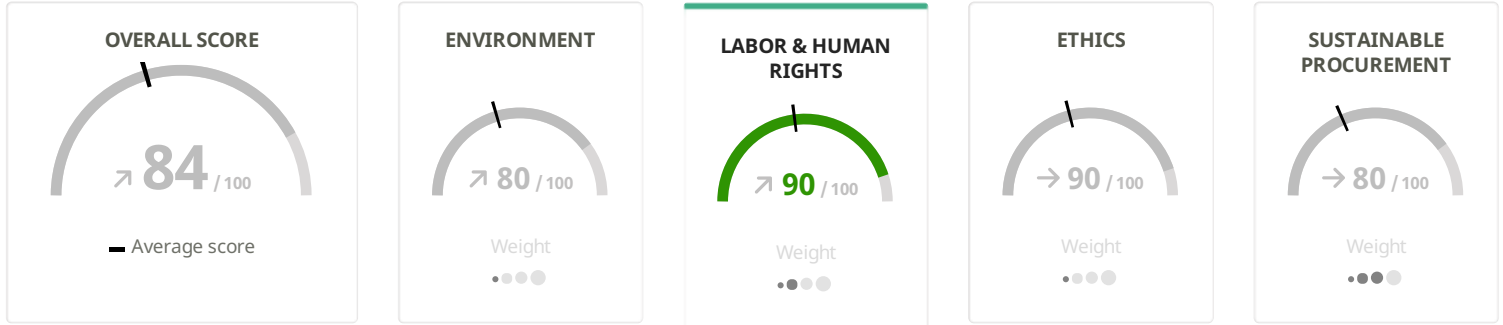
**Guidance**

Some examples of relevant supporting documents that can be provided are internal excel database, management presentation that includes reporting on annual number of environmental services/products provided to customers, other reporting figures on the promotion of sustainable consumption among customers, sustainability report. The document(s) should demonstrate the following: KPIs (Key Performance Indicators) to promote sustainable products or services among customer base, or the continuous monitoring of actions by your company related to environmental services. Here are some examples of KPIs on this criteria: total number of eco-labelled products sold to customers, amount of greenhouse gas emissions offsetted for customers, total number of trainings conducted to increase customer awareness on the environmental impacts of products/services.

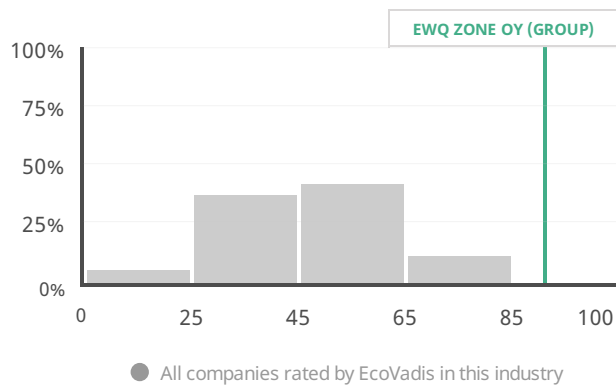
## 7. LABOR & HUMAN RIGHTS

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).

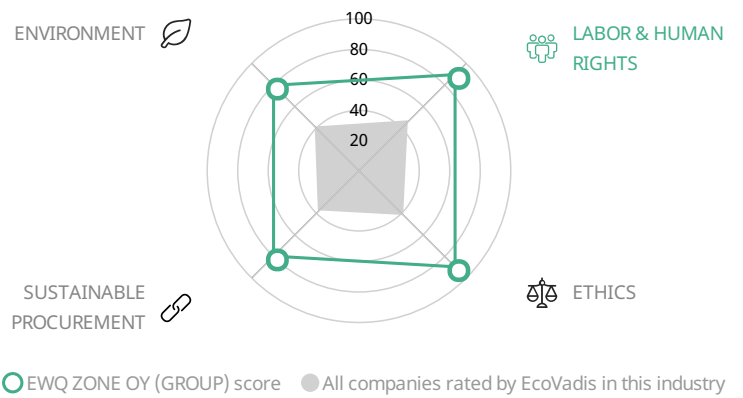
### Labor & Human Rights Score Breakdown



Theme score distribution



Theme score comparison



#### 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

Quantitative objectives set on diversity, equity & inclusion

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Quantitative objectives set on working conditions

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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

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Exceptional policies on major labor and human rights issues

Information

The company has issued exceptional policies that integrate commitments, qualitative and quantitative objectives on all the labor and human rights issues the company is faced with. Additionally, exceptional policies have exhaustive organizational elements such as the allocation of responsibilities, mechanisms to deal with policy violations, formal review processes, and communication of the policy to all employees and business partners, etc.

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Guidance

N/A

Actions

Employee health and safety emergency action plan

Information

The company has formal procedures that have been communicated to all employees regarding accidents, injuries, provision of emergency equipment, emergency evacuation, first aid, fire drills and other situations regarding health and safety at the workplace.

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Guidance

A health and safety emergency action plan is a document that demonstrates the health and safety plan created by each company in order to guide its employees when facing emergency situations. These emergency situations depend on the operations of the company as well as their workforce, but also include accidents related to operations of heavy equipment, injuries, fires, chemical spills, explosions, falls, among others.

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Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

**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.

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

**Information**

The company has official measures to promote work-life balance in place, which have been found within the supporting documentation. The company provides flexible hours and organization for employees to work.

**Guidance**

The company has implemented working practices that acknowledge and aim to support the needs of staff in achieving a balance between their home and working lives. The company has supporting documentation showing a flexible organization of working hours is provided for employees, which can include evidence of options for part-time work, telecommuting or remote work, job-shares, and other forms of variable work schedules.

**Health care coverage of employees in place**

**Awareness training regarding diversity, discrimination, and/or harassment**

**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.

**Regular assessment of individual performance**

**Information**

The company demonstrates evidence of regular assessments of individual performance.

**Guidance**

The company has a process in place to quantitatively and/or qualitatively assess and review employee's job performance on a regular basis. This includes processes such as performance reviews to allow the company to identify areas for improvement, provide support and guidance to employees as well as recognizing and rewarding top performers.

**Regular employee health check-up**

**Information**

The company has been conducting regular health screening tests for employees.

**Guidance**

The company has made regular health check arrangements for employees through health service contracts or employee health surveillance procedures. These periodical and relevant occupational health check-ups provided to employees have had a particular focus on the health risk factors that the employees are exposed to at the workplace. Some of the health risks are; exposure to chemicals, potentially dangerous machines, noise, or other potential hazards to allow for early detection of effects on health and timely treatment.

**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.

**Results**

**Labor & human Rights reporting on diversity, equity & inclusion**

**Information**

The company has formalized reporting document(s) on diversity, equity & inclusion.

**Guidance**

"The company provided documents that includes reporting on diversity, wage equality, internal excel database, management presentation that includes reporting on employee diversity and inclusion. Some examples of KPIs (Key Performance Indicators) provided on this criteria are number of employees trained on prevention of discrimination and harassment or on promotion of DE&I, percentage of female employees. "

**Labor & human rights reporting on career management & training**

**Information**

The company has formalized reporting document(s) on career management & training.

**Guidance**

"The company provided documents that includes reporting on annual training, annual employee development, internal excel database, management presentation that includes reporting figures on career management and training of employees. Some examples of KPIs (Key Performance Indicators) provided on this criteria are total training hours or average training hours per employee, number of employees with regular performance review. "

**Labor & human rights reporting on working conditions**

**Information**

The company has formalized reporting document(s) on working conditions.

**Guidance**

"The company provided documents that includes reporting on annual employee benefits or internal excel database, management presentation that includes reporting figures on employee working conditions. Some examples of KPIs (Key Performance Indicators) provided on this criteria are total or average annual remunerations, total number of leaves taken by employees, employee satisfaction rate, average working hours, overtime hours per employee. "

**Labor & human rights reporting on employee health & safety**

**Information**

The company has formalized reporting document(s) on employee health & safety.

**Guidance**

"The company provided documents that includes reporting on health and safety training, internal excel database on health and safety monitoring, management presentation that covers employee health and safety, sustainability report. Some examples of KPIs (Key Performance Indicators) provided on this criteria are total number of safety incidents at work, accident frequency/severity rate, total training hours or number of employees trained on health and safety issues, total number of employees trained on health and safety (e.g. stress, ergonomics). "

**Comprehensive reporting on labor and human rights issues**

**Information**

The company has provided comprehensive reporting figures or Key Performance Indicators (KPIs) on the majority of relevant labor and human rights issues.

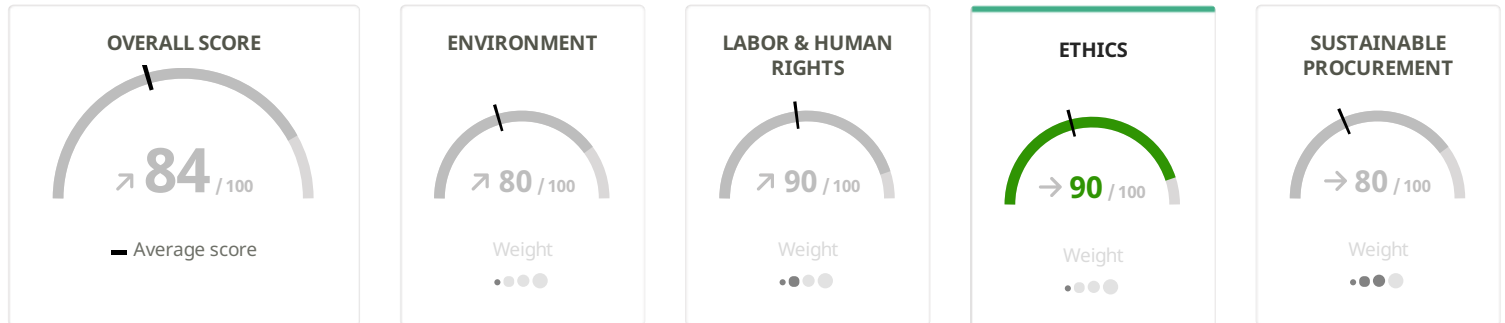
**Guidance**

The company has provided good quality KPIs on the majority of labor and human rights criteria. To make the reporting figures more advanced in terms of quality, quantity and transparency, the KPIs should have all the following quality factors; (1) External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organization, (2) Alignment with reporting standards such as GRI Core/Universal/Comprehensive, SASB,...etc. (3) Materiality analysis to identify the most relevant labor and human rights issues based on the company's activity (4) The reporting timespan should be extending over 36 months for the majority of material topics and the reporting figures should not be more than 2 years old. (XS company: KPIs/reporting figures provided on at least two material labor and human rights topics which extends over a period of 24 months or more) Additionally, KPIs are reported in a formal public document available to stakeholders, and are in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards.

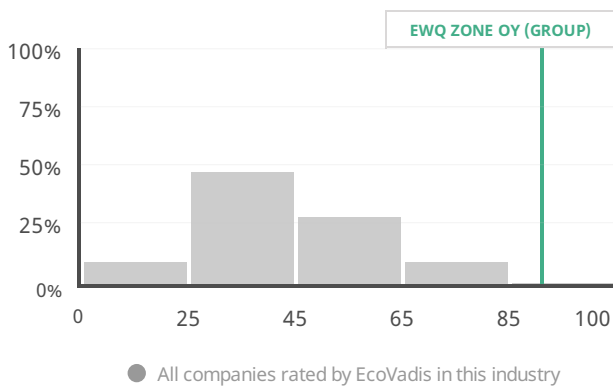
## 8. ETHICS

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

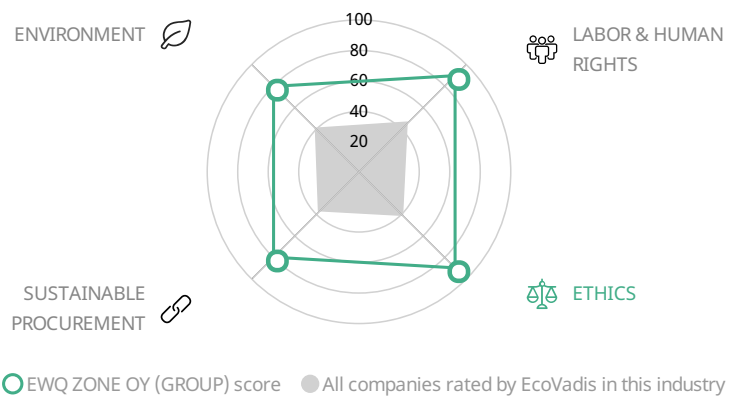
### Ethics Score Breakdown



Theme score distribution



Theme score comparison



#### 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.



**Strengths**

**Policies**

**Disciplinary sanctions to deal with policy violations**

**Information**

There is evidence within the supporting documentation provided that the company has implemented structured mechanisms to deal with policy violations such as disciplinary actions.

**Guidance**

In order to ensure the adequate implementation of business ethics policies, companies should establish procedures to administer investigations and sanction employees for eventual violations (i.e. disciplinary measures up to and including possible termination).

**Employee signature acknowledgement of ethics policies**

**Information**

There is evidence within the supporting documentation provided by the company that it is mandatory for employees to sign their acknowledgement of the company's business ethics policies.

**Guidance**

Business ethics policies such as Code of Ethics/Code of Conduct should include a section requiring employees to sign (to ensure that all employees are aware of the policy).

**Policy on information security**

**Information**

The company has issued a formal standard policy that integrates commitments in the form of qualitative objectives on information security issues. The policy is formalized in a document such as a Code of Ethics and includes at least some organizational elements (e.g. review process, dedicated responsibilities, scope of application).

**Guidance**

It is imperative for companies who manage sensitive information to set commitments on the protection and responsible management of third-party data. The security of third party data encompasses the protection of customer personal identification information (PII) and the protection of third party intellectual property rights.

**Policies on corruption**

**Information**

There is a formal policy that integrates qualitative objectives/commitments on anti-corruption & bribery issues (including for example conflict of interest, fraud and money laundering) in the supporting documentation provided by the company.

**Guidance**

Corruption & bribery covers all forms of corruption issues at work namely extortion, bribery, conflict of interest, fraud, money laundering. A comprehensive policy is formalized in a standalone document or is part of a Code of Ethics/Conduct on the issues mentioned and incorporate as well some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms.

**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**

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**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.

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**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.

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

**Information**

The company has implemented a verification process for sensitive transactions.

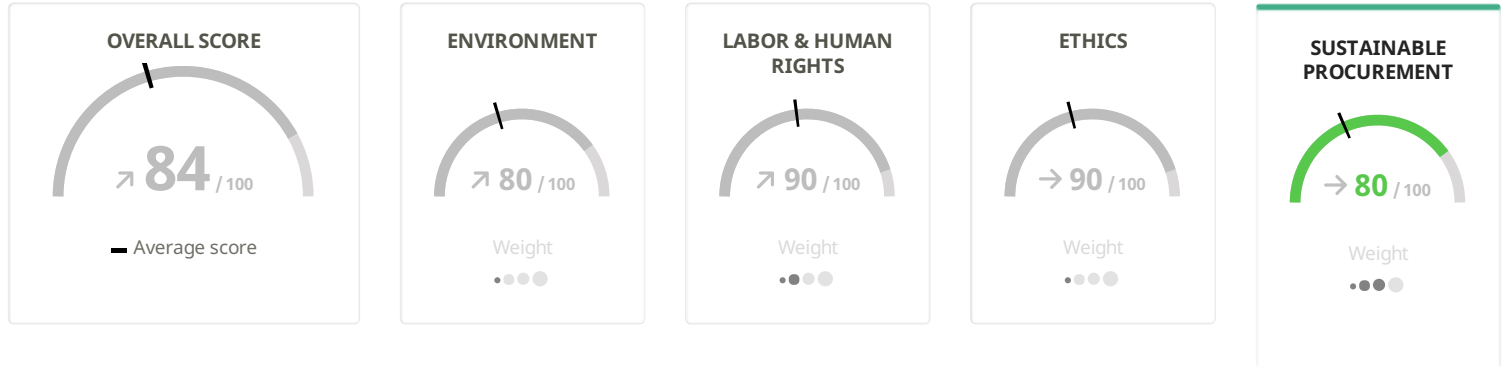
**Guidance**

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.

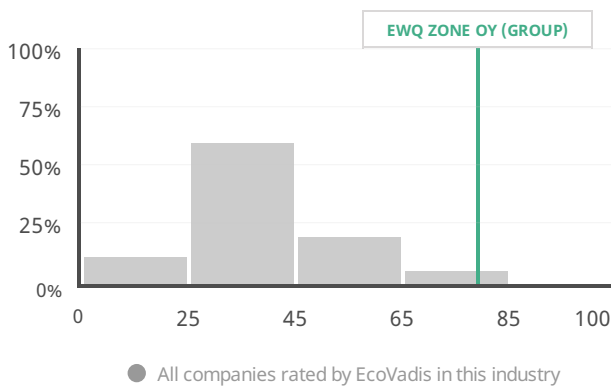
## 9. SUSTAINABLE PROCUREMENT

This theme focuses on both social and environmental issues within the company supply chain.

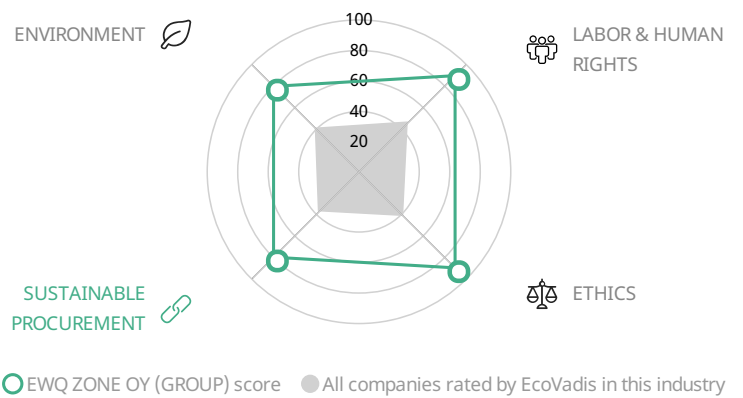
### Sustainable Procurement Score Breakdown



Theme score distribution



Theme score comparison



#### 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.



**Strengths**

**Policies**

**Quantitative objectives set on sustainable procurement policy**

**Information**

The company has defined and has formally communicated quantitative objectives (i.e. targets) with regard to the relevant sustainable procurement policy objectives.

**Guidance**

Quantitative objectives or targets on sustainable procurement issues are considered as fundamental elements of comprehensive policy mechanism. They provide a monitoring framework that helps establish whether policy objectives are being met, and highlight the progress towards set goals. Some examples of specific targets on this topic include the percentage of suppliers to be audited on sustainability issues, the percentage of suppliers signing the Supplier code of conduct, or the percentage of employees or buyers trained on sustainable purchasing. As policy elements, targets can be expressed in absolute or relative terms and must have a valid future deadline (i.e. by 2020 we commit to train 100% of buyers on sustainable purchasing issues).

**Comprehensive sustainable procurement policies on both social and environmental factors**

**Information**

The company has issued a comprehensive policy that integrates commitments, qualitative and quantitative objectives on the management of its sustainable procurement issues.

**Guidance**

The existing policy covers both environmental and social issues that the company may impact through its procurement strategy. Policies are deemed exceptional when they integrate not only qualitative but also quantitative operational objectives on all material sourcing risks the company faces, in addition to the following organizational elements: regular review mechanisms, a scope of application, the allocation of responsibilities, and communication of the policy to all stakeholders.

**Actions**

**Internal purchasing processes for specific products or services (e.g. stationery, paper products, data hosting services, office furniture or equipment) integrate sustainability**

**Information**

The company has provided document evidence which confirms internal purchasing processes for specific products or services integrate sustainability.

**Guidance**

Some relevant supplier communication documents are : standard operating procedures, work instructions, CSR/Sustainability Report.The document(s) demonstrate the following: purchasing process to integrate sustainability in wood or wood- based products (e.g. paper, cardboard), for example by setting up process to purchase certified products (e.g. FSC, PEFC).

**Checklist to verify sustainability management/practice of suppliers**

**Information**

The company has provided document evidence which confirms the use of a checklist to verify sustainability management/practices of suppliers.

**Guidance**

Some relevant supplier communication documents are standard operating procedures, work instructions, questionnaires, checklists, CSR/Sustainability Report, etc. The document(s) demonstrate one or some of the following actions: off-site or on-site verification of suppliers' sustainability management or practices through a checklist or questionnaire. This could have been conducted by the company through checking supplier sustainability-related information, or it could have been done by the supplier (e.g. self-assessment).

**Communication with suppliers on sustainable procurement (e.g. supplier code of conduct)**

**Information**

The company has provided document evidence which confirms communication with suppliers regarding sustainable procurement practices.

**Guidance**

Some relevant supplier communication documents are supplier code of conduct, communication letters on sustainable procurement sent to suppliers, CSR/Sustainability Report, etc. The document(s) demonstrates communication to suppliers on expectations for social and environmental responsibility.

## 10. 360° WATCH FINDINGS

19 Sep 2024 |

Impact on Score  
**Neutral** →  
 valid from 4 Oct 2024 to 19 Sep 2029

**No records found for this company on Compliance Database**

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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 Responsibility, 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.

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

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

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- Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

## 12. CONTACT US

Any questions or need help? Visit our Help Center at [support.ecovadis.com](https://support.ecovadis.com)

# APPENDIX:

## INDUSTRY RISK PROFILE

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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

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

### Labor & Human Rights

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

### Ethics

<b>Medium</b>	Corruption
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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 CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC and SF<sub>6</sub>. 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.

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 (3). 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 (4). 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 (4). 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%) (4). 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 (5).

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.



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 (6). International regulations such as the OECD Anti-Bribery Convention establish legally binding standards to criminalize bribery of foreign public officials in international business transactions (7). 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.

Medium

Responsible Information Management

**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(9). 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(10). 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.(8)



High

Supplier Social Practices

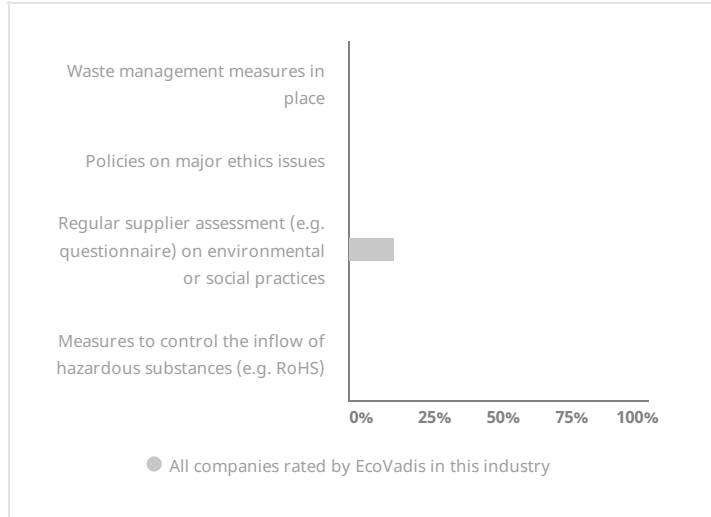
**Definition**

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.

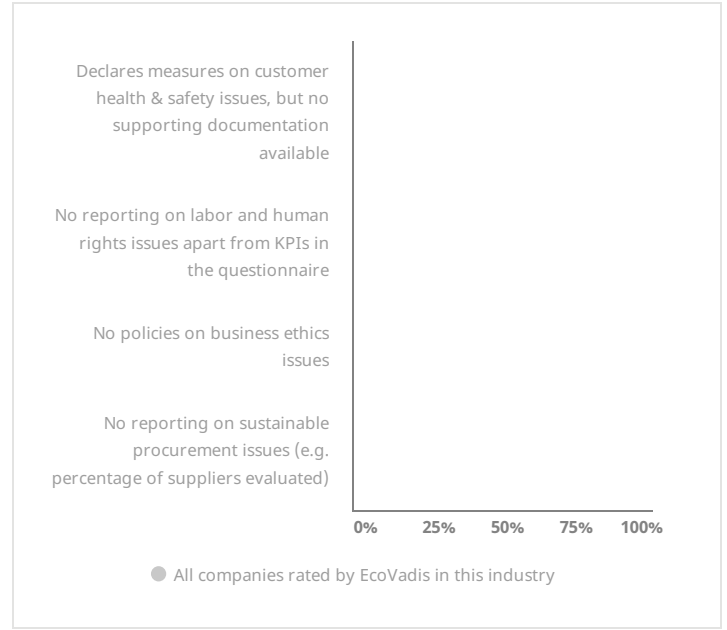
**Industry issues**

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



### Key industry Improvement Areas



**Sustainability KPIs Overview**

KPI	All companies rated by EcoVadis in this industry
<b>Audit or assessment of suppliers on CSR issues</b>	34%
<b>Carbon disclosure project (CDP) respondent</b>	10%
<b>Global Compact Signatory</b>	12%
<b>Grievance mechanism or whistleblowing procedure in place</b>	29%
<b>ISO 14001 certified (at least one operational site)</b>	34%
<b>ISO 45001 certification or equivalent (at least one operational site)</b>	22%
<b>Policy on sustainable procurement issues</b>	34%
<b>Reporting on energy consumption &amp; GHGs</b>	43%
<b>Reporting on health &amp; safety indicators</b>	31%

## 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](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](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 legally 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\\_1,00.html](http://www.oecd.org/about/0,2337,en_2649_34889_1_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](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, global 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](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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