



ecovadis

EcoVadis Sustainability Assessment Report

Company rated:
EWQ ZONE OY (GROUP)

Overall score: 82/100
March 2026

Sustainability performance: **Advanced**

Size: **S**
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

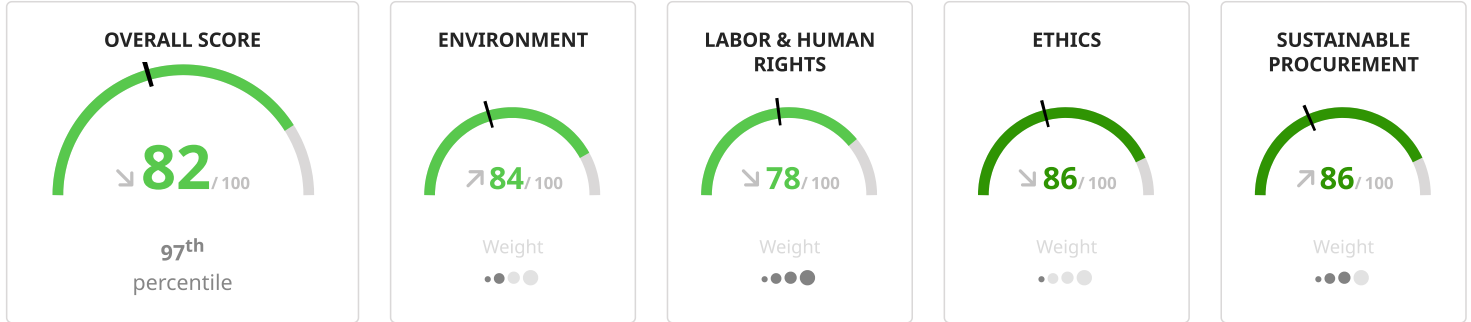
EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

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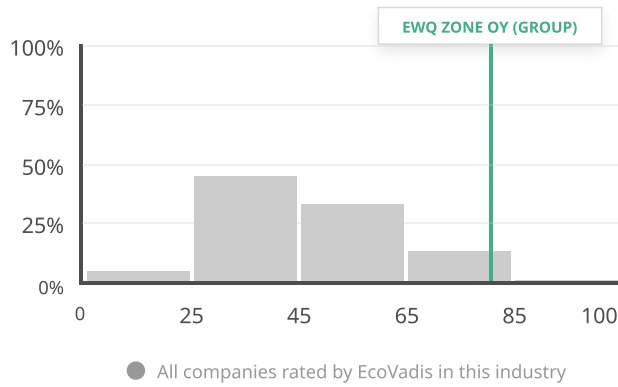
1. SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

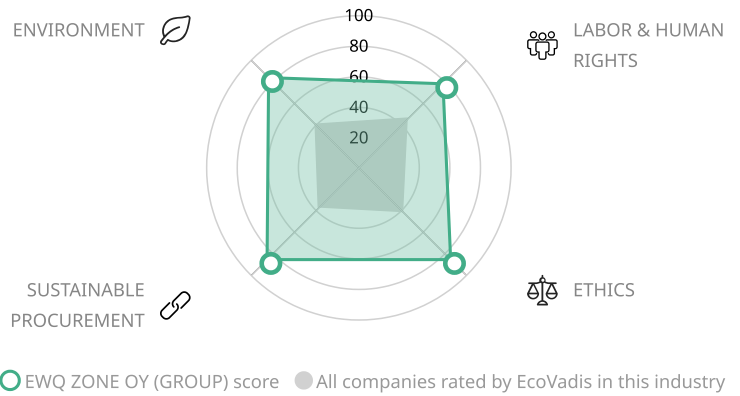
Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



EWQ ZONE OY (GROUP) has received a Gold 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

3. ETHICS

- Corruption
- Anticompetitive Practices
- Responsible Information Management

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

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.

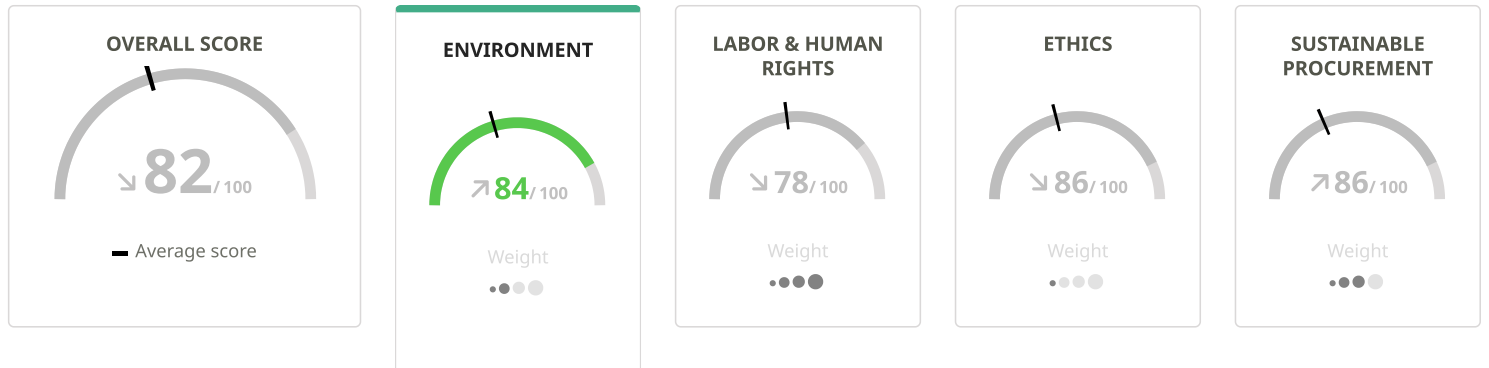
C. The Scoring Scale

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.

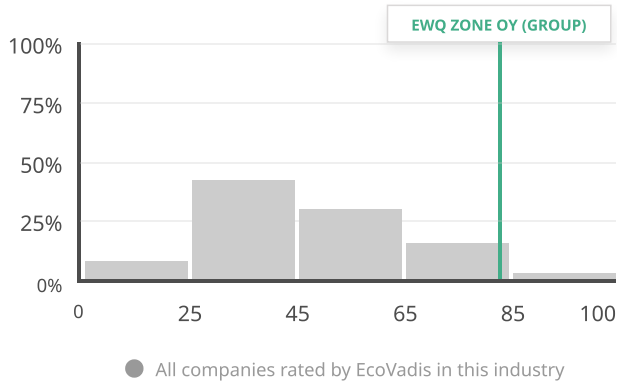
6. ENVIRONMENT

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).

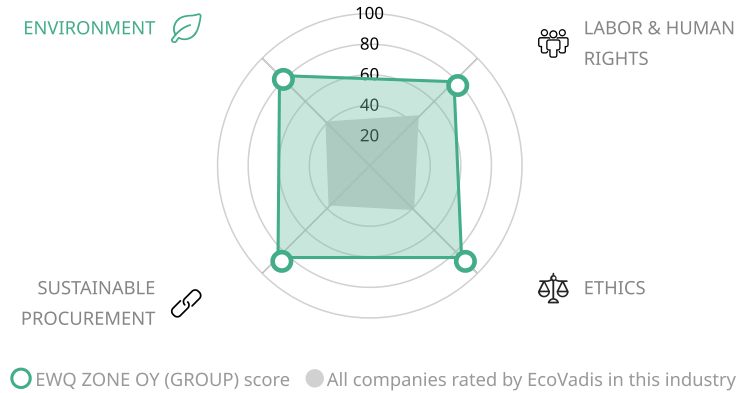
Environment Score Breakdown



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 scope of application specified

Dedicated responsibility for environmental policy

Formal mechanisms to review and amend environmental policy

Quantitative objectives set on energy consumption & GHGs

Environmental policy on environmental services & advocacy

Environmental policy on materials, chemicals & waste

Environmental policy on energy consumption & GHGs

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.

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

Recommerce or reverse commerce platform available to customers

Information

The company has a recommerce or reverse commerce platform available for customers to buy back or sell used products.

Guidance

The company provides recommerce services, platforms or access to recommerce platforms through partnerships or in-house platforms. The company ensure that the platform enables customers to sell or purchase used products in support of circular economy principles or provision of incentives to support and encourage the use of such platforms among its consumer base.

Provision of product maintenance instructions to extend product lifetime

Information

The company provides product and maintenance information to its customers on how to increase the products life span.

Guidance

The company discloses information about product maintenance in order to maximize product lifetime and minimize environmental impact from damaged components. Actions include providing easily accessible guidance on product maintenance, care and usage, how-to guides or technical instructions that enable customers to diagnose or repair damaged parts, and contact information or detailed instructions on how to access post-purchase care services.

Post-purchase care services to extend product lifetime

Information

The company provides post-purchase care services to extend product lifetime.

Guidance

The company implements after-sales support systems for purchased products in order to extend their lifetime. Some examples include providing repair and maintenance services, providing access to spare parts, facilitating easy returns and exchanges, and incorporating customer feedback to improve durability and longevity of their products.

Carbon footprint calculation programs or services available to customers

Information

The company provides carbon footprint calculation programs or services to customers.

Guidance

The company provides evidence of carbon footprint calculation services, programs and software to help customers determine their greenhouse gas emissions with respect to their purchased goods and services. Some examples include the provision of educational resources or support to help customers interpret and act upon the data generated, empowering customers to track their carbon emissions and make informed decisions to reduce their environmental impact.

Infrastructure or program to collect and recycle used products

Information

The company has an infrastructure or program in place to collect and recycle used products.

Guidance

The company acts as intermediary to collect used products from customers for recycling, specialized treatment or disposal. The company demonstrates direct collaboration with manufacturers or recycling facilities and indicate the designated collection points, pickup services, or approaches used to collect used products. It is convenient, accessible, and clearly communicated to customers to encourage participation.

Environmental emergency measures in place

External partnerships or collection programs established to reuse and recycle major waste streams

Internal sorting & disposal of waste according to waste streams

Training of employees on waste reduction and sorting

Reduction of internal wastes through material reuse, recovery or repurpose

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Purchase of verified carbon offset credits

Energy and/or carbon audit

Information

The company has provided supporting documentation demonstrating that it has performed an energy audit or carbon assessment.

Guidance

An energy audit is an inspection, survey and analysis of energy flows, within a building, process or system to reduce energy consumption. An energy audit is the first step in identifying opportunities to reduce energy expense and carbon footprints. Carbon assessment or carbon footprint is a measure of the amount of CO2 or other GHG emissions of a defined process expressed as carbon dioxide equivalent and this can be done using a carbon footprint calculator.

ISO 14001 certified

Information

The company has provided a valid ISO 14001 certificate that covers all of its operations.

Guidance

The ISO 14001 standard belongs to the ISO 14000 series, a family of environmental management standards developed by the International Organization for Standardization (ISO) designed to provide an internationally recognized framework for environmental management, measurement, evaluation and auditing. The standard serves as a framework to assist organizations in developing their own environmental management system and is based on the continuous Plan-Do-Check-Act cycle.

Training employees to safely handle and manage hazardous substances

Information

The company has provided supporting documentation demonstrating that it provides regular training on work processes for labeling, storing, handling and transporting hazardous goods

Guidance

Proper labeling of hazardous substances might include alignment with the Globally Harmonized System (GHS) of Classification and Labeling of Chemicals or other regional schemes like TSCA, IESCS. The company may also train its employees regarding the proper storage and handling of hazardous goods, such as procedures to avoid accidental spills or instructions on the use of appropriate personal protective equipment (PPE) in the handling of hazardous goods. Transportation procedures might include checklists for loading/unloading hazardous goods or procedures in place to ensure that all necessary information is included on documents for consignment of hazardous goods.

Results

Reporting in accordance with VSME Basic Module

Total gross Scope 2 reporting value confirmed in supporting documentation

Information

It was confirmed in the documentation provided by the company that the declared value for total gross Scope 2 is true.

Guidance

The company provided supporting documentation which show that the reported value for total gross Scope 2 reporting value is true.

Total gross Scope 1 reporting value confirmed in supporting documentation

Information

It was confirmed in the documentation provided by the company that the declared value for total gross Scope 1 is true.

Guidance

The company provided supporting documentation which show that the reported value for total gross Scope 1 reporting value is true.

Reporting on total gross Scope 2 GHG emissions (market or location based)

Information

The company demonstrates that there is public or internal reporting of consolidated data on the total gross Scope 2 GHG emissions (market or location based).

Guidance

The company provided data which show the total gross Scope 2 GHG emissions (market or location based), these emissions refer to the GHG emissions resulting from the generation of purchased or acquired electricity, steam, heating, and cooling.

Reporting on total gross Scope 1 GHG emissions

Information

The company demonstrates that there is public or internal reporting of consolidated data on the total gross Scope 1 GHG emissions.

Guidance

The company provided data which show the total gross Scope 1 GHG emissions, these are direct GHG emissions which occur from sources that are owned or controlled by the company, such as emissions from combustion in owned or controlled boilers, furnaces, vehicles; emissions from chemical production in owned or controlled process equipment.

Reporting on total weight of waste recovered

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation

Reporting on total amount of renewable energy consumed

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

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

Policies

Low

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

Corrective Action requested

Information

There is no information within the supporting documentation that the company is a signatory or has public adherence to any external initiatives on environmental issues.

Guidance

Such initiatives can encompass many environmental issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include United Nations Global Compact (UNGC), Science Based Targets initiative (SBTi), Alliance to Zero, Responsible Care, etc.

Actions

Low

No supporting evidence of reduction of carbon emissions in logistics or optimization of fleet efficiency

Corrective Action requested

Low

No supporting evidence of reduction of energy consumption of HVAC (heating, ventilation, and air conditioning) systems

Corrective Action requested

Low

No supporting evidence of actions for labeling, storing, handling, and transporting hazardous substances

Corrective Action requested

Low

No supporting evidence of reduction of material consumption through process optimization

Corrective Action requested

Low

No supporting evidence of use of eco-friendly or bio-based process materials

Corrective Action requested

Results

Low

No supporting evidence of reporting on the total gross Scope 3 downstream GHG emissions

Corrective Action requested

Information

The company did not provide valid reporting on its total gross Scope 3 downstream Greenhouse Gases (GHG) emissions.

Guidance

"There is no valid reporting available on the company's total gross Scope 3 downstream GHG emissions in the provided documents. Scope 3 downstream GHG emissions occur from the use or disposal of the company's products or services. The company should provide a gross reporting value comprises of relevant Scope 3 GHG emissions in Category 9-15. For further information refer to the Greenhouse Gas Protocol (<https://ghgprotocol.org/scope-3-calculation-guidance-2#supporting-documents>)."

Low

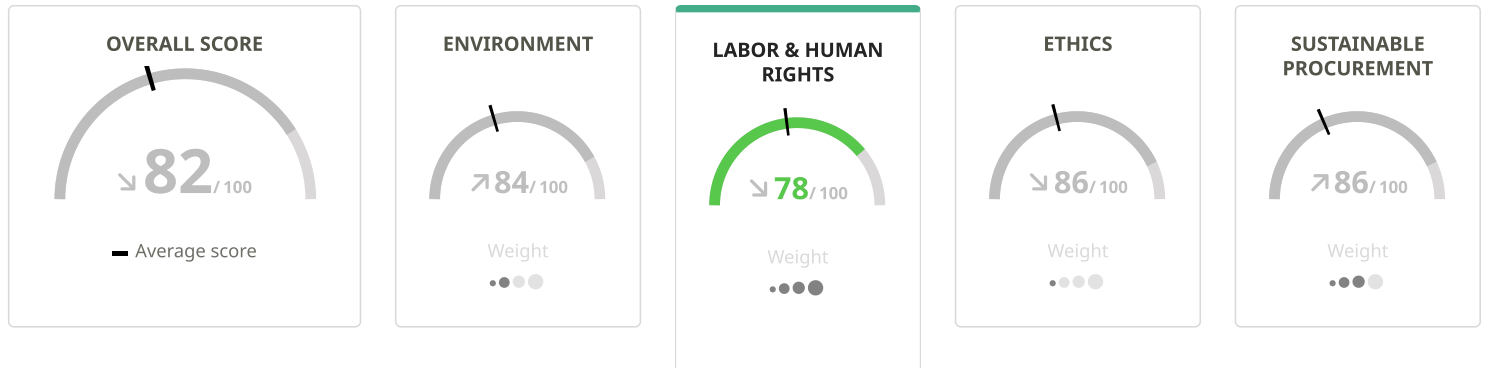
No supporting evidence of external assurance or verification of the sustainability reporting

Corrective Action requested

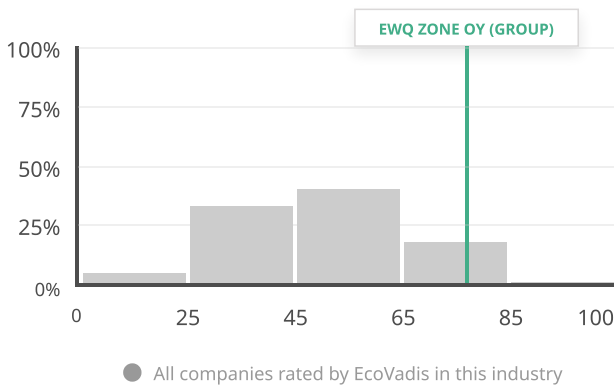
7. LABOR & HUMAN RIGHTS

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).

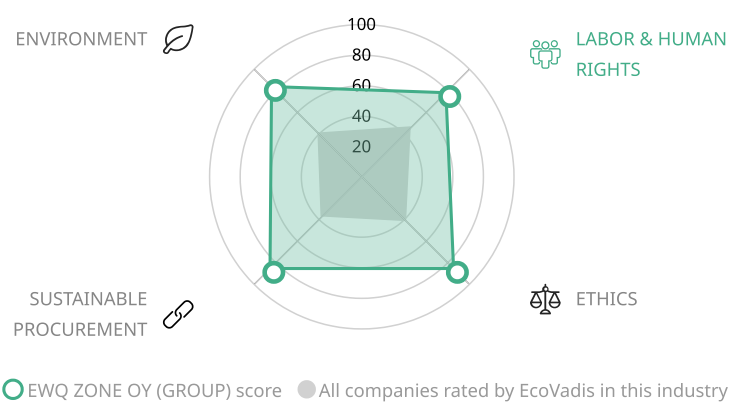
Labor & Human Rights Score Breakdown



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.



Strengths

Policies

Labor and human rights policy scope of application specified

Dedicated responsibility for labor and human rights policy

Formal mechanisms to review and amend labor and human rights policy

Quantitative objectives set on preventing discrimination and harassment

Quantitative objectives set on working conditions

Labor & human rights policy on preventing discrimination and harassment

Labor & human rights policy on career management & training

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

Information

The company has issued a formal comprehensive policy that integrates commitments, qualitative and quantitative objectives on labor or human rights issues in the company's operations.

Guidance

Policies are deemed exceptional when all labor/human rights 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

Actions to ensure adequate wages

Actions to manage working hours and overtime

Formal discussions with employees on their career development

Information

The company demonstrates evidence of a formal discussion with employees on their career development.

Guidance

The company has a process to support employees in their professional growth taking into account their potential and priorities. This process should be followed consistently over time and include employee short and long-term goals, strengths, areas of improvement and action plans detailing how the employee can make their career aspirations a reality.

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.

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.

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

Actions to promote equal opportunities for all in the workplace

Information

The company has implemented actions to promote equal opportunities for all in the workplace.

Guidance

Companies should ensure equal opportunities for all in the workplace by taking concrete actions such as offering equal access to networking groups, mentoring programs, and other inclusive initiatives.

Actions to prevent workplace harassment

Information

The company has proactive actions in place to prevent workplace harassment.

Guidance

Harassment impacts negatively on the organization of work, workplace relations, worker engagement, enterprise reputation and productivity. Some actions that a company can take to prevent workplace harassment are; identify hazards and assess the risks of harassment along the participation of workers and their representatives, and take measures to prevent and control them.

Actions to prevent discrimination in professional development and promotion processes

Information

The company has proactive actions in place to avoid discrimination in professional development and promotion processes

Guidance

To prevent discrimination in professional development and promotion processes a company must offer equal opportunities for promotion, transfer or other career development to all its employees. Career development opportunities should be clearly communicated to all employees. Training opportunities should be made available to all staff who are in need of improvement.

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.

Employee satisfaction survey

Information

The company conducts a survey to employees regarding satisfaction in the work environment.

Guidance

An employee satisfaction survey can be conducted by companies to gain information on how and if employees are satisfied in the work environment. The results of these surveys can be used by companies to get feedback on employees about their engagement, morale, and satisfaction at work.

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

Grievance mechanism on discrimination and/or harassment issues

Information

The company has established a grievance mechanism to report on discrimination and/or harassment issues.

Guidance

The company has established a reporting mechanism for all parties, regardless of their employment status or position, to report on discrimination and/or harassment issues. The elements of a grievance mechanism should include: 1. Accessibility/Clear Communication channel communicated to all stakeholders about the presence of a grievance mechanism and the provision of support for those who may face particular barriers (i.e., language, minority status). 2. Non-retaliation policy to protect those who make use of the grievance mechanism. 3. Confidentiality of those who make use of the grievance mechanism.

Actions to ensure equal pay for equal work

Awareness training on discrimination and 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 potential impact of operational tasks and monitor conditions on employee health and safety. The main elements of a complete risk assessment are 1) periodic review of risks to reflect the latest risks and health and safety environment in the business. 2) description of hazards or risk factors identified to have the potential to cause harm and determining the significance of the risks. 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.

Actions to prevent discrimination during recruitment phase

Information

The company has proactive measures in place to avoid discrimination during the recruitment phase

Guidance

Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, and termination. Discrimination can be based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age (source: ISO 26000). Some examples of measures to prevent discrimination during the recruitment phase are: to have a predefined procedure covering the selection process, to establish a pre-determined and non-discriminatory role profile for the open position based on skills competencies which the successful applicant must meet, etc.

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.

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.

Actions to promote internal mobility

Information

The company has implemented measures to promote internal mobility for employees.

Guidance

The company has a process in place to promote internal mobility for employees. Career mobility refers to the movement of employees across positions/pay grades or a complete change in job function (i.e. horizontal career mobility) within the same organization. Some examples of measures promoting internal career mobility include, but are not limited to: objectively promoting talent based on ability and potential, developing roadmaps for key talent in the company, continuing professional training, and encouraging employees to broaden their range of skills.

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.

Actions to promote the inclusion of employees with disabilities

Information

The company has implemented specific measures to integrate disabled persons into the workforce.

Guidance

Emerging studies determine that there is a true business case for the integration of disabled employees into the workforce beyond its roots as a socially responsible business practice. Evidence states that disabled employees have comparable productivity rates, lower accident rates, and higher job retention trends. People with disabilities also represent an untapped source of skills and talent, including technical skills if they have access to training and transferable problem-solving skills developed in daily life. Hiring disabled employees can contribute to the overall diversity, creativity and workplace morale. Some potential examples of implementation measures could include specific outreach techniques and programs, the provision of reasonable accommodation to meet individual needs, and allocating designated human resources management staff with knowledge on disadvantaged or work-related disability issues, etc. (source: ILO)

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

Reporting in accordance with VSME Basic Module

Reporting on number of recordable work-related accidents

Information

The company demonstrates that there is public or internal reporting of consolidated data on the recorded number of work-related accidents.

Guidance

The company provided data which show the recorded number of work-related accidents. An accident refers to an incident that results in injury or ill health.

Reporting on number of days lost to work-related injuries, fatalities and ill health

Information

The company demonstrates that there is public or internal reporting of consolidated data on the number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health.

Guidance

The company provided data which show the recorded number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health. This metric applies to employees. Work-related injuries and work-related ill health arise from exposure to hazards at work. Injuries and ill health that occur when working from home are work related; if the injury or ill health occurs while the worker is performing work from home and the injury or ill health is directly related to the performance of work.

Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization

Information

The company has provided documents which demonstrate public or internal reporting of consolidated data on the percentage of workers from minority groups and/or vulnerable groups employed in the whole organization.

Guidance

The company demonstrates evidence of public or internal reporting of employees from minority and/or vulnerable groups in the whole organization. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). There was no negative repercussion on the EcoVadis rating if the KPIs are not available. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment.

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

Materiality analysis in sustainability reporting

Reporting on number of average training hours per employee

Information

The company reports, either through formal documentation or questionnaire declaration, on the average number of training hours per employee for the last reporting year.

Guidance

Investment in training is considered as beneficial for both the employees and the company. Training is a mean to increase the knowledge base of employees, to diversify the skills among the staff and can even act as a retention tool for the company. On the company side, different kinds of training can lead to different positive outcomes such as higher customer satisfaction, more innovation, and safer working practices for employees. By monitoring the number of hours of training provided to employees, a company can keep track on the training performance and where improvement is needed.

Standard reporting on labor and human rights 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): accident frequency and severity rates, the percentage of employees covered by collective bargaining agreements, skills development trainings, and percentage of employees trained on discrimination issues. Comprehensive reporting on labor practice and human rights 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

Policies

Low

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

Corrective Action requested

Information

There is no information within the supporting documentation that the company is a signatory or has public adherence to any external initiatives on labor and human rights issues.

Guidance

Such initiatives can encompass many labor and human rights issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include United Nations Global Compact (UNGC), Responsible Business Alliance (RBA), Responsible Care, International Partnership for premium and gift (IPPAG), the Voluntary Principles on Security and Human Rights (VPS), etc.

Results

Low

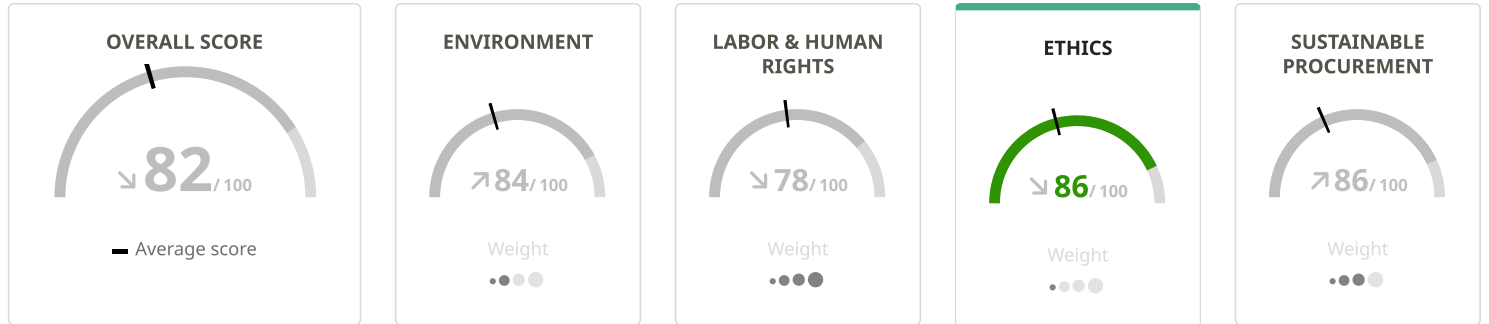
No supporting evidence of external assurance or verification of the sustainability reporting

Corrective Action requested

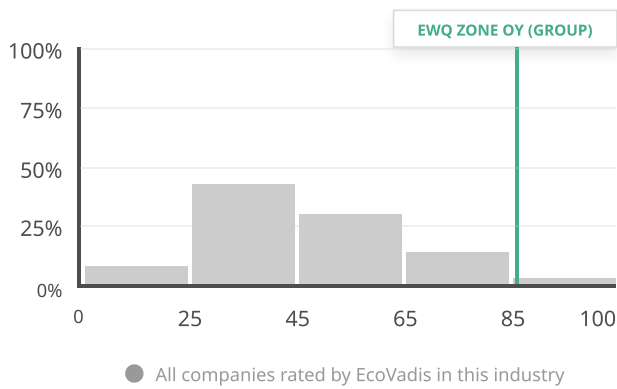
8. ETHICS

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

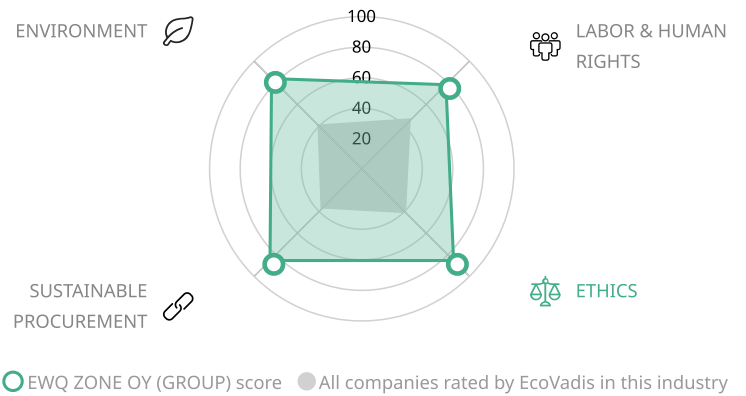
Ethics Score Breakdown



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

Ethics policy scope of application specified

Detailed examples available regarding ethics issues

Formal mechanisms to review and amend ethics policy

Policy on fraud

Policy on money laundering

Policy on conflict of interest

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 policy

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.

Dedicated responsibility for ethics issues

Actions

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

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

Implementation of a records retention schedule

Information security risk assessments performed

Information

The company carries out periodic risk assessments on responsible information security management.

Guidance

Risk assessments are a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. Periodic risk assessments on information security allow a company to identify potential information security risks, rate the likely occurrence and the potential impact of the risks, identify security controls, and develop an action plan. Such assessments ensure the presence of a strong compliance program and help to develop a more robust approach to counter breaches in information security management within the organization.

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.

Corruption risk assessments performed

Information

The company carries out periodic corruption & bribery risk assessments.

Guidance

Risk assessment are a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. Periodic corruption and bribery risk assessments allow a company to identify potential bribery and corruption risks, rate the likely occurrence and the potential impact of the risks, select the appropriate anti-corruption controls, and develop an action plan. Such assessments ensure the presence of a strong compliance program and help to develop a more robust approach to counter bribery and corruption activities by the organization.

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.

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

Information

The company has implemented measures to consult with customers/clients on their personal/confidential data.

Guidance

Consulting with customers/clients on their personal/confidential data helps to eliminate risks around confidentiality breaches, which is one of the major concerns from customers nowadays.

Training of employees on corruption and bribery prevention

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.

Results

Reporting in accordance with VSME Basic Module

Materiality analysis in sustainability reporting

Standard reporting on ethics issues

Information

The company reports, either through formal documentation or questionnaire declaration, on fair business practices including key performance indicators (KPIs), statistical figures or associated concrete actions.

Guidance

Reporting is considered standard when relevant and meaningful KPIs cover the main fair business practices issues (i.e. corruption & bribery and optionally anti-competitive practices issues and consumer/client issues such as responsible marketing & data protection), when KPIs are recent (i.e. last 2 reporting years) and regularly updated. KPIs can be sector-specific and include for instance the % of employees trained on business ethics issues, number of breaches of the Code of Ethics, and number of incidents reported through the whistle blowing procedure. Comprehensive reporting on business ethics issues will additionally have KPIs reported in a formal public document available to stakeholders, and will be aligned with external sustainability reporting standards or guidelines such as the Global Reporting Initiative.

Improvement Areas

Policies

Low No conclusive information on endorsement of external initiatives or principles on ethics issues **Corrective Action requested**

Information

There is no information within the supporting documentation that the company is a signatory or has public adherence to any external set of principles, charters, codes of conduct or international guidelines regarding business ethics issues.

Guidance

Such initiatives can encompass many business ethics issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include United Nations Global Compact (UNGC), GRESB, International Forum on Business Ethical Conduct (IFBEC), etc.

Results

Low

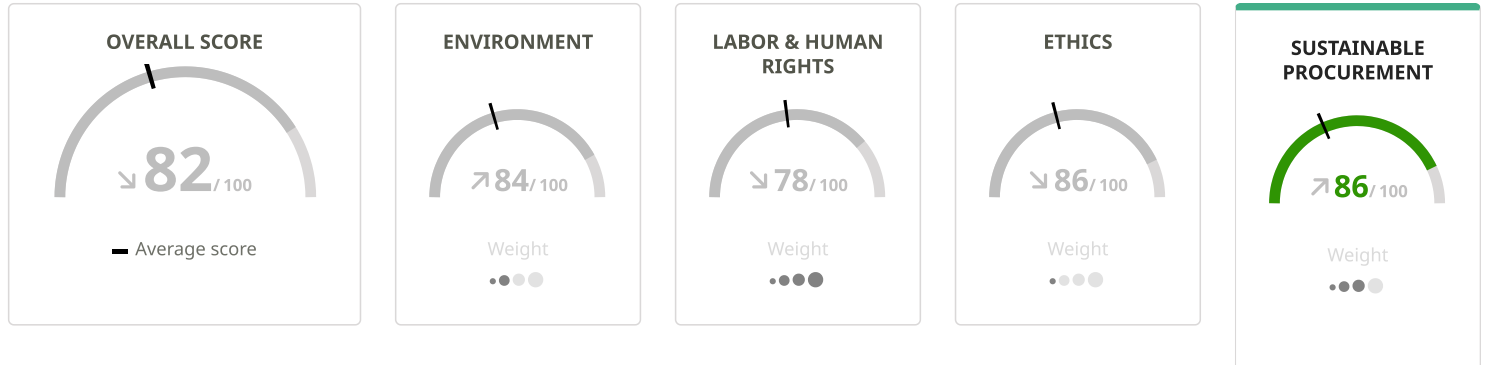
No supporting evidence of external assurance or verification of the sustainability reporting

Corrective Action requested

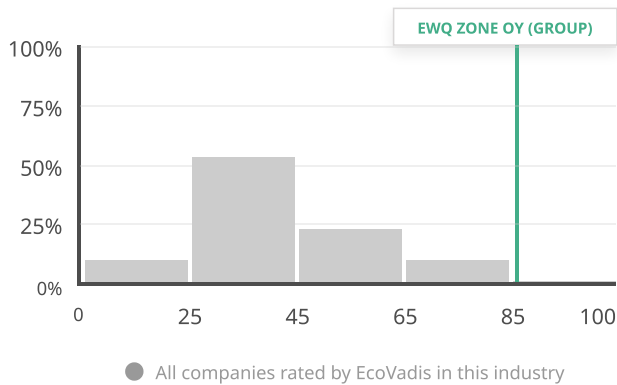
9. SUSTAINABLE PROCUREMENT

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

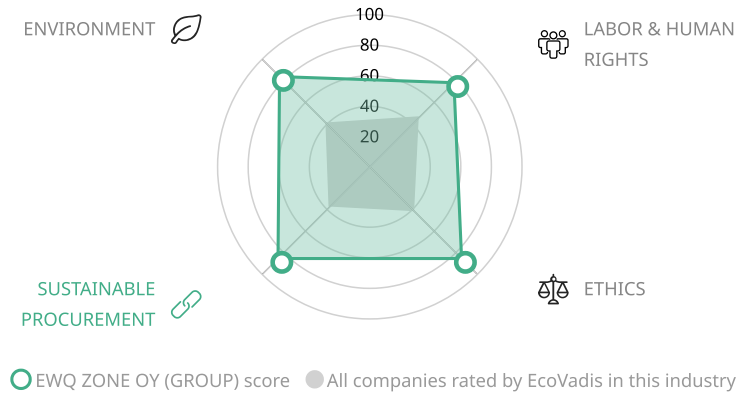
Sustainable Procurement Score Breakdown



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

Sustainable procurement policy scope of application specified

Dedicated responsibility for sustainable procurement policy

Formal mechanisms to review and amend sustainable procurement policy

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).

Exceptional policy on sustainable procurement issues

Information

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

Guidance

Policies are deemed exceptional when all sustainable procurement issues are covered by qualitative and quantitative objectives, in addition to the following elements such as allocation of responsibilities, formal review process, communication of the policy to all employees and business partners, etc.

Actions

Actions to ensure inclusive sourcing in the supply chain

Supplier sustainability code of conduct in place

Information

The company has provided formalized documents that demonstrate evidence of a supplier CSR code of conduct in place.

Guidance

There is evidence of a separate supplier code of conduct document that outlines the company's expectations for their suppliers to follow in order to be socially and environmentally responsible.

Sustainable procurement objectives integrated into buyer performance reviews

Information

The company has provided formalized documents that demonstrate the integration of sustainable procurement objectives into buyer performance reviews.

Guidance

There is evidence of a process to integrate sustainable procurement objectives into buyer performance reviews through a mechanism that integrates the sustainability performance of suppliers into the performance appraisal of buyers.

Supplier assessment on environmental and social practices

Information

The company has provided formalized documents that demonstrate evidence of a supplier assessment (e.g. questionnaire) on environmental or social practices.

Guidance

There is evidence of a questionnaire-based review of a supplier's sustainability practices which is remote either done by a third party or directly by the supplier without verification (i.e. self-assessment).

Training of buyers on social and environmental issues within the supply chain

Information

The company has provided formalized documents that demonstrate training of buyers on social and environmental issues within the supply chain.

Guidance

There is evidence of a training materials, programs and additional evidence of training execution such as progress reports, certifications of completion with company name. This demonstrates training of the company's procurement professionals on sustainable purchasing to ensure their understanding of social and environmental issues and their integration into the procurement function.

Integration of social and environmental clauses into supplier contracts

Information

The company has provided formalized documents that demonstrate the integration of social or environmental clauses into supplier contracts.

Guidance

There is evidence of provisions/clauses in business contracts that cover labor practices and human rights and/or environmental issues which are not directly connected to the contract subject matter with the aim to set the expectations on sustainability.

Risk assessment of adverse sustainability impacts in the supply chain

Information

The company has provided formalized documents that demonstrate evidence of a CSR risk analysis process to identify which suppliers, products or purchasing categories expose the company to sustainability risks.

Guidance

There is evidence of a process to identify which suppliers, products or purchasing categories expose the company to sustainability risks. The result of this risk analysis demonstrates evidence of consideration whether further action should be taken on a particular supplier, product or purchasing category.

Results

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Materiality analysis in sustainability reporting

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

Medium

No supporting evidence of on-site audits of suppliers on environmental and social issues

Corrective Action requested

Information

The company lacks evidence of formalized documents that demonstrate on-site audits of suppliers on environmental or social issues.

Guidance

There is no conclusive evidence of employee instructions or operational process relating to on-site audits of the company's suppliers, unannounced or announced, to identify non-conformances to the mandatory sustainability requirements.

Results

Low

No supporting evidence of reporting on the total gross Scope 3 upstream GHG emissions

Corrective Action requested

Information

The company did not provide valid reporting on its total gross Scope 3 upstream Greenhouse Gases (GHG) emissions.

Guidance

"There is no valid reporting available on the company's total gross Scope 3 upstream GHG emissions in the provided documents. Scope 3 upstream GHG emissions occur during the production of goods or services that the company purchases or uses. The company should provide a gross reporting value which comprises of relevant Scope 3 GHG emissions in Category 1-8. For further information refer to the Greenhouse Gas Protocol (<https://ghgprotocol.org/scope-3-calculation-guidance-2#supporting-documents>)."

Low

No supporting evidence of external assurance or verification of the sustainability reporting

Corrective Action requested

10. 360° WATCH FINDINGS

13 Jan 2026 |

Impact on Score

Neutral →

valid from 5 Mar 2026 to 13 Jan 2031

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 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.

 Since the last assessment, the overall score has decreased due to a change in the company's size

 The company demonstrates an advanced sustainability management system that covers all four themes under review.

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
Non-activated	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	Discrimination and Harassment
Non-activated	External Stakeholder Human Rights

Ethics 

Medium

Corruption

Non-activated

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.

Non-activated

Water

Non-activated

Biodiversity

Non-activated

Air Pollution

Medium

Materials, Chemicals & Waste

Definition

Management of raw materials, chemicals, non-hazardous and hazardous waste generated from operations.

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.

Non-activated

Product Use

Non-activated

Product End-of-Life

Non-activated

Customer Health & Safety

Medium

Environmental Services & Advocacy

Definition

Services or alternative solutions offered to enable customers to diagnose and mitigate their environmental impacts, including issues related to climate change, biodiversity loss, pollution, water consumption, and other environmental topics.

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 substances.

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, overtime, remuneration 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 dialogue 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.

Non-activated

Child Labor, Forced Labor & Human Trafficking

Medium

Discrimination and Harassment

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 equal opportunity 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 some employees, such as young or low-skilled workers. 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 all employees. Companies must encourage employees to report on discrimination through an effective grievance mechanism that protects their confidentiality.

Non-activated

External Stakeholder Human Rights



Ethics

Importance

Sustainability issue

Medium

Corruption

Definition

Abuse of entrusted power in the workplace for private gain, taking the form of bribery, conflict of interest, fraud and/or 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.

Non-activated

Anticompetitive Practices

Medium

Responsible Information Management

Definition

Securing of third-party information collected, process or stored by companies for business purposes

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

Integration of environmental issues in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability).

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

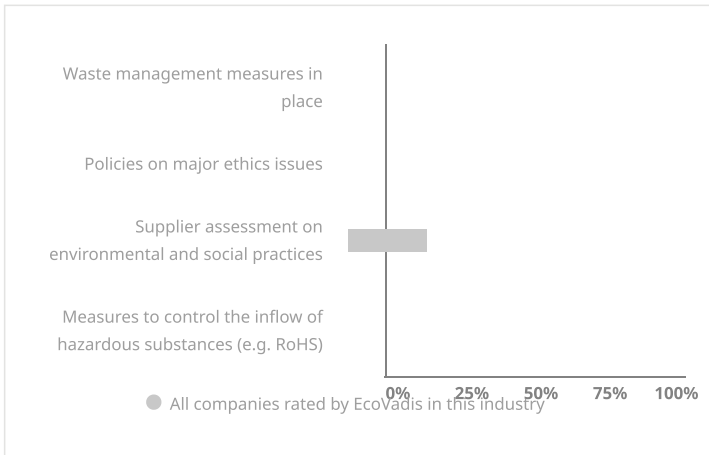
Definition

Integration of labor and human rights issues (e.g. working hours, wages) in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability).

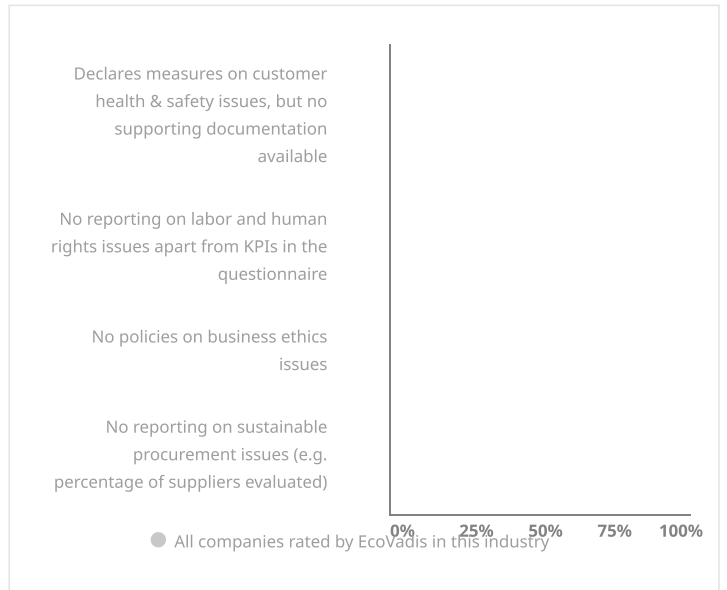
Industry issues

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
Audit or assessment of suppliers on CSR issues	38%
Carbon disclosure project (CDP) respondent	10%
Global Compact Signatory	13%
Grievance mechanism or whistleblowing procedure in place	56%
ISO 14001 certified (at least one operational site)	38%
ISO 45001 certification or equivalent (at least one operational site)	25%
Policy on sustainable procurement issues	44%
Reporting on energy consumption & GHGs	56%
Reporting on health & safety indicators	41%

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**

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**

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**

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**

OECD guidelines for multinational enterprises

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 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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