

# Strengths and Improvement Areas

Strengths
Policies
Strengths
Endorsement of the United Nations Global Compact (UNGC)
Environmental policy on air pollution
Quantitative objectives set on materials, chemicals & waste
Quantitative objectives set on water
Quantitative objectives set on energy consumption & GHGs
Environmental policy on customer health & safety
Environmental policy on materials, chemicals & waste
Environmental policy on water
Environmental policy on energy consumption & GHGs
Exceptional policy on major environmental issues
Endorsement of the Responsible Care Global Charter
Actions
Strengths
Use of recovered input materials
Environmental emergency measures in place
Mapping of waste streams
Internal sorting & disposal of waste according to waste streams
Actions or training to raise employee awareness on waste reduction & sorting
Reduction of internal wastes through material reuse, recovery or repurpose
Leak Detection and Repair (LDAR) program in place to reduce fugitive emissions
Regular noise measuring campaign (site boundary noise measurements undertaken)
Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)
Wastewater quality assessment
On-site or off-site wastewater treatment facilities
Training of employees on energy conservation/climate actions

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Production of statisty data Sheets (SDS)           Technologies or productions received or received receive	Company-specific emergency preparedness and response procedure regarding customer health and safety
Technologies or practices to recycle or reuse water           Registration of substances to the CPA           Formilized process in place to assess and document environmental risks           S050001 cectified           S040001 cectified           Retrollocid process in place to assess and document environmental risks           S050001 cectified           Retrollocid analysis on the volumes of major air pallutants or anthere air quality monitoring (testing levels of PA, NOr, S02, VOC or heavy metals)           Producid analysis on the volumes of major air pallutants or anthere air quality monitoring (testing levels of PA, NOr, S02, VOC or heavy metals)           Retrollocid analysis on the volumes of major air pallutants or anthere air quality monitoring (testing levels of PA, NOr, S02, VOC or heavy metals)           Retrollocid analysis on the volumes of major air pallutants or anthere air quality monitoring (testing levels of PA, NOr, S02, VOC or heavy metals)           Retrollocid analysis on the volumes of major air pallutants or anthere air quality monitoring (testing levels of PA, NOr, S02, VOC or heavy metals)           Retrollocid analysis on the volumes of major air pallutants or anthere air quality monitoring (testing levels of PA, NOr, S02, VOC or heavy metals)           Retrollocid air soles (S05) adapted for the REACH regulation           Retrollocid air soles (S05) adapted for the REACH regulation           Rotaring on total gross Scope 1 (Ref emissions)           Retroll gross Scope 1 (Ref emissions)           Retroll gross Scope 1 (Ref emis	Improvement of energy efficiency through technology or equipment upgrades
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Reporting on total gross Scope 1 GHG emissions         Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)         Reporting on total weight of waste recovered         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 energy consumption         Standard reporting on environmental issues	Total gross Scope 1 reporting value confirmed in supporting documentation
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Reporting on total energy consumption Standard reporting on environmental issues	Reporting on total weight of non-hazardous waste
Standard reporting on environmental issues	Reporting on total weight of hazardous waste
	Reporting on total energy consumption
Improvement Areas	Standard reporting on environmental issues
	Improvement Areas

Results	
Priority I	Improvement Areas
Low	No information on reporting on total weight of air pollutants
Low	No information on reporting on total amount of water recycled and reused
<u>ංංං</u> ( ුටි Labor	<sup>-</sup> & Human Rights weight • ● ●
Strengths	
Policies	
Strengths	
Endorsement of th	ne United Nations Global Compact (UNGC)
Quantitative object	tives set on career management & training
Quantitative object	tives set on social dialogue
Quantitative object	tives set on employee health & safety
Labor & human rig	ghts policy on diversity, equity & inclusion
Labor & human rig	ghts policy on child labor, forced labor & human trafficking
Labor & human rig	ghts policy on career management & training
Labor & human rig	ghts policy on social dialogue
Labor & human rig	ghts policy on working conditions
Labor & human rig	ghts policy on employee health & safety
Exceptional policie	es on major labor and human rights issues
Endorsement of th	ne Responsible Care Global Charter
Actions	
Strengths	
The company decl	ares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Actions to address	s stress and psychological wellbeing in the workplace
Employee health a	and safety emergency action plan
Family Friendly pro	ograms (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Actions to promote	e the inclusion of minority/vulnerable groups in the workplace
Compensation for	extra or atypical working hours
Bonus scheme rela	ated to company performance
Collective bargaini	ing agreement on career management & training

Collective bargaining agreement on working conditions		
Collective bargaining agreement on employees' health & safety		
Health care coverage of employees in place		
Awareness training regarding diversity, discrimination, and/or harassment		
Employee representatives or employee representative body (e.g. works council)		
Employee health & safety risk assessment		
Regular assessment of individual performance		
Regular employee health check-up		
Actions to prevent noise exposure		
Provision of skills development training		
Individual development and career plan for all employees		
Training of employees on health and safety risks and best working practices		
Results		
Strengths		
Reporting on percentage of employees from minority and/or vulnerable groups at top management level		
Reporting on the percentage of women at top management level		
Reporting on number of recordable work-related accidents		
Reporting on number of days lost to work-related injuries, fatalities and ill health		
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization		
Reporting on the percentage of women employed in relation to the whole organization		
Report on percentage of women within the organization's board		
Reporting on number of average training hours per employee		
Standard reporting on labor and human rights issues		
Improvement Areas		
Policies		
Priority Improvement Areas		
Low Declares that no commitment or review has been conducted regarding payment of living wage		

Actions	
Priority	Improvement Areas
Medium	Declares measures to prevent child labor, forced labor and human trafficking, but no supporting documentation available
Low	No information on ISO 45001 certification
Results	
Priority	Improvement Areas
Low	No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Ø Ethics Weight●
Strengths
Policies
Strengths
Endorsement of the United Nations Global Compact (UNGC)
Policy on fraud
Policy on money laundering
Policy on conflict of interest
Disciplinary sanctions to deal with policy violations
Policy on information security
Quantitative objectives set on some relevant issues
Policies on corruption
Dedicated responsibility for ethics issues
Comprehensive policies on ethics issues
Actions
Strengths
Whistleblower procedure for stakeholders to report information security concerns
Whistleblower procedure for stakeholders to report corruption and bribery
Implementation of a records retention schedule
Information security risk assessments performed
Corruption risk assessments performed
Measures to protect third party data from unauthorized access or disclosure
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Awareness training performed to prevent corruption		
Specific approval procedure for sensitive transactions (e.g. gifts, travel)		
Results		
Strengths		
Standard reporting on ethics issues		
Improvement Areas		
Actions		
Priority Improvement Areas		
Low No conclusive documentation on audits of control procedures to prevent corruption		
Low No conclusive documentation regarding an anti-corruption due diligence program on third parties		
Sustainable Procurement Weight • • • •		

strengths
Policies
Strengths
Endorsement of the United Nations Global Compact (UNGC)
Quantitative objectives set on sustainable procurement policy
Exceptional policy on sustainable procurement issues
Exceptional policy on sustainable procurement issues
Strengths
Strengths
Regular suppliers on environmental or social issues
Regular supplier assessment (e.g. questionnaire) on environmental or social practices
Training of buyers on social and environmental issues within the supply chain
Extegration of social or environmental clauses into supplier contracts

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

#### Results

Strengths

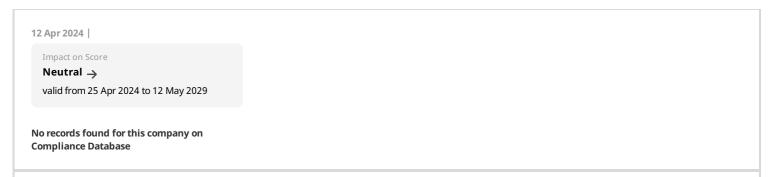
Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Standard reporting on sustainable procurement issues

**Improvement Areas** 

Actions	
Priority	Improvement Areas
Medium	No formal assessment of suppliers' progress with regards to REACH requirements

## 360° Watch Findings



### 😥 Environment 🛱 Labor & Human Rights - 頑 Ethics 🔗 Sustainable Procurement

### **Specific comments**

No records found in third party risk and compliance database.
The company demonstrates an advanced sustainability management system that covers all four themes under review.
Since the last assessment, the overall score has increased thanks to the implementation of additional policies.
Since the last assessment, the overall score has increased thanks to the implementation of additional measures.
Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

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