



ecovadis

EcoVadis Sustainability
Assessment Report

Company rated:
ELIS SA (GROUP)

Overall score: 72 /100
November 2021

Sustainability performance: Advanced

Size: L
Headquarters country: France
Risk country operations: Yes
Industry: Washing and (dry-) cleaning of textile and fur products

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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

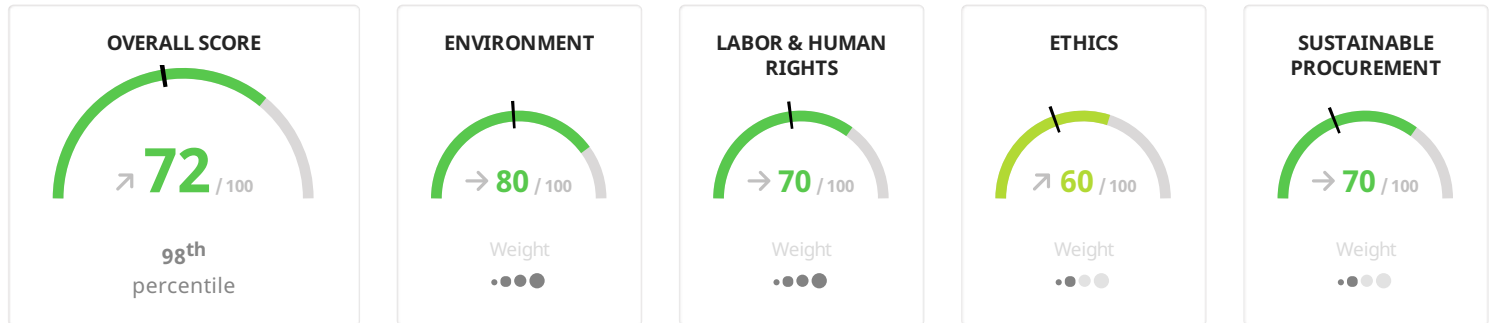
EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

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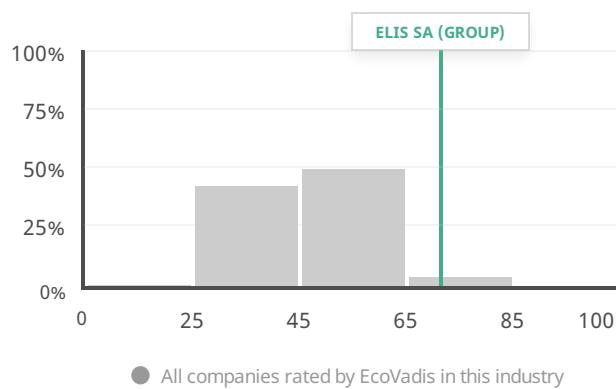
1. SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

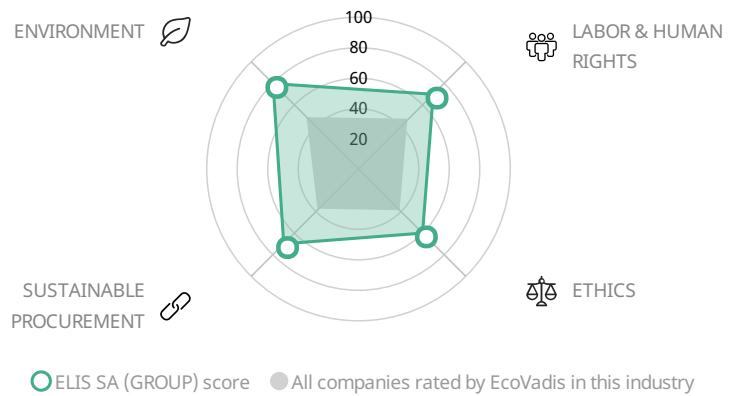
Sustainability performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



ELIS SA (GROUP) has been awarded a gold medal in recognition of sustainability achievement! To receive this medal, companies must have an overall score of 66-73.

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. ELIS SA (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 2,500 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
Local & Accidental Pollution
Materials, Chemicals & Waste

PRODUCTS

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

2. LABOR & HUMAN RIGHTS

HUMAN RESOURCES

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

HUMAN RIGHTS

Child Labor, Forced Labor & Human Trafficking
Diversity, Discrimination & Harassment
External Stakeholders Human Rights

3. ETHICS

Corruption
Anticompetitive Practices
Responsible Information Management

4. SUSTAINABLE PROCUREMENT

Supplier Environmental Practices
Supplier Social Practices



B. Seven Management Indicators

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



Policies (weight: 25%)

1. Policies: Mission statements, policies, objectives, targets, governance
2. Endorsement: Endorsement of external sustainability initiatives

Actions (weight: 40%)

3. Measures: Measures and actions implemented (e.g. procedures, training, equipment)
4. Certifications: Certifications and labels (e.g. ISO 14001)
5. Coverage: Coverage of measures and actions

Results (weight: 35%)

6. Reporting: Reporting on Key Performance Indicators (KPIs)
7. 360: Condemnations, Controversies, Awards

5. UNDERSTANDING A SCORECARD

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

A. Quantitative Information: Scores & Activated Criteria

Theme Scores:

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

Activated Criteria:

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

Non-activated

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

Medium

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

High

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

! Risk countries only

Criteria classified as Only in Risk Countries are activated only if the company has significant operations in one or more countries identified as risky.

C. The Scoring Scale

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

B. Qualitative Information: Strengths & Improvement Areas

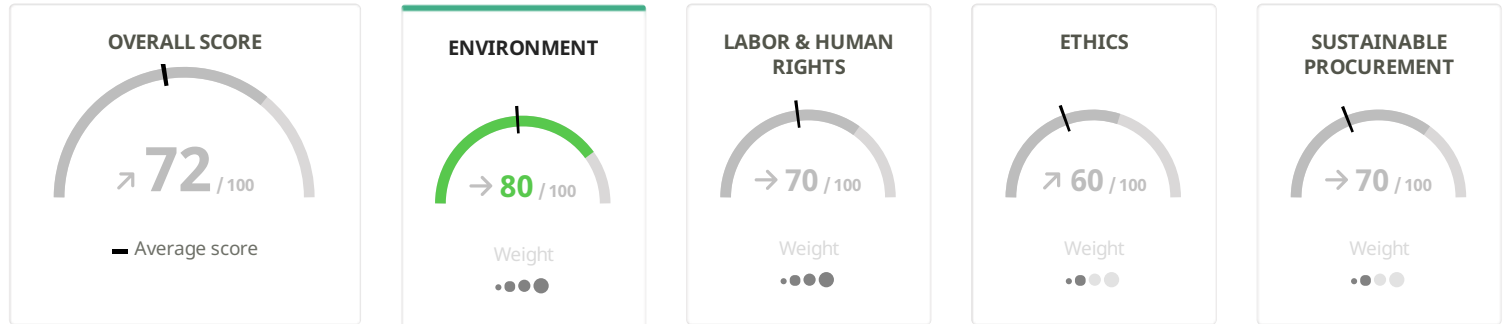
Qualitative information provides more details and insights into a company's score. For each theme, the company is assigned strengths (elements of their sustainability management system that are positive) and improvement areas (elements of their sustainability management system that need to be improved).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

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

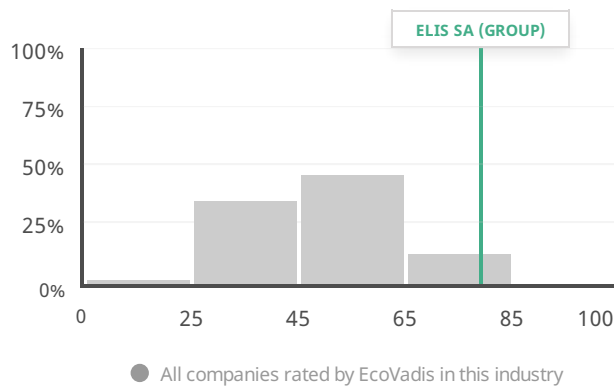
6. ENVIRONMENT

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

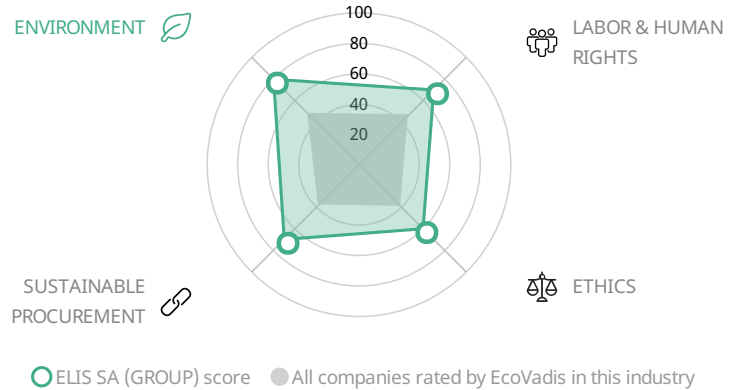
Environment Score Breakdown



Theme score distribution



Theme score comparison



Environment: Activated Criteria

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

Environment: Strengths & Improvement Areas

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

Strengths (50)

Policies

Quantitative objectives set on environmental services & advocacy

Quantitative objectives set on materials, chemicals & waste

Quantitative objectives set on water

Quantitative objectives set on energy consumption & GHGs

Environmental policy on environmental services & advocacy

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Exceptional policy on major environmental issues

Information

The company has issued an exceptional policy that integrates commitments, qualitative and quantitative objectives on major environmental issues.

Guidance

Policies are deemed exceptional when all environmental issues are covered by qualitative and quantitative objectives. In addition, an exceptional policy must also have exhaustive organizational elements such as the allocation of responsibilities and formal mechanisms to communicate, review and amend the policy.

Long-term strategy for reducing or phasing out Tetrachloroethylene

Endorsement of the United Nations Global Compact (UNGC)

Information

The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. The company is a formal signatory of this initiative.

Guidance

The United Nations Global Compact is a United Nations strategic policy initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. Companies sign the initiative and then are required to provide overviews of their management system through a mandatory disclosure framework (annual publication of a Communication on Progress [COP]).

Actions

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

Use of efficient HVAC (heating, ventilation, and air conditioning) equipment

Purchase and/or generation of renewable energy

Measures to detect and/or eliminate accidental water contamination (e.g. groundwater, surface water)

Purchase of verified carbon offset credits

Reduction of carbon emissions in transportation

Reduction of energy consumption of IT infrastructure

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 50001 certified

Information

The company has provided a valid ISO 50001 certificate for at least one of its operational sites.

Guidance

ISO 50001:2011 specifies requirements for establishing, implementing, maintaining and improving an energy management system, whose purpose is to enable an organization to follow a systematic approach in achieving continual improvement of energy performance, including energy efficiency, energy use and consumption. The ISO 50001 standard, previously known as DIN EN 16001, was launched in June 2011. It is fully aligned with ISO 14001.

Employee awareness or training program on transportation of hazardous materials

Information

The company raises awareness or trains its employees on the safe transportation of hazardous goods and chemicals.

Guidance

The company makes the employees aware on the risks and proper handling procedures associated with transportation of hazardous goods and chemicals. Carrying goods by road or rail involves the risks of spillage, leaks and eventual hazards such as fire, explosion, chemical burns or environmental damage. The transportation of dangerous goods is controlled and governed by a variety of different regulatory regimes worldwide. Prominent regulatory frameworks for the transportation of dangerous goods include the United Nations Recommendations on the Transport of Dangerous Goods, ICAO's Technical Instructions, IATA's Dangerous Goods Regulations and the IMO's International Maritime Dangerous Goods Code. Collectively, these regulatory regimes mandate the means by which dangerous goods are to be handled, packaged, labelled and transported.

Measures to reduce energy consumption

Information

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

Guidance

Examples might include selection of energy efficient equipment e.g. energy star office equipment, switching to LED lamps, improvement of building isolation.

On-site wastewater treatment unit

Information

The company has implemented a process to be able to treat waste water on site.

Guidance

Instead of discharging waste water from production without treatment, the company has implemented its own treatment station. Treated wastewater can then be re-used on site or discharged to the public sewage system.

Provision to customers of organic cotton apparels/ equipments

Provision of products with an eco-label

Information

The company offers products to its clients that have an eco-label.

Guidance

Eco-labels can be national or international, proprietary labels (private, run by NGO, industry groups or combination of stakeholders) or governmental labels (public). Examples of eco-labels are: EU Eco-label, Blue angel, MSC (Marine Stewardship council), FSC (Forest Stewardship Council), and AB (French Agriculture Biologique).

Recycling of batteries

Information

There are supporting documents demonstrating that the company recycles batteries used in company operations.

Guidance

Batteries contain several heavy metals and toxic chemicals; disposing them via landfill has raised concerns over soil contamination and water pollution. Companies should implement actions to ensure the recycling of batteries, rather than disposing of batteries. The EU implemented the Battery Directive legislation to address this issue. In the U.S and Canada, they have implemented the Call2Recycle program initiated by the Rechargeable Battery Recycling Corporation (RBRC). Other best practices among companies can include collecting all used batteries and recycling via third party entity. This can be managed the same way as E-waste.

Provision of eco-design services to clients

Information

The company offers services to its clients that take into consideration environmental impacts.

Guidance

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

Provision of eco-friendly packaging materials

Information

The company has provided supporting documentation demonstrating that it provides its products to its customers using eco-friendly packaging materials.

Guidance

Some examples of eco-friendly packaging materials include but are not limited to the following: Bio-plastics, recycled paper/plastics, compostable packaging (for food products), biodegradable or isotherm packaging. Eco-friendly packaging can also include "light weighting", which means that less plastic is used to create packaging, such as a thinner plastic water bottle. This can also reduce transportation costs. Post-consumer recycled material can also be used in packaging, the best practice is to clearly mark the packaging as recyclable and providing information about how to best recycle the container help improve consumer awareness.

Company specific measures for promoting sustainable mode of consumption (e.g.energy consumption)

Provision to customers of services for reducing paper/carton/packaging consumption

Measures to reuse or recycle waste

Information

The company has implemented specific measures to reuse or recycle the waste produced.

Guidance

Examples of measures might include collecting and re-using the waste on site, sorting and ensuring the waste is collected by a specialist waste company.

Partnership established to help dispose of waste that the company cannot recycle

Information

The company has established a working relationship with a partner to ensure the disposal of the waste it cannot recycle.

Guidance

Examples of partnership might include agreement with equipment manufacturers so that they deal with unwanted equipment, contracts with specialist waste collectors (e.g. for used oil, metals), and joint working groups with several other companies in the same industry sector / in the same region to set up a common collection and disposal scheme.

Measures implemented to reduce pollutants discharged into water

Information

The company has implemented specific measures to reduce the quantity of pollutants discharged into water.

Guidance

Examples of measures might include specialized equipment in place to capture and filter pollutants, reverse osmosis, biological treatment facilities, water retention/detention systems, etc.

ISO 14001 certified (at least one operational site)

Information

The company has provided a valid ISO 14001 certificate that covers at least one operating site

Guidance

ISO 14001 is the internationally recognised standard for the environmental management of businesses. It prescribes controls for those activities that have an effect on the environment. These include the use of natural resources, handling and treatment of waste and energy consumption. Organizations that implement ISO 14001 have a clear management structure with defined authority and responsibility, clear objectives for improvement, with measurable results and a structured approach to environmental impacts. This includes the monitoring of environmental system management failures, auditing of performance, and review of policies and objectives.

Waste management measures in place

Information

The company has implemented specific actions regarding management of waste.

Guidance

Examples of such measures include (but are not limited to): procedures to reuse or recycle waste, waste separation and waste sorting procedures, work process to optimize material consumption or to reduce waste, waste disposal arrangements etc.

Reduction of water consumption through innovative equipments, methods or technologies

Information

The company has implemented measures for reducing water consumption. They can be a new process, a facility feature, etc.

Guidance

In order to reduce its water consumption the company can select to modify its current arrangements by upgrading or changing the current equipment or technology in place and/or selecting processes that are more efficient. This is also possible at the design stage for new processes: the company selects equipment or technologies that would reduce water consumption compared to the usual process implemented by their industry/sector peers.

Infrastructures implemented to enable recycling of water

Information

The company has implemented certain infrastructures to facilitate the recycling of water during operations

Guidance

Examples might include closed loop water systems, and systems to reclaim water or rainwater harvesting, to name a few.

Results

Sustainability report has been prepared in accordance with GRI Standards [In accordance - Core]

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on scope 2 GHG emissions

Information

The company reports on GHG emissions from the consumption of purchased electricity, heat or steam (not from its own facilities), according to the Greenhouse Gas Protocol (also called 'indirect emissions').

Guidance

Scope 2 emissions exclude GHG emissions from sources that are owned or controlled by the reporting entity (Scope 1 emissions), as well as other indirect emissions, such as GHGs in the supply chain referred to as 'Scope 3' (the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the reporting entity etc.). The Greenhouse Gas Protocol (GHG Protocol) is an international accounting tool for greenhouse gas emissions. It is the result of a partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The GHG Protocol Corporate Standard provides standards and guidance to companies and other organizations preparing a GHG emissions inventory. It covers the accounting and reporting of the six greenhouse gases covered by the Kyoto Protocol including CO2, methane, nitrous oxide, HFCs, PFCs and sulphur hexafluoride (SF6). Download the How-to Guide on this topic here (in English).

Reporting on scope 1 GHG emissions

Information

The company reports on GHG emissions, which include emissions from facilities, plants, property or assets that are owned or controlled by the company, according to the Greenhouse Gas Protocol (also called 'direct emissions').

Guidance

Scope 1 emissions exclude indirect GHG emissions from consumption of purchased electricity, heat or steam (Scope 2 emissions) as well as other indirect emissions, such as GHGs in the supply chain (the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the reporting entity etc.). The Greenhouse Gas Protocol (GHG Protocol) is an international accounting tool for greenhouse gas emissions. It is the result of a partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The GHG Protocol Corporate Standard provides standards and guidance to companies and other organizations preparing a GHG emissions inventory. It covers the accounting and reporting of the six greenhouse gases covered by the Kyoto Protocol including CO2, methane, nitrous oxide, HFCs, PFCs and sulphur hexafluoride (SF6). Download the How-to Guide on this topic here (in English).

Company reports to CDP

Information

The company has responded to the Carbon Disclosure Project (CDP) survey (either Investor or Supply Chain Responses) and made its response publicly or privately available on the CDP website.

Guidance

The Carbon Disclosure Project is an independent not-for-profit organization, after an initiative led by the institutional investor community. Each year, large corporations are asked through comprehensive questionnaires to disclose their greenhouse gas emissions and climate change strategies in their CDP response.

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.

Comprehensive reporting on environmental issues

Information

There is evidence of reporting implemented regarding environmental issues within the company supporting documentation, including key performance indicators (KPIs), statistical figures or associated concrete actions. The reporting covers the main issues and is regularly updated.

Guidance

The reporting covers the entity under evaluation (e.g. KPIs might be aggregate at group level). KPIs may include: direct energy consumption by primary energy source, total direct greenhouse gas emissions, total volume of water recycled and reused (Source: Global Reporting Initiative). Additionally, KPIs are reported in a formal public document available to stakeholders, and are in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards. Download the How-to Guide on this topic here (in English).

Improvement Areas (1)

Actions

Low

Only between 21% and 40% of sites ISO 14001 certified

Information

The assessed company has several operational sites. Only 21-40% of operational facilities are ISO 14001 certified.

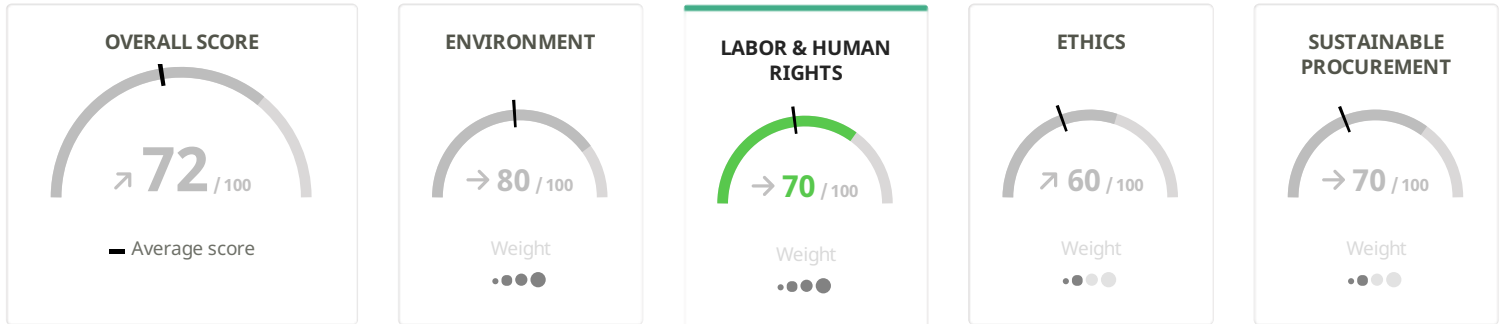
Guidance

Publicly available information or supporting documents only show a 21-40% coverage of operational facilities certified with ISO 14001. Companies that have more than one operational site, office or subsidiary must demonstrate that environmental certificates (like ISO 14001) are deployed across a majority of sites in order to guarantee an effective company-wide sustainability management system.

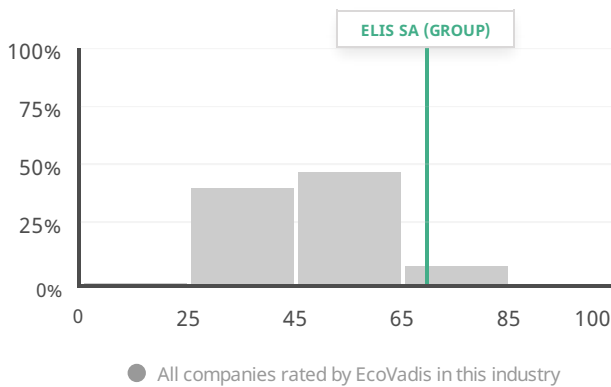
7. LABOR & HUMAN RIGHTS

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).

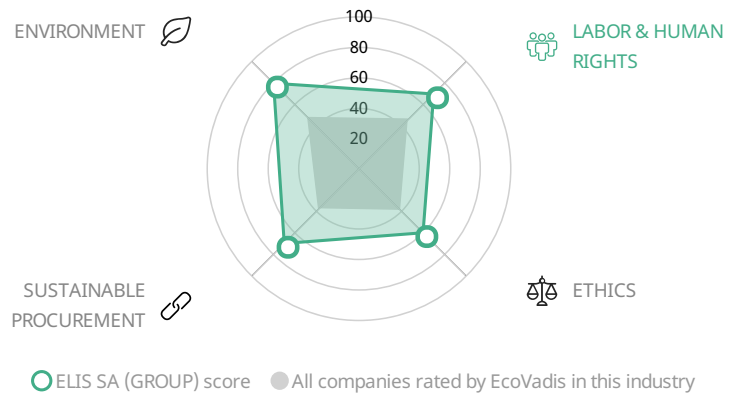
Labor & Human Rights Score Breakdown



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 (53)

Policies

Quantitative objectives set on diversity, discrimination & harassment

Quantitative objectives set on employee health & safety

Labor & human rights policy on diversity, discrimination & harassment

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

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).

Endorsement of the United Nations Global Compact (UNGC)

Information

The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. The company is a formal signatory of this initiative.

Guidance

The United Nations Global Compact is a United Nations strategic policy initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. Companies sign the initiative and then are required to provide overviews of their management system through a mandatory disclosure framework (annual publication of a Communication on Progress [COP]).

Actions

Measures to promote gender and/or minority inclusion in the workplace

Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees

Employee stock ownership plan (not restricted to executive level)

Information

The company has provided supporting documentation of a stock ownership plan available to employees (not just executives).

Guidance

An employee stock ownership plan or program provides the company's workforce with an ownership interest in the company. This employee stock ownership program must apply to employees other than executives and/or directors. Most employees should have access to the stock ownership plan (although some requirements may apply, e.g. regarding seniority, etc.).

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.

Childcare services or allowance

Information

The company has official measures to promote work-life balance in place, which have been found within the supporting documentation. The company provides services and/or an allowance for child care.

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 provides an allowance to help employees cover the costs of child care, or the company provides services that can help employees who need child care during work hours for their children.

Bonus scheme related to company performance

Information

The company has implemented a bonus program that is related to company performance.

Guidance

It should be part of a robust employee contract to include a bonus scheme, but one that takes into account employee performance and company performance. The company has thus implemented a scheme of monetary remuneration for employees beyond base salary, linked to company performance. This is a form of motivation and it boosts the performance of employees.

Collective agreement on diversity, discrimination, and/or harassment

Information

There is a collective agreement between an employer, its employees, and in accordance with national regulations regarding any of the following labor issues: employees' health & safety, working conditions, career management & training, discrimination and/or harassment.

Guidance

Social dialogue entails all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. A collective agreement is an agreement in writing regarding working conditions and terms of employment concluded between an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. Content of collective agreements should focus on the most important social dialogue topics; e.g. a collective agreement regarding discrimination and/or harassment.

Collective agreement on training & career management

Information

There is a collective agreement between an employer, its employees, and in accordance with national regulations regarding any of the following labor issues: employees' health & safety, working conditions, career management & training, discrimination and/or harassment.

Guidance

Social dialogue entails all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. A collective agreement is an agreement in writing regarding working conditions and terms of employment concluded between an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. Content of collective agreements should focus on the most important social dialogue topics; e.g. a collective agreement regarding career management & training.

Collective agreement on working conditions

Collective agreement on employees' health & safety

Information

There is a collective agreement between an employer, its employees, and in accordance with national regulations regarding any of the following labor issues: employees' health & safety, working conditions, career management & training, discrimination and/or harassment.

Guidance

Social dialogue entails all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. A collective agreement is an agreement in writing regarding working conditions and terms of employment concluded between an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. Content of collective agreements should focus on the most important social dialogue topics; e.g. a collective agreement regarding employees' health & safety.

Flexible organization of work available to employees (e.g. remote work, flexitime)

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

Measures to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Active measures for the prevention of musculoskeletal disorders

Information

The company actively implements measures to prevent musculoskeletal disorders

Guidance

Musculoskeletal Disorders or MSDs are injuries and disorders that negatively affect the human body’s movement or musculoskeletal system (i.e. muscles, tendons, ligaments, nerves, discs, blood vessels, etc.). Some examples of how employees can suffer from MSDs occur when they are involved in high task repetition, forceful exertions and repetitive or sustained unnatural postures. Examples of measures to reduce MSDs are to train employees on a workplace ergonomics processes and emphasizing early intervention (i.e. when risk factors are causing an employee to experience the early signs of MSDs, the company can remove the risk factors and help the employee return to 100% health with a proactive self-care program).

Emergency preparedness plan to all impacted employees (e.g. fire drills)

Information

The company has conducted an emergency preparedness plan to protect all impacted employees from potential hazards.

Guidance

Some potential examples of measures could include building evacuation drills (“fire drills”), sheltering from severe weather such as tornadoes, “shelter-in-place” from an exterior airborne hazard such as a chemical release and protective action when faced with an act of violence.

Whistleblower procedure on human rights issues

Information

The company has implemented whistleblower mechanisms on human rights issues.

Guidance

A whistleblower procedure is a grievance mechanism for stakeholders to report any wrongdoings, concerns or breaches related to human rights issues. An effective whistleblower procedure must provide stakeholders with an identified communication channel to report their concerns, as well as protect the whistleblowers’ confidentiality and rights to non-retaliation. The procedure may also be handled by a third party.

Employee representatives or employee representative body (e.g. works council)

Information

The company has implemented representation for employees in the form of elected employee representatives or a representative body.

Guidance

Social dialogue entails all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. Employee representatives can include representatives who are freely elected by the workers of the company in accordance with provisions of national laws, or any union, works council or other agency or representative body recognized for the purposes of bargaining collectively on behalf of any employee. They are the point of contact between the workforce and management. They can/must be consulted by management on certain topics (e.g. collective redundancy).

Internal audits on health & safety issues

Information

The company carries out internal audits on health & safety issues

Guidance

Internal audits of the operational health and safety management system are conducted in order to determine whether the management system complies with the functioning plan for health and safety management, with respect to legal requirements or to standards the company wishes to achieve beyond compliance. Internal audits are done to review and evaluate the performance and effectiveness of procedures in place, and are useful to expose gaps in the effective implementation of the health and safety management system. A typical internal audit programme, includes series of audits, is established for one year and covers all the relevant areas and activities stipulated by the audit criteria/requirements.

Specific measures on discrimination issues

Information

The company has implemented specific actions concerning discrimination issues

Guidance

Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, and termination which is based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age (source: ISO 26000). Some examples of actions taken by companies to mitigate the risk of discrimination include training for managers on the subject, implementation of whistle blowing procedures, disciplinary measures and other specific measures for integration of people with disabilities, senior employees and women.

Provision of protective equipment to all impacted employees

Information

The company provides personal protective equipment to all impacted employees

Guidance

Personal protective equipment, commonly referred to as "PPE", is equipment worn to minimize exposure to a variety of health and safety hazards. Examples of PPE include items such as gloves, foot and eye protection, protective hearing devices (earplugs, muffs) hard hats, respirators and full body suits. (Source: Occupational Safety and Health Administration (OSHA)) When engineering, work practice and administrative controls are not feasible or do not provide sufficient protection, employers must provide personal protective equipment (PPE) to their employees and ensure their systematic use. In general, employees should properly wear PPE, attend training sessions on PPE, care for, clean and maintain PPE, and inform a supervisor of the need to repair or replace PPE.

Employee health & safety detailed risk assessment

Information

The company carries out employee health & safety detailed risk assessments

Guidance

The company has carried out detailed risk assessment of health and safety. Occupational health and safety risk assessments are a crucial step in the prevention process. They involve the identification of all the potential hazards an employee may face while carrying out regular duties and which type of employees may be more exposed to hazards (by job function). The level of risk, records of significant findings and proposition of preventive actions are also highlighted, in addition to plans for regular review of the risk assessment. If applicable, the results of a health and safety risk assessment should be made available to relevant stakeholders such as employees, members of the health and safety committee, staff representatives, the occupational physicians, and labor inspectors.

Measures 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, and to encourage diversity amongst applicants.

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

Information

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

Guidance

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

Health & safety procedures translated in major languages spoken by employees

Information

The company has provided supporting documentation demonstrating that it provides health & safety procedures translated in major languages.

Guidance

To ensure that the company has a rigorous health and safety management system in place, employees need to be trained on health and safety procedures. Language can be a barrier to achieving total comprehension of the issues if the employees are non-English speakers, depending on where the company is operating. To address this issue of inadequate communication, health & safety procedures can be translated in languages which are completely understood by the employees, especially in the case of migrant workers.

Mandatory health check-up for employees

Information

The company provides general mandatory health check-up for employees

Guidance

The company carries out mandatory health check-up for its employees. Within the scope of health check ups, the mental and physical states of employees are investigated to ascertain the status of the employee's health related to the job function, and in particular to identify any negative work-related effects on employees. According to the International Labor Organization (ILO), it is recommended that a health check up for employees is carried out within thirty days from the first day the employee is employed and the subsequent health check up conducted at least once a year by a licensed medical practitioner, especially for manufacturing companies presenting high health and safety risks for employees.

Active preventive measures for noise exposure

Information

The company has preventive measures against noise exposure

Guidance

The company has measures in place to monitor, prevent and report on noise level within the company premises. Typical sectors for workers affected by loud noise include construction, agriculture, forestry, manufacturing of metal and wood, mining and quarrying. Noise-induced hearing loss is one of the most prominent and most recognised occupational diseases in the Member States of the European Union. Noise generated from activities could be a nuisance for employees whilst affecting their health. The company should detect unacceptable noise impacts by implementing a monitoring program and report on results.

Official measures promoting career 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/paygrades 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.

Measures to prevent on-site substance use

Information

The company has implemented measures to prevent on-site substance abuse

Guidance

Some potential measures include the development of a substance abuse policy, training through websites, seminars, or a refresher course, testing programs and disciplinary measures.

ISO 45001/OHSAS 18001 certified (at least one operational site)

Information

The company has provided a valid ISO 45001 certificate that covers at least one but not all of its operations.

Guidance

ISO 45001 is an international standard for occupational health and safety management systems. It addresses employee health and safety issues and involves an external audit on the facilities' health & safety conditions. Organizations that implement ISO 45001 have a clear management structure with defined authority and responsibility, clear objectives for improvement, with measurable results and a structured approach to risk assessment. This includes the monitoring of health and safety management failures, auditing of performance and review of policies and objectives.

Joint labor management health & safety committee in operation

Information

The company has a joint labor management health & safety committee in place

Guidance

It is important to have a committee in place composed of both workforce and management personnel dedicated to address the health and safety risks faced by employees (Source: International Labor Organization (ILO), 1929). These committees identify potential health and safety issues and offer timely and effective solutions to continuously improve workplace safety. Regular (monthly) inspections are recommended. For French companies, it is commonly known as the "Comité d'hygiène, de sécurité et des conditions de travail (CHSCT)" and it is mandatory for companies with more than 50 employees.

Setting of individual career plan for all employees

Information

The company has implemented mechanisms to help employees in setting individual career plans

Guidance

Career planning is an ongoing process that can help employees manage their learning and development/progress within the company. It is also a key component of a company's attraction and retention strategy. The company has mechanisms in place to provide career opportunities to employees, allowing them to access to promotions and higher pay. For example, an individual development plan can be put in place by analyzing skills and competencies needed by the employees to achieve their short, mid and long term goals. This process should also be coupled with the annual review process of the employee.

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

Information

The company provides training to relevant employees on health and safety risks and best working practices

Guidance

The company has implemented training on health and safety issues. Safety training aims at implementing health and safety procedures into specific job practices and at raising staff awareness and skills to an acceptable standard. For example, safety training covers topics such as accident prevention and safety promotion, safety compliance, use of personal protective equipment, chemical and hazardous materials safety, and workplace emergency response procedures. 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

Sustainability report has been prepared in accordance with GRI Standards [In accordance - Core]

Reporting on average training hours per employee

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on the percentage of women in top executive positions

Information

The company reports, either through formal documentation or questionnaire declaration, on the percentage of women in executive positions (e.g. senior or top management).

Guidance

Executive positions include positions such as chief financial officers, chief operating officers, or any other key roles in a company. The aim is to look into whether a company is promoting an increase in gender diversity in its executive rank or not. It is important to note that in 2015, only 14.2% of the top five leadership positions in companies in the S&P500 are held by women according to CNNMoney analysis.

Comprehensive reporting on labor and human rights issues

Information

There is evidence of reporting implemented regarding labor practices & human rights issues within the company supporting documentation, including key performance indicators (KPIs), statistical figures or associated concrete actions. The reporting covers the main issues and is regularly updated.

Guidance

The reporting covers the entity under evaluation (e.g. KPIs might be aggregate at group level). 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. Additionally, KPIs are reported in a formal public document available to stakeholders, and are in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards. Download the How-to Guide on this topic here (in English).

Reporting on accident severity rate

Information

The company reports, either through formal documentation or questionnaire declaration, on the accident severity rate among its employees for the last reporting year.

Guidance

The accident severity rate (or Lost Time Injury Severity Rate) measures the time lost due to occupational injuries in relation to the total amount of time worked. It indicates how severe the accidents were and how long the injured employees were out of work as a result of disabling injuries. The calculation method varies from country to country; for instance in the way lost time injury events are determined or what baseline is used to calculate the rate. In the UK it is calculated as follows: $[(\text{number of days lost due to injuries}) \times 200,000 / \text{total hours worked}]$, whereas in France it is: $[(\text{number of days lost due to injuries}) \times 1000 / \text{total hours worked}]$. In India, the rate is calculated as $[(\text{number of days lost due to injuries}) \times 1,000,000 / \text{total hours worked}]$. Download the How-to Guide on this topic here (in English).

Reporting on accident frequency rate

Information

The company reports, either through formal documentation or questionnaire declaration, on the accident frequency rate among its employees for the last reporting year.

Guidance

The accident frequency rate (or the lost time injury frequency rate) measures the number of lost time injuries in relation to the total number of hours worked by employees. It indicates the extent to which injury accidents are repeated over time and their number of occurrence. The calculation method varies from country to country, depending for instance on the way lost time injury events are determined or the baseline used to calculate the rate. In the UK it is calculated as follows: $[(\text{total number of lost time injury events}) \times 100,000 / \text{total hours worked}]$, whereas in USA it is: $[(\text{total number of lost time injury events}) \times 200,000 / \text{total hours worked}]$. In France or Japan, the rate is calculated as $[(\text{total number of lost time injury events}) \times 1,000,000 / \text{total hours worked}]$ Download the How-to Guide on this topic here (in English).

Improvement Areas (1)

Actions

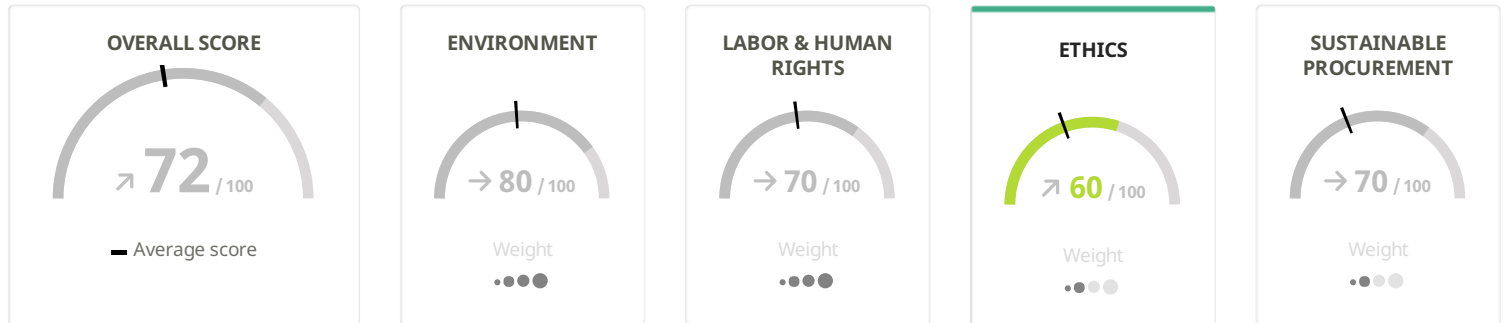
Low

Less than 20% of operational facilities ISO 45001 certified

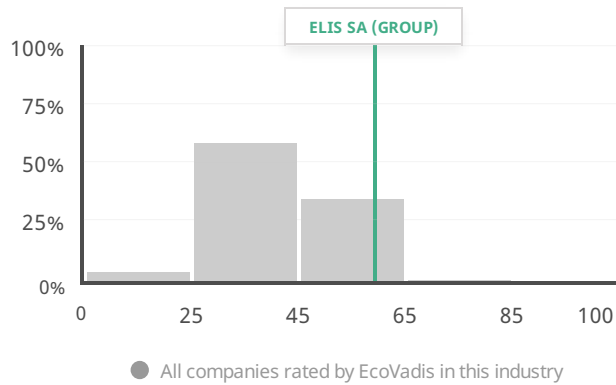
8. ETHICS

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

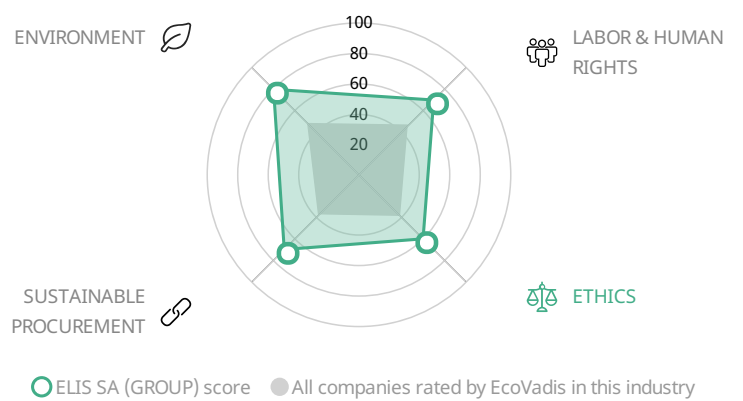
Ethics Score Breakdown



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 (23)

Policies

Policy on fraud

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 policies

Information

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

Guidance

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

Policy on information security

Information

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

Guidance

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

Policies on corruption

Information

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

Guidance

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

Exceptional policy on ethics issues

Information

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

Guidance

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

Dedicated responsibility for ethics issues

Endorsement of external initiative on ethics issues [i.e. Adef-Medef]

Information

There is evidence of public adherence to an external initiative on business ethics issues or membership in a voluntary initiative on business ethics issues.

Guidance

An endorsement is a company's commitment to meeting objectives or principles that have been defined by external organizations. The company must be listed as an active member of the initiative website. Such initiatives can encompass many business ethics issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include Global Compact, Extractive Industries Transparency Initiative (EITI), Institute of Business Ethics, International Forum on Business Ethical Conduct (IFBEC), etc.

Endorsement of the United Nations Global Compact (UNGC)

Information

The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. The company is a formal signatory of this initiative.

Guidance

The United Nations Global Compact is a United Nations strategic policy initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. Companies sign the initiative and then are required to provide overviews of their management system through a mandatory disclosure framework (annual publication of a Communication on Progress [COP]).

Actions

Ethics due diligence program on third parties in place

Information

The company has implemented systematic compliance and due-diligence measures when dealing with third-party intermediaries (i.e. commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) acting on its behalf.

Guidance

Provisions in key international laws hold companies liable for business ethics related misconduct committed in the context of their relationships with third parties (i.e. their agents, consultants, suppliers, distributors, joint-venture partners, or any individual or entity that has some form of business relationship with the organization). Given the risk exposures caused by third-parties, it is important that companies have adequate due diligence procedures in place. Due diligence is the process of gathering independent information to gain an understanding of the risks associated with a third party and visibility of its compliance management systems which address these risks. It can involve background checks and screenings of third party by means of sanction lists, tracking adverse media reports and identifying links to politically exposed persons, assessments of third parties on their own ethics & compliance programs and risk controls. Companies should provide documentation of their procedures that demonstrate how these due diligence efforts are undertaken.

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

Whistleblower procedure to report ethics issues

Information

The company has implemented a formal whistleblower procedure which encourages employees (and external stakeholders) to report potential violations of the company's business ethics policies.

Guidance

A whistleblower procedure is a grievance mechanism for stakeholders to report any wrongdoings, concerns or breaches of the company business ethics policies. An effective whistleblower procedure must provide stakeholders with an identified communication channel to report their concerns, as well as protect the whistleblowers' confidentiality and rights to non-retaliation. The procedure may also be handled by a third party.

Awareness training on ethics issues

Information

The company has delivered awareness trainings on business ethics issues for its employees.

Guidance

Specific awareness or training programs are implemented to enable employees to identify and address the common business ethics issues that arise in a workplace. Such program may be conducted either online or in person, and should include regular audits to ensure the training effectiveness.

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.

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.

Audits of control procedures to prevent corruption

Information

The company's anti-corruption and bribery policies and compliance mechanisms are regularly audited.

Guidance

Internal controls (for example four-eyes principle, job rotations, among others) are necessary to regularly monitor the effectiveness and proper implementation of actions put in place to support anti-corruption and bribery policies. Periodic audits of those controls, done either through an external third party that performs business ethics audits or an internal audit team, are carried out to ensure their effectiveness and provide reasonable assurance that internal processes are being adhered to.

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

Sustainability report has been prepared in accordance with GRI Standards [In accordance - Core]

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas (2)

Actions

High No supporting documentation on the coverage of ethics actions throughout the company operations

Information

There is insufficient or inconclusive evidence within supporting documentation on the level of deployment of business ethics actions throughout the company.

Guidance

Companies with more than 1000 employees and/or more than one operational site (such as manufacturing plants, offices, divisions, branches) have inherently greater potential sustainability risks and impacts. Therefore, the coverage/ deployment of actions and certifications are important as a higher level of deployment provides higher assurance of an effective, company-wide sustainability management system. Some examples of proxies used to determine the level of deployment of actions within the ethics theme (non-exhaustive) are % of the total workforce who received training on business ethics issues, % of all operational sites with an information security management system (ISMS) certified to ISO 27000 (or other equivalent/similar standard), % of all operational sites with certified anti-corruption management system etc.

Results

High Insufficient number of KPIs disclosed on ethics issues

Information

There is some evidence of formal reporting on business ethics issues in the supporting documentation. It may include key performance indicators (KPIs), or statistical figures. However reporting elements may be limited in terms of quality or quantity, may not cover the main issues, or reporting is not regularly updated.

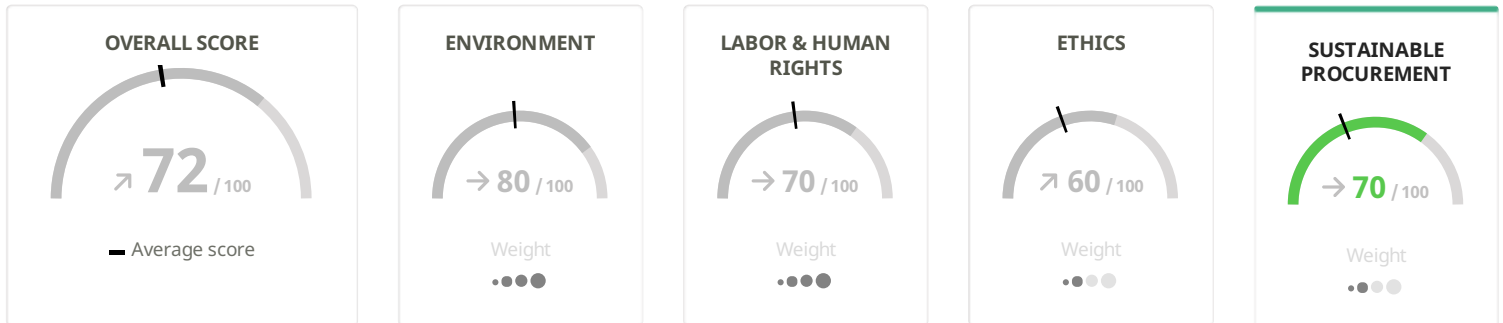
Guidance

Based on the information provided for the assessment, reporting does not cover a major portion of relevant issues. To improve the quality of reporting, KPIs could include material issues for the companies' business ethics performance. For example, the number of breaches of the Code of Ethics or number of incidents reported through the whistleblower procedure. They also could include percentage of employees trained in organization's anti-corruption policies and procedures, total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes (Source: Global Reporting Initiative G3). Download the How-to Guide on this topic here (in English).

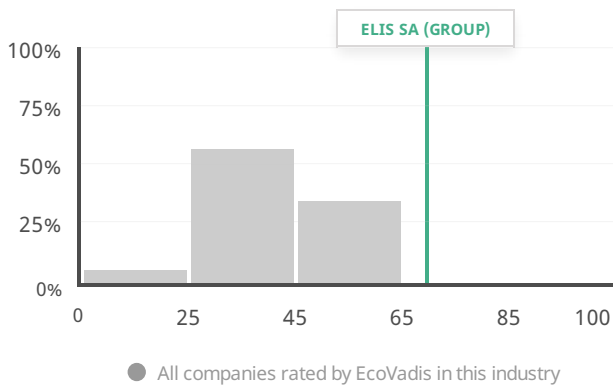
9. SUSTAINABLE PROCUREMENT

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

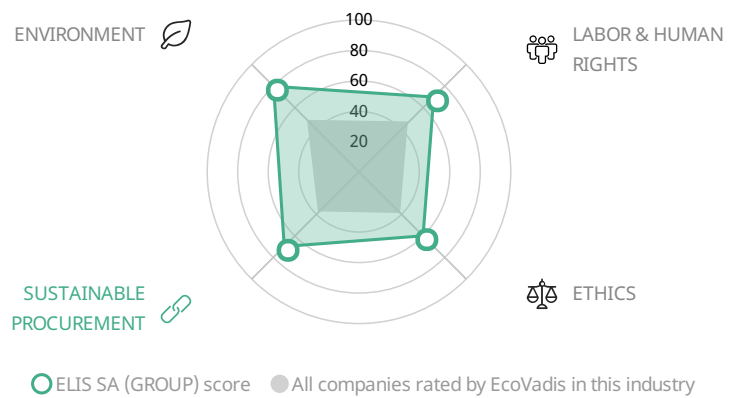
Sustainable Procurement Score Breakdown



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 (15)

Policies

Quantitative objectives set on sustainable procurement policy

Information

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

Guidance

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

Comprehensive sustainable procurement policies on both social and environmental factors

Information

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

Guidance

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

Actions

Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations

Information

The company has provided supporting documentation demonstrating a high level of deployment of concrete actions throughout its operations to support its sustainable procurement engagements and policies.

Guidance

Companies with more than 1000 employees and/or more than one operational site (such as manufacturing plants, offices, divisions, branches) have inherently greater potential sustainability risks and impacts. Therefore, the coverage/ deployment of actions and certifications are important as a higher level of deployment provides higher assurance of an effective, company-wide sustainability management system. Some examples of proxies used to determine the level of deployment of actions within the sustainable procurement theme (non-exhaustive) are % of suppliers audited/assessed on sustainability, % of employees trained on sustainable procurement, % of all suppliers who have signed the sustainable procurement charter/supplier code of conduct, etc.

Supplier sustainability code of conduct in place

Information

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

Guidance

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

Formal assessment of suppliers' progress with regards to REACH requirements

Information

There is some evidence of formal reporting on concrete actions or measures implemented regarding supplier compliance with the European REACH regulation.

Guidance

REACH (Registration, Evaluation and Authorisation of Chemicals) is a regulation from the European Union that addresses the production and use of chemical substances and their potential impacts on both human health and the environment. It requires all companies manufacturing or importing chemical substances into the European Union in quantities of one tonne or more per year to register these substances to the European Chemicals Agency (ECHA) in Helsinki, Finland.

On-site audits of suppliers on environmental or social issues

Information

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

Guidance

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

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

Information

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

Guidance

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

Integration of social or environmental clauses into supplier contracts

Information

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

Guidance

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

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

Information

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

Guidance

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

Results

Sustainability report has been prepared in accordance with GRI Standards [In accordance - Core]

Reporting on Scope 3 GHG emissions

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on sustainable procurement issues

Improvement Areas (2)

Actions

Low Declares capacity building of suppliers on sustainability issues, but no supporting documentation available

Information

The company declares it has implemented supplier capacity building measures concerning environmental and/or social issues, but no information was found on this topic within the supporting documentation.

Guidance

Capacity building measures include any proactive support by the company directed towards its suppliers with the aim to enhance their ability to identify and manage environmental, social and ethical issues. Such support includes supplier training, participation in supplier meetings or forums, development of close collaborations with suppliers on sustainability topics, provision of generic tools to address concerns, and continuous improvement feedback on sustainability performance (e.g. Corrective Action Plan [EcoVadis CAP tool]).

Low

Declares training of buyers on social and environmental issues within the supply chain, but no supporting documentation available

Information

The company declares providing training to buyers on sustainability issues, but there is no evidence within the supporting documentation provided by the company.

Guidance

The buyer-supplier relationship plays an important role in improving sustainability in the supply chain. Raising awareness / training of procurement professionals on sustainable purchasing to ensure understanding of social and environmental issues and how to integrate them into their procurement function. For example, procurement professionals can be trained to identify and respond to supply chain risks related to slavery and human trafficking. Evidence of the training conducted can be included in the sustainability reports, training presentation slides.

10. 360° WATCH FINDINGS

28 July 2021

Accords d'entreprise chez ELIS SERVICES

<https://www.droits-salaries.com/693001091-elis-services/index.shtml>

Les négociations entre la direction de ELIS SERVICES et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez ELIS SERVICES précisent les droits, avantages et obligations de l'employeur et des salariés.


 Labor & Human Rights → No score impact

21 July 2021

Accords d'entreprise chez MAJ

<https://www.droits-salaries.com/775733835-maj/index.shtml>

Les négociations entre la direction de MAJ et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MAJ précisent les droits, avantages et obligations de l'employeur et des salariés.


 Labor & Human Rights → No score impact

6 May 2021

Accords d'entreprise chez LES LAVANDIERES

<https://www.droits-salaries.com/062201009-les-lavandieres/index.shtml>

Les négociations entre la direction de LES LAVANDIERES et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez LES LAVANDIERES précisent les droits, avantages et obligations de l'employeur et des salariés.


 Labor & Human Rights → No score impact

4 May 2021

Accords d'entreprise chez LE JACQUARD FRANCAIS

<https://www.droits-salaries.com/505480137-le-jacquard-francais/index.shtml>

Les négociations entre la direction de LE JACQUARD FRANCAIS et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez LE JACQUARD FRANCAIS précisent les droits, avantages et obligations de l'employeur et des salariés.


 Labor & Human Rights → No score impact

27 April 2021

Accords d'entreprise chez THIMEAU

<https://www.droits-salaries.com/383277233-thimeau/index.shtml>

Les négociations entre la direction de THIMEAU et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez THIMEAU précisent les droits, avantages et obligations de l'employeur et des salariés.


 Labor & Human Rights → No score impact

25 January 2021

Accords d'entreprise chez ELIS PREVENTION NUISIBLES

<https://www.droits-salaries.com/389530643-elis-prevention-nuisibles/index.shtml>

Les négociations entre la direction de ELIS PREVENTION NUISIBLES et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez ELIS PREVENTION NUISIBLES précisent les droits, avantages et obligations de l'employeur et des salariés.


 Labor & Human Rights → No score impact

15 January 2021

Accords d'entreprise chez ELIS NORD - REGIONALE LOCATION ET SERVICES TEXTILES

<https://www.droits-salaries.com/885581033-elis-nord-regionale-location-et-services-textiles/index.shtml>

Les négociations entre la direction de ELIS NORD - REGIONALE LOCATION ET SERVICES TEXTILES et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez ELIS NORD - REGIONALE LOCATION ET SERVICES TEXTILES précisent les droits, avantages et obligations de l'employeur et des salariés.


 Labor & Human Rights → No score impact

2 December 2020

La France frappée par la vague des licenciements

https://www.lemonde.fr/economie/article/2020/12/02/la-france-frappee-par-la-vague-des-licenciements_6061854_3234.html

Malgré les aides massives de l'Etat, plus de 35 000 destructions de postes ont été annoncées depuis septembre dans l'Hexagone. 52 postes ont été supprimés à Elis Services (Saint-Cloud) (Saint-Cloud, Hauts-de-Seine).


 Labor & Human Rights → No score impact

21 August 2020

HSE Improvement Notice served against Elsi UK Limited

http://resources.hse.gov.uk/notices/notices/notice_details.asp?SF=CN&SV=311086268

In August 2020, Elis UK Limited received an Improvement Notice by the HSE for failure to have in place appropriate arrangements to effectively monitor the preventative and protective measures put into place via your risk assessment to prevent accidents in the workplace. This is demonstrated by missing barriers resulting in a fall risk, vehicles reversing out of one way systems resulting in the risk of a pedestrian being hit by a moving vehicle, a cage being dragged resulting in a risk of harm, etc.


 Labor & Human Rights → No score impact

1 June 2020

Elis se compromete a mantener su lavandería industrial en Cabezón

<http://www.elfaradio.com/2020/05/30/elis-se-compromete-a-mantener-la-actividad-de-su-lavanderia-industrial-en-cabezon-de-la-sal-tras-un-erte-hasta-finales-de-ano/>

La dirección de la lavandería industrial de Cabezón de la Sal Indusal, perteneciente a la multinacional francesa Elis, ha suscrito hoy un acuerdo con el comité de empresa (4 delegados de UGT y 1 de CCOO) en el que se compromete a mantener la actividad de la planta tras un nuevo expediente de regulación temporal de empleo (ERTE) que durará hasta finales de este año y que se suma a otro aún vigente hasta este domingo 31 de mayo. Según precisan UGT y CCOO, el acuerdo implica que si finalmente la empresa no cumpliera con su promesa y no reabriera su centro de trabajo en Cantabria, tendría que abonar a la plantilla una indemnización equivalente a un despido improcedente con un recargo adicional del 33% de la cuantía pertinente.

 Labor & Human Rights → No score impact

29 April 2020

Un plan social insuffisant

<http://www.evenement.ch/articles/un-plan-social-insuffisant>

La blanchisserie Elis a mis un terme aux négociations avec Unia. Le plan social ne profitera qu'à une minorité des 35 personnes licenciées.


 Labor & Human Rights → No score impact

5 April 2020

2020/21 Gender pay gap report for Elis UK Limited

<http://gender-pay-gap.service.gov.uk/Employer/RgnV2aNw/2020>

In this organisation, women earn 91 p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8.7% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 16.2% lower than men's.


 Labor & Human Rights → No score impact

11 February 2020

Warning strike in the large laundry facility in Elis [DE]

<https://www.igmetall.de/tarif/tarifrunden/textile-branchen/warnstreik-fuer-tarif-bei-der-waescherei-elis>

Despite several rounds of negotiations, it has still not been possible to conclude a collective agreement between the Elis company in Neustadt (Orla) and the union. Wages have not increased since 2012. They are currently at 9.35 euros. There are no holiday or Christmas bonuses yet.

 Labor & Human Rights → No score impact

27 June 2019

Collective agreement now! Employees of Elis ask their employer to negotiate [DE]

<http://www.igmetall-jena-saalfeld-gera.de/betrieb/meldung/tarifvertrag-jetzt-beschaeftigte-von-elis-fordern-ihren-arbeitgeber-zu-verhandlungen-auf/>

On March 20, 2019, the colleagues of the laundry company, Elis in Neustadt an der Orla asked their employer to negotiate with them about better working conditions.


 Labor & Human Rights → No score impact

18 June 2019

Près de Bayeux. Des émanations de fumée dans une blanchisserie industrielle

<http://www.ouest-france.fr/normandie/bayeux-14400/pres-de-bayeux-des-emanations-de-fumee-dans-une-blanchisserie-industrielle-6404019>

Dans la nuit du lundi 17 au mardi 18 juin 2019, un incendie s'est produit dans l'usine Elis de Fontenay-le-Pesnel. Sept employés d'une blanchisserie industrielle ont été incommodés par un dégagement de fumée et transportés au CHU de Caen. L'origine de ce sinistre semble accidentelle. C'est un gant anti-coupure, placé dans un bac de linge, qui pourrait être à l'origine de cette réaction ayant provoqué un départ de fumée.


 Labor & Human Rights → No score impact

28 February 2019

Quimper. L'entreprise Elis condamnée pour deux licenciements

http://redon.maville.com/actu/actudetet_quimper.-l-entreprise-elis-condamnee-pour-deux-licenciements_54135-3659689_actu.Htm

La filiale de Quimper (Finistère) de la blanchisserie Elis a été condamnée, jeudi 28 février 2019, pour avoir licencié, en 2014, deux salariés qui se présentaient aux élections professionnelles. La société Lavandières, la filiale de Quimper (Finistère) du groupe, et son directeur ont été reconnus coupables de rupture sans autorisation du contrat de travail d'un délégué du personnel et d'un membre élu du comité d'entreprise par le tribunal correctionnel de Quimper. Ils devront verser respectivement 15 000 € et 2 500 € d'amende, soit la moitié de la somme requise par le procureur. Auxquelles s'ajoutent 5 000 € et 1 000 € au titre du préjudice moral, pour la CFDT.


 Labor & Human Rights → No score impact

20 February 2019

Fife industrial laundry to close with loss of 86 jobs as work moves to Glasgow

<http://www.insider.co.uk/news/fife-industrial-laundry-close-loss-14028802>

An industrial laundry in Kirkcaldy is to close with the loss of 86 jobs. Elis staff were told the Kirkcaldy site will close in April with operations moved to Glasgow.


 Labor & Human Rights → No score impact

29 January 2019

Location-entretien. Elis Suisse épinglée par les Prud'hommes

<http://www.entretien-textile.fr/actualite/location-entretien-elis-suisse-epinglee-par-les-prudhommes>

Le syndicat Unia a fait connaître récemment un jugement du 14 décembre dernier qui lui donne raison face à Elis Suisse. L'histoire avait débuté en mars dernier suite à un incendie sur le site de Blanchival, à Sion, dont le groupe est propriétaire. A la suite du sinistre, les employés de la blanchisserie avaient été transférés vers trois usines en Suisse romande de sorte à maintenir les prestations en Valais. A la mi-avril dernier qu'Elis a ouvert une procédure de consultation et informé ses employés, le partenaire social Unia et le SICT, de son intention de licencier le personnel. Elis Suisse devra donc payer des dommages et intérêts pour licenciements abusifs aux salariés qui ont agi devant la justice.


 Labor & Human Rights → No score impact

6 January 2019

Villiers-le-Bel : incendie dans une blanchisserie industrielle

<http://www.leparisien.fr/val-d-oise-95/villiers-le-bel-incendie-dans-une-blanchisserie-industrielle-06-01-2019-7981692.php>

Un incendie s'est produit sur le site de l'entreprise Elis à Villiers-le-Bel, avenue de Tissonvilliers, samedi, vers 14 h 30. Le feu a pris dans un local technique de cette blanchisserie industrielle. Le site où travaillent habituellement une centaine de salariés a été évacué avant l'arrivée des pompiers.


 Labor & Human Rights → No score impact

21 December 2018

Nine fire crews tackle blaze at Fakenham laundry business

<http://www.fakenhamtimes.co.uk/news/berendsen-building-fire-holt-road-fakenham-1-5827747>

Crews from Fakenham, Wells, Holt, Reepham, Massingham, Dereham and Sheringham were called to the fire at the Berendsen building. Nobody was injured during the incident, which was later being investigated.


 Labor & Human Rights → No score impact

26 October 2018

Avrillé. Deuxième feu en une semaine chez Elis

<http://www.ouest-france.fr/pays-de-la-loire/angers-49000/avrille-deuxieme-feu-en-une-semaine-chez-elis-6039077>

Mardi 23 octobre, les pompiers étaient déjà mobilisés pour un départ de feu chez d'Elis, la société de location et d'entretien de linge, dans la zone industrielle des Carrières, à Avrillé. Les employés étaient parvenus à maîtriser un départ de feu de machine à repasser.


 Labor & Human Rights → No score impact

1 October 2018

Elis Manomatic, se muestra dispuesta a trabajar por la igualdad

<http://www.fesmcugt.org/2018/10/01/elis-manomatic-se-muestra-dispuesta-a-trabajar-por-la-igualdad-id-12310/>

Se siguen con las negociaciones del primer Plan de Igualdad de Elis Manomatic SA, una empresa que sitúa su base en Barcelona, enmarcada en el grupo francés ELIS, una multinacional de lavanderías industriales de crecimiento en España. Así la empresa se ha mostrado comprometida con la igualdad entre hombres y mujeres y ha entregado a la Comisión de Igualdad, formada recientemente, un diagnóstico de situación completo, que muestra un análisis con perspectiva de género, y el cual nos va a permitir analizar las brechas que hay en esta materia.


 Labor & Human Rights → No score impact

25 July 2018

HSE Improvement Notice served against Elsi UK Limited

http://resources.hse.gov.uk/notices/notices/notice_details.aspx?SF=CN&SV=309144796

In July 2018, Elsi UK Limited received an Improvement Notice by the HSE for failure to effectively plan, organise, control, monitor and review cleaning activities in and around machinery.


 Labor & Human Rights → No score impact

8 March 2018

Laundry factory set to close with 250 jobs at risk - despite firm landing lucrative Manchester United contract

<http://www.manchestereveningnews.co.uk/news/greater-manchester-news/laundry-factory-set-close-250-14385612>

Around 250 jobs will be lost with the proposed closure of a laundry factory - despite workers being told they were safe because the firm had landed a lucrative contract with Manchester United just weeks ago. The Berendsen site in Mossley, Tameside, is part of a nationwide company specialising in hospitality services. In September last year French laundry services group, Elis, completed a takeover. A worker told the Manchester Evening News staff have been issued with a letter provisionally confirming they will be made redundant in 30 days.

 Labor & Human Rights → No score impact

22 February 2018

Water from laundry should be cleaned of micro-plastic [SE]

<https://mst.dk/service/nyheder/nyhedarkiv/2018/feb/vand-fra-tekstilvask-skal-renses-for-mikroplast/>

Water from the industry's textile washing machines must be cleaned in a test for micro-plastic. Environment and Food Minister Esben Lunde Larsen, with funding from the MUDP scheme, supports a new project to develop a method for detecting and filtering the microscopic particles.

 Environment → No score impact

14 December 2017

£1.71m fine for laundry companies found to be market sharing

<http://www.gov.uk/government/news/171m-fine-for-laundry-companies-found-to-be-market-sharing>

The CMA has fined 2 suppliers of 'cleanroom' laundry services for breaking competition law by agreeing not to compete for each other's customers. The total fine for Micronclean Limited was £510,118. The total fine for Berendsen Cleanroom Services Limited was £1,197,956. As the parent company of Berendsen Cleanroom Services Limited for the latter part of the period during which the law was broken, Berendsen plc is jointly and severally liable for £1,028,671 of Berendsen Cleanroom Services Limited's fine.


 Ethics → No score impact

13 September 2017

Lourdes Peines Dans L'affaire De La Blanchisserie

<http://www.ladepêche.fr/article/2017/09/13/2644193-lourdes-peines-dans-l-affaire-de-la-blanchisserie.html>

Le tribunal a démarré sa session d'hier par la prononciation du jugement, attendu depuis mai dernier dans le dossier tentant de déterminer les responsabilités dans la mort d'un jeune ingénieur de 26 ans chargé de tester l'efficacité d'une lessive industrielle, au sein de la blanchisserie Elis, sur la zone St-Jean à Carcassonne. Un accident survenu en mars 2012.

 Labor & Human Rights → No score impact

14 April 2017

Signature D'une Convention Avec L'entreprise Élis

<https://www.lanouvellerepublique.fr/indre-et-loire/commune/montlouis-sur-loire/signature-d-une-convention-avec-l-entreprise-elis>

La semaine dernière, Jean-Luc Leroy, directeur de l'entreprise Élis, spécialisée dans le nettoyage de vêtements de travail, et le maire Vincent Morette ont signé une convention spéciale de déversement d'eaux usées industrielles. Les enjeux pour la ville, en tant que gestionnaire des ouvrages d'assainissement, sont de limiter les rejets polluants dans le milieu naturel et de réduire les impacts sur le système d'assainissement.


 Environment → No score impact

11 March 2017

La Blanchisserie blésoise bloquée par les salariés

<https://www.lanouvellerepublique.fr/loir-et-cher/la-blanchisserie-blesoise-bloquee-par-les-salaries>

Une soixantaine de salariés selon FO, 7 selon la direction, ont bloqué la Blanchisserie blésoise hier aux aurores. Et ont obtenu des avancées.

 Labor & Human Rights → No score impact

27 September 2021

No records found for this company on Compliance Database

null

→ No score impact

360° Watch Findings comprise relevant public information about companies' sustainability practices that have been identified via more than 2,500 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.

 The company demonstrates an advanced management system on environmental issues.

 The company demonstrates an advanced management system on sustainable procurement.

 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 publication of additional sustainability reporting.

 The company demonstrates an advanced management system on labor & human rights issues.

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

High	Energy consumption & GHGs
High	Water
Non-activated	Biodiversity
Non-activated	Local & Accidental 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
Medium	Child Labor, Forced Labor & Human Trafficking
Medium	Diversity, Discrimination & Harassment
Non-activated	External Stakeholder Human Rights

Ethics

Medium	Corruption
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Non-activated

Anticompetitive Practices

Medium

Responsible Information Management

Sustainable Procurement



High

Supplier Environmental Practices

Medium

Supplier Social Practices

KEY SUSTAINABILITY ISSUES

Find qualitative explanations of the key sustainability issues and risk associated with Washing and (dry-) cleaning of textile and fur products

 Environment

Importance

Sustainability issue

High

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

Energy consumption is one of the major concerns in the sector of laundry and dry cleaning services. The use of washing and drying equipment requires a significant amount of energy-particularly during processes where steam and heat are required. Using most modern industrial low-capacity equipment (300-500kg of laundry per 1 shift) requires approximately 0.1 kWh of electrical energy per each kg of laundry(1). In addition, a huge amount of the energy leave the process in the waste flows without any recovery process (1). One of the main challenges faced by companies in this sector is identifying the most efficient ways to reduce energy consumption. Companies can enhance energy efficiency by installing a more efficient steam production system and installing heat recovery systems. Developing innovative technologies and utilizing steam-free technologies will also effectively reduce the environmental impacts during cleaning process. It is also recommended that the companies utilizing advanced control system in order to achieve the objectives of energy saving during operations. Companies in this sector are also likely to be direct emitters of greenhouse gases, mainly through the transportation services during the pick-up and delivery after cleaning. In order to reduce the carbon footprint of companies in this industry, route optimization and the use of efficient vehicles are some of the practices that can be implemented.

High

Water

Definition

Water consumption during operations. Pollutants rejected into water.

Industry issues

Using modern technology, commercial laundry activities consumes large amounts of water. Small to medium size machines rely on washer-extractors that require an estimated 3 to 4 gallons (11.3 L to 15.1 L) of water per pound of fabric cleaned and ultimately generate high volumes of waste water (2). Waste water generated from washing and cleaning process contains dirt and contaminants from the textile and fur products, and can also include harmful chemical cleaning agents. These agents, when discharged into water systems, can lead to detrimental consumer health impacts. Chlorinated solvents have been known to cause cancer over extended exposure. To reduce the environmental impacts associated with commercial laundry activities, innovative process improvements and equipment upgrades can enable companies to minimize water consumption and the dependency on process chemicals. The purchase of washing machines that have built-in water recycling capabilities reduce the process water demand by one-third per pound of laundry(2). Companies should also ensure that their waste water is treated properly before it is released into the environment. On-site waste water systems should be developed, and in the absence of such systems, contracting such services is essential in water pollution prevention.

Medium

Materials, Chemicals & Waste

Definition

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

Industry issues

The detergents and cleaning products used in commercial laundry industry can be hazardous if released into the environment. Chemicals used in the dry cleaning process such as chlorinated solvents are volatile and entail high risks of site contamination (4). The volatile solvents could presents risks for health and safety of users. When user is in contact with the solvent, it can cause skin diseases and illnesses to the person (4). These products are normally formed from complex chemical substances with the goal of removing contaminants and disinfecting. Companies must ensure that cleaning agents used are compliant with the Detergents Regulation (EC No 648/2004)(3). An effective management system is required for the labeling, handling and storage of cleaning agents to ensure minimal exposure to these products. Biodegradable cleaning products and products with Safer Choice eco-label (5) can serve to reduce the environmental impacts caused by some of the commonly used chemicals necessary for cleaning processes.

Medium

Environmental Services & Advocacy

Definition

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

Industry issues

The companies in this sector can promote sustainable consumption among customers through offering sustainable services and solutions. Companies can promote the use of environmentally-friendly products as an alternatives to the hazardous cleaning products that have traditionally been uses in cleaning services. Additionally, eco-friendly laundry programs can create awareness among communities to opt for more environmentally friendly cleaning services. One of the successful program launched in europe to create awareness of consumers are "I prefer 30°" low temperature washing campaign (6).



Labor & Human Rights

Importance

Sustainability issue

High

Employee Health & Safety

Definition

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

Industry issues

Workers in the laundry and dry cleaning services industry work in a variety of settings, including in hospitals, nursing homes, correctional facilities and hotels. The various occupational settings expose workers to an abundance of health and safety risks. Machine operators are exposed to prolonged loud vibration noise, insecure electricity sources, air contaminants or fumes, heat exposure, and heavy lifting. Employees are exposed to hazardous chemical substances and biological agents that can lead to asthma, allergies, and more seriously blood-borne pathogen infections that cause diseases such as hepatitis and HIV (8). The control of fire hazards in cleaning facilities is a significant risk given the heat generation necessary to dry laundry and from the numerous process solvents used. Approximately 10% of dry cleaning facilities in the United States use these highly flammable solvents (7). A risk-based health and safety management system is essential to prevent workplace hazards. A wide range of preventive and protective measures exist to improve health and safety management, including the provision of awareness and safety training, personal protective equipment and employee safety guidelines. It is important to also ensure that emergency preparedness plans are updated due to the fire risk in laundry facilities, and to secure all fuel and ignition sources.

Medium

Working Conditions

Definition

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

Industry issues

Human capital investment is increasingly important for companies seeking to develop a sustainable work force while reducing hiring costs associated with high employee turnover. The provision of fair pay and working hours, retirement pensions and healthcare are each issues which workers worldwide cite as reasons for global labor instability. The International Trade Union Confederation's 2014 Global Poll indicates that wages have failed to increase at a rate consistent with global cost of living inflation, a conclusion supported by 79% of respondents that believe national minimum wages are insufficient, and 87% believe that the social protections, including pensions, healthcare and family leave are inadequate(9). These numbers highlight the opportunities for companies operating in countries where wage increases can improve quality of life. Companies operating in all sectors and locations should invest heavily in their human capital by providing adequate wages, social benefits and fair work hours to employees. Companies operating in less developed countries where minimum wage laws are deemed inadequate, including in China where 81% of ITUC respondents believe the national minimum wage is inadequate, companies should default to wage standards established by the ILO (9). When operating in countries where state provided social protections are minimal or absent, companies should fill this gap to ensure that healthcare and retirement pensions are consistent with international standards. Employee satisfaction surveys and collective bargaining through worker representative groups, including unions and work councils can assist companies with identifying human capital management needs. Fair pay and social protections, and sector appropriate working condition are essential for companies to reduce labor costs without sacrificing ethics or production efficiency.

Medium

Social Dialogue

Definition

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

Industry issues

Social dialogue with work councils and labor unions is an effective tool to assist companies in identifying human capital management needs, including in areas such as wages, benefits and skills development training. A vast majority of ITUC’s 2014 respondents believe that workplaces with unions provide better wages, work conditions and safety, evidence of the impact that advanced social dialogue has in reinforcing human capital management strategies(9) (see Working Conditions and Career Management). Numerous factors influence the level of social dialogue with workers representatives, including national laws that outlaw labor unions, and employee apathy caused by the declining impact of unions to serve worker interests. From an internal management perspective, the challenges associated with managing social dialogue in global operations is exacerbated by the disparity in union membership across the world, currently 6.7% in the US(10), 30-35% in China(11), and over 60% in the Nordic countries(10). A vast majority of ITUC’s respondents disapprove of wages, benefits and job security-a tremendous opportunity for companies to implement effective dialogue in countries that clearly lack such systems(9). Given the importance of social dialogue in helping establish policies and procedures that promote both employer and employee interests, companies should work to promote collective bargaining. Collaboration with work councils, labor unions or worker representatives can be leveraged to address working conditions, remuneration, skills development and occupational health and safety needs. In countries where union membership is not permitted, or are insignificant due to low member rates, companies should establish alternative modes of social dialogue that promote worker interests.

Medium

Career Management & Training

Definition

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

Industry issues

Estimates show that companies that invest in human capital initiatives, including professional development, experience 10-30% less accidents (12). This figure is highly relevant to the commercial laundry industry given the high level of health & safety risks associated with the activity. Companies should develop and implement occupational training and development programs across all operations not only to reduce occupational hazards, but to effectively develop skills necessary to operate 21st century technology used in the sector. Ongoing employee evaluations accompanied by continuous feedback should be deployed to identify skills that enable companies to place employees in positions that reflect their skill levels, allowing for promotions as skill levels increase. When managing industrial operations in less developed countries with lower educational rates, companies can leverage occupational skills development training to fill the skills gap while reinforcing occupational safety training efforts in sectors that rely on heavy machinery usage. Companies should ensure that, when necessary, workers required to perform redundant tasks are helped to access other functional areas through training. Occupational skills development programs can benefit companies across all functional areas, and should therefore be embedded throughout all operations.

Medium

Child Labor, Forced Labor & Human Trafficking

Definition

Deals with child, forced or compulsory labor issues within the company owned operations.

Industry issues

Modern slavery—characterized by low wages, wage theft, violent and coercive working conditions, debt bondage, identification documentation retention, forced trafficking and exposure to unsafe working conditions—is a global phenomenon. An estimated 40 million people worldwide are the victims of some form of forced labor—16 million in the private sector alone (13). The latest global estimates indicate that 160 million children were in child labor at the beginning of 2020, accounting for almost 1 in 10 of all children worldwide. 79 million children, nearly half of all those in child labor, were in hazardous work that directly endangers their health, safety and moral development (14). According to the U.S. Department of State's 2021 Trafficking in Persons Report, victims of human trafficking have been involved in the washing and cleaning of clothes (15). Similarly, washing and laundering of clothes is an industry influenced by child labor in various geographies (16). In service activities, children risk particular abuse through long working hours and often live in isolation from their families and communities. In the washing and dry-cleaning of textiles industry, children face hazards such as exposure to chemical agents with limited safety protection. Businesses and companies have a moral and legal imperative to protect workers in company supply chains and must assess where risks are highest in order to prioritize interventions (17). In accordance with the Guiding Principles on Business and Human Rights, manufacturers must respect human rights throughout their operational scope. Companies should develop policies, due diligence procedures and remedy human rights violations. In accordance with the Dhaka Principles, companies should prohibit recruitment fees or deposits from workers and should allow workers to move or relocate freely. Companies must implement effective slavery and child labor awareness training, perform impact assessments and monitoring procedures such as site audits. Given the inherent exposure to hazardous chemicals, it is important that manufacturers adhere to ILO child labor conventions for working in hazardous job functions. Employers should provide transparent contracts to all workers regardless of their status, should not require employees to pay recruitment fees or withhold employee documentation during any duration of the labor contract. When cases of forced or child labor are discovered, it is important for companies to remedy the issues through engagement with NGOs to provide remedies to victims, e.g., housing, psychological support and educational opportunities for child workers.

Medium

Diversity, Discrimination & 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

In an increasingly global economy, companies benefit from promoting diversity internally due to the various business perspectives and work habits that derive from different cultural and social groups. In order to promote diversity, and therefore take advantage of the associated value added with such workforces, it is key that companies take a firm non-discrimination stance in order to attract and retain a competent and stable workforce. Research performed by the ILO indicates that women are paid on average 70%-90% of the salaries received by the male counterparts. The manufacturing sector experiences, according to some estimates, a 20% gender wage gap(19). And LGBT employees receive 30% less than non-LGBT workers(18). While most countries have laws that prohibit discrimination, differences exist in their level of enforcement and scope of racial and social groups covered by their respective legislation, making it a strategic must for companies to establish internal policies that promote internal efforts. Many of the world's biggest and most successful companies have advanced diversity strategies, including in respect of LGBT. Nearly 90 per cent of Fortune 500 companies prohibit discrimination based on sexual orientation and gender identity and almost 60 per cent of them extend benefits to the same-sex partners of their employees(20). Companies should establish internal measures that reinforce a non-discrimination policy. Training of all managers that have authority over recruitment, training, and promotions should be implemented across all operations. Human resources personnel should perform frequent internal salary audits to determine where wage gaps exist. Additional pro-diversity measures that reinforce non-discriminatory efforts include employee cultural and gender associations that enable social groups to share experiences related to professional acclimation and networking. Lastly, an effective whistle-blowing procedure should be available to all employees to report concerns related to, or violations of, the anti-discrimination policy.



Ethics

Importance

Sustainability issue

Medium

Corruption

Definition

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

Industry issues

A recent report found that 80 percent of surveyed corporate executives have experienced bribery in the firms (21). Corruption distorts fair markets and, if not managed effectively by the automotive manufacturing sector, exposes companies to financial losses from both the act itself and the increased cost of business caused by rampant industry-wide corruption. The Foreign Corrupt Practices Act and the UK Bribery Act expose companies and individuals working on behalf of companies to financial and criminal penalties, while similar legislation is currently being debated in Brazil and France-exposing companies to risks in additional jurisdictions. FCPA risks take different forms depending on the nature, scope and location of a company's international activity. They can arise both when companies seek to sell their products and services directly to foreign governments and state-owned entities and in the form of bribe payments in return for favorable contracting decisions. FCPA risks can also take other, less obvious forms, such as when companies face shakedowns from customs inspectors and tax assessors during efforts to import or export raw materials or finished products. Additionally, risks can surface when companies operate manufacturing facilities in foreign countries, which requires frequent interaction with hosts of foreign officials ranging for utility service, local taxation and police protection. The UK Bribery Act expands the scope of bribe recipients to any individual, regardless of their government relationship. To minimize corruption risks, companies should implement a risk-based due diligence procedure to identify opportunities or situations where corrupt transactions are possible. It is important that companies identify anti-corruption training needs in order to keep employees abreast on the regional or sector environment that exposes them to potential risks. Lastly, companies must document and maintain detailed records of all due diligence measures in order to minimize liability in the event that the company is implicated in corruption investigations involving internal employees or third-party relationships.

Medium

Responsible Information Management

Definition

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

Industry issues

Companies collect, process and share confidential information belonging to third-parties in order to operate their business. Third-party confidential information includes employee and consumer personal identification information, third parties' intellectual property, and business partner trade secrets. Companies are legally mandated in several jurisdictions to manage third party data responsibly. Breaches of third-party data, including proprietary intellectual property, trade secrets and employee and consumer PII expose companies to operational seizures, financial and reputational impacts caused by stakeholder lawsuits and regulatory penalties. The financial impacts of information security breaches can be both immediate and drawn out over several years, due to possible litigation action by parties who lost confidentiality of their information entrusted to the breached company. The costs of regulatory violations remain severe, and proposed changes to major regulatory frameworks in major countries are likely to impose greater fines. Ponemon Institute estimates the global average cost of a cyber-attack to be US\$3.86 million(25). 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(26). In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates is necessary to meet legal requirements in key jurisdictions.



Sustainable Procurement

Importance

Sustainability issue

High

Supplier Environmental Practices

Definition

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

Industry issues

The procurement of process machinery and equipment warrants close attention by commercial laundry companies. Given the level of water required to operate modern commercial washing machines (see above), it is important for commercial service companies to source such equipment that with eco-labels that verify their reduced environmental impacts. Furthermore, the process chemicals used in laundry facilities, which are often toxic to employees and communities, should be sourced using safe alternatives. In order to reinforce internal environmental management systems and regulatory compliance efforts, commercial laundry service companies should source materials and parts using product standards that take into account their environmental impacts and the safe use of the product. Lastly, it's important for commercial laundry service companies to engage their suppliers in best practices for reducing their environmental impacts.

Medium

Supplier Social Practices

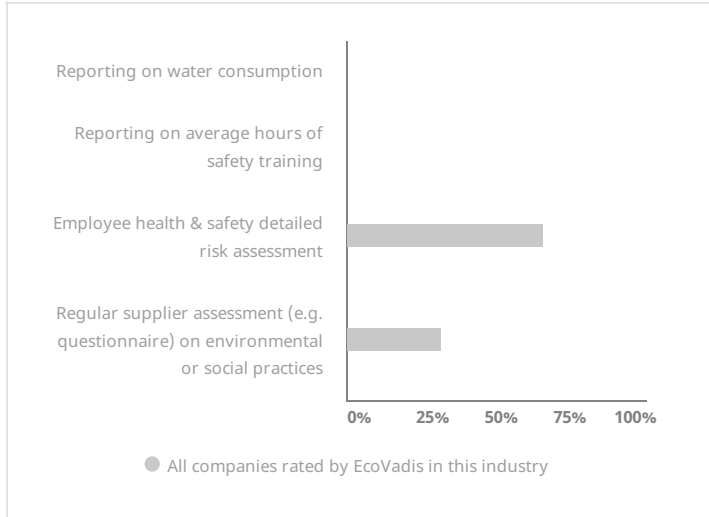
Definition

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

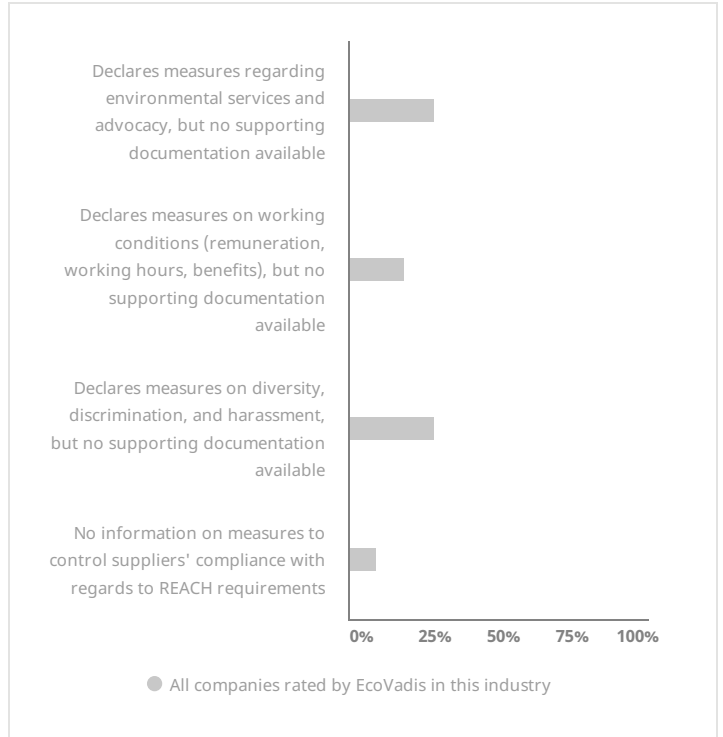
Industry issues

To prevent supply disruptions and potentially costly litigation, companies should work to embed their human rights, human capital management, and business ethics commitments throughout their supply chain operations in order to address operational impacts on stakeholders. Supply Chain risk management efforts should focus on fundamental human rights for internal and external stakeholders, working conditions and fair business practices. A great majority of ITUC's respondents believe that workers' rights throughout the value chain are not respected, a figure that reflects a significant level of risk for buyers if large scale worker strikes prevent operations(23). In accordance with the UN Guiding Principles on Business and Human Rights, social impact assessments used to assess impacts across a company's operations should include those of supply chain operations. Companies should develop and implement due diligence procedures, to include risk assessments and follow up supplier engagements, training and on-site audits. Companies should also establish contract provisions detailing supplier expectations regarding human rights protections and, when possible, integrate whistle-blowing procedures on the supplier behalf. Corruption increases procurement costs by an estimated 25%, making the prevention of supply chain corruption and bribery a strategic must(19). Under the FCPA and UK Bribery Act companies are exposed to additional financial and criminal penalties for supplier bribery accusations, a fact that is reinforced by 90% of FCPA financial and criminal settlements involved third parties(24). To minimize liability for supplier corruption, companies should implement a risk-based due diligence procedure to identify suppliers at greatest risk of being accused of such transactions. Risk assessments should be followed-up with effective supplier capacity building, training and auditing when necessary.

Key industry Strengths



Key industry Improvement Areas



Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
Active whistleblowing procedure in place	36%
Audit or assessment of suppliers on CSR issues	30%
Carbon disclosure project (CDP) respondent	6%
Global Compact Signatory	10%
ISO 14001 certified (at least one operational site)	32%
OHSAS 18001/ISO 45001 certification or equivalent (at least one operational site)	20%
Policy on sustainable procurement issues	24%
Reporting on energy consumption or GHGs	29%
Reporting on health & safety indicators	23%

Main Regulations and Initiatives

AISE Charter for Sustainable Cleaning

http://www.sustainable-cleaning.com/EN_charter.html

The Charter for Sustainable Cleaning is a Europe-wide scheme to promote sustainability among companies making detergents and other household and professional cleaning products.

 **Sustainable Procurement**

Laundry ESP (Laundry Environmental Stewardship Program)

<http://www.laundryesp.com/about/>

LaundryESP® is a cost-effective and flexible program designed to raise the environmental performance of textile service and supply companies and improve relations with customers. The program allows large and small companies alike to choose from a variety of initiatives that each participant can tailor to its operations.

 **Environment**

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**

Label European Ecolabel for Laundry detergents

<http://ec.europa.eu/environment/ecolabel/eu-ecolabelled-products-and-services.html>

The European Ecolabel is a voluntary scheme, established in 1992 to encourage businesses to market products and services that are kinder to the environment.

 **Sustainable Procurement**

Standard ISO 14000 (International Standard Organisation)

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

The ISO 14000 family addresses various aspects of environmental management


 **Environment**

International Labor Organization's Fundamental Conventions

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

 Regulatory

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


 **Labor & Human Rights**

Foreign Corrupt Practices Act of 1977

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

 Regulatory

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

 **Ethics**

United Nations Global Compact (10 principles)

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

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

 **All themes**

OECD guidelines for multinational enterprises

<http://www.oecd.org/about/>

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, globally 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

ACI Charter for Sustainable Cleaning

<http://www.cleaninginstitute.org/charter/>

The American Cleaning Institute (ACI) Charter for Sustainable Cleaning ("Charter") is a common, voluntary approach of the cleaning products industry to promote and demonstrate continual improvement in the industry's sustainability profile.

All themes

UK Bribery Act (2010)

<https://www.justice.gov.uk/downloads/legislation/bribery-act-2010-guidance.pdf>

The UK Bribery Act establishes company liability for acts of corruption committed by persons acting on behalf of the company (i.e., employees, agents or subsidiaries). Companies should be aware that the Bribery Act has near global jurisdiction and does not distinguish between bribery and facilitation payments or large and small bribery payments. The Bribery Act also establishes a defence for a company that can prove it has 'adequate procedures' to prevent a bribe being paid on its behalf.

Ethics

Standard Global Reporting Initiative's (GRI)

<https://www.globalreporting.org/Pages/default.aspx>

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

Foreign Corrupt Practices Act (1977)

<https://www.justice.gov/criminal-fraud/foreign-corrupt-practices-act>

Regulatory

The Foreign Corrupt Practices Act of 1977 was enacted for the purpose of making it unlawful for certain classes of persons and entities to make payments to foreign government officials to assist in obtaining or retaining business. Specifically, the anti-bribery provisions of the FCPA prohibit the willful use of the mails or any means of instrumentality of interstate commerce corruptly in furtherance of any offer, payment, promise to pay, or authorization of the payment of money or anything of value to any person, while knowing that all or a portion of such money or thing of value will be offered, given or promised, directly or indirectly, to a foreign official to influence the foreign official in his or her official capacity, induce the foreign official to do or omit to do an act in violation of his or her lawful duty, or to secure any improper advantage in order to assist in obtaining or retaining business for or with, or directing business to, any person.

Ethics

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