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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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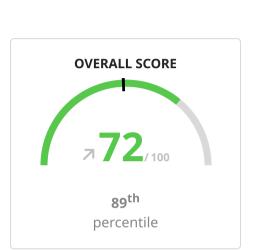
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# 1.SUSTAINABILITY PERFORMANCE OVERVIEW

Insufficient

# Score breakdown

Sustainability performance





Partial

Good



Advanced



Outstanding



Average score

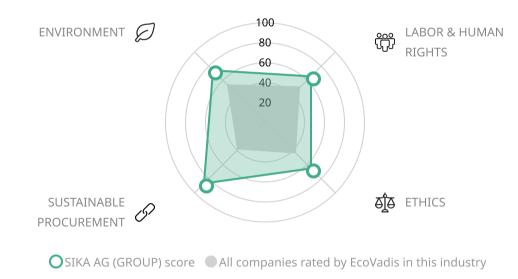
# **Overall score distribution**





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

# Theme score comparison



# **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. SIKA AG (GROUP) has a corrective action plan in place and is working on improving their sustainability management system.

<sup>\*</sup>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



#### **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.



#### 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.



#### **Document Analysis**

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



# **Public Information**

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



# 360° Watch Findings

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



# **Expert Analysis**

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

# **SCORECARD**



#### 4.ECOVADIS METHODOLOGY

#### A. Four Themes and 21 Criteria

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

# 21 sustainability criteria

#### 1. ENVIRONMENT

# **OPERATIONS**

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

#### **PRODUCTS**

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

#### 3. ETHICS

Corruption Anticompetitive Practices Responsible Information Management

#### 2. LABOR & HUMAN RIGHTS

#### **HUMAN RESOURCES**

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

#### **HUMAN RIGHTS**

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

# 4. SUSTAINABLE PROCUREMENT

Supplier Environmental
Practices
Supplier Social Practices







# **B. Seven Management Indicators**

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



#### Policies (weight: 25%)

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

# Actions (weight: 40%)

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

# Results (weight: 35%)

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

# **5.UNDERSTANDING A SCORECARD**

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

# A. Quantitative Information: Scores & Activated Criteria

# **Theme Scores:**

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

#### **Activated Criteria:**

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

#### Non-activated

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

# Medium

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

# High

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

# Pisk countries only

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

# B. Qualitative Information: Strengths & Improvement Areas

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

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

# C. The Scoring Scale

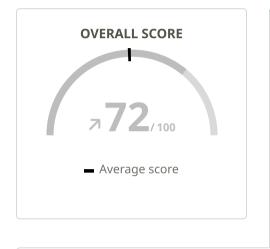
0 - 24	Insufficient	No engagements or tangible actions regarding sustainability. Evidence in certain cases of misconduct (e.g. pollution, corruption).
25 - 44	Partial	No structured sustainability approach. Few engagements or tangible actions on selected issues. Partial reporting on Key Performance Indicators.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

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# **6.ENVIRONMENT**

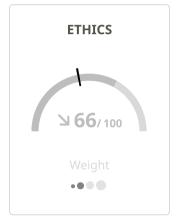
This theme takes into account both operational factors (e.g. energy consumption, waste management) and product stewardship (e.g. product end-of-life, customer health and safety issues).

# **Environment Score Breakdown**













# **Environment: Activated Criteria**

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

# **Environment: Strengths & Improvement Areas**

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

Environment	Weight • ● ●				
Strengths					
Policies					
Endorsement of the United Nations Global Compact (UNGC)					
Information	Guidance				
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, ethics and sustainable procurement. The company is a formal signatory of this initiative.	The United Nations Global Compact is a United Nations strategic policy initiative to encourage businesses worldwide to adopt sustainable, both environmentally 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]).				
Endorsement of the World Business Council for Sustainable Development (WBCSD)					
Environmental policy on air pollution					
Quantitative objectives set on materials, chemicals & waste					
Quantitative objectives set on water					
Quantitative objectives set on energy consumption & GHGs					
Environmental policy on customer health & safety					
Environmental policy on product end-of-life					
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.

#### **Endorsement of the Responsible Care Global Charter**

#### **Information**

# The company demonstrates evidence of its membership as a Responsible Care Global Charter member.

#### Guidance

Responsible Care is a global, voluntary initiative developed by the chemical industry. It runs in 52 countries whose combined chemical industries account for nearly 90% of global chemical production. The signatories agree to commit themselves to improve their performances in the fields of environmental protection, occupational health and safety protection, plant safety, product stewardship and logistics, as well as to continuously improve dialogue with their neighbors and the public, independent from legal requirements.

#### **Actions**

Optimization of primary packaging for dimension	and weight reduction or material mix simplification
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Provision of information on proper disposal of product to promote circular material flow

Collaboration with external stakeholders for product end-of-life management

Water risk assessments performed

Use of alternative, less hazardous substances in operations

Use of recovered input materials

Use of eco-friendly or bio-based input materials

Reduction of hazardous substance generation or toxicity

Specialized treatment and safe disposal of hazardous substances

Environmental emergency measures in place



Reduction of material consumption through process optimization					
Internal sorting & disposal of waste according to waste streams					
Reduction of internal wastes through material reuse, recovery or repurpose					
Work processes or technologies implemented to mitigate emissions of VOC	, SO2, NOx or heavy metals				
Information	Guidance				
The company provided an evidence of work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals	Some examples of actions might include evidence of actions implemented to control air emission of VOCs, heavy metals, NOx, SOx in the environment, such as installation of scrubbers, adsorption systems, special seals/ covers, vapour recovery units, etc.				
Actions to prevent emissions of atmospheric pollutants and other environm	nental nuisances (e.g. noise, odor, vibration, road and light)				
Information	Guidance				
The company has proactive actions in place to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)	Some examples of actions might include evidence of improvement or modification of production processes, enhanced equipment efficiency and any other factors leading to the prevention of atmospheric pollutants or other environmental nuisances at the generation source. This is differentiated from the mitigation actions which aim to reduce the impacts of the unavoidable emissions. Air and other environmental nuisances include dust, PM, VOC, SO2, NOx, noise, odor, vibration, light pollution and road congestion.				
Actions to reduce or eliminate the use and release of Persistent Organic Pollutants  Adoption of cooling systems with reduced or recycled water consumption					
Control measures to prevent contamination of groundwater					
Wastewater quality assessment					
On-site or off-site wastewater treatment facilities					
Fuel switch to achieve higher energy efficiency and/or lower carbon emission intensity					
Training of employees on energy conservation/climate actions					
Purchase and/or generation of renewable energy					

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Reduction of carbon emissions in transportation

Improvement of energy efficiency through technology or equipment upgrades

**Provision of Safety Data Sheets (SDS)** 

Technologies or practices to recycle or reuse water

# 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.

Communication to downstream users regarding the use of dangerous substances and/or substances of very high concern (SVHC)

# Registration of substances to the ECHA

# Information

The company has performed a registration of substances to the ECHA, with respect to the requirements defined by the REACH Directive.

# Guidance

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

# Formalized process in place to assess and document risks related to customer health and safety

# **Information**

The company has provided supporting documentation demonstrating that it has implemented a process to assess and document risks related customer health and safety.

# Guidance

Risk assessment is a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. The risk assessment can also reveal if measures are needed to limit the potential customer health and safety consequences of implementing a particular process. If a threat to human health is identified through a risk assessment, risk management ca be performed to consider the need to impose measures to control or manage the risk. The Global Reporting Initiative (GRI) has identified customer health and safety as a critical criterion for companies to report on, i.e. the percentage of significant product and service categories for which health and safety impacts are assessed for improvement. This criteria helps to identify the efforts made by the company to address health and safety across the life cycle of a product or service. This responsibility is not only subject to laws and regulations, but is also addressed in voluntary codes such as the OECD Guidelines for Multinational Enterprises.

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#### 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.

#### Implementation of a rainwater harvesting system

#### ISO 14001 certified

#### Information

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

#### Guidance

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

# Use of waste heat recovery system(s) or combined heat and power unit(s)

# Information

The company has implemented a process to be able to use heat from production processes to produce energy.

# Guidance

Cogeneration or combined heat and power (CHP) is a system that simultaneously generates at least two different forms of energy from a single fuel source. The electricity generator recovers and reuses its own waste heat from combustion of processed natural gas or petroleum gas, for example to generate steam that drives auxiliary turbines to produce additional power.

# Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)

# Information

The company provided an evidence of periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)

# Guidance

Some examples of actions might include evidence of monitoring mechanisms to keep track of levels of PM, NOx, SO2, VOC and heavy metals during operations.



#### Training employees to safely handle and manage hazardous substances

#### **Information**

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

#### Guidance

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

#### Use of chemical database to identify potential impacts on human health

#### Company-specific research on potential health impacts of products/services

#### **Information**

# The company has provided supporting documentation demonstrating that it carries out research on the health and safety impacts of their product and services on customers.

#### Guidance

It is important to carry out research on the health and safety impacts on customers of the product or services that a company offers. Measures implemented to protect the health and safety of customers have direct impacts on an organization's reputation, legal and financial risk due to recall, etc. The Global Reporting Initiative (GRI) has identified customer health and safety as a critical criteria for companies to report on, i.e. the percentage of significant product and service categories for which health and safety impacts are assessed for improvement. This measure helps to identify the existence and scope of systematic efforts to address health and safety across the life cycle of a product or service. This responsibility is not only subject to laws and regulations, but is also addressed in voluntary codes such as the OECD Guidelines for Multinational Enterprises.

# Provision of safety data sheets (SDS) adapted for the REACH regulation

# Information

# The company issues safety data sheets which are compliant with the European REACH regulations.

# Guidance

Those safety data sheets are forms which contain detailed data regarding the chemical and physical properties of a particular substance (or mixture). They include information on its hazards and instructions for handling, disposal and transport and also first-aid, fire fighting and exposure control measures.

# Actions for labeling, storing, handling and transporting hazardous substances

# Information

# The company has implemented a procedure regarding the proper labeling, storage, handling and transportation of hazardous products

# Guidance

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



#### Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter

#### **Information**

# The company has implemented specific measures to avoid emissions of dust or particles.

#### Guidance

Some examples of actions on this topic include (but are not limited to): emission control devices for drilling operations, covering stock piles of soil or sand with tarps to reduce fugitive dust emissions, training of employees on the proper handling of construction materials and dismantlement to reduce fugitive emissions.

#### Dedicated feedback channel on health & safety issues of products

#### **Information**

# The company has implemented a channel for collection of external feedback regarding any potential health and safety issues of the company's products.

# Guidance

External sources can provide feedback regarding any issues with the health and safety of products through a channel that is set up by the company. This is a good way for the company to be able to monitor and receive feedback regarding any potential health and safety risks to the customers, that may stem from their products. This can help reduce and/or remove the dangers that products could potentially pose on customers. By implementing a feedback program, the company can greatly reduce the risks as well as reduce the number of recalls. The company can greatly reduce the risks faced by its customers and their families as well as reduce the number of health and safety incidents for their customers who use their products.

#### Company awareness program for customers on health & safety issues associated with products/services

#### Information

# The company has a specific awareness program for customers on health and safety issues related to products and services.

#### Guidance

Some examples of areas it could cover include training on protective measures to be taken by the customers, provision of information on product composition, etc. The training could cover international and industry standards, explaining how call back procedures can be used to report customer risks, and how to apply certain management systems such as the Hazard Analysis and Critical Control Points (HACCP).

# Results

# Reporting in accordance with ESRS Set 1

# Reporting with reference to the GRI Universal Standards

# Total gross Scope 2 reporting value confirmed in supporting documentation

# Information

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

# Guidance

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



#### Total gross Scope 1 reporting value confirmed in supporting documentation

#### Information

# Guidance

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

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

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

#### **Information**

# Guidance

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

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

# Reporting on total gross Scope 1 GHG emissions

#### **Information**

# Guidance

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

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

#### Reporting on total amount of water recycled and reused

# Information

# Guidance

The company demonstrates that there is public or internal reporting of consolidated data on the volume of water recycled and reused.

The company provided data which shows the amount of water and wastewater (treated or untreated) that has been used more than once before being discharged from the undertaking's boundary, so that water demand is reduced. This may be in the same process (recycled), or used in a different process within the same facility or another of the undertaking's facilities (reused).

# Reporting on total weight of air pollutants

# **Information**

# Guidance

The company demonstrates that there is public or internal reporting of consolidated data on the weight of air pollutants.

The company provided data which is categorized according to the different type(s) of air pollutants generated. Air pollutants refer to any direct or indirect emission of pollutants into the air, indoor and outdoor. These pollutants include SOx (sulphur oxides), NOx (nitrogen oxides), CO (carbon monoxide), PM (particulate matter), Heavy metals, POPs (persistent organic pollutants), VOCs (volatile organic compounds), ODS (ozone-depleting substances), NH3 (ammonia), other (hazardous) chemicals regulated by REACH and CLP including their compounds.

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

Reporting on total gross Scope 3 downstream GHG emissions



Reporting on total weight of waste recovered					
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation					
Reporting on total amount of renewable energy consumed					
Reporting on total water consumption					
Reporting on total weight of non-hazardous waste					
Reporting on total weight of hazardous waste					
Reporting on total gross Scope 3 GHG emissions					
Materiality analysis in sustainability reporting					
External assurance or verification of sustainability reporting					
Information	Guidance				
The company has provided evidence of external assurance or verification of sustainability reporting by an independent third party in the documents provided.	The company has provided valid evidence of external assurance of sustainability reporting through an independent third party such as KPMG or Deloitte (or others) which ensures the quality and credibility of the qualitative and quantitative information reported by the organization.				
Company communicates progress towards the Sustainable Development Goals (SDGs)					
Company reports to CDP					
Information	Guidance				
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.	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**

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

#### Guidance

The company has provided good quality KPIs on the majority of environmental criteria. To make the reporting figures more advanced in terms of quality, quantity and transparency, the KPIs should have all the following quality factors; (1) External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organization, (2) Alignment with reporting standards such as GRI Core/Universal/Comprehensive, SASB,...etc. (3) Materiality analysis to identify the most relevant environmental issues based on the company's activity (4) The reporting timespan should be extending over 36 months for the majority of activated criteria and the reporting figures should not be more than 2 years old. (XS company: KPIs/reporting figures provided on at least two material

environmental topics which extends over a period of 24 months or more)

#### **Improvement Areas**

# Actions

Medium

Supporting documents show a medium level of coverage of environmental actions or certification throughout company operations

Corrective Action requested

# Information

The rated company has a large workforce (over 1000 employees). According to information in supporting documentation and our research, there is a medium level of deployment of environmental actions throughout the company sites/subsidiaries or operational units.

# Guidance

Companies that have a large employee base and/or more than one operational site shall demonstrate that their environmental management system is deployed across all relevant sites. Operational sites within the assessment scope may include facilities such as manufacturing plants, offices, divisions, branches, and those of subsidiaries, across all the company's geographic locations. Some examples of evidence used to determine effective deployment of an environmental management system's actions and certifications include (but are not limited to): - % of the total workforce across all locations who received training (internally or externally) on environmental issues - % of renewable energy out of total energy mix - % of total waste diverted from landfills, e.g. through recycling, reusing or WTE- % of all operational sites for which an environmental risk assessment has been conducted - % of all operational sites for which a formal environmental management system (EMS) has been implemented



Environmental management system certification covers between 26% and 50% of the assessed scope

Corrective Action requested

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#### **Results**



The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

Corrective Action requested

#### Information

Major allegations, condemnations, fines or controversies have been reported in the last 5 years by stakeholder representatives (e.g. NGOs, trade unions, press, international organizations) directly exposing the company regarding its environmental practices.

#### Guidance

The EcoVadis "360° Watch" has searched over 800+ stakeholder sources (e.g. NGOs, trade unions, governments, press), looking for external views on the company's sustainability approach and impacts. A major allegation, condemnation, fine or controversy on environmental issues involving the company under evaluation has been reported in the last 5 years. There are no corrective actions a company can implement through our Corrective Action Plan on this particular Improvement Area. The best course of action is to aim at improving the sustainability management system of the company under evaluation, including the policies, actions and reporting, so as to minimize the risk that a similar incident happens in the future. The major allegation, condemnation, fine or controversy on environmental issues found in the 360 Watch will remain on the scorecard until the facts are considered expired (i.e. after a period of 5 years).

Medium

The 360° Watch has identified at least one significant adverse report regarding water management.

Corrective Action requested

Medium

The 360° Watch has identified at least one significant adverse report regarding air pollution

Corrective Action requested

Low

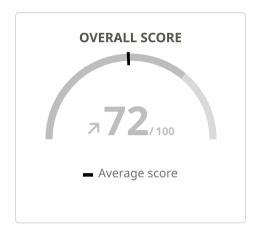
No information related to whether any sites/operations are located in or near biodiversity-sensitive areas

Corrective Action requested

# **7.LABOR & HUMAN RIGHTS**

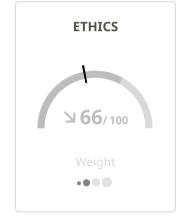
This theme takes into account both internal human resources (e.g. health and safety, working conditions, career management) and human rights issues (e.g. discrimination and/or harassment, child labor).

# **Labor & Human Rights Score Breakdown**













# **Labor & Human Rights: Activated Criteria**

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

# Labor & Human Rights: Strengths & Improvement Areas

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





# Labor & Human Rights

Weight • ● ●

#### Strengths

#### **Policies**

**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, ethics and sustainable procurement. 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, both environmentally 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]).

#### Committed to continuously pay a living wage

#### **Information**

# The company provides evidence of commitment to continuously pay a living wage.

#### **Guidance**

There is a commitment to continuously pay a living wage, which is the minimum income necessary for a worker to meet their basic needs

#### Quantitative objectives set on working conditions

Quantitative objectives set on employee health & safety

Labor & human rights policy on preventing discrimination and harassment

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

# Information

# Guidance

The company has issued a formal policy that integrates commitments and/or operational objectives on child labor, forced labor & human trafficking.

The company has implemented a policy on the prevention of child labor, forced labor & human trafficking in its operations. There are at least qualitative objectives/commitments which specifies the efforts to be made by the company to eradicate the occurrence of 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

# Guidance

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.

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 Responsible Care Global Charter**

#### **Information**

# Guidance

The company demonstrates evidence of its membership as a Responsible Care Global Charter member.

Responsible Care is a global, voluntary initiative developed by the chemical industry. It runs in 52 countries whose combined chemical industries account for nearly 90% of global chemical production. The signatories agree to commit themselves to improve their performances in the fields of environmental protection, occupational health and safety protection, plant safety, product stewardship and logistics, as well as to continuously improve dialogue with their neighbors and the public, independent from legal requirements.

#### **Actions**

**Grievance mechanism on working conditions** 

Actions to ensure adequate wages

Actions to manage working hours and overtime

Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

Skills development program tailored to employee needs

# Information

# Guidance

The company demonstrates evidence of a skills development program that is tailored to employee needs.

The company demonstrates evidence of comprehensive training program (onsite, digital, or hybrid) that identifies an employee's skills profile or training needs (including hard and/or soft skills) and provides learning paths for the employee to address or improve on these training needs. Training completion records or training slides without any details on how it was tailored to the employees training needs will not be accepted.

The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)



#### Actions to control hazardous substance exposure

#### **Information**

The company has taken actions to limit/control the exposure of employees to hazardous substances at the workplace.

#### Guidance

The company has implemented actions such as work instructions, installation records of enclosures, ventilation or extraction systems, job rotation or work adjustment procedures to minimize employees' contact with chemicals or other hazardous substances. These actions have been taken to limit the negative health effects that these hazardous substances can have on employees after prolonged exposure at the workplace.

#### **Equipment safety inspections or audits**

#### **Information**

The company conducts regular inspections and/or audits of equipment used at work to ensure employee health and safety.

#### Guidance

The company conducts audits of control and/or inspections for equipment that employees use daily. The actions conducted include evaluation reports on equipment safety, work instructions on equipment safety, tracking record of equipment used or audits conducted by a third party regarding equipment used.

#### Complaints procedure in place for employees to report on occupational health and safety issues

#### Information

The company has provided documents that demonstrate a company-based mechanism for its employees to report any incident, risks or concerns related to occupational health and safety.

#### Guidance

The company has implemented a mechanism for its employees report any incident, risk or concern related to occupational health and safety. This reporting process includes a record system on complaints filed and how they are processed through investigation and/or remediation.

# Actions to address stress and psychological wellbeing in the workplace

# Information

The company has implemented measures that will help with the employee wellbeing, not only physically but psychologically as well. These measures help prevent or reduce stressful situations that can also be linked to mental health issues.

# Guidance

The company has implemented actions that demonstrate their commitment to minimize stress at the workplace and support their employees' psychological well being. These actions consist of stress check assessments, resources to help employees with a better management of their workload, assistance programs, counseling hotlines, among other support initiatives.

# Employee health and safety emergency action plan

# Information

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

# Guidance

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

Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking

Other actions to promote structured social dialogue [collective agreement in place]

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

#### Actions to promote equal opportunites for all in the workplace

#### **Information**

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

#### Guidance

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

#### Employee resource or support groups open to all

#### **Information**

The company has established employee resource or support groups open to all employees.

#### Guidance

Employee resource groups (ERGs) help foster a stronger sense of belonging in the workplace. To be truly inclusive, they should welcome both individuals from the represented communities and all employees who support the group's mission. ERGs may center around shared identities, experiences or interests such as gender identity, ethnicity, culture or religion.

# Actions to prevent discrimination in professional development and promotion processes

#### **Information**

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

#### Guidance

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

# ISO 45001 certified

# Information

The company has provided a valid ISO 45001 certificate that covers 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.

# Compensation for extra or atypical working hours

# **Information**

The company provides additional remuneration to compensate for overtime work.

# Guidance

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



#### **Employee satisfaction survey**

#### Information

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

#### Guidance

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

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

#### **Information**

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

#### Guidance

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

# Health care coverage of employees in place

# Training of employees on child labor, forced labor and human trafficking

#### Impact assessments identifying potential child labor, forced labor and/or human trafficking

# Information

The company carries out human rights impact assessments to identify potential or actual impacts on child labor, forced labor and/or human trafficking on their business operations.

# Guidance

The company has carried out human rights impact assessments which are carried out to identify, understand, assess and address the corporate impacts in the field of human rights. Such assessments enable companies to proactively shape a strategic approach to deal with child labor, forced labor and/or human trafficking based existing risks rather than reacting to external pressure or unexpected incidents.

# Grievance mechanism on discrimination and/or harassment issues

# Information

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

# Guidance

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

# Actions to ensure equal pay for equal work

# Awareness training on discrimination and harassment

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#### 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).

#### **Employee health & safety risk assessment**

#### Information

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

# Guidance

A health and safety risk assessment is systematically conducted to identify potential impact of operational tasks and monitor conditions on employee health and safety. The main elements of a complete risk assessment are 1) periodic review of risks to reflect the latest risks and health and safety environment in the business. 2) description of hazards or risk factors identified to have the potential to cause harm and determining the significance of the risks. 3) presence of a preventive and corrective action plan in the form of steps and/or recommendations that an organization needs to take to effectively prevent and address the risks identified, mapped, & evaluated in risk assessments.

# Actions to prevent discrimination during recruitment phase

# **Information**

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

# Guidance

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

# Grievance mechanism on child labor, forced labor and/or human trafficking issues

# Information

The company has established a grievance mechanism to report on child labor, forced labor or human trafficking issues.

# Guidance

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



# Regular assessment of individual performance

#### Information

The company demonstrates evidence of regular assessments of individual performance.

#### Guidance

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

#### Regular employee health check-up

#### **Information**

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

# Guidance

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

#### Actions to prevent noise exposure

#### **Information**

The company has taken actions to minimize the noise exposure of employees at the workplace.

#### Guidance

The company has implemented actions to limit the noise exposure of employees by implementing work instructions to prevent noisy work environments or by implementing records of noise barriers or noise cancelling equipment, or noise inspection reports.

# Actions to promote internal mobility

# Information

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

# Guidance

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



#### Actions to promote the inclusion of employees with disabilities

#### **Information**

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

#### Guidance

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

#### Individual development and career plan for all employees

#### **Information**

The company demonstrates evidence of creating individual development and career plans for all employees.

# 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 employees on health and safety risks and best working practices

# Information

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

# Guidance

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

# Results

Reporting in accordance with ESRS Set 1

Reporting with reference to the GRI Universal Standards



#### Reporting on the percentage of women at top management level

#### **Information**

# The company demonstrates that there is public or internal reporting of consolidated dataon the percentage of women at top management level.

#### Guidance

The company provided data on the percentage of women at top management level. Top management level should include all management levels below the company's board of directors, e.g. Chief Officers (CEO, CFO, CTO, etc.); as well as members of mid and top management (Directors, VPs, Team Leaders, etc.).

#### Reporting on number of recordable work-related accidents

#### Information

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

#### Guidance

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

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

#### **Information**

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

#### Guidance

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

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

# Report on percentage of women within the organization's board

# Materiality analysis in sustainability reporting

# External assurance or verification of sustainability reporting

# Information

# The company has provided evidence of external assurance or verification of sustainability reporting by an independent third party in the documents provided.

# Guidance

The company has provided valid evidence of external assurance of sustainability reporting through an independent third party such as KPMG or Deloitte (or others) which ensures the quality and credibility of the qualitative and quantitative information reported by the organization.

Company communicates progress towards the Sustainable Development Goals (SDGs)

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

#### **Information**

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

#### Guidance

The company has provided good quality KPIs on the majority of labor and human rights criteria. To make the reporting figures more advanced in terms of quality, quantity and transparency, the KPIs should have all the following quality factors; (1) External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organization, (2) Alignment with reporting standards such as GRI Core/Universal/Comprehensive, SASB,...etc. (3) Materiality analysis to identify

the most relevant labor and human rights issues based on the company's activity (4) The reporting timespan should be extending over 36 months for the majority of material topics and the reporting figures should not be more than 2 years old. (XS company: KPIs/reporting figures provided on at least two material labor and human rights topics which extends over a period of 24 months or more) Additionally, KPIs are reported in a formal public document available to stakeholders, and are in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards.

#### Reporting on number of average training hours per employee

#### Information

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

#### Guidance

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

# **Improvement Areas**

# Actions

Medium

Supporting documents show a medium level of coverage of labor and human rights actions or certification throughout company operations

Corrective Action requested

# Information

The rated company has a large workforce (over 1000 employees). According to information in supporting documentation and our research, there is a medium level of deployment of labor and human rights actions throughout the company sites/subsidiaries or operational units.

# Guidance

The rated company has a large workforce (over 1000 employees). According to information in supporting documentation and our research, there is a medium level of deployment of labor and human rights actions throughout the company sites/subsidiaries or operational units.



Labor and human rights management system certification covers between 26% and 50% of the assessed scope

Corrective Action requested



Low

Declares measures on living wage, but no supporting documentation available

Corrective Action requested

#### **Information**

# The company has not provided documents about their measures on living wage.

#### Guidance

There is no supporting documentation available about living wage even though is has been declared.

#### Results



The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).

Corrective Action requested

#### **Information**

# Major allegations, condemnations, fines or controversies have been reported in the last 5 years by stakeholder representatives (e.g. NGOs, trade unions, press, international organizations) directly exposing the company regarding its labor and human rights practices.

#### **Guidance**

The EcoVadis "360° Watch" has searched over 800+ stakeholder sources (e.g. NGOs, trade unions, governments, press), looking for external views on the company's sustainability approach and impacts. A major allegation, condemnation, fine or controversy involving the company under evaluation or one of its subsidiaries has been reported in the last 5 years on labor practices & human rights.



The 360° Watch has identified at least one significant adverse report regarding employee health & safety.

Corrective Action requested



No information regarding reporting on living wage issues

Corrective Action requested

# **Information**

The company has not provided documents about reporting on living wage issues.

# Guidance

There is no reporting documentation available about living wage issues.



No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Corrective Action requested

# Information

The company has not provided documents about reporting on ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees.

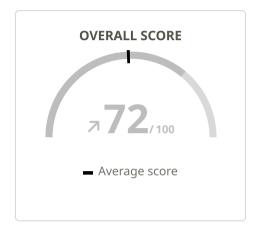
# Guidance

There is no reporting documentation available about ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees. Annual total compensation includes salary, bonus, stock awards, option awards, non-equity incentive plan compensation, change in pension value, and nonqualified deferred compensation earnings provided over the course of a year.

# 8.ETHICS

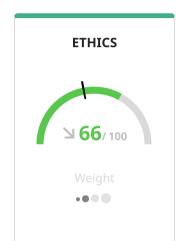
This theme focuses primarily on corruption and bribery issues, and also takes into account anticompetitive practices and responsible information management.

# **Ethics Score Breakdown**

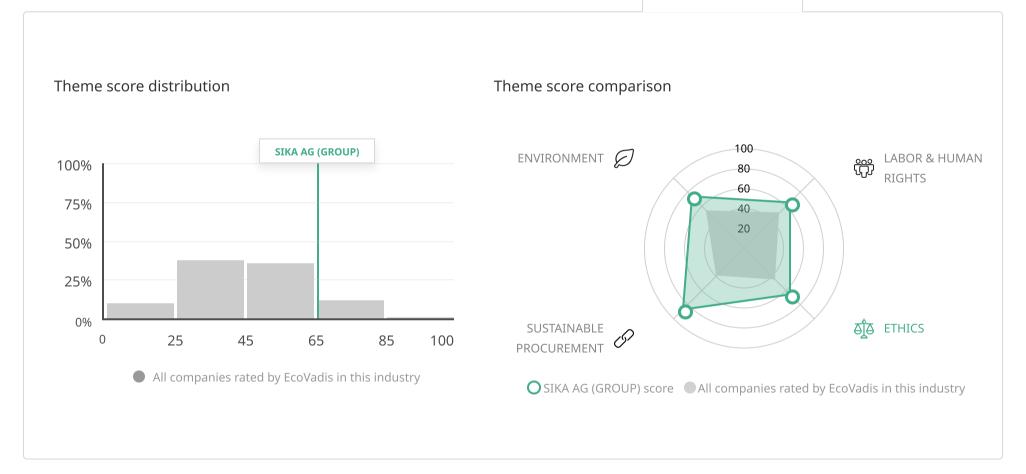












# **Ethics: Activated Criteria**

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

# **Ethics: Strengths & Improvement Areas**

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



**Ethics** 

Weight • • • •

# Strengths

#### **Policies**

#### **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, ethics and sustainable procurement. 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, both environmentally 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]).

#### **Policy on fraud**

#### Policy on money laundering

#### Policy on conflict of interest

#### Disciplinary sanctions to deal with policy violations

# Information

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

# Guidance

In order to ensure the adequate implementation of business ethcis 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 the Responsible Care Global Charter**

#### **Information**

The company demonstrates evidence of its membership as a Responsible Care Global Charter member.

#### Guidance

Responsible Care is a global, voluntary initiative developed by the chemical industry. It runs in 52 countries whose combined chemical industries account for nearly 90% of global chemical production. The signatories agree to commit themselves to improve their performances in the fields of environmental protection, occupational health and safety protection, plant safety, product stewardship and logistics, as well as to continuously improve dialogue with their neighbors and the public, independent from legal requirements.

# Actions

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery



#### Information security 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 information security 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

# 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.

# Audits of control procedures to prevent information security breaches

# Information

The company's information security policies and compliance mechanisms are regularly audited.

# Guidance

Internal controls (for examples four-eyes principle, job rotations, among others) are necessary to regularly monitor the effectiveness and proper implementation of actions put in place to support the responsible information management 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.



#### Awareness training to prevent information security breaches

#### Information

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

#### Guidance

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

# Corruption risk assessments performed

#### **Information**

#### The company carries out periodic corruption & bribery risk assessments.

#### Guidance

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

#### Measures to protect third party data from unauthorized access or disclosure

# Information

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

#### Guidance

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

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

# Information

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

# Guidance

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

# 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.



#### Training of employees on corruption and bribery prevention

#### **Information**

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

#### Guidance

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

#### Anti-corruption 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 corruption 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.

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

# Information

The company has implemented a verification process for sensitive transactions.

# Guidance

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

# Results

Reporting in accordance with ESRS Set 1

Reporting with reference to the GRI Universal Standards

Materiality analysis in sustainability reporting

August 2023 | rage 30 / 68



#### External assurance or verification of sustainability reporting

#### Information

The company has provided evidence of external assurance or verification of sustainability reporting by an independent third party in the documents provided.

#### Guidance

The company has provided valid evidence of external assurance of sustainability reporting through an independent third party such as KPMG or Deloitte (or others) which ensures the quality and credibility of the qualitative and quantitative information reported by the organization.

Company communicates progress towards the Sustainable Development Goals (SDGs)

**Exceptional reporting on ethics issues** 

#### **Improvement Areas**

#### **Actions**



Supporting documents show a low level of coverage of ethics actions or certification throughout company operations

Corrective Action requested

#### Information

The company has provided supporting documentation demonstrating a low level of deployment of concrete actions throughout its operations to support its business ethics engagements and policies.

#### Guidance

The company has provided supporting documentation demonstrating a low level of deployment of concrete actions throughout its operations to support its business ethics engagements and policies.

#### Results



The 360° Watch has identified at least one significant controversy, fine or penalty regarding ethics issues in the last ten years (see news with red downward arrow in the 360° Watch section).

Corrective Action requested

#### Information

Major allegations, condemnations, fines or controversies have been reported in the last 10 years by stakeholder representatives (e.g. NGOs, trade unions, press, international organizations) directly exposing the company regarding its business ethics.

#### Guidance

The EcoVadis "360° Watch" has searched over 800+ stakeholder sources (e.g. NGOs, trade unions, governments, press), looking for external views on the company's sustainability approach and impacts. A major allegation, condemnation, fine or controversy on business ethics issues either involving the company under evaluation or one of its subsidiaries has been reported in the last 10 years.



The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.

Corrective Action requested

#### **9.SUSTAINABLE PROCUREMENT**

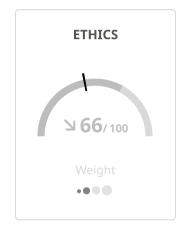
This theme focuses on both social and environmental issues within the company supply chain.

#### Sustainable Procurement Score Breakdown

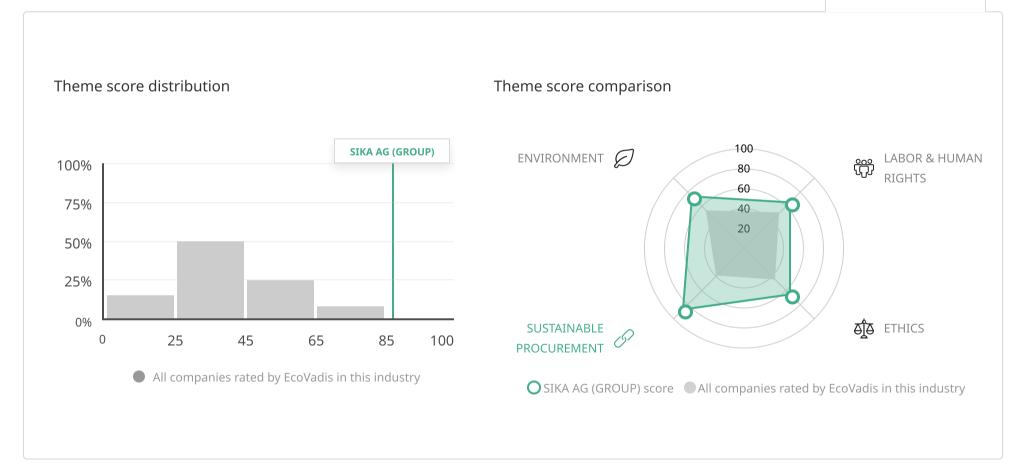












#### **Sustainable Procurement: Activated Criteria**

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

#### **Sustainable Procurement: Strengths & Improvement Areas**

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



#### Sustainable Procurement

Weight • ● ●

#### Strengths

#### **Policies**

#### **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, ethics and sustainable procurement. 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, both environmentally 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]).

#### **Endorsement of the Together for Sustainability (TfS) initiative**

#### Quantitative objectives set on sustainable procurement policy

#### Information

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

#### Guidance

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

#### **Exceptional policy on sustainable procurement issues**

#### Information

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

#### Guidance

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

#### **Actions**

Supporting documents show an exceptional level of coverage of sustainable procurement actions throughout company operations or supplier base



#### Worker voice surveys or grievance mechanisms for suppliers

#### Information

## The company has provided formalized documents that demonstrate evidence of worker voice surveys or other advanced supplier monitoring practices such as second tier audits.

#### Guidance

There is evidence of procedures, work instructions or program implementation records to support supplier performance monitoring solution designated to obtain anonymous worker feedback as an input for buyers to verify risks. The deployment of technology enables workers to access surveys via text messages, phone calls and proprietary applications.

#### Incentive programs for suppliers based on their environmental and social performances

#### **Information**

## The company has provided formalized documents that demonstrate that performing suppliers on environmental and social issues have access to unique incentives such as supplier awards, preferred supplier programs, or access to RFPs.

#### Guidance

There is evidence of procedures, work instructions or programs that demonstrate a process or mechanism to reward suppliers who perform well in terms of sustainability to motivate them to continue or further improve their sustainability efforts by giving awards, access to RFPs, or any other preferential treatment.

#### Supplier sustainability code of conduct in place

#### Information

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

#### Guidance

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

#### 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.

#### Sustainable procurement objectives integrated into buyer performance reviews

#### Information

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

#### Guidance

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

#### Capacity building of suppliers on risks of sustainability adverse impacts

#### **Information**

## The company has provided formalized documents that demonstrate capacity building of suppliers on environmental or social issues to improve their understanding of environmental and/or social issues.

#### Guidance

There is evidence of proactive or corrective action capacity-building training materials and/or programs to suppliers with the aim of improving their understanding of environmental and/or social issues.

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#### On-site audits of suppliers on environmental and social issues

#### **Information**

### The company has provided formalized documents that demonstrate on-site audits of suppliers on environmental or social issues.

#### Guidance

There is evidence of employee instructions or operational process relating to on-site audits of the company's suppliers, unannounced or announced, to identify non-conformances to the mandatory sustainability requirements.

#### Supplier assessment on environmental and social practices

#### Information

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

#### Guidance

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

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

#### **Information**

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

#### Guidance

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

#### Integration of social and environmental clauses into supplier contracts

#### Information

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

#### Guidance

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

#### Risk assessment of adverse sustainability impacts in the supply chain

#### **Information**

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

#### Guidance

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

#### Results

#### Reporting in accordance with ESRS Set 1

#### Reporting with reference to the GRI Universal Standards



otal gross Scope 3 upstream GHG emissions value confirmed in supportinឲ្	g documentation		
Reporting on total gross Scope 3 upstream GHG emissions			
Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)			
Materiality analysis in sustainability reporting			
external assurance or verification of sustainability reporting			
nformation	Guidance		
The company has provided evidence of external assurance or verification of sustainability reporting by an independent third party in the documents provided.	The company has provided valid evidence of external assurance of sustainability reporting through an independent third party such as KPMG or Deloitte (or others) which ensures the quality and credibility of the qualitative and quantitative information reported by the organization.		
Company communicates progress towards the Sustainable Development G	oals (SDGs)		
Comprehensive reporting on sustainable procurement issues			

#### 10. 360° WATCH FINDINGS

25 Jun 2025 | https://www.fuw.ch/sika-ba...

Impact on Score

Neutral →

valid from 31 May 2025 to 30 Jun 2035

Impacted themes

### Antitrust Lawsuit Against Sika, BASF & Co. Dismissed

A US court in Manhattan has dismissed an antitrust lawsuit accusing Sika, BASF, and four other major concrete and cement additive suppliers of collusive price increases. U.S. District Judge Lewis Liman ruled that the alleged "extreme and sustained" price hikes were "episodic" and didn't show coordinated activity in the estimated \$27 billion global market. The court found insufficient evidence that price increases weren't due to normal market forces. The defendants also included Cinven Group, Mapei, RPM, and Saint-Gobain.

27 Mar 2025 | https://www.insblue.com.cn...

### In 2025, Sika Guangzhou Ltd was cited in the Insblue Social Responsibility records [CN]

On 28/03/2025, Sika Guangzhou Ltd was fined RMB 14202 due to violation of urban and rural planning law - Without obtaining a Construction Project Planning Permit, they built five buildings without authorization.

6 Feb 2025 | https://echo.epa.gov/enfor...



#### U.S. EPA Final Order With Penalty against Sika Chemical Corp, NJ, facility

On 07/02/2025, Sika Chemical Corp was issued a Total State/Local Penalty of USD \$16,700 for "other" violations of Clean Air act (CAA).

9 Jan 2025 | https://www.insblue.com.cn...

Impact on Score

Neutral  $\rightarrow$ 

valid from 31 Dec 2024 to 31 Jan 2030

Impacted themes



### 2023, 2024, 2025 Government Credit Rating for SikaDavco (Zhejiang) New Materials Co. [CN]

For 2023, 2024, 2025, SikaDavco (Zhejiang) New Materials Co. was rated Green by the Corporate Environmental Credit Rating System in Zhejiang. Green indicates that the company complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.

9 Jan 2025 | https://www.insblue.com.cn...

Impact on Score

Neutral  $\rightarrow$ 

valid from 31 Dec 2024 to 31 Jan 2030

Impacted themes



## 2023, 2024, 2025 Government Credit Rating for Sika Hamatite Automotive (Zhejiang) Ltd., [CN]

For 2023, 2024, 2025, Sika Hamatite Automotive (Zhejiang) Ltd., was rated Green by the Corporate Environmental Credit Rating System in Zhejiang. Green indicates that the company complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.

9 Jan 2025 | https://www.insblue.com.cn...

Impact on Score

Neutral  $\rightarrow$ 

valid from 31 Dec 2024 to 31 Jan 2030

Impacted themes



#### 2021, 2022, 2023, 2024, 2025 Government Credit Rating for Sika Mbcc Construction Systems(Huzhou) Co., Ltd [CN]

For 2021, 2022, 2023, 2024, 2025, Sika Mbcc Construction Systems(Huzhou) Co., Ltd was rated Green by the Corporate Environmental Credit Rating System in Zhejiang. Green indicates that the company complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.

31 Dec 2024 | https://egapro.travail.gou...

Impact on Score

Neutral →

valid from 31 Dec 2022 to 31 Jan 2028

Impacted themes



#### L'index égalité professionnelle pour Sika Automotive France Sas et Sika France pour 2023

Sika Automotive France Sas et Sika France ont réçu un résultat de 75 et 76 sur 100 respectivement de l'index égalité professionnelle entre les femmes et les hommes pour 2023. 31 Dec 2024 | https://egapro.travail.gou...

Impact on Score

#### Neutral →

valid from 31 Dec 2024 to 31 Jan 2030

Impacted themes



### L'index égalité professionnelle pour Sika pour l'année 2025

Sika Automotive France SAS a réçu une note de 89 sur 100 et Sika France 94 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2025.

4 Dec 2024 | http://www.droits-salaries...

Impact on Score

#### Neutral $\rightarrow$

valid from 30 Sep 2021 to 31 Oct 2026

Impacted themes



#### Accords d'entreprise chez Sika France

Cet accord signé entre la direction de SIKA FRANCE et le syndicat CGT et CFDT le 2021-10-15 est le résultat de la négociation sur les calendriers des négociations.

7 Oct 2024 | https://www.forbes.com/lis...

Impact on Score

#### Neutral $\rightarrow$

valid from 30 Sep 2024 to 31 Oct 2029

Impacted themes



#### Sika certified as World's Best Employers 2024

Sika has been included in World's Best Employers 2024. To determine the list, Forbes—in partnership with market research firm Statista—surveyed more than 300,000 employees in over 50 countries who work for multinational corporate groups that employ more than 1,000 workers and operate in at least two of the six continental regions of the world (Africa, Asia, Europe, Latin America and the Caribbean, North America and Oceania). Respondents were asked whether they would recommend their company to family or friends, and to rate it based on such criteria as salary, talent development and remote work options.

17 Sep 2024 | https://www.osha.gov/ords/...

Impact on Score

#### Under watch ⊚

valid from 31 Aug 2024 to 30 Sep 2029

Impacted themes



### Proposed OSHA Penalty for Serious H&S Standard Violation

On 18/09/2024, Sika Corporation's facility in Grandview, MO, was proposed a \$9,000 penalty for 1 serious violation of U.S. OSHA health and safety standards.

10 Sep 2024 | https://time.com/collectio...

Impact on Score

#### Neutral →

valid from 31 Aug 2024 to 30 Sep 2034

Impacted themes



#### TIME World's Best Companies of 2024

A new Statista and TIME ranking of the World's Best Companies highlights firms prioritizing employee well-being alongside profit. While many employers' focus on worker happiness waned post-pandemic, companies like Apple, Microsoft, and BMW continue to invest in their employees. This ranking, based on employee satisfaction, revenue growth, and ESG data, showcases that such an approach can drive both worker happiness and strong financial performance. Microsoft, for example, excels in employee satisfaction and revenue. Apple leads in ESG, demonstrating commitment to sustainability and diversity. This suggests a growing trend where positive societal impact and employee care distinguish top global companies. Sika Group has been ranked 279th with a score of 89.33 in TIME World's Best Companies of 2024.

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22 May 2024 | https://sciencebasedtarget...

Impact on Score

Neutral →

valid from 30 Apr 2024 to 31 May 2029

Impacted themes



#### Business ambition for 1.5°C campaign

Sika AG is listed among the 643 companies joining Business Ambition for 1.5°C made a commitment to reach science-based net-zero by 2050, in addition to setting near-term 1.5°C aligned targets.

4 Apr 2024 | https://gender-pay-gap.ser...

Impact on Score

#### Neutral →

valid from 31 Mar 2024 to 30 Apr 2029

Impacted themes



#### 2024-25 Gender pay gap report Sika Limited

Sika Limited's 2024-25 Gender Pay Gap Report reveals disparities. Women earned 95p for every £1 men earned in median hourly pay, and their median bonus pay was 24.7% lower. Women constitute 23.7% of the highest-paid quarter but 30.5% of the lowest. Additionally, fewer women (28.0%) received bonus pay compared to men (34.7%). These figures indicate a notable gender pay gap across both hourly wages and bonuses within the organization.

27 Feb 2024 | https://www.corresponsable...

Impact on Score

#### Neutral →

valid from 29 Feb 2024 to 31 Mar 2029

Impacted themes



#### Sika se suma a la economía circular con la transición a nuevos envases reciclados para sus principales gamas de materiales

Los envases plásticos de Sika se adaptan a los más altos requerimientos del ecodiseño, una filosofía que persigue el diseño de productos y servicios sostenibles, que minimicen el impacto ambiental durante todo su ciclo de vida. Desde principios de año, la compañía ha comenzado a utilizar plástico 100% reciclado de postconsumo para el envasado de los productos químicos para la construcción y la industria en formato pastas y líquidos que se comercializan en cubos o garrafas. Esta iniciativa se enmarca en la campaña "Calidad por dentro, compromiso por fuera" con la que Sika apuesta por el valor añadido del envase y refuerza su estrategia de diseño de soluciones sostenibles considerando así mismo que los contenedores de las mismas deben redefinirse bajo criterios de sostenibilidad y promover la reducción de su huella ambiental.

30 Jan 2024 | https://www.osha.gov/ords/...

Severity

Minor • • •

Impact on Score

#### Negative 🔰

valid from 31 Dec 2023 to 31 Jan

2029





#### **OSHA Penalty for H&S Standard Violations**

On 31/01/2024, Sika Corporation's facility in Gastonia, NC, was fined USD \$15,625 penalty for one serious violation and USD \$31,250 for one repeat violation of U.S. OSHA health and safety standards.

18 Jan 2024 | https://www.canalferretero...

Impact on Score

#### Neutral $\rightarrow$

valid from 31 Dec 2023 to 31 Jan 2029

Impacted themes



#### Sikafill Duralastic, la nueva gama de elásticos que reduce el impacto medioambiental de los edificios

La línea de productos incluye soluciones capaces de mejorar la eficiencia energética al reducir la temperatura hasta en un 82%. Sika ha lanzado al mercado Sikafill Duralastic, una nueva gama de elásticos enfocados a la impermeabilización de todo tipo de cubiertas. Su consistencia hace posible que se adapte hasta a la geometría más compleja, cuenta con soluciones que alargan la vida de las cubiertas y contribuye a la eficiencia energética de la edificación.

17 Dec 2023 | https://www.droits-salarie...

Impact on Score

#### Neutral $\rightarrow$

valid from 30 Jun 2022 to 31 Jul 2027

Impacted themes



### Accords d'entreprise chez SIKA AUTOMOTIVE FRANCE SAS

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

14 Dec 2023 | https://www.nwzonline.de/o...

Impact on Score

Neutral →

valid from 30 Nov 2023 to 31 Dec 2028

Impacted themes



### 146 Sika employees in Oldenburg lose their jobs [DE]

Sika's Oldenburg location is set to close in 2024, resulting in job losses for MBCC employees. The closure is part of a strategic decision by Sika, which acquired the site in 2020. The shutdown will affect approximately 60 employees. Sika plans to consolidate its operations, leading to the closure of the Oldenburg facility.

3 Dec 2023 | https://www.usglassmag.com...

Impact on Score

Under watch ⊚

valid from 30 Apr 2018 to 31 May 2028

Impacted themes



### Saint Gobain, Sika face price-fixing claims in US federal court

Saint-Gobain and Sika, two leading construction material companies, are accused of price-fixing in the U.S. federal court. The lawsuit alleges collusion to manipulate prices in the sale of construction chemicals, leading to overcharges for consumers. The allegations stem from an ongoing investigation into anti-competitive practices in the construction industry. Both companies have denied the accusations and are prepared to defend themselves in court. The outcome of the lawsuit could have significant implications for the construction materials market and consumer trust. The case highlights the importance of fair competition and regulatory scrutiny in ensuring market integrity and protecting consumer interests.

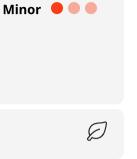
29 Nov 2023 | https://echo.epa.gov/enfor...

Severity

valid from 31 Oct 2023 to 30 Nov

2028

Impacted themes



### U.S. EPA Final Order With Penalty against Sika Corp, NJ, facility

On 30/11/2023, Sika Corp was issued a Total State/Local Penalty of \$12,000 for "other" violations of Clean Water Act (CWA).

29 Nov 2023 | https://www.tagesanzeiger....

Impact on Score

Under watch ⊚

valid from 31 Oct 2023 to 30 Nov 2028

Impacted themes



#### Residents win victory against Sika factory [DE]

A court ruling in Argentina has halted the construction of a Sika factory due to health concerns raised by local residents. The project, situated near Buenos Aires, faced opposition from residents who cited potential health hazards, including air and water pollution. The court's decision reflects the community's concerns and underscores the importance of addressing environmental and health considerations in industrial projects. Sika, a global construction chemicals company, had planned to build the factory in partnership with Klaukol, an Argentine firm. However, the legal setback highlights the challenges companies face in navigating local regulations and addressing community concerns in their expansion efforts. The ruling represents a setback for Sika's expansion plans in Argentina and emphasizes the need for thorough environmental assessments and community engagement in industrial development projects. 9 Oct 2023 | https://www.forbes.com/lis...

Impact on Score

Neutral  $\rightarrow$ 

valid from 30 Sep 2023 to 31 Oct 2028

Impacted themes



#### **World's Best Employers 2023**

The Forbes list of the world's best employers features Sika, a global leader in specialty chemicals and construction materials. Sika is recognized for its commitment to employee satisfaction and well-being. With operations in over 100 countries, Sika prioritizes creating a positive work environment and fostering a culture of innovation and collaboration. The company's inclusion in the prestigious list underscores its efforts in providing opportunities for growth, development, and advancement to its workforce. Sika's dedication to employee welfare and its focus on values such as integrity and sustainability contribute to its reputation as an employer of choice globally.

24 Aug 2023 | https://www.consultancy.eu...

Impact on Score

Neutral  $\rightarrow$ 

valid from 31 Jul 2023 to 31 Aug 2028

Impacted themes



### Sika enters concrete recycling partnership with South Pole

Sika has partnered with South Pole, a sustainability solutions provider, to promote concrete recycling. The collaboration aims to advance sustainable construction practices by reusing concrete waste. Sika will utilize South Pole's expertise to implement concrete recycling initiatives across its operations globally. By repurposing concrete waste, Sika aims to reduce its environmental footprint and contribute to a circular economy. The partnership underscores Sika's commitment to sustainability and innovation in the construction industry. By leveraging South Pole's knowledge and resources, Sika seeks to drive positive environmental impact while meeting the growing demand for sustainable building solutions. This initiative aligns with Sika's broader sustainability goals and reinforces its position as a leader in eco-friendly construction materials and practices.

6 Jul 2023 | https://www.droits-salarie...

Impact on Score

Neutral →

valid from 30 Jun 2023 to 31 Jul 2028

Impacted themes



#### Accords d'entreprise chez Parexgroup SA

Les négociations entre la direction de PAREXGROUP SA et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez PAREXGROUP SA précisent les droits, avantages et obligations de l'employeur et des salariés. 1 Jul 2023 | https://resources.hse.gov....

Impact on Score

Neutral  $\rightarrow$ 

valid from 30 Jun 2023 to 31 Jul 2028

Impacted themes



#### HSE Improvement Notice served against Sika Limited

In July 2023, HSE issued an Improvement Notice to Sika Limited's facility in Welwyn due to failure to ensure dangerous substances, including extremely flammable, highly flammable and flammable substances are suitably stored to reduce the risk, so far as is reasonably practicable, of danger i.e. fire and explosion.

17 Apr 2023 | https://www.hazardexonthen...

Severity

Minor • • •

Impact on Score

Negative

valid from 28 Feb

2023 to 31 Mar

Impacted themes

2028



### Singapore fines 11 companies for not adhering to safe work procedures

Singapore's Ministry of Manpower has fined 11 companies a total of \$27,000 (£16,294) for inadequate safe work procedures relating to improper storage and management of flammable substances. The fines followed a series of enforcement operations conducted in March after a series of recent industrial fires occurred in Singapore. In March 2023, two fire incidents occurred in Singapore due to a lack of effective controls for flammable substances. In the first incident, an explosion occurred at car dealer Premium Automobiles which resulted in the rescue of around 100 people and the evacuation of the local area. A second incident at specialty chemical company Sika left two workers with injuries.

4 Apr 2023 | https://gender-pay-gap.ser...

Impact on Score

Neutral  $\rightarrow$ 

valid from 31 Mar 2023 to 30 Apr 2028

Impacted themes



#### Sika Limited 2023/24 Gender Pay Gap Report

In this organisation, women earn £1.04 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 4.4% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 7.3% lower than men's.

31 Mar 2023 | https://www.northjersey.co...

Impact on Score

Neutral  $\rightarrow$ 

valid from 31 Mar 2023 to 30 Apr 2028

Impacted themes



### Sika Corporation electrical fire quickly contained, Lyndhurst police say

A machine fire at Sika Chemical in Lyndhurst on Saturday morning was quickly contained, with no hazardous chemical release, injuries or structural damage, said assistant fire chief Paul Haggerty. The Bergen County hazmat team responded to the scene "as a precaution" and found no chemical release, Haggerty said.

25 Jan 2023 | https://www.osha.gov/ords/...

Impact on Score

Negative 🔰

valid from 31 Dec

2022 to 31 Jan

2028

Impacted themes



### OSHA Penalty for Serious H&S Standard Violation

On January 26 2023, Sika Corporation's facility in Cleburne, TX, was fined a \$9,822 penalty for one serious violation of U.S. OSHA health and safety standards.





#### L'index égalité professionnelle pour Parexgroup SAS pour l'année 2023

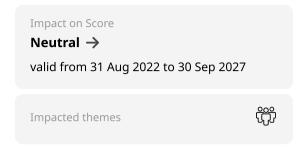
Parexgroup SAS a réçu une note de 85 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2023.

21 Nov 2022 | https://www.osha.gov/ords/...



### OSHA Penalty for Serious H&S Standard Violations

On 22/11/2022, Sika Corporation Dba Sika Advanced Resins Us's facility in Eaton Rapids, MI, was fined a \$1,400 penalty for three serious violations of U.S. OSHA health and safety standards. 4 Sep 2022 | https://dailyvoice.com/new...



#### **Firefighters Douse Lyndhurst Chemical Fire**

Firefighters quickly doused the blaze, which broke out on the second floor of the Sika Corporation building on Polito Avenue down the road from Medieval Times shortly before 2:30 p.m. A faulty electrical component on processing equipment was the cause, authorities said. No injuries were reported.

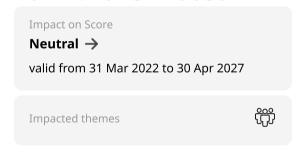
#### 4 May 2022 | https://www.moroccoworldne...



### Competition Council Imposes \$1 Million Fine on Sika AG

Fez- Morocco's Competition Council has imposed a fine of nearly MAD 11.7 million (\$1 million) on the Swiss company Sika AG for antitrust violations. On December 6, 2021, the council started investigating Sika AG following a merger by the company without prior notification or approval of the council.

4 Apr 2022 | https://gender-pay-gap.ser...



#### 2022/23 Gender pay gap report for Sika Limited

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.7% lower than men's.

6 Feb 2022 | https://echo.epa.gov/enfor...



#### US EPA Final Order with Penalty against Sika Corp

In February 2022, Sika Corp was fined a \$1,000 penalty for other violations of the Clean Water Act.



#### 2022 ChemScore Report

ChemScore looks at the 54 biggest chemical companies in the world, based on revenue, and ranks their performance in four different categories: the toxicity of their product portfolio, research and development of non-toxic chemicals, management and transparency, and the number and scope of controversies and scandals that the company has been involved in. SIKA was on the list of ChemScore report with a grade C-.

31 Dec 2021 | https://som.yale.edu/story...



#### Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

Over 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Sika has significantly scale back business in Russia; stopped production and investments. It has received a Grade [C].

30 Nov 2021 | https://www.insblue.com.cn...



### In 2021, Sika China was cited in the Insblue Social Responsibility records [CN]

On 18/10/2021, Sika China was fined RMB 15,000 by the Suzhou Industrial Park Market Supervision and Administration Bureau due to units using unqualified personnel for special equipment tasks must correct this promptly or face suspension, violation of the Special Equipment Safety Law.

21 Nov 2021 | https://www.theobserver.co...

Impact on Score

Neutral →

valid from 31 Oct 2021 to 30 Nov 2026

Impacted themes



### Small fire breaks out at Lyndhurst chemical company's building

No injuries were reported in a small fire at the Sika Chemical Corp.'s offices in Lyndhurst this afternoon, Det. Lt. Vincent Auteri told The Observer. A small fire broke out when a contractor's welding caused a building to catch fire near 201 Polito Ave.

28 Oct 2021 | http://www.larep.fr/malesh...

Impact on Score

#### Neutral $\rightarrow$

valid from 30 Sep 2021 to 31 Oct 2026

Impacted themes



#### Une grève "express" à l'usine Parexlanko de Malesherbes

Les salariés de la partie production et logistique du site malesherbois de l'entreprise Parexlanko avaient cessé le travail jeudi après-midi. Ils ont repris ce vendredi matin. Pascal Malafosse, directeur général de Sika France (groupe auquel appartient Parex France), était ce vendredi dès 8 heures à Malesherbes pour échanger avec les salariés. Il y est resté deux heures. Une hausse des salaires de 3,1% a été proposée ainsi qu'une prime de 1.000 euros. "Il a eu un discours fondateur, nous a expliqué les choses et nous a écouté aussi", souligne le délégué syndical de FO. Le choix a donc été fait de stopper la grève. "Et nos heures de grève seront payées."

24 Oct 2021 | http://www.verdict.co.uk/s...

Impact on Score

#### Neutral $\rightarrow$

valid from 30 Sep 2021 to 31 Oct 2026

Impacted themes



### Sika Develops Concrete Admixture to Reduce Carbon Footprint

Swiss chemical company Sika in cooperation with the Swiss Federal Institute of Technology Lausanne has developed concrete admixtures leveraging the Limestone Calcined Clay Cement (LC3) technology that lowers CO2 emissions. The technology aims to facilitate the production of performant and sustainable cement with less clinker.

4 Sep 2021 | http://roofing-daily-news....

Impact on Score

#### Neutral →

valid from 31 Aug 2021 to 30 Sep 2026

Impacted themes



#### Sika Launches Total Green Roofing Package — Living Architecture Monitor

The market-leading roof manufacturer Sika has brought a complete green roof package onto the market, which supplies both the highperformance roof sealing system and the green roof system, supported by its proven technical and application support. Since sustainable development is a focus of construction and is supported by the government and local authorities, the benefits of a Sika Green Roof cannot be overestimated. Several studies have shown that green roof systems can improve air quality, reduce the urban heat island effect, preserve or even increase biodiversity, improve the thermal performance of a building and manage rainwater year-round - especially important in areas with flooding or where sustainable drainage systems (SuDS ) are a design consideration.

8 Jun 2021 | https://www.insblue.com.cn...

Impact on Score

#### Under watch ⊚

valid from 31 May 2021 to 30 Jun 2026

Impacted themes



## In 2021, Sika (Sichuan) Building Material was cited in the Insblue Database Environmental Supervision [CN]

On 09/06/2021, Sika (Sichuan) Building Material was fined RMB 20,000 for violation of Air Pollution Prevention and Control Law - Pollution control facilities were not installed and used in accordance with regulations.

4 Apr 2021 | https://gender-pay-gap.ser...

Impact on Score

#### Neutral →

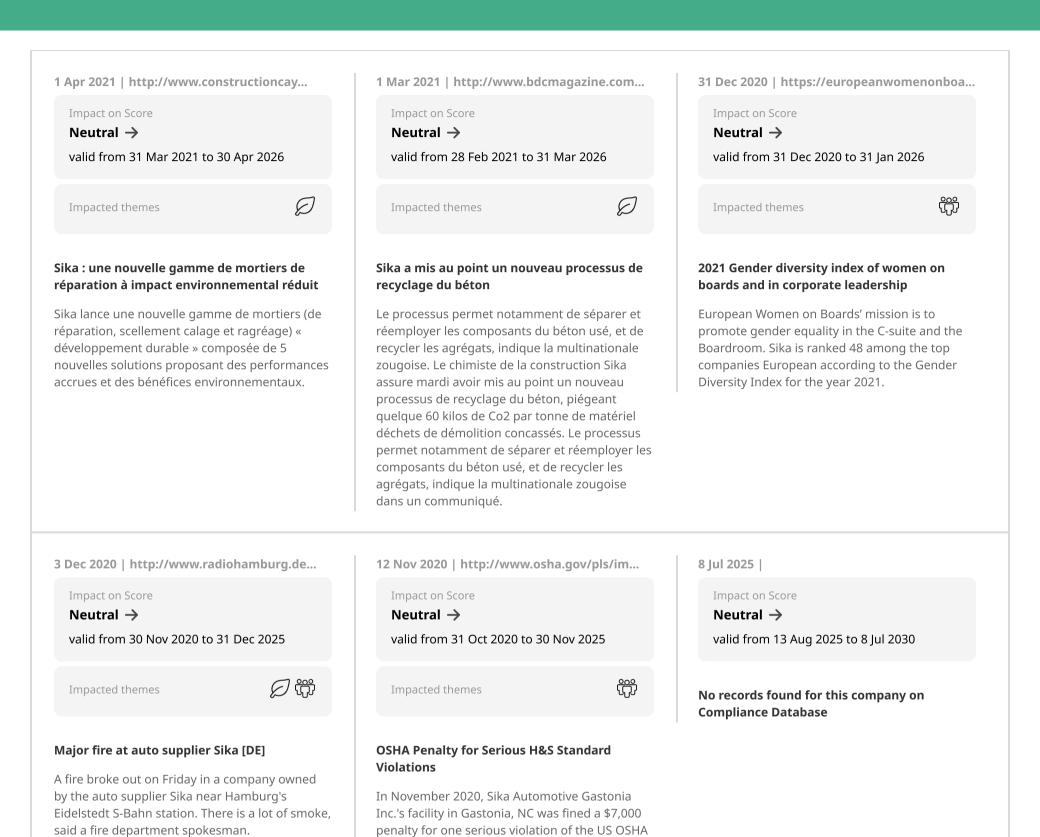
valid from 31 Mar 2021 to 30 Apr 2026

Impacted themes



#### 2021/22 Gender pay gap report for Sika Limited

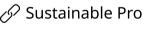
In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.8% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 20% lower than men's.







Health and Safety Standards.



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

#### **EcoVadis is connected to the following international sources:**

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

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#### **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 sustainable procurement.		
The company has published advanced reporting on sustainability issues.		
The company demonstrates an advanced management system on environmental issues.		
Since the last assessment, the overall score has increased thanks to the implementation of additional policies.		
Since the last assessment, the overall score has increased thanks to the implementation of additional measures.		

### 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.

Child Labor, Forced Labor & Human Trafficking

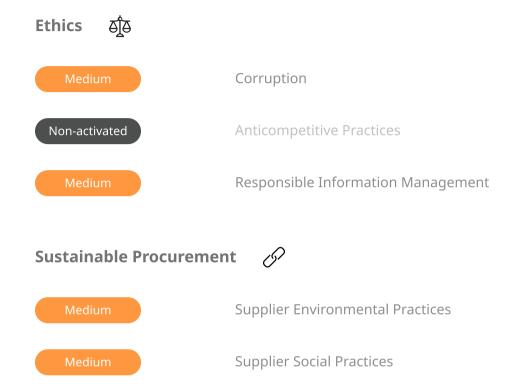
Discrimination & Harrassment

External Stakeholder Human Rights

Environment $\varnothing$	
High	Energy consumption & GHGs
High	Water
Non-activated	Biodiversity
Medium	Air Pollution
Medium	Materials, Chemicals & Waste
Non-activated	Product Use
Medium	Product End-of-Life
Non-activated	Customer Health & Safety
Non-activated	Environmental Services & Advocacy
Labor & Human Rights	ίζij
High	Employee Health & Safety
Medium	Working Conditions
Medium	Social Dialogue
Medium	Career Management & Training

Non-activated





#### **KEY SUSTAINABILITY ISSUES**

Find qualitative explanations of the key sustainability issues and risk associated with Manufacture of articles of concrete, cement and plaster



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**

The construction materials manufacturing sector (articles of concrete, cement and plaster) generates relatively large quantities of greenhouse gases, including carbon dioxide (CO2), nitrous oxides (N20), and methane (CH4). Direct GHG emissions occur as a result of production processes as well as on-site combustion of fossil fuels and transportation of raw and finished materials. The contruction materials manufacturing segment alone accounts for 5% of total global CO2 emissions and producing a ton of cement releases approximately 1,700 pounds of CO2 into the atmosphere on average [1]. Best practices in the construction material sector can be divided into 4 majors directions: energy efficiency, alternative fuels, carbon sequestration, and clinker substitution. Some companies are increasing use of renewable energy to fuel the clinker kilns and also by exploring technologies to capture and recycle carbon dioxide. The contruction materials manufacturing sector (articles of concrete, cement and plaster) is very energy-intensive. The manufacturing of construction materials requires significant quantities of energy, sourced primarily from the direct combustion of fossil fuels and the electrical grid. According to 2011 data from the Annual Survey of Manufactures of the U.S. Census Bureau, the total cost of purchased fuels for the cement and concrete product manufacturing industry was approximately \$1 billion and accounted for about 5% of the total cost of materials, compared to 1.6% for all manufacturing industries. As for lime and gypsum product manufacturing industry was \$671 million in purchased fuels, which represented 23% of the total cost of materials [4]. Reduction of the energy consuption in this sector can be achieved mainly through renewable energy sources and energyefficient technologies in clinker production. Also a relatively recent development in the construction materials industry is the increasing use of solid wastes as an alternative fuel input for kilns [5]

High

Water

#### **Definition**

Water consumption during operations. Pollutants rejected into water.

#### **Industry issues**

The manufacturing of construction materials, more specifically, articles of concrete, cement and plaster, is a water-intensive industry. Water is mainly used, in the construction material industry, for the cooling of cement and brick kilns. Water is also used for the formation of gypsum, when mixed with dry plaster powder. However, water discharge from production plants is relatively low since closedloop systems are in place in most cases and water is lost through evaporation. Construction materials are ranked 22nd out of 130 industries by water intensity [5]. According to the EPA, clinker plants with wet kilns use between 93 to 560 liters per ton of cement [6]. Adoption of technologies and processes that reduce water consumption could lower risks for companies and create a competitive advantage. The construction material industry has recently evolved from wet to dry process technology which resulted reduction in water consumption from approximately 1400 lit/Ton of clinker to the current best practice of 75 lit/Ton of Clinker. The following best practice are also implemented in this sector like: rainwater harvesting, usage of air cooled condensers, adoption of dry technologies for dust control and usage of air for the process of cooling, amongst others [7]

Non-activated

Biodiversity



Air Pollution

#### **Definition**

Impact from operations on local environment around company facilities: emissions of dust, noise and odor. It also includes accidental pollution (e.g. spills) and road congestion around the operation facilities.

#### **Industry issues**

The manufacturing process of articles of concrete, cement and plasters takes place under a highly controlled environment. These processes uses heavy machinery which are a source of noise pollution. "Best Practices for this sector include: (i) Use of selfconsolidating concrete (SCC), there is less need for vibrator use [1] (ii) Limited operating hours or have built sound barriers to help block some of the noise to allow early morning and late evening operations without disturbing the surrounding neighborhood." The manufacturing process of these articles is very dust intensive and is a source of local pollutions especially for surrounding environment. Although, manufactured in a controlled environment, defective equipment or ineffective measures could lead to dust pollution problems. Dust could also be a problem because of heavy vehicles movement around the site and due to loading and unloading of the products. Emissions of dust and Particulates manner are not as regulated as other air emissions [3]. Emissions standards varies from <100Mg/Nm3 in Oman to no standards in China [3]. "Best Practices for control of air emissions especially dust are as follows [1]:- (i) Maintenance of bag houses and filters (ii) Saws used in precast facilities should be equipped with vacuum attachments to help reduce particulate emissions [1][2] (iii) Roadways at facility optimise for dust minimization for e.g. paved roadways"





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 raw materials such as concrete and cement are used in huge amounts to manufacture pre-cast materials. Recycling of raw materials within the manufacturing process is acceptable with for e.g. in UK, WRAP's campaign to promote recycled content in construction products (benchmark is currently a minimum of 10% recycled content by value). [11] Wastes from production can be reused into the manufacturing process. Other mineral by-products or wastes (such as various bottom ashes, clinkers or slags) can also be used as alternative raw materials [11] Various wastes for e.g. broken equipment, office wastes (although not significant) generated at the facility often land up in landfill [12] In 2006, around 200 tons of timber was discarded to landfill with a further smaller volume being offered to wood burning facilities local to the plant. [12] "Best practices include: i. Waste sorting facilities within premises ii. Broken equipment to taken back to manufacturers (also applies to batteries, toner, ink cartriges) iii. Recycling of paper, electronic equipment"

Non-activated

Product Use



Product End-of-Life

#### **Definition**

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

#### **Industry issues**

There is some generation of installation waste on site and manufacturers are expected to introduce take-back schemes for site-generated waste over the next 1-2 years with the introduction of compulsory site waste management plans. "Precast concrete solutions can help the construction industry to reduce the waste generated on site by up to 50% compared to more traditionally managed construction sites [13]. "

Non-activated

Customer Health & Safety



Environmental Services & Advocacy



#### Labor & Human Rights

Importance

Sustainability issue



**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**

Equipment such as powered industrial lift trucks and cranes can be dangerous but are very important for precast concrete manufacturers. Materials can be moved either manually or by using machinery within a precast plant. "Manual lifting or movement of work equipment and product components can cause serious injuries to the worker such as Hernias, lumbar strains and other impairments occur from overexertion in completing these tasks. Aside from this, there are various risks to the workers such as respiratory illnesses etc." "[14] Employers should ensure that workers have proper training programs in place in order to mitigate the risks of serious injuries. [14] Administrative controls could be put in place to cap the maximum weights employees are allowed to lift manually or the guidelines for using designated equipment for lifting & moving materials. [14] Engineering controls may include the use of conveyors to move materials, or the design of push carts to carry materials from one area to another. "



**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.[15] The provision of fair pay and working hours, retirement pensions and healthcare are each issues which workers cite as insufficient, and which lead to employment insecurity. 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.[16] These numbers highlight the opportunities for companies operating in countries where wage increases can improve quality of life. As indicated by the above figures, it is in the corporate sector's interest to invest 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. When operating in countries where state provided social protections are minimal or absent, companies should provide employees with healthcare and retirement pensions that 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.

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[17] (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[18], 30-35% in China[19], and over 60% in the Nordic countries[20]. According to the 2014 ITUC survey, a vast majority of respondents disapprove of their working conditions, including the wages, benefits and job security-a figure that provides tremendous opportunities for companies by implementing effective dialogue in countries that clearly lack such engagements[20]. 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**

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. Estimates show that companies with mature human capital management programs have 10-30% fewer accident rates[21]. Workers in low skilled positions should also be provided with basic skills development that can provide them with access to additional functional areas, thereby preventing functional redundancy and meeting employee human development needs. Occupational skills development programs can benefit companies across all functional areas, and should therefore be embedded throughout all operations. To take advantage of the benefits provided by a skilled workforce, companies should develop and implement occupational training and development programs across all operations. 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. Lastly, 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.

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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 24.9 million people worldwide are the victims of some form of forced labor(22). An estimated 168 million children are engaged in labor an estimated 90 million are exposed to hazardous work that jeopardizes the physical, mental or moral well-being of a child(23). The reasons for labor exploitation include companies seeking cheap labor — often through the hiring of indigenous groups, children and migrant workers to perform hazardous work, and the dependency on temporary labor — often filled through labor agents that engage in practices that facilitates worker indebtedness. The manufacturing sector as a whole has significant exposure to slavery risks because of its dependency on migrant and other vulnerable labor groups to fill cheap, low-skilled positions. Combined with the construction sector, the manufacturing sector have an estimated 18% of the global migrant class(24). Documented reports of migrant workers subjected to recruitment fees and passport confiscation have been abundant around the world, making the issue borderless in the 21st century. In accordance with the Guiding Principles on Business and Human Rights, manufacturers must respect human rights through the establishment of policies, due diligence procedures and provide remedy to victims of 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 chemical companies 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 remedy to victims e.g. housing, psychological support and educational opportunities for child workers.

Discrimination & Harrassment

#### **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, it is key that companies take a firm non-discrimination stance to attract and retain a competent and stable workforce. Research from the ILO indicates that women are paid, on average, 70%-90% of the salaries received by their male counterparts, and gay employees receive 30% less than non-gay workers [25]. The manufacturing sector experiences, according to some estimates, a 20% gender wage gap [26]. While most countries have laws prohibiting discrimination, differences exist in their level of enforcement and the scope of racial and social groups covered by their legislation, making it a strategic necessity for companies to establish internal policies that promote these efforts. Many of the world's biggest and most successful companies have advanced diversity strategies, including in respect of LGBT individuals. Nearly 90% of Fortune 500 companies prohibit discrimination based on sexual orientation and gender identity, and almost 60% of them extend benefits to the same-sex partners of their employees [27]. Companies should establish internal measures that reinforce a nondiscrimination policy. Training for all managers with 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. Employee resource or support groups can allow employees to share experiences related to professional integration and networking. Lastly, an effective grievance mechanism should be available to all employees to report concerns about, or violations of, the antidiscrimination policy.

Non-activated

External Stakeholder Human Rights



**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**

The construction industry in general is at high risk of corruption due to the nature of their works for e.g. corruption & fraud to get tenders. A survey by the Chartered Institute of Building (CIOB) found that 48% consider corruption to be either extremely common or fairly common within the UK construction industry. Internal controls and whistleblower procedures are important tools that help to mitigate these risks. Awareness training for employees on these issues can also be a means to combat corruption & bribery[28].

Non-activated

Anticompetitive Practices

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. Thirdparty 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(32). 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(33). 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

Medium

**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.





**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.[29] Legislation has now been introduced or enacted in a handful of countries, requiring companies to report on conflict mineral sourcing and due diligence measures to prevent human rights abuses from persisting in their supply chains. Corruption increases procurement costs by an estimated 25%, making the prevention of supply chain corruption and bribery a strategic must.[30] 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[31]. Managing intellectual property in business relationships is vital to any company's business sustainability. 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 supply chain mapping, risk assessments and follow up supplier engagements, including 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. 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.



### Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
Audit or assessment of suppliers on CSR issues	36%
Carbon disclosure project (CDP) respondent	10%
Global Compact Signatory	13%
Grievance mechanism or whistleblowing procedure in place	34%
ISO 14001 certified (at least one operational site)	36%
ISO 45001 certification or equivalent (at least one operational site)	23%
Policy on sustainable procurement issues	40%
Reporting on energy consumption & GHGs	50%
Reporting on health & safety indicators	36%

#### **Main Regulations and Initiatives**

#### Approach BREEAM

http://www.breeam.org/

The Environmental Assessment Method For Buildings Around The World is a voluntary measurement rating for green buildings that was established in the UK by the BRE.



#### Approach LEED (Leadership in Energy and Environmental Design)

http://www.usgbc.org/DisplayPage.aspx?CMSPageID=1991

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



#### **EU Directive on Noise Pollution**

http://europa.eu/legislation\_summaries/environment/noise\_pollution/index\_e n.htm



On top of the corrective measures applicable to some sources of noise, in 2002 the European Union adopted a Directive setting out a Community approach to the management and evaluation of ambient noise in order to protect public health.



#### **WBCSD** group EEB (Energy Efficiency in Buildings)

http://www.wbcsd.org/templates/TemplateWBCSD5/layout.asp?type=p&Men uId=MTA5NA

Energy Efficiency in Buildings aims at producing a roadmap for reaching energy self-sufficiency in buildings by 2050, while being economical and socially acceptable



#### **Universal Declaration of Human Rights**

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



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



#### **Approach HQE (Haute Qualité Environnementale)**

http://en.wikipedia.org/wiki/Haute Qualit%C3%A9 Environnementale

The Haute Qualité Environnementale or HQE (High Quality Environmental standard) is a standard for green building in France



#### **Concrete Joint Sustainability Initiative**

http://www.sustainableconcrete.org/

Coalition of industry associations representing companies who make or maintain concrete structures, sharing a goal of educating their members and customers about the role and responsibilities of concrete in sustainable development.



#### ILO convention 174 and recommendation 181" Prevention of **Major Industrial Accidents**"

http://www.ilo.org/ilolex/cgi-lex/convde.pl?C174 and http://www.unitar.org/cw m/publications/cbl/ghs/Documents 2ed/B International Instruments/97(3) I LO Recommendation-Industrial-Accidents.pdf

International instruments on the prevention of industrial accidents



#### **Standard ISO 14000 (International Standard Organisation)**

http://www.iso.org/iso/iso 14000 essentials

The ISO 14000 family addresses various aspects of environmental management



#### **International Labor Organization's Fundamental Conventions**

http://www.ilo.org/wcmsp5/groups/public/---ed\_norm/---declaration/docume nts/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.



#### 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.



#### **United Nations Convention against Corruption (UNCAC)**

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



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 anticorruption measures affecting their laws, institutions and practices.



#### **OECD** guidelines for multinational enterprises

http://www.oecd.org/about/0,2337,en 2649 34889 1 1 1 1 1,00.html

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



#### **Standard ISO 26000 (International Standard Organisation)**

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

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



#### **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.



#### **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:



#### Standard Global Reporting Initiative's (GRI)

http://www.globalreporting.org/Home

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



#### **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.



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