

SILVER | Top 15%

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Sustainability Rating

JAN 2026

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## EcoVadis Sustainability Assessment Report

Company rated:  
ENDRESS+HAUSER AG (GROUP)

Overall score: 78/100  
January 2026

Sustainability performance: Advanced

Size: L  
Headquarters country: Switzerland  
Risk country operations: Yes  
Industry: Manufacture of measuring, testing, navigating  
and control equipment; watches and clocks

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## ABOUT SUSTAINABILITY

Sustainability is the continuing commitment to act responsibly by integrating social and environmental concerns into business operations. Sustainability goes beyond regulatory compliance to focus on how companies manage their economic, social and environmental impacts, as well as their relationships with stakeholders (e.g. employees, trading partners, government).

## ABOUT THE ASSESSMENT

The EcoVadis methodology framework assesses companies' policies and actions as well as their published reporting related to the environment, labor and human rights, ethics and sustainable procurement. Our team of international sustainability experts analyze and crosscheck companies' data (supporting documents, 360° Watch Findings, etc.) in order to create reliable ratings, taking into account each company's industry, size and geographic location.

## ABOUT ECOVADIS

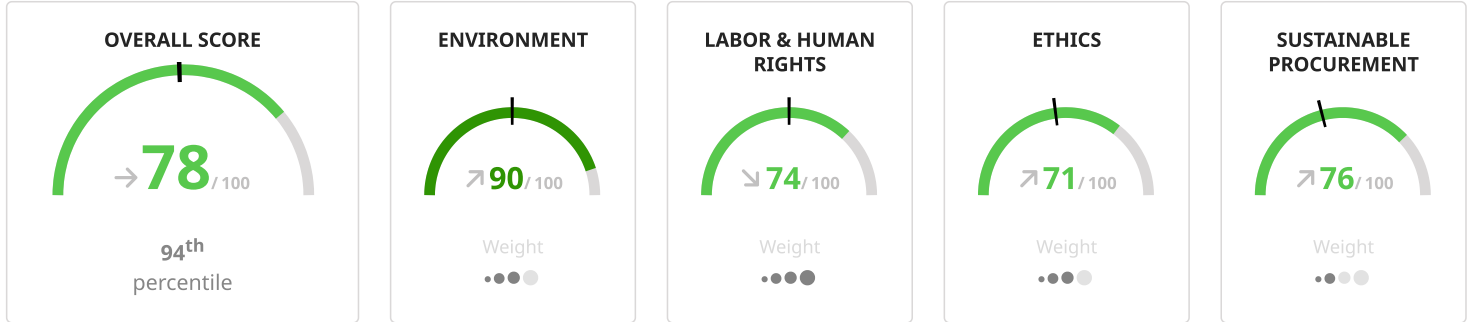
EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

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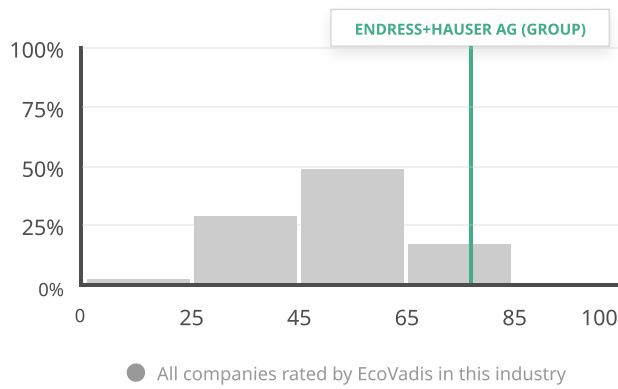
# 1. SUSTAINABILITY PERFORMANCE OVERVIEW

## Score breakdown

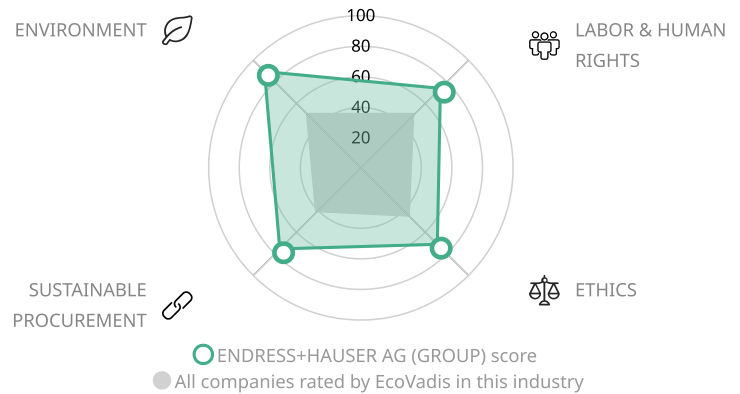
Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



## Overall score distribution



## Theme score comparison



ENDRESS+HAUSER 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.

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

\*You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

## 2.ASSESSMENT BENEFITS

### Understand:

**Get a clear picture of a company's sustainability performance.**The scorecard is the final output of the EcoVadis assessment. It rates and benchmarks a company's sustainability performance in four themes on a scale of 0-100 and highlights strengths and improvement areas.

**Know where a company stands compared to their industry.**Benchmark the company's sustainability performance against the industry with a score distribution graph and theme score comparisons.

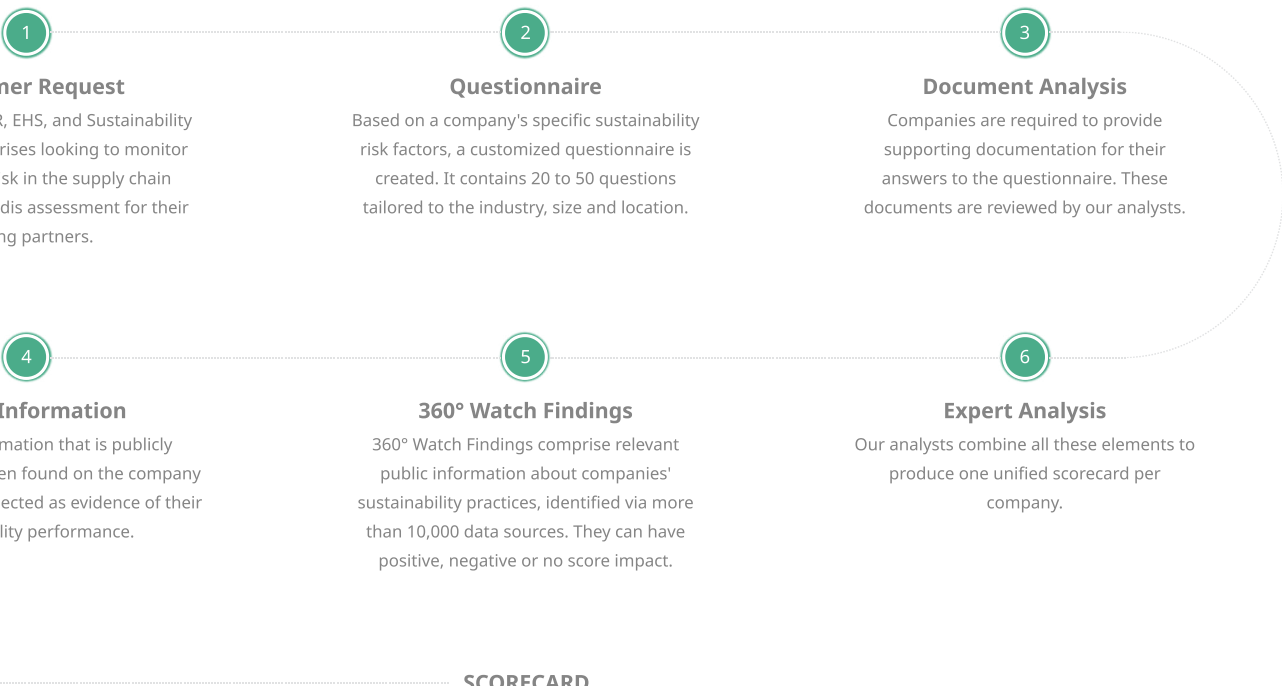
**Identify industry trends.**Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

### Communicate:

**Meet customer needs.**More and more companies raise questions about their trading partners' environmental and social performance. The EcoVadis assessment allows companies to demonstrate their commitment.

**Leverage a unique communication tool.**Companies with an EcoVadis Scorecard avoid audit fatigue by sharing one assessment with all requesting customers.

## 3.ASSESSMENT PROCESS



#### 1 Customer Request

Procurement, CSR, EHS, and Sustainability leaders in enterprises looking to monitor sustainability risk in the supply chain request an EcoVadis assessment for their trading partners.

#### 2 Questionnaire

Based on a company's specific sustainability risk factors, a customized questionnaire is created. It contains 20 to 50 questions tailored to the industry, size and location.

#### 3 Document Analysis

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

#### 4 Public Information

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

#### 5 360° Watch Findings

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

#### 6 Expert Analysis

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

### SCORECARD



## 4. ECOVADIS METHODOLOGY

### A. Four Themes and 21 Criteria

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

#### 21 sustainability criteria

##### 1. ENVIRONMENT

###### OPERATIONS

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

###### PRODUCTS

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

##### 3. ETHICS

- Corruption
- Anticompetitive Practices
- Responsible Information Management

##### 2. LABOR & HUMAN RIGHTS

###### HUMAN RESOURCES

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

###### HUMAN RIGHTS

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

##### 4. SUSTAINABLE PROCUREMENT

- Supplier Environmental Practices
- Supplier Social Practices

### B. Seven Management Indicators

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



#### Policies (weight: 25%)

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

#### Actions (weight: 40%)

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

#### Results (weight: 35%)

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



## 5. UNDERSTANDING A SCORECARD

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

### A. Quantitative Information: Scores & Activated Criteria

#### Theme Scores:

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

#### Activated Criteria:

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

#### Non-activated

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

Medium

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

High

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

#### ! Risk countries only

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

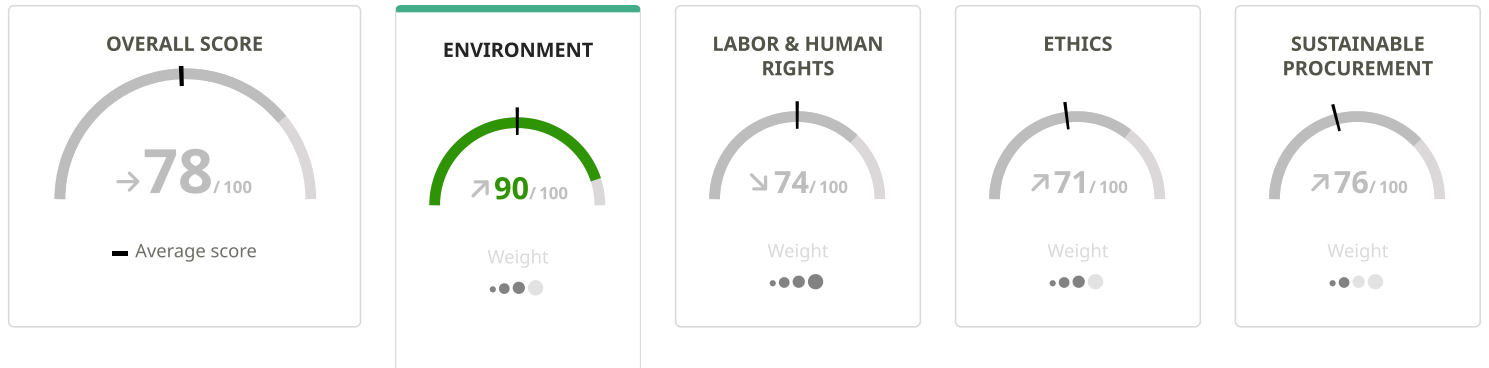
### C. The Scoring Scale

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

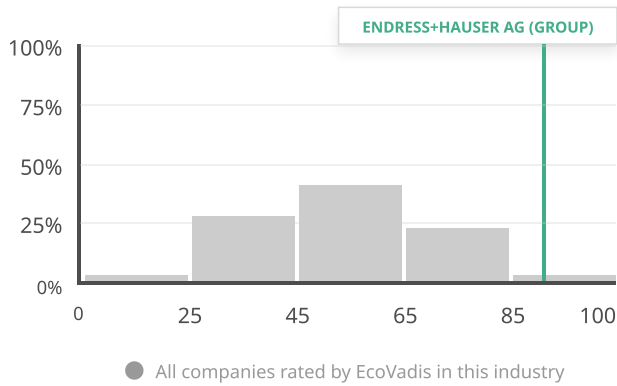
## 6. ENVIRONMENT

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

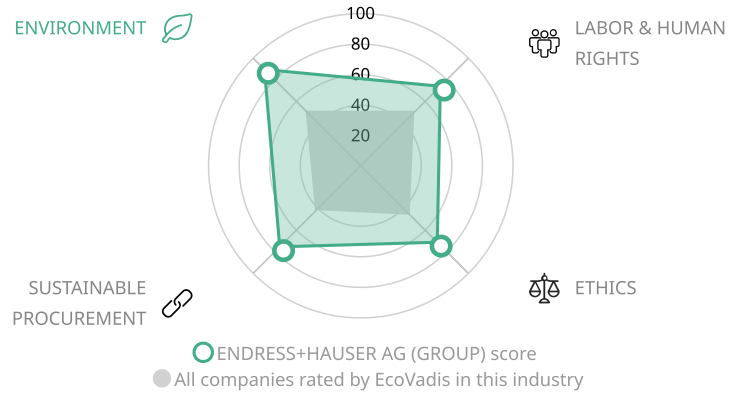
### Environment Score Breakdown



Theme score distribution



Theme score comparison



#### Environment: Activated Criteria

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

#### Environment: Strengths & Improvement Areas

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



**Strengths**

**Policies**

**Environmental policy scope of application specified**

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**Dedicated responsibility for environmental policy**

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**Formal mechanisms to review and amend environmental policy**

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**Endorsement of the Zentralverband Elektrotechnik- und Elektronikindustrie e.V. Code of Conduct (ZVEI)**

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**Quantitative objectives set on product end-of-life**

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

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**Environmental policy on product end-of-life**

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**Environmental policy on product use**

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**Environmental policy on materials, chemicals & waste**

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**Environmental policy on water**

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**Environmental policy on energy consumption & GHGs**

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**Endorsement of the Science Based Targets initiative - Targets Set**

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

**Information**

A comprehensive environmental policy includes commitments and/or operational objectives on the majority of environmental risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks.

**Guidance**

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

**Actions**

**Other actions to reduce environmental impacts from product and packaging end-of-life**

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**Take-back or buy-back program to collect product for remanufacture, recycling, or safe disposal**

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**Design features for easy disassembling, remanufacturing, or recycling of products**

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**Programs to label, sort, and recover electrical and electronic components of products**

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**Elimination or reduction of substances of concern in electrical and electronic products**

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**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**

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

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**Provision of service parts, diagnostic tools, or maintenance programs to support product repair**

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**Design aimed at reducing resource input required for product use**

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**Provision of information on efficient use, storage, and maintenance to extend product life**

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**Studies on product environmental impact**

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**Environmental management system certification covers more than 75% of the assessed scope**

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**Supporting documents show an exceptional level of coverage of environmental actions or certification throughout company operations**

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**Water audit**

**Other actions to manage water efficiency or wastewater discharge**

**Information**

The company has implemented actions other than those specified in the other options to manage water consumption and wastewater from the operation.

**Guidance**

Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.

**Other actions to reduce energy consumption/GHG emissions**

**Use of alternative, less hazardous substances in operations**

**Recovery and reuse of materials from company operations**

**Use of eco-friendly or bio-based process materials**

**Specialized treatment and safe disposal of hazardous substances or waste**

**Environmental emergency measures in place**

**Reduction of material consumption through process optimization**

**Implementation of traceability process for the company's own e-waste**

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

**Training of employees on waste reduction and sorting**

**Reduction of internal wastes through material reuse, recovery or repurpose**

**Training of employees on energy conservation/climate actions**

**Reduction of the use or emissions of fluorinated greenhouse gases (e.g. HFCs, PFCs, SF6)**

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

**Reduction of energy consumption of IT infrastructure**

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

**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.

**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.

**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.

**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.

**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.

**Reduction of water consumption through innovative equipments, methods or technologies**

**Information**

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

**Guidance**

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

**Results**

**Total gross Scope 2 reporting value confirmed in supporting documentation**

**Information**

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

**Guidance**

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

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

**Information**

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

**Guidance**

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

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

**Information**

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

**Guidance**

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

**Reporting on total gross Scope 1 GHG emissions**

**Information**

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

**Guidance**

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

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

**Reporting on total gross Scope 3 downstream GHG emissions**

**Reporting is formally aligned with a reporting standard on environmental issues**

**Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)**

**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**

**Company reports to CDP**

**Information**

The company is a respondent to the CDP Questionnaire on recent disclosure cycles.

**Guidance**

CDP is a global non-profit organisation that runs an independent environmental disclosure system for companies and other entities to manage their environmental impacts. Companies are asked annually through comprehensive questionnaires to disclose their climate change strategies and GHG emission datapoints. EcoVadis accepts CDP questionnaire as a valid document evidence for demonstrating environmental actions and reporting GHG metrics. A dedicated strength is also available to highlight rated companies being a CDP Respondent.

**The 360° Watch has identified innovative best practices and/or external recognition regarding environmental issues (see 360° Watch section).**

**Information**

The company has implemented new solutions or concrete actions on environmental issues, which have been recognized by external stakeholders as most innovative practices with respect to sector/category/industry peers. These innovative practices are advanced and pioneering for the sector, and demonstrate a clear best-practice approach beyond regulatory compliance.

**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. The company under evaluation has been recognized from a range of sources for innovative practices or results in the environmental theme. Recognition includes: awards, prizes, top rankings from social responsible investment (SRI) or sustainability indexes, and articles featuring innovative solutions or practices to help mitigate environmental impacts.

**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**

**Results**

Medium

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

Corrective Action requested

Low

No supporting evidence of reporting on the percentage of WEEE collected out of the total EEE placed on the market

Corrective Action requested

**Information**

No company declaration and no evidence found within the supporting documentation regarding reporting on KPIs related to the European WEEE directive.

**Guidance**

The Waste Electrical and Electronic Equipment Directive (WEEE Directive) is the European Community directive 2012/19/EU on waste electrical and electronic equipment (WEEE). The WEEE Directive sets collection, recycling and recovery targets for all types of electrical goods. Companies who are affected by the WEEE regulation are required to implement various actions to meet WEEE requirements. Companies should monitor KPIs related to WEEE, and should make these KPIs readily available to stakeholders.

Low

No supporting evidence of reporting on the total weight of waste recovered

Corrective Action requested

Low

No supporting evidence of reporting on the total amount of water recycled and reused

Corrective Action requested

**Information**

The company has not provided documents about reporting on total amount of water recycled and reused.

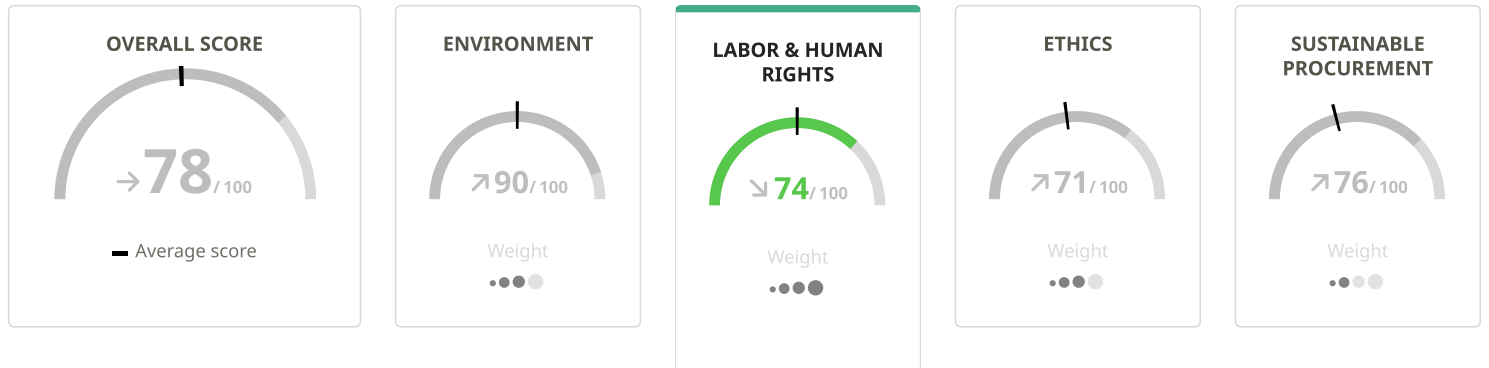
**Guidance**

There is no reporting documentation available about total amount of water recycled and reused. Recycled or reused water is 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).

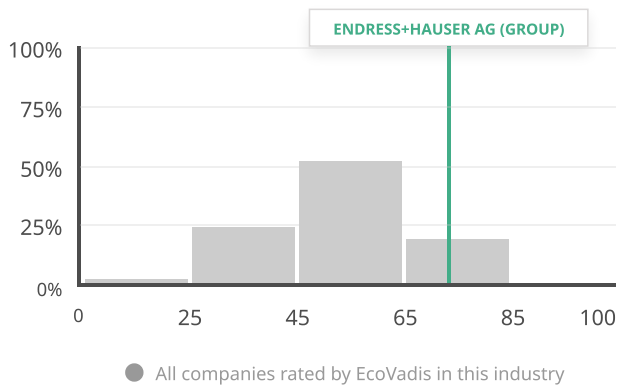
## 7. LABOR & HUMAN RIGHTS

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

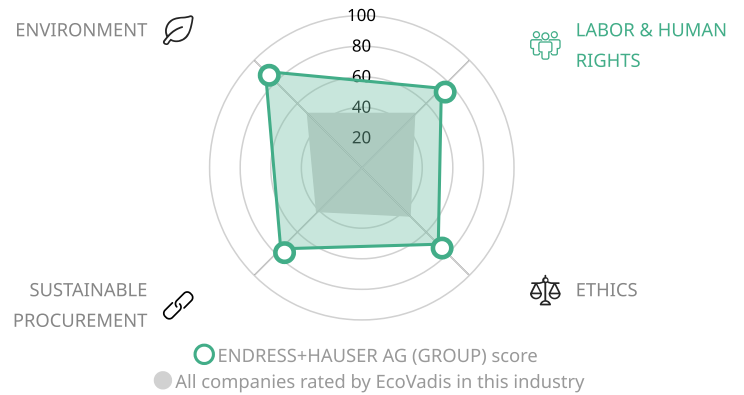
### Labor & Human Rights Score Breakdown



Theme score distribution



Theme score comparison



#### Labor & Human Rights: Activated Criteria

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

#### Labor & Human Rights: Strengths & Improvement Areas

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



**Strengths**

**Policies**

**Labor and human rights policy scope of application specified**

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**Dedicated responsibility for labor and human rights policy**

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**Formal mechanisms to review and amend labor and human rights policy**

---

**Endorsement of the Zentralverband Elektrotechnik- und Elektronikindustrie e.V. Code of Conduct (ZVEI)**

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**Quantitative objectives set on preventing discrimination and harassment**

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**Labor & human rights policy on preventing discrimination and harassment**

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

**Information**

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

**Guidance**

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**

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

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

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**Comprehensive policy on a majority of labor or human rights issues**

**Information**

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

**Guidance**

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

**Actions**

**Grievance mechanism on working conditions**

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**Actions to ensure adequate wages**

---

**Actions to manage working hours and overtime**

---

**Labor and human rights management system certification covers more than 75% of the assessed scope**

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**Supporting documents show an exceptional level of coverage of labor and human rights actions or certification throughout company operations**

---

**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**

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

**Guidance**

The company demonstrates evidence of comprehensive training program (on-site, 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.

**Actions to control radiation exposure**

**Information**

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

**Guidance**

The company has implemented actions such as radiation protection program, radiation exposure assessments, personal radiation exposure monitoring (dosimetry) reports, work instructions to minimize employees' exposure to radiation at the workplace. These actions have been taken to restrict/control ionizing radiation and to limit the negative health effects that these radiation can have on employees after prolonged exposure at the workplace.

**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**

**Age verification of candidates before hiring**

**Information**

The company verifies the age of all its candidates before employment.

**Guidance**

The company has an operational procedure in place to prevent hiring of underage workers and systematically verifies the age of all candidates before employment. This has been demonstrated in the company's hiring procedures, employee handbook, child labor prevention procedure or other relevant documents.

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

**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.

**Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)**

**Employee satisfaction survey**

**Information**

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

**Guidance**

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

**Collective bargaining agreement on working hours, overtime, or leaves**

**Information**

There is a collective bargaining agreement between an employer, its employees, and in accordance with national regulations regarding working conditions. A collective bargaining agreement is an agreement in writing regarding working conditions and terms of employment concluded between an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other.

**Guidance**

There is a collective bargaining agreement between an employer, its employees, and in accordance with national regulations regarding discrimination and/or harassment. A collective bargaining agreement is an agreement in writing regarding working conditions and terms of employment concluded between an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other.

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

**Information**

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

**Guidance**

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

**Health care coverage of employees in place**

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

**Grievance mechanism on discrimination and/or harassment issues**

**Information**

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

**Guidance**

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

**Actions to ensure equal pay for equal work**

**Awareness training on discrimination and harassment**

**Employee 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.

**Preventive actions for repetitive strain injury (RSI)**

**Information**

The company has taken actions to prevent any type of repetitive strain injury (RSI) resulting from work process and/or task.

**Guidance**

A Repetitive Strain Injury (RSI) is the damage caused to a person's muscles, tendons or nerves caused by repetitive motions or constant use. The company has implemented actions to prevent any RSI from its work processes or tasks. They provide an environment that is ergonomically optimized, that will help mitigate any painful or uncomfortable conditions of muscles tendons or nerves cause by repetitive movements and overuse.

**Actions to promote internal mobility**

**Information**

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

**Guidance**

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

**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 on the number of identified discrimination or harassment incidents or corrective actions**

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

**Information**

The company demonstrates that there is public or internal reporting of consolidated data on 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 is formally aligned with a reporting standard on labor and human rights issues**

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

**Materiality analysis in sustainability reporting**

**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.

**Policies**

Medium

Inconclusive documentation for policies on social dialogue

Corrective Action requested

**Actions**

Low

No supporting evidence of actions to prevent workplace harassment

Corrective Action requested

**Results**

Medium

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.

Medium

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

Corrective Action requested

Medium

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

Corrective Action requested

Low

No supporting evidence of reporting on the number of days lost to work-related injuries, fatalities, and ill health

Corrective Action requested

**Information**

The company has not provided documents about reporting number of days lost to work-related injuries, fatalities and ill health.

**Guidance**

There is no reporting documentation available about number of days lost to work-related injuries, fatalities and ill health. 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.

Low

No supporting evidence of reporting on the 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.

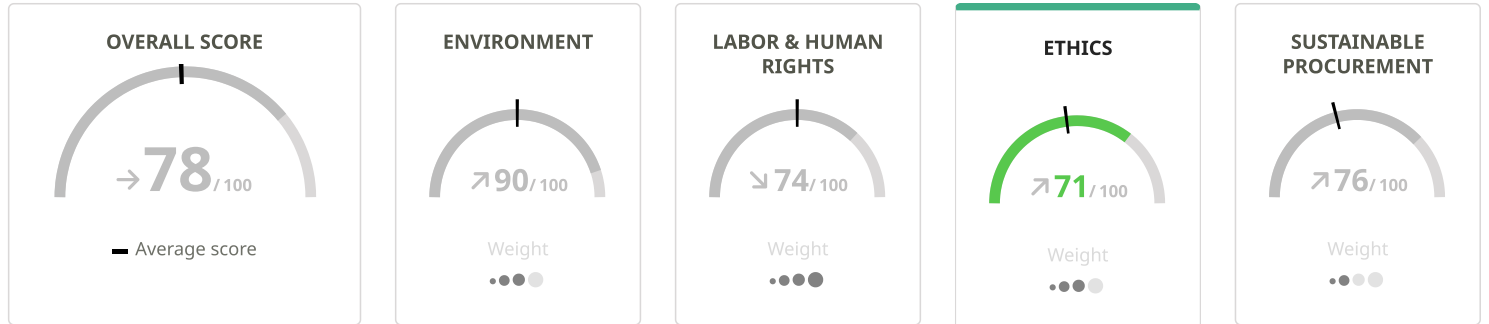
**Guidance**

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.

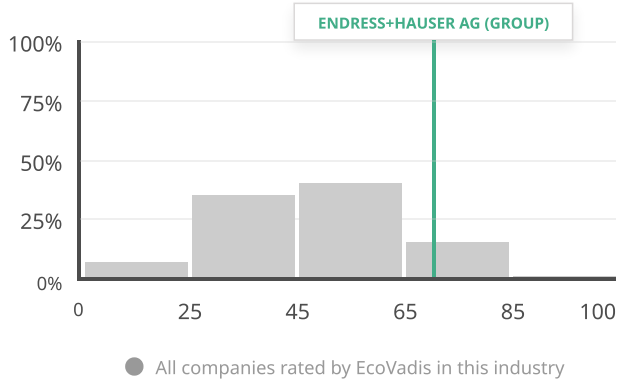
## 8. ETHICS

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

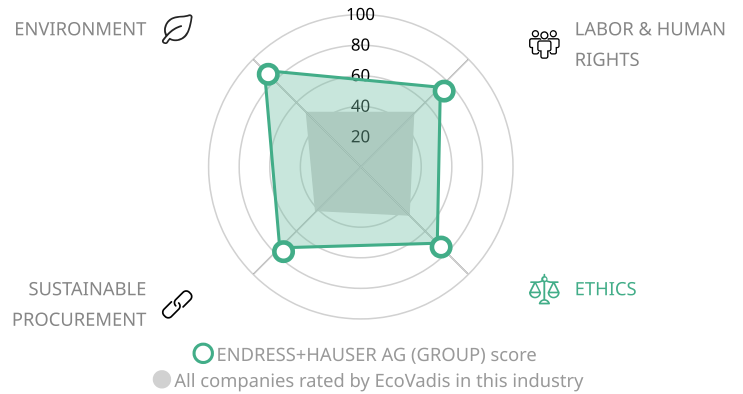
### Ethics Score Breakdown



Theme score distribution



Theme score comparison



#### Ethics: Activated Criteria

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

#### Ethics: Strengths & Improvement Areas

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

**Strengths**

**Policies**

**Ethics policy scope of application specified**

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**Detailed examples available regarding ethics issues**

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**Formal mechanisms to review and amend ethics policy**

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**Endorsement of the Zentralverband Elektrotechnik- und Elektronikindustrie e.V. Code of Conduct (ZVEI)**

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**Policy on fraud**

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**Policy on money laundering**

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**Policy on conflict of interest**

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**Disciplinary sanctions to deal with policy violations**

**Information**

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

**Guidance**

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

**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.

**Dedicated responsibility for ethics issues**

**Comprehensive policies on ethics issues**

**Information**

A comprehensive policy on business ethics issues integrates commitments and/or operational objectives on all or almost all of the main fair business practices issues a company is confronted with: namely corruption & bribery issues, and information security and responsible marketing if applicable. It is also compulsory to have additional elements such as formal mechanism to communicate on business ethics, scope of the policy's application and allocation of responsibilities, among others.

**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 allocation of responsibilities, mechanisms to deal with policy violations, formal review process, communication of the policy to all employees and business partners, etc.

**Actions**

**Whistleblower procedure for stakeholders to report information security concerns**

**Whistleblower procedure for stakeholders to report corruption and bribery**

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

**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 anti-corruption and bribery issues for its employees.

**Guidance**

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

**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.

**ISO 27001 certified (certification of information security management system)**

**Information**

The company has provided a valid ISO 27001 certificate for at least one of its operational sites, or business units.

**Guidance**

ISO 27001 is an Information Security Management System (ISMS) standard from the International Standard Organization. This standard specifies the requirements for establishing, implementing, operating, monitoring, reviewing, maintaining and improving a documented Information Security Management System within the context of the organization's overall business risks (Source: ISO).

**Results**

Reporting is formally aligned with a reporting standard on ethics issues

Materiality analysis in sustainability reporting

Comprehensive reporting on ethics issues

**Improvement Areas**

**Policies**

Low

No supporting evidence of employee signature acknowledgement of ethics policy

Corrective Action requested

**Actions**

Medium

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

Corrective Action requested

**Information**

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

**Results**

Medium

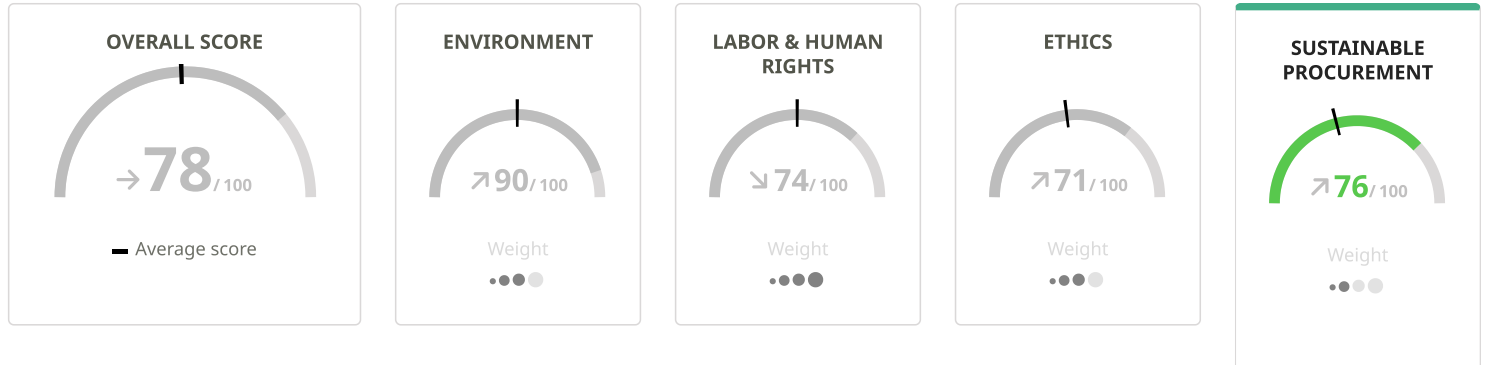
No supporting evidence of external assurance or verification of the sustainability reporting

Corrective Action requested

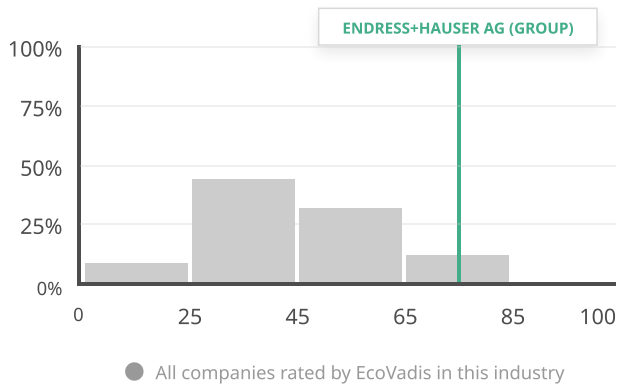
## 9. SUSTAINABLE PROCUREMENT

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

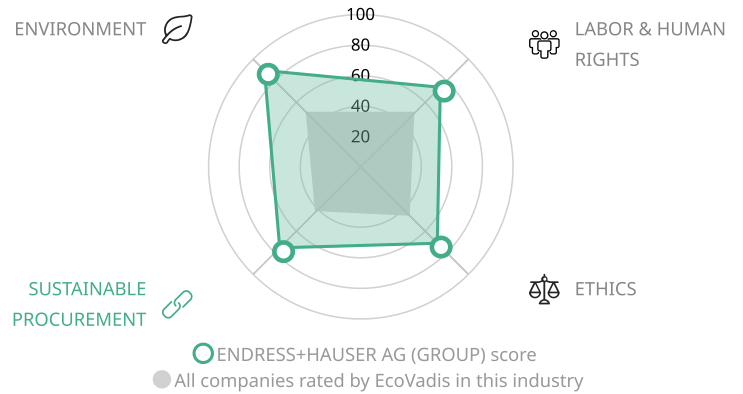
### Sustainable Procurement Score Breakdown



Theme score distribution



Theme score comparison



#### Sustainable Procurement: Activated Criteria

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

#### Sustainable Procurement: Strengths & Improvement Areas

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



**Strengths**

**Policies**

**Sustainable procurement policy scope of application specified**

**Dedicated responsibility for sustainable procurement policy**

**Endorsement of the Science Based Targets initiative - Targets Set**

**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).

**Policy on conflict minerals issues**

**Information**

There is a formal policy regarding conflict minerals issues in the supporting documentation provided by the company. The policy is present in a dedicated policy document or in a dedicated section of a larger purpose document.

**Guidance**

Conflict minerals (CM) are gold, tin, tantalum, tungsten and their derivatives that are mined in conditions of armed conflict and human rights abuses, and which are sold or traded by armed groups. A standard policy on conflict mineral issues in the supply chain includes commitments and/or operational objectives designed to mitigate risk on this topic in the company's supply chain. It is communicated to internal and external stakeholders through a formal dedicated document.

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

**Information**

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

**Guidance**

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

**Actions**

**Actions to prevent discrimination and harassment in the workforce of suppliers**

**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.

**Supporting documents show a high level of coverage of sustainable procurement actions throughout company operations or supplier base**

**Information**

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

**Guidance**

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

**Grievance mechanism allowing any interested parties to voice and record concerns on conflict minerals**

**Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire**

**Information**

The company requires that all identified priority suppliers must fill in the reporting template of the Conflict-free Sourcing Initiative.

**Guidance**

The Conflict-free Sourcing Initiative (founded by members of the Electronic Industry Citizenship Coalition - EICC and the Global e-Sustainability Initiative) has developed a free, standardised reporting template (CMRT) that allows a company to track back minerals to the smelter where they have been processed. A company who requires their first-tier suppliers to fill out this template can find out from which smelters it is sourcing its minerals, thus ensuring a full traceability of their supply chain.

**Investigation or traceability system of the supply chain (smelters, trades, mines) on conflict minerals due diligence (e.g. third party on site audit in place)**

**Detailed conflict minerals risk analysis (per product or purchasing category) across the supply chain (e.g. manufactures)**

**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.

**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.

**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**

**Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation**

**Reporting on total gross Scope 3 upstream GHG emissions**

**Reporting is formally aligned with a reporting standard on sustainable procurement issues**

**Materiality analysis in sustainability reporting**

**Publication of Conflict Minerals Reporting Template (e.g. CMRT, other type of template)**

**Information**

The company publishes a due diligence report on conflict minerals issues via an CFSI/EICC Conflict Mineral report to report on the list of smelters/refiners in the supply chain.

**Guidance**

The Conflict Minerals Reporting Template (CMRT) is a free, standardized reporting template developed by the Conflict-Free Sourcing Initiative that facilitates the transfer of information through the supply chain regarding mineral country of origin and smelters and refiners being utilized. The template also facilitates the identification of new smelters and refiners to potentially undergo an audit via the CFSI's Conflict-Free Smelter Program.

**Comprehensive reporting on sustainable procurement issues**

**Improvement Areas**

**Policies**

Low

Claims endorsement of specific international or industry sector initiatives on conflict minerals issues, but information could not be verified

Corrective Action requested

**Information**

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

**Guidance**

Such initiatives can encompass many conflict minerals issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include Responsible minerals initiative (formerly CFSI), World Gold Council (Conflict-Free Gold Standard), Public-Private Alliance for Responsible Mineral Trade (PPA), etc.

Low

No supporting evidence of a mechanism to review and amend sustainable procurement policy

Corrective Action requested

**Actions**

Medium

No supporting evidence of a supplier sustainability code of conduct in place

Corrective Action requested

**Information**

The company lacks evidence of a supplier sustainability code of conduct in place.

**Guidance**

There is no conclusive 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.

Low

1-49% of suppliers for which conflict minerals information is available (e.g. CMRT)

Corrective Action requested

**Information**

Conflict mineral information is only available for 1 to 49% of suppliers.

**Guidance**

The question was intended to gather information on the implementation coverage of your company's implemented actions on conflict minerals issues. The actions implemented by your company on conflict minerals have been applied only to 1 to 49% of suppliers. An effective management system is one where the company deploys its sustainable procurement actions across its entire supply chain. Note: The conflicts minerals coverage information should have ideally be provided in an externally audited CSR Report, a Securities and Exchange Commission (SEC) Special Disclosure Form or an SEC Conflict Minerals Report.

**Results**

Medium

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

Corrective Action requested

## 10. 360° WATCH FINDINGS

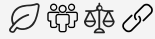
16 Dec 2025 | <https://www.hydrocarboneng...>

Impact on Score

**Positive** →

valid from 30 Nov 2025 to 31 Dec 2035

Impacted themes



### Endress+Hauser wins the German Sustainability Award

Endress+Hauser has won the German Sustainability Award in the measurement and control technology sector. With this award, the independent foundation recognises the company's comprehensive environmental and social commitment.

7 Dec 2025 | <https://www.blue-ecochain...>

Impact on Score

**Neutral** →

valid from 30 Nov 2025 to 31 Dec 2030

Impacted themes



### In 2025, Endress+Hauser Flowtec (China) Co., Ltd. was cited in the Blue-ecochain Green Manufacturing records [CN]

For 2025, Endress+Hauser Flowtec (China) Co., Ltd. was cited in the Green manufacturing by the General Office of the Ministry of Industry and Information Technology.

21 Oct 2025 | <https://www.suzhou.gov.cn/...>

Impact on Score

**Under watch** Ⓞ

valid from 3 Mar 2026 to 21 Oct 2030

Impacted themes



### Environmental Supervision and Rectification Notice for Endress+Hauser Flowtec China [CN]

In October 2025, Endress+Hauser Flowtec (China) Co., Ltd. was included in a "double random" environmental supervision inspection conducted by the Suzhou Industrial Park authorities. During the inspection on October 22, officials identified specific environmental issues at the company's facility located in the Jinji Lake Business District. As a result, the local government has officially ordered the company to carry out a rectification process to bring its operations into full compliance with environmental regulations.

7 Oct 2025 | <https://www.forbes.com/lis...>

Impact on Score

**Neutral** →

valid from 30 Sep 2025 to 31 Oct 2030

Impacted themes



### Forbes World's Best Employers 2025

Endress+Hauser has been ranked 791 in Forbes World's Best Employers for the year 2025.

9 Sep 2025 | <https://time.com/7315547/w...>

Impact on Score

**Positive** →

valid from 31 Aug 2025 to 30 Sep 2035

Impacted themes



### TIME World's Best Companies of 2025

Endress+Hauser ranked 784th in the TIME World's Best Companies of 2025 with a score of 77.89

1 Jan 2025 | <https://www.maitredata.com...>

Impact on Score

**Neutral** →

valid from 31 Dec 2024 to 31 Jan 2030

Impacted themes



### Accord d'entreprise ENDRESS + HAUSER

En vigueur depuis le 1er janvier 2025, l'Accord de substitution conclu par Endress+Hauser France a pour objectif d'harmoniser le statut des salariés intégrés suite à l'acquisition du fonds de commerce de Sick SARL. Ce texte, à durée indéterminée, remplace l'ensemble des accords collectifs (dont la Convention Collective de la Métallurgie par celle du Commerce de gros) et des usages de Sick SARL, assurant l'application uniforme des règles d'Endress+Hauser en matière de temps de travail, télétravail et retraite supplémentaire pour l'ensemble du personnel.

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

Impact on Score

**Neutral** →

valid from 30 Nov 2023 to 31 Dec 2028

Impacted themes



**L'index égalité professionnelle pour Endress + Hauser, Endress + Hauser Flow France et Endress & Hauser Flowtec AG pour 2025**

Endress + Hauser, Endress + Hauser Flow France et Endress & Hauser Flowtec AG ont reçu une note de 83, 89 et 87 de 100 respectivement sur l'index de l'égalité professionnelle entre les femmes et les hommes pour 2025.

1 Sep 2024 | <https://www.igmetall-dresd...>

Impact on Score

**Under watch** ⚠

valid from 31 Jul 2024 to 31 Aug 2029

Impacted themes



**IG Metall successful in talks with 2,000 employees in the region - management of Endress and Hauser in Waldheim threatened to ban them from the premises [DE]**

At Endress and Hauser in Waldheim, however, IG Metall had to initially enforce the right of access for unions under threat of an injunction . Although it had been agreed in writing, management refused the metalworkers access to various rooms on August 29. Gates that are normally open were closed to prevent conversations with employees. A conversation with temporary workers in the production break room that had previously been agreed with management at Endress and Hauser in Waldheim was also prohibited at short notice on flimsy grounds. Management even threatened to ban them from the premises.

28 Aug 2024 | <https://techpress.es/actua...>

Impact on Score

**Neutral** →

valid from 31 Aug 2024 to 30 Sep 2029

Impacted themes



**Endress+Hauser impulsa la descarbonización con la colaboración de SICK**

Endress+Hauser y SICK han establecido una alianza estratégica para la automatización de procesos con el objetivo de acelerar la descarbonización de la industria. Endress+Hauser ha asumido la comercialización y el servicio a nivel mundial de las tecnologías de análisis de gases y medición de caudal de SICK. Aproximadamente 800 empleados de ventas y servicio de SICK se han transferido a Endress+Hauser para integrar su portafolio de instrumentación. Además, ambas compañías han creado una empresa conjunta al 50%, Endress+Hauser SICK GmbH+Co. KG, centrada en el desarrollo y la producción de estas tecnologías. El objetivo de esta colaboración es proporcionar soluciones integrales, aumentando la eficiencia y la sostenibilidad de los clientes y apoyándolos en la transición a fuentes de energía bajas o nulas en carbono.

30 Jul 2024 | <https://www.chemeurope.com...>

Impact on Score

**Neutral** →

valid from 30 Jun 2024 to 31 Jul 2029

Impacted themes



**Endress+Hauser launches largest construction project in company history [IT]**

Endress+Hauser's success story has been closely linked to its Maulburg site in southern Germany for over 60 years. The Group's oldest and largest production facility will now undergo extensive modernization and expansion. The measurement technology and automation solutions specialist is investing a record sum of over €100 million in the Campus 2030+ project to make the production and development of level and pressure measurement technology future-proof and sustainable.

11 Apr 2024 | <https://www.topjob.de/wiss...>

Impact on Score

**Neutral** →

valid from 31 Mar 2024 to 30 Apr 2029

Impacted themes



**Endress+Hauser Best Employer of the year 2024**

The production company Endress+Hauser Liquid Analysis has been an exemplary employer since 2009: The approximately 1,300 employees value the inspiring, motivating leadership and the diverse opportunities for individual development. A dialogue-oriented working atmosphere and a working atmosphere characterized by team spirit and personal responsibility confirm the TOP JOB employer award, which has now been awarded for the 12th time. And also inspire the TOP JOB jury, which voted the company the best employer of the year 2024 in size class D.

11 Mar 2024 | <https://www.msn.com/de-de/...>

Impact on Score

**Neutral** →

valid from 29 Feb 2024 to 31 Mar 2029

Impacted themes



**Endress+Hauser evacuated in Waldheim [DE]**

The work of the late shift at Endress+Hauser Conducta in Waldheim was abruptly interrupted by a fire alarm on Monday evening. And production manager Bert Blankenburg immediately explained to the workforce: "This is not a drill." The production staff and some who were still working in administration immediately left the building at 6 p.m. At the same time, the alarm was raised at the Waldheim fire department.

30 Nov 2023 | <https://www.blue-ecochain...>

Impact on Score

**Negative** ↘

valid from 31 Aug

2023 to 30 Sep

2028

Severity

**Minor** ● ● ●

Impacted themes



**In 2023, Endress+Hauser Flowtec (China) Co., Ltd. was cited in the Blue-ecochain Social Responsibility records [CN]**

On 2023-09-07, Endress+Hauser Flowtec (China) Co., Ltd. was fined RMB 17,500 and warned by the Suzhou Industrial Park Emergency Management Bureau of Jiangsu Province due to safety regulation violations - personnel violating operating procedures and safety equipment installation not complying with national standards.

30 Nov 2023 | <https://www.blue-ecochain...>

Impact on Score

**Negative** ↘

valid from 30 Nov

2023 to 31 Dec

2028

Severity

**Minor** ● ● ●

Impacted themes



**In 2023, Endress+Hauser Wetzter (Suzhou) Co., Ltd. was cited in the Blue-ecochain Social Responsibility records [CN]**

On 2023-09-07, the name provided in the template, Endress+Hauser Wetzter (Suzhou) Co., Ltd., which is likely an associated entity, was fined RMB 13,000 and warned by the Suzhou Industrial Park Emergency Management Bureau of Jiangsu Province due to safety regulation violation - personnel violating operating procedures.

23 Nov 2023 | <https://sciencebasedtarget...>

Impact on Score

**Positive** ↗

valid from 31 Oct 2023 to 30 Nov 2028

Impacted themes



**Companies taking action**

The SBTi's target dashboard shows companies and financial institutions that have set science-based targets, or have committed to developing targets. Endress+Hauser AG have commitments that demonstrate an organization's intention to develop targets and submit these for validation within 24 months. They are indicated by the word 'committed' in the dashboard. These organizations do not yet have validated science-based targets. From March 2nd 2023, organizations that fail to submit targets within 24 months of their commitment will be identified in the dashboard as 'Commitment removed'.

5 Nov 2023 | <https://valve-world.net/si...>

Impact on Score

**Positive** ↗

valid from 31 Oct 2023 to 30 Nov 2028

Impacted themes



**SICK and Endress+Hauser to intensify cooperation**

German sensor company SICK and Swiss measurement and automation technology specialist Endress+Hauser want to intensify their cooperation. Both companies are aiming for a strategic partnership for SICK's process automation business segment and have signed a joint memorandum of understanding. By bundling their strengths, the companies are striving to provide even better support for their customers in important areas such as energy and resource efficiency and protection of the climate and environment.

31 Dec 2022 | <https://egapro.travail.gou...>

Impact on Score

**Neutral** →

valid from 31 Dec 2022 to 31 Jan 2028

Impacted themes



**Les résultats de l'index de l'égalité professionnelle 2023 sont publiés**

ENDRESS & HAUSER a reçu une note de 90 sur 100 et ENDRESS & HAUSER FLOWTEC AG a reçu une note de 86 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2023.

12 Jun 2022 | <https://www.droits-salarie...>

Impact on Score

**Neutral** →

valid from 31 May 2022 to 30 Jun 2027

Impacted themes



**Accords d'entreprise chez ENDRESS & HAUSER FLOWTEC AG**

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

11 May 2022 | <https://lastminutes4u.com/...>

Impact on Score

**Positive** ↗

valid from 30 Apr 2022 to 31 May 2027

Impacted themes



**Endress+Hauser Canada Introduces “Green” Customer Experience Center**

Instrumentation and automation provider Endress+Hauser Canada showcases its recently opened Customer Experience Center (CX), said to be one of the “greenest” commercial buildings in the country. The building exceeds its electricity needs with more than 800 roof-mounted solar modules, which can generate around 408,000 kWh per year, part of which will be fed into the grid. A geothermal system draws heat from 50 wells, each 180 m deep, and distributes it throughout the building via 63 heat pumps.

26 Apr 2022 | <https://www.pharmaceutical...>

Impact on Score

**Positive** ↗

valid from 31 Mar 2022 to 30 Apr 2027

Impacted themes



**Commitment to a Sustainable Future**

In joining the European Clean Hydrogen Alliance, Endress+Hauser is supporting the development of a clean and competitive hydrogen industry in Europe. The goal is to achieve CO2 neutrality in the process industry by the middle of the century through the introduction of hydrogen technologies. Working together with other industry partners, Endress+Hauser wants to support the efforts being made toward a sustainable future.

12 Oct 2021 | <https://www.autocarpro.in/...>

Impact on Score

**Positive** ↗

valid from 30 Sep 2021 to 31 Oct 2026

Impacted themes



**Endress+Hauser Flowtec India to use Tata Motors e-buses for employee transportation**

Tata Motors has announced its association with Endress+Hauser Flowtec (India), a global leader in measurement instrumentation, services and solutions for industrial process engineering, for deployment of electric buses for employee transportation. The e-buses will be using electricity generated by the solar panels thus enabling end-to-end environment-friendly transportation.

30 Jun 2021 | <https://www.droits-salarie...>

Impact on Score

**Neutral** →

valid from 30 Jun 2021 to 31 Jul 2026

Impacted themes



**Accords d'entreprise chez ENDRESS + HAUSER**

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

8 Dec 2025 |

Impact on Score

**Neutral** →

valid from 3 Mar 2026 to 8 Dec 2030

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

Environment Labor & Human Rights Ethics Sustainable Procurement

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

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






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

## 11. SPECIFIC COMMENTS

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Additional comments from our analysts pertaining to the assessment.

### Specific comments

-  No records found in third party risk and compliance database.
-  The company demonstrates an advanced management system on environmental issues.
-  The company demonstrates an advanced management system on labor & human rights issues.
-  The company demonstrates an advanced management system on sustainable procurement.
-  Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

## 12. CONTACT US

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

# APPENDIX:

## INDUSTRY RISK PROFILE

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Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

EcoVadis determines industry based on the International Standard Industrial Classification of All Economic Activities (ISIC), which is a compilation of all global economic activities published by the United Nations Statistical Commission. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities.

It is possible that a company has operations in more than one industry. In these cases, EcoVadis classifies companies based on their main area of operation, as determined by sustainability risk and/or total revenue.

## CRITERIA ACTIVATION BY THEME:

Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

### Environment

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

### Labor & Human Rights

High	Employee Health & Safety
High	Working Conditions
Medium	Social Dialogue
Medium	Career Management & Training
Medium	Child Labor, Forced Labor & Human Trafficking
Medium	Discrimination and Harassment
Non-activated	External Stakeholder Human Rights

**Ethics** 

- Medium Corruption
- Non-activated Anticompetitive Practices
- Medium Responsible Information Management

**Sustainable Procurement** 

- High Supplier Environmental Practices
- High Supplier Social Practices

KEY SUSTAINABILITY ISSUES

Find qualitative explanations of the key sustainability issues and risk associated with Manufacture of measuring, testing, navigating and control equipment; watches and clocks

 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 manufacturing of measuring, testing, navigating and control equipment as well as the manufacturing of watches and clocks are energy-intensive as it is highly mechanized and involves many thermal processes. This means that it consumes a significant amount of energy and thus emits large amounts of greenhouse gases. Energy consumption monitoring and carbon footprinting could be the first step for companies to identify opportunities for reducing energy use and carbon emissions. An effective starting point for reducing energy consumption is to monitor energy usage, by energy type, and to calculate GHG emissions on an ongoing basis. This enables targets to be set and guides subsequent action. Approaches to reduce greenhouse gas emissions include measures to increase energy efficiency at each lifecycle stage and use of low carbon content fuels. Companies can use specialized equipment which combines improved performance efficiency and energy efficiency. Certifications can act as guiding principles for successful energy management systems. ISO 50001:2011 is a world-renowned Energy Management System that is suitable for any organization irrespective of size, sector, or geographical location. Companies in this sector should also consider publicly reporting their energy use and greenhouse gas emission KPIs. This level of transparency in regards to environment data is becoming the norm across manufacturing industries. Annual reporting builds trust with stakeholders and gives the company a sense of accomplishment and direction on climate change and energy efficiency.

Medium

Water

**Definition**

Water consumption during operations. Pollutants discharged into water.

**Industry issues**

The manufacturing processes of measuring, testing, navigating and control equipment as well as watches and clocks can potentially create pollutants. The sources of water pollutants include, for example, plating solutions from electroplating (which contain heavy metals, cyanides, fluorides etc.), chlorinated solvents used for degreasing, oil and grease, cutting and drilling liquids. With the diverse range of raw materials, chemicals and processes, wastewater treatment may require the use of unit operations specific to the manufacturing process in use and the specific contaminant. Companies should adopt measures to reduce pollutant discharge and volume of effluent e.g. by designing processes that allows for less discharge and by treating wastewater. Best practice companies also invest in closed-loop water recycling as a solution to wastewater discharge problem including for electroplating, metal finishing, etc.

Non-activated

Biodiversity

Non-activated

Air Pollution

High

Materials, Chemicals & Waste

**Definition**

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

**Industry issues**

Measuring, testing, navigating and control equipment as well as watches and clocks are generally made of metal, glass, electrical, and electronic components - all of which contain chemical substances that can be hazardous in nature. Manufacturing processes of these products generate hazardous wastes, such as spent deionized water (containing inorganic acid), spent cleaning solutions, sludges from wastewater treatment, spent cyanide solutions (electroplating), spent sandblasting grit. To manage chemical substances appropriately, companies should develop and implement material-specific chemical protection programs. Companies should share information on the chemical substances that are in raw materials, parts, and products accurately and efficiently along the supply chain from upstream to downstream, and to ensure compliance with all regulations. Relevant safety data sheets containing the required information on the safe handling of chemical products should be present to avoid accidents. In addition, companies shall replace substances with dangerous properties with safer/environmentally-friendly substances, for example, substitution of cyanide plating solutions with acid sulfate copper and electroless nickel, phasing out of mercury in thermometer products, etc.

Medium

Product Use

**Definition**

Manufacturer action to minimize environmental impacts generated from the direct use of products.

**Industry issues**

Many of the measuring, testing, navigating and control equipments as well as watches and clocks are electrical - some of which are battery-powered. The amount of energy consumed and CO2 emitted varies across the products. To reduce CO2 emission at the customer stage, companies shall first conduct a lifecycle assessment (LCA) of their products which will enable companies to reduce impacts of product use through product design. For example, an LCA of three types of clock - mechanical, semi-mechanical, and electronic clock showed that the environmental impacts remain almost the same. However, when each function of these three types of clock was taken into consideration, it reveals functions that contribute significantly to the overall environmental impact. Companies can thus develop a hybrid design by combining the best approach (from an environmental perspective) to achieve each function (1).

Medium

Product End-of-Life

**Definition**

Manufacturer action to minimize environmental impacts generated from products and primary product packaging (in direct contact with product) at the end-of-life.

**Industry issues**

Measuring, testing, navigating and control equipment consist of a complex mixture of materials and small components that are potentially hazardous contents and can cause major environmental and health issues if not disposed of properly. Due to the chemical substances found in components of these products, major countries established specific waste management programs and/or regulations to manage hazardous substances in these products. For example, many countries have developed collection/exchange programs for mercury-containing devices such as thermometers, manometers, and thermostats. Companies can start from product design to reduce environmental impact from product end of life. Companies should also engage downstream partners to ensure that products are responsibly managed at the end of life. Although nearly 100 percent of e-waste is recyclable, the current recycling rate of e-waste is still sluggish. From the statistics done by EPA in the United States, only 15-20% of e-waste is recycled while the rest is usually deposited in landfills (2). Concern over e-waste has led to the introduction of several international directives to manage and restrict electronic waste generation. This includes the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) and the Waste Electrical and Electronic Equipment (WEEE) Directives. These directives aim to promote the collection and recycling of e-waste and also restricts the use of certain heavy metals and brominated flame retardants to reduce the environmental impact of e-waste which is landfilled or incinerated.

Non-activated

Customer Health & Safety

Non-activated

Environmental Services & Advocacy



Labor & Human Rights

Importance

Sustainability issue

High

Employee Health & Safety

**Definition**

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

**Industry issues**

Manufacturing exposes workers to several health & safety risks, including exposure to heavy metals and hazardous chemicals, and ergonomic problems from long working hours. Insufficient ventilation, inadequate protection gear and the lack of relevant information on the dangers of chemicals contribute to accidents and illness within this kind of working environment. Temporary workers, which this sector tends to use frequently, also often report that they receive inadequate training on occupational safety and health and unfamiliar with safety measures (3). To minimize occupational safety risks, manufacturers should first undertake a detailed risk assessment to understand the existing and potential risks in the working environment. Companies should adopt a health & safety management system that is customized to the manufacturing infrastructure and identify feasible safety goals. This can be done through safety training, distribution of protective equipment and safety manuals, and through implementing these safety measures to workers' daily routines and periodical monitoring to ensure a safe work environment. To further establish a solid health & safety management system, audits to obtain recognizable health & safety certifications such as OHSAS 18001/ ISO 45001 will demonstrate the company's commitment in workers' health & safety towards stakeholders.

High

Working Conditions

**Definition**

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

**Industry issues**

Human capital investment is increasingly important for companies seeking to develop a sustainable workforce while reducing hiring costs associated with high employee turnover. Employees should be adequately compensated through wages and other social benefits that reflect regional variations in living costs and state provided social protections. According to the 2017 International Trade Union Confederation Global Poll, nearly half of global respondents claim that their household incomes fail to accommodate cost of living. 84% of respondents believe that national minimum wages are insufficient to enable workers to lead a decent life (4). In the absence of public provision of social protection, including healthcare, family vacation and rest periods, workers are likely to change employers in order to obtain livable wages and adequate social protection. Companies that voluntarily develop human capital management systems position themselves to attract and retain the best talent, while preventing operational disruptions caused by worker strikes. In determining adequate wages companies operating in less developed countries where minimum wage laws are deemed inadequate, companies should default to wage standards established by ILO conventions. In addition to benchmarking with international standards, companies should also engage their workers through labor unions or employee representatives to determine workers' needs. In countries where unions and worker appointed representatives are illegal, it is key to leverage employee satisfaction surveys and other forms of worker voice tools to determine worker needs. When operating in countries where state provided social protections are minimal or absent, companies should provide employees with employer paid healthcare benefits and retirement pensions.

Medium

## Social Dialogue

**Definition**

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

**Industry issues**

Social dialogue, as defined by the International Labour Organization, includes all types of negotiation, consultation or exchange of information between, or among, government representatives, employers and workers (5). Companies that promote social dialogue through unions and other forms of worker-selected representatives are in a better position to obtain better visibility of potential health and safety issues and worker grievances around wages, working conditions, career development. A vast majority of the International Trade Union Confederation's 2017 respondents disapprove of their working conditions, including wages, benefits and job security. As a result of the concerns by global workers, 91% of respondents are in support of laws that give workers the right to collective bargaining, while 85% want the right to unionize (4). When worker issues are not identified and remedied, companies and their supply chain partners risk business interruptions caused by worker strikes. While there is no "one size fits all" model of social dialogue that can be readily exported from one country to another due to cultural and political factors, adapting social dialogue to the national situation is key to ensuring local ownership of the worker engagement process. When companies engage in worker dialogue, they are in a better position to manage talent retention issues that potentially hinder long-term business sustainability. 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, regardless of national laws that prohibit such activity. 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**

In addition to fair pay, social benefits, and safe and stimulating working conditions, companies in the plastics production industry should include occupational skills development in their human capital management strategies. Occupational skills development, through formal training, developmental assignments, and feedback, provides mutual benefits for employees and employers. Manufacturers will benefit from a higher skilled workforce capable of meeting market demands, and workers will develop skills necessary for promotions and/or future employment opportunities in the sector. Workers are increasingly demanding occupational skills development in order to stay up-to-date on technological developments, ultimately ensuring they remain competitive on the job market. The reciprocal benefits ultimately reduce employee turnover costs, evidenced by one Harvard Business Review article (6) that finds that thriving workers are 32% more committed to their organization and 46% more satisfied with their jobs. To take advantage of the benefits provided by a skilled workforce, manufacturers should develop and implement occupational training and development programs. Ongoing employee evaluations accompanied by continuous feedback should be deployed to identify skills that enable employees to be placed in positions that allow for promotions. Lastly, companies should ensure that, when necessary, workers performing redundant tasks are helped to access other responsibilities through training. Occupational skills development programs can benefit companies across all functional areas and should therefore be embedded throughout all operations.

Medium

## Child Labor, Forced Labor &amp; Human Trafficking

**Definition**

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

**Industry issues**

Forced labor is any work or service that is exacted from a person under the threat of penalty, and for which that person has not offered himself or herself voluntarily. Debt bondage is another way many workers end up in a situation of forced labor and it exists when laborers are forced to work for an employer in order to pay off their own debts or those they have inherited from family members. The International Labor Organization (ILO) estimates that almost 21 million people are victims of forced labor worldwide, among which there are men, women and at least 40% children (7). The electronics industry, including the manufacture of measuring, testing, navigating and control equipment; watches and clocks, is one of the largest industrial sectors in the world. The global electronics industry is fuelled by intense competition to provide customers with the latest and cheapest electronic devices (8). In 2018, the global market for microelectronics was about \$370 billion, mostly concentrated in the USA, Japan, Eastern Europe, China and a number of Asian countries (9). Alongside the industrial manufacture of electronics sits the world of mineral mining, supplying raw material minerals and metals used in many electronics, such as gold, copper, cobalt, tantalum, tungsten and tin, among others. Many of these minerals come from artisanal and small-scale mining (ASM) (8). More than half of the world's supply of cobalt comes from the Democratic Republic of Congo (DRC), where children, some as young as seven years of age, work in life-threatening conditions, subject to violence, extortion and intimidation. Their work may involve heavy lifting and exposure to minerals, dust, chemicals and radioactivity. In Malaysia, one of the world's leading exporters of electronics, the sector includes many foreign migrant workers who are subject to high recruitment fees, personal debt, lack of transparency about their eventual working conditions, and inadequate legal protections. The conditions faced by these workers result in both exploitations and forced labor (10). Migrant workers supply a substantial part of the global workforce in electronics manufacturing and are considered particularly at risk for forced labor in the industry (11). The manufacture of consumer electronics also continues to be identified as a high-risk activity for human trafficking by the U.S. Department of State (12). To combat child labor in computer, electronic and optical products, as well as in related mineral supply chains, companies should be involved in due diligence activities before engaging with their suppliers. They should ensure that companies employ workers voluntarily and shall not force workers to deliver work under the menace of any penalty. Wages should be paid regularly in legal tender, by cheque or money as required by local laws. Migrant workers, irrespective of their legal status, shall be treated fairly, and measures shall be taken to prevent abusive conditions and labor exploitation. Employers should only engage with private employment agencies that pay special attention to the avoidance of child labor (13).

Medium

Discrimination and Harassment

**Definition**

Deals with discrimination and harassment prevention at the workplace. Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, termination; based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age. Harassment may include physical, psychological and verbal abuse in the work environment.

**Industry issues**

Developing an inclusive workforce is not only a socially responsible business practice, but also beneficial for business. Inclusive workforces unlock business innovation and drive market growth due to the knowledge that workers from different genders, sexual orientations, races, and ethnicities bring to their functions. More inclusive companies are better able to win top talent and improve customer orientation, employee satisfaction, and decision making, each of which leads to increasing financial returns. A 2015 report by McKinsey found that companies in the top quartile for racial and ethnic diversity are 35% more likely to have financial returns above their respective national industry medians, and companies in the top quartile for gender diversity are 15% more likely to have financial returns above their respective national industry medians. In the United States, there is a linear relationship between racial and ethnic diversity and better financial performance: for every 10% increase in racial and ethnic diversity on the senior-executive team, earnings before interest and taxes (EBIT) rise 0.8% (14). Many of the world’s biggest and most successful companies have advanced diversity strategies that include respect of LGBT. 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 (15). Given the higher returns associated with a diverse workforce, it is important that companies take steps to promote diversity in their operations. Anti-discrimination and harassment policies should be framed to protect workers from all social backgrounds including, but not limited to, gender, race, ethnicity and national identity and important sexual identity. While most countries have laws that prohibit discrimination, differences exist in the scope of groups protected and the level of enforcement—making it a strategic challenge for companies that operate in less progressive countries. When developing policies for operations in such locations, it is key for companies to be as inclusive as possible and to keep the business benefits in mind. Awareness training on discrimination and harassment should be provided to all employees and managers. Human resources personnel should perform regular internal salary audits to ensure equal pay for equal work. Lastly, an effective grievance mechanism should be available to all employees to report concerns related to, or violations of, the anti-discrimination policy.

Non-activated

External Stakeholder Human Rights



Ethics

Importance

Sustainability issue

Medium

Corruption

**Definition**

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

**Industry issues**

Corruption distorts fair markets and increases business costs. Global anti-corruption laws are becoming more stringent in their expectations that companies establishing effective controls to prevent all types of corruption. Business exposures to corruption vary depending on the nature, scope and location of a company's international activity. They can arise both when companies seek to sell their products and services directly to foreign governments and state-owned entities and in the form of bribe payments in return for favorable contracting decisions. Risks can also take other, less obvious forms, such as when companies face shakedowns from customs inspectors and tax assessors during efforts to import or export raw materials or finished products. Additionally, risks can surface when companies operate manufacturing facilities in foreign countries, which requires frequent interaction with hosts of foreign officials ranging from maintaining utility service to paying local taxes and securing police protection. To minimize corruption risks, companies should implement a risk-based due diligence procedure to identify opportunities or situations where corrupt transactions are possible. It is important that companies identify anti-corruption training needs in order to keep employees abreast on the regional or sector environment that exposes them to potential risks. Lastly, companies must document and maintain detailed records of all due diligence measures in order to minimize liability in the event that the company is implicated in corruption investigations involving internal employees or third-party relationships.

Non-activated

Anticompetitive Practices

Medium

Responsible Information Management

**Definition**

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

**Industry issues**

Breaches of stakeholder data, including proprietary intellectual property, trade secrets and consumer PII expose companies to operational seizures, financial and reputational impacts caused by stakeholder lawsuits. According to PWC's 2016 Global State of Information Security Survey, the theft of hard intellectual property increased 56% in 2015 (20), indicating that cyber criminals have identified the value that successful attacks can yield. 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. It may also result in investor divestment, which ultimately could lead to lower share prices. Regulatory violations remain severe. The Ponemon Institute estimates the global average cost of a cyber-attack to be US\$4 million (21). Beyond direct regulatory and financial penalties, breaches in a company's information management system can cause long term distrust in the company's information security management. The electronics industry is directly exposed to high information security risks, as it manufactures the very products storing sensitive data. Electronics companies should implement a privacy-by-design approach, in which data privacy considerations are taken into account from the very beginning of the product development process. In case privacy features were not implemented in the earlier development stages, later changes to the product design can be very costly. It is therefore vital to treat information security as a central business issue, rather than a mere IT problem. Appropriate risk mitigation actions include a thorough risk assessment of information security issues, adequate training of employees and regular audits of internal controls. Finally, implementing adequate incident response plans is crucial to prevent the spread of breaches to business partners and customers. The plan should appoint a cross-functional response team, establish clear roles and outline precise escalation procedures and communication protocols.



Sustainable Procurement

Importance

Sustainability issue

High

Supplier Environmental Practices

**Definition**

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

**Industry issues**

Companies manufacturing these measuring, testing, navigating and control equipment as well as watches and clocks most likely source a variety of primary raw materials and secondary components from their suppliers. Some of these raw materials are produced in a way that could have negative environmental impacts. For example, the mechanical shaping of metal parts and the chemical treatment of metal surfaces can contribute to emissions to air in the form of metal dust and solvents from varnishes and paints. Metal dusts can result in long-term contamination and poisoning. Environmental issues in the supply chain of companies in the electronics sector can be effectively addressed through a variety of due diligence management activities. This may start with developing a supplier code of conduct, contract clauses or a risk analysis of the supplier base. Companies can first identify particularly critical or high-risk suppliers. Once expectations with regard to environmental factors are set, further monitoring, evaluation or capacity building should follow, which may lead to long-term partnerships with suppliers to address major environmental concerns along the value chain.

High

## Supplier Social Practices

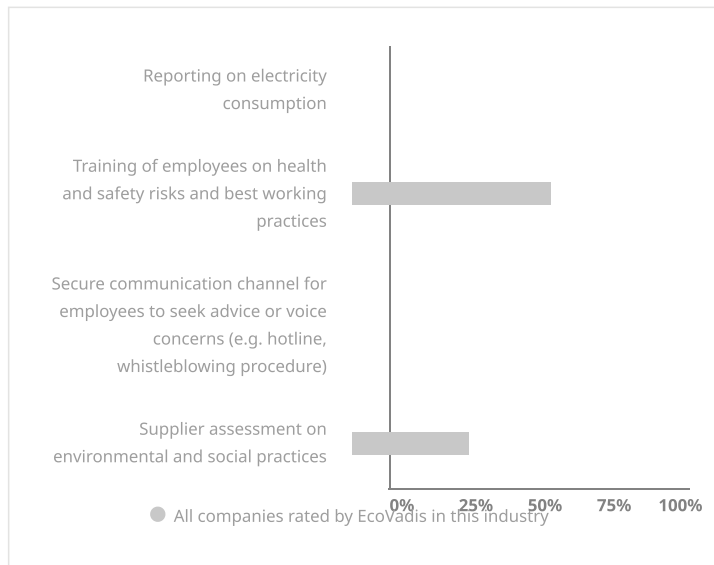
**Definition**

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

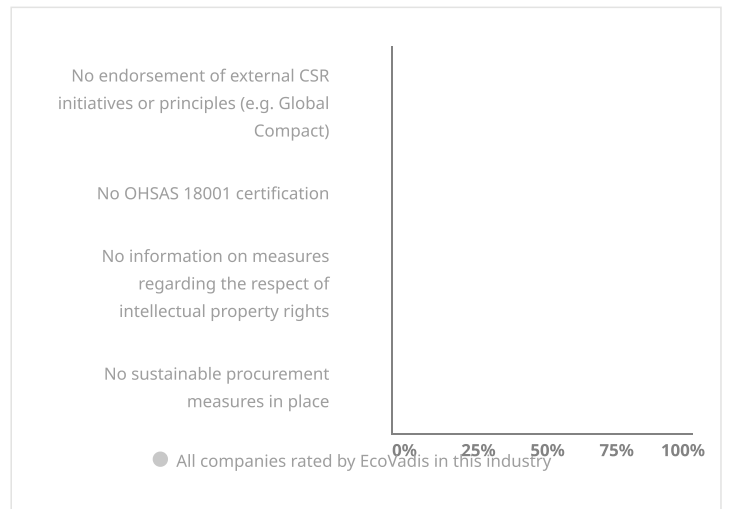
**Industry issues**

To prevent supply disruptions and potentially costly litigation, companies should work to embed their human rights and labor practices commitments throughout their supply chain in order to address operational impacts on stakeholders. Companies must ensure that subcontractors are covered by at least standard social measures, especially relating to health and safety conditions. Furthermore, conflict minerals is one of the most important, timely issues for the electronics sector; they are defined as natural resources whose systematic exploitation and trade in the context of conflict contribute to, benefit from, or result in the commission of serious violations of human rights, violations of international humanitarian law, or violations amounting to crimes under international law. Companies sourcing from these conflict zones, especially in African countries like the Congo, can face a number of specific human rights risks, as these minerals are known to directly or indirectly benefit armed groups in the covered countries. As defined by the US legislation, conflict minerals currently include the metals tantalum, tin, tungsten and gold, which are the derivatives of the minerals cassiterite, columbite-tantalite and wolframite, respectively. Downstream companies often refer to the derivatives of these minerals as 3TG (16). As a result of increasing importance on extended supply chain responsibility beyond the first or second tier suppliers, these companies are increasingly acknowledging that the mining phase is part of their supply chain (17). Governmental, industry-focused and social issue-focused groups such as the US Government Accountability Office, the Organization for Economic Co-operation and Development (OECD), the Responsible Minerals Initiative (RMI), and the Global e-Sustainability Initiative (GeSI) have been working to raise awareness and bring about change. On 21 July 2010, in response to these concerns, the United States Congress enacted legislation that requires certain public companies to provide disclosures about the use of specified conflict minerals emanating from the Democratic Republic of Congo (DRC) and nine adjoining countries (18). In 2017, the European Union has also passed its own conflict minerals regulation, requiring large EU importers of 3TG to perform due diligence on their suppliers worldwide (19). To minimize social liability deriving from the supply chain, companies should develop a supplier risk-based due diligence procedure to identify high-risk suppliers, establish a supply chain mapping, engage suppliers through training and on-site audits, and integrate whistle-blowing procedures on the supplier's behalf.

**Key industry Strengths**



**Key industry Improvement Areas**



### Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
<b>Audit or assessment of suppliers on CSR issues</b>	38%
<b>Carbon disclosure project (CDP) respondent</b>	10%
<b>Global Compact Signatory</b>	13%
<b>Grievance mechanism or whistleblowing procedure in place</b>	56%
<b>ISO 14001 certified (at least one operational site)</b>	38%
<b>ISO 45001 certification or equivalent (at least one operational site)</b>	25%
<b>Policy on sustainable procurement issues</b>	44%
<b>Reporting on energy consumption &amp; GHGs</b>	56%
<b>Reporting on health &amp; safety indicators</b>	41%

## Main Regulations and Initiatives

### Décret no 2002-775 du 3 mai 2002 (France)

<http://admi.net/jo/20020505/INDI0220135D.html>

 Regulatory

Ce décret est relatif aux valeurs limites d'exposition du public aux champs électromagnétiques émis par les équipements utilisés dans les réseaux de télécommunication ou par les installations radioélectriques

 Environment

### EU directive WEEE (waste electrical and electronic equipment)

[http://ec.europa.eu/environment/waste/weee/legis\\_en.htm](http://ec.europa.eu/environment/waste/weee/legis_en.htm)

 Regulatory

The WEEE directive sets collection, recycling and recovery targets for all types of electrical goods. It imposes the responsibility for the disposal of waste electrical and electronic equipment on the manufacturers of such equipment.

 Environment

### Standard ISO 14000 (International Standard Organisation)

[http://www.iso.org/iso/iso\\_14000\\_essentials](http://www.iso.org/iso/iso_14000_essentials)

The ISO 14000 family addresses various aspects of environmental management

 Environment

### International Labor Organization's Fundamental Conventions

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_095895.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_095895.pdf)

 Regulatory

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

 Labor & Human Rights

### Foreign Corrupt Practices Act of 1977

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

 Regulatory

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

 Ethics

### EU directive RoHS (Restriction of Hazardous Substances)

[http://ec.europa.eu/environment/waste/rohs\\_eee/legis\\_en.htm](http://ec.europa.eu/environment/waste/rohs_eee/legis_en.htm)

 Regulatory

The RoHS directive restricts the use of six hazardous materials in the manufacture of various types of electronic and electrical equipment.

 Environment

### EU regulation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

[http://ec.europa.eu/environment/chemicals/reach/reach\\_intro.htm](http://ec.europa.eu/environment/chemicals/reach/reach_intro.htm)

 Regulatory

The REACH European Community Regulation (18 December 2006) encourages manufacturers and importers of "Substances of Very High Concern" to pre-register them.


 Environment

### Universal Declaration of Human Rights

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

 Regulatory

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

 Labor & Human Rights

### ISO 45001 Standard for Occupational Health and Safety

<https://www.iso.org/iso-45001-occupational-health-and-safety.html>

The ISO 45001 standard was developed by a committee of occupational health and safety experts, and follows other generic management system approaches such as ISO 14001 and ISO 9001. It was based on earlier international standards in this area such as OHSAS 18001, the International Labour Organization's ILO-OSH Guidelines, various national standards and the ILO's international labour standards and conventions.

 Labor & Human Rights

### United Nations Convention against Corruption (UNCAC)

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

 Regulatory

The UNCAC is the first legally binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices.

 Ethics

**United Nations Global Compact (10 principles)**

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

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

    **All themes**

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

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

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

    **All themes**

**Carbon disclosure project**

<https://www.cdp.net>

CDP is an international, not-for-profit organization providing the only global system for companies and cities to measure, disclose, manage and share vital environmental information.

 **Environment**

**OECD guidelines for multinational enterprises**

[http://www.oecd.org/about/0,2337,en\\_2649\\_34889\\_1\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/about/0,2337,en_2649_34889_1_1_1_1_1,00.html)

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

    **All themes**

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

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

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

    **All themes**

**Responsible Business Alliance (RBA)**

<http://www.responsiblebusiness.org/>

RBA (formerly EICC) promotes an industry code of conduct for a group of companies working together to create a comprehensive set of tools and methods that support credible implementation of the Code of Conduct throughout the Electronics and Information and Communications Technology (ICT) supply chain.

    **All themes**

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