



ecovadis

EcoVadis Corporate Social
Responsibility (CSR)
Assessment Report

Company assessed:
KAJ SP Z OO

Overall score: 50 /100
October 2019

CSR performance: Moderate

Size: S
Headquarters country: Poland
Risk country operations: NO
Industry: Manufacture of plastics products

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ABOUT CORPORATE SOCIAL RESPONSIBILITY (CSR)

Corporate Social Responsibility (CSR) is the continuing commitment to act responsibly by integrating social and environmental concerns into business operations. CSR 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

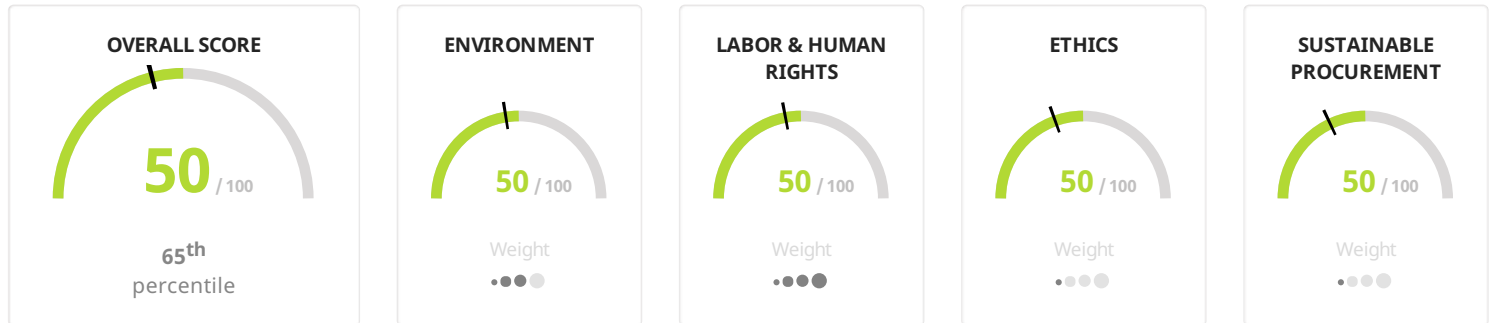
EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and CSR expertise, we strive to engage companies and help them adopt sustainable practices.

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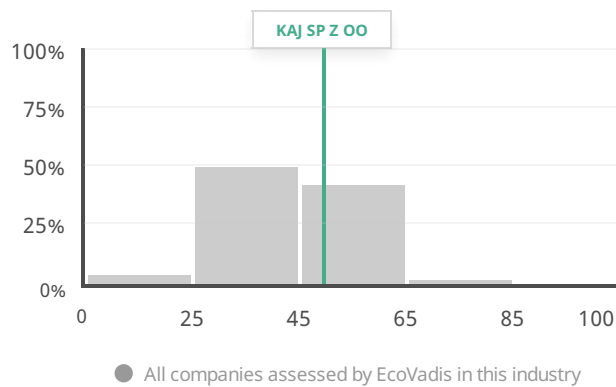
1. CSR PERFORMANCE OVERVIEW

Score breakdown

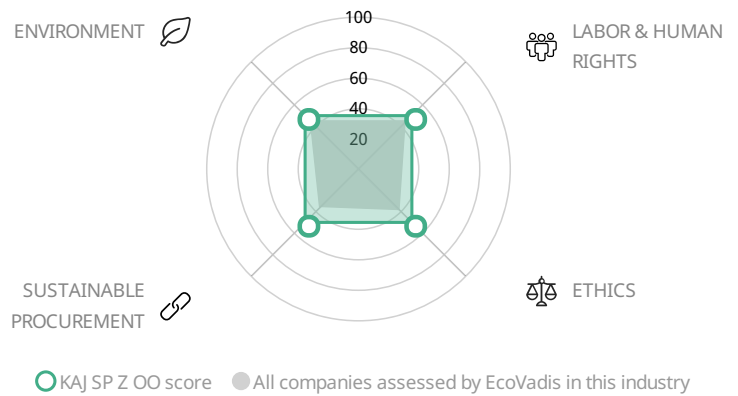
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding Average score



Overall score distribution



Theme score comparison



KAJ SP Z OO has been awarded a silver medal in recognition of CSR achievement! To receive this medal, companies must have an overall score of 46-62.

Corrective Action Plan in progress

The Corrective Action Plan is a collaborative feature designed to support companies' CSR performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. KAJ SP Z OO has a corrective action plan in place and is working on improving their CSR 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 CSR performance. The scorecard is the final output of the EcoVadis assessment. It rates and benchmarks a company's CSR 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 CSR performance against the industry with a score distribution graph and theme score comparisons.

Identify industry trends. Discover the primary CSR 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 CSR risk in the supply chain request an EcoVadis assessment for their trading partners.

2

Questionnaire

Based on a company's specific Corporate Social Responsibility (CSR) 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 CSR analysts.

4

Public Information

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

5

360° Watch Findings

360° Watch Findings comprise relevant public information about companies' CSR practices, identified via more than 2,500 data sources. They can have positive, negative or no score impact.

6

Expert Analysis

Our CSR 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 CSR 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 CSR criteria

1. ENVIRONMENT

OPERATIONS

Energy consumption & GHGs
Water
Biodiversity
Local & Accidental Pollution
Materials, Chemicals & Waste

PRODUCTS

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

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, Discrimination & Harassment
External Stakeholders Human Rights

4. SUSTAINABLE PROCUREMENT

Supplier Environmental Practices
Supplier Social Practices



B. Seven Management Indicators

EcoVadis assessments evaluate a company's CSR 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 CSR criteria.



Policies (weight: 25%)

1. Policies: Mission statements, policies, objectives, targets, governance
2. Endorsement: Endorsement of external CSR 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: Condemns, 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 CSR risk for that company.

Medium

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

High

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

B. Qualitative Information: Strengths & Improvement Areas

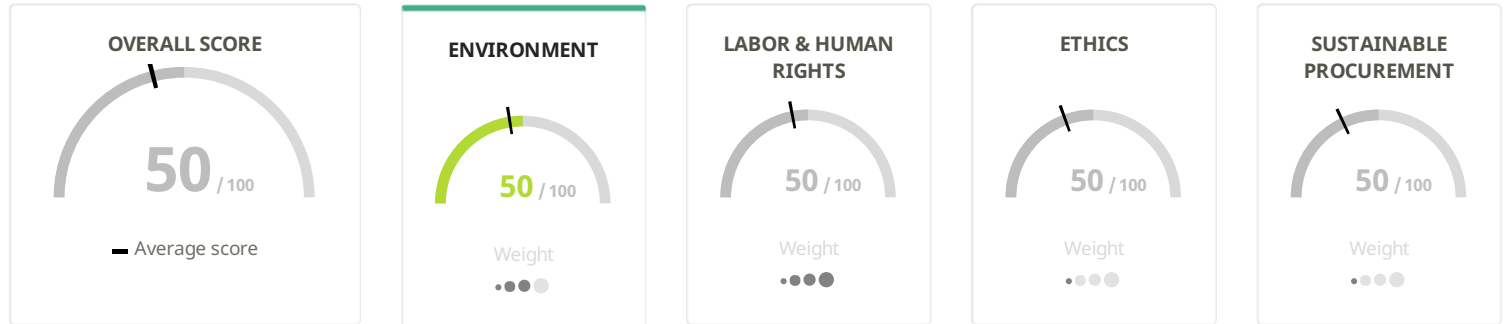
Qualitative information provides more details and insights into a company's score. For each theme, the company is assigned strengths (elements of their CSR management system that are positive) and improvement areas (elements of their CSR management system that need to be improved). The strengths and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

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

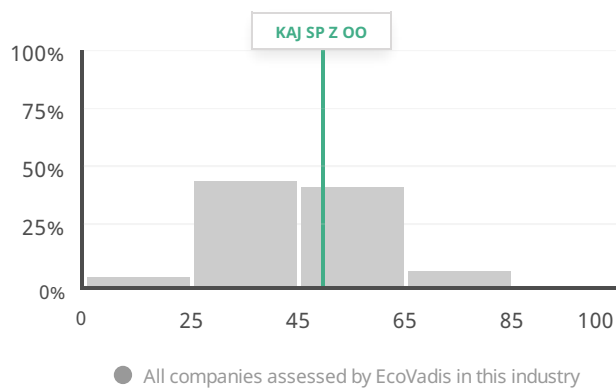
6. ENVIRONMENT

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

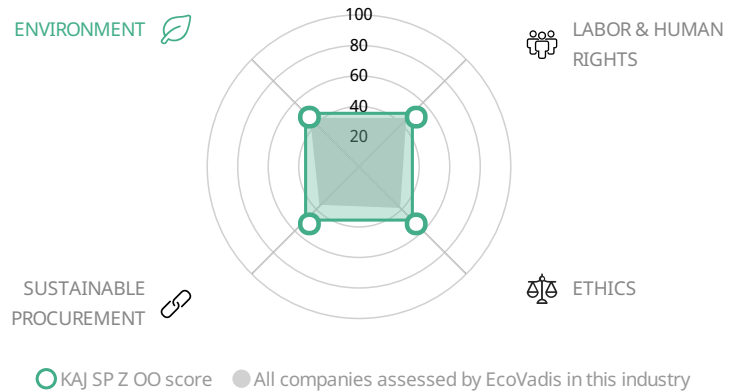
Environment Score Breakdown



Theme score distribution



Theme score comparison



Environment: Activated Criteria

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

Environment: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' CSR 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 (2)

Actions

Company-specific emergency preparedness & response procedure

Information

The company has implemented a procedure regarding the appropriate readiness and emergency response required to deal with crisis situations.

Guidance

A company specific emergency preparedness & response procedure might include elements related to evacuation plans, accidental spill procedures aimed at mitigating impact to the local environment, employees or consumers.

Results

Reporting on percentage of recycled input materials used per year

Information

The company has reported on the percentage of recycled input materials used per year.

Guidance

By purchasing recycled materials for packaging, the company is limiting its environmental impact through the conservation of resources. For example, the use of recycled paper contributes to the diversion of material from landfill. Using recycled plastics reduces the amount of fossil fuel resources, and has an overall lower carbon footprint. There are many different types of recycled materials, for example: glass, paper, cardboard, metal, plastic, etc. Companies are encouraged to monitor the key performance indicators related to recycled packaging.

Improvement Areas (14)

Policies

Medium

No endorsement of external CSR initiatives or principles (e.g. Global Compact)

Information

The company declares it is not a signatory or does not publicly adhere to any external CSR principles, charters, codes of conduct or international guidelines. There is no evidence of public adherence to an external CSR initiative or membership in a voluntary CSR initiative within the company's supporting documentation.

Guidance

Such initiatives can encompass many CSR issues (e.g. Global Compact principles), or focus on a single issue (e.g. Carbon Disclosure Project). They can be intergovernmental (e.g. OECD Guidelines for Multinational Enterprises), multi-stakeholder (e.g. AccountAbility), business-led (e.g. Responsible Care), cross-sector (e.g. Ceres principles) or sector-specific (e.g. Clean Clothes Campaign).

Medium

Basic environmental policies: only basic statements or lacks details on specific issues

Information

The company has issued value statements on environmental issues, which either lack specificity at issue level, do not cover all the major issues the company is confronted with, or lack organizational elements (e.g. review process, dedicated responsibilities, scope of application)

Guidance

A standard environmental policy integrates commitments and/or operational objectives on the main environmental risks the company faces. It is communicated to internal and external stakeholders through a formal dedicated document (e.g. QHSE Policy). A standard environmental policy contains qualitative objectives/commitments specific to those issues. The policy should also incorporate some of the following elements: scope of application, allocation of responsibilities, quantitative objectives (i.e. on energy consumption & GHG emissions), and review mechanisms. Download the How-to Guide on this topic here (in English).

Actions

High

No information on ISO 14001/EMAS certification

Information

No company declaration and no evidence within the supporting documentation on ISO 14001 or EMAS certifications achieved for at least one of its operational sites.

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. The Eco-Management and Audit Scheme (EMAS) an EU voluntary instrument which acknowledges organizations that evaluate, report, and improve their environmental performance on a continuous basis. Organizations located outside the EU Community can also participate (EMAS Global). Some examples of evidence used to demonstrate the coverage of ISO 14001 or EMAS certifications include (but are not limited to): - Individual certificates for each certified site; - A certificate annex clearly stating each individual site covered by the certificate - A sample certificate for one site, along with formalized reporting in a third-party verified report (i.e. CSR Report, Annual Report), which includes the percentage of sites covered by the ISO 14001 or EMAS certification, etc.

Medium

Declares measures for hazardous materials, chemicals & waste management, but no supporting documentation available

Information

The company declares it has implemented actions on hazardous materials, chemicals and waste management (e.g. REACH). However, no information was found on this topic in the supporting documentation.

Guidance

Some examples of actions on this topic include: procedures for handling hazardous substances, work processes or innovative technologies implemented to treat or facilitate clean disposal, and recycling and reuse of waste.

Medium

Declares measures on energy consumption & GHGs, but no supporting documentation available

Information

The company declares that it has implemented actions regarding energy consumption & GHG emissions, however no information was found on this topic in the supporting documentation.

Guidance

Some examples of actions on this topic include: carbon footprint assessment, installation of innovative equipment to reduce energy consumption, and awareness training of employees on energy consumption issues. Download the How-to Guide on this topic here.

Low

No measures in place regarding local & accidental pollution (e.g. noise, dust, spills)

Information

The company declares no specific mechanisms or concrete actions in place regarding local & accidental pollution issues, and there is no evidence contained within the supporting documentation on this topic.

Guidance

Some examples of actions on this topic include: implementation of company-specific emergency preparedness and response procedures, measures to avoid emissions of dust or particles, and regular and formalized soil testing to check soil contamination of heavy metals.

Low

No measures in place regarding environmental impacts from product end-of-life

Information

The company declares no specific mechanisms or concrete actions in place regarding environmental impacts from product end-of-life, and there is no evidence contained within the supporting documentation on this topic.

Guidance

Some examples of actions on this topic include company take back programs, formal life cycle analysis on key products and designing packaging for easy dismantling or recyclability.

Low

Declares measures on water management, but no supporting documentation available

Information

The company declares it has implemented specific actions on water management, however, no information was found on this topic within the company's supporting documentation.

Guidance

Some examples of actions on this topic include: water treatment, recycling and reuse, reduction of wastewater discharge, measurement and control mechanisms for organic water pollutant (BOD) or chemical oxygen demand (COD). Download the How-to Guide on this topic here.

Results

High

Basic reporting on environmental issues

Information

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

Guidance

Based on the information provided for the assessment, reporting does not cover a major portion of relevant issues (i.e. reporting is available for only 1 relevant issue). To improve the quality of reporting, KPIs could include material issues for the company's environmental performance. For example, annual figures on electricity consumption and GHG emissions, waste management, or any other available KPIs. For more information on the specific environmental performance KPIs please refer to the GRI Standards. Download the How-to Guide on this topic here (in English).

Low No information on reporting on total gross Scope 1 and 2 GHG emissions

Low No information on reporting on total water consumption

Low No information on reporting on total weight of hazardous waste

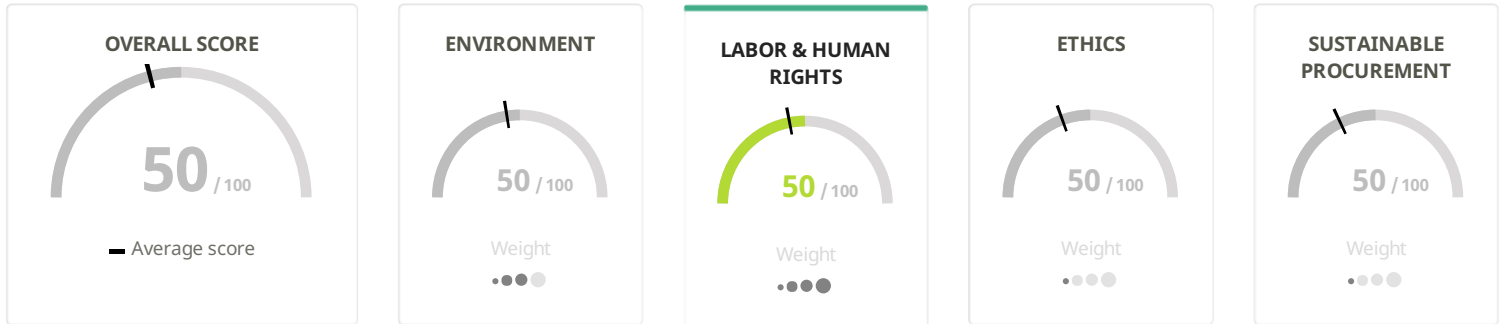
Low No information on reporting on total weight of non-hazardous waste

Low No information on reporting on total energy consumption

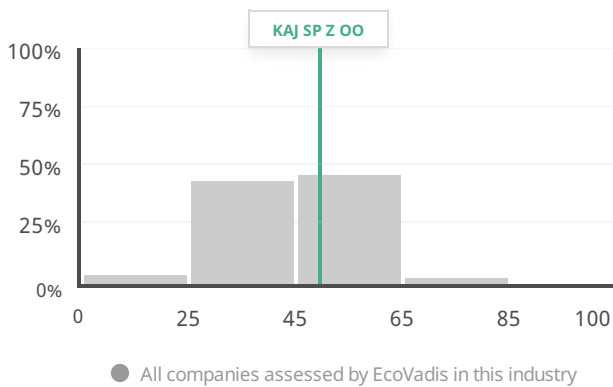
7. LABOR & HUMAN RIGHTS

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).

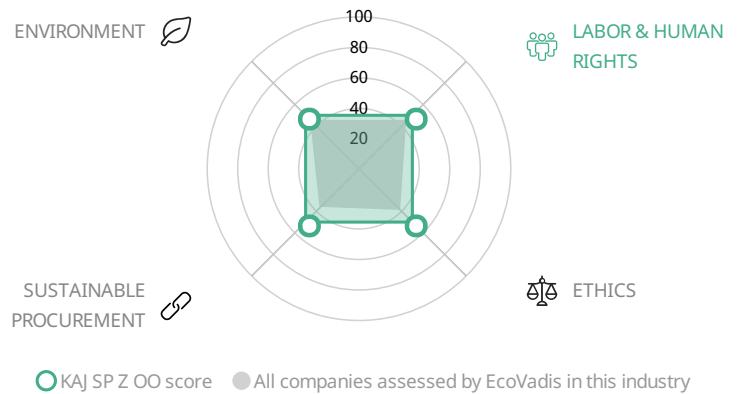
Labor & Human Rights Score Breakdown



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' CSR 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 (8)

Policies

Labor or human rights policy on some relevant issues [i.e. employee health & safety]

Information

The company has formalized statements, commitments, and operational objectives on the management of its labor and human rights practices, focusing on some material issues. The existing policy does not cover the main labor and human rights issues the company is confronted with.

Guidance

A standard labor and human rights policy includes commitments and/or operational objectives on the main labor and human rights risks the company faces. It is communicated to internal and external stakeholders through a formal dedicated document. A standard labor and human rights policy contains qualitative objectives/commitments specific to those issues. The policy should also incorporate some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms. Download the How-to Guide on this topic here (in English).

Actions

Awareness training regarding diversity, discrimination, and/or harassment

Internal audits on health & safety issues

Information

The company carries out internal audits on health & safety issues

Guidance

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

Provision of protective equipment to all impacted employees

Information

The company provides personal protective equipment to all impacted employees

Guidance

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

Employee health & safety detailed risk assessment

Information

The company carries out employee health & safety detailed risk assessments

Guidance

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

Active preventive measures for stress and noise

Information

The company has preventive measures in place against stress and noise

Guidance

The company has measures in place to monitor, prevent and report on noise level and to control the stress level of employees within the company premises. Noise-induced hearing loss is one of the most prominent and most recognised occupational diseases in the Member States of the European Union. Typical sectors for workers exposed to loud noises include construction, agriculture, forestry, manufacturing of metal and wood, mining and quarrying. The definition of stress used by Health and Safety Executive (HSE), namely "the adverse reaction people have to excessive pressures or other types of demand placed on them." Work-related stress can be caused by poor work design (for example, lack of control over work processes), poor management, unsatisfactory working conditions, and a lack of support from colleagues and supervisors. Some examples of measures to reduce stress include: provision of appropriate employee support services, conducting stress risk assessments, ensuring that employees are appropriately trained to fulfill their roles, monitoring working hours and overtime, ensuring that employees take their full holiday entitlement, and offering appropriate support to employees who are experiencing stress outside of work.

Mandatory health check-up for employees

Information

The company provides general mandatory health check-up for employees

Guidance

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

Provision of skills development training

Information

The company provides training to its employees to develop their skills

Guidance

The company has implemented vocational training and instruction, which include skills development training, education paid for in whole or in part by the company, with the goal to provide opportunities for career advancement (Source: Global Reporting Initiative G3). Examples of on-the-job training to enhance employee skills are coaching, mentoring, job rotation, apprenticeships, etc. Total number of hours of training per employee per year can be a significant key performance indicator for this action.

Improvement Areas (8)

Policies

Medium

No endorsement of external CSR initiatives or principles (e.g. Global Compact)

Information

The company declares it is not a signatory or does not publicly adhere to any external CSR principles, charters, codes of conduct or international guidelines. There is no evidence of public adherence to an external CSR initiative or membership in a voluntary CSR initiative within the company's supporting documentation.

Guidance

Such initiatives can encompass many CSR issues (e.g. Global Compact principles), or focus on a single issue (e.g. Carbon Disclosure Project). They can be intergovernmental (e.g. OECD Guidelines for Multinational Enterprises), multi-stakeholder (e.g. AccountAbility), business-led (e.g. Responsible Care), cross-sector (e.g. Ceres principles) or sector-specific (e.g. Clean Clothes Campaign).

Medium

No supporting documentation or only basic policy on some relevant issues [e.g. career management & training, diversity, discrimination & harassment, working conditions]

Information

The company has either no supporting documentation on policies, or only provided evidence of basic policy statements that do not cover all the major labor practice & human rights issues the company is confronted with.

Guidance

A standard labor and human rights policy includes commitments and/or operational objectives on the main labor and human rights risks the company faces. It is communicated to internal and external stakeholders through a formal dedicated document. A standard labor and human rights policy contains qualitative objectives/commitments specific to those issues. The policy should also incorporate some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms. Download the How-to Guide on this topic here (in English).

Actions

Medium

No information on ISO 45001/OHSAS 18001 certification

Information

No company declaration and no evidence in the supporting documentation on OHSAS 18001 certification achieved for at least one operational site(s).

Guidance

OHSAS 18001 is an international standard for occupational health and safety management systems. It is intended to help an organizations to control occupational health and safety risks. It was developed in response to widespread demand for a recognized standard against which to be certified and assessed. The certification involves an external audit on the facilities' health & safety conditions.

Low No measures regarding working conditions (working hours, remuneration, benefits)

Information

The company declares no specific mechanisms or concrete actions in place regarding working conditions, and there is no evidence contained within the supporting documentation.

Guidance

Some examples of actions on this topic include profit-sharing plans, health care programs, pension plans, promotion of employee initiatives, objectives to have fixed salaries above the minimum legal wage, promotion of work and life balance, transparency on remuneration system, etc.

Results

High Declares reporting on labor and human rights issues, but no supporting documentation available

Information

The company declares it provides reporting regarding labor practices and human rights issues, but there is no information within the company supporting documentation on key performance indicators (KPIs) or statistical figures.

Guidance

In order to measure and monitor the effectiveness of its CSR management system internally, and in order to report performance to stakeholders, a company should report on CSR-related Key Performance Indicators (KPIs). In the EcoVadis assessment, the Reporting indicator looks at the quality, transparency and level of reporting readily available to stakeholders. The KPIs provided should be recent (i.e. within the last 2 reporting periods) and should be for the scope under evaluation. KPIs can be sector-specific and include for instance: the rates of injury/ occupational diseases/ lost days/ absenteeism, the number of work-related fatalities, the employee turnover, the % of employees covered by joint management-worker committees, the % of employees covered by collective bargaining agreements, the average hours of training, breakdown of employees per employee category (e.g. gender, age group, minority), ratio of basic salary and remuneration of women to men by employee category (Source: Global Reporting Initiative G4). Download the How-to Guide on this topic here (in English).

Low No information on reporting on accident frequency rate

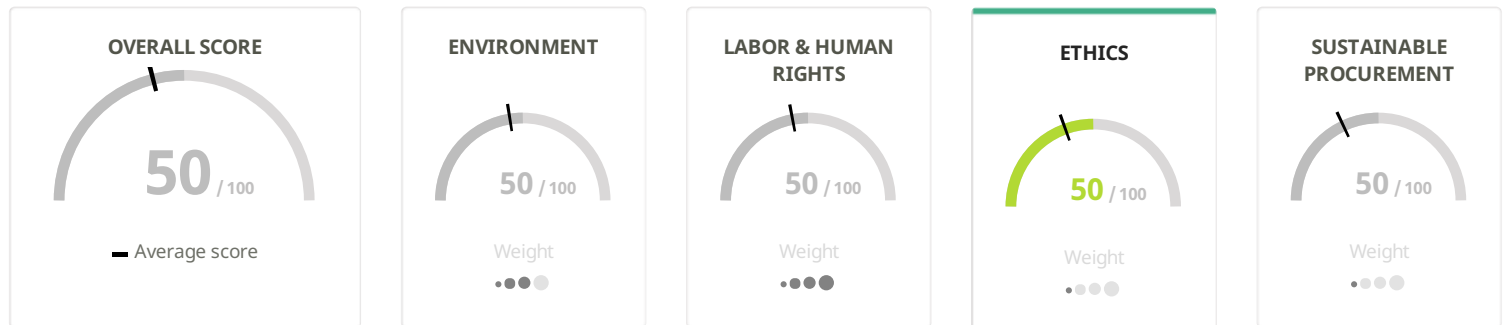
Low No information on reporting on accident severity rate

Low No information on reporting on training hours per employee

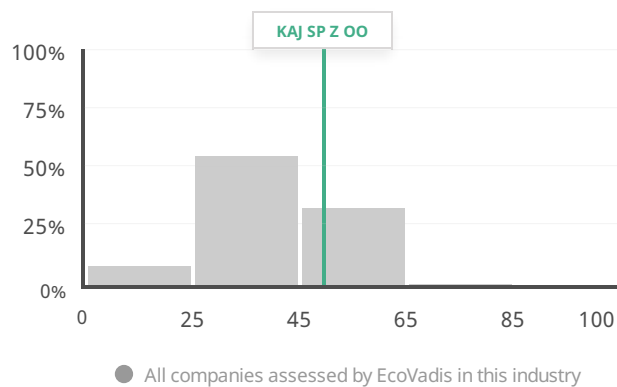
8. ETHICS

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

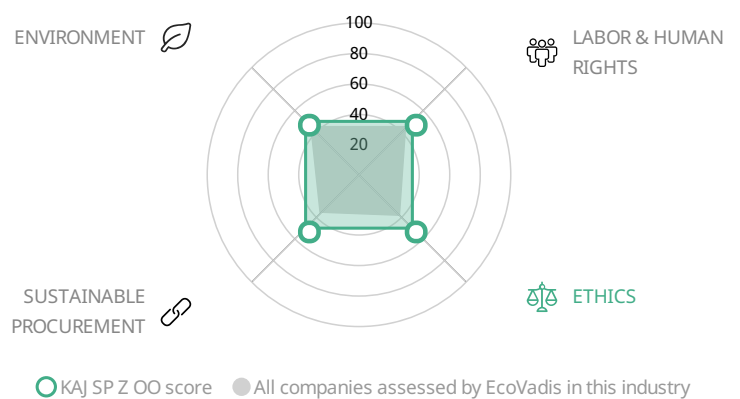
Ethics Score Breakdown



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' CSR 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 (2)

Actions

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.

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.

Improvement Areas (5)

Policies

High

No supporting documentation on ethics policies

Information

There is no formal policy regarding fair business practices within the supporting documentation provided by the company.

Guidance

A standard policy on fair business practices covers corruption & bribery issues and optionally information security and responsible marketing issues, depending on the relevancy for the industry or sector. Such a policy is formalized as qualitative objectives/commitments in a formal policy document e.g. Code of Ethics/Code of Conduct and includes organizational elements (e.g. review process, dedicated responsibilities, scope of application). Download the How-to Guide on this topic here (in English).

Medium

No endorsement of external CSR initiatives or principles (e.g. Global Compact)

Information

The company declares it is not a signatory or does not publicly adhere to any external CSR principles, charters, codes of conduct or international guidelines. There is no evidence of public adherence to an external CSR initiative or membership in a voluntary CSR initiative within the company's supporting documentation.

Guidance

Such initiatives can encompass many CSR issues (e.g. Global Compact principles), or focus on a single issue (e.g. Carbon Disclosure Project). They can be intergovernmental (e.g. OECD Guidelines for Multinational Enterprises), multi-stakeholder (e.g. AccountAbility), business-led (e.g. Responsible Care), cross-sector (e.g. Ceres principles) or sector-specific (e.g. Clean Clothes Campaign).

Actions

High No supporting documentation regarding an effective whistleblower procedure to report ethics issues

Information

No company declaration and no evidence within the supporting documentation regarding presence of an effective whistleblower procedure to report business ethics issues within the company's operations.

Guidance

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

High No supporting documentation regarding third party due diligence on ethics issues

Medium No supporting documentation regarding awareness trainings on corruption

Information

No company declaration and no evidence within the supporting documentation regarding the implementation of awareness or training programs on anti-corruption & bribery issues for employees.

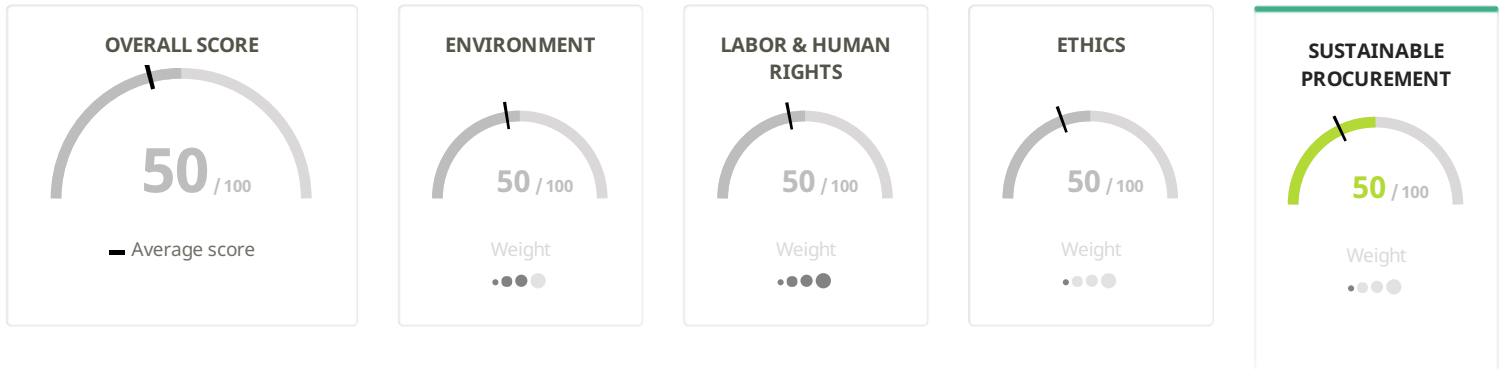
Guidance

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 workplaces such as 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.

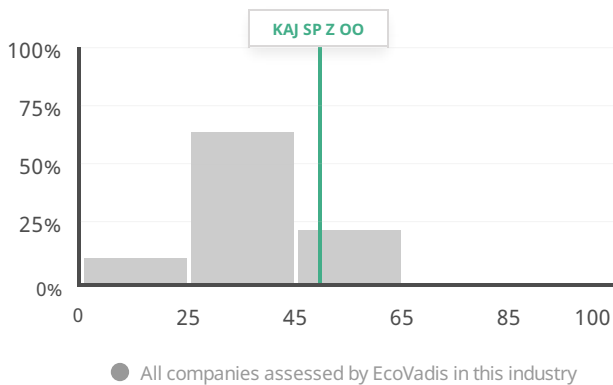
9. SUSTAINABLE PROCUREMENT

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

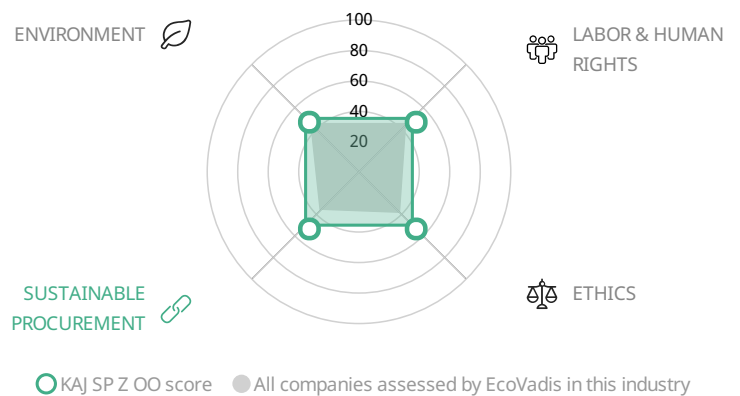
Sustainable Procurement Score Breakdown



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' CSR 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 (1)

Actions

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.

Improvement Areas (4)

Policies

High No supporting documentation on sustainable procurement policies

Information

There is no formal policy on sustainable procurement issues in the supporting documentation provided by the company.

Guidance

A standard sustainable procurement policy integrates commitments and/or operational objectives on all material sourcing risks the company faces. It is communicated to internal and external stakeholders through a formal dedicated document (e.g. Sustainable Purchasing Policy). Download the How-to Guide on this topic here (in English).

Actions

Medium No information on a supplier CSR code of conduct

Information

No company declaration and no evidence within the supporting documentation on a supplier CSR code of conduct.

Guidance

A supplier CSR code of Conduct outlines the company's expectations on their suppliers' practices on the following topics: responsible environmental management, implementation of safe working conditions, treatment of their employees with respect and dignity, and ethical business practices. It can also include information on how the Code will be monitored and reviewed and how violations of the Code will be handled.

Medium No information on social or environmental clauses being included in supplier contracts

Medium No information on CSR risk analysis being conducted (i.e. prior to supplier assessments or audits)

10. 360° WATCH FINDINGS

1 October 2019

No records found for this company on Compliance Database

null

→ No score impact

360° Watch Findings comprise relevant public information about companies' CSR practices that have been identified via more than 2,500 data sources (including NGOs, press and trade unions). 360° Watch Findings are incorporated into the EcoVadis assessment and can have positive, negative or no score impact.


EcoVadis is connected to the following international sources:


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


11. SPECIFIC COMMENTS


Additional comments from our CSR analysts pertaining to the assessment.

Specific comments

 There is a lack of information and supporting documents on implementation measures regarding sustainable procurement issues.

 Some of the supporting documents provided were considered as extended responses to the questionnaire options and are not evidence of documents used within the company's management system.

 The company is not included in any compliance-related watch lists or sanction lists.

 Despite the company implementing measures regarding ethics issues, policies are not formalized or are only basic.

12. CONTACT US

Any questions or need help? Visit our Help Center at support.ecovadis.com

APPENDIX:

INDUSTRY RISK PROFILE

Discover the primary CSR 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 CSR risk and/or total revenue.

CRITERIA ACTIVATION BY THEME:

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

Environment

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

Labor & Human Rights

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

Ethics

Medium	Corruption
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Non-activated

Anticompetitive Practices

Non-activated

Responsible Information Management

Sustainable Procurement 

Medium

Supplier Environmental Practices

Medium

Supplier Social Practices

KEY CSR ISSUES

Find qualitative explanations of the key CSR issues and risk associated with Manufacture of plastics products



Environment

Importance

CSR 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

Plastic manufacturing requires a significant amount of energy. According to the Pacific Institute (1), it takes around 3.4 megajoules of energy to make a one liter plastic bottle, cap, and packaging. The manufacturing process differs according to the type of plastic, though each step of the process (e.g. compounding, extrusion, injection, etc.) requires energy consumption for machinery. Energy intensity levels are highest during the extrusion and thermoforming phases due to the high temperature requirements for these processes. To minimize the environmental impacts caused by non-renewable energy sources, companies should use innovative technologies (e.g. plastic extruders that reduce process temperatures), reduce fugitive emissions, use alternative sources of energy and develop heat recovery systems.

High

Water

Definition

Water consumption during operations. Pollutants rejected into water.

Industry issues

The manufacturing of plastic products does not require as much water as other manufacturing activities; however, water pollution during the manufacturing process occurs. Water polluted with small pre-production plastic pellets are emitted during the unloading phases of production and additional chemicals are emitted during the cooling processes (2). Waters emitted during the cleaning stages potentially contain high Biochemical Oxygen Demand levels, and may contain oil, grease. Companies must properly control and treat water effluents; monitor for, and mitigate leaks; and provide training to ensure safe handling of chemicals. Companies can also reduce water pollutants by substituting chemical products (e.g. biodegradable plasticizer) for eco-friendly alternatives (see also Material, chemicals and waste).

Medium

Local & Accidental Pollution

Definition

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

Industry issues

Pollution, including noise and dust, may result from the manufacturing processes of plastic products (3). The World Bank's 2007 study of the environmental impacts associated with plastic production identified fine dust particles as a material issue because it can cause explosions if left unmanaged (4) To prevent such accidents from occurring, companies should install and maintain air filters to prevent emission concentrations. Additional pollutants resulting from plastic production include spills by the mishandling of chemicals that, when spilled, may contaminate air, soil and water. Numerous national regulations require stringent procedures to prevent such accidents from occurring (e.g. the IPPC directive in the European Union (5)).

High

Materials, Chemicals & Waste

Definition

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

Industry issues

Production inputs of plastic products include large quantities of oil-roughly ¼ liter/1 liter water bottle (1). One alternative used to reduce reliance on oil is the use of plants as an alternative; however, the method remains controversial due to land degradation and food supply consumption caused by over-using plants. Additionally, companies can design lighter or thinner products to reduce their (indirect) consumption of oil or use recycled plastic as raw material. The manufacture of plastic products also causes air pollution that requires mitigation efforts. For instance, processing of PET at high temperatures may result in the emissions of numerous substances (e.g. formaldehyde, methoxy benzene), and volatile organic compounds (VOC)(5). Companies must implement efficient waste management systems for hazardous and non recyclable process waste, including products (e.g. ethylene dichloride (EDC) in PVC production). A large part of production waste, scrap materials and un-degraded pellets are reusable or recyclable.

Medium

Product End-of-Life

Definition

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

Industry issues

Due to the high demand for plastic products, recyclability of plastic products is vital for sector sustainability. The life-span of a plastic bag can be 15 to 1000 years, depending on the kind of plastic used. UNEP (6) stated in 2012 that every square mile of ocean contained 46.000 plastic parts floating on its surface. Plastic wastes endanger ecosystems and cause the deaths of more than a million birds, and more than 100,000 aquatic mammals every year. Manufacturers, as industry actors, should contribute to environmental awareness by manufacturing products containing recycling instructions (resin identification code) to customers of consumer and household goods. For For larger products that contain plastic components, they can ease the recycling process by manufacturing products that reduce dismantling processing and refraining from using multiple resins types. They can as well provide customers with eco-friendly products containing biodegradable or oxo-biodegradable plastics.

Medium

Customer Health & Safety

Definition

Negative health and safety impacts of products and services on customers or consumers.

Industry issues

The health and safety risks linked to the usage of plastics are as numerous as the potential end use of plastic products themselves. Risks exposure is particularly high in the food and beverage as well as the packaging industries due to the recognized consequences associated with plastic and food contact. Exposure to some plastics, including BPA, have been recognized as causes for biological impacts, including increased cancer risk. Risks are higher when plastic are exposed to high temperatures through the use of microwaves). Companies can participate in public research on effects of plastics on health, invest in alternative materials, and prohibit the usage of more the dangerous plastics (e.g. PVC).



Labor & Human Rights

Importance

CSR issue

High

Employee Health & Safety

Definition

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

Industry issues

Workers employed in the sector are exposed to toxic and hazardous effluents and fumes, including toxic vinyl chloride vapors and chlorine, may irritate the lungs and increase the risk of cancer and reproductive issues (5). In order to limit such risks, companies must maintain machinery and adhere to recommended temperatures during the melting process. They also should provide employees with adequate protective equipment, particularly when highly flammable materials are used. As in many industries, there are also risks repetitive strain risks, exposure to noise, and heavy machinery accidents. Each risk exposure can be greatly reduced by effective, continuous training.

Medium

Working Conditions

Definition

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

Industry issues

According the PwC, given the opportunity, 64% of Millennials (and 66% of non-Millennials) would like to occasionally work from home. Apart from standard working conditions applicable to any activity (e.g. working hours, holidays, wages and benefits) the furniture manufacturing sector faces non-specific issues due to the manufacturing activity involving employees. Measures such as shift allowance, personal & medical insurance can be implemented to improve employees work/life balance by reducing the consequences of their position in their life outside of work.

Medium

Social Dialogue

Definition

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

Industry issues

The Global poll 2012 led by the International Trade Union Confederation (ITUC)(7) shows that 70% of workers from 13 countries worldwide think current labor laws provide inadequate legal protection on wages, and 44% think the legal framework does not ensure reasonable working hours. A sound and structured social dialog is thus of importance especially in a context of medium or low skilled workforce, like in the manufacturing industry of plastic products.

Medium

Career Management & Training

Definition

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

Industry issues

A strong workforce provides the basis for a successful company. In order to foster their commitment, plastic manufacturers must continually invest in training and development for their employees. For employees working for the sector, skills development training in new equipment usage not only keeps employees up-to-date on new technologies, it also supplements health and safety training. The sector as a whole benefits from career management systems as training, combined with fair wages and work environment, motivates employees. Companies engaged in this sector should not only train employees, but also evaluate and provide feedback to employees in order to identify further skills development needs.

High

Child Labor, Forced Labor & Human Trafficking

Definition

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

Industry issues

For companies engaged in the manufacture of plastic products, risks associated with child and forced labor is potentially high, particularly when operating in identified high-risk countries. According to the ILO, there are nearly 21 million victims of forced labour across the world. International standards such as ILO conventions and the Guiding Principles on Business and Human Rights provide a global framework for companies to adhere to in the development of effective sustainable procurement programs. Operational-level mitigation strategies to prevent child and forced labor include hiring procedures that scrutinize worker age and whistle-blowing procedures and disciplinary measures established to reinforce child and forced labor policies.

Medium

Diversity, Discrimination & Harassment

Definition

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

Industry issues

Promoting diversity through non-discrimination policies and practices has positive impacts on both workplace motivation and has been shown to Diversity at work on the other hand is believed to have positive impacts on companies' financial performance. When effective non-discrimination policies not in place however, companies risk financial penalties in countries that have laws and regulations prohibiting discrimination based on various personal characteristics. Managers, as in any other industry, have to be careful regarding cases of gender discrimination and discrimination against handicapped workers.

High

External Stakeholder Human Rights

Definition

Deals with the prevention of direct and indirect human rights impacts of the company's operations on external stakeholders. External stakeholder human rights include any of the inherent rights outlined in the UN Universal Declaration on Human Rights, such as rights to property/land, rights to self-determination, rights to safety/security etc.

Industry issues

As set out in the Guiding Principles on Business and Human Rights, companies have an obligation to respect and promote human rights. For companies operating in identified high risk countries, it is important that human rights impact assessments are performed in order to gain an understanding of where workers' rights, including the right to collective bargaining and limited working hours, are stifled. A European working Conditions Survey found that 5% of respondents were subjected to bullying and/or harassment, and 6% reported threats of violence at work (8). As harassment and threats of violence lead to increased absenteeism and potential legal consequences for companies, it is vital that HR systems are in place to prevent such behaviors. Whistle-blowing and disciplinary measures are effective measures for promoting human rights in the workplace.



Ethics

Importance

CSR issue

Medium

Corruption

Definition

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

Industry issues

Corruption and bribery issues are major issues for any company, particularly when operating in risk countries. Regulations such as the FCPA (Foreign Corrupt Practice Act) in the U.S. or the U.K. Bribery Act address these issues and make it unlawful to make payments to assist in obtaining or retaining business. Companies in this sector are exposed to risks related to corruption due to the level of corruption and bribery that exists in the metals sector (see also SUP 2). As the sector is engaged in manufacturing of products used for public works, there is also corruption risks related to public procurement contracts. Companies should develop and implement effective anti-corruption training programs that address the impacts of bribery, and other forms of corruption, on markets and long term business costs. Any business ethics training program can be reinforced by an effective whistle-blowing procedure.



Sustainable Procurement

Importance

CSR issue

Medium

Supplier Environmental Practices

Definition

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

Industry issues

Inherent risks associated with the processing of plastic are abundant and require effective sustainable procurement programs to ensure sector sustainability. As mentioned in "Water", the prevention of nurdle emissions into water sources is a key sector issue which requires effective management throughout the supply chain. Companies should monitor supplier transportation vehicles and handling systems to ensure that lead sources are secured. Regarding product specifications, companies should require that suppliers comply with international standards regarding the manufacture of chemicals (e.g. REACH in EU). In addition, as plastic industry consumes high quantities of oil-based, non renewable raw materials to manufacture new plastic resins, manufacturers of plastic products might look in their procurement process for alternative raw materials less oil consuming (see also "Materials, Chemical and Waste").

Medium

Supplier Social Practices

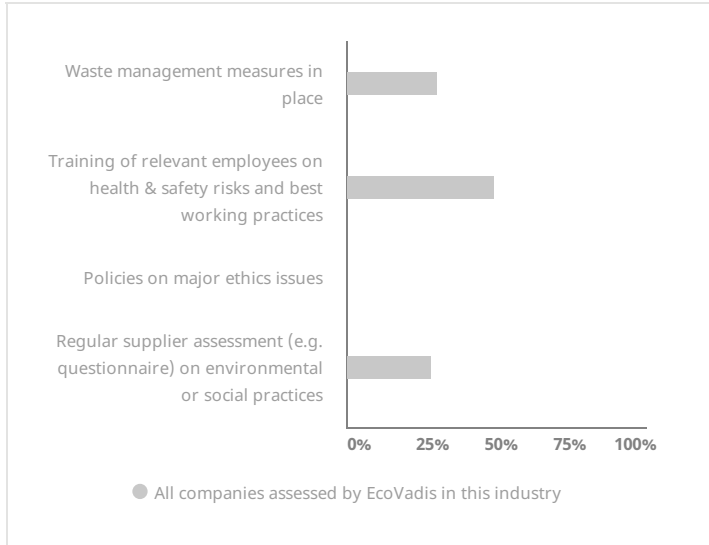
Definition

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

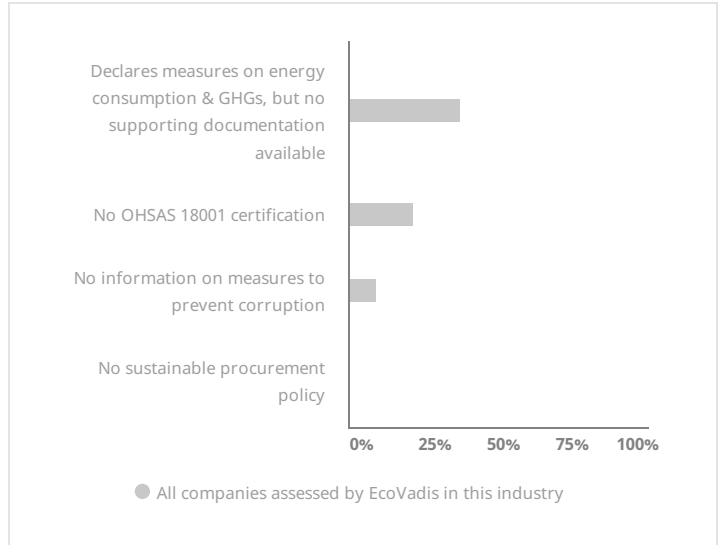
Industry issues

Given the manufacturing nature and the high risk locations of much of manufacturing activities, an effective sustainable procurement program is necessary to prevent labor, human rights and unethical situations from occurring in the supply chain. The manufacturing location, combined with the low-skilled, vulnerable social status of workers in the manufacturing labor market, human rights abuses, including poor working conditions, the inability to join unions, creates a volatile supply chain that increases reputational and logistical risks for companies. Social audits should be performed on manufacturing facilities located in identified high risk countries, and capacity building efforts established to scale labor and human rights management practices are also effective mitigation measures for plastic manufacturers.

Key industry Strengths



Key industry Improvement Areas



CSR KPIs Overview

KPI	All companies assessed by EcoVadis in this industry
Active whistleblowing procedure in place	30%
Audit or assessment of suppliers on CSR issues	26%
Carbon disclosure project (CDP) respondent	6%
Formal code of business ethics OUTDATED	46%
Global Compact Signatory	8%
ISO 14001 certified (at least one operational site)	28%
OHSAS 18001/ISO 45001 certification or equivalent (at least one operational site)	18%
Policy on sustainable procurement issues	21%
Reporting on energy consumption & GHGs	43%
Reporting on health & safety indicators	38%

Main Regulations and Initiatives

EU directive on the limitation of emissions of volatile organic compounds due to the use of organic solvents in certain activities and installations

http://europa.eu/legislation_summaries/environment/air_pollution/l28029b_en.htm

 Regulatory

The purpose of the Directive is to prevent or reduce the direct and indirect effects of emissions of volatile organic compounds (VOCs) on the environment and human health

 Environment

Responsible Care®

<http://www.icca-chem.org/en/Home/Responsible-care/>

Responsible Care® is the chemical industry's global voluntary initiative under which companies, through their national associations, work together to continuously improve their health, safety and environmental performance, and to communicate with stakeholders about their products and processes.

 Environment

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

http://ec.europa.eu/environment/chemicals/reach/reach_intro.htm

 Regulatory

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

 Environment

Eco-Emballages

<http://www.ecoemballages.fr/entreprises/>

Eco-Emballages is a private non-profit company accredited by the French public authorities to install, organize and optimize sorting and selective collection of household packaging. Member companies can share best practices and are incited to improve the eco-conception of packagings.

 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

EU Directive on packaging and packaging waste

http://europa.eu/legislation_summaries/environment/waste_management/l21207_en.htm

 Regulatory

This Directive covers all packaging placed on the market in the Community and all packaging waste, whether it is used or released at industrial, commercial, office, shop, service, household or any other level, regardless of the material used. It has been amended and replaced by the Directive 2004/12/EC .

 Environment

VinylPlus

<http://www.vinylplus.eu>

VinylPlus is the ten-year voluntary programme on Sustainable Development by the whole PVC industry in Europe. Five key sustainable development challenges have been identified for PVC, together with a set of working principles. The first four challenges are technical in nature whilst the fifth challenge addresses raising awareness and understanding of the importance of sustainable development. Each of the challenges is based on The Natural Step System Conditions for a Sustainable Society.

 Environment

Biodegradable Products Institute Certification

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

USA based certification program for biodegradable and compostable plastic products.

 Environment

Standard ISO 14000 (International Standard Organisation)

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

The ISO 14000 family addresses various aspects of environmental management

 Environment

International Labor Organization's Fundamental Conventions

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

 Regulatory


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

 Labor & Human Rights

Standard OHSAS 18001 (Occupational Health and Safety Assessment Series)

<http://www.ohsas-18001-occupational-health-and-safety.com/index.htm>

OHSAS 18000 is an international occupational health and safety management system specification.

 **Labor & Human Rights**

United Nations Convention against Corruption (UNCAC)

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

 Regulatory

The UNCAC is the first leg12y binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices.

 **Ethics**

OECD guidelines for multinational enterprises

http://www.oecd.org/about/0,2337,en_2649_34889_1_1_1_1_1,00.html

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

 **All themes**

Standard ISO 26000 (International Standard Organisation)

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

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

 **All themes**

Foreign Corrupt Practices Act of 1977

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

 Regulatory

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

 **Ethics**

United Nations Global Compact (10 principles)

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

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

 **All themes**

Standard Global Reporting Initiative's (GRI)

<http://www.globalreporting.org/Home>

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

 **All themes**

Carbon disclosure project

<https://www.cdp.net>

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

 **Environment**

Sources

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<http://pacinst.org/publication/bottled-water-and-energy-a-fact-sheet/>

2- EPA, 2011, Government Ordered Cleanup of Illegally Discharged Plastic Pellets will Protect San Francisco Bay, Endangered Species

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3- Northern Ireland Environment Agency (NIEA) and SEPA, Environmental Guidance For Your Business, Plastic processing

http://www.netregs.org.uk/business_sectors/rubber_plastic_products/plastics_processing.aspx

4- The European Commission, Jan 2008, Directive 2008/1/EC concerning integrated pollution prevention and control

<http://eur-lex.europa.eu/>

5- World Bank Group, International Finance Corporation, April 2007, Environment, Health, and Safety Guidelines, Metal, Plastic, and rubber products manufacturing

[http://www.ifc.org/wps/wcm/connect/0749ef004885566dba04fa6a6515bb18/Final - Metal, Plastic, and Rubber Products Mnfg.pdf?MOD=AJPERES](http://www.ifc.org/wps/wcm/connect/0749ef004885566dba04fa6a6515bb18/Final_-_Metal,_Plastic,_and_Rubber_Products_Mnfg.pdf?MOD=AJPERES)

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7- International Trade Union Confederation, 2012, Summary of Anker Solutions Report Fieldwork by TNS

http://www.ituc-csi.org/IMG/pdf/itucreport_2012.pdf

8- European Agency for Safety and Health at Work, Workplace Violence and Harassment: a European Picture, 2009

<https://osha.europa.eu/en/publications/reports/violence-harassment-TERO09010ENC/>