GOLD
2021
ecovadis
Sustainability
Rating

ecovadis

EcoVadis Sustainability Assessment Report

Company rated:
QUALIFORM SASU

Overall score: 71 /100
October 2021

Sustainability performance: Advanced

Size: S
Headquarters country: France
Risk country operations: No
Industry: Manufacture of plastics products

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ABOUT SUSTAINABILITY

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

ABOUT THE ASSESSMENT

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

ABOUT ECOVADIS

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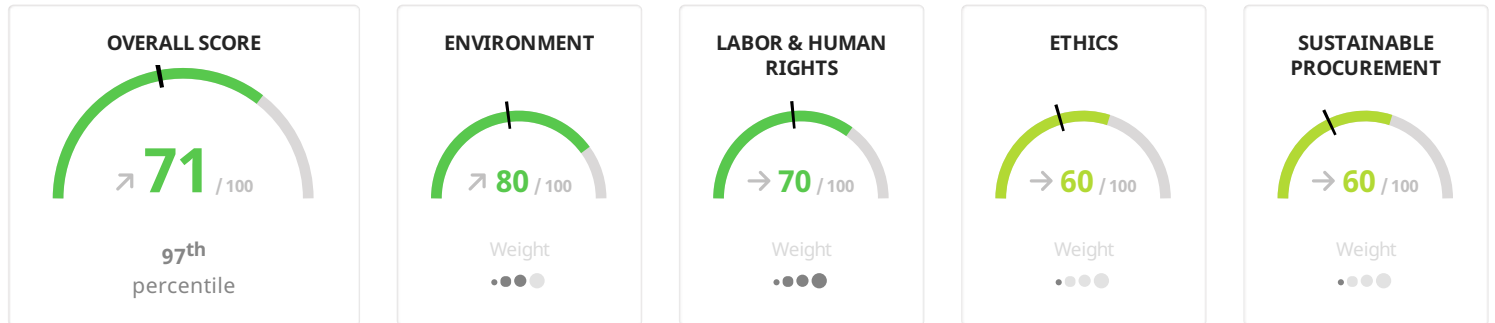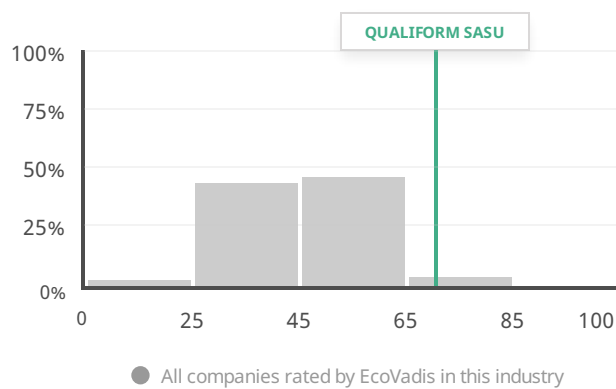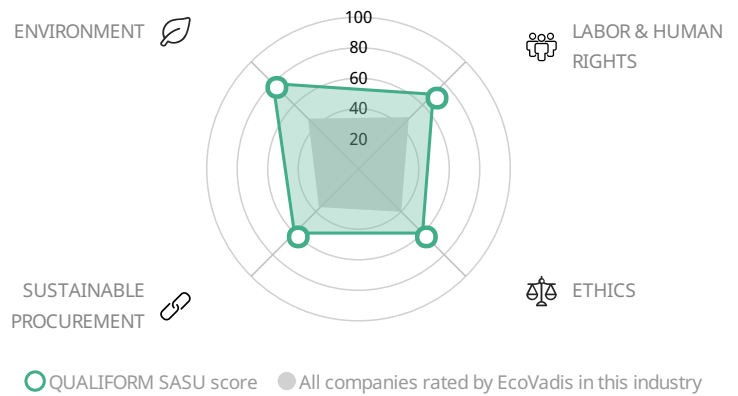
1. SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

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

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ **71** / 100	↗ **80** / 100	→ **70** / 100	→ **60** / 100	→ **60** / 100
97th percentile	Weight ●●●●	Weight ●●●●	Weight ●●●●	Weight ●●●●

Overall score distribution

QUALIFORM SASU

● All companies rated by EcoVadis in this industry

Theme score comparison

ENVIRONMENT — LABOR & HUMAN RIGHTS — ETHICS — SUSTAINABLE PROCUREMENT

○ QUALIFORM SASU score   ● All companies rated by EcoVadis in this industry

GOLD
ecovadis 2021
Sustainability Rating

QUALIFORM SASU has been awarded a gold medal in recognition of sustainability achievement! To receive this medal, companies must have an overall score of 66-73.

Corrective Action Plan in progress

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. QUALIFORM SASU has a corrective action plan in place and is working on improving their sustainability management system.

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
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 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 sustainabiliy 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.

B. Qualitative Information: Strengths & Improvement Areas

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

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

C. The Scoring Scale

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

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

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ 71 / 100	↗ 80 / 100	→ 70 / 100	→ 60 / 100	→ 60 / 100
— Average score	Weight ●●●○	Weight ●○●●	Weight ●○●●	Weight ●○●●

Theme score distribution

QUALIFORM SASU

● All companies rated by EcoVadis in this industry

Theme score comparison

ENVIRONMENT 🍃   LABOR & HUMAN RIGHTS 👥

SUSTAINABLE PROCUREMENT 🔗   ETHICS ⚖️

○ QUALIFORM SASU score   ● All companies rated by EcoVadis in this industry
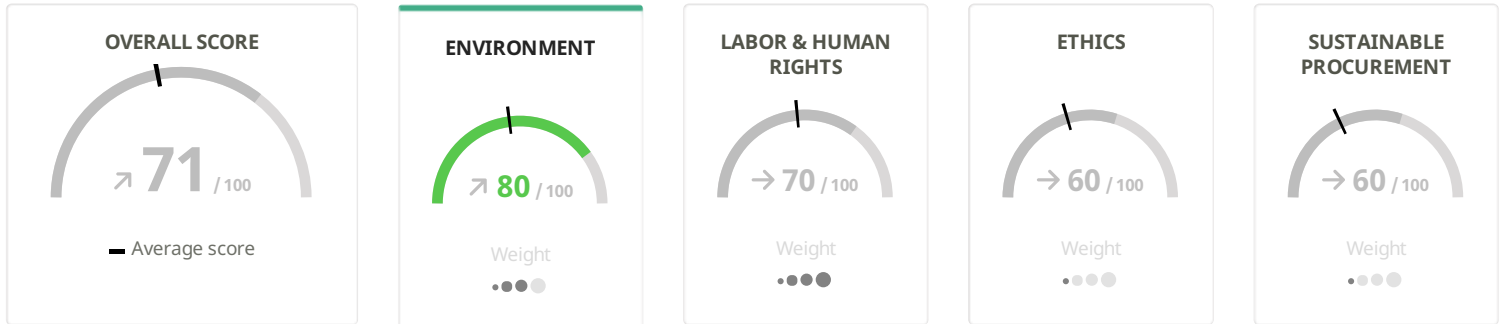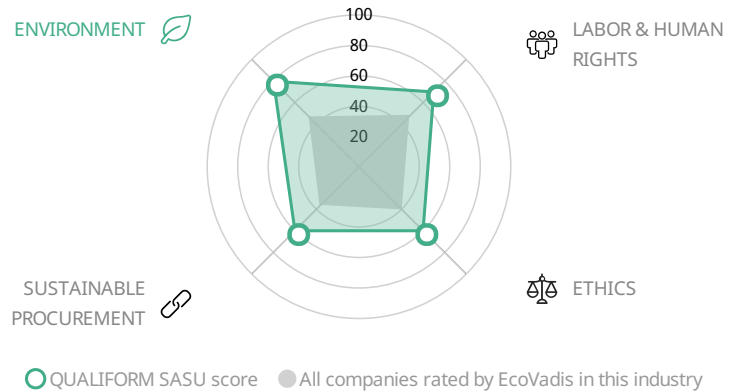
Environment: Activated Criteria

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

Environment: Strengths & Improvement Areas

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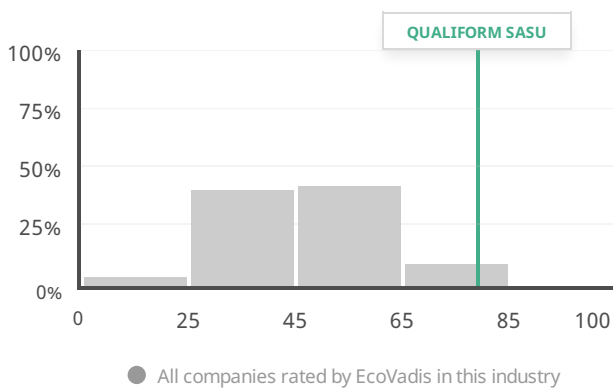
Environment

Weight ● ● ● ●

Strengths (17)

Policies

Quantitative objectives set on some relevant issues [i.e. energy consumption & GHGs , water, materials, chemicals & waste]

Information

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

Guidance

Quantitative objectives or targets on environmental 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 quantitative objectives on issues such as energy consumption reduction. 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 reduce our energy consumption by 20% from 2015 levels). Best practices are to issue valid quantitative objectives or targets for all relevant environmental issues in a particular industry sector. Download the How-to Guide on this topic here (in English).

Standard policy on a majority of environmental issues

Information

A standard environmental policy includes commitments and/or operational objectives on the main environmental risks the company faces.

Guidance

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. It is also mandatory for the policy to incorporate some of the following organizational elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all environmental issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements.

Endorsement of the United Nations Global Compact (UNGC)

Information

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

Guidance

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

Actions

Measures to detect and/or eliminate accidental water contamination (e.g. groundwater, surface 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 CO_2 or other GHG emissions of a defined process expressed as carbon dioxide equivalent and this can be done using a carbon footprint calculator.

Employee awareness training on water conservation

Information

The company has a specific awareness (and training) program on reducing water consumption for employees.

Guidance

Awareness programs might include brochures given to employees, notices displayed in the workplace areas, presentation used during talks in order to engage employees on reduction of water consumption. Some examples of areas it could cover include turning off taps, selecting water efficient or water saving equipment (e.g. for facilities management or procurement department staff) and optimizing processes (e.g. change to waterless process, reducing the flow the water, re-use or recycle water).

Company has measures in place to not mix plastics (to facilitate recycling)

Identification of more eco-friendly processing materials

Information

The company provides evidence in supporting documentation on the screening of processing materials to identify those that are eco-friendly.

Guidance

Green production processes seek to minimize the impact of the manufacturing process on the environment at every stage. Therefore, an important objective of the company when carrying out materials selection is to minimise the environmental impacts that result from the use of those materials. Hence, by relying on recyclable or renewable materials, new energy and material conservation initiatives, and "replenishment" programs, environmental impacts are minimized by processing these types of materials.

Company-specific recycle or reuse programs (e.g. company-specific infrastructure or formal partnership established)

Information

The company has implemented specific recycle or reuse programs with regards to recycling or reuse of materials, chemicals and/or waste.

Guidance

Examples of such measures might include installations of specific infrastructure for recycling of waste, agreements with equipment manufacturers to take back equipment for recycling, contracts with specialist waste collectors (e.g. for used oil, metals), and joint working groups with several other companies in the same industry sector / in the same region to set up a common collection and disposal scheme.

Measures implemented to reduce pollutants discharged into water

Information

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

Guidance

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

Waste management measures in place

Information

The company has implemented specific actions regarding management of waste.

Guidance

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

Reduction of water consumption through innovative equipments, methods or technologies

Information

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

Guidance

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

Measures for handling hazardous substances

Information

The company has implemented specific measures and concrete actions regarding hazardous materials management.

Guidance

Some potential examples of these measures might include, employee awareness or training programs on hazardous chemicals handling, formalized processes and documentation for transporting hazardous goods and chemicals and the use of safety checklists for safe storage and safe disposal of hazardous chemicals.

Measures or innovative technologies implemented to reduce, recycle or reuse waste

Information

The company has implemented measures for reducing and/or reusing waste. These measures can be a new process, a facility feature, an operational procedure, a management practice, etc.

Guidance

In order to reduce the amount of waste generated, the company can select to modify its current arrangements by upgrading or changing current equipment (or technologies) in place to optimize the production process. Companies can also reuse or recycle the waste generated from operations as an input into downstream processes to avoid sending that waste to landfill.

Results

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on recycled input materials

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 (8)

Policies

`Medium` Inconclusive documentation for environmental policies on some relevant issues [i.e. local & accidental pollution, product end-of-life, customer health & safety]

Information

The company has either provided no supporting documentation on policies, or provided commitments that do not cover all the major environmental issues the company is confronted with, or has provided supporting evidence that was not approved due to quality/acceptance requirements. e.g. company name, recent date (8 years).

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 materials, chemicals & waste management), and review mechanisms.

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. Sustainability Report, Annual Report), which includes the percentage of sites covered by the ISO 14001 or EMAS certification, etc.

Medium Declares measures on customer health & safety issues, but no supporting documentation available

Information

The company declares actions on the prevention and mitigation of health and safety risks that customers are exposed to. However, no information was found on this topic in the supporting documentation

Guidance

Some examples of actions on this topic include: provision of information for consumer protection, and application of recognized standards to eliminate harmful effects or hazardous defects from products or services.

Low Declares measures on local & accidental pollution (e.g. noise, dust, spills), but no supporting documentation available

Information

The company declares it has implemented actions regarding air pollution issues, however no information was found on this topic within the supporting documentation.

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.

Results

High Reporting available on environmental issues, but some material topics are not covered

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. 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 Declares reporting on total energy consumption, but no supporting documentation available [reporting is obsolete]

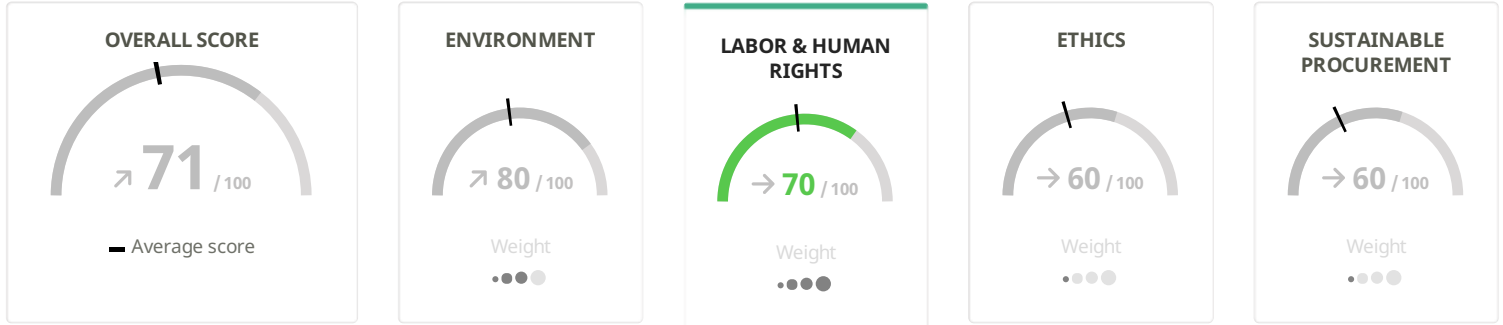**Low** Declares reporting on total water consumption, but no supporting documentation available

Low No information related to reporting on total Scope 1 and 2 GHG emissions
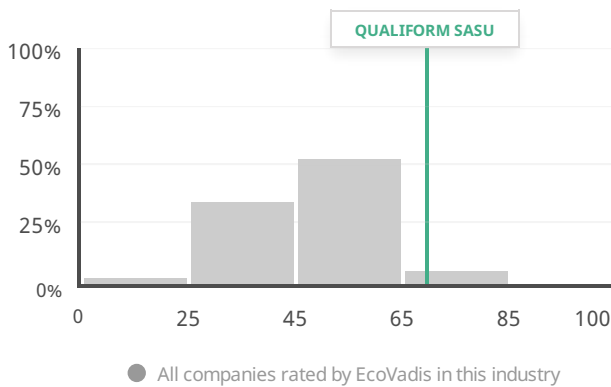
7. LABOR & HUMAN RIGHTS

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).
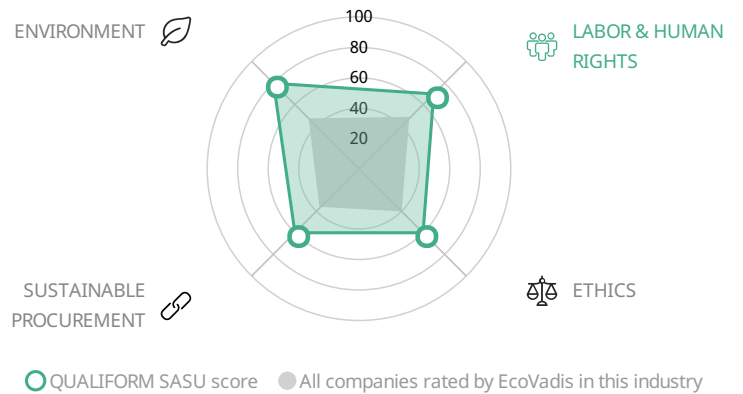
Labor & Human Rights Score Breakdown

OVERALL SCORE	**ENVIRONMENT**	**LABOR & HUMAN RIGHTS**	**ETHICS**	**SUSTAINABLE PROCUREMENT**
↗ **71** / 100	↗ **80** / 100	→ **70** / 100	→ **60** / 100	→ **60** / 100
— Average score	Weight ●●●○	Weight ●●●●	Weight ●●●○	Weight ●●●○

Theme score distribution

● All companies rated by EcoVadis in this industry

Theme score comparison

○ QUALIFORM SASU score   ● All companies rated by EcoVadis in this industry

Labor & Human Rights: Activated Criteria

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

Labor & Human Rights: Strengths & Improvement Areas

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

Labor & Human Rights

Weight ● ● ● ●

Strengths (19)

Policies

Standard policy on a majority of labor or human rights issues

Information

A standard labor and human rights policy includes commitments and/or operational objectives on the main labor and human rights risks the company faces.

Guidance

A comprehensive labor and human rights policy includes commitments and/or operational objectives on the majority of labor and human rights risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks. It is also mandatory for the policy to incorporate some of the following elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all labor practice and human rights issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements.

Endorsement of the United Nations Global Compact (UNGC)

Information

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

Guidance

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

Actions

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.

Additional leave beyond standard vacation days

Information

The company has official measures to promote work-life balance in place, which have been found within the supporting documentation. The company provides additional leave beyond vacation days mandated by local regulations.

Guidance

The company has implemented working practices that acknowledge and aim to support the needs of staff in achieving a balance between their home and working lives. The company provides additional days of leave for employees, outside of standard vacation days mandated by regulations. Additional days of leave can include paternal leave, bereavement leave, jury duty, election day leave, and sabbatical leave.

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

Information

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

Guidance

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

Health care coverage of employees in place

Training on health and safety issues for subcontractors working on the company premises

Information

The company trains its subcontractors on health and safety issues on the company premises.

Guidance

The company has implemented training on health and safety issues for its subcontractors. Safety training aims at implementing health and safety procedures into specific job practices and at raising awareness and skills to an acceptable standard. For example, safety training covers topics such as accident prevention and safety promotion, safety compliance, use of personal protective equipment, chemical and hazardous materials safety, and workplace emergency response procedures. A best practice is to have a training matrix which helps to keep track of which subcontractors 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 subcontractor understands best and to carry out tests or quizzes to ensure training concepts have been successfully transmitted to participants.

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.

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

Information

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

Guidance

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

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.

Joint labor management health & safety committee in operation

Information

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

Guidance

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

Setting of individual career plan for all employees

Information

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

Guidance

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

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

Information

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

Guidance

The company has implemented training on health and safety issues. Safety training aims at implementing health and safety procedures into specific job practices and at raising staff awareness and skills to an acceptable standard. For example, safety training covers topics such as accident prevention and safety promotion, safety compliance, use of personal protective equipment, chemical and hazardous materials safety, and workplace emergency response procedures. A best practice is to have a training matrix which helps to keep track of which employees have been trained, the date of the training, the training topic, and expected dates for refresher trainings. Monitoring of training attendance certificates is also suggested. It is also a best practice to have the training carried out in the language that the employees understand best and to carry out tests or quizzes to ensure training concepts have been successfully transmitted to participants.

Results

Reporting on average training hours per employee

Reporting on accident frequency rate

Information

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

Guidance

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

Improvement Areas (5)

Policies

Medium   Inconclusive documentation for labor and human rights policies on some relevant issues [i.e. working conditions]

Information

The company has either provided no supporting documentation provided on policies, or provided commitments that do not cover all the major labor & human rights issues confronted by the company, or has provided supporting evidence that was not approved due to quality/acceptance requirements. e.g. company name, recent date (8 years).

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.

Actions

`Low` Declares actions in place to promote diversity, equity & inclusion, but no supporting documentation available

Information

The company declares having measures on discrimination and/or harassment issues in place but there is no evidence within the supporting documentation provided by the company.

Guidance

Discrimination refers to the different treatment given to people in hiring, remuneration, training, promotion, and termination which is based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age (source: ISO 26000). Harassment (as per the US Equal Employment Opportunity Commission) refers to the unwelcome conduct based on the same criteria mentioned above. Offensive conduct may include, but is not limited to, offensive jokes, slurs, physical assaults or threats, intimidation, insults, and interference with work performance. Examples of measures might include the presence of complaint and reporting mechanisms, actions implemented for the integration of disabled people in the company, actions to promote gender and racial equality in the workplace, and awareness training on these issues. Download the How-to Guide on this topic here.

`Low` No information on ISO 45001 certification

Results

`High` Reporting available on labor and human rights issues, but some material topics are not covered

Information

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

Guidance

Based on the information provided for the assessment, reporting does not cover a major portion of relevant issues. To improve the quality of reporting, KPIs could include injury rates, number of employees covered by social benefits, number of employees trained on discrimination, or the % of employees covered by collective bargaining agreements just to name a few. For more information on examples of specific labor and human rights related KPIs, please refer to the Global Reporting Initiative. Download the How-to Guide on this topic here (in English).
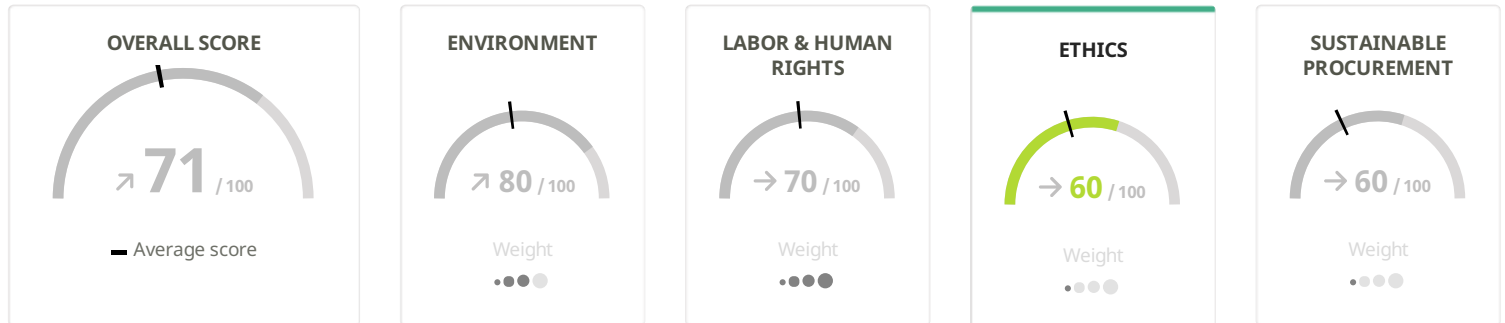
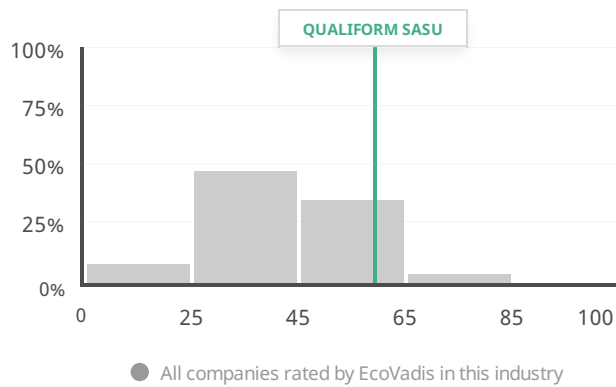`Low` Declares reporting on accident severity rate, but no supporting documentation available

8. ETHICS

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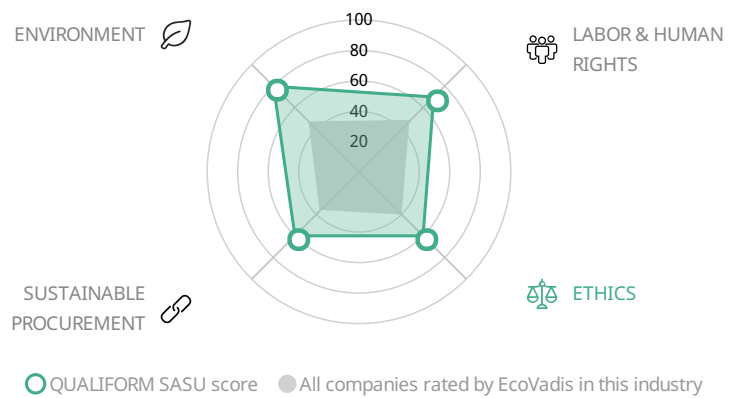
Ethics Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ **71** / 100	↗ **80** / 100	→ **70** / 100	→ **60** / 100	→ **60** / 100
— Average score	Weight ●●●○	Weight ●●●●	Weight ●○●●	Weight ●●●○

Theme score distribution

QUALIFORM SASU

● All companies rated by EcoVadis in this industry

Theme score comparison

ENVIRONMENT

LABOR & HUMAN RIGHTS

SUSTAINABLE PROCUREMENT

ETHICS

○ QUALIFORM SASU score ● All companies rated by EcoVadis in this industry

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.

ecovadis

Ethics

Weight ● ● ● ●

Strengths (4)

Policies

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.

Endorsement of the United Nations Global Compact (UNGC)

Information

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

Guidance

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

Actions

Implementation of a records retention schedule

Improvement Areas (3)

Actions

High   No supporting documentation regarding awareness trainings on ethics issues

Information

No company declaration and no evidence within the supporting documentation regarding the implementation of awareness trainings on business ethics issues.

Guidance

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

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 an ethics due diligence program on third parties

Information

No company declaration and no evidence within the supporting documentation regarding the implementation of systematic compliance and due-diligence measures when dealing with third-party intermediaries (i.e. commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) acting on its behalf.
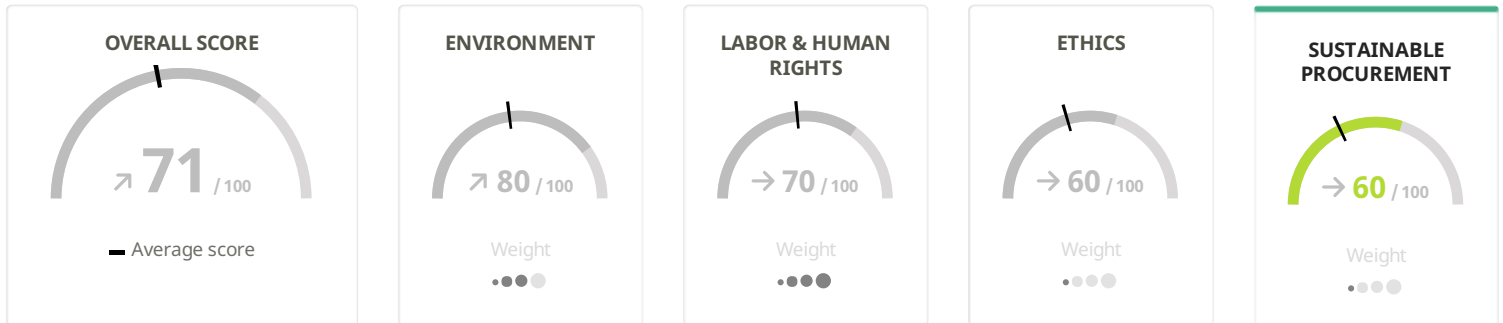
Guidance

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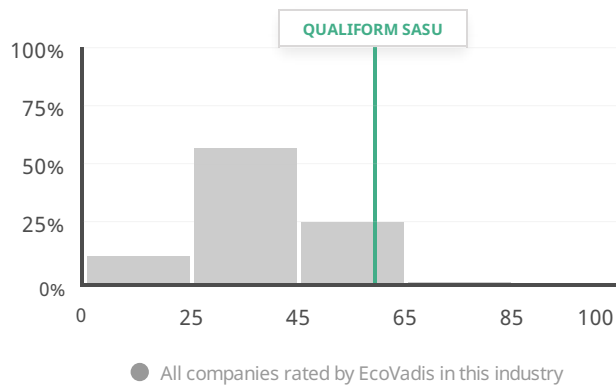
9. SUSTAINABLE PROCUREMENT

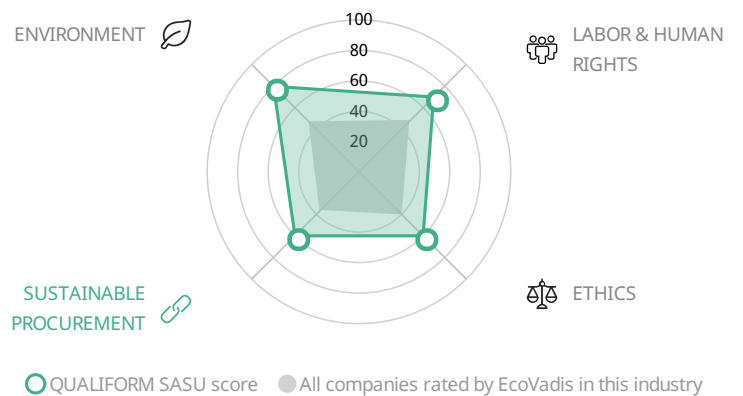This theme focuses on both social and environmental issues within the company supply chain.

Sustainable Procurement Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
↗ **71** / 100	↗ 80 / 100	→ 70 / 100	→ 60 / 100	→ **60** / 100
— Average score	Weight ●●●○	Weight ●●●●	Weight ●●●○	Weight ●●●○

Theme score distribution

● All companies rated by EcoVadis in this industry

Theme score comparison

○ QUALIFORM SASU score   ● All companies rated by EcoVadis in this industry

Sustainable Procurement: Activated Criteria

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

Sustainable Procurement: Strengths & Improvement Areas

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

Sustainable Procurement

Weight ● ● ● ●

Strengths (4)

Policies

Sustainable procurement policies on both supplier environmental and social practices

Information

The company has formalized statements, commitments, and/or operational objectives on the management of its sustainable procurement policies. The existing policy covers both environmental and social factors that the company may be confronted with.

Guidance

The standard sustainable procurement policy includes 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. A comprehensive sustainable procurement policy also includes additional organizational elements such as a regular review mechanisms, an allocation of responsibilities, and a clearly defined scope of application.

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.

On-site audits of suppliers on environmental or social issues

Information

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

Guidance

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

Results

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

Improvement Areas (3)

Actions

High   Declares social or environmental clauses included in supplier contracts, but no supporting documentation available

Information

The company declares having social or environmental clauses included in supplier contracts but there is no evidence within the supporting documentation provided by the company.

Guidance

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

Low   Declares having a supplier sustainability code of conduct, but no supporting documentation available

Information

The company declares it has a supplier Code of Conduct (i.e. a document that comprises requirements on environmental, labor and/or ethical issues to be followed by its suppliers or subcontractors). However, no evidence of this document was found in the supporting documentation.

Guidance

Supplier Codes of Conduct outline 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.

Low   Declares conducting sustainability risk analysis (i.e. prior to supplier assessments or audits), but no supporting documentation available

Information

The company declares carrying out an in-depth screening of its spend categories to map potential sustainability risk but there is no evidence within the supporting documentation provided by the company.

Guidance

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

10. 360° WATCH FINDINGS

25 January 2021

900.care: refillable personal care thinks outside the box

https://www.luxepackaginginsight.com/article/900-care-refillable-personal-care-thinks-outside-the-box.57844

Brought to life by independant designer Romain Lemahieu, 900.care's shampoo, chewable toothpaste, hand wash and stick deodorant sport a minimalist aesthetic and made-in-France formulas with 95% natural ingredients.900.Care worked with two suppliers to create its bespoke packaging: plastic injection specialist VPI Faiveley Plast, which supplied the RPET and recycled PP toothpaste packs (a three-part mold) as well as the deodorant in PET and recycled PP and flip-top cap for the shower gel. Blow molding company Qualiform manufactured the shower gel and foaming hand wash, in PEHD and recycled PP.

🌿 Environment   → No score impact

18 November 2020

Accord D'entreprise "Accord Collectif Sur La Remuneration" Chez Qualiform

http://www.droits-salaries.com/403010663-qualiform/40301066300025-siege/T00120002880-accord-collectif-sur-la-remuneration-remuneration.shtml

Cet accord signé entre la direction de QUALIFORM et le syndicat CGT et CGT-FO le 2020-11-18 est le résultat de la négociation sur le système de rémunération.

👥 Labor & Human Rights   → No score impact

28 September 2020

Qualiform innove en matière de durabilité avec le nouveau copolyester d'Eastman

http://www.premiumbeautynews.com/fr/qualiform-innove-en-matiere-de,17259

Le Français Qualiform est le premier fabricant de flacons premium en plastique pour l'industrie des cosmétiques à adopter le copolyester Cristal Renew d'Eastman, composé de 50% de matière recyclée certifiée.

🌿 Environment   → No score impact

2 September 2021

No records found for this company on Compliance Database

null

→ No score impact

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

EcoVadis is connected to the following international sources:

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

11. SPECIFIC COMMENTS

Additional comments from our analysts pertaining to the assessment.

Specific comments

💬 No records found in third party risk and compliance database.

💬 The company demonstrates an advanced management system on environmental issues.

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

12. CONTACT US

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

APPENDIX:

INDUSTRY RISK PROFILE

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

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

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

CRITERIA ACTIVATION BY THEME:

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

Environment

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

Ethics

Medium	Corruption

Medium   Anticompetitive Practices

Medium   Responsible Information Management

Sustainable Procurement 🔗

Medium   Supplier Environmental Practices

Medium   Supplier Social Practices

KEY SUSTAINABILITY ISSUES

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

Environment

Importance	Sustainability issue
High	Energy consumption & GHGs

Definition

Energy consumption (e.g. electricity, fuel, renewable energies) used during operations and transport. Greenhouse gases direct and indirect emissions including CO2, CH4, N2O, HFC, PFC and SF6. Also includes production of renewable energy by the company.

Industry issues

In the United States, the chemical industry accounts for 6 percent of the country's total energy usage (1). As key ingredients of the chemical industry tend to be derivatives of hydrocarbons (oil and natural gas), the potential for large quantities of greenhouse gas (GHG) emissions is high. GHG emissions are elevated in the industry due to the use of fossil fuels, flue gas release, and gas flaring practices (2,3). Energy use in the industry is also high, because of the high fossil fuel input requirements to power production - a consequence of the large amounts of energy required in chemical processing (2,3). The production of steam is an important practice in the chemical industry and roughly 52% of energy use is devoted to this purpose; in fact, steam production accounts for 10% of the total industrial manufacturing energy consumed annually in the United States (4). There are many ways to increase energy efficiency the sector. An effective starting point 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. Actual measures can include moving towards an advanced control and optimization (closed loop production) process, reducing gas flaring, and installing more efficient equipment and technology when possible (2). Finally, companies in this sector should 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.

High   Water

Definition

Water consumption during operations. Pollutants rejected into water.

Industry issues

The amount of water used in the production of chemicals varies greatly across the industry, depending on the products being manufactured. Overall it is a very water intensive sector. The most common use for water throughout the industry is for the cooling of substances following chemical reactions (4). In the United States, the chemical industry that requires the largest amount of water is the production of industrial organic compounds - requiring 4,150 Mgal/day. Plastics and synthetics manufacturing requires roughly 1,170 Mgal/day (4,5). The processing of raw materials for chemical manufacturing can also lead to emissions of hazardous chemicals into wastewater. Liquid effluents resulting from cleaning, cooling, or other activities can have serious consequences for the surrounding water system and lead to negative repercussions for the responsible company. To reduce water consumption, innovative water purification technologies can be implemented to facilitate reuse, or to ensure the cleanliness of wastewater emissions. Specific technologies include ion exchange technologies, reverse osmosis and nanofiltration technologies, and separation membranes - which are cross-linked polymer networks that are capable of selecting salt ions, organics or other contaminants to be rejected (6). On-site wastewater treatment plants are an advanced and very effective way to ensure complete control over emissions and enable the recycling of water.

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

In the United States, the production of industrial chemicals emits 517 kg of suspended particulates (TP) per US$ 1 million of production output and 369 kg of toxic chemicals are released to the air per US$ 1 million of production output (6). The release of odors during the production of chemical compounds is also a critical issue for the industry. Inorganic compounds like ammonia, for example, emit offensive fumes to the local environment, causing annoyance and even health problems in surrounding communities (8). Noise creation also requires attention, particularly during processes like the granulation and blending (10). In addition to the more common emissions mentioned above, the chemical industry must also deal with the risk of serious incidents of accidental pollution to air, water, or land (5). The danger of minor to severe spills, like the Seveso, Italy chemical accident in 1976 that gave rise to the European Seveso Directive regarding safe storage of chemicals and improved safety management, is an ever present threat in the industry (7). The threat of spills is heightened during the transportation of chemicals and raw material inputs. Innovative equipment can be used to reduce the emission of particulate matter. Scrubber technologies are constantly improving and can be utilized to reduce the amount of total suspended particulates, as well as odors, released. Assessments can be undertaken to ensure that the surrounding areas are not exposed to unacceptable levels of noise. Corrective actions, like equipment muffling technology, should be implemented if the noise is found to be too great. To deal with the risk of accidental spills and pollution, companies should draw up detailed emergency plans and train employees on the procedures.

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

Sulfur and Nitrogen Oxides, Volatile Organic Compounds (VOCs), Carbon Monoxide, and other harmful compounds are frequently emitted into the air during chemical production (5,11). This is largely due to the use and combustion of hydrocarbons in the industry, but also results from various other chemical reactions. The emission of VOCs and other compounds can be reduced and controlled with scrubbers and other flue gas technologies. While this equipment can be expensive, keeping up to date with the latest emissions reducing technology has numerous benefits for companies operating in this space. Waste is another significant issue in the chemical industry due to the use of material inputs that often result in hazardous byproducts during the manufacturing processes. Manufacturing waste is often produced in the form of filtration sludges, effluent treatment sludges, spent acids and process residues (11). Chlorinated wastes (e.g. PVC) are of particular concern as they can lead to the generation of a highly toxic, bioaccumulative compound known as Dioxin. These types of wastes can be incinerated at very high temperatures to reduce the chance of Dioxin generation (12). Dioxins are known to provoke the onset of various types of cancer as well as reproductive and developmental problems, all of which can have an affect on both human and environmental health (12). This is just one example; many byproducts of plastics product manufacturing can be very harmful to people and the environment if they are not properly disposed of. Proper waste management procedures should be put in place according to best practices. Third parties can be contracted to dispose with particularly difficult or hazardous wastes. When it comes to the handling of hazardous waste, the plastics product manufacturing industry needs to be particularly prepared. Both the material inputs and the chemicals produced are frequently hazardous. Strict procedures need to be implemented to ensure proper handling, storing, and labeling of dangerous materials. For example, the United Nations' Globally Harmonized System of Classification and Labelling of Chemicals (GHS) (aligned with OSHA) can be used to ensure that the hazardous properties of chemicals are clear (13).Companies operating in or importing chemicals into the European Union need to be particularly aware of the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation. REACH requires chemicals to be registered with the European Chemicals Agency in line with specific requirements. To ensure that their environmental management systems are strong and incorporate best practices, plastics product manufacturers can align their environmental management systems with Responsible Care. Organizations can endorse the Responsible Care charter to declare their commitment to sustainability. They can also become certified against the Responsible Care Management System (RCMS) to verify their approach.

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 (14) 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 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

Customer health and safety is an issue of central importance in the chemicals industry due to the often hazardous nature of the products produced. Many products are immediately dangerous to customers. The World Health Organization (WHO) estimates that unintentional poisonings cause around 193,000 deaths per year globally (15). Others chemicals, or products containing certain chemicals, are more subtly harmful over time. The WHO also estimated that in 2012, 1.3 million lives and 43 million disability-adjusted life-years were lost due to exposures to selected chemicals (15). Even when the health impacts are seemingly minute, they can be serious if exposure is prolonged. For example, certain plastics exhibit a phenomenon known as outgassing, where they release hazardous volatile organic compounds over a period of years, negatively affecting air quality and the health of people exposed (16). Companies manufacturing plastic products should seek to be aware of and mitigate all levels and types of risk to customers. There are a number of actions that companies can take to substantially mitigate the risks to customer health and safety. Conducting research on the potential health impacts of products is a necessary starting point. Once hazards are identified, actions need to be implemented in response. For example, phasing out particularly harmful ingredients with less dangerous substitutes. Beyond this, the provision of information to customers is key in the abatement of risk. Providing access to an online database of Material Safety Data Sheets (MSDS) is a thorough and efficient way to ensure that customers know the hazards and how to handle the chemicals or products safely.

Labor & Human Rights

Importance | Sustainability issue

High

Employee Health & Safety

Definition

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

Industry issues

There are a wide range of occupational safety hazards in the chemical sector-notably biological impacts caused by toxic chemicals and physical injuries occurring during the production process. Health and safety incidents, most notably chemical explosions, have been heavily publicized around the world due to the number of injuries that occur when system failures occur. Impacts to individual employees—notably noise and vibration exposures caused by heavy production equipment—are also common in any manufacturing setting. A robust and effective occupational health and safety management system is necessary to prevent exposure to toxic chemicals and to prevent physical injuries in the production of plastics products. Companies must perform occupational health and safety risk assessments that include not only production process impacts, but also toxic chemical exposures. Biological impact monitoring of employees should be periodically administered as well as employee training programs designed not only around safe machine use, but also around identifying biological impacts (17). Manufacturers should establish internal controls to prevent substance abuse in order to minimize human error. Lastly, an effective emergency response procedure that includes emergency eye wash/showers, fire suppression equipment should be accessible to all plant employees. Companies should refer to OSHA health and safety guidelines (18) to better understand general occupational health and safety systems management and Responsible Care's occupational management resources.

Medium   Working Conditions

Definition

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

Industry issues

Human capital investment is increasingly important for companies seeking to develop a sustainable work force while reducing hiring costs associated with high employee turnover. Employees should be adequately compensated through wages and other social benefits that reflect regional variations in living costs and state provided social protections. 79% of The International Trade Union Confederation's 2017 Global Poll respondents believe that national minimum wages are insufficient, and 87% of respondents believe that the social protections provided in their respective countries are inadequate (19). In the absence of public provision of social protections, including healthcare, family vacation and rest periods, workers are likely to change employers in order to obtain livable wages and adequate social protections. As highlighted by the above figures, it is in the corporate sector's interest to invest in their human capital by providing adequate wages, social benefits and fair work hours to employees. Companies operating in less developed countries where minimum wage laws are deemed inadequate, including in China where 76% of ITUC respondents believe the national minimum wage is inadequate, companies should default to wage standards established by the ILO. When operating in countries where state provided social protections are minimal or absent, companies should provide employees with healthcare and retirement pensions that are consistent with international standards. Employee satisfaction surveys and collective bargaining through worker representative groups, including unions and work councils can assist companies with identifying human capital management needs. Fair pay and social protections, and sector appropriate working conditions are essential for companies to reduce labor costs without sacrificing ethics or production efficiency.

Medium   Social Dialogue

Definition

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

Industry issues

Social dialogue, 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. 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 ITUC respondents disapprove of their working conditions, including wages, benefits and job security - a figure that provides tremendous risks for companies that neglect worker engagement (19). 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 operational location. 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 (20) 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 in the plastics production industry 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 & Human Trafficking

Definition

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

Industry issues

Modern slavery—characterized by low wages, wage theft, violent and coercive working conditions, debt bondage, identification documentation retention, forced trafficking and exposure to unsafe working conditions is a global phenomenon. An estimated 40 million people worldwide are the victims of some form of forced labor—16 million in the private sector alone (21). The latest global estimates indicate that 160 million children were in child labor at the beginning of 2020, accounting for almost 1 in 10 of all children worldwide. 79 million children, nearly half of all those in child labor were in hazardous work that directly endangers their health, safety and moral development (22). Plastic and rubber industries both involve the use of toxic chemicals, which can be proved dangerous if used without proper instructions and protections. It is reported that a significant number of children (boys and girls, mainly between 11 and 17 years old) work in community as well as company owned rubber plantations exposing them to many hazards of injury by use of sharp tools to perform the works (23). The results of the Government of Vietnam's National Child Labor Survey show that an estimated 10,224 child laborers are involved in growing rubber in Vietnam alone (24). Factors contributing to child labor in the rubber sector include household poverty, the existence of worker quota production systems, the high cost of adult labor, a lack of awareness, limited access to education, and limited inspection and enforcement of labor standards. The reasons for labor exploitation include companies seeking cheap labor—often through the hiring of indigenous groups, children and migrant workers to perform hazardous work, and the dependency on temporary labor—often filled through labor agents that engage in practices that facilitate debt bondage. The manufacturing sector as a whole has significant exposure to slavery risks because of its dependency on migrant and other vulnerable labor groups to fill cheap, low-skilled positions. Combined with the construction sector, the manufacturing sector has an estimated 18% of the global migrant class (25). Documented reports of migrant workers subjected to recruitment fees and passport confiscation have been abundant around the world. According to the U.S. Bureau of International Labor Affairs, forced labor occurs among migrant laborers from Bangladesh, India, Myanmar, and Nepal working in more than 100 rubber glove factories throughout Malaysia. Globally, plastic and rubber products affected by forced labor span across toys, plastic components in electronics or appliances, apparel made from rubber, and others (24). In accordance with the Guiding Principles on Business and Human Rights, manufacturers must respect human rights through the establishment of policies, due diligence procedures and provide remedy to victims of human rights violations. In line with the Dhaka Principles companies should prohibit recruitment fees or deposits from workers and should allow workers to move or relocate freely. Companies must implement effective slavery and child labor awareness training, perform impact assessments and monitoring procedures such as site audits. Given the inherent exposure to hazardous chemicals, it is important that manufacturers adhere to ILO child labor conventions for working in hazardous job functions. Employers should provide transparent contracts to all workers regardless of their status, should not require employees to pay recruitment fees or withhold employee documentation during any duration of the labor contract. When cases of forced or child labor are discovered, it is important for companies to remedy the issues through engagement with NGOs to provide remedy to victims, e.g., housing, psychological support and educational opportunities for child workers.

Medium   Diversity, Discrimination & Harassment

Definition

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

Industry issues

Developing a diverse workforce is not only a socially responsible business practice, it is also good for business. Diverse workforces unlock business innovation and drives market growth due to the knowledge that workers from different gender, sexual orientation, race and ethnicity bring to their functions. More diverse companies are better able to win top talent and improve customer orientation, employee satisfaction, and decision making, each of which lead 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% (26). 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 (27). Given the higher returns associated with diverse workforce, it is important that companies take steps to promote diversity in their operations. Companies must first create an environment that is welcoming of workers from all social backgrounds. 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 increasingly 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. In order to reinforce policies, diversity training should be provided to all employees, and anti-discrimination training should be required of all management levels—particularly human resources — with decision making authority. Human resources personnel should perform frequent internal salary audits to determine where wage gaps exist between different social groups within the organization. Additional pro-diversity measures that reinforce non-discriminatory efforts include employee cultural and gender associations that enable social groups to share experiences related to professional integration and networking. Lastly, an effective whistle-blowing procedure should be available to all employees to report concerns related to, or violations of, established anti-discrimination policy.

Ethics

Importance	Sustainability issue
Medium	Corruption

Definition

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

Industry issues

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.

Medium   Anticompetitive Practices

Definition

Deals with anti-competitive practices including among others: bid-rigging, price fixing, dumping, predatory, pricing, coercive monopoly, dividing territories, product tying, limit pricing, and the non respect of intellectual property.

Industry issues

The chemical sector has been subjected to enhance antitrust scrutiny due to several large cartel settlements, most notably the Lysine cartel exposed in the mid-1990s. The sector is prone to cartel behavior due to the homogeneous nature of products, highly concentrated market segments, a condition exacerbated by the high R&D and patent costs that prevent small and medium-sized firms from accessing regional markets. Over the last decade, the European Commission has investigated 23 cartels and convicted 106 chemical companies for their involvement (28). Industry cartel behavior harms a wide range of stakeholders. When companies form cartels, market dominance prevents smaller businessman from accessing and competing in markets, and consumers are unable to freely select the quality and variety of goods and services they desire. Buyers working in a cartelized sector are also subjected to higher prices that ultimately cut into the company bottom line. One particular industry dynamic must be managed carefully by chemical companies operating in the EU market. The EU regulatory regime for the registration, evaluation, authorization, and restriction of chemicals (REACH) encourages companies to work together to avoid redundant and expensive tests of substances, but impacted companies must exchanged information with caution to prevent their competitors from identifying specific patterns and align their market behavior and to not violate competition law when exchanging technical information for REACH purposes (29). In order to ensure market competition antitrust enforcement has received greater attention from US, EU and global law enforcement agencies in recent years. As part of their compliance systems, chemicals companies should implement internal controls to prevent employees and business partners from engaging in anti-competitive practices. Employees should be adequately trained on the market impacts caused by such behaviors. Providing clear and detailed competitor interaction guidelines is one effective way to raise awareness among key employees. Lastly, chemicals companies should have an effective whistleblower procedure allowing employees to confidentially report collusion concerns without retaliation by employers.

Medium **Responsible Information Management**

Definition

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

Industry issues

Companies collect, process and share confidential information belonging to third-parties in order to operate their business. Third-party confidential information includes employee and consumer personal identification information, third parties' intellectual property, and business partner trade secrets. Companies are legally mandated in several jurisdictions to manage third party data responsibly. Breaches of third-party data, including proprietary intellectual property, trade secrets and employee and consumer PII expose companies to operational seizures, financial and reputational impacts caused by stakeholder lawsuits and regulatory penalties. The financial impacts of information security breaches can be both immediate and drawn out over several years, due to possible litigation action by parties who lost confidentiality of their information entrusted to the breached company. The costs of regulatory violations remain severe, and proposed changes to major regulatory frameworks in major countries are likely to impose greater fines. Ponemon Institute estimates the global average cost of a cyber-attack to be US$3.86 million (30). 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. Almost immediately after Target's information breach, the company's net earnings for the fourth quarter were down 46% from the same period the year before. Over time, Target will pay an estimated US$1.4 billion when factoring ongoing legal costs, class-action lawsuits by consumers and business partners, and credit monitoring services for affected consumers (31). In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates are necessary to meet legal requirements in key jurisdictions.

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🔗 Sustainable Procurement

Importance	Sustainability issue
Medium	Supplier Environmental Practices

Definition

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

Industry issues

A high proportion of the materials used in the chemical industry have a very heavy environmental footprint. Many of the material inputs are derived from petroleum extraction; one of the most environmentally intrusive activities of any industry. The extraction of petroleum and other key chemical industry inputs require large amounts of energy and water, release considerable air, water, and waste emissions, and can be responsible for damage to the local environment. Materials such as potassium from potash, limestone, sulfur, molybdenum oxide, copper and ferrous sulfate are all derived from mining activities, an industry that is frequently linked to a number of negative environmental effects. Chemical manufacturers should be aware of these environmental threats in their supply chains when they purchase raw materials and commodities. While mining and other extraction activities are often inextricably linked to some degree of environmental damage, there are vast ranges of activities that determine the level of damage. It is important that suppliers of raw materials are in line with the requirements laid out by the REACH regulation and other similar chemicals laws. Engaging with suppliers to promote best practices can have a large impact on the results. An effective first step is to create a supplier code of conduct that lays out the company's expectations for suppliers' environmental behavior. This can be strengthened with supplier assessments and audits, as well as capacity building and the sharing of best practices.

Medium	Supplier Social Practices

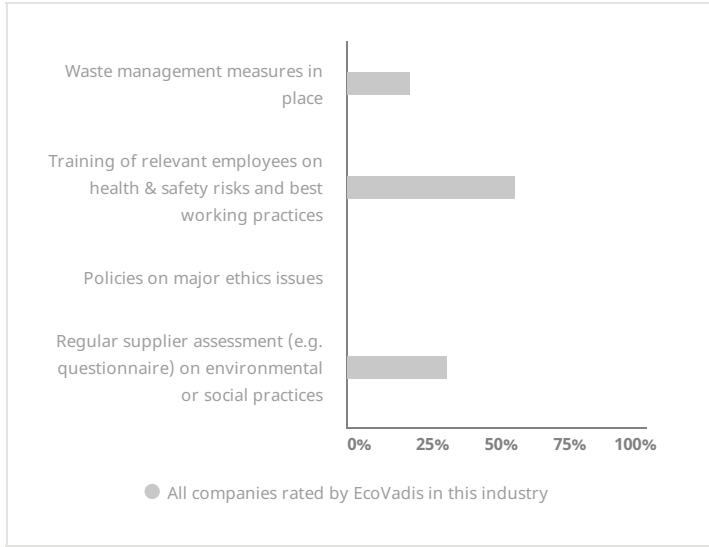### Definition

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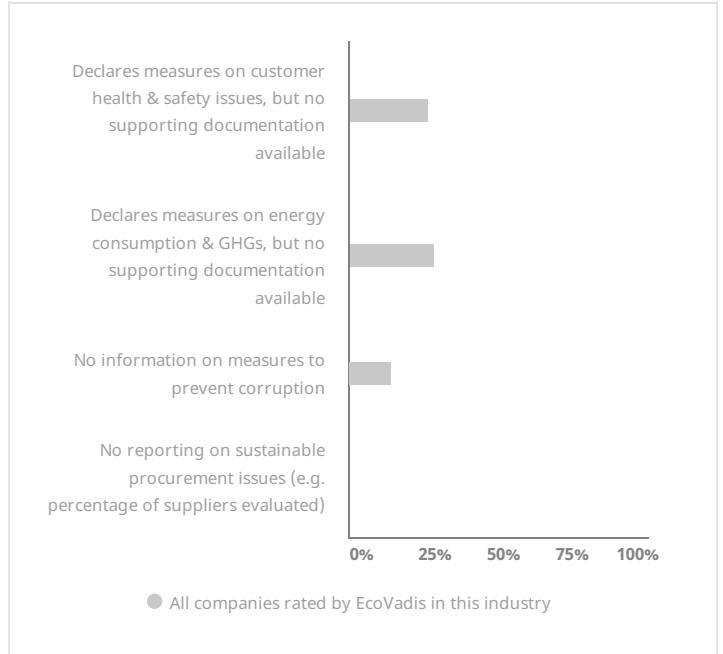
Industry issues

To prevent supply disruptions and potentially costly litigation, companies should work to embed their human rights and business ethics commitments throughout their supply chain operations in order to address operational impacts on stakeholders. Companies have an obligation to respect human rights of both internal and external stakeholder groups, and the public seems increasingly engaged holding companies accountable. In accordance with the UN Guiding Principles on Business and Human Rights, human rights impact assessments should include those of supply chain operations. Companies should develop and implement due diligence procedures, to include supply chain mapping, risk assessments and follow up supplier engagements, including training and on-site audits. Companies should also establish contract provisions detailing supplier expectations regarding human rights protections. Lastly companies should, when necessary, establish grievance procedures in the absence of a supplier procedure.

Key industry Strengths

Waste management measures in place

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

Policies on major ethics issues

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

0% 25% 50% 75% 100%

● All companies rated by EcoVadis in this industry

Key industry Improvement Areas

Declares measures on customer health & safety issues, but no supporting documentation available

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

No information on measures to prevent corruption

No reporting on sustainable procurement issues (e.g. percentage of suppliers evaluated)

0% 25% 50% 75% 100%

● All companies rated by EcoVadis in this industry

Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
Active whistleblowing procedure in place	36%
Audit or assessment of suppliers on CSR issues	30%
Carbon disclosure project (CDP) respondent	7%
Global Compact Signatory	11%
ISO 14001 certified (at least one operational site)	31%
OHSAS 18001/ISO 45001 certification or equivalent (at least one operational site)	20%
Policy on sustainable procurement issues	22%
Reporting on energy consumption or GHGs	30%
Reporting on health & safety indicators	23%

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 certifation 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

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