



SILVER | Top 15%

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Sustainability Rating

OCT 2025



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EcoVadis Sustainability Assessment Report

Company rated:
MISUMI EUROPA GMBH

Overall score: 71/100
October 2025

Sustainability performance: Advanced

Size: M
Headquarters country: Germany
Risk country operations: NO
Industry: Wholesale of other machinery and equipment

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ABOUT SUSTAINABILITY

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

ABOUT THE ASSESSMENT

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

ABOUT ECOVADIS

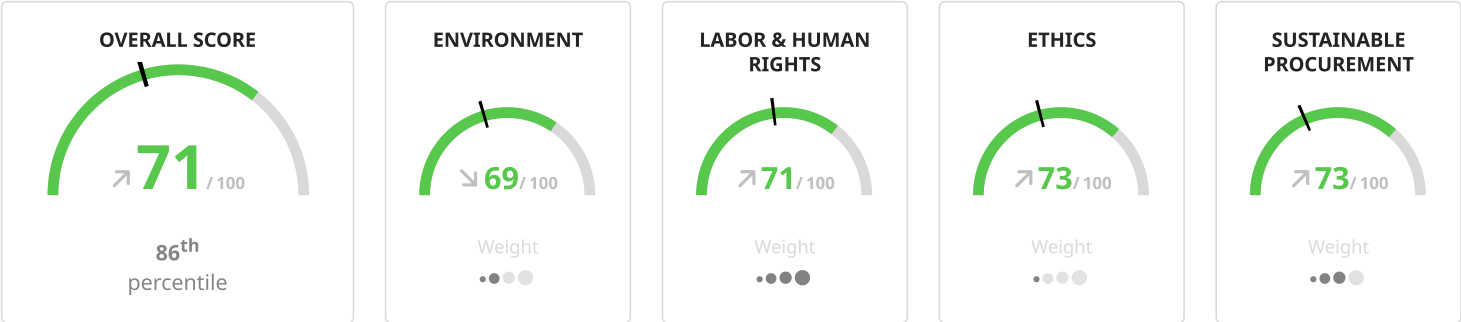
EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

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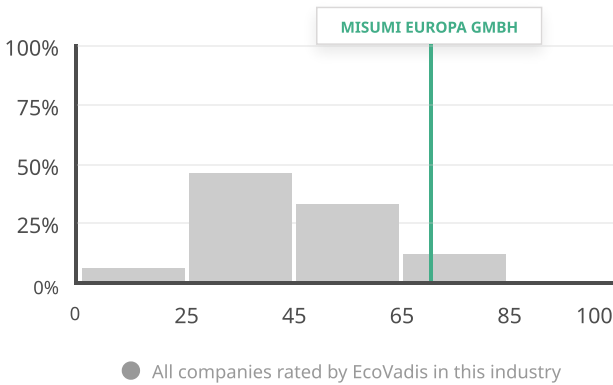
1.SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

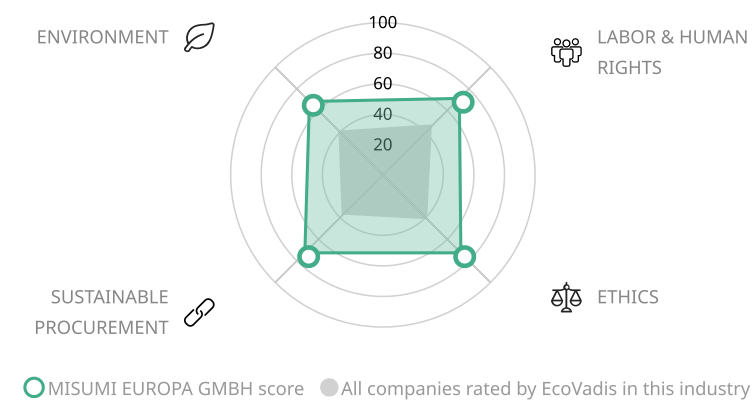
Sustainability performance Insufficient Partial Good Advanced Outstanding Average score



Overall score distribution



Theme score comparison



MISUMI EUROPA GMBH has received a Silver Medal in recognition of its sustainability achievement. This award places it in the top of companies assessed by EcoVadis over the past 12 months.

Corrective Action Plan in progress

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

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

2.ASSESSMENT BENEFITS

Understand:

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

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

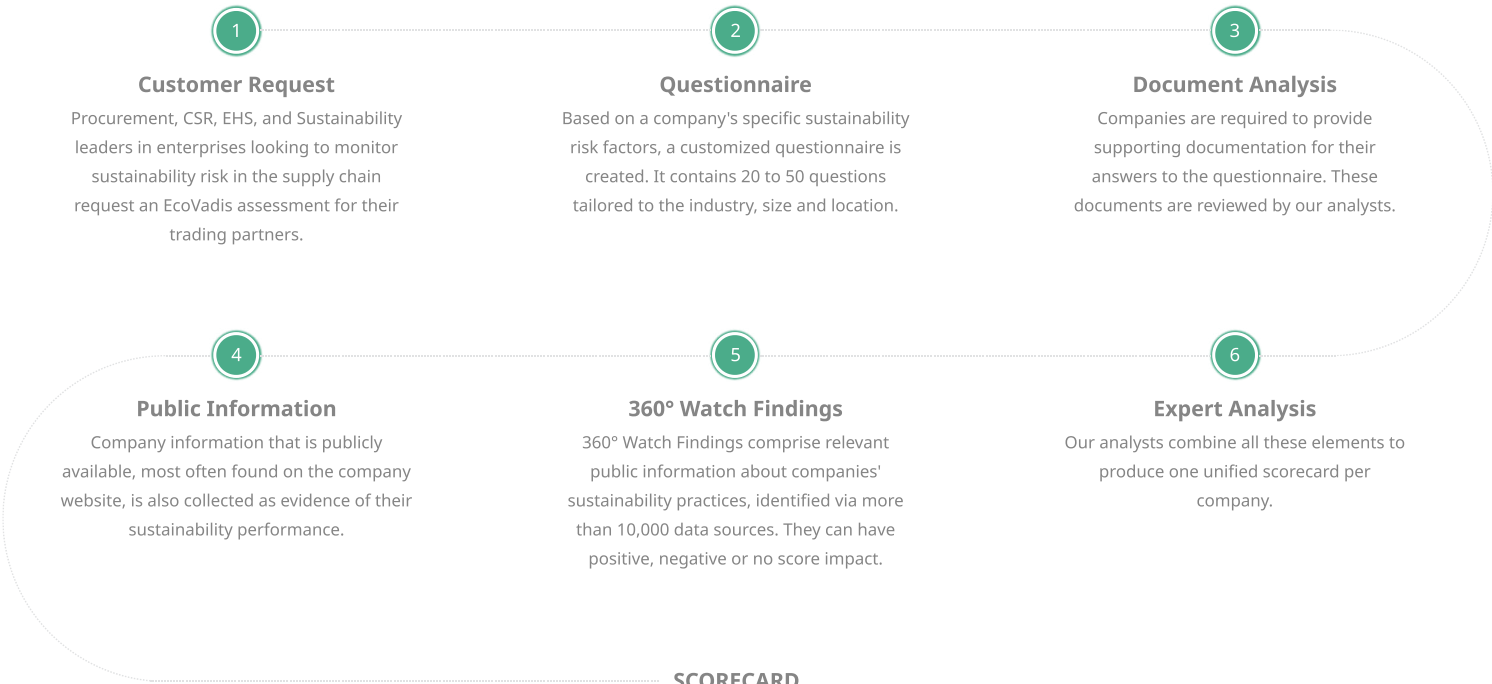
Identify industry trends.Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

Communicate:

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

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

3.ASSESSMENT PROCESS



SCORECARD



4.ECOVADIS METHODOLOGY

A. Four Themes and 21 Criteria

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

21 sustainability criteria

1. ENVIRONMENT

OPERATIONS

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

PRODUCTS

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

2. LABOR & HUMAN RIGHTS

HUMAN RESOURCES

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

HUMAN RIGHTS

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

3. ETHICS

- Corruption
- Anticompetitive Practices
- Responsible Information Management

4. SUSTAINABLE PROCUREMENT

- Supplier Environmental Practices
- Supplier Social Practices

B. Seven Management Indicators

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



Policies (weight: 25%)

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

Actions (weight: 40%)

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

Results (weight: 35%)

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



5.UNDERSTANDING A SCORECARD

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

A. Quantitative Information: Scores & Activated Criteria

Theme Scores:

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

Activated Criteria:

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

Non-activated

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

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.

Medium

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

High

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

! Risk countries only

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

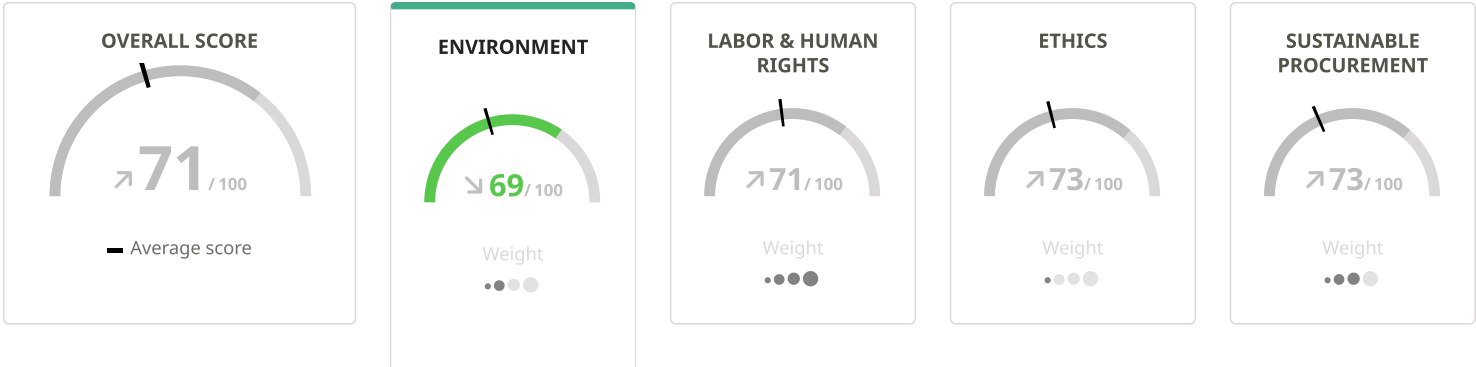
C. The Scoring Scale

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

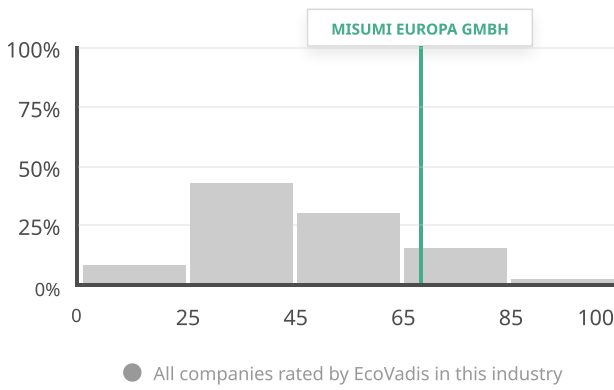
6.ENVIRONMENT

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

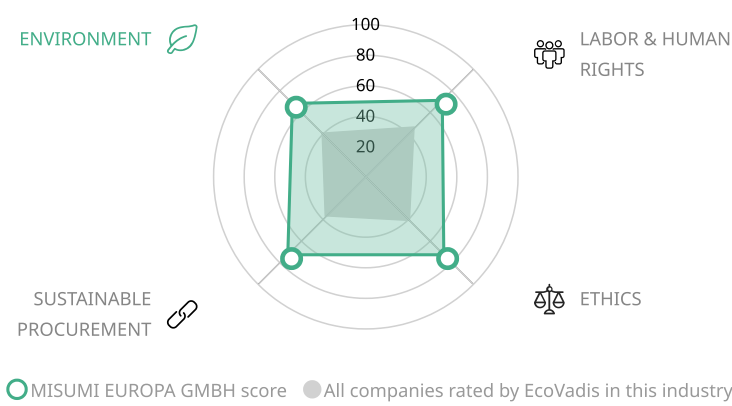
Environment Score Breakdown



Theme score distribution



Theme score comparison



Environment: Activated Criteria

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

Environment: Strengths & Improvement Areas

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



Environment

Weight ●●●●

Strengths

Policies

Quantitative objectives set on energy consumption & GHGs

Environmental policy on materials, chemicals & waste

Environmental policy on energy consumption & GHGs

Actions

Infrastructure or program to collect and recycle used products

Information

The company has an infrastructure or program in place to collect and recycle used products.

Guidance

The company acts as intermediary to collect used products from customers for recycling, specialized treatment or disposal. The company demonstrates direct collaboration with manufacturers or recycling facilities and indicate the designated collection points, pickup services, or approaches used to collect used products. It is convenient, accessible, and clearly communicated to customers to encourage participation.

Other actions on customer health & safety management

Other actions to reduce energy consumption/GHG emissions

Use of eco-friendly or bio-based process materials

Environmental emergency measures in place

Reduction of material consumption through process optimization

Internal sorting & disposal of waste according to waste streams

Training of employees on waste reduction and sorting

Reduction of internal wastes through material reuse, recovery or repurpose

Reduction of carbon emissions in logistics or optimization of fleet efficiency

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

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

Purchase and/or generation of renewable energy

Energy and/or carbon audit

Information

The company has provided supporting documentation demonstrating that it has performed an energy audit or carbon assessment.

Guidance

An energy audit is an inspection, survey and analysis of energy flows, within a building, process or system to reduce energy consumption. An energy audit is the first step in identifying opportunities to reduce energy expense and carbon footprints. Carbon assessment or carbon footprint is a measure of the amount of CO2 or other GHG emissions of a defined process expressed as carbon dioxide equivalent and this can be done using a carbon footprint calculator.

ISO 14001 certified

Information

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

Guidance

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

Actions for labeling, storing, handling and transporting hazardous substances

Information

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

Guidance

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

Awareness program offered to customers regarding product/service health & safety issues

Information

The company raises awareness among its customers regarding the health & safety issues associated with the company's product or service.

Guidance

The company has implemented a program aimed to increase awareness among customers about the health & safety issues associated with products or services. Awareness programs might include brochures on health & safety given to customers upon purchase of their product or service, or provision of information online in order to engage customers on health & safety risks regarding products/services. According to the ISO 26000 standard, protection of consumers' health and safety involves the provision of products and services that are safe and that do not carry unacceptable risk of harm when used or consumed. The protection should cover both the intended use and foreseeable misuse. Clear instructions for safe use, including assembly and maintenance, are also an important part of the protection of health and safety. Companies should have a defined process to assess and document the customer health and safety risks.

Results

Total gross Scope 2 reporting value confirmed in supporting documentation

Information

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

Guidance

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

Total gross Scope 1 reporting value confirmed in supporting documentation

Information

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

Guidance

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

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

Information

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

Guidance

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

Reporting on total gross Scope 1 GHG emissions

Information

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

Guidance

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

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

Reporting on total gross Scope 3 downstream GHG emissions

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

Reporting on total amount of renewable energy consumed

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Information

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

Guidance

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

Reporting on total energy consumption

Information

The company has reported KPIs with regard to total energy consumption either through formal documentation or questionnaire declaration.

Guidance

Total energy consumed represents total primary energy consumption reported in kWh. Total energy consumed may include e.g. consumption of coal and coke (in Kg) reported in kWh and/or consumption of oil, LPG and electrical power in kWh.

Standard reporting on environmental issues

Information

There is evidence of formal reporting implemented regarding the management and the mitigation of the company environmental footprint from its supporting documentation, including key performance indicators (KPIs), statistical figures or associated concrete actions.

Guidance

Reporting items are standard in terms of quality and quantity, do cover the main issues, are meaningful enough, and are regularly updated. Examples of key performance indicators include total electricity consumption, electricity consumed per kg of product or per unit produced. Comprehensive reporting on environmental issues will additionally have KPIs reported in a formal public document available to stakeholders, and will be in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards.

Improvement Areas

Policies

Medium

Basic environmental policies: lacks details on specific issues

Corrective Action requested

Information

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

Guidance

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

Medium

Inconclusive documentation for policies on customer health & safety

Corrective Action requested

Medium

Inconclusive documentation for policies on environmental services & advocacy

Corrective Action requested

Information

The company lacks evidence of formalized documents that demonstrate a policy on environmental services & advocacy.

Guidance

There is inconclusive evidence of policy that address environmental services & advocacy. A policy on environmental services & advocacy has as objective to promote the sustainable consumption of the company's own products or services among their customer base. An example of a policy is: the company is committed to implementing a program among its customer base to reduce the negative environmental impact of its products.

Low

No conclusive information on endorsement of external initiatives or principles on environmental issues

Corrective Action requested

Information

There is no information within the supporting documentation that the company is a signatory or has public adherence to any external initiatives on environmental issues.

Guidance

Such initiatives can encompass many environmental issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include United Nations Global Compact (UNGC), Science Based Targets initiative (SBTi), Alliance to Zero, Responsible Care, etc.

Results

Low

Declares responding to the CDP, but no supporting document provided

Corrective Action requested

Information

The company declares being a respondent to the Carbon Disclosure Project (CDP) survey, however this could not be verified on the CDP website.

Guidance

The Carbon Disclosure Project is an independent not-for-profit organization. Each year, large corporations are asked through comprehensive questionnaires to disclose their greenhouse gas emissions and climate change strategies in their CDP responses. EcoVadis and the CDP have an active partnership which facilitates the assessment process for companies which are answering to the CDP questionnaires. Through this partnership, EcoVadis collects and analyzes available CDP answers and allows respondent companies to skip energy consumption & GHG related KPIs in the Ecovadis survey.

Low

No information related to reporting on total weight of waste recovered

Corrective Action requested

Low

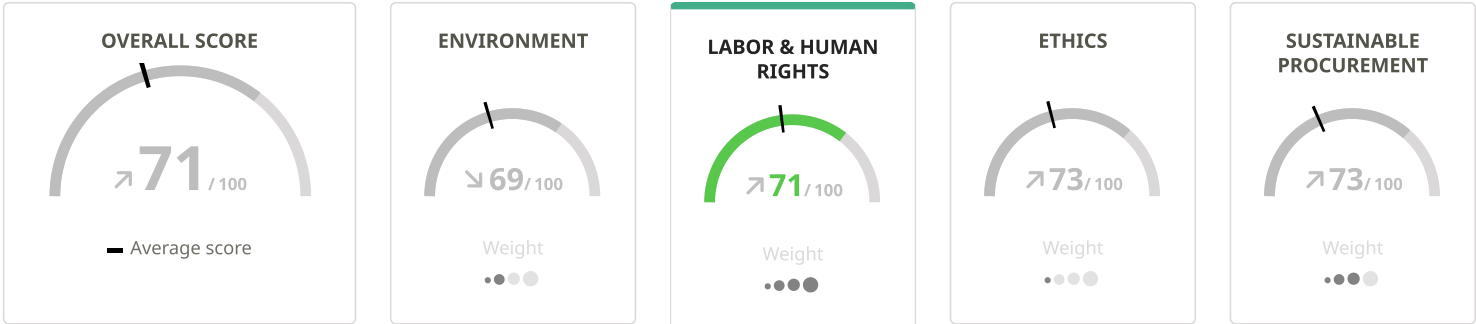
Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Corrective Action requested

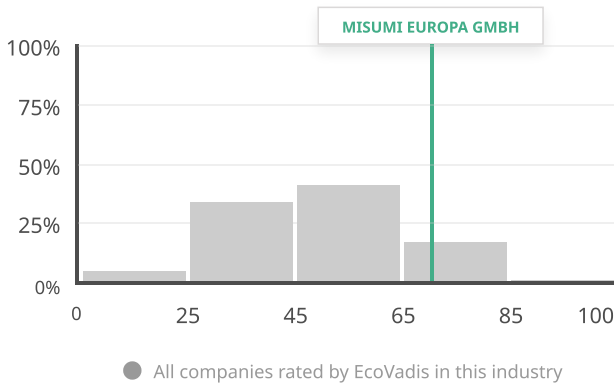
7.LABOR & HUMAN RIGHTS

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

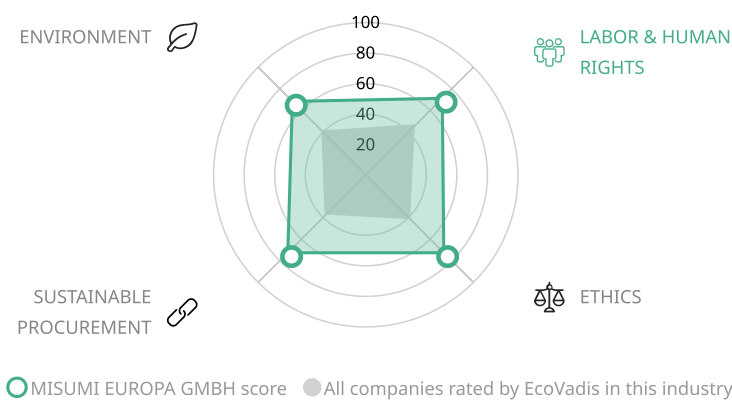
Labor & Human Rights Score Breakdown



Theme score distribution



Theme score comparison



Labor & Human Rights: Activated Criteria

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

Labor & Human Rights: Strengths & Improvement Areas

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



Labor & Human Rights

Weight ●●●●

Strengths

Policies

Labor & human rights policy on preventing discrimination and harassment

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

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.

Actions

Grievance mechanism on working conditions

Actions to ensure adequate wages

Actions to manage working hours and overtime

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

Equipment safety inspections or audits

Information

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

Guidance

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

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

Information

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

Guidance

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

Actions to address stress and psychological wellbeing in the workplace

Information

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

Guidance

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

Employee health and safety emergency action plan

Information

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

Guidance

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

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

Actions to promote equal opportunities for all in the workplace

Information

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

Guidance

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

Actions to prevent workplace harassment

Information

The company has proactive actions in place to prevent workplace harassment.

Guidance

Harassment impacts negatively on the organization of work, workplace relations, worker engagement, enterprise reputation and productivity. Some actions that a company can take to prevent workplace harassment are; identify hazards and assess the risks of harassment along the participation of workers and their representatives, and take measures to prevent and control them.

Compensation for extra or atypical working hours

Information

The company provides additional remuneration to compensate for overtime work.

Guidance

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

Employee satisfaction survey

Information

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

Guidance

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

Collective bargaining agreement on working hours, overtime, or leaves

Information

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

Guidance

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

Collective bargaining agreement on employees' health & safety

Information

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

Guidance

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

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

Information

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

Guidance

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

Grievance mechanism on discrimination and/or harassment issues

Information

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

Guidance

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

Awareness training on discrimination and harassment

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

Information

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

Guidance

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

Regular assessment of individual performance

Information

The company demonstrates evidence of regular assessments of individual performance.

Guidance

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

Preventive actions for repetitive strain injury (RSI)

Information

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

Guidance

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

Actions to promote internal mobility

Information

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

Guidance

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

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.

Actions to promote the inclusion of employees with disabilities

Information

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

Guidance

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

Individual development and career plan for all employees

Information

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

Guidance

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

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

Information

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

Guidance

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

Results

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

Reporting on percentage of employees from minority and/or vulnerable groups at top management level

Information

The company demonstrates that there is public or internal reporting of consolidated data on on percentage of employees from minority and/or vulnerable groups at top management level.

Guidance

The company provided data which show the recorded percentage of workers in top management levels. Top management level should include all management levels below the company's board of directors, as well as members of mid and top management. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, religion, sexual orientation, disability, or gender identity), which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc).

Reporting on the percentage of women at top management level

Information

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

Guidance

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

Reporting on number of recordable work-related accidents

Information

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

Guidance

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

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

Information

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

Guidance

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

Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization

Information

The company has provided documents which demonstrate public or internal reporting of consolidated data on the percentage of workers from minority groups and/or vulnerable groups employed in the whole organization.

Guidance

The company demonstrates evidence of public or internal reporting of employees from minority and/or vulnerable groups in the whole organization. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). There was no negative repercussion on the EcoVadis rating if the KPIs are not available. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment.

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

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Information

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

Guidance

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

Comprehensive reporting on labor and human rights issues

Information

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

Guidance

The company has provided good quality KPIs on the majority of labor and human rights criteria. To make the reporting figures more advanced in terms of quality, quantity and transparency, the KPIs should have all the following quality factors; (1) External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organization, (2) Alignment with reporting standards such as GRI Core/Universal/Comprehensive, SASB,...etc. (3) Materiality analysis to identify the most relevant labor and human rights issues based on the company's activity (4) The reporting timespan should be extending over 36 months for the majority of material topics and the reporting figures should not be more than 2 years old. (XS company: KPIs/reporting figures provided on at least two material labor and human rights topics which extends over a period of 24 months or more) Additionally, KPIs are reported in a formal public document available to stakeholders, and are in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards.

Reporting on number of average training hours per employee

Information

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

Guidance

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

Improvement Areas

Policies

Medium Inconclusive documentation for policies on career management & training

Corrective Action requested

Information

The company lacks evidence of formalized documents that demonstrate a policy on career management & training.

Guidance

There is inconclusive evidence of a policy on career management & training issues such as employee skills development training at work, career development plans and performance management. An example of a policy is: the company is committed to provide skills training to all its employees or the company aims to develop career development plans for all employees.

Low

No quantitative target on labor and human rights issues

Corrective Action requested

Information

Company policy does not contain quantitative targets on labor and human rights issues.

Guidance

Quantitative objectives or targets on labor and human rights 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 health & safety indicators (i.e. accident frequency and accident severity rates), quantitative objectives on percentage of employees trained on discrimination and quantitative objectives on number of employees covered by social benefits. As policy elements, targets can be expressed in absolute or relative terms and must have a valid future deadline (i.e. by 2020 we commit to train 100% of employees on discrimination).

Low

No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

Corrective Action requested

Information

There is no information within the supporting documentation that the company is a signatory or has public adherence to any external initiatives on labor and human rights issues.

Guidance

Such initiatives can encompass many labor and human rights issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include United Nations Global Compact (UNGC), Responsible Business Alliance (RBA), Responsible Care, International Partnership for premium and gift (IPPAG), the Voluntary Principles on Security and Human Rights (VPs), etc.

Actions

Medium

No information regarding certification of a labor and human rights management system

Corrective Action requested

Information

There is no evidence within the supporting documentation on labor and human rights management system certifications achieved for at least one of its operational sites.

Guidance

The company lacks evidence on labor or human rights management certificate issued by an accredited certification body that is specific to your industry or covers a specific labor and human rights topics. Some examples include ISO 45001, SA8000 and MASE UIC.

Results

Low

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

Corrective Action requested

Information

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

Guidance

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

Low

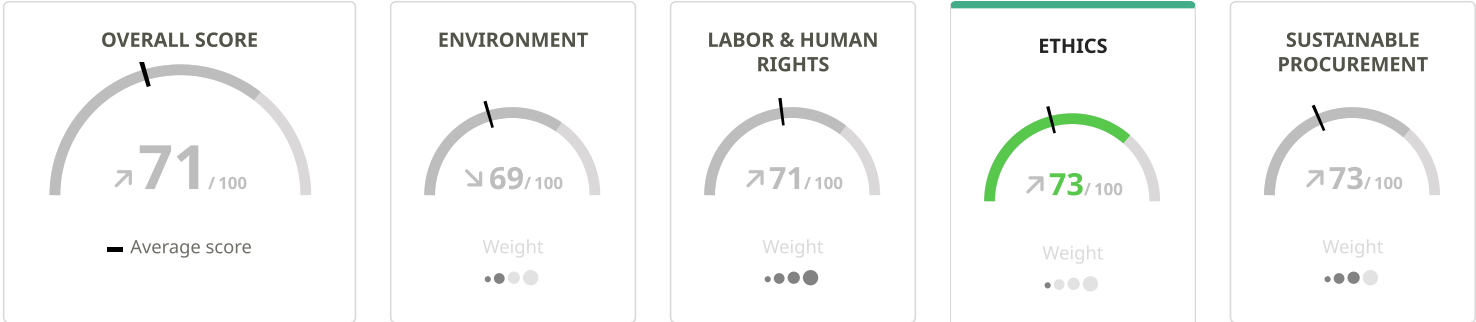
Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Corrective Action requested

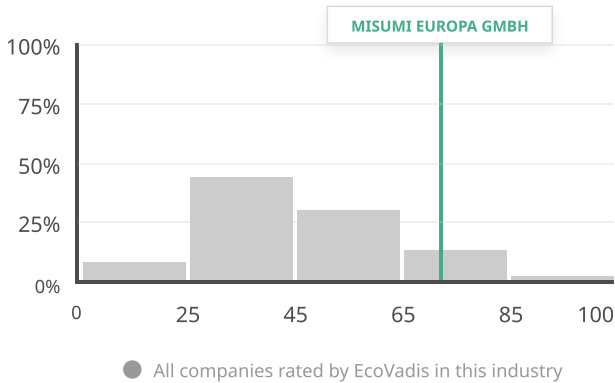
8.ETHICS

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

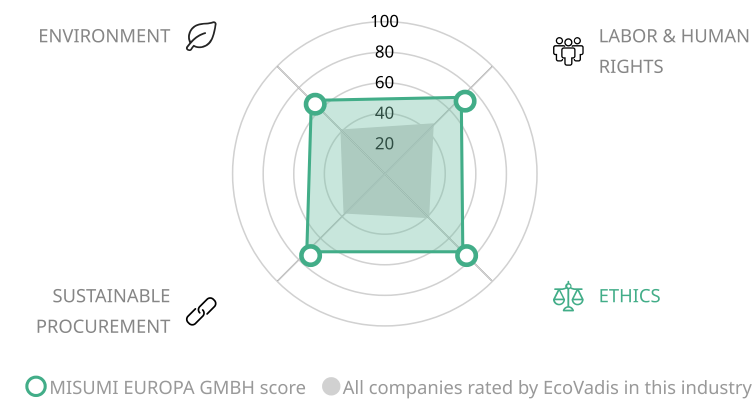
Ethics Score Breakdown



Theme score distribution



Theme score comparison



Ethics: Activated Criteria

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

Ethics: Strengths & Improvement Areas

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

Ethics		Weight
Strengths		
Policies		
Standard policy on a majority of ethics issues		
Policy on fraud		
Policy on conflict of interest		
Disciplinary sanctions to deal with policy violations		
Information	Guidance	
There is evidence within the supporting documentation provided that the company has implemented structured mechanisms to deal with policy violations such as disciplinary actions.	In order to ensure the adequate implementation of business ethcis policies, companies should establish procedures to administer investigations and sanction employees for eventual violations (i.e. disciplinary measures up to and including possible termination).	
Policy on information security		
Information	Guidance	
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).	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	Guidance	
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.	Corruption & bribery covers all forms of corruption issues at work namely extortion, bribery, conflict of interest, fraud, money laundering. A comprehensive policy is formalized in a standalone document or is part of a Code of Ethics/Conduct on the issues mentioned and incorporate as well some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms.	
Dedicated responsibility for ethics issues		
Actions		
Whistleblower procedure for stakeholders to report information security concerns		
Whistleblower procedure for stakeholders to report corruption and bribery		

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

Information security risk assessments performed

Information

The company carries out periodic risk assessments on responsible information security management.

Guidance

Risk assessments are a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. Periodic risk assessments on information security allow a company to identify potential information security risks, rate the likely occurrence and the potential impact of the risks, identify security controls, and develop an action plan. Such assessments ensure the presence of a strong compliance program and help to develop a more robust approach to counter breaches in information security management within the organization.

Awareness training to prevent information security breaches

Information

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

Guidance

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

Corruption risk assessments performed

Information

The company carries out periodic corruption & bribery risk assessments.

Guidance

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

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

Information

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

Guidance

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

Audits of control procedures to prevent corruption

Information

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

Guidance

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

Training of employees on corruption and bribery prevention

Information

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

Guidance

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

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

Information

The company has implemented a verification process for sensitive transactions.

Guidance

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

Results

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Information

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

Guidance

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

Comprehensive reporting on ethics issues

Improvement Areas

Policies

Low

No conclusive information on endorsement of external initiatives or principles on ethics issues

Corrective Action requested

Information

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

Guidance

Such initiatives can encompass many business ethics issues, be specific, intergovernmental, multi-stakeholder, business-led, cross-sector or sector-specific. Examples include United Nations Global Compact (UNGC), GRESB, International Forum on Business Ethical Conduct (IFBEC), etc.

Actions

Low

No conclusive documentation regarding an anti-corruption due diligence program on third parties

Corrective Action requested

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

Results

Low

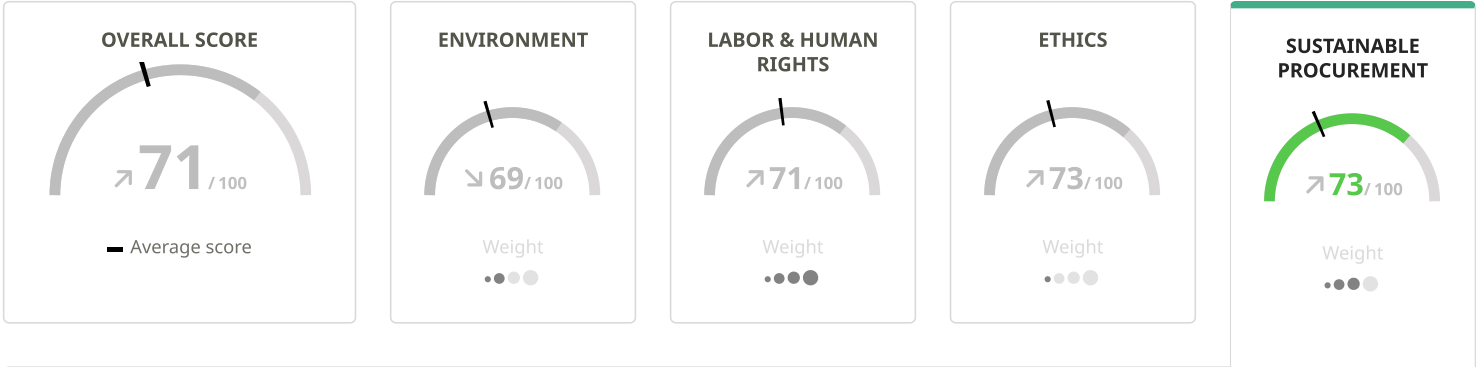
Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Corrective Action requested

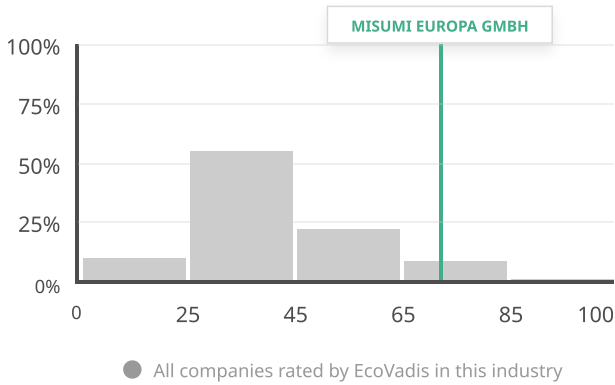
9.SUSTAINABLE PROCUREMENT

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

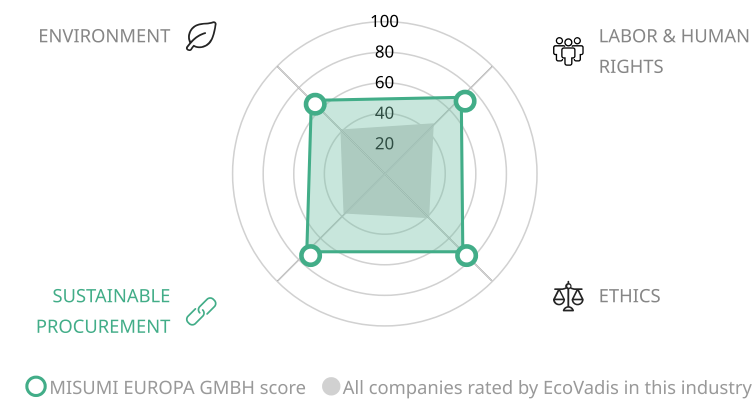
Sustainable Procurement Score Breakdown



Theme score distribution



Theme score comparison



Sustainable Procurement: Activated Criteria

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

Sustainable Procurement: Strengths & Improvement Areas

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



Strengths

Policies

Comprehensive sustainable procurement policies on both social and environmental factors

Information

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

Guidance

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

Actions

Worker voice surveys or grievance mechanisms for suppliers

Information

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

Guidance

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

Supplier sustainability code of conduct in place

Information

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

Guidance

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

Supplier assessment on environmental and social practices

Information

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

Guidance

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

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

Information

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

Guidance

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

Integration of social and environmental clauses into supplier contracts

Information

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

Guidance

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

Risk assessment of adverse sustainability impacts in the supply chain

Information

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

Guidance

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

Results

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

Reporting on total gross Scope 3 upstream GHG emissions

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

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Information

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

Guidance

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

Improvement Areas

Actions

Medium	No conclusive documentation on on-site audits of suppliers on environmental and social issues	Corrective Action requested
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Information

The company lacks evidence of formalized documents that demonstrate on-site audits of suppliers on environmental or social issues.

Guidance

There is no conclusive evidence of employee instructions or operational process relating to on-site audits of the company's suppliers, unannounced or announced, to identify non-conformances to the mandatory sustainability requirements.

Results

High	Insufficient reporting on sustainable procurement issues	Corrective Action requested
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Low	Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)	Corrective Action requested
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10. 360° WATCH FINDINGS

12 Oct 2025 |

Impact on Score

Neutral →

valid from 11 Nov 2025 to 12 Oct 2030

No records found for this company on
Compliance Database

Environment Labor & Human Rights Ethics Sustainable Procurement

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

EcoVadis is connected to the following international sources:

- Sustainability networks and initiatives (e.g. AccountAbility, Business for Social Responsibility, CSR Europe)
- Trade unions and employers' organizations
- International organization (e.g. United Nations, European Court of Human Rights, Global Compact, International Labor Organization, World Bank)
- NGOs (e.g. China Labor Watch, Greenpeace, WWF, Movimento Difesa del Cittadino)
- Research institutes and specialized press (e.g. CSR Asia, Blacksmith Institute, 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.
- Since the last assessment, the overall score has increased thanks to the implementation of additional measures.
- The company demonstrates an advanced management system on labor & human rights issues.
- The company demonstrates an advanced management system on ethics issues.
- The company demonstrates an advanced management system on sustainable procurement.

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

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

Labor & Human Rights

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

Ethics

Medium	Corruption
Non-activated	Anticompetitive Practices
Medium	Responsible Information Management

Sustainable Procurement

High	Supplier Environmental Practices
High	Supplier Social Practices

KEY SUSTAINABILITY ISSUES

Find qualitative explanations of the key sustainability issues and risk associated with Wholesale of other machinery and equipment

Environment	
Importance	Sustainability issue
Medium	Energy consumption & GHGs
Definition	Industry issues
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.	Due to the nature of the services provided by wholesalers, transportation is one of the main activities of this class of business. Delivery and transportation of goods to other retailers or to warehouses by heavy-duty vehicles, mainly by trucks, contributes a lot to the carbon dioxide and GHG emissions. In the UK, statistics show that road transport contribute to 27% of the energy(1). In May 2014, legislation was passed to tackle CO2 emissions from Heavy vehicles. This legislation has put in place a device to measure CO2 emissions from vehicles and hence to monitor the GHG emissions at source(2). Another measure to decrease the GHG emissions from vehicles is by using biofuel instead of regular fuel.
Non-activated	Water
Non-activated	Biodiversity
Non-activated	Air Pollution
Medium	Materials, Chemicals & Waste
Definition	Industry issues
Management of raw materials, chemicals, non-hazardous and hazardous waste generated from operations.	The wholesale industry emits air emissions from heating and air conditioning (HVAC) systems in shops and warehouses, and distribution and transport network. Waste minimization and disposal may also have a significant importance in this business such as waste through damaged goods, packaging waste, waste electrical and electronic equipment or old furniture and fittings(3). Therefore, some pollution prevention guidelines and actions are necessary to avoid such problems. Wholesale companies may reduce, reuse and recycle where possible to avoid waste. Disposal should always be the last option. Also, verifying storage areas and containers, safe delivery and handling is of great importance to ensure good condition of storage, being free of cracks and leaks.
Non-activated	Product Use
Non-activated	Product End-of-Life

Medium

Customer Health & Safety

Definition

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

Industry issues

Customer/consumer health and safety is the role of manufacturers to bear the onus of any defects in the supply chain. Wholesalers are normally not liable for any harm caused to consumers as long as they identify the producer(4). However, wholesalers are responsible at some point and can face legal action. Machinery sold may have an adverse impact on customers' safety. Therefore wholesale companies need to provide safety kits which will contain instructions and warning labels bundled with the products. In addition, the monitoring of products through physical tests should be carried out in pre-defined time periods.

Medium

Environmental Services & Advocacy

Definition

Services or alternative solutions offered to enable customers to diagnose and mitigate their environmental impacts, including issues related to climate change, biodiversity loss, pollution, water consumption, and other environmental topics.

Industry issues

Sustainable consumption is a prerequisite for a more prosperous, safe and equitable global future(5). In the last 50 years, the global population has consumed more goods and services than the combined total of all previous generations. This growth in consumption has fostered economic growth, environmental degradation and improved the quality of life for many. On the other hand we can say that sustainable consumption can be an effective long-term strategy for deepening authentic engagement with consumers and employees(5). Monitoring and evaluating sustainable consumption initiatives can also be facilitated through indicators, targets and monitoring systems of national sustainable development strategies(6). Promoting sustainable consumption requires improved understanding of consumer behavior and attitudes(6). Nowadays customers are demanding not only more sustainable products and services, but also greater transparency over sourcing and content of existing ones(6). Wholesalers can promote sustainable consumption by promoting more eco-friendly activities; providing customers with more energy efficient machineries or equipment; helping more customers to develop life cycle assessment on their product and developing consulting services which will help customers to be more aware of negative environmental impacts.



Labor & Human Rights

Importance

Sustainability issue

High

Employee Health & Safety

Definition

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

Industry issues

Employee health and safety is important for companies involved in wholesale activity for different reasons. During storage of the machinery or equipment, overloading, crowding or failing to balance materials or handling materials can cause injury to the employees(7). Furthermore there must be proper use of on-site transport for the products to be wholesale. Employees with no proper knowledge on how to drive these vehicles can cause injury not only to themselves but also to their colleagues. Sometimes when products are stored in a certain heights before wholesale, precautions should be taken when handling tools or working from a high altitude2. Drivers must also know how to drive safely when transporting the products to different location for improper driving may cause accidents. When handling heavy equipment or machinery, employees must also have musculoskeletal awareness in order to prevent any muscle damage(8). Furthermore companies working in this sector can improve their employees health and safety by providing health & safety training, preventing accidents at work through improved accident reporting, conducting regular health & safety audits, through health & safety risk assessments etc. Also employees must test the weight of products before attempting to lift it to prevent musculoskeletal damage and heavy equipments should be stored at floor level to prevent any fall from height.

Medium

Working Conditions

Definition

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

Industry issues

The wholesale sector is characterized by long working shifts especially during peak times and unusual hours. Wholesale representatives work under pressure because their income and job security depend on the amount of merchandise inventory handled as well as completing paperwork in a given time-frame(9). Some measures to improve the working conditions of employees could include flexible work arrangements offering workers the option of choosing how and when to execute the dedicated amount of work and the introduction of just-in-time logistics(10). Also measures such as shift system, night working payment and reasonable rest periods between shifts can be implemented to improve employees' work-life balance.

Medium

Social Dialogue

Definition

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

Industry issues

Like many other businesses, the wholesale sector need a workforce to run the activity. Even if the wholesale sector is not directly related to the manufacturing sector, for the good running of any business, there should be a communication channel so that employees can voice out any concern to the management. Bad labor relations can be very harmful to the organization and may result in strikes. This can affect operations and revenue could be significantly impacted. In order to avoid this, structured communication systems with unions are one of the measures that can be implemented.

Medium

Career Management & Training

Definition

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

Industry issues

The wholesale and retail sector is a dynamic and innovative sector which makes widespread use of information, communications and other technologies to optimize the flow of goods from producers to consumers. Many of these jobs require significant skills in areas including sales, customer service, staff supervision, training and back office work(11). Employment in professional occupations in the sector have been increasing, and this is expected to continue. Employment of wholesale and manufacturing sales representatives is projected to grow 9 percent from 2012 to 2022(11). Commitment to the training and development of staff is most evident in the wholesale sector, with the training typically delivered in-company. The purpose of sales training is to achieve improved job performance. Proper training, skills developments and continuous performance monitoring of employees should always form part of the management's plan. By addressing the skills gaps, current and future, the retail and wholesale sectors will be in a position to respond quickly to the return of growth in the economy

Non-activated

Child Labor, Forced Labor & Human Trafficking

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

Studies conduted by the Australian workforce and productivity Agency have shown that more than two thirds (67%) of the wholesale trade workforce is male, compared to 54% for all industries(15). These problems should be tackled and eradicate so that there is a good working atmosphere among everyone. Companies should not have prejudices in terms of gender, physical ability, race and should diversify itself so that there is a good productivity.

Non-activated

External Stakeholder Human Rights



Ethics

Importance

Medium

Sustainability issue

Corruption

Definition

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

Industry issues

Corruption and bribery issues are major issues for any company, particularly when operating in risk countries. Regulations such as the FCPA (Foreign Corrupt Practice Act) in the US address these issues and make it unlawful to make payments to foreign government officials to assist in obtaining or retaining business. The wholesale industry struggles with high levels of internal financial fraud such as vendor, supplier and procurement fraud(13). Over the past year, the number of companies with physical assets taken from has almost doubled from 25% in 2011/12 to 45% (14). High staff turnover, pay constraints and weak financial controls are some of the potential reasons explaining the high increase in fraud exposure. To minimize the risk of corruption, companies can implement a anti-corruption management system, carry due diligence by a third party, monitor unusual off-peak behavior and avoid conflicting relationships between employees within the same department (15).

Non-activated

Anticompetitive Practices

Medium

Responsible Information Management

Definition

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

Industry issues

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(17). Beyond direct regulatory and financial penalties, breaches in a company' information management system can cause long term distrust in the company' information security management. Almost immediately after Target's information breach, the company' net earnings for the fourth quarter were down 46 percent from the same period the year before. Over time, Target will pay an estimated US\$1.4 billion when factoring ongoing legal costs, class-action lawsuits by consumers and business partners, and credit monitoring services for affected consumers(18). In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates is necessary to meet legal requirements in key jurisdictions.



Sustainable Procurement

Importance

Sustainability issue

High

Supplier Environmental Practices

Definition

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

Industry issues

Sustainable procurement is the purchasing decisions that take into account environmental, social and ethical performance when purchasing. Although, the wholesale industry is not directly linked to the manufacturing process, the selection of good suppliers and subcontractors is essential to the wholesaling business. Though selection of infrastructure, materials, machinery and equipment are important and contributes to a greener environment. For example, for administrative purposes, it is more sustainable if a company uses FSC certified paper instead of normal paper. FSC certified paper are paper that have been manufactured in an Eco-friendly manner while complying to the law and are more efficient than recycled paper. Also companies can shortlist preferred suppliers with more environmentally friendly alternatives (eco-products) or consider the environmental impacts associated with new vehicles being purchased.

High

Supplier Social Practices

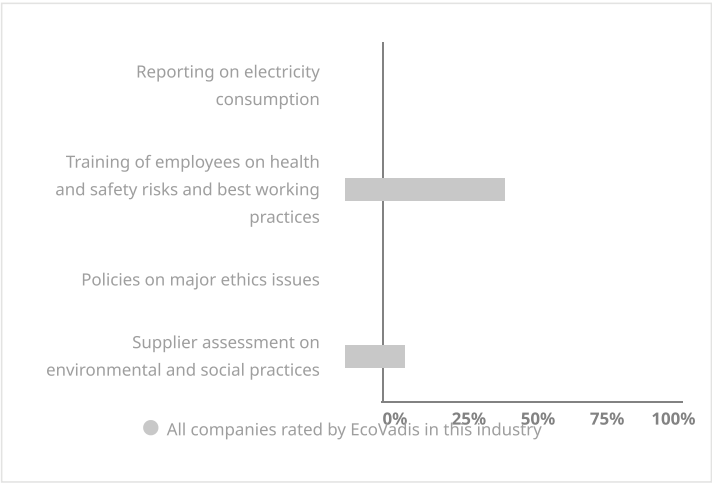
Definition

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

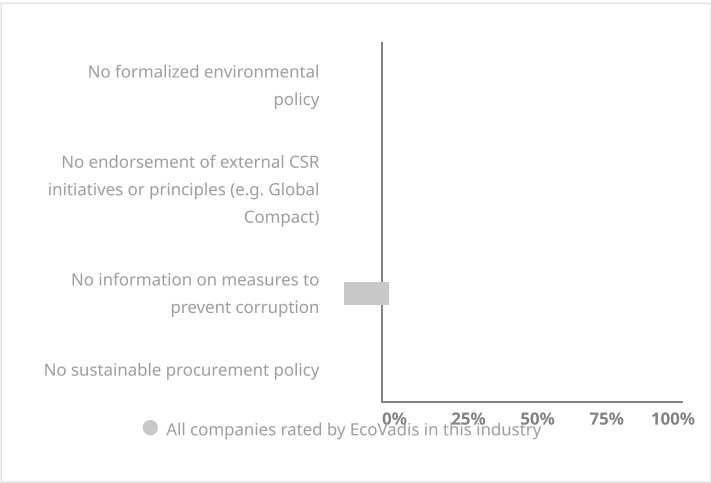
Industry issues

Many companies’ most significant impacts on the society occur in the supply chain. As these networks have grown in scale and complexity over the past years, so has the opportunities for companies to promote human rights, improve labor conditions and support ethical business conduct(16). Wholesale businesses should ensure that social performance is considered when choosing suppliers. They should have the responsibility to ensure that they do not contribute to or linked to human rights abuses in their supply chains like child labor, slavery, trafficking, unfair wages or unacceptably poor working conditions. So to reduce the impacts in the supply chain, companies could provide suppliers with a supplier code of conduct which includes clauses on labor and ethical issues and request a signature acknowledgment. On-site audits also help to ensure that suppliers abide to the clauses mentioned in the code of conduct. Checking suppliers/sub-contractors compliance of basic labor requirements through CSR assessments or audits is a way to lower these risks. This would enhance corporate image in the marketplace.

Key industry Strengths



Key industry Improvement Areas



Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
Audit or assessment of suppliers on CSR issues	37%
Carbon disclosure project (CDP) respondent	10%
Global Compact Signatory	13%
Grievance mechanism or whistleblowing procedure in place	35%
ISO 14001 certified (at least one operational site)	37%
ISO 45001 certification or equivalent (at least one operational site)	24%
Policy on sustainable procurement issues	42%
Reporting on energy consumption & GHGs	53%
Reporting on health & safety indicators	39%

Main Regulations and Initiatives

World Fair Trade Organization

http://www.wfto.com/index.php?option=com_frontpage&Itemid=1

Developing the WFTO Fair Trade System as an affordable guarantee system focused on organizational Fair Trade compliance

 Ethics

RoHS II

http://ec.europa.eu/enterprise/policies/european-standards/harmonised-standards/restriction-of-hazardous-substances/index_en.htm

 Regulatory

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

 Environment

International Partnership for Premiums and Gifts (IPPAG)Cooperative Code of Conduct

<http://www.ippag.net/corporatecitizenship>

IPPAG Cooperative is made up of over 20 market leading promotional item wholesalers and distributors spread across the world

 Labor & Human Rights

SA8000

<http://www.sa-intl.org/index.cfm?fuseaction=Page.ViewPage&PageID=937>

Social certification standards for decent workplaces, across all industrial sectors.

 Labor & Human Rights

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

REACH

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

Energy Star

http://www.energystar.gov/index.cfm?fuseaction=find_a_product

Provides a system for rating the energy efficiency of products

 Environment

Business and Institutional Furniture Manufacturer's Association, USA

<http://www.bifma.org/?page=JoinUsII>

Not-for-profit trade association involving standards development and maintenance of office furniture product safety and performance standards

 Environment

GS1

<http://www.gs1.org/about/overview>

GS1 is an international not-for-profit association working towards improving the efficiency and visibility of supply and demand chains globally and across sectors

 Sustainable Procurement

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

International Labor Organization's Fundamental Conventions

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

 Regulatory

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

 Labor & Human Rights

Foreign Corrupt Practices Act of 1977

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

 Regulatory

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

 Ethics

United Nations Global Compact (10 principles)

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

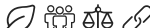
The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of ten principles in the areas of human rights, labour standards, the environment, and anti-corruption:

 All themes

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

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

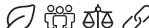
The UNCAC is the first leg12y binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices.

 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

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