

SILVER | Top 15%

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Sustainability Rating

DEC 2025

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EcoVadis Sustainability Assessment Report

Company rated:
PLANTERIA GROUP (UK) LTD (GROUP)

Overall score: 74/100
December 2025

Sustainability performance: Advanced

Size: M
Headquarters country: United Kingdom
Risk country operations: NO
Industry: Landscape care and maintenance service
activities

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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

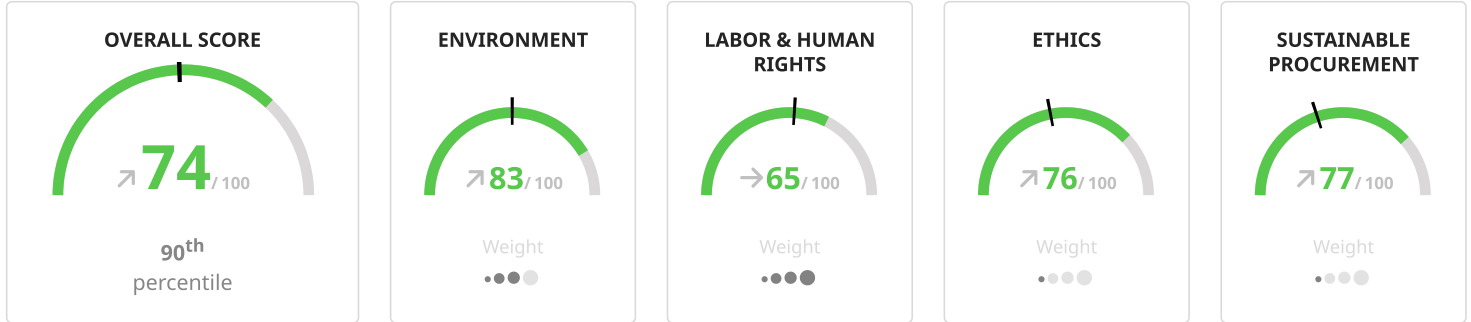
EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

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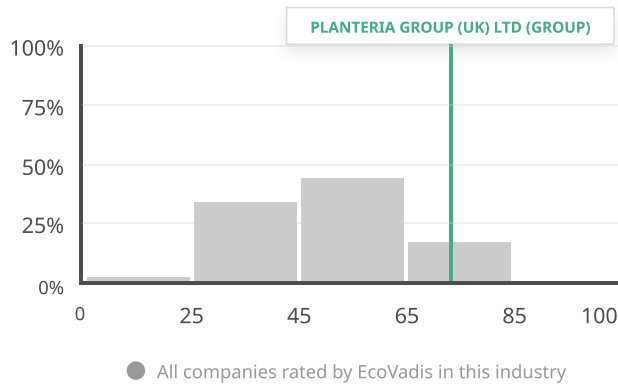
1. SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

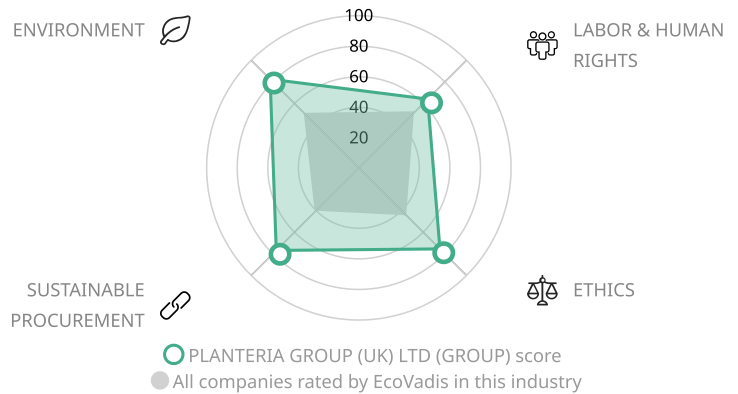
Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



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

Corrective Action Plan in progress

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

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

2.ASSESSMENT BENEFITS

Understand:

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

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

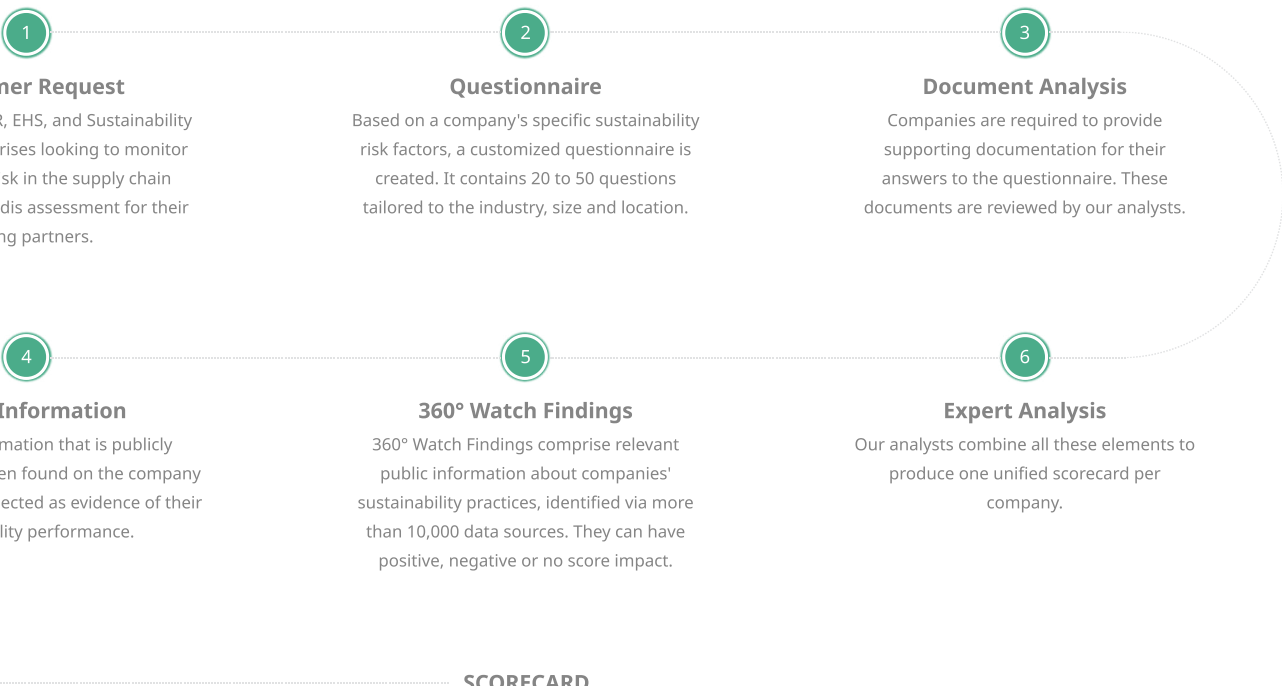
Identify industry trends.Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

Communicate:

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

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

3.ASSESSMENT PROCESS



1 Customer Request

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

2 Questionnaire

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

3 Document Analysis

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

4

Public Information

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

5

360° Watch Findings

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

6

Expert Analysis

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

SCORECARD



4. ECOVADIS METHODOLOGY

A. Four Themes and 21 Criteria

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

21 sustainability criteria

1. ENVIRONMENT

OPERATIONS

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

PRODUCTS

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

3. ETHICS

- Corruption
- Anticompetitive Practices
- Responsible Information Management

2. LABOR & HUMAN RIGHTS

HUMAN RESOURCES

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

HUMAN RIGHTS

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

4. SUSTAINABLE PROCUREMENT

- Supplier Environmental Practices
- Supplier Social Practices

B. Seven Management Indicators

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



Policies (weight: 25%)

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

Actions (weight: 40%)

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

Results (weight: 35%)

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



5. UNDERSTANDING A SCORECARD

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

A. Quantitative Information: Scores & Activated Criteria

Theme Scores:

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

Activated Criteria:

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

Non-activated

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

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.

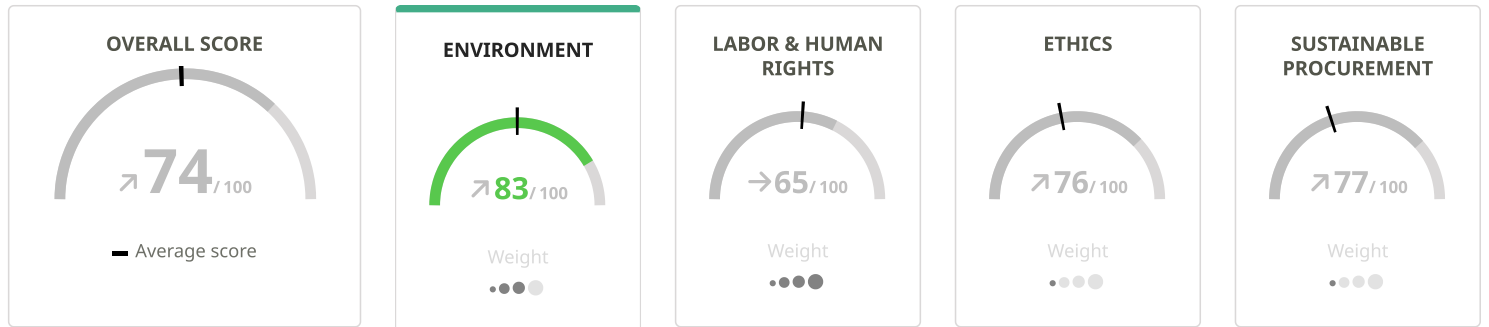
C. The Scoring Scale

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.

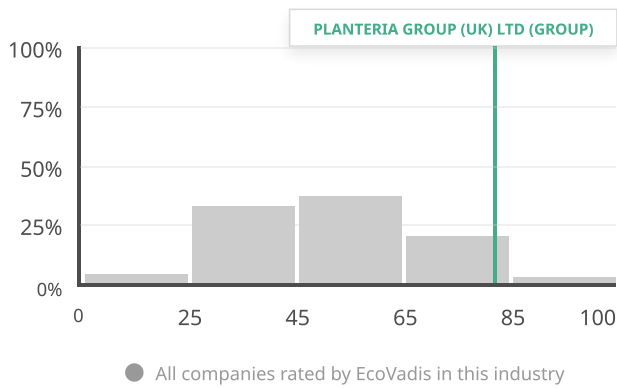
6. ENVIRONMENT

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).

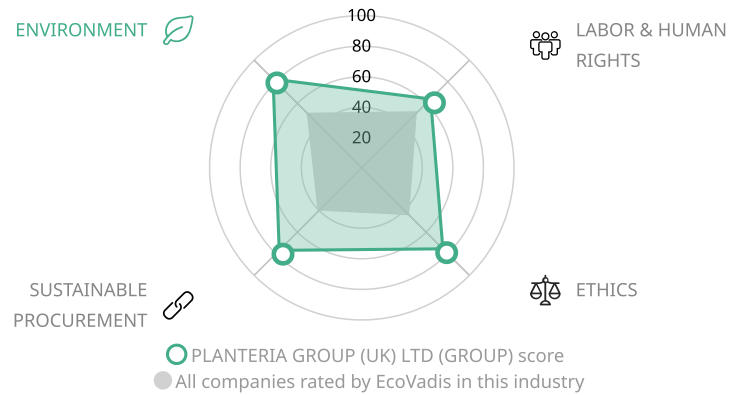
Environment Score Breakdown



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.

Strengths

Policies

Quantitative targets set on energy consumption and GHGs

Environmental policy on customer health and safety

Environmental policy on materials, chemicals, and waste

Environmental policy on biodiversity

Environmental policy on water

Environmental policy on energy consumption and GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Comprehensive policy on a majority of environmental issues

Information

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

Guidance

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

Actions

Actions to avoid or minimize the use of environmentally harmful production inputs, including biocides and fertilizers

Actions to integrate biodiversity-promoting features and habitats into the design of operational sites

Information

Efforts to promote biodiversity on operational sites (e.g. buildings, facilities, land or aquatic areas owned or leased by the company) through the design, integration or installation of natural or artificially designed biodiversity-promoting features, wildlife habitats and recreational areas throughout the entire premises. If the company exclusively rents their offices, then this option is not applicable to them.

Guidance

Examples of documents to attach: installation instructions, project documents, maintenance documents, employee communication materials, newsletters, dedicated webpage sections, biodiversity reports, etc. Documents must demonstrate how these features or design elements promote biodiversity, e.g. through establishing wildlife habitats, increasing the population of native animals and insects, promoting ecosystem connectivity or reducing ecosystem fragmentation. Common examples may include the design of wildlife crossings, green roofs, wildflower strips, and other wildlife habitats adapted to the local context.

Awareness training of employees on local biodiversity and ecosystem issues

Other actions to manage water efficiency or wastewater discharge

Information

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

Guidance

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

Other actions to reduce energy consumption/GHG emissions

Use of eco-friendly or bio-based input materials

Reduction of material consumption through process optimization

Internal sorting & disposal of waste according to waste streams

Training of employees on waste reduction and sorting

On-site or off-site wastewater treatment facilities

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

Technologies or practices to recycle or reuse water

Energy and/or carbon audit

Information

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

Guidance

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

ISO 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.

Dedicated feedback channel on health & safety issues of products

Information

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

Guidance

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

Results

Total gross Scope 2 GHG emissions 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 GHG emissions 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 reporting value confirmed in supporting documentation

Reporting on total gross Scope 3 downstream GHG emissions

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

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

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Information

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

Guidance

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

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on total energy consumption

Information

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

Guidance

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

Comprehensive reporting on environmental issues

Information

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

Guidance

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

Improvement Areas

Results

Low	Declares reporting on total amount of renewable energy consumed, but no supporting documentation available	Corrective Action requested
Low	Declares reporting on total weight of waste recovered, but no supporting documentation available	Corrective Action requested
Low	Declares reporting on total amount of water recycled and reused, but no supporting documentation available	Corrective Action requested

Information

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

Guidance

There is no supporting documentation available about total amount of water recycled and reused even though it has been declared. Recycled or reused water is water and wastewater (treated or untreated) that has been used more than once before being discharged from the undertaking's boundary, so that water demand is reduced. This may be in the same process (recycled), or used in a different process within the same facility or another of the undertaking's facilities (reused).

Low

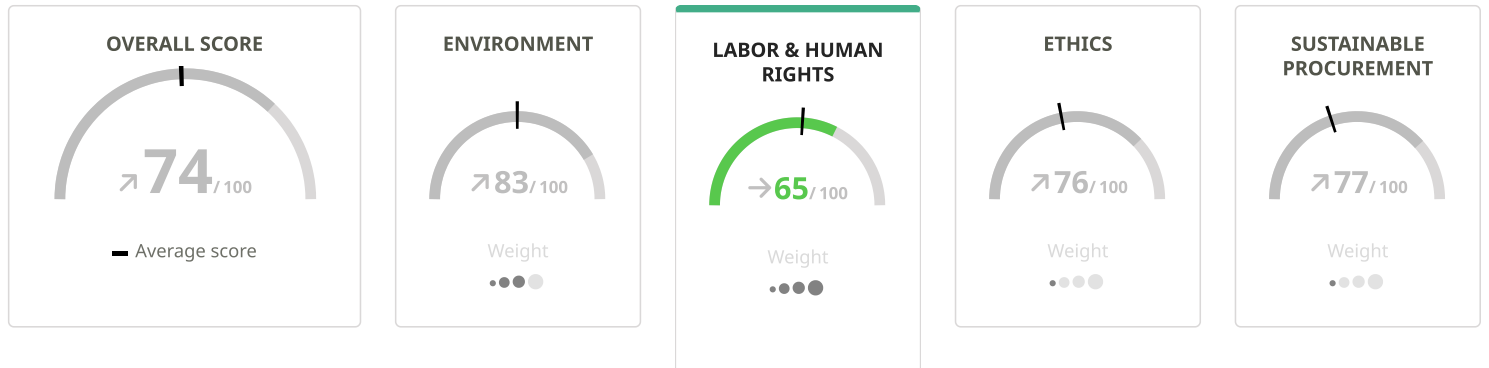
No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Corrective Action requested

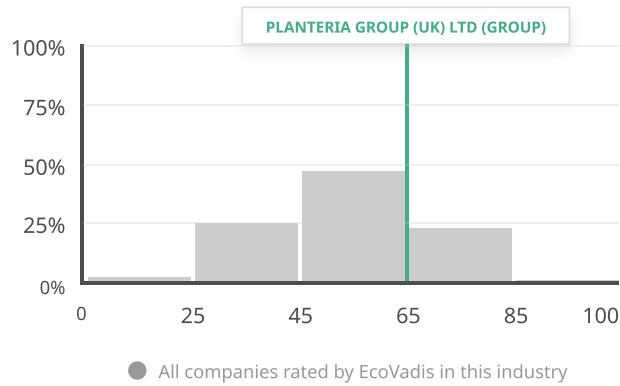
7. LABOR & HUMAN RIGHTS

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).

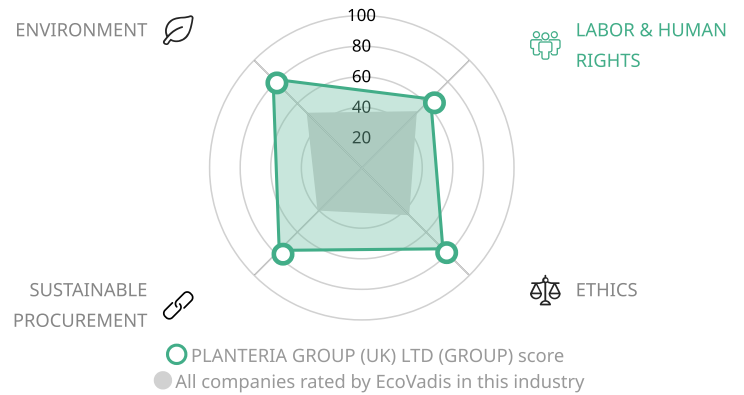
Labor & Human Rights Score Breakdown



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.



Strengths

Policies

Labor and human rights policy on preventing discrimination and harassment

Labor and human rights policy on child labor, forced labor, and human trafficking

Information

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

Guidance

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

Labor and human rights policy on career management and training

Labor and human rights policy on social dialogue

Labor and human rights policy on working conditions

Labor and human rights policy on employee health and 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

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

Actions to control hazardous substance exposure

Information

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

Guidance

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

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.

Other actions on employee health & safety

Information

Actions other than those specified in the other options to ensure employee's health and safety at work.

Guidance

Actions other than those specified in the other options to ensure employees' health and safety at work for example addressing physiological and psychological issues arising from dangerous equipment, work practices and hazardous substances amongst others. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, Sustainability Report, etc.

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.

Compensation for extra or atypical working hours

Information

The company provides additional remuneration to compensate for overtime work.

Guidance

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

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

Employee satisfaction survey

Information

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

Guidance

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

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

Information

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

Guidance

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

Health care coverage of employees in place

Specific employee health & safety management system certification [CHAS (Contractors Health and Safety Assessment Scheme)]

Information

The assessed company has a specific employee health and safety management system certificate.

Guidance

Specific employee health and safety management system certificates include CHAS (Contractors Health and Safety Assessment Scheme), ILO-OSH 2001 Certification - Occupational Health and Safety, MASE UIC, OHRIS, SCC (SHE Checklist Contractors) (VCA, VCA LSC, VCA P), etc.

Employee health & safety risk assessment

Information

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

Guidance

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

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

Information

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

Guidance

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

Regular assessment of individual performance

Information

The company demonstrates evidence of regular assessments of individual performance.

Guidance

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

Regular employee health check-up

Information

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

Guidance

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

Actions to 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 percentage of women at top management level

Information

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

Guidance

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

Reporting on number of recordable work-related accidents

Information

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

Guidance

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

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

Information

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

Guidance

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

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

Report on percentage of women within the organization's board

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Information

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

Guidance

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

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas

Policies

Low

No supporting evidence of quantitative target set 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 supporting evidence of an endorsement of external initiatives or principles on labor and human rights topics

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

Low Declares measures on structured social dialogue (e.g. collective agreement), but no supporting documentation available **Corrective Action requested**

Information

The company declares it has implemented actions on structured social dialogue, however no information was found on this topic in the supporting documentation.

Guidance

Some examples of actions on this topic include collective bargaining agreements on specific labor practices issues, implementation of a European Works Council and election of employee representatives.

Low Further develop your grievance mechanism on discrimination and harassment issues **Corrective Action requested**

Information

The company should further develop the grievance mechanism to report on discrimination and/or harassment issues.

Guidance

The company should establish 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.

Low Further develop your remediation procedure for identified victims of child labor, forced labor, or human trafficking **Corrective Action requested**

Information

The company should further develop the remediation procedure for identified victims of child labor, forced labor, or human trafficking.

Guidance

The company should implement a remediation procedure for identified victims of child labor, forced labor or human trafficking issues related to their activities. The elements of remedial procedure should include: 1. Proportional: Identifying what level of action is the most appropriate response to the gravity of the violation 2. Transparent: Keeping stakeholders informed about how and which forms of remedy will be provided 3. Effective: Ensuring that implementation and outcomes of remedy provided were effective (i.e., through monitoring of the process)

Low Further develop your grievance mechanism on working conditions **Corrective Action requested**

Information

The company should further develop the grievance mechanism to report on working conditions issues.

Guidance

"The company should establish a reporting mechanism for all parties, regardless of their employment status or position, to report on working conditions issues. The elements of 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 (ie. 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."

Results

High

Insufficient reporting on labor and human rights issues

Corrective Action requested

Information

The company has provided reporting figures or Key Performance Indicators (KPIs) on some relevant labor and human rights issues but the reporting figures are limited in terms of quantity or quality.

Guidance

The company has provided KPIs only on some of the relevant labor and human rights topics but the quality, transparency and level of reporting is not up to the required level. To improve labor and human rights data communication to its stakeholders, the company should provide KPIs on the majority of activated labor and human rights topics. Some additional quality factors which might also affect the level of reporting are; (1) External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organization, (2) Alignment with reporting standards such as GRI Core/Universal/Comprehensive, SASB,...etc. (3) Materiality analysis to identify the most relevant environmental issues based on the company's activity (4) The reporting reporting figures should not be more than 2 years old. (XS company: KPIs/Reporting figures provided at parent level only and/or provided for only one or a few material labor and human rights topics and/or the time period covered by the reporting figures might be too short, time period should be 12 months or more.)

Low

Declares reporting on average training hours per employee, but no supporting documentation available

Corrective Action requested

Low

No supporting evidence of reporting on the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation for all employees

Corrective Action requested

Information

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

Guidance

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

Low

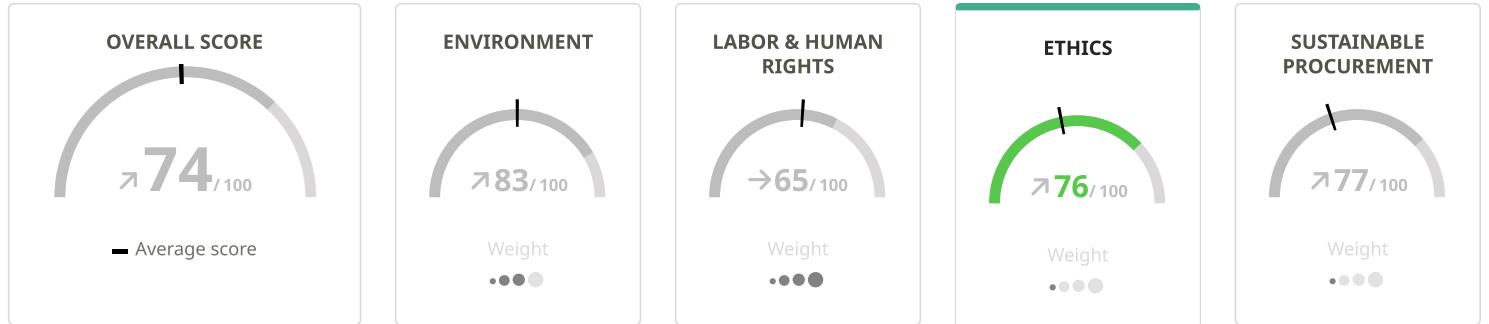
No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Corrective Action requested

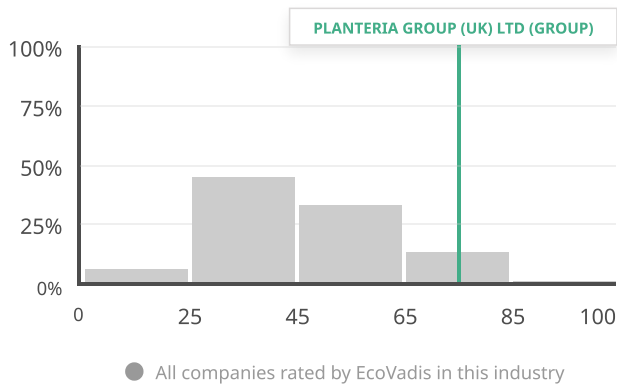
8. ETHICS

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

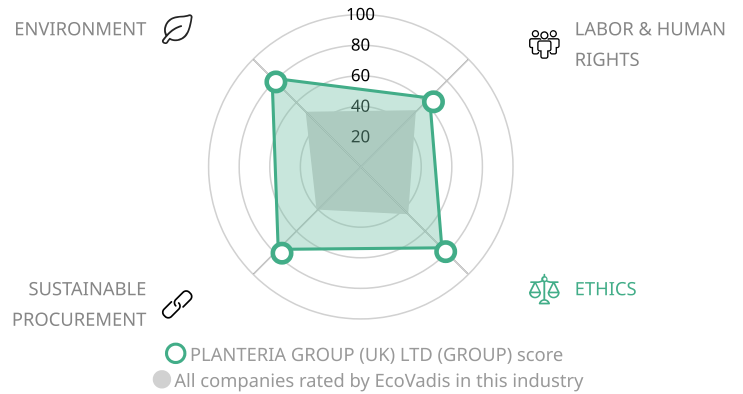
Ethics Score Breakdown



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.

Strengths

Policies

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Information

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

Guidance

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

Policy on information security

Information

The company has issued a formal standard policy that integrates commitments in the form of qualitative objectives on information security issues. The policy is formalized in a document such as a Code of Ethics and includes at least some organizational elements (e.g. review process, dedicated responsibilities, scope of application).

Guidance

It is imperative for companies who manage sensitive information to set commitments on the protection and responsible management of third-party data. The security of third party data encompasses the protection of customer personal identification information (PII) and the protection of third party intellectual property rights.

Policies on corruption

Information

There is a formal policy that integrates qualitative objectives/commitments on anti-corruption & bribery issues (including for example conflict of interest, fraud and money laundering) in the supporting documentation provided by the company.

Guidance

Corruption & bribery covers all forms of corruption issues at work namely extortion, bribery, conflict of interest, fraud, money laundering. A comprehensive policy is formalized in a standalone document or is part of a Code of Ethics/Conduct on the issues mentioned and incorporate as well some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms.

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Information

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

Guidance

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

Actions

Whistleblower procedure for stakeholders to report corruption and bribery

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

Information security risk assessments performed

Information

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

Guidance

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

Audits of control procedures to prevent information security breaches

Information

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

Guidance

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

Awareness training to prevent information security breaches

Information

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

Guidance

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

Corruption risk assessments performed

Information

The company carries out periodic corruption & bribery risk assessments.

Guidance

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

Measures to protect third party data from unauthorized access or disclosure

Information

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

Guidance

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

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

Information

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

Guidance

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

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.

Company communicates progress towards the Sustainable Development Goals (SDGs)

Standard reporting on ethics issues

Information

The company reports, either through formal documentation or questionnaire declaration, on fair business practices including key performance indicators (KPIs), statistical figures or associated concrete actions.

Guidance

Reporting is considered standard when relevant and meaningful KPIs cover the main fair business practices issues (i.e. corruption & bribery and optionally anti-competitive practices issues and consumer/client issues such as responsible marketing & data protection), when KPIs are recent (i.e. last 2 reporting years) and regularly updated. KPIs can be sector-specific and include for instance the % of employees trained on business ethics issues, number of breaches of the Code of Ethics, and number of incidents reported through the whistle blowing procedure. Comprehensive reporting on business ethics issues will additionally have KPIs reported in a formal public document available to stakeholders, and will be aligned with external sustainability reporting standards or guidelines such as the Global Reporting Initiative.

Improvement Areas

Policies

Low

No supporting evidence of an endorsement of external initiatives or principles on ethics

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 supporting evidence of audits of control procedures to prevent corruption

Corrective Action requested

Information

No company declaration and no supporting documentation evidence provided on audits of internal controls relating to anti-corruption issues within the company's own operations.

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 & 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.

Low

No supporting evidence of 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

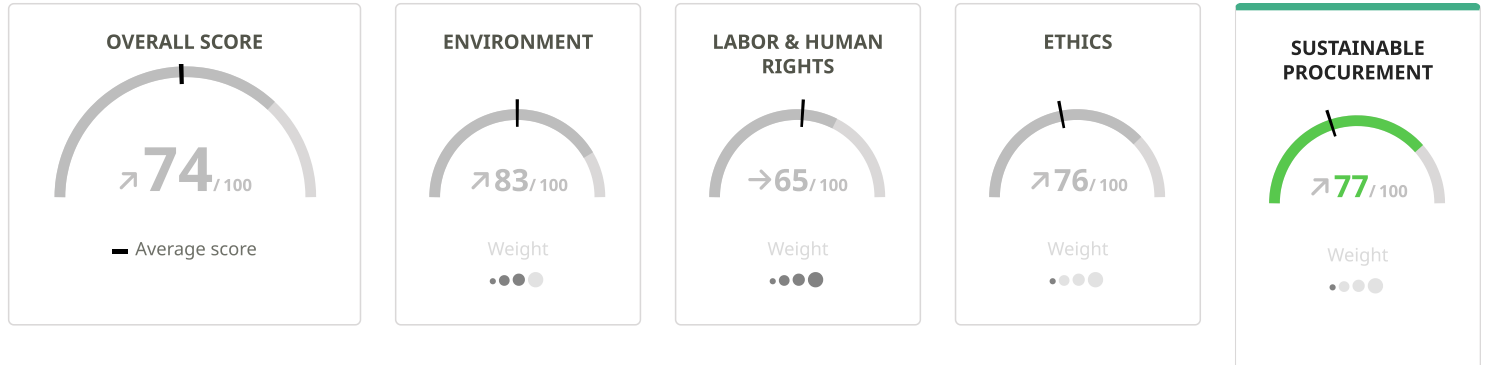
No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Corrective Action requested

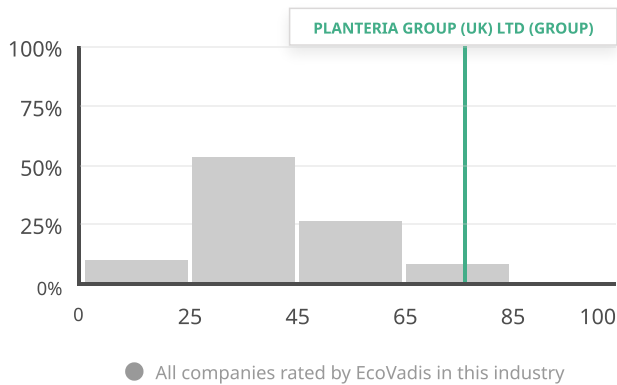
9. SUSTAINABLE PROCUREMENT

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

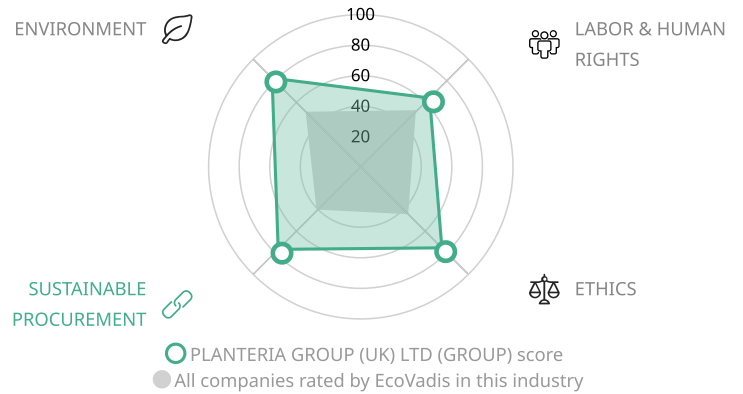
Sustainable Procurement Score Breakdown



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

Endorsement of the Science Based Targets initiative - Targets Set

Quantitative targets set on sustainable procurement

Information

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

Guidance

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

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

Other actions designed to prevent discrimination in the supply chain

Information

Actions other than those specified to advance diversity in the supply chain.

Guidance

Examples of documents to attach: Standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Other actions to promote sustainable procurement

Information

The company has provided formalized documents that demonstrate evidence of other actions to promote sustainable procurement measures.

Guidance

There is evidence of procedures, work instructions, or program implementation records that demonstrate actions other actions to promote sustainable procurement by integrating environmental and labor and human rights issues in supply chain management alongside conventional procurement considerations such as price, quality or reliability.

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.

Sustainable procurement objectives integrated into buyer performance reviews

Information

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

Guidance

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

On-site audits of suppliers on environmental and social issues

Information

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

Guidance

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

Supplier assessment on environmental and social practices

Information

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

Guidance

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

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

Information

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

Guidance

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

Integration of social and environmental clauses into supplier contracts

Information

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

Guidance

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

Risk assessment of adverse sustainability impacts in the supply chain

Information

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

Guidance

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

Results

Reporting on total gross Scope 3 upstream 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.

Company communicates progress towards the Sustainable Development Goals (SDGs)

Standard reporting on sustainable procurement issues

Information

There is evidence of formal reporting implemented regarding both labor and human rights issues from the company 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. KPIs may include (but are not limited to): the percentage of suppliers covered by sustainable procurement measures, and percentage of buyers trained on sustainable procurement issues. Comprehensive reporting on sustainable procurement 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

Results

<div style="background-color: #90EE90; border-radius: 10px; padding: 2px 5px; display: inline-block;">Low</div>	<p>Total gross Scope 3 upstream GHG emissions reporting value not confirmed in supporting documentation</p>	<div style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">Corrective Action requested</div>
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Low

No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Corrective Action requested

10. 360° WATCH FINDINGS

13 Nov 2025 |

Impact on Score

Neutral →

valid from 27 May 2026 to 13 Nov 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.
-  The company demonstrates an advanced management system on environmental issues.
-  The company demonstrates an advanced management system on ethics issues.
-  The company demonstrates an advanced management system on sustainable procurement.
-  Since the last assessment, the overall score has increased thanks to the implementation of additional measures.
-  Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

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

Labor & Human Rights

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

Ethics 

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

Sustainable Procurement 

- Medium Supplier Environmental Practices
- Medium Supplier Social Practices

KEY SUSTAINABILITY ISSUES

Find qualitative explanations of the key sustainability issues and risk associated with Landscape care and maintenance service activities



Environment

Importance

Sustainability issue

Medium

Energy consumption & GHGs

Definition

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

Industry issues

Energy and climate relevant issues in landscape care and maintenance are mainly due to transportation and the use of machinery. Office activities also contribute, though a negligible amount. Transport to and from clients' premises and on-site operations (e.g. moving, trimming or stump grinding) result in the emission of greenhouse gases (GHG's) due to fossil fuel combustion. Moreover, most of the energy consumption in this sector comes from electricity use and office heating and cooling. In 2014, transport accounted for almost a third of CO2 emissions in OECD countries; but the largest emitting sector remains power generation (42 %), which is partly driven by service use [1]. Therefore, focus should be placed on both of these sectors when it comes to achieving emission reduction targets as set during the latest UN Climate Change Conference in Paris (to keep global temperature rise below 2°C) [2]. Consequently, companies active in landscape care and maintenance service activities should improve the energy efficiency of all their operations, e.g. through route optimization and/or by replacing vehicle fleets and machinery by more climate-friendly alternatives, such as electric propulsion technologies. While there is a wide range of measures to reduce vehicle emissions and improve energy consumption, such as prioritizing renewable energies, responsibility can further be enhanced by implementing energy management systems for their operations via ISO 50001 certification.

High

Water

Definition

Water consumption during operations. Pollutants discharged into water.

Industry issues

Water resource stress is a global issue that is continuing to grow due to increasing water withdrawal for agricultural, industrial, energy, and household purposes. The simultaneous increase in demand of the world's population for drinking water adds to the severity of the problem and calls for the mitigation of water scarcities: A global 40 % gap between demand and supply is projected by 2030 under business as usual conditions [3]. Similar to the agricultural sector, water consumption has a particular relevance for landscaping activities due to the high demand of water for irrigation of plants, e.g. in green areas or recreational parks. This means that the sector bears a responsibility to both monitor its water consumption and take effective measures to use it efficiently. At the same time, the sector should make use of its potential to implement intelligent solutions designed for green spaces which provide increased buffering and water storage capacities in order to minimize risks and losses related to water management. To avoid extensive freshwater abstraction, reuse of wastewater for irrigation purposes can be an ecological and cost-efficient measure, where appropriate. Finally, activities of this sector which involve the use of pesticides, herbicides, and fertilizers need to take into account the risk that these substances pose when discharged into the environment. Responsible water management thus can start with the right choice of auxiliary products used for planting and maintenance of parks and gardens.

Medium

Biodiversity

Definition

Impacts from direct operations on the health, diversity and abundance of local ecosystems, species and genetic resources, including the welfare of animals used in operations.

Industry issues

Landscape care and maintenance often involves services such as pest and weed control, as well as fertilization; both activities influence the biological ecosystems they are applied to. It has been estimated that only 0.1% of applied pesticides reach the target pest, meaning that the bulk of the pesticides leaches into and impacts the environment [4]. Extensive pesticides use can damage native plant species and result in long-term loss of flora and fauna. Inorganic fertilizers have negative direct and indirect impacts on biodiversity: Firstly, as a result of the extensive use of these inorganic fertilizers, especially nitrogen fertilizers, degradation of soil, vegetation, and water resources has been recorded. This in turn affects the number and variety of species in the affected area [5]. Secondly, biodiversity can be diminished as an effect of mining and extraction activities preceding fertilizer production [6]. In view of the increasing demand and capacity of fertilizers linked to the rising pressure on agricultural production [7], the landscaping sector shares an equal responsibility of using such products more responsibly. Alternative means to achieve neat and well-maintained gardens, parks, and other grounds are available and guidance can be found in the fields of organic agriculture and recent practices of ecological control of pests, weeds, and plant growth.

Non-activated

Air Pollution

High

Materials, Chemicals & Waste

Definition

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

Industry issues

Key environmental factors to be taken into account in landscape management are chemicals consumption, waste generation, and emission of air pollutants from fuel combustion during transport and on-site work. Chemical use takes place mostly in the form of pesticides and fertilizers: Pesticides are usually classified according to their target organism or their chemical structure so that their compositions can vary substantially. The most important mineral fertilizers relate to three primary nutrients: nitrogen (N), phosphate (P2O5), and potash (K2O). Excessive input of these substances can lead to water eutrophication, soil acidification, and long-term productivity loss [8]. The waste generated is mostly in the form of plant residues as a result of the trimming of lawns, trees, and shrubs. As these wastes are organic in nature, they can be easily managed via composting and other biodegradable measures. Fuel combustion in this sector is responsible for emissions of particulate matter (PM) and nitrous oxides (NOx), which negatively impact local air quality. For most of the chemicals used and the emissions generated during operations, regulations exist in the EU which cover both vehicle emissions [9] and the use of pesticides [10]. When approaching integrated sustainable landscaping, however, there is still room for improving practices and adopting responsibility more proactively. In addition to minimizing pesticide and fertilizer use, sustainable waste management can include composting activities, and/or the re-use of organic wastes as mulch or as an energy source (e.g. biogas).

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.

Non-activated

Environmental Services & Advocacy



Labor & Human Rights

Importance

Sustainability issue

High

Employee Health & Safety

Definition

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

Industry issues

Landscaping care and maintenance involves physical work with tools such as shovels, rakes, saws, hedge and brush trimmers, lawnmowers, chain saws, and power shears. Some hazards on the job include rollovers from tractors, ATVs or mowers, as well as electrocution through contact with electrical cables [11]. In the European Union, while most service activities recorded relatively low shares of the total number of fatal accidents, non-fatal accidents were, nonetheless, relatively common in 2012 [12]. In the United States, and specifically in landscaping services, the total incidence rate of nonfatal occupational injuries and illnesses in 2012 was 5.2 per 100 full-time workers [13]. In 2013, 158 fatal injuries were recorded in this sector, of which the majority were related to falls, slips, trips, and also through contact with objects and equipment. Moreover, transportation incidents and injuries linked to the exposure to harmful substances or environments have been recorded [14]. Due to the high risk of injury in this sector, full attention should be paid to safety and physical health at work, especially when employees are exposed to dangerous activities. This includes health and safety policies and measures covering subcontractors employed to work on sites managed by the contractors since this is a common practice in landscaping that can pose a significant source of risk. Companies are also recommended to implement respective safety procedures, and provide safety driving training and personal protective equipment. When involved with hazardous substances, contained for example in pesticides, employees' health and safety should be insured by effectively communicating on the related risks: e.g. through providing handbooks and manuals to affected employees.

Medium

Working Conditions

Definition

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

Industry issues

Human capital investment is increasingly important for companies seeking to develop a sustainable workforce while reducing hiring costs associated with high employee turnover. In reality, however, the provision of fair wages is cited as insufficient by workers to lead a decent life, as indicated by the International Trade Union Confederation's (ITUC) Global Poll 2014 [15]. In the US for example, the majority (68% [16]) of people employed in landscaping services are working as grounds keeping workers and are paid a mean annual wage less than \$27,000 [17]. While this is still above current minimum wage in the US, this might not be the case in every country. Globally, wages have failed to increase at a rate consistent with global cost of living inflation. Furthermore, only 27% of the global population benefits from the access to comprehensive social security systems, whereas 73% are partially covered or not at all [18]. It is thus in the sector's interest to invest in their human capital by providing adequate wages, social benefits, and fair working hours to employees. Companies operating in less developed countries where minimum wage laws are deemed inadequate should default to wage standards established by the International Labor Organization (ILO). When operating in countries where state provided social protections are minimal or absent, companies should provide employees with healthcare and retirement pensions that are consistent with international standards. Employee satisfaction surveys and collective bargaining through worker representative groups, including unions and work councils can assist companies with identifying human capital management needs. Fair pay, social protections, and sector appropriate working condition are essential for companies to reduce labor costs without sacrificing ethics or production efficiency.

Medium

Social Dialogue

Definition

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

Industry issues

Social dialogue with work councils and labor unions is an effective tool to assist companies in identifying human capital management needs, including in areas such as wages, benefits, and skills development training. A vast majority of respondents to ITUC's Global Poll 2014 believe that workplaces with unions are safer and provide better wages and working conditions [15]. This reality provides evidence of the impact advanced social dialogue has in reinforcing human capital management strategies and of the tremendous opportunities for companies by implementing effective dialogue in countries that clearly lack such engagements. Numerous factors influence the level of social dialogue with workers' representatives, including national laws that outlaw labor unions, and employee apathy caused by the declining impact of unions to serve worker interests. From an internal management perspective, the challenges associated with managing social dialogue in global operations is exacerbated by the disparity in union membership across the world, which in 2012 was reported to be 11% in the US, 41% in China, and over 83% in Denmark [19]. Given the importance of social dialogue in helping establish policies and procedures that promote both employer and employee interests, companies should work to promote collective bargaining. Collaboration with work councils, labor unions or worker representatives can be leveraged to address working conditions, remuneration, skills development, and occupational health and safety needs. In countries where union membership is not permitted or is insignificant due to low member rates, companies should establish alternative modes of social dialogue that promote worker interests.

Medium

Career Management & Training

Definition

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

Industry issues

The majority of people working in the landscaping sector are grounds maintenance workers and are trained on the job without requiring formal education [20]. Companies should nonetheless reinforce occupational safety training efforts particularly for those employees working as tree trimmers or pruners or whenever dealing with power tools and heavy equipment. This is because estimates show that companies with mature human capital management programs have 10 - 30% fewer accident rates [21]. Workers in low skilled positions, e.g. maintenance workers in landscaping, should also be provided with basic skills development that can provide them with access to additional functional areas, thereby preventing functional redundancy and meeting employee human development needs. Occupational skills development programs can benefit companies across all functional areas, and should therefore be embedded throughout all operations. Ongoing employee evaluations accompanied by continuous feedback should furthermore be deployed to identify skills that enable companies to place employees in positions that reflect their skill levels, allowing for promotions as skill levels increase.

Medium

Child Labor, Forced Labor & Human Trafficking

Definition

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

Industry issues

Modern slavery—characterized by low wages, wage theft, violent and coercive working conditions, debt bondage, identification documentation retention, forced trafficking and exposure to unsafe working conditions is a global phenomenon. An estimated 40 million people worldwide are the victims of some form of forced labor—16 million in the private sector alone [22]. An estimated 168 million children are engaged in labor—an estimated 79 million are exposed to hazardous work that jeopardizes the physical, mental or moral well-being of a child [23]. The reasons for labor exploitation include companies seeking cheap labor—often through the hiring of indigenous groups, children and migrant workers to perform hazardous work, and the dependency on temporary labor—often filled through labor agents that engage in practices that facilitate worker indebtedness. Services to buildings and landscape activities, including Landscape care and maintenance service activities, are a high-risk sector for modern slavery. They operate on private property, behind closed doors and regulation is sparse in comparison to other industries. Labor rights knowledge among workers is lower than in many other industries, and companies commonly use layered systems of sub-contracting to insulate customer companies and properties from knowledge of labor abuses perpetrated against workers. A growing body of research [24] is now showing that coercive practices can predominantly affect migrant workers, a large group of workers in the building services and landscape industries [25]. Migrant workers, as a vulnerable group, may be recruited in their home countries, on the understanding that they will have a particular job and fixed salary in the destination place, only to receive on arrival a contract with entirely different conditions. These are some key features of modern debt bondage, with its complex web of deception in which above board and legitimate recruitment agencies are sometimes involved. Some examples include the withholding of wages, immigration-related coercion and threats, deceptive recruitment, debt bondage, confiscation of personal and travel documents, and dangerous and substandard working conditions. Many of these practices originate at the point of labor procurement, with low levels of due diligence with regard to contracting practices and poor oversight of contractor compliance [26,27]. Building maintenance and cleaning activities have heightened forced labor risks in emerging and developed economies alike, including recent cases in the building services industry in countries like Belgium, Austria, Germany and the United States [28,29]. The U.S. Department of State continues to identify building services as one of the most at-risk sectors for human trafficking globally [30]. Companies should develop policies, due diligence procedures and remedy human rights violations. In accordance with the Dhaka Principles, companies should prohibit recruitment fees or deposits from workers and should allow workers to move or relocate freely. Companies must implement effective slavery and child labor awareness training, perform impact assessments and monitoring procedures such as site audits. Employers should provide transparent contracts to all workers regardless of their status, should not require employees to pay recruitment fees or withhold employee documentation during any duration of the labor contract. When cases of forced or child labor are discovered, it is important for companies to remedy the issues through engagement with NGOs to provide remedies to victims, e.g., housing, psychological support and educational opportunities for child workers.

Medium

Discrimination and Harassment

Definition

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

Industry issues

In an increasingly global economy, it is key that companies take a firm non-discrimination stance to attract and retain a competent and stable workforce. The landscaping sector lacks gender diversity, as it employs mostly men due to physical requirements: Less than 7% of grounds keeping workers and first-line supervisors are women [31]. Research from the ILO indicates that gay employees receive 30% less than non-gay workers [32]. Many of the world's biggest and most successful companies have advanced diversity strategies, including in respect of LGBT individuals. Nearly 90% of Fortune 500 companies prohibit discrimination based on sexual orientation and gender identity, and almost 60% of them extend benefits to the same-sex partners of their employees [33]. While most countries have laws that prohibit discrimination, differences exist in their level of enforcement and scope of racial and social groups covered by their respective legislation, making it a strategic must for companies to establish internal policies that promote internal efforts.

Non-activated

External Stakeholder Human Rights



Ethics

Importance

Sustainability issue

Medium

Corruption

Definition

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

Industry issues

Corruption and bribery issues are major issues for any company, particularly when operating in risk countries. It harms entire economic communities such as the European Union by causing financial losses up to 120 billion per year, representing a little less than the budget of the EU [34]. Regulations such as the FCPA (Foreign Corrupt Practice Act) in the US or the UK Bribery Act address these issues and make it unlawful to make payments to foreign government officials to obtain or retain business. For example, due to competitive pressure in the sector, companies may be incited to gain an advantage in tendering procedures by offering benefits to public officials. To avoid such situations and the associated lawsuits and fines, companies can resort to the implementation of whistleblowing measures. This encourages employees to report any case of corruption and bribery by having in place a designated communication channel, for example a hotline or an email address, to report any related violation. Companies should ensure that anonymity is maintained and that there is no act of retaliation faced by the whistleblower. Disciplinary measures up to termination of employment can also be taken in case an employee is found involved in a corruption or bribery case.

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 [37]. 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 [38]. In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates is necessary to meet legal requirements in key jurisdictions.



Sustainable Procurement

Importance

Sustainability issue

Medium

Supplier Environmental Practices

Definition

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

Industry issues

Several environmental issues relevant for companies active in landscape care and maintenance services are related to the activities of their suppliers and subcontractors, such as the purchase of machine tools or auxiliary products, such as fertilizers and pesticides. In procurement, companies can shortlist preferred suppliers with more environmentally-friendly alternatives, such as organic fertilizers, and pay attention to the labelling of hazardous substances when purchasing new material containing chemicals. As in many other sectors, eco-friendly office supplies and equipment, as well as vehicle emission profiles, can be taken into account in procurement since these practices can have a large influence on the company's overall environmental impacts. Another key issue is the environmental impacts from subcontractors since much of the landscaping work is either seasonal or temporary. Subcontractors should be chosen wisely since the responsibility for their work carried out on clients' sites lies with the contractor, including potential impacts on the local environment, i.e. groundwater. In order to control the environmental damage caused by the activities of subcontractors, companies should choose subcontractors who are well trained on responsible pesticides use and irrigation practices and make sure that all subcontractors are licensed and experienced in their activities, with a particular focus on their environmental responsibility.

Medium

Supplier Social Practices

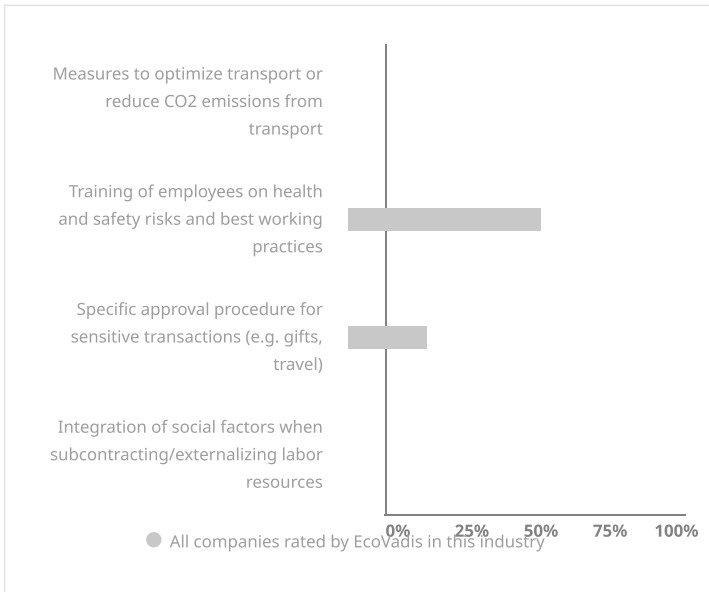
Definition

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).

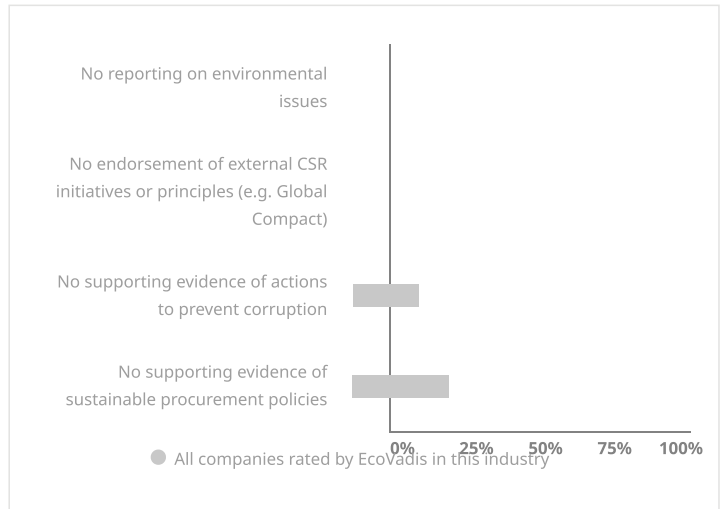
Industry issues

A great majority (82%) of respondents to ITUC's poll on global supply chains agree that a company is responsible and should be held accountable for the actions of their subcontractors. Across G20 economies, populations believe that companies need to be open and transparent about their subcontractors' illegal practices. This includes practices such as slavery, child and forced labor, and paying below the minimum wage [35]. Concerning fair business practices of suppliers and subcontractors, a global fraud survey showed that a large share of cases involved third party intermediaries, emphasizing the potential costs to companies linked to breaches by their suppliers and the importance of due diligence measures and compliance audits [36]. Against this background, companies should work to embed their respect for fundamental human rights, human capital management, and working conditions, as well as their business ethics commitments, throughout their entire supply chain operations. This will help prevent supply disruptions and potentially costly litigation. Using an approved supplier database, a simple mechanism to ensure legitimacy of third parties, is recommended for all companies entering in new markets or establishing new supplier relationships. For subcontracting in particular, companies active in landscaping should make sure that all subcontractors are licensed, trained, and insured and that they have had sufficient experience in the sector. More generally, social impact assessments used to assess impacts across a company's operations should include those of supply chain operations, as in accordance with the UN Guiding Principles on Business and Human Rights. Companies should develop and implement due diligence procedures to include supply chain mapping, risk assessments, and follow-up supplier engagements, including training and on-site audits. Companies should also establish contract provisions detailing supplier expectations regarding human rights protections and, whenever possible, integrate whistle-blowing procedures on the supplier's behalf.

Key industry Strengths



Key industry Improvement Areas



Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
Audit or assessment of suppliers on CSR issues	39%
Carbon disclosure project (CDP) respondent	10%
Global Compact Signatory	13%
Grievance mechanism or whistleblowing procedure in place	58%
ISO 14001 certified (at least one operational site)	38%
ISO 45001 certification or equivalent (at least one operational site)	25%
Policy on sustainable procurement issues	46%
Reporting on energy consumption & GHGs	57%
Reporting on health & safety indicators	43%

Main Regulations and Initiatives

ECOCERT's Eve® Standard for Ecological/Eco-friendly Areas

<http://www.ecocert.com/en/eve-ecological-outdoor-areas>

ECOCERT'S EVE® STANDARD IS INTENDED TO PROMOTE ENVIRONMENTALLY FRIENDLY PRACTICES IN THE MANAGEMENT OF OUTDOOR SPACES. ALL KIND OF OUTDOOR AREAS, PUBLIC OR PRIVATE, OPEN TO PUBLIC OR NOT, ENGAGED INTO A SUSTAINABLE AND ECOLOGICAL GREEN SPACE MANAGEMENT CAN BE CERTIFIED. SUCH DESIGNATED SPACES WILL REQUIRE PARTICULAR CARE AND MAINTENANCE PROVIDED BY COMPANIES WITH EXPERTISE IN SUSTAINABLE LANDSCAPE CARE.

 Environment

The Waterfootprint Network

<http://waterfootprint.org/en/>

The Water Footprint Network engages among others companies in implementing water assessment into their business and provide a global water footprint standard in order to promote sustainable water management. Companies can become partners of the organization in order to identify water-related business risks or to have their business assessed against the standard.

 Environment

International Standard Organization (ISO) 14000 family of standards

<http://www.iso.org/iso/iso14000>

The ISO 14000 family of standards provides practical tools for companies and organizations of all kinds looking to manage their environmental responsibilities. ISO 14001:2015 and its supporting standards such as ISO 14006:2011 focus on environmental systems to achieve this. The other standards in the family focus on specific approaches such as audits, communications, labelling and life cycle analysis, as well as environmental challenges such as climate change.

 Environment

ECOCERT's Eco-Sustainable Golf Course

<http://www.ecocert.com/en/eco-sustainable-golf-course>

THE STANDARD "ECO-SUSTAINABLE GOLF COURSE" HAS BEEN CREATED TO SUPPORT THE MANAGEMENT OF GREEN SPACES OF GOLF COURSES IN THE FRAMEWORK OF SUSTAINABLE DEVELOPMENT PRINCIPLES (ECOLOGICAL, ECONOMIC AND SOCIAL ASPECTS). ALL KIND OF GOLF COURSES, PUBLICS OR PRIVATE, ENGAGED INTO A SUSTAINABLE AND ECOLOGICAL MANAGEMENT CAN BE CERTIFIED. CERTIFIED GOLF COURSES WILL REQUIRE PARTICULAR CARE AND MAINTENANCE PROVIDED BY COMPANIES WITH EXPERTISE IN THIS FIELD.

 Environment

Carbon Disclosure Project (CDP)

<https://www.cdp.net/>

The CDP (Carbon Disclosure Project) is an organization based in the United Kingdom which works with shareholders and corporations to disclose the greenhouse gas emissions of major corporations. The organization operates in most major economies worldwide and channels information and progress through individual programs on climate change, water, supply chains, forests and cities.

 Environment

International Standard Organization (ISO) 50001 standard

http://www.iso.org/iso/home/store/catalogue_tc/catalogue_detail.htm?csnumber=51297

ISO 50001:2011 specifies requirements for establishing, implementing, maintaining and improving an energy management system, whose purpose is to enable an organization to follow a systematic approach in achieving continual improvement of energy performance, including energy efficiency, energy use and consumption.

 Environment

SA8000 Standard for socially acceptable workplace practices

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

SA8000 is a sustainable standard for ensuring the empowerment and protection of the health and welfare of all personnel throughout a worksite and a company's supply chain, while providing a management system for employers to demonstrate and verify their compliance with the standard. SA8000 was developed to help ensure that employees globally are treated according to basic human rights principles, as defined by the UN Universal Declaration of Human Rights, the Convention on the Rights of the Child and various International Labour Organization (ILO) conventions. SA stands for Social Accountability and is run by Social Accountability International (SAI).

 **Labor & Human Rights**

National Association of Landscape Professionals

<https://www.landscapeprofessionals.org/>

The National Association of Landscape Professionals is a trade association for the landscape industry, representing 4,000 companies with more than 100,000 landscape professionals. Member companies specialize in lawn care, landscape design and installation, landscape maintenance, tree care, irrigation and water management, and interior plantscaping. The organization formed an alliance with OHSAS in 2004 in order to provide large and small landscape services industry employers with information, guidance, and access to training resources to help them protect the safety and health of their employees, including youth and low-literacy level and non-English speaking workers.

 **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 the 12 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**

U.S. Foreign Corrupt Practices Act

<https://www.justice.gov/criminal-fraud/foreign-corrupt-practices-act>

 **Regulatory**

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

 **Ethics**

OHSAS 18001 Standard

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

OHSAS 18000 is an international occupational health and safety management system specification created via a concerted effort from a number of the worlds leading national standards bodies, certification bodies, and specialist consultancies. The standard helps among others to minimise risk to employees, improve an existing OH&S management system, to demonstrate diligence and to gain assurance.

 **Labor & Human Rights**

Universal Declaration of Human Rights

<http://www.un.org/en/universal-declaration-human-rights/>

 **Regulatory**

The Universal Declaration of Human Rights (UDHR) is an advisory declaration adopted by the United Nations General Assembly in Paris on 10 December 1948. It was drafted by representatives with different legal and cultural backgrounds from all regions of the world as a common standard of achievements for all peoples and all nations. It sets out, for the first time, fundamental human rights to be universally protected.

 **Labor & Human Rights**

United Nations Convention against Corruption

<http://www.unodc.org/unodc/de/treaties/CAC/>

 **Regulatory**

The UNCAC is the first legally binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices. The United Nations Convention against Corruption entered into force on 14 December 2005.

 **Ethics**

The European Ecolabel

<http://ec.europa.eu/environment/ecolabel/>

The European Ecolabel is a voluntary scheme, established in 1992 to encourage businesses to market products and services that have a reduced environmental impact throughout their life cycle, from the extraction of raw material through to production, use and disposal. There are currently 11 license holders in the Netherlands, Italy, France and Spain producing growing media for gardening purposes which have been assessed according to the labelling scheme and which can be identified by the Ecolabel.

 **Sustainable Procurement**

EU Directive on the Sustainable Use of Pesticides

http://ec.europa.eu/food/plant/pesticides/sustainable_use_pesticides/index_en.htm

 Regulatory

The EU sets rules for the sustainable use of pesticides to reduce the risks and impacts of pesticide use on people's health and the environment in its Directive 2009/128/EC. It is supposed to help establish a common legal framework for achieving a sustainable use of pesticides, taking account of precautionary and preventive approaches. It currently applies to pesticides which are plant protection products. However, it is anticipated that the scope of the Directive will be extended to cover biocidal products.

 Environment

The Global Reporting Initiative (GRI)

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

The GRI is a network-based organization that has set out the principles and indicators that companies, organizations and governments can use to measure and report their economic, environmental, and social performance. GRI provides a “sustainability reporting framework” and launched the fourth edition of its Guidelines, called “G4”, in 2013 after extensive stakeholder consultation.

 All themes

Carbon Trust Standard

<https://www.carbontrust.com/client-services/footprinting/footprint-certification/carbon-trust-standard/>

The Carbon Trust provides certification for organisations to demonstrate their success in cutting their carbon footprint and gain a competitive advantage. The Carbon Trust Standard for Carbon, Water and Waste can be achieved individually or in combination.

 Environment

United Nations Global Compact

<https://www.unglobalcompact.org/>

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. The UN Global Compact helps companies to meet their commitments to operate responsibly and support the Sustainable Development Goals. They do so through a range of activities at the international and local levels – from raising awareness and developing resources, to facilitating partnerships and enabling action on key issues.

 All themes

International Standard Organization (ISO) 26000 - Social responsibility

<http://www.iso.org/iso/home/standards/iso26000.htm>

ISO 26000:2010 provides guidance on how businesses and organizations can operate in a socially responsible way. It is not a standard, so it cannot be certified to unlike some other well-known ISO standards. Instead, it helps clarify what social responsibility is, helps businesses and organizations translate principles into effective actions and shares best practices relating to social responsibility, globally. It is aimed at all types of organizations regardless of their activity, size or location.

 All themes

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