

ecovadis

ABAR SPA

è stata assegnata a

Medaglia d'argento

come riconoscimento del rating EcoVadis

- GENNAIO 2021 -



Ricevete questo punteggio/medaglia in base alle informazioni comunicate e alle notizie a disposizione di EcoVadis al momento della valutazione. Qualora, durante il periodo di validità della scorecard/medaglia, le informazioni o le circostanze dovessero cambiare in modo rilevante, EcoVadis si riserva il diritto di sospendere la scorecard/medaglia e, se lo riterrà opportuno, rivalutare ed eventualmente riemettere una scorecard/medaglia modificata.

Valida fino al: gennaio 2022

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ABAR SPA

SAN GIULIANO MILANESE - Italia | Fabbricazione di carta e cartoni ondulati e di imballaggi di carta e cartone

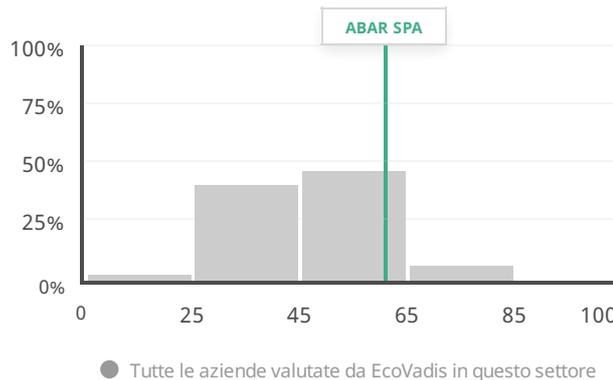
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Valida fino al: 25 Gen 2022



62 /100
89°
percentile

Distribuzione del punteggio complessivo



ASPETTI PRINCIPALI

Punteggio complessivo

ABAR SPA si trova nel **12%** delle aziende migliori valutate da EcoVadis nel settore Fabbricazione di carta e cartoni ondulati e di imballaggi di carta e cartone .

Pratiche Lavorative e Diritti Umani

ABAR SPA si trova nel **30%** delle aziende migliori valutate da EcoVadis nel settore Fabbricazione di carta e cartoni ondulati e di imballaggi di carta e cartone .

Acquisti sostenibili

ABAR SPA si trova nel **1%** delle aziende migliori valutate da EcoVadis nel settore Fabbricazione di carta e cartoni ondulati e di imballaggi di carta e cartone .

Etica

ABAR SPA si trova nel **21%** delle aziende migliori valutate da EcoVadis nel settore Fabbricazione di carta e cartoni ondulati e di imballaggi di carta e cartone .



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Relazione sulla valutazione di sostenibilità EcoVadis

Azienda valutata:
ABAR SPA

Punteggio complessivo: 62 /100
gennaio 2021

Performance di sostenibilità: Moderato

Dimensione: M
Paese della sede principale: Italia
Operazioni in paesi a rischio: NO
Settore: Fabbricazione di carta e cartoni ondulati e di
imballaggi di carta e cartone

SOMMARIO

1. Panoramica delle performance di sostenibilità
2. Vantaggi della valutazione
3. Metodo di valutazione
4. Metodologia EcoVadis
 - A. Quattro temi e 21 criteri
 - B. Sette indicatori di gestione
5. Comprendere la scorecard
 - A. Informazioni quantitative: Punteggi e criteri attivati
 - B. Informazioni qualitative: Punti di forza e aree di miglioramento
 - C. Scala di punteggio
6. Ambiente
7. Pratiche Lavorative e Diritti Umani
8. Etica
9. Acquisti sostenibili
10. Risultati del monitoraggio a 360°
11. Commenti specifici
12. Contattaci
13. Appendice: Profilo di rischio del settore

SOSTENIBILITÀ

La sostenibilità è l'impegno continuo ad agire in modo responsabile, integrando gli aspetti sociali e ambientali nelle attività aziendali. La sostenibilità non si limita alla conformità normativa ma prende in considerazione il modo in cui le aziende gestiscono il loro impatto economico, sociale e ambientale, oltre alle relazioni con gli stakeholder (ad es. dipendenti, partner commerciali, governi).

INFORMAZIONI SULLA VALUTAZIONE

La struttura metodologica di EcoVadis valuta le politiche e le azioni delle aziende oltre ai rendiconti pubblicati in materia di ambiente, lavoro e diritti umani, etica e approvvigionamento sostenibile. Il nostro team di esperti internazionali della sostenibilità analizza e confronta i dati delle aziende (documenti giustificativi, risultati del monitoraggio a 360° e così via) per fornire valutazioni affidabili, che tengano conto del settore, delle dimensioni e dell'ubicazione geografica di ciascuna azienda.

RIGUARDO A ECOVADIS

EcoVadis offre la soluzione leader per il monitoraggio della sostenibilità nelle catene di fornitura globali. Grazie a una tecnologia innovativa e all'esperienza nella sostenibilità, ci impegniamo per coinvolgere le aziende e per aiutarle ad adottare pratiche sostenibili.

Nessuna parte di questo documento può essere riprodotta, modificata o distribuita, in qualsiasi forma o modalità, senza previa autorizzazione scritta di EcoVadis. Fornito sotto contratto per l'uso esclusivo da parte dell'abbonato:

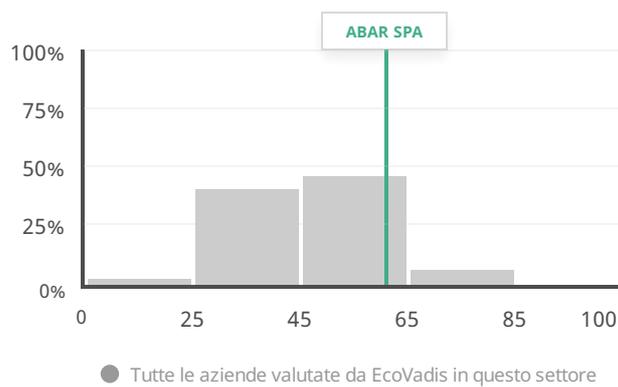
1. PANORAMICA DELLE PERFORMANCE DI SOSTENIBILITÀ

Composizione del punteggio

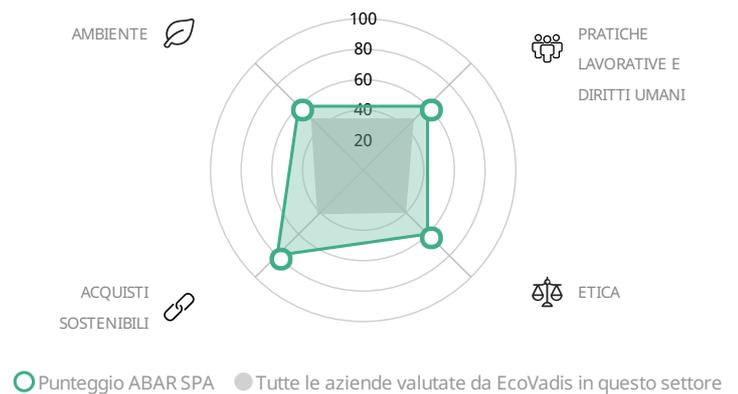
Performance di sostenibilità ● Insufficiente ● Parziale ● Moderato ● Avanzato ● Eccezionale — Punteggio medio



Distribuzione del punteggio complessivo



Paragone dei punteggi dei temi



ABAR SPA ha ottenuto una medaglia argento come riconoscimento dei risultati ottenuti nella sostenibilità! Per ricevere questa medaglia, le aziende devono raggiungere un punteggio complessivo di 54-66.

Piano di azione correttivo in corso

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. ABAR SPA dispone di un piano di azione correttivo in corso e sta lavorando per migliorare il proprio sistema di gestione della sostenibilità.

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2. VANTAGGI DELLA VALUTAZIONE

Capire :

Ottenere un quadro chiaro delle performance di sostenibilità dell'azienda. La scorecard è il risultato finale della valutazione EcoVadis. Essa permette di valutare e confrontare le performance di sostenibilità dell'azienda in quattro temi, su una scala da 0 a 100, evidenziandone i punti di forza e le aree di miglioramento.

Capire il posizionamento dell'azienda rispetto al proprio settore. Confrontare le performance di sostenibilità dell'azienda con quelle del suo settore, con un grafico di distribuzione del punteggio e un confronto dei punteggi ottenuti nei temi.

Identificare le tendenze del settore. Scoprite i principali rischi, le normative, gli argomenti scottanti e le buone pratiche sulla sostenibilità riguardanti specifici settori.

Comunicare :

Rispondere alle esigenze dei clienti. Sono sempre più numerose le aziende che chiedono di conoscere meglio le performance ambientali e sociali dei loro partner commerciali. La valutazione EcoVadis permette alle organizzazioni di dimostrare il loro impegno.

Sfruttare uno strumento di comunicazione esclusivo. Le aziende che dispongono di una scorecard EcoVadis evitano il carico di lavoro connesso agli audit, condividendo un'unica valutazione con tutti i clienti che ne fanno richiesta.

3. METODO DI VALUTAZIONE

1

Richiesta del cliente

I responsabili di approvvigionamenti, RSI, ambiente, salute e sicurezza e sostenibilità delle aziende che hanno deciso di monitorare i rischi posti dalla catena di fornitura in ambito di sostenibilità chiedono che i loro partner commerciali ottengano la valutazione EcoVadis.

2

Questionario

Sulla base dei fattori di rischio specifici in ambito di sostenibilità, EcoVadis crea un questionario personalizzato. Il questionario comprende 20-50 domande studiate specificamente in base al settore, alle dimensioni e all'ubicazione dell'impresa esaminata.

3

Analisi dei documenti

Per le risposte fornite al questionario, le aziende devono presentare i corrispondenti documenti giustificativi. Questi documenti sono esaminati dai nostri analisti.

4

Informazioni pubbliche

A conferma delle performance di sostenibilità, EcoVadis raccoglie anche le informazioni sull'azienda, spesso disponibili sul relativo sito web.

5

Risultati del monitoraggio a 360°

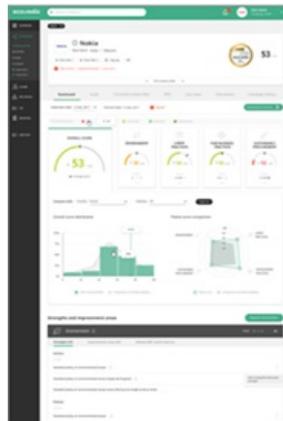
I risultati del monitoraggio a 360° sono costituiti dalle informazioni pubbliche pertinenti relative alle prassi di sostenibilità delle aziende, identificate grazie a oltre 2.500 fonti di dati. Questi dati possono influire in modo positivo o negativo o non influire affatto sul punteggio.

6

Analisi degli esperti

I nostri analisti combinano tutti questi elementi per ottenere una scorecard unificata per ogni azienda.

SCORECARD



4. METODOLOGIA ECOVADIS

A. Quattro temi e 21 criteri

La valutazione EcoVadis si riferisce a 21 aspetti riuniti in 4 temi (ambiente, tutela dei lavoratori e diritti umani, etica e approvigionamento sostenibile). I 21 aspetti o criteri si basano su standard di sostenibilità internazionali come i principi del Global Compact, le convenzioni dell'Organizzazione Internazionale del Lavoro (ILO), gli standard GRI (Global Reporting Initiative) e ISO 26000 e i principi del CERES (Coalition for Environmentally Responsible Economy).

21 criteri di sostenibilità

1. AMBIENTE

OPERAZIONI

Consumo energetico ed emissioni di gas a effetto serra
Acqua
Biodiversità
Inquinamento locale ed accidentale
Materiali, prodotti chimici e rifiuti

PRODOTTI

Uso del prodotto
Fine di vita del prodotto
Salute e sicurezza dei clienti
Advocacy e servizi ambientali

3. ETICA

Corruzione
Pratiche anticompetitive
Gestione responsabile delle informazioni

2. PRATICHE LAVORATIVE E DIRITTI UMANI

RISORSE UMANE

Salute e sicurezza dei dipendenti
Condizioni lavorative
Dialogo sociale
Gestione delle carriere e formazione

DIRITTI UMANI

Lavoro infantile, lavoro forzato e tratta di esseri umani
Diversità, discriminazione e molestia
Diritti umani delle parti interessate esterne

4. ACQUISTI SOSTENIBILI

Pratiche ambientali dei fornitori
Pratiche sociali dei fornitori

B. Sette indicatori di gestione

Le valutazioni EcoVadis analizzano il sistema di gestione della sostenibilità dell'azienda riferendosi a sette indicatori di gestione. In questo modo è possibile personalizzare ulteriormente la valutazione, fornendo una ponderazione dei quattro temi e, di conseguenza, dei 21 criteri di sostenibilità.



Politiche (ponderazione: 25%)

1. Politiche: Dichiarazioni riguardanti la missione, politiche, obiettivi, traguardi, governance
2. Adesione: Adesione a iniziative di sostenibilità esterne

Azioni (ponderazione: 40%)

3. Misure: Misure e azioni implementate (ad es. procedure, formazione, apparecchiature)
4. Certificazioni: Certificazioni ed etichette (ad es. ISO 14001)
5. Copertura: Copertura di misure e azioni

Risultati (ponderazione: 35%)

6. Report: Report sugli indicatori di prestazioni chiave (KPI)
7. 360: Condanne, controversie, riconoscimenti



5. COMPRENDERE LA SCORECARD

Il punteggio complessivo può essere meglio compreso esaminando le informazioni quantitative (punteggi ottenuti nei temi e criteri attivati) e qualitative (punti di forza e aree di miglioramento).

A. Informazioni quantitative: Punteggi e criteri attivati

Punteggi dei temi:

Come il punteggio complessivo, anche i punteggi dei temi sono espressi in una scala che va da 1 a 100.

Criteri attivati:

A ciascuno dei quattro temi (ambiente, pratiche lavorative e diritti umani, etica e approvvigionamento sostenibile) sono associati criteri specifici. Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

Non attivato

Nel caso in cui alcuni criteri non siano attivati, l'aspetto specifico che vi è associato non è pertinente o presenta un rischio di sostenibilità molto basso per l'azienda in questione.

Media

I criteri di media importanza riguardano aspetti che presentano un certo rischio di sostenibilità, che tuttavia non ha un carattere predominante.

Alta

I criteri di importanza elevata valutano aspetti in cui l'azienda deve affrontare i maggiori rischi di sostenibilità.



Solo paesi a rischio

I criteri classificati come Solo nei paesi a rischio vengono attivati solo se l'azienda svolge attività significative in uno o più dei paesi identificati come a rischio.

C. Scala di punteggio

0 - 24	Insufficiente	Nessun impegno o azione tangibile in materia di sostenibilità. Evidenza di alcuni casi di comportamento improprio (ad es. inquinamento, corruzione).
25 - 44	Parziale	Nessun approccio strutturato alla sostenibilità. Pochi impegni o azioni tangibili su aspetti selezionati. Report parziale sugli indicatori di prestazioni chiave (KPI) Certificazione parziale o prodotto con etichetta occasionale.
45 - 64	Moderato	Approccio strutturato e proattivo alla sostenibilità. Impegni/politiche e azioni tangibili sugli aspetti principali. Report di base sulle azioni o sugli indicatori di performance.
65 - 84	Avanzato	Approccio strutturato e proattivo alla sostenibilità. Impegni/politiche e azioni tangibili sugli aspetti principali con informazioni di adozione dettagliate. Resoconti di sostenibilità significativi su azioni e indicatori di performance.
85 - 100	Eccezionale	Approccio strutturato e proattivo alla sostenibilità. Impegni/politiche e azioni tangibili su tutti gli aspetti con informazioni di adozione dettagliate. Resoconti di sostenibilità completi su azioni e indicatori di performance. Pratiche innovative e riconoscimento esterno.

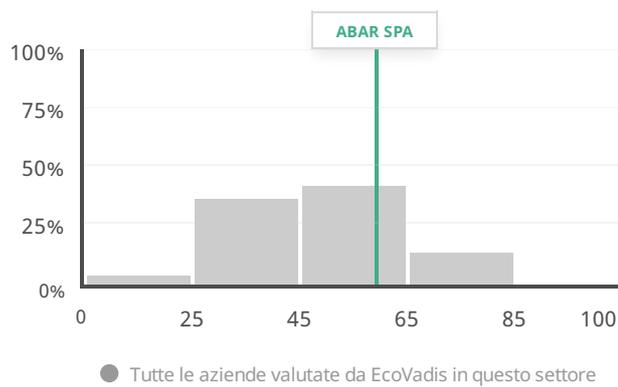
6. AMBIENTE

Questo tema prende in considerazione sia i fattori operativi (ad es. consumo di energia, gestione dei rifiuti) sia la gestione responsabile dei prodotti (ad es. fine vita dei prodotti, aspetti di salute e sicurezza dei clienti).

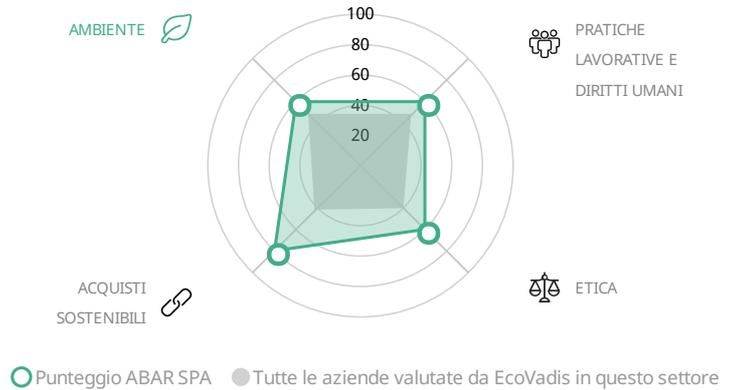
Composizione del punteggio relativo all'ambiente



Distribuzione dei punteggi dei temi



Paragone dei punteggi dei temi



Ambiente: Criteri attivati

Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

Ambiente: Punti di forza e aree di miglioramento

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. Le aree di miglioramento con azioni correttive in corso sono indicate sotto con le etichette.

Punti di forza (17)

Politiche

Environmental policy on some relevant issues [i.e. materials, chemicals & waste]

Informazioni

The company has formalized statements, commitments, and operational objectives on the management and mitigation of its environmental footprint, focusing on some material issues. The existing policy does not cover all the major environmental issues the company is confronted with.

Istruzioni

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

Azioni

Reduction of energy consumption of IT infrastructure

Purchasing of renewable energy

Employee awareness training on water management

Informazioni

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

Istruzioni

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

Printed materials designed for easy recyclability

Measures to facilitate recycling for customers

Informazioni

The company has implemented specific measures to facilitate recycling for customers.

Istruzioni

Examples of such measures might include product take-back programs, specific disposal instructions for products or creating products which are specifically designed for easy dismantling.

Measures to reuse or recycle waste

Informazioni

The company has implemented specific measures to reuse or recycle the waste produced.

Istruzioni

Examples of measures might include collecting and re-using the waste on site, sorting and ensuring the waste is collected by a specialist waste company.

Measures to recycle paper/carton waste

Informazioni

The company has implemented specific measures to recycle waste made of paper and/or carton.

Istruzioni

Examples of such measures might include sorting paper and ensuring on-site re-use (e.g. with one-side printed pages), organising external collection by a specialist paper waste contractor or carton packaging collector.

Measures implemented to reduce pollutants discharged into water

Informazioni

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

Istruzioni

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

Reduction of water consumption through innovative equipments, methods or technologies

Informazioni

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

Istruzioni

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

Employee awareness/training program on energy conservation

Informazioni

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

Istruzioni

Awareness programs might include brochures given to employees, notices displayed in the workplace areas, presentation used during meetings in order to engage employees on reducing energy consumption. Some examples of areas it could cover include turning off lights at the end of the day, switching off electrical appliances when not in use, selecting energy-efficient equipment (e.g. for facilities management or procurement department staff), and optimizing machinery use (e.g. stand-by vs active for workshop operatives).

Risultati

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 1 and 2 GHG emissions

Reporting on total energy consumption

Informazioni

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

Istruzioni

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

Standard reporting on environmental issues

Informazioni

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

Istruzioni

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

Aree di miglioramento (3)

Politiche

Media

No information on endorsement of external CSR initiatives or principles

Informazioni

The company does not declare whether it is a signatory or has public adherence to any external CSR set of principles, charters, codes of conduct or international guidelines. There is no evidence within the company's supporting documentation indicating formal membership in a voluntary CSR initiative.

Istruzioni

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

Media

Inconclusive documentation or only basic policy on some relevant issues [i.e. energy consumption & GHGs, water, product end-of-life]

Informazioni

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

Istruzioni

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

Azioni

Media

No information on ISO 14001/EMAS certification

Informazioni

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

Istruzioni

The ISO 14001 standard belongs to the ISO 14000 series, a family of environmental management standards developed by the International Organization for Standardization (ISO) designed to provide an internationally recognized framework for environmental management, measurement, evaluation and auditing. The standard serves as a framework to assist organizations in developing their own environmental management system and is based on the continuous Plan-Do-Check-Act cycle. The Eco-Management and Audit Scheme (EMAS) an EU voluntary instrument which acknowledges organizations that evaluate, report, and improve their environmental performance on a continuous basis. Organizations located outside the EU Community can also participate (EMAS Global). Some examples of evidence used to demonstrate the coverage of ISO 14001 or EMAS certifications include (but are not limited to): - Individual certificates for each certified site; - A certificate annex clearly stating each individual site covered by the certificate - A sample certificate for one site, along with formalized reporting in a third-party verified report (i.e. CSR Report, Annual Report), which includes the percentage of sites covered by the ISO 14001 or EMAS certification, etc.

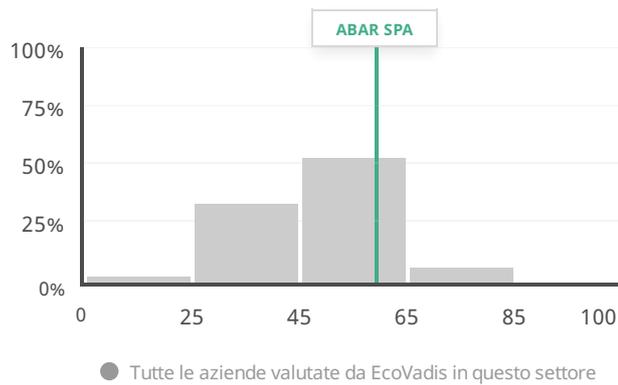
7. PRATICHE LAVORATIVE E DIRITTI UMANI

Questo tema prende in considerazione sia gli aspetti riguardanti le risorse umane interne (ad es. salute e sicurezza, condizioni lavorative, gestione delle carriere) sia gli aspetti connessi ai diritti umani (ad es. discriminazione e/o molestie, lavoro minorile).

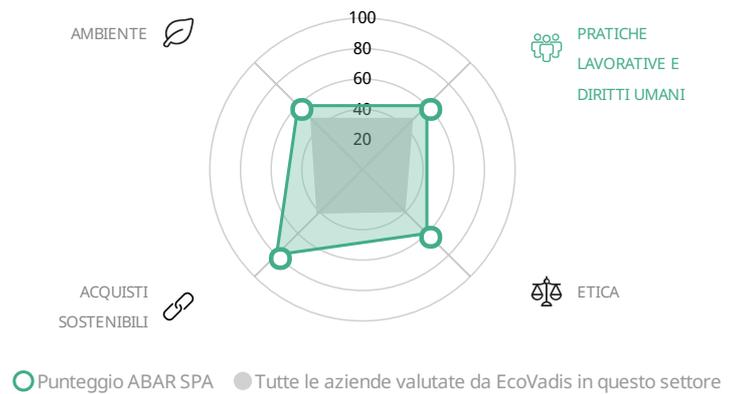
Composizione del punteggio relativo a pratiche lavorative e diritti umani



Distribuzione dei punteggi dei temi



Paragone dei punteggi dei temi



Pratiche Lavorative e Diritti Umani: Criteri attivati

Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

Pratiche Lavorative e Diritti Umani: Punti di forza e aree di miglioramento

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Punti di forza (24)

Politiche

Standard policy on a majority of labor or human rights issues

Informazioni

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

Istruzioni

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. Download the How-to Guide on this topic here (in English).

Azioni

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

Informazioni

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.

Istruzioni

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

Whistleblower procedure on discrimination and harassment

Informazioni

The company has implemented a formal whistleblower procedure which encourages employees (and external stakeholders) to report potential violations of the company's discrimination and/or harassment policies.

Istruzioni

Employees can report on areas such as violations of the company's discrimination and/or harassment policy (e.g. on hiring, remuneration, training, promotion) through anonymous and secure communication channels. In addition, non-retaliation is ensured.

Awareness training regarding diversity, discrimination, and/or harassment

Active measures for the prevention of musculoskeletal disorders

Informazioni

The company actively implements measures to prevent musculoskeletal disorders

Istruzioni

Musculoskeletal Disorders or MSDs are injuries and disorders that negatively affect the human body's movement or musculoskeletal system (i.e. muscles, tendons, ligaments, nerves, discs, blood vessels, etc.). Some examples of how employees can suffer from MSDs occur when they are involved in high task repetition, forceful exertions and repetitive or sustained unnatural postures. Examples of measures to reduce MSDs are to train employees on a workplace ergonomics processes and emphasizing early intervention (i.e. when risk factors are causing an employee to experience the early signs of MSDs, the company can remove the risk factors and help the employee return to 100% health with a proactive self-care program).

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

Informazioni

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

Istruzioni

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

Internal audits on health & safety issues

Informazioni

The company carries out internal audits on health & safety issues

Istruzioni

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

Provision of protective equipment to all impacted employees

Informazioni

The company provides personal protective equipment to all impacted employees

Istruzioni

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

Employee health & safety detailed risk assessment

Informazioni

The company carries out employee health & safety detailed risk assessments

Istruzioni

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

Transparent recruitment process communicated clearly and formally to all candidates

Informazioni

The company has a transparent recruitment process in place which is clearly and formally communicated to all candidates

Istruzioni

The company has a transparent hiring process in place which is communicated to all candidates. This includes, but is not limited to: having a clear job description, a process in place to respond to applicants after an interview, notification to candidates on potential background checks, etc. An open, transparent, and merit-based recruitment process ensures equal opportunities to the job applicants, free of any direct or indirect discrimination.

Measures to prevent discrimination during recruitment phase

Informazioni

The company has proactive measures in place to avoid discrimination during the recruitment phase

Istruzioni

Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, and termination. Discrimination can be based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age (source: ISO 26000). Some examples of measures to prevent discrimination during the recruitment phase are: to have a predefined procedure covering the selection process, to establish a pre-determined and non-discriminatory role profile for the open position based on skills competencies which the successful applicant must meet, and to encourage diversity amongst applicants.

Active preventive measures for stress and noise

Informazioni

The company has preventive measures in place against stress and noise

Istruzioni

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

Mandatory health check-up for employees**Informazioni**

The company provides general mandatory health check-up for employees

Istruzioni

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

Active preventive measures for noise exposure**Informazioni**

The company has preventive measures against noise exposure

Istruzioni

The company has measures in place to monitor, prevent and report on noise level within the company premises. Typical sectors for workers affected by loud noise include construction, agriculture, forestry, manufacturing of metal and wood, mining and quarrying. Noise-induced hearing loss is one of the most prominent and most recognised occupational diseases in the Member States of the European Union. Noise generated from activities could be a nuisance for employees whilst affecting their health. The company should detect unacceptable noise impacts by implementing a monitoring program and report on results.

Provision of skills development training**Informazioni**

The company provides training to its employees to develop their skills

Istruzioni

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

Joint labor management health & safety committee in operation**Informazioni**

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

Istruzioni

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

Specific measures implemented for the integration of employees with disabilities

Informazioni

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

Istruzioni

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)

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

Informazioni

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

Istruzioni

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

Risultati

Reporting on average training hours per employee

Reporting on the percentage of women in top executive positions

Informazioni

The company reports, either through formal documentation or questionnaire declaration, on the percentage of women in executive positions (e.g. senior or top management).

Istruzioni

Executive positions include positions such as chief financial officers, chief operating officers, or any other key roles in a company. The aim is to look into whether a company is promoting an increase in gender diversity in its executive rank or not. It is important to note that in 2015, only 14.2% of the top five leadership positions in companies in the S&P500 are held by women according to CNNMoney analysis.

Reporting on accident severity rate

Informazioni

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

Istruzioni

The accident severity rate (or Lost Time Injury Severity Rate) measures the time lost due to occupational injuries in relation to the total amount of time worked. It indicates how severe the accidents were and how long the injured employees were out of work as a result of disabling injuries. The calculation method varies from country to country; for instance in the way lost time injury events are determined or what baseline is used to calculate the rate. In the UK it is calculated as follows: $[(\text{number of days lost due to injuries}) \times 200,000 / \text{total hours worked}]$, whereas in France it is: $[(\text{number of days lost due to injuries}) \times 1000 / \text{total hours worked}]$. In India, the rate is calculated as $[(\text{number of days lost due to injuries}) \times 1,000,000 / \text{total hours worked}]$. Download the How-to Guide on this topic here (in English).

Reporting on accident frequency rate

Informazioni

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

Istruzioni

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

Standard reporting on labor and human rights issues

Informazioni

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.

Istruzioni

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): accident frequency and severity rates, the percentage of employees covered by collective bargaining agreements, skills development trainings, and percentage of employees trained on discrimination issues. Comprehensive reporting on labor practice and human rights 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 CSR reporting standards. Download the How-to Guide on this topic here (in English).

Aree di miglioramento (4)

Politiche

Media

No information on endorsement of external CSR initiatives or principles

Informazioni

The company does not declare whether it is a signatory or has public adherence to any external CSR set of principles, charters, codes of conduct or international guidelines. There is no evidence within the company's supporting documentation indicating formal membership in a voluntary CSR initiative.

Istruzioni

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

Media

Inconclusive documentation or only basic policy on some relevant issues [i.e. working conditions]

Informazioni

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

Istruzioni

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

Bassa

No quantitative target on labor and human rights issues

Informazioni

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

Istruzioni

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). Download the How-to Guide on this topic here (in English).

Azioni

Media

No information on ISO 45001/OHSAS 18001 certification

Informazioni

No company declaration and no evidence in the supporting documentation on ISO 45001 certification achieved for at least one operational site(s).

Istruzioni

ISO 45001 is an international standard for occupational health and safety management systems. It is intended to help an organizations to control occupational health and safety risks. It was developed in response to widespread demand for a recognized standard against which to be certified and assessed. The certification involves an external audit on the facilities' health & safety conditions.

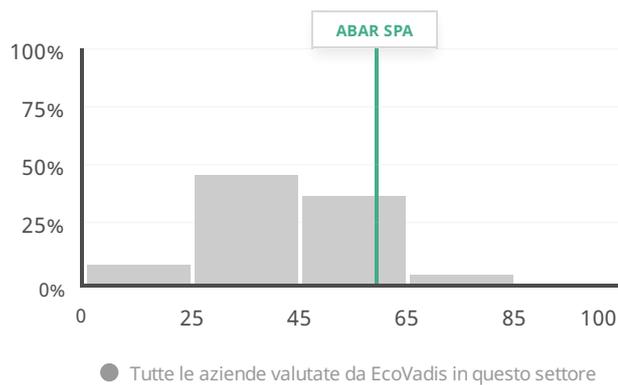
8. ETICA

Questo tema prende in considerazione principalmente gli aspetti connessi alla corruzione, le pratiche anticompetitive e la gestione responsabile delle informazioni.

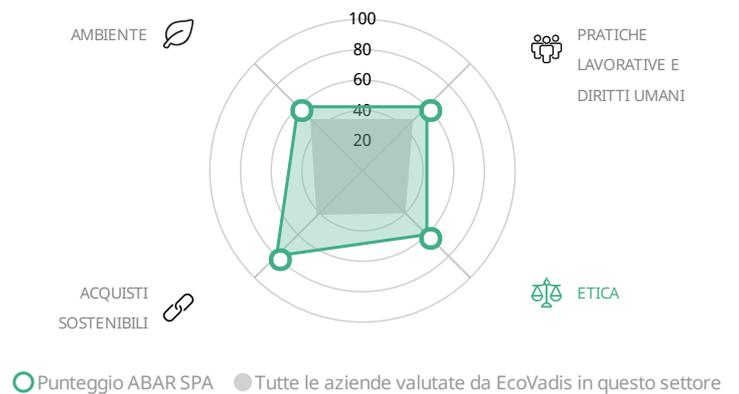
Composizione del punteggio relativo all'etica



Distribuzione dei punteggi dei temi



Paragone dei punteggi dei temi



Etica: Criteri attivati

Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

Etica: Punti di forza e aree di miglioramento

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. Le aree di miglioramento con azioni correttive in corso sono indicate sotto con le etichette.

Punti di forza (8)

Politiche

Disciplinary sanctions to deal with policy violations

Informazioni

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

Istruzioni

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).

Policies on corruption

Informazioni

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.

Istruzioni

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. Download the How-to Guide on this topic here (in English).

Dedicated responsibility for ethics issues

Azioni

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

Whistleblower procedure to report ethics issues

Informazioni

The company has implemented a formal whistleblower procedure which encourages employees (and external stakeholders) to report potential violations of the company's business ethics policies.

Istruzioni

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

Awareness training on ethics issues

Informazioni

The company has delivered awareness trainings on business ethics issues for its employees.

Istruzioni

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

Measures to protect third party data from unauthorized access or disclosure

Informazioni

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

Istruzioni

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.

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

Informazioni

The company has implemented a verification process for sensitive transactions.

Istruzioni

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.

Aree di miglioramento (5)

Politiche

Media

No information on endorsement of external CSR initiatives or principles

Informazioni

The company does not declare whether it is a signatory or has public adherence to any external CSR set of principles, charters, codes of conduct or international guidelines. There is no evidence within the company's supporting documentation indicating formal membership in a voluntary CSR initiative.

Istruzioni

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

Media

Inconclusive documentation or only basic policy on information security

Informazioni

The company has either no supporting documentation on qualitative objectives/commitments, or has only provided basic policy statements on the information security issues that are relevant for a company in this sector, or has provided supporting evidence that was not approved due to quality/acceptance requirements. e.g. company name, recent date (8 years).

Istruzioni

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. A standard policy on information security is formalized as qualitative objectives/commitments in a formal policy document, and includes organizational elements (e.g. review process, dedicated responsibilities, scope of application). Download the How-to Guide on this topic here (in English).

Azioni

Alta

No supporting documentation regarding an ethics due diligence program on third parties

Informazioni

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.

Istruzioni

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

Bassa

No supporting documentation regarding audits of control procedures to prevent corruption

Informazioni

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.

Istruzioni

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.

Bassa

No supporting documentation regarding corruption risk analysis performed

Informazioni

No company declaration and no evidence within the supporting documentation regarding the implementation of a periodic corruption & bribery risk assessments.

Istruzioni

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.

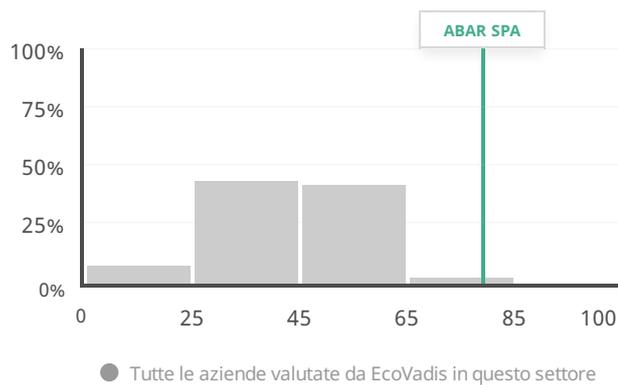
9. ACQUISTI SOSTENIBILI

Questo tema considera gli aspetti sociali e ambientali della catena logistica dell'azienda.

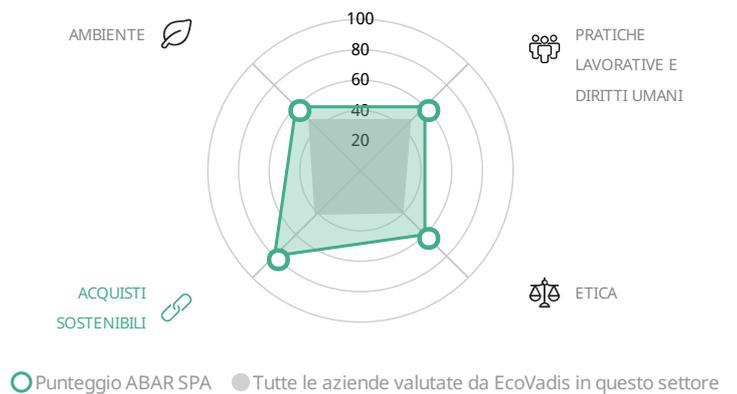
Composizione del punteggio relativo all'approvvigionamento sostenibile



Distribuzione dei punteggi dei temi



Paragone dei punteggi dei temi



Approvvigionamento sostenibile: Criteri attivati

Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

Approvvigionamento sostenibile: Punti di forza e aree di miglioramento

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. Le aree di miglioramento con azioni correttive in corso sono indicate sotto con le etichette.



Punti di forza (11)

Politiche

Sustainable wood and wood products sourcing policy

Informazioni

The company has issued a formal sustainable wood and wood products sourcing policy which establishes qualitative objectives/commitments on wood procurement issues in the company's supply chain (e.g. Supplier Code of Conduct) and includes organizational elements (e.g. review process, dedicated responsibilities, scope of the policy's application).

Istruzioni

Companies who handle wood and wood products in their supply chain or manufacturing processes must address the sourcing risks of these products through the definition of a sustainable wood and wood product sourcing policy. Download the How-to Guide on this topic here (in English).

Comprehensive sustainable procurement policies on both social and environmental factors

Informazioni

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

Istruzioni

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. Download the How-to Guide on this topic here (in English).

Azioni

Supplier CSR code of conduct in place

Informazioni

The company has issued a specific Supplier Code of Conduct which lists the minimum requirements on environmental, labor and business ethics issues to be followed by its suppliers or subcontractors.

Istruzioni

A supplier Code of Conduct aims to ensure that suppliers provide safe working conditions for their employees, respect fair business ethics practices to comply with rules and regulations and reduce environmental impacts caused by their operations, among other issues. Typically, suppliers are required to uphold the standards in a Code of Conduct in order to continue in a business relationship with their client (i.e. the company undergoing the EcoVadis evaluation).

FSC chain-of-custody certified

Informazioni

The company has provided a valid FSC Chain of Custody certificate for at least one of its operational sites. The company's FSC Chain of Custody certificate provides external assurance of sourcing from sustainably managed forestry.

Istruzioni

The Forest Stewardship Council (FSC) is an international not for-profit organization, which promotes responsible management of the world's forest by directly or indirectly addresses issues such as illegal logging and deforestation. Chain of custody (CoC) tracks certified wood material through the production process including all stages of processing, transformation, manufacturing and distribution.

On-site audits of suppliers on environmental or social issues

Informazioni

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

Istruzioni

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

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

Informazioni

The company provides evidence in supporting documentation of supplier assessments (in-house, 3rd party, or self-assessments) on environmental (including regulatory issues), social and/or ethical issues.

Istruzioni

Supplier CSR assessments are an effective way to obtain and validate pertinent information from suppliers on CSR issues to facilitate a better understanding of supplier performance. These are often requested by the company undergoing the EcoVadis evaluation to their own suppliers. CSR supplier assessments can be done through checklists, questionnaires or online forms and can be conducted by the client (undergoing the EcoVadis evaluation), a reliable third party or by the supplier itself. The objectives of such assessments are to identify general and sustainability-related practices as well to help identify high-risk suppliers and the need for further risk mitigation actions.

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

Informazioni

The company provides evidence in supporting documentation regarding training on CSR issues to buyers in their organization to ensure ethical and sustainable procurement practices.

Istruzioni

The buyer-supplier relationship plays an important role in improving sustainability in the supply chain. Raising awareness / training of procurement professionals on sustainable purchasing to ensure understanding of social and environmental issues and how to integrate them into their procurement function. For example, procurement professionals can be trained to identify and respond to supply chain risks related to slavery and human trafficking. Evidence of the training conducted can be included in the CSR reports, training presentation slides.

Integration of social or environmental clauses into supplier contracts

Informazioni

The company provides evidence in supporting documentation that social and/or environmental clauses are included in the contractual agreements with its suppliers.

Istruzioni

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

Risultati

Reporting on the percentage of certified wood or wood-based products/materials

Reporting on the percentage of recycled wood or wood-based products/materials

Standard reporting on sustainable procurement issues

Informazioni

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.

Istruzioni

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 CSR reporting standards. Download the How-to Guide on this topic here (in English).

Aree di miglioramento (2)

Azioni

Media

Declares on-site audit of suppliers on environmental or social issues, but no supporting documentation available

Informazioni

The company declares audits of suppliers are conducted based specifically on environmental and/or social criteria. However, no information was found on this topic in the supporting documentation.

Istruzioni

Some potential examples of measures could include internal audits of suppliers on environmental and/or social issues either conducted by the company, or by a certified third-party (i.e. third-party audit certificates are accepted).

Bassa

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

Informazioni

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

Istruzioni

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

10. RISULTATI DEL MONITORAGGIO A 360°

2 dicembre 2020

No records found for this company on
Compliance Database

null

→ Non influisce sul punteggio

I risultati del monitoraggio a 360° sono costituiti dalle informazioni pubbliche pertinenti relative alle prassi di sostenibilità delle aziende, identificate grazie a oltre 2.500 fonti di dati (tra cui ONG, organi di stampa e organizzazioni sindacali). I risultati del monitoraggio a 360° sono integrati nella valutazione EcoVadis e possono influire positivamente o negativamente o non influire affatto sul punteggio.

EcoVadis è collegata alle seguenti fonti internazionali:

- Reti e iniziative di sostenibilità (ad es. AccountAbility, Business for Social Responsibility, CSR Europe)
- organizzazioni sindacali e dei datori di lavoro;
- organizzazioni internazionali (ad es. Nazioni Unite, Corte europea dei diritti dell'uomo, Global Compact, Organizzazione internazionale del lavoro, Banca mondiale);
- ONG (ad es. China Labor Watch, Greenpeace, WWF, Movimento Difesa del Cittadino);
- istituti di ricerca e stampa specializzata (ad es. CSR Asia, Blacksmith Institute, Corpwatch).

11. COMMENTI SPECIFICI

Commenti aggiuntivi riguardanti la valutazione formulati dai nostri analisti.

Commenti specifici

No records found in third party risk and compliance database.

Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

12. CONTATTACI

Desidera porre domande o richiedere aiuto? Visiti il nostro Centro assistenza all'indirizzo support.ecovadis.com

APPENDICE:

PROFILO DI RISCHIO DEL SETTORE

Scoprire i principali rischi, le normative, gli argomenti scottanti e le buone pratiche RSI di ogni specifico comparto.

EcoVadis stabilisce il settore di appartenenza in base alla Classificazione internazionale tipo, per industrie, di tutti i rami d'attività economica (International Standard Industrial Classification of All Economic Activities, ISIC), un elenco di tutte le attività economiche globali pubblicato dalla Commissione statistica delle Nazioni Unite. Scopo principale di questa classificazione è classificare le attività in categorie utilizzabili per la raccolta e la formulazione dei report statistici.

È possibile che un'azienda svolga attività riconducibili a più settori. In questi casi, EcoVadis ne decide la classificazione in base all'area operativa principale, in base al rischio di sostenibilità e/o al fatturato totale.

ATTIVAZIONE DEI CRITERI IN BASE AI TEMI

Scoprire i principali rischi, le normative, gli argomenti scottanti e le buone pratiche RSI di ogni specifico comparto.

Ambiente

Alta	Consumo de energia e GEE
Alta	Acqua
Non attivato	Biodiversità
Non attivato	Inquinamento locale ed accidentale
Alta	Materiali, prodotti chimici e rifiuti
Non attivato	Uso do produto
Media	Fim de vida do produto
Non attivato	Salute e sicurezza dei clienti
Non attivato	Advocacy e servizi ambientali

Pratiche Lavorative e Diritti Umani

Alta	Salute e sicurezza dei dipendenti
Media	Condizioni lavorative
Media	Dialogo sociale
Media	Gestione delle carriere e formazione
Alta	Lavoro infantile, lavoro forzato e tratta di esseri umani
Media	Diversità, discriminazione e molestia
Non attivato	Diritti umani delle parti interessate esterne

Etica

Media	Corruzione
-------	------------

Media

Pratiche anticompetitive

Media

Gestione responsabile delle informazioni

Acquisti sostenibili 

Alta

Pratiche ambientali dei fornitori

Media

Pratiche sociali dei fornitori

ASPETTI CHIAVE DELLA SOSTENIBILITÀ

Di seguito sono riportate le descrizioni qualitative degli aspetti chiave della sostenibilità e dei rischi associati a Fabbricazione di carta e cartoni ondulati e di imballaggi di carta e cartone

Ambiente

Importanza

Aspetto della sostenibilità

Alta

Consumo de energia e GEE

Definizione

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.

Specifiche di settore

Energy efficiency is an important component of a company's overall environmental strategy, as such improvements can lead to GHG emission reductions. There are a variety of opportunities available to reduce energy consumption in a cost-effective manner. Adoption of a combined strategy which includes a reduction in energy demand and use of cleaner fuels is recommended. Energy efficiency initiatives targeted at reducing steam system losses and improving the efficiency of process steam using equipment are likely to reap the greatest savings in a typical paper mill. Electrical energy efficiency initiatives targeted at pumps, fans, and equipment drives are also likely to generate significant energy savings. Furthermore, since a significant fraction of the industry's electricity is self-generated, efficiency improvements to electricity using systems may also lead to reductions in facility boiler fuel demand and/or increased electricity exports to the grid. Greenhouse gas (GHG) emissions associated with pulp and paper mill operations can be attributed to: (i) the combustion of on-site fuels; (ii) the off-site generation of steam and electricity that are purchased by or transferred into the mill; and (iii) non-energy related emissions sources such as by-product carbon dioxide (CO₂) emissions from lime kiln chemical reactions and methane emissions from wastewater treatment. Of these mill emissions sources, energy-related GHG emissions (i.e., those arising from on-site fuel combustion and energy purchases/transfers) are by far the most significant. Greenhouse gas emissions associated with on-site combustion of black liquor, hog fuel, and other biomass energy sources are generally treated as carbon neutral and are typically not counted in energy-related GHG emissions inventories of mill operations (1). Additional general means to reduce energy consumption and GHG emissions are simple housekeeping efforts, such as implementing switch-off programs and sensors for lighting equipment, or replacing energy sources with more environmentally friendly options, such as natural gas or renewable energy. Replacing fuel energy use with cleaner sources also has a direct impact on the reduction of greenhouse gas emissions.

Alta

Acqua

Definizione

Water consumption during operations. Pollutants rejected into water.

Specifiche di settore

The pulp and paper industry is one of the heaviest users of water. Since water is used in nearly every step of the manufacturing processes, it also produces large volumes of wastewater and residual sludge waste, presenting issues in relation to wastewater treatment, discharge, and sludge disposal. Increasingly advanced treatment technologies, including innovative strategies geared towards water reuse and resource recovery, present viable solutions for pulp and paper manufacturers in terms of wastewater and solid waste management (2). Approximately 85% of the water used in the pulp and paper industry is used as process water, resulting in relatively large quantities of contaminated water and necessitating onsite wastewater treatment solutions. Treatment options include primary treatment such as clarification to remove solids and particulate matter, and secondary biological treatment processes for removing biodegradable organic matter and decreasing the effluent toxicity. Tertiary treatment technologies such as membrane filtration, UV disinfection, ion exchange, and granular activated carbon can also be employed to further treat effluent water to higher qualities (3). Growing water scarcity and heightened awareness associated with water conservation are prompting more pulp and paper industries to recycle water within facilities. It allows facilities to reuse water and also recover excess pulp fibers that have escaped in the wastewater, providing these industries with a high economic incentive to recycle its waste streams. Membrane technologies such as microfiltration, ultrafiltration, and nanofiltration are the most effective strategies for treating water to a level where it can be utilized in the beginning of a process. There is a need to use ozone instead of chlorine to eliminate long-term residual and make the wastewater less caustic to the membranes. Residual sludge management presents a number of challenges to the pulp and paper industry and represents a significant portion of a facility's total wastewater treatment costs. It is important to realize that pulp and paper sludge, with further treatment, has the potential to qualify as a biosolid, which can be used for a number of innovative solutions. Pulp and Paper mills can implement advanced technologies that convert waste sludge into fertilizer and biogas, offering a beneficial use of a waste stream and significantly reducing a facility's waste disposal burden.

Alta

Materiali, prodotti chimici e rifiuti

Definizione

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

Specifiche di settore

Pulp and paper industry is one of the most polluting industries which consumes a significant quantity of chemicals and produces large volumes of emissions. Significant solid wastes such as lime mud, lime slaker grits, green liquor dregs, boiler and furnace ash, scrubber sludges, wood processing residuals and wastewater treatment sludges are generated. Disposal of these solid wastes cause environmental problems due to the high organic content, partitioning of chlorinated organics, pathogens, ash and trace amount of heavy metal content (4). Air pollutants and gas emissions are another concern for the pulp and paper industry, including water vapors, particulates, nitrogen oxides, volatile organic compounds (VOCs), sulfur oxides and total reduced sulfur compounds (TRS). Waste minimization can be done by two means. This first is chemical recovery and recycling. This system, especially in chemical pulping process, significantly reduces pollutants. Additionally economical return is another important aspect. Chemical recovery is necessary because of the basic economic viability of the craft process. The second approach to minimize waste production from pulp and paper mills is the application of best available techniques. Integrated solid waste management of pulp and paper mills includes anaerobic digestion, composting, land applications, thermal processes such as incineration/combustion, pyrolysis, steam reforming, and wet oxidation. There is a need to control air pollution in the pulp and paper mills. Bleaching steps and steam are conventionally treated by physico-chemical methods such as adsorption to activated coal filters, absorption, thermal oxidation, catalytic oxidation, and condensation. More innovative approach to solve this problem is via biofilters and bioscrubbers (5). Prevention of pollution at its source is also an effective solution, such as development of analytical methodologies to allow for real-time, in-process monitoring and control prior to the formation of hazardous substances; use the ideal waste disposal strategy i.e. not to generate waste in the first place.

Media

Fim de vida do produto

Definizione

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

Specifiche di settore

Consumers are increasingly aspiring towards healthier and more environmentally friendly consumption of paper products. The persistence of some packaging products in the environment, and increasing resource scarcity, elevate the importance of product end of life impact. These trends are driving innovation in the industry, with a focus on alternative, safer materials, enhanced recyclability, and sustainably sourced raw materials. Companies should focus on reduction of packaging weight or use renewable raw materials substitution in packaging. There are recycling of products by either customers or companies' take back programs (6). Additionally, there is a need for the industry to conduct consumer research to understand the disposal methods used by end consumers.



Pratiche Lavorative e Diritti Umani

Importanza

Aspetto della sostenibilità

Alta

Salute e sicurezza dei dipendenti

Definizione

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

Specifiche di settore

In the process of paper product manufacturing, workers are exposed to a wide variety of health and safety hazards, depending on their specific role and work environment. On average 2% of workers in manufacturing industries like this one sustain a work-related injury on the job each year (7). The sources of these injuries can vary widely. Accidents associated with machinery are among the most prevalent (8). Falling from height, being trapped or struck by something also account for a large proportion of injuries (8). Manufacturing processes that involve hazardous materials or extremely hot temperatures carry additional risks. As well as being an ethical matter, addressing health and safety also makes good business sense. Employees who feel safe at work have higher job satisfaction and productivity rates than those who do not (9). Decreased time off due to injury and illness are also benefits of a robust health and safety management system (9). Companies must take proactive precautions to ensure the safety of their workers in order to foster a safe, productive, and liability free work environment. Routine risk assessments are a good first step as they enable the identification and assessment of hazards. Providing personal protective equipment (PPE) and training on health and safety best practices for relevant workers are important further preventative measures. At the same time, machinery should be routinely inspected to ensure proper, safe, functionality. For a robust health and safety management system manufacturing companies can be certified as OHSAS 18001 or ISO 45001 compliant. As well as ensuring a safe working environment, having this certification reassures employees and external stakeholders that the company operates a responsible working environment that is compliant with regulatory requirements.

Media

Condizioni lavorative

Definizione

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

Specifiche di settore

Human capital investment is increasingly important for companies seeking to develop a sustainable workforce while reducing hiring costs associated with high employee turnover. Employees should be adequately compensated through wages and other social benefits that reflect regional variations in living costs and state provided social protections. According to the 2017 International Trade Union Confederation Global Poll, nearly half of global respondents claim that their household incomes fail to accommodate cost of living. 84% of respondents believe that national minimum wages are insufficient to enable workers to lead a decent life (10). In the absence of public provision of social protection, including healthcare, family vacation and rest periods, workers are likely to change employers in order to obtain livable wages and adequate social protections. Companies that voluntarily develop human capital management systems position themselves to attract and retain the best talent, while preventing operational disruptions caused by worker strikes. In determining adequate wages companies operating in less developed countries where minimum wage laws are deemed inadequate, companies should default to wage standards established by ILO conventions. In addition to benchmarking with international standards, companies should also engage their workers through labor unions or employee representatives to determine workers' needs. In countries where unions and worker appointed representatives are illegal, it is key to leverage employee satisfaction surveys and other forms of worker voice tools to determine worker needs. When operating in countries where state provided social protections are minimal or absent, companies should provide employees with employer paid healthcare benefits and retirement pensions.

Media

Dialogo sociale

Definizione

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

Specifiche di settore

Social dialogue, as defined by the International Labour Organization, includes all types of negotiation, consultation or exchange of information between, or among, government representatives, employers and workers (11). Companies that promote social dialogue through unions and other forms of worker-selected representatives are in a better position to obtain better visibility of potential health and safety issues and worker grievances around wages, working conditions, career development. A vast majority of the International Trade Union Confederation's 2017 respondents disapprove of their working conditions, including wages, benefits and job security. As a result of the concerns by global workers, 91% of respondents are in support of laws that give workers the right to collective bargaining, while 85% want the right to unionize (10). When worker issues are not identified and remedied, companies and their supply chain partners risk business interruptions caused by worker strikes. While there is no "one size fits all" model of social dialogue that can be readily exported from one country to another due to cultural and political factors, adapting social dialogue to the national situation is key to ensuring local ownership of the worker engagement process. When companies engage in worker dialogue, they are in a better position to manage talent retention issues that potentially hinder long-term business sustainability. Given the importance of social dialogue in helping establish policies and procedures that promote both employer and employee interests, companies should work to promote collective bargaining, regardless of national laws that prohibit such activity. Collaboration with work councils, labor unions or worker representatives can be leveraged to address working conditions, remuneration, skills development and occupational health and safety needs. In countries where union membership is not permitted, or are insignificant due to low member rates, companies should establish alternative modes of social dialogue that promote worker interests.

Media

Gestione delle carriere e formazione

Definizione

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

Specifiche di settore

In addition to fair pay, social benefits, and safe and stimulating working conditions, companies in the plastics production industry should include occupational skills development in their human capital management strategies. Occupational skills development, through formal training, developmental assignments, and feedback, provides mutual benefits for employees and employers. Manufacturers will benefit from a higher skilled workforce capable of meeting market demands, and workers will develop skills necessary for promotions and/or future employment opportunities in the sector. Workers are increasingly demanding occupational skills development in order to stay up-to-date on technological developments, ultimately ensuring they remain competitive on the job market. The reciprocal benefits ultimately reduce employee turnover costs, evidenced by one Harvard Business Review article (12) that finds that thriving workers are 32% more committed to their organization and 46% more satisfied with their jobs. To take advantage of the benefits provided by a skilled workforce, manufacturers should develop and implement occupational training and development programs. Ongoing employee evaluations accompanied by continuous feedback should be deployed to identify skills that enable employees to be placed in positions that allow for promotions. Lastly, companies should ensure that, when necessary, workers performing redundant tasks are helped to access other responsibilities through training. Occupational skills development programs can benefit companies across all functional areas and should therefore be embedded throughout all operations.

Alta

Lavoro infantile, lavoro forzato e tratta di esseri umani

Definizione

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

Specifiche di settore

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 private sector alone (13). An estimated 168 million children are engaged in labor—an estimated 90 million are exposed to hazardous work that jeopardizes the physical, mental or moral well-being of a child (14). 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 facilitates worker indebtedness. The manufacturing sector as a whole has significant exposure to slavery risks because of its dependency on migrant and other vulnerable labor groups to fill cheap, low-skilled positions. Combined with the construction sector, the manufacturing sector have an estimated 18% of the global migrant class (15). Documented reports of migrant workers subjected to recruitment fees and passport confiscation have been abundant around the world. In accordance with the Guiding Principles on Business and Human Rights, manufacturers must respect human rights through the establishment of policies, due diligence procedures and provide remedy to victims of human rights violations. In 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. Given the inherent exposure to hazardous chemicals, it is important that manufacturers adhere to ILO child labor conventions for working in hazardous job functions. Employers should provide transparent contracts to all workers regardless of their status, should not require employees to pay recruitment fees or withhold employee documentation during any duration of the labor contract. When cases of forced or child labor are discovered, it is important for companies to remedy the issues through engagement with NGOs to provide remedy to victims e.g. housing, psychological support and educational opportunities for child workers.

Media

Diversità, discriminazione e molestia

Definizione

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.

Specifiche di settore

Developing a diverse workforce is not only a socially responsible business practice, it is also good for business. Diverse workforce unlocks business innovation and drives market growth due to the knowledge that workers from different gender, sexual orientation, race and ethnicity bring to their functions. More diverse companies are rather able to win top talent and improve customer orientation, employee satisfaction, and decision making, each of which lead to increasing financial returns. A 2015 report by McKinsey found that companies in the top quartile for racial and ethnic diversity are 35% more likely to have financial returns above their respective national industry medians, and companies in the top quartile for gender diversity are 15% more likely to have financial returns above their respective national industry medians. In the United States, there is a linear relationship between racial and ethnic diversity and better financial performance: for every 10% increase in racial and ethnic diversity on the senior-executive team, earnings before interest and taxes (EBIT) rise 0.8 percent (16). Many of the world's biggest and most successful companies have advanced diversity strategies that include respect of LGBT. Nearly 90% of Fortune 500 companies prohibit discrimination based on sexual orientation and gender identity and almost 60% of them extend benefits to the same-sex partners of their employees (17). Given the higher returns associated with a diverse workforce, it is important that companies take steps to promote diversity in their operations. Companies must first create an environment that is welcoming of workers from all social backgrounds. Anti-discrimination and harassment policies should be framed to protect workers from all social backgrounds including, but not limited to, gender, race, ethnicity and national identity and increasingly important - sexual identity. While most countries have laws that prohibit discrimination, differences exist in the scope of groups protected and the level of enforcement—making it a strategic challenge for companies that operate in less progressive countries. When developing policies for operations in such locations, it is key for companies to be as inclusive as possible and to keep the business benefits in mind. In order to reinforce policies, diversity training should be provided to all employees, and anti-discrimination training should be required of all management levels—particularly human resources—with decision making authority. Human resources personnel should perform frequent internal salary audits to determine where wage gaps exist between different social groups within the organization. Additional pro-diversity measures that reinforce non-discriminatory efforts include employee cultural and gender associations that enable social groups to share experiences related to professional integration and networking. Lastly, an effective whistleblowing procedure should be available to all employees to report concerns related to, or violations of, established anti-discrimination policy.



Importanza

Aspetto della sostenibilità

Media

Corruzione

Definizione

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

Specifiche di settore

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

Media

Pratiche anticompetitive

Definizione

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

Specifiche di settore

Anti-competitive behaviors, including monopolies, price-fixing and bid-rigging impact markets in similar ways, notably by creating uncompetitive markets for which small and medium sized companies are able to compete. Such anti-competitive practices ultimately increase the cost of goods and services, preventing consumer driven economic growth, ultimately exposing companies to financial risks. Certain sectors implement cost structures with business partners that enable collusion through product purchasing incentives, including excessive product discounts, which can be perceived by competitors as bribes, and therefore should be managed effectively. Companies in this category face significant anti-trust risk rooted in firms converging on common strategy based on control of timber assets. An example of such risk is the cartel accusations of the Spanish Association of Corrugated Packaging Manufacturers (AFCO) allegedly engaging in anti-competitive behavior including collective recommendations, price sharing and price fixing (18). In order to ensure market competition antitrust enforcement has received greater attention from US, EU and global law enforcement agencies in recent years. As part of their compliance systems, manufacturers should implement internal controls to prevent employees and business partners from engaging in anti-competitive practices. Employees should be adequately trained in the market impacts caused by such behaviors. Providing clear and detailed competitor interaction guidelines is one effective way to raise awareness among key employees. Lastly, companies should have an effective whistleblower procedure allowing employees to confidentially report collusion concerns without retaliation by employers.

Definizione

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

Specifiche di settore

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 jurisdiction 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 (1). Beyond direct regulatory and financial penalties, breaches in a company' information management system can cause long term distrust in the company's 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 (2). 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.



Acquisti sostenibili

Importanza

Aspetto della sostenibilità

Alta

Pratiche ambientali dei fornitori

Definizione

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

Specifiche di settore

Some of the key supply chain risks faced by companies in this category derive from environmental issues linked to their wood-based product procurement. Companies face risks when purchasing wood and wood-based products from suppliers that do not follow sustainable forest management practices. Adverse environmental consequences of unsustainable forestry practices include biodiversity loss and GHG emissions from land-use change, forest degradation, and deforestation. In the face of increasing scrutiny on environmental impacts of global supply chains, companies in this sector can avoid supply chain disruptions and risk of sanctions by ensuring that the entities they source from are practicing responsible and sustainable operations. To face this challenge, companies are growingly engaged in chain-of-custody programs for their wood procurement, such as the Program for the Endorsement of Forest Certification (PEFC) and the Forest Stewardship Council (FSC) certification program. According to the UN Food and Agriculture Organization, the global annual growth in amount of certified forests is at about 10% (19, 20). Additionally, to ensure that wood-based resources comply with a company's environmental objectives, an important first step is to communicate and enforce the rules set in a company's Supplier Code of Conduct or a CSR contract clause. A next step could be to carry out a risk analysis of the supplier base. Companies can also follow up with on-site audits and continuous monitoring schemes, capacity building and long-term partnerships with suppliers to address major environmental concerns along the value chain.

Media

Pratiche sociali dei fornitori

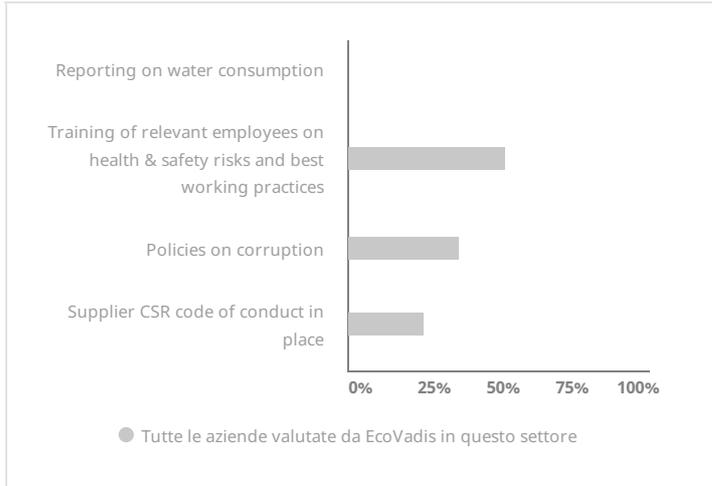
Definizione

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

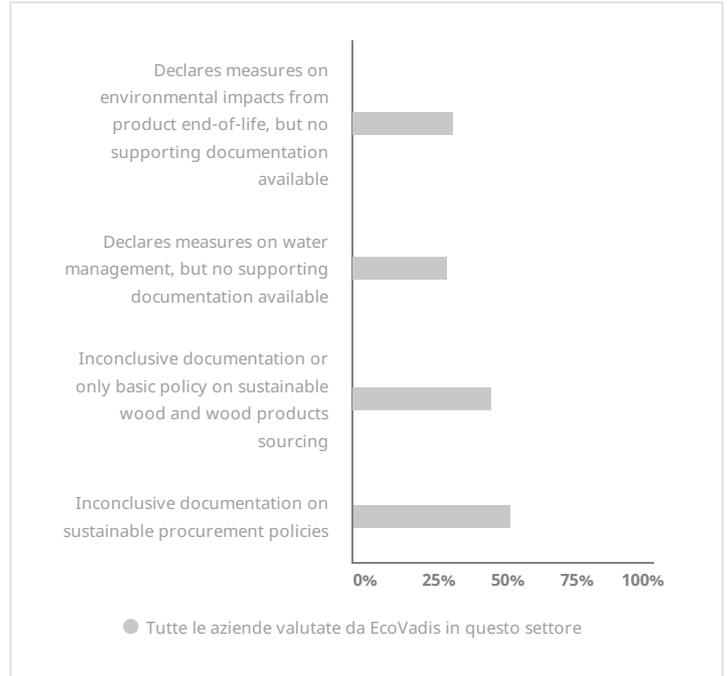
Specifiche di settore

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

Punti di forza chiave del settore



Aree di miglioramento chiave del settore



Panoramica dei KPI di sostenibilità

KPI	Tutte le aziende valutate da EcoVadis in questo settore
Global Compact Signatory	10%
Policy on sustainable procurement issues	23%
ISO 14001 certified (at least one operational site)	32%
Carbon disclosure project (CDP) respondent	6%
OHSAS 18001/ISO 45001 certification or equivalent (at least one operational site)	21%
Active whistleblowing procedure in place	35%
Reporting on energy consumption or GHGs	29%
Reporting on health & safety indicators	23%
Audit or assessment of suppliers on CSR issues	30%

Principali normative e iniziative

Corrugated paper recycling campaign by the Confederation of Paper Industries - UK

http://www.paper.org.uk/current_issues/corrugated_recycles.html

The Confederation of Paper Industries (CPI) has launched a corrugated paper recycling campaign

 **Ambiente**

Label FSC (Forest Stewardship Council)

<http://www.fsc.org/about-fsc.html>

The FSC is an international non-profit organization established in 1993 to promote responsible management of the world's forests. Its main tools for achieving this are standard setting, independent certification and labeling of forest products.

 **Acquisti sostenibili**

Label SFI® (Sustainable Forestry Initiative®)

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

The SFI program is a comprehensive system of principles, objectives and performance measures developed by professional foresters, conservationists and scientists, among others that combines the perpetual growing and harvesting of trees with the long-term protection of wildlife, plants, soil and water quality.

 **Acquisti sostenibili**

Sustainable Packaging Alliance

<http://www.sustainablepack.org/aboutSPA/default.aspx>

SPA aims to be an international focal point for knowledge, tools and expertise that catalyse and facilitate continuous improvement in the environmental performance and sustainability of packaging systems.

 **Ambiente**

Standard ISO 14000 (International Standard Organisation)

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

The ISO 14000 family addresses various aspects of environmental management

 **Ambiente**

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

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

 **Normativo**

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

 **Ambiente**

Label PEFC (Programme for the Endorsement of Forest Certification schemes)

<http://www.pefc.org>

The PEFC Council is an independent, non-profit, non-governmental organization, founded in 1999 which promotes sustainably managed forests through independent third party certification.

 **Acquisti sostenibili**

Packaging Recovery Organization Europe from Green Dot

<http://www.greendotcompliance.eu/en/about-green-dot.php>

Green Dot recycling programs: helps compliance with the Packaging and Packaging waste European Directive (94/62/CE of 20 Decembre 1994)

 **Ambiente**

Sustainable Packaging Coalition

http://www.sustainablepackaging.org/about_vision.asp

The Sustainable Packaging Coalition advocates and communicates a positive, robust environmental vision for packaging and to support innovative, functional packaging materials and systems that promote economic and environmental health through supply chain collaboration.

 **Ambiente**

Universal Declaration of Human Rights

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

 **Normativo**

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

 **Pratiche Lavorative e Diritti Umani**

International Labor Organization's Fundamental Conventions

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

 Normativo

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

 **Pratiche Lavorative e Diritti Umani**

Foreign Corrupt Practices Act of 1977

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

 Normativo

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

 **Etica**

United Nations Global Compact (10 principles)

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

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

    **Tutti i temi**

Standard Global Reporting Initiative's (GRI)

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

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

    **Tutti i temi**

Carbon disclosure project

<https://www.cdp.net>

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

 **Ambiente**

ISO 45001 Standard for Occupational Health and Safety

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

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

 **Pratiche Lavorative e Diritti Umani**

United Nations Convention against Corruption (UNCAC)

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

 Normativo

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

 **Etica**

OECD guidelines for multinational enterprises

http://www.oecd.org/about/0,2337,en_2649_34889_1_1_1_1_1,1,00.html

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

    **Tutti i temi**

Standard ISO 26000 (International Standard Organisation)

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

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

    **Tutti i temi**

EU Timber Regulation No 995/2010

http://ec.europa.eu/environment/forests/timber_regulation.htm

 Normativo

Regulation (EU) No 995/2010 of the European Parliament and of the Council of 20 October 2010 laying down the obligations of operators who place timber and timber products on the market – also known as the (Illegal) Timber Regulation counters the trade in illegally harvested timber and timber products through three key obligations.

 **Acquisti sostenibili**

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