

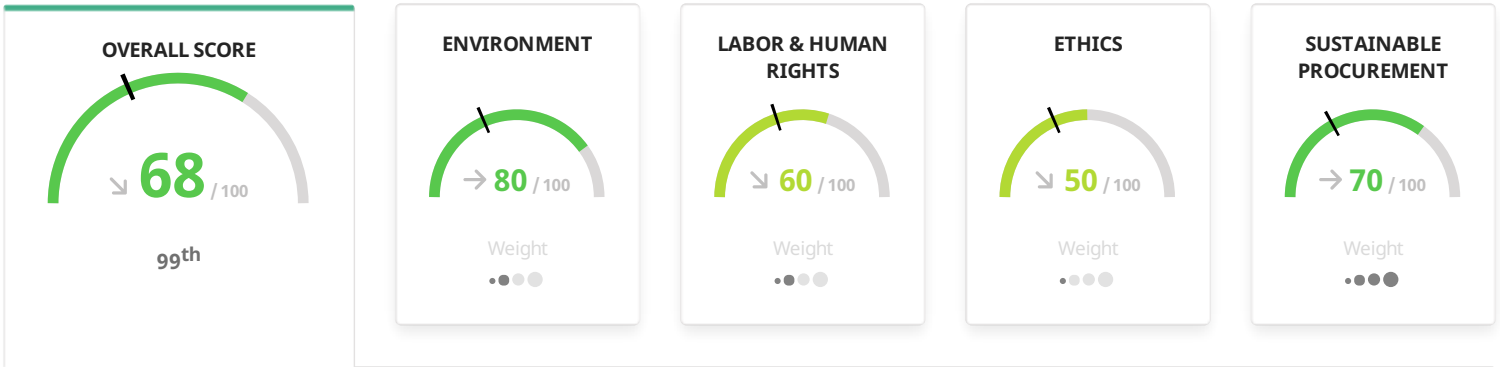
IGEFA HANDELSGESELLSCHAFT MBH AND CO KG (GROUP)

Germany | Wholesale of other household goods

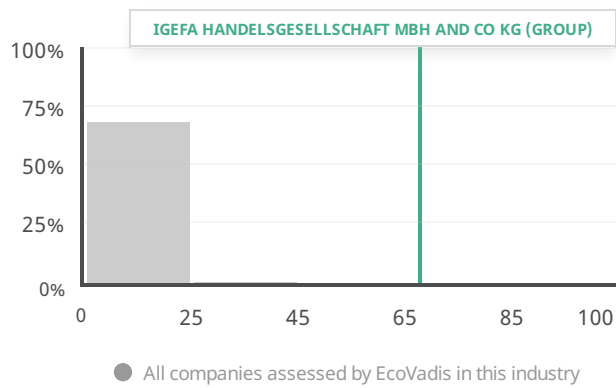


Publication date: 11 Feb 2019

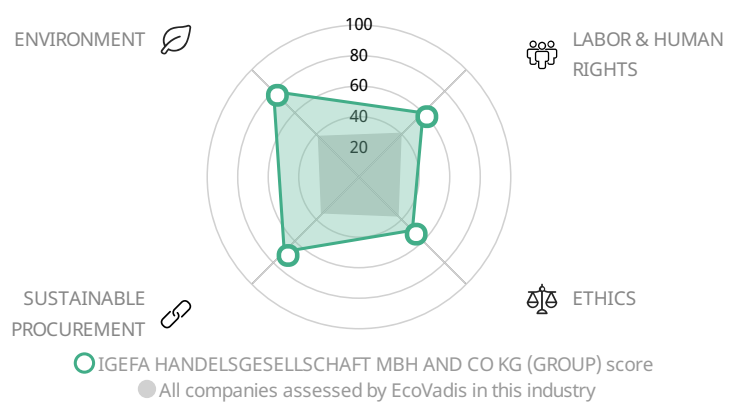
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths (22)

Policies

Strengths

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

Standard policy on a majority of environmental issues

Global Compact signatory

Actions

Strengths

Company-specific emergency preparedness and response plan, including recall procedure

Company specific awareness program toward customers on environmental issues

Example of products with reduced environmental impacts i.e. ecoproducts

Monitoring of direct and indirect CO2 emissions

Measures to reduce paper consumption

Purchase of green electricity

Safety Data Sheets (SDS) provided for some products

Information provided to customers on environmental or social impacts of products

Measures implemented to use recycled packaging

Regular training on work processes for labeling, storing, handling and transporting hazardous goods

Provision of eco-friendly packaging materials

Measures to optimize transport of employees or reduce CO2 emissions from transport

Company wide work processes for labeling, storing, handling and transporting hazardous materials

Reduction of energy consumption through innovative equipment

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

Recall procedure in place

ISO 14001 certified on more than 81% of operational sites

Results

Strengths

Reporting on fossil fuel energy consumption

Reporting on electricity consumption

Improvement Areas (2)

Results

Priority Improvement Areas

High

Basic reporting on environmental issues

Medium

No alignment with GRI guidelines



Labor & Human Rights

Weight ●●●●

Strengths (21)

Policies

Strengths

Standard policy on a majority of labor or human rights issues

Quantitative objectives set on some relevant issues [i.e. diversity, discrimination and/or harassment]

Global Compact signatory

Actions

Strengths

Formalized procedure related to career management & training

Employee satisfaction survey

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

Health care coverage of employees in place

Whistleblower procedure on discrimination and harassment

Supporting documentation demonstrates a high level of coverage of labor and human rights actions throughout the company operations/workforce [# of employees trained]

Active measures for the prevention of musculoskeletal disorders

Internal audits on health & safety issues

Transparent recruitment process communicated clearly and formally to all candidates

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

Interactive session with employees regarding working conditions

Mandatory health check-up for employees

Provision of skills development training

Joint labor management health & safety committee in operation

Specific measures implemented for the integration of employees with disabilities

Results

Strengths

Reporting on percentage of women in executive positions (e.g. senior or top management)

Reporting on number of average training hours per employee

Reporting on health & safety indicators

Improvement Areas (4)

Actions

Priority

Improvement Areas

Medium

No information regarding certification of employee health & safety management system

Low

No information on measures regarding structured social dialogue (e.g. collective agreements)

Results

Priority

Improvement Areas

High

Basic reporting on labor and human rights issues

Medium

No alignment with GRI guidelines



Ethics

Weight ●●●●

Strengths (11)

Policies

Strengths

Policy on information security

Policies on corruption

Policy on anticompetitive practices

Global Compact signatory

Actions

Strengths

Whistleblower procedure to report ethics issues

Periodic corruption risk assessments performed

Measures to protect customer or client data from unauthorized access or disclosure

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

Specific procedures for retaining and using third-party intermediaries (i.e. due diligence, certifications)

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

Improvement Areas (7)

Actions

Priority Improvement Areas

Medium

Supporting documentation demonstrates a medium level of coverage of ethics actions throughout the company operations

Low

No supporting documentation regarding awareness trainings on anti-competitive practices

Low

No supporting documentation regarding awareness trainings on information security

Low

No supporting documentation regarding audits of internal controls on anticompetitive practices

Low

No supporting documentation regarding audits of control procedures to prevent information security breaches

Results

Priority Improvement Areas

Medium

Declares reporting on ethics issues, but no supporting documentation available [reporting is obsolete, i.e. older than two calendar years]

Medium

No alignment with GRI guidelines



Sustainable Procurement

Weight ●●●●

Strengths (11)

Policies

Strengths

Comprehensive sustainable procurement policies on both social and environmental factors

Actions

Strengths

Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations

Supplier CSR code of conduct in place

Selection of products from recycled sources or with sustainable features

Integration of environmental or social criteria when selecting vehicles (e.g. CO2 emissions)

Formal assessment of suppliers' progress with regards to REACH requirements

Corrective actions to facilitate supplier capacity building

On-site audits of suppliers on environmental or social issues

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

Integration of social or environmental clauses into supplier contracts

Detailed risk analysis per purchasing category

Improvement Areas (4)

Actions

Priority Improvement Areas

Low

Declares training of buyers on CSR issues, but no supporting documentation available

Low

No information on measures regarding sustainable palm/ palm-based product sourcing

Results

Priority Improvement Areas

High

Basic reporting on sustainable procurement issues

Medium

No information about use of tin, tantalum, tungsten, gold and/or their derivatives

360° Watch Findings

19 December 2018

No records found for this company on Compliance Database

null

→ No score impact

Specific comments



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



Some supporting documents were considered too outdated to be included in this evaluation



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



The company demonstrates a comprehensive management system on environmental issues.



Since the last evaluation the overall score has decreased due to reporting on KPIs being not up to date (i.e. over two years old).