

# SCHREDER SA (GROUP)

Bruxelles - Belgium | Manufacture of electric lighting equipment

! Significant operations in at least one risk country

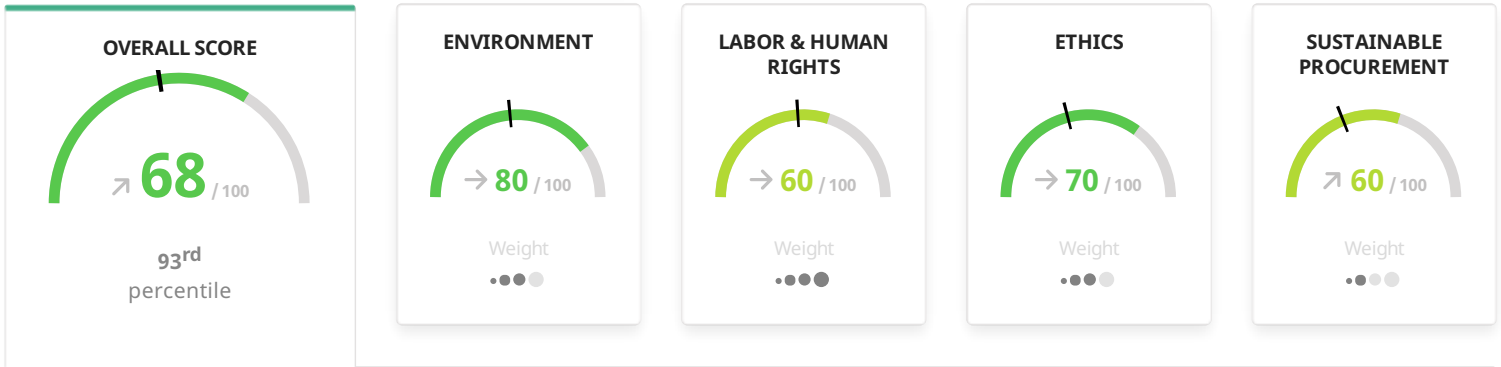


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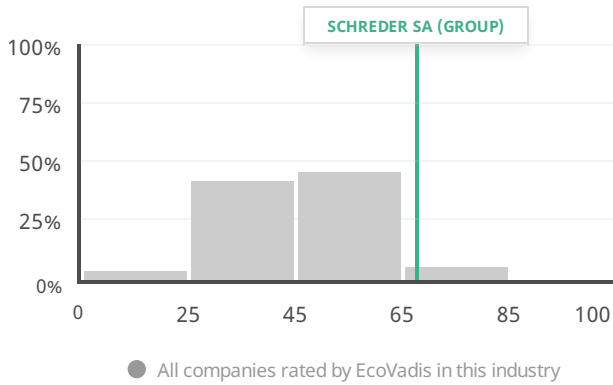
Valid until: 29 Sep 2023

Sustainability performance

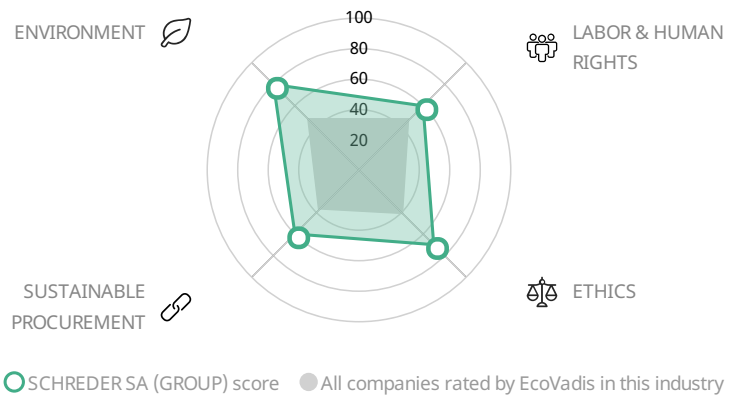
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths (42)

#### Policies

Strengths

Quantitative objectives set on product use

Quantitative objectives set on energy consumption & GHGs

Environmental policy on customer health & safety

Environmental policy on product end-of-life

Environmental policy on product use

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

#### Actions

Strengths

Internal sorting & disposal of waste according to waste streams

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Improvement of energy efficiency through technology or equipment upgrades

Energy and/or carbon audit

Marks all EEE products with the crossed-out wheeled bin symbol and a producer identification mark / producer registration details

Company provides quarterly sales information towards the Producer Compliance Scheme

Products designed for easy dismantling and easy recyclability

Integration of eco-design features in product design

Declares all relevant products meet RoHS 2 requirements (not verified)

ISO 50001 certified

Measures to reduce energy consumption

Formal life-cycle analysis performed on key products

Actions for labeling, storing, handling and transporting hazardous substances

Company specific research on potential negative impacts of products

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

Company takeback programs

ISO 14001 certified on more than 81% of operational sites

## Results

Strengths

Reporting on total gross Scope 3 downstream GHG emissions

Reporting in accordance with GRI Standards (option "Core")

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

Reporting on total weight of waste recovered

Reporting on total amount of renewable energy consumed

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Reporting on total energy consumption

Comprehensive reporting on environmental issues

## Improvement Areas (5)

### Policies

Priority

Improvement Areas

Medium

No information on endorsement of external sustainability initiatives or principles

### Actions

Priority

Improvement Areas

Low

Declares measures on water management, but no supporting documentation available

## Results

Priority Improvement Areas

Low

No external assurance of sustainability reporting

Low

Declares reporting on WEEE but no supporting documentation

Low

No information related to reporting on total weight of pollutants emitted to water



## Labor & Human Rights

Weight ●●●●

### Strengths (33)

#### Policies

Strengths

Quantitative objectives set on diversity, equity & inclusion

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on career management & training

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

#### Actions

Strengths

Actions to promote the inclusion of minority/vulnerable groups in the workplace

ISO 45001 certified (at least one operational site)

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

Employee satisfaction survey

Bonus scheme related to company performance

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

Health care coverage of employees in place

Whistleblower procedure on discrimination and/or harassment issues

Internal audits on health & safety issues

Provision of protective equipment to all impacted employees

Employee health & safety detailed risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

Whistleblower procedure on child labor, forced labor and human trafficking
Regular assessment (at least once a year) of individual performance
Health & safety procedures translated in major languages spoken by employees
Official measures promoting career mobility
Provision of skills development training
Setting of individual career plan for all employees
<b>Results</b>
Strengths
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with GRI Standards (option "Core")
Reporting on average training hours per employee
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on the percentage of women in top executive positions
Comprehensive reporting on labor and human rights issues
Reporting on accident severity rate
Reporting on accident frequency rate
<b>Improvement Areas (8)</b>
<b>Policies</b>
Priority      Improvement Areas
Medium      No information on endorsement of external sustainability initiatives or principles
Medium      Inconclusive documentation for policies on social dialogue
Medium      Inconclusive documentation for policies on child labor, forced labor & human trafficking
Low      Inconclusive documentation for policies on health and safety for subcontractors working on the premises
<b>Actions</b>
Priority      Improvement Areas
Low      Declares measures on structured social dialogue (e.g. collective agreement), but no supporting documentation available
Low      Declares a percentage of sites ISO 45001 certified, but certificates or evidence provided are inconclusive
Low      Does not declare paying employees at least statutory minimum wages throughout the entire scope of operations

**Results**

Priority

Improvement Areas

Low

No external assurance of sustainability reporting



**Ethics**

Weight ●●●●

**Strengths (33)**

**Policies**

Strengths

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Exceptional policy on ethics issues

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

**Actions**

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

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

Implementation of a records retention schedule

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Provision of competitor interaction guidelines to key employees

Anti-competitive practices risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

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

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

Anti-corruption due diligence program on third parties in place

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

Audits of control procedures to prevent anticompetitive practices

Awareness training performed to prevent anticompetitive practices

ISO 27001 certified (certification of information security management system)

## Results

Strengths

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on ethics issues

## Improvement Areas (5)

### Policies

Priority

Improvement Areas

Medium

No information on endorsement of external sustainability initiatives or principles

### Actions

Priority

Improvement Areas

High

No conclusive documentation regarding corruption risk assessments

High

No conclusive documentation regarding information security risk assessments

Medium

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

### Results

Priority

Improvement Areas

Low

No external assurance of sustainability reporting



Sustainable Procurement

Weight ●●●●

Strengths (13)

**Policies**

Strengths

Quantitative objectives set on sustainable procurement policy

Comprehensive sustainable procurement policies on both social and environmental factors

**Actions**

Strengths

Supplier sustainability code of conduct in place

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

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

**Results**

Strengths

Reporting on total gross Scope 3 upstream GHG emissions

Reporting in accordance with GRI Standards (option "Core")

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

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Standard reporting on sustainable procurement issues

**Improvement Areas (4)**

**Actions**

Priority Improvement Areas

Medium

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

Medium

No information regarding training of buyers on social and environmental issues within the supply chain

Low

No information regarding capacity building of suppliers on sustainability issues

**Results**

Priority Improvement Areas

Low

No external assurance of sustainability reporting




## 360° Watch Findings

20 October 2020

### Un accord trouvé sur le plan social à l'usine Comatelec de Saint-Florent-sur-Cher

<https://france3-regions.francetvinfo.fr/centre-val-de-loire/cher/accord-trouve-plan-social-usine-comatelec-saint-florent-cher-1886584.html>

En attendant un éventuel repreneur, les syndicats et la direction de Comatelec ont trouvé lundi 19 octobre un accord sur les mesures sociales du plan de sauvegarde de l'emploi. 93 postes seront supprimés à terme. Le congé de reclassement est de 18 mois pour tout le monde et 20 mois pour les plus de 55 ans et les personnes fragiles, comme les handicapés. 10 000 euros de prime seront donnés à chaque salarié licencié. Le budget formation a été porté à 15 000 euros par personne.


 Labor & Human Rights → No score impact

22 September 2020

### Licenciements chez Comatelec, le bras de fer social se poursuit à Saint-Florent-sur-Cher

[https://www.leberry.fr/saint-florent-sur-cher-18400/actualites/licenciements-chez-comatelec-le-bras-de-fer-social-se-poursuit-a-saint-florent-sur-cher\\_13841119/](https://www.leberry.fr/saint-florent-sur-cher-18400/actualites/licenciements-chez-comatelec-le-bras-de-fer-social-se-poursuit-a-saint-florent-sur-cher_13841119/)

Aux portes de l'entrée de l'usine de Saint-Florent-sur-Cher, flanquée de banderoles revendicatives, une grande partie des salariés se serre les coudes, trois mois après que la direction du groupe belge Schröder a annoncé la suppression de 101 postes localement (93 licenciements, 8 propositions de transfert à Villepinte, et 27 emplois maintenus) pour délocaliser la production française dans des usines en Espagne principalement, mais aussi au Portugal et en Ukraine.

 Labor & Human Rights → No score impact

20 March 2020

### Schröder suspende temporairement la producción en cuatro fábricas europeas, incluida la de España

[https://www.eldiario.es/sociedad/ultima-hora-coronavirus-mundo-espana\\_6\\_1108630\\_1028286.html](https://www.eldiario.es/sociedad/ultima-hora-coronavirus-mundo-espana_6_1108630_1028286.html)

Grupo Schröder ha anunciado este viernes que suspenderá temporalmente la producción de cuatro de sus fábricas europeas para mitigar la propagación del coronavirus Covid-19 entre la población de las ciudades.

 Labor & Human Rights → No score impact

11 December 2018

### Huelga total en Schröder-Marchamalo

<https://www.guadalajaradiario.es/provincia/31985-huelga-total-en-schreder-marchamalo.html>

La plantilla de la fábrica de Schröder-Socelec de Marchamalo está secundando de forma prácticamente unánimemente la huelga convocada por el comité de empresa tras la decisión de la empresa de suprimir progresivamente de la nómina de sus trabajadores la prima de producción, unos 100/150 euros en salarios mensuales de 1.050 euros.


 Labor & Human Rights → No score impact

29 January 2018

### Condenan a Schröder Socelec a indemnizar con 12.500 euros a un trabajador por vulnerar su libertad sindical

<https://www.encastillalamanca.es/justicia-y-tribunales-cat/condenan-a-schreder-socelec-a-indemnizar-con-12-500-euros-a-un-trabajador-por-vulnerar-su-libertad-sindical/>

El Tribunal Superior de Castilla-La Mancha (TSJ-CLM) ha condenado a la empresa Schreder Socelec a indemnizar a un trabajador con 12.500 euros por lesionar su derecho a la libertad sindical, según ha informado el sindicato CCOO, que recurrió al alto tribunal de la región una sentencia anterior.

 Labor & Human Rights → No score impact

11 January 2018

### Winners of the 2018 Watt d'Or awards

<https://www.bfe.admin.ch/bfe/en/home/swiss-federal-office-of-energy/watt-d-or/winners-of-the-watt-d-or-awards/winners-of-the-2018-watt-d-or-awards.html>

EKZ - Electricity works of the canton of Zurich and Schröder Swiss SA won the "Energy technologies" category for the 2018 Watt d'Or awards. The innovative lighting control system jointly developed by EKZ and Schröder takes the concept of "intelligent lighting" up to a new level. Depending on the situation, this kind of intelligent lighting can reduce energy consumption by up to 70 percent.

 Environment → No score impact

20 September 2022

### No records found for this company on Compliance Database

null

→ No score impact


## Specific comments

 No records found in third party risk and compliance database.

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 The company demonstrates an advanced management system on ethics issues.

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 The company demonstrates an advanced management system on environmental issues.

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 Since the last assessment, the overall score has increased thanks to the implementation of additional policies.

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

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