

HGS AS (GROUP)

Kladno - Czech Republic | Combined facilities support activities

EVID: VL877203



Publication date: 13 Mar 2024

Valid until: 13 Mar 2025

Sustainability performance

Insufficient

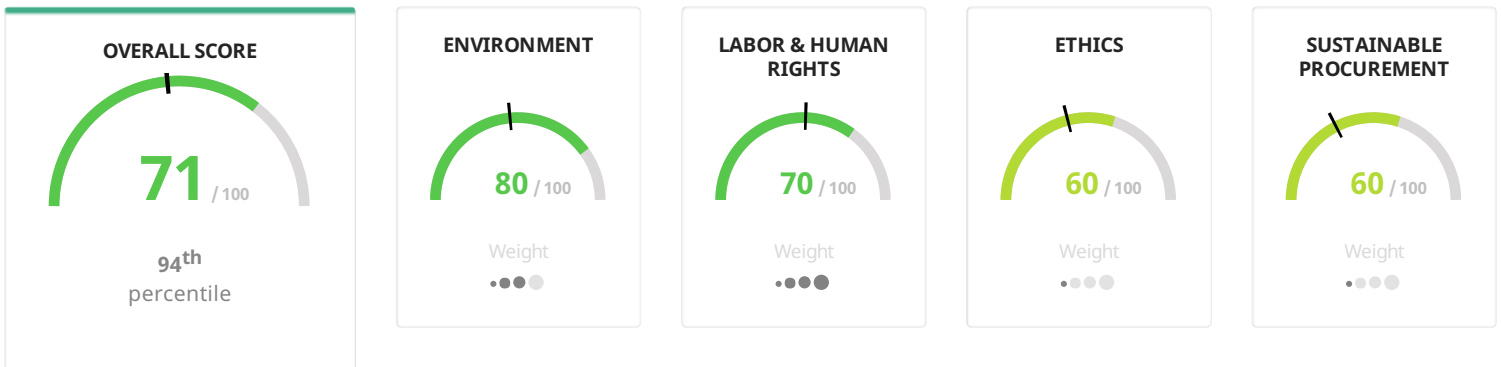
Partial

Good

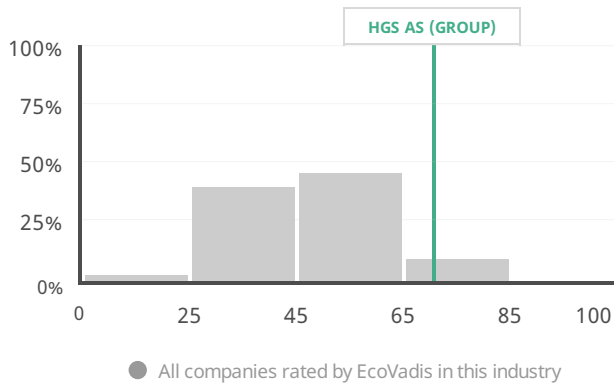
Advanced

Outstanding

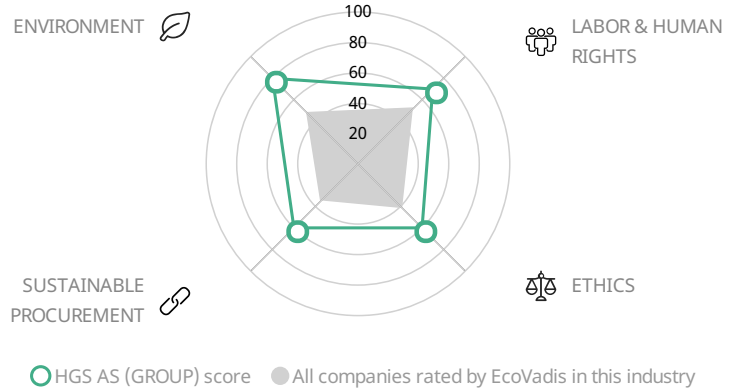
Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Policies

Strengths

Quantitative objectives set on materials, chemicals & waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on environmental services & advocacy

Environmental policy on materials, chemicals & waste

Comprehensive policy on a majority of environmental issues

Actions

Strengths

Use of eco-friendly or bio-based input materials

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

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

ISO 14001 certified

Results

Strengths

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

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

Reporting on total gross Scope 1 GHG emissions

Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)

Reporting on total weight of waste recovered

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

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Reporting on total energy consumption

Standard reporting on environmental issues

Improvement Areas

Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on energy consumption & GHGs

Low

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

Actions

Priority Improvement Areas

Low

Declares measures regarding environmental services and advocacy, but no supporting documentation available

Results

Priority Improvement Areas

Low

No information related to reporting on total amount of renewable energy consumed



Labor & Human Rights

Weight ●●●●

Strengths

Policies

Strengths

Labor & human rights policy on diversity, equity & inclusion

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

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

Actions

Strengths

Employee health and safety emergency action plan

ISO 45001 certified

Compensation for extra or atypical working hours

Employee satisfaction survey

Employee health & safety risk assessment

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

Regular assessment of individual performance

Regular employee health check-up

Provision of skills development training

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

Results

Strengths

Reporting on the percentage of women at top management level

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

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

Report on average unadjusted gender pay gap

Report on percentage of women within the organization's board

Reporting on average training hours per employee

Reporting on accident severity rate

Reporting on accident frequency rate

Standard reporting on labor and human rights issues

Improvement Areas

Policies

Priority Improvement Areas

Low

No quantitative target on labor and human rights issues

Low

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

Actions

Priority Improvement Areas

Low

Declares measures on structured social dialogue (e.g. collective agreement), but no supporting documentation available

Low

Declares actions on diversity, equity & inclusion, but no supporting documentation available



Ethics

Weight ●●●●

Strengths

Policies

Strengths

Standard policy on a majority of ethics issues

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policy on information security

Policies on corruption

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

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

Results

Strengths

Standard reporting on ethics issues

Improvement Areas

Policies

Priority Improvement Areas

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

Actions

Priority Improvement Areas

High No conclusive documentation regarding corruption risk assessments

High No conclusive documentation regarding information security risk assessments

Medium No conclusive documentation on awareness training to prevent corruption and bribery

Low No conclusive documentation on audits of control procedures to prevent corruption

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



Strengths

Policies

Strengths

Sustainable procurement policies on supplier environmental practices

Actions

Strengths

Supplier sustainability code of conduct in place

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

Results

Strengths

Standard reporting on sustainable procurement issues

Improvement Areas

Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on supplier social practices

Medium

Basic sustainable procurement policies: lacks details on specific issues

Actions

Priority Improvement Areas

High

No conclusive documentation on the integration of social or environmental clauses into supplier contracts

Medium

No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)

Medium

No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Medium

No conclusive documentation on on-site audits of suppliers on environmental or social issues

360° Watch Findings

15 Dec 2023 |

Impact on Score

Neutral →


valid from 19 Mar 2024 to 15 Jan 2029

No records found for this company on
Compliance Database

 Environment  Labor & Human Rights  Ethics  Sustainable Procurement

Specific comments

 No records found in third party risk and compliance database.

 The company demonstrates an advanced management system on environmental issues.

 Despite the company implementing measures regarding sustainable procurement issues, policies are not formalized or are only basic.

 The company demonstrates an advanced management system on labor & human rights issues.

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