

HB INTERNATIONAL SAS (GROUP)

Montmorency - France | Wholesale on a fee or contract basis

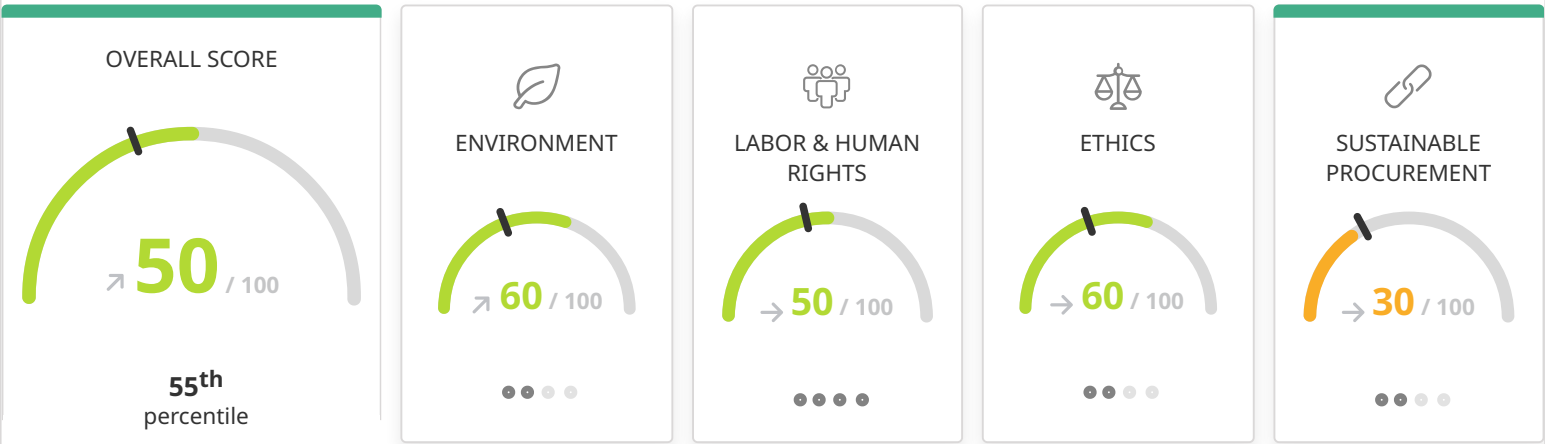


55th percentile

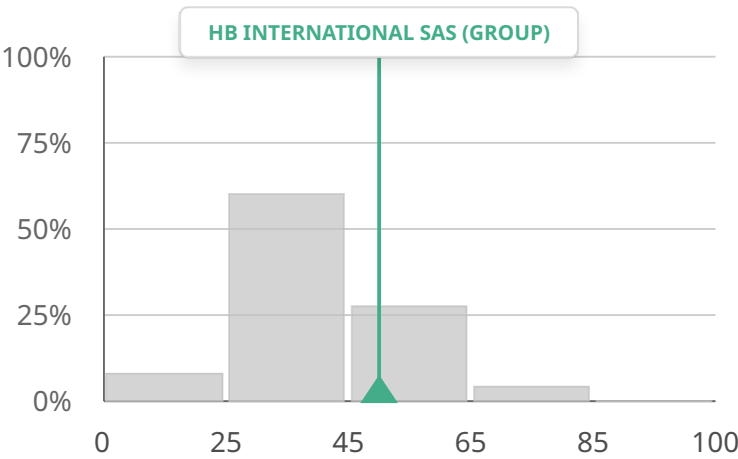
Publication date: 29 Mar 2022

Insufficient Partial Good Advanced Outstanding

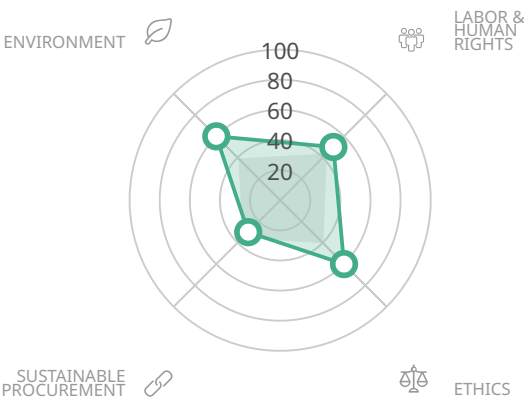
Average industry score



Overall score distribution



Theme score comparison



● All companies rated by EcoVadis in this industry

○ HB INTERNATIONAL SAS (GROUP) score

● All companies rated by EcoVadis in this industry

# Strengths and Improvement Areas

## Strengths (5)

### Policies

Strengths

Environmental policy on waste

Environmental policy on energy consumption & GHGs

Standard policy on a majority of environmental issues

### Actions

Strengths

Reduction of energy consumption of lighting systems

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

## Improvement Areas (13)

### Policies

PriorityImprovement Areas

MediumNo information on endorsement of external sustainability initiatives or principles

MediumInconclusive documentation for policies on environmental services & advocacy

LowNo quantitative target on environmental issues

### Actions

PriorityImprovement Areas

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

LowDeclares measures on waste management, but no supporting documentation available

### Results

PriorityImprovement Areas

HighDeclares reporting on environmental issues, but no supporting documentation available [reporting available only for a partial scope]

LowDeclares reporting on total energy consumption, but no supporting documentation available

LowNo information on reporting on total weight of hazardous waste

LowNo information on reporting on total weight of non-hazardous waste

LowNo information related to reporting on total amount of renewable energy consumed

Low	No information on reporting on total Scope 1 GHG emissions
Low	No information on reporting on total Scope 2 GHG emissions
Low	No information related to reporting on total weight of waste recovered



Labor & Human Rights

Weight ●●●●

Strengths (15)

Policies

Strengths

- Labor & human rights policy on diversity, equity & inclusion
- 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

- Flexible organization of work (eg. remote work, flexi-time)
- Health care coverage of employees in place
- Internal audits on health & safety issues
- Employee health & safety detailed risk assessment
- Transparent recruitment process communicated clearly and formally to all candidates
- Regular assessment (at least once a year) of individual performance
- Mandatory health check-up for employees
- Official measures promoting career mobility
- Provision of skills development training
- Setting of individual career plan for all employees
- Training of relevant employees on health & safety risks and best working practices

Improvement Areas (12)

Policies

Priority

Improvement Areas

- MediumNo information on endorsement of external sustainability initiatives or principles
- MediumInconclusive documentation for policies on career management & training
- LowNo quantitative target on labor and human rights issues

Actions

Priority	Improvement Areas
Medium	Declares actions on diversity, equity & inclusion, but no supporting documentation available
Low	Does not declare special remuneration or time off for overtime work throughout the entire scope of operations
Low	Does not declare granting paid annual vacation throughout the entire scope of operations
Low	Does not declare that employees receive 24 hours rest within a time frame of 7 consecutive days throughout the entire scope of operations
Low	Does not declare paying employees at least statutory minimum wages throughout the entire scope of operations

Results

Priority	Improvement Areas
High	Declares reporting on labor and human rights issues, but no supporting documentation available [reporting available only for a partial scope]
Low	No information on reporting on accident frequency rate
Low	No information on reporting on accident severity rate
Low	No information related to reporting on average training hours per employee



Ethics

Weight ●●●●

Strengths (8)

Policies

Standard policy on a majority of ethics issues
Policy on fraud
Policy on money laundering
Disciplinary sanctions to deal with policy violations
Policy on information security
Policies on corruption

Actions

Measures to protect third party data from unauthorized access or disclosure
Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Improvement Areas (8)

Policies

Priority	Improvement Areas
Medium	No information on endorsement of external sustainability initiatives or principles
Low	Inconclusive documentation for policies on conflict of interest

Actions

Priority	Improvement Areas
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 corruption risk assessments
Low	No conclusive documentation regarding an anti-corruption due diligence program on third parties
Low	No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery
Low	No conclusive documentation regarding information security risk assessments



Sustainable Procurement

Weight ●●●●

Improvement Areas (4)

Policies

Priority	Improvement Areas
High	Inconclusive documentation on sustainable procurement policies

Actions

Priority	Improvement Areas
High	Declares having a supplier sustainability code of conduct, but no supporting documentation available
High	No information on social or environmental clauses being included in supplier contracts
High	No information on sustainability risk analysis being conducted (i.e. prior to supplier assessments or audits)

360° Watch Findings

21 Mar 2022

No records found for this company on Compliance Database

→ No score impact

## Specific Comments

 There is a lack of information and supporting documents on implementation measures regarding sustainable procurement issues.

 No records found in third party risk and compliance database.

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

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