

# BJB GMBH & CO KG (GROUP)

Arnsberg - Germany | Manufacture of electronic components and boards

EVID: EU103059



Publication date: 27 Mar 2024

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Sustainability performance

Insufficient

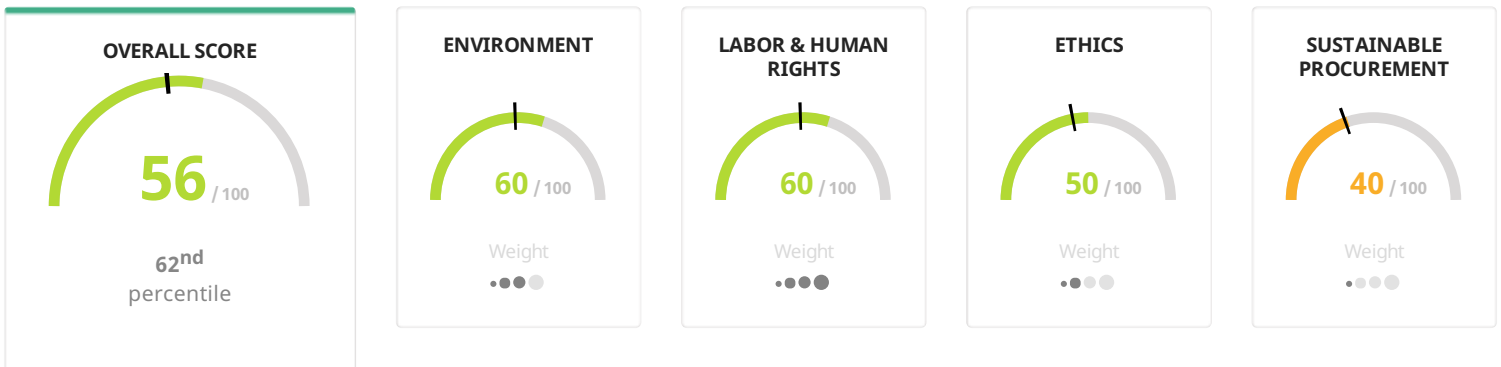
Partial

Good

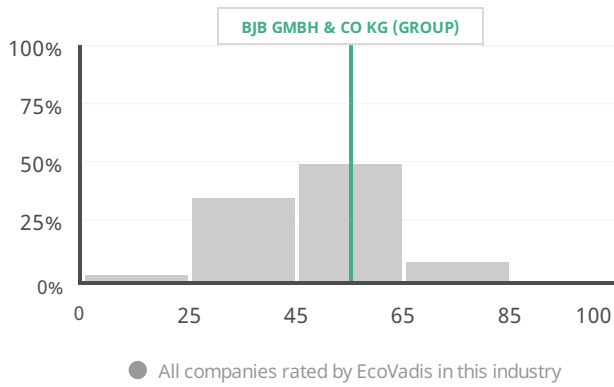
Advanced

Outstanding

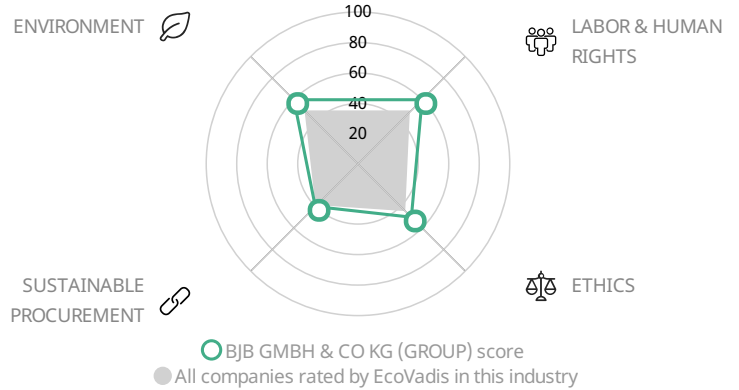
Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

Reduction of material consumption through process optimization

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

Reduction of internal wastes through material reuse, recovery or repurpose

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Reduction of energy consumption of IT infrastructure

Improvement of energy efficiency through technology or equipment upgrades

Integration of eco-design features in product design

ISO 50001 certified

Use of waste heat recovery system(s) or combined heat and power unit(s)

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

Company takeback programs

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

Reporting on total weight of waste recovered

Reporting on total water consumption

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on total energy consumption

Standard reporting on environmental issues

### Improvement Areas

#### Policies

Priority Improvement Areas

High

Inconclusive documentation on environmental policies

Medium

Inconclusive documentation for policies on energy consumption & GHGs

Medium

Inconclusive documentation for policies on water

Medium

Inconclusive documentation for policies on materials, chemicals & waste

Medium

Inconclusive documentation for policies on product use

Medium

Inconclusive documentation for policies on product end-of-life

Medium

Inconclusive documentation for policies on customer health & safety

Low

No quantitative target on environmental issues

#### Actions

Priority Improvement Areas

Low

Declares measures on water management, but no supporting documentation available

Low

Declares measures on customer health & safety issues, but no supporting documentation available

#### Results

Priority Improvement Areas

Low

No information on reporting on total weight of hazardous waste

Low

Declares reporting on total weight of non-hazardous waste, but no supporting documentation available

Low

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

Low

No information on reporting on total amount of water recycled and reused



## Labor & Human Rights

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking	
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	
<b>Actions</b>	
Strengths	
Actions in place to protect young workers	
ISO 45001 certified	
Bonus scheme related to company performance	
Health care coverage of employees in place	
Employee representatives or employee representative body (e.g. works council)	
Two-way communication system in place to facilitate employee voice regarding working conditions	
Provision of skills development training	
Individual development and career plan for all employees	
<b>Results</b>	
Strengths	
Reporting on number of recordable work-related accidents	
Reporting on number of days lost to work-related injuries, fatalities and ill health	
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	
Materiality analysis in sustainability reporting	
Company communicates progress towards the Sustainable Development Goals (SDGs)	
<b>Improvement Areas</b>	
<b>Policies</b>	
Priority	Improvement Areas
Medium	Inconclusive documentation for policies on social dialogue
Medium	Inconclusive documentation for policies on career management & training
Low	No quantitative target on labor and human rights issues
Low	No quantitative target set on living wage

## Actions

Priority Improvement Areas

Medium

Declares actions on employee health & safety issues, but no supporting documentation available

Low

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

Low

Declares measures on living wage, but no supporting documentation available

## Results

Priority Improvement Areas

High

Insufficient reporting on labor and human rights issues

Low

Declares reporting on average training hours per employee, but no supporting documentation available

Low

Declares reporting on living wage, but no supporting documentation available

Low

Declares reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees, but no supporting documentation available



## Ethics

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Standard policy on a majority of ethics issues

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policy on information security

#### Actions

Strengths

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

#### Results

Strengths

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

### Improvement Areas

## Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on corruption

Low

Inconclusive documentation for policies on fraud

## 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

Low

No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery

Low

No conclusive documentation on measures regarding information security

## Results

Priority Improvement Areas

High

No conclusive reporting on ethics issues



## Sustainable Procurement

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

Supplier sustainability code of conduct in place

Formal assessment of suppliers' progress with regards to REACH requirements

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

Integration of social or environmental clauses into supplier contracts

#### Results

Strengths

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

## Improvement Areas

### Policies

Priority Improvement Areas

High

Inconclusive documentation on sustainable procurement policies

Medium

No information regarding a policy on conflict minerals issues

### Actions

Priority Improvement Areas

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

Low

Declares measures implemented to mitigate conflict minerals issues but no supporting documentation available

### Results

Priority Improvement Areas

High

No conclusive reporting on sustainable procurement issues

Low

No information on due diligence reporting on conflict minerals

## 360° Watch Findings



7 Feb 2024 |

Impact on Score

**Neutral** →


valid from 25 Apr 2024 to 7 Mar 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.

 There is a lack of reporting on KPIs regarding ethics issues.

 There is a lack of reporting on KPIs regarding sustainable procurement issues.

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

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