

HUBER+SUHNER AG (GROUP)

Herisau - Switzerland | Manufacture of electronic components and boards

EVID: BG792973



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Valid until: 15 Jan 2025

Sustainability performance

Insufficient

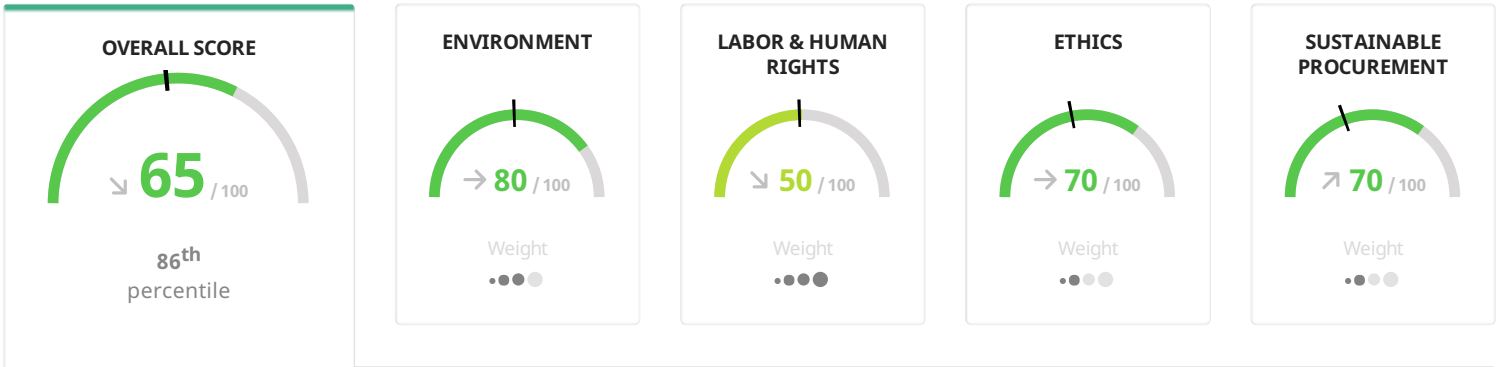
Partial

Good

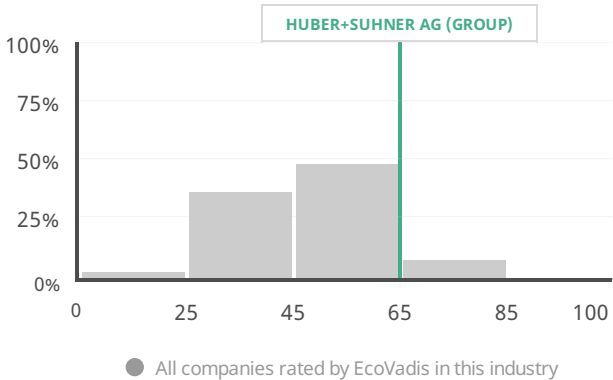
Advanced

Outstanding

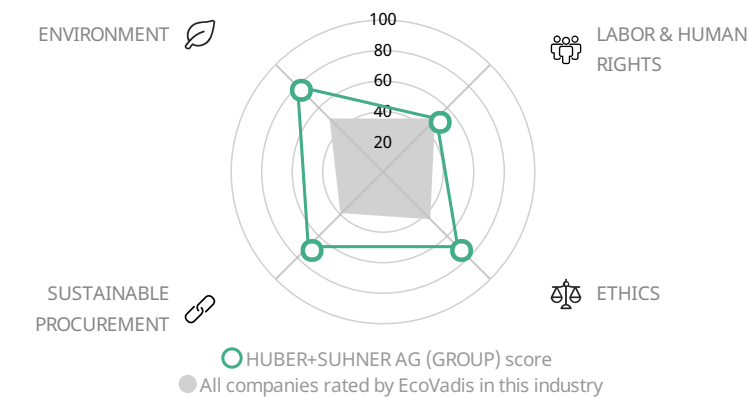
Average score




Overall score distribution



Theme score comparison




Strengths and Improvement Areas

<div><div></div><div>Environment</div></div> <div>Weight <div><div></div><div></div><div></div><div></div></div></div>	
Strengths	
<div><div>Policies</div><div>Strengths</div><div>Endorsement of the United Nations Global Compact (UNGC)</div><div>Quantitative objectives set on energy consumption &amp; GHGs</div><div>Environmental policy on materials, chemicals &amp; waste</div><div>Environmental policy on water</div><div>Environmental policy on energy consumption &amp; GHGs</div><div>Endorsement of the Science Based Targets initiative - Committed</div><div>Comprehensive policy on a majority of environmental issues</div></div>	
<div><div>Actions</div><div>Strengths</div><div>Specialized treatment and safe disposal of hazardous substances</div><div>Internal sorting &amp; disposal of waste according to waste streams</div><div>Actions or training to raise employee awareness on waste reduction &amp; sorting</div><div>Removal of heavy metals from wastewater</div><div>Adoption of cooling systems with reduced or recycled water consumption</div><div>Training of employees on energy conservation/climate actions</div><div>Reduction of the use or emissions of fluorinated greenhouse gases (e.g. HFCs, PFCs, SF6)</div><div>Purchase and/or generation of renewable energy</div><div>Company-specific emergency preparedness and response procedure regarding customer health and safety</div><div>Improvement of energy efficiency through technology or equipment upgrades</div><div>ISO 14001 certified</div><div>Measures to reduce paper consumption</div><div>Training employees to safely handle and manage hazardous substances</div><div>Actions for labeling, storing, handling and transporting hazardous substances</div><div>Company-specific recycle or reuse programs (e.g. company-specific infrastructure or formal partnership established)</div><div>Company takeback programs</div></div>	

Carbon footprint study performed on key products	
ISO 14001 certified on more than 81% of operational sites	
<b>Results</b>	
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	
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation	
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	
External assurance or verification of sustainability reporting	
Company reports to CDP	
Reporting on total energy consumption	
Comprehensive reporting on environmental issues	
Improvement Areas	
<b>Policies</b>	
Priority	Improvement Areas
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

<b>Results</b>	
Priority	Improvement Areas
Medium	Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option
Low	No information on reporting on total amount of water recycled and reused

<div>  <div>Labor &amp; Human Rights</div> <div>Weight <div><div></div><div></div><div></div><div></div></div></div> </div>	
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 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	
Equipment safety inspections or audits	
Women development, mentorship, and/or sponsorship programs in place	
ISO 45001 certified	
Employee satisfaction survey	
Grievance mechanism on discrimination and/or harassment issues	
Actions to promote wage equality in the workplace	
Awareness training regarding diversity, discrimination, and/or harassment	
Health and safety training for subcontractors working on premises	
Employee representatives or employee representative body (e.g. works council)	
Employee health & safety risk assessment	
Actions to prevent discrimination during recruitment phase	

Regular assessment of individual performance	
Regular employee health check-up	
Actions to prevent noise exposure	
Actions to promote internal mobility	
Provision of skills development training	
Individual development and career plan for all employees	
Training of employees on health and safety risks and best working practices	
<b>Results</b>	
Strengths	
Reporting on the percentage of women at top management level	
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 women employed in relation to the whole organization	
Report on percentage of women within the organization's board	
Materiality analysis in sustainability reporting	
External assurance or verification of sustainability reporting	
Reporting on number of average training hours per employee	
<b>Improvement Areas</b>	
<b>Policies</b>	
Priority	Improvement Areas
Low	No quantitative target on labor and human rights issues
<b>Actions</b>	
Priority	Improvement Areas
Medium	Declares measures to prevent child labor, forced labor and human trafficking, but no supporting documentation available
Low	Less than 20% of operational facilities ISO 45001 certified
<b>Results</b>	
Priority	Improvement Areas
High	Insufficient reporting on labor and human rights issues
Medium	Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option

Low

No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees



## Ethics

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

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

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

#### Actions

Strengths

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

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

Implementation of a records retention schedule

Information security risk assessments performed

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

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)

Awareness training performed to prevent anticompetitive practices

ISO 27001 certified (certification of information security management system)

<b>Results</b>	
Strengths	
Materiality analysis in sustainability reporting	
External assurance or verification of sustainability reporting	
Comprehensive reporting on ethics issues	
<b>Improvement Areas</b>	
<b>Actions</b>	
Priority	Improvement Areas
High	No conclusive documentation regarding corruption risk assessments
High	No conclusive documentation regarding risk assessments for anti-competitive practices
Medium	Supporting documentation demonstrates a medium level of coverage of ethics actions throughout the company operations
Low	No conclusive documentation on audits of control procedures to prevent corruption
<b>Results</b>	
Priority	Improvement Areas
Medium	Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option

 Sustainable Procurement		Weight ●●●●
<b>Strengths</b>		
<b>Policies</b>		
Strengths		
Endorsement of the United Nations Global Compact (UNGC)		
Policy on conflict minerals issues		
Comprehensive sustainable procurement policies on both social and environmental factors		
<b>Actions</b>		
Strengths		
50-100% of suppliers for which conflict minerals information is available (e.g. CMRT)		
Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations		
Supplier sustainability code of conduct in place		
Written communication sent to suppliers informing them of conflict minerals issues		
Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire		
Formal assessment of suppliers' progress with regards to REACH requirements		
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)	
<b>Results</b>	
Strengths	
Materiality analysis in sustainability reporting	
External assurance or verification of sustainability reporting	
Publication of Conflict Minerals Reporting Template (e.g. CMRT, other type of template)	
Comprehensive reporting on sustainable procurement issues	
<b>Improvement Areas</b>	
<b>Policies</b>	
Priority	Improvement Areas
Low	Claims endorsement of specific international or industry sector initiatives on conflict minerals issues, but information could not be verified [Responsible Minerals Initiative (RMI)]
<b>Actions</b>	
Priority	Improvement Areas
Medium	No conclusive documentation on the training of buyers on social and environmental issues within the supply chain
Low	No conclusive documentation on capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)
Low	No conclusive documentation on performing suppliers have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)
Low	No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews
<b>Results</b>	
Priority	Improvement Areas
Medium	Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option



360° Watch Findings

<div>6 May 2023   <a href="https://auswanderluchs.ch/...">https://auswanderluchs.ch/...</a></div> <div>Impact on Score <b>Neutral</b> → valid from 1 May 2023 to 1 Jun 2028</div> <div>Impacted themes<div></div></div> <div><b>The best employers in Switzerland 2023 [DE]</b>  Huber+Suhner was among the best employers in Switzerland for the year of 2023.</div>	<div>15 Dec 2020   <a href="http://www.inside-it.ch/de...">http://www.inside-it.ch/de...</a></div> <div>Impact on Score <b>Neutral</b> → valid from 1 Dec 2020 to 1 Jan 2026</div> <div>Impacted themes<div></div></div> <div><b>Huber + Suhner paralyzed by cyberattack [DE]</b>  Huber + Suhner was hit by a cyber attack Monday, December 14th, 2020 and largely paralyzed. Internal monitoring services found that the IT network had been attacked by malware.</div>	<div>22 Oct 2020   <a href="http://www.aargauerzeitung...">http://www.aargauerzeitung...</a></div> <div>Impact on Score <b>Neutral</b> → valid from 1 Oct 2020 to 1 Nov 2025</div> <div>Impacted themes<div></div></div> <div><b>Huber + Suhner is cutting 100 jobs in Switzerland [DE]</b>  Huber + Suhner is cutting 250 jobs worldwide. The location in Brazil will even be closed completely. Around 100 jobs will be lost in Switzerland. The falling sales due to the corona pandemic are to blame.</div>
<div>22 Oct 2020   <a href="http://www.sindmetalsjc.or...">http://www.sindmetalsjc.or...</a></div> <div>Impact on Score <b>Neutral</b> → valid from 1 Oct 2020 to 1 Nov 2025</div> <div>Impacted themes<div></div></div> <div><b>Huber Suhner metalworkers mobilize in defense of employment [PT]</b>  The workers at Huber Suhner were surprised, on the afternoon of Wednesday (22), with the news that the factory will close its activities in Caçapava. The closure is due to the restructuring process. The Union was at the unit to mobilize workers and start the fight in defense of jobs and rights.</div>	<div>24 Apr 2020   <a href="http://www.bluewin.ch/de/n...">http://www.bluewin.ch/de/n...</a></div> <div>Impact on Score <b>Neutral</b> → valid from 1 Apr 2020 to 1 May 2025</div> <div>Impacted themes<div></div></div> <div><b>Huber + Suhner will introduce short-time working from May [DE]</b>  The corona crisis also affects the Huber + Suhner industrial group. The cable and electrical component manufacturer temporarily relies on short-time work. Huber + Suhner plans to introduce short-time work in Switzerland and some other countries from May. Previously, they had reduced vacation and overtime.</div>	<div>30 Oct 2019   <a href="http://www.sindmetalsjc.or...">http://www.sindmetalsjc.or...</a></div> <div>Impact on Score <b>Neutral</b> → valid from 1 Oct 2019 to 1 Nov 2024</div> <div>Impacted themes<div></div></div> <div><b>Huber metallurgists go on strike [PT]</b>  The metallurgists of Huber Suhner, in the East Zone of São José dos Campos, went on strike on Wednesday (30). The fight is for the opening of negotiations between the company and the Union on Salary Campaign and PLR.</div>
<div>1 Jan 2019   <a href="http://swissarbeitgeberawa...">http://swissarbeitgeberawa...</a></div> <div>Impact on Score <b>Neutral</b> → valid from 1 Jan 2019 to 1 Feb 2024</div> <div>Impacted themes<div></div></div> <div><b>Huber + Suhner AG recognized as Best Employers [DE]</b>  Huber + Suhner AG has received the Best Employers certification for the year 2019.</div>	<div>18 Dec 2023  </div> <div>Impact on Score <b>Neutral</b> → valid from 15 Jan 2024 to 18 Jan 2029</div> <div>No records found for this company on Compliance Database</div>	
<div><div></div> Environment <div></div> Labor &amp; Human Rights <div></div> Ethics <div></div> Sustainable Procurement</div>		

Specific comments

-  No records found in third party risk and compliance database.
-  The company demonstrates an advanced management system on environmental issues.
-  The company demonstrates an advanced management system on ethics issues.
-  The company demonstrates an advanced management system on sustainable procurement.
-  Since the last assessment the overall score has decreased due to reporting on KPIs being not up to date (i.e. over two years old).

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