

# HUBER+SUHNER AG (GROUP)

Herisau - Switzerland | Manufacture of electronic components and boards

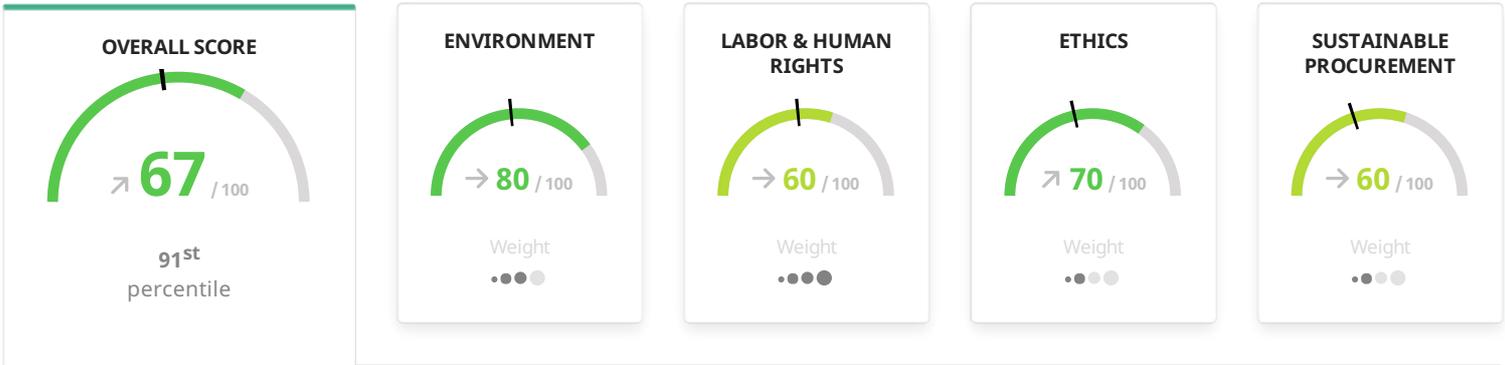


Publication date: 16 Jan 2023

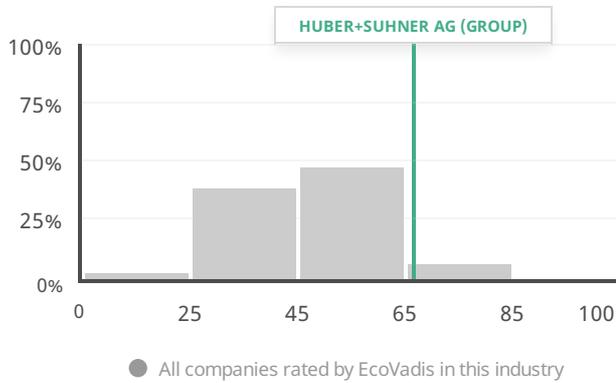
Valid until: 16 Jan 2024

Sustainability performance

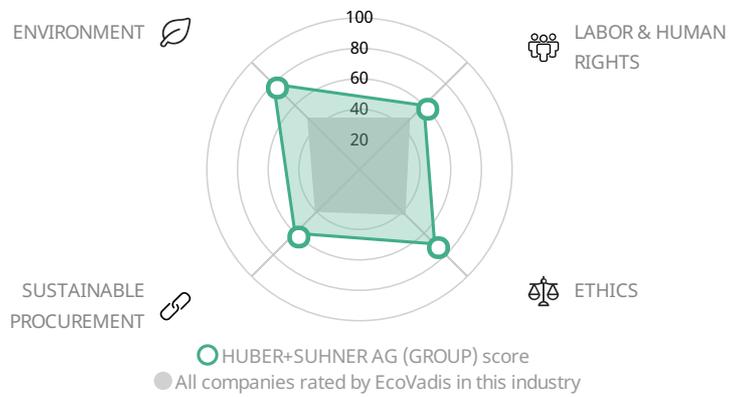
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Quantitative objectives set on energy consumption & GHGs

Environmental policy on product end-of-life

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Comprehensive policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

External sustainability audit from a site of Group: no non-compliance found on environment

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

Adoption of cooling systems with reduced or recycled water consumption

Reduction of the use or emissions of fluorinated greenhouse gases (e.g. HFCs, PFCs, SF6)

Purchase and/or generation of renewable energy

Improvement of energy efficiency through technology or equipment upgrades

61-80% of operational sites ISO 14001 certified

Actions for labeling, storing, handling and transporting hazardous substances

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

Company takeback programs

#### Results

Strengths

Reporting in accordance with GRI Universal Standards

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
External assurance of sustainability reporting
Reporting on scope 2 GHG emissions
Reporting on scope 1 GHG emissions
Company reports to CDP
Reporting on total energy consumption
Comprehensive reporting on environmental issues
<b>Improvement Areas</b>
<b>Results</b>
Priority Improvement Areas
<b>Low</b> No information related to reporting on total weight of pollutants emitted to water

 <b>Labor &amp; Human Rights</b> <span style="float: right;">Weight ●●●●</span>
<b>Strengths</b>
<b>Policies</b>
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
Endorsement of the United Nations Global Compact (UNGC)
<b>Actions</b>
Strengths
ISO 45001 certified

Bonus scheme related to company performance

Grievance mechanism on discrimination and/or harassment issues

Training on health and safety issues for subcontractors working on the company premises

Formalized process in place to assess and document employee health & safety risks, considering change of operations / activities (e.g. change management)

Employee representatives or employee representative body (e.g. works council)

Provision of protective equipment to all impacted employees

Employee health & safety detailed risk assessment

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

Regular assessment (at least once a year) of individual performance

Active preventive measures for stress and noise

Mandatory health check-up for employees

Provision of skills development training

Joint labor management health & safety committee in operation

Setting of individual career plan for all employees

## Results

### Strengths

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

Reporting in accordance with GRI Universal Standards

Reporting on average training hours per employee

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Comprehensive reporting on labor and human rights issues

Reporting on accident severity rate

Reporting on accident frequency rate

## Improvement Areas

### Policies

Priority

Improvement Areas

Low

No quantitative target on labor and human rights issues

**Actions**

Priority Improvement Areas

**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** Less than 20% of operational facilities ISO 45001 certified

**Results**

Priority Improvement Areas

**Medium** External sustainability audit from a site of Group: presence of major or/and critical non-compliances on employee health & safety

**Low** Claims presence of employees under 18 working or living on production sites with risks of exposure to chemicals, pesticides, machines or tools, dust or excessive cold, heat or noise

**Strengths**

**Policies**

Strengths

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

Endorsement of the United Nations Global Compact (UNGC)

**Actions**

Strengths

External sustainability audit from a site of Group: no non-compliance found on ethics

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

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

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

### Results

Strengths

Reporting in accordance with GRI Universal Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Comprehensive reporting on ethics issues

### Improvement Areas

#### Actions

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

Medium

No conclusive documentation on awareness training to prevent corruption and bribery

Low

No conclusive documentation on audits of control procedures to prevent corruption



## Sustainable Procurement

Weight ●●●●

### Strengths

#### Policies

Strengths

Policy on conflict minerals issues

Comprehensive sustainable procurement policies on both social and environmental factors

#### Actions

Strengths

50-100% of suppliers for which conflict minerals information is available (e.g. CMRT)

Supplier sustainability code of conduct in place

Written communication sent to suppliers informing them of conflict minerals issues

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

## Results

Strengths

Reporting in accordance with GRI Universal Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Publication of Conflict Minerals Reporting Template (e.g. CMRT, other type of template)

Standard reporting on sustainable procurement issues

## Improvement Areas

### Policies

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)]

### Actions

Priority Improvement Areas

High

No supporting documentation on the coverage of sustainable procurement actions throughout the company supplier base/operations

Medium

No conclusive documentation on CSR 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

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

## 360° Watch Findings

15 Dec 2020 | <http://www.inside-it.ch/de...>

Impact on score

**Neutral** →

Impacted themes



### Huber + Suhner paralyzed by cyberattack [DE]

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.

22 Oct 2020 | <http://www.aargauerzeitung...>

Impact on score

**Neutral** →

Impacted themes



### Huber + Suhner is cutting 100 jobs in Switzerland [DE]

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.

22 Oct 2020 | <http://www.sindmetalsjc.or...>

Impact on score

**Neutral** →

Impacted themes



### Huber Suhner metalworkers mobilize in defense of employment [PT]

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.

24 Apr 2020 | <http://www.bluewin.ch/de/n...>

Impact on score

**Neutral** →

Impacted themes



### Huber + Suhner will introduce short-time working from May [DE]

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.

30 Oct 2019 | <http://www.sindmetalsjc.or...>

Impact on score

**Neutral** →

Impacted themes



### Huber metallurgists go on strike [PT]

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.

1 Jan 2019 | <http://swissarbeitgeberawa...>

Impact on score

**Neutral** →

Impacted themes



### Huber + Suhner AG recognized as Best Employers [DE]

Huber + Suhner AG has received the Best Employers certification for the year 2019.

29 Oct 2018 | <http://www.sindmetalsjc.or...>

Impact on score

**Neutral** →

Impacted themes



### Huber Suhner workers approve Salary Campaign proposal [PT]

The workers at Huber Suhner, in Caçapava, approved the proposal for an agreement negotiated between the Union and the company that guarantees a 5% salary increase, renewal of all rights for two years and R \$ 1,600 of PLR without goals. The assembly took place on Friday.

23 Dec 2022 |

Impact on score

**Neutral** →

No records found for this company on Compliance Database

## Specific comments

 No records found in third party risk and compliance database.

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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 publication of additional sustainability reporting.

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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