

ESKER SA (GROUP)

France | Software publishing

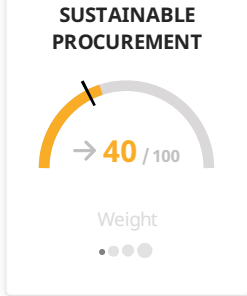
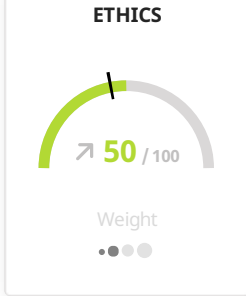
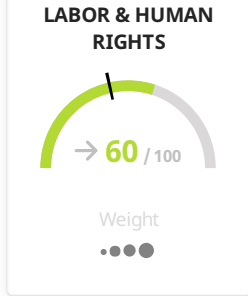
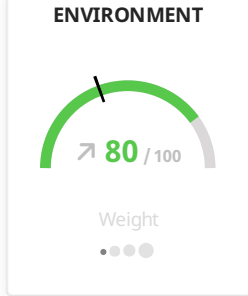
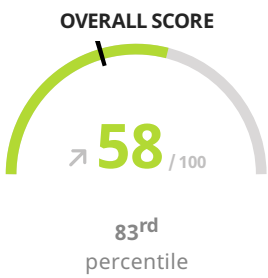
! Significant operations in at least one risk country



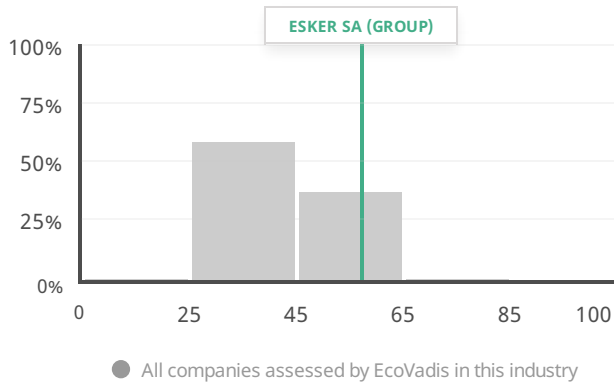
Publication date: 26 Nov 2019

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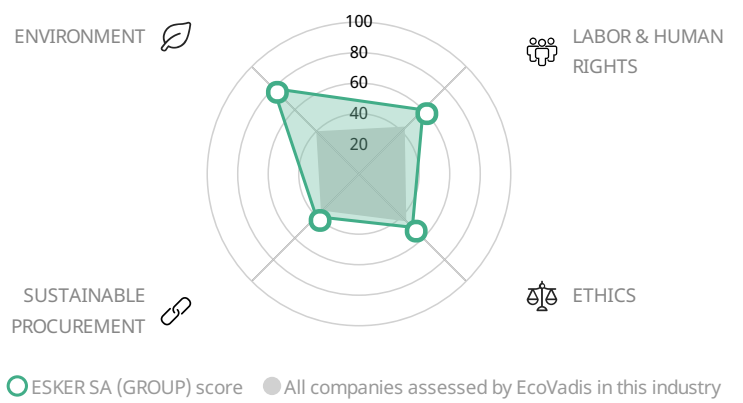
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths (16)

Policies

Strengths

Quantitative objectives set on some relevant issues [i.e. waste]

Standard policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Reduction of energy consumption through technology or equipment upgrades

Adoption of alternative data center cooling practices

Virtualization of servers

Measures to reduce CO2 emissions from business travel

Measures to recycle paper/carton waste

Partnership established to help dispose of waste that the company cannot recycle

ISO 14001 certified (at least one operational site)

Waste management measures in place

Results

Strengths

Reporting on total weight of waste

Materiality analysis in sustainability reporting

Reporting on total energy consumption

Comprehensive reporting on environmental issues

CSR report follows GRI guidelines [In accordance - Core]

Improvement Areas (1)

Actions

Priority

Improvement Areas

High

Declares a percentage of sites ISO 14001 certified, but certificates or evidence provided are inconclusive



Labor & Human Rights

Weight ●●●●

Strengths (26)

Policies

Strengths

Standard policy on a majority of labor or human rights issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Measures to promote gender and/or minority inclusion in the workplace

Additional leave beyond standard vacation days

Bonus scheme related to company performance

Collective agreement on working conditions

Flexible organization of work available to employees (e.g. remote work, flexitime)

Health care coverage of employees in place

Proactive measures to prevent workplace harassment

Measures to promote wage equality in the workplace

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

External audits on health & safety issues

Provision of protective equipment to all impacted employees

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

Active preventive measures for stress and noise

Mandatory health check-up for employees

Official measures promoting career mobility

Provision of skills development training

Joint labor management health & safety committee in operation

Specific measures implemented for the integration of employees with disabilities

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

Results

Strengths

Materiality analysis in sustainability reporting

Reporting on the percentage of women in top executive positions

CSR report follows GRI guidelines [In accordance - Core]

Improvement Areas (4)

Policies

Priority Improvement Areas

Medium

No supporting documentation or only basic policy on some relevant issues [i.e. career management & training]

Low

No quantitative target on labor and human rights issues

Actions

Priority Improvement Areas

Medium

No information regarding certification of a labor and human rights management system

Results

Priority Improvement Areas

High

Basic reporting on labor and human rights issues



Ethics

Weight ●●●●

Strengths (8)

Policies

Strengths

Policy on information security

Dedicated responsibility for ethics issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

ISO 27001 certified (certification of information security management system)

Results

Strengths

Materiality analysis in sustainability reporting

CSR report follows GRI guidelines [In accordance - Core]

Improvement Areas (8)

Policies

Priority Improvement Areas

Medium

No supporting documentation or only basic policy to prevent corruption

Actions

Priority Improvement Areas

High

No supporting documentation regarding an effective whistleblower procedure to report ethics issues

High

No supporting documentation regarding third party due diligence on ethics issues

Medium

No supporting documentation regarding awareness trainings on corruption

Low

No supporting documentation regarding audits of control procedures to prevent corruption

Low

No supporting documentation regarding approval procedure for sensitive transactions (e.g. gifts, entertainment)

Low

No supporting documentation regarding corruption risk analysis performed

Results

Priority Improvement Areas

High

No information on reporting on ethics issues



Sustainable Procurement

Weight ●●●●

Strengths (3)

Actions

Strengths

Supplier CSR code of conduct in place

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

Results

Strengths

Materiality analysis in sustainability reporting

Improvement Areas (5)

Policies

Priority Improvement Areas

High

No supporting documentation on sustainable procurement policies

Actions

Priority Improvement Areas

Medium

No information on social or environmental clauses being included in supplier contracts

Medium

No information on CSR risk analysis being conducted (i.e. prior to supplier assessments or audits)

Medium

No information regarding training of buyers on social and environmental issues within the supply chain

Results

Priority

Improvement Areas

High

No information on reporting on sustainable procurement issues


360° Watch Findings

10 April 2019

Palmarès Great Place to Work : dans quelles entreprises IT fait-il bon travailler ? Palmarès Great Place to Work : dans quelles entreprises IT fait-il bon travailler ?

<http://www.solutions-numeriques.com/palmares-great-place-to-work-dans-quelles-entreprises-it-fait-il-bon-travailler/>

Le 17ème Palmarès des entreprises où il fait bon travailler en France distingue les entreprises françaises de toutes tailles (moins de 50 salariés, 50 à 500 salariés, 500 à 5000 salariés et plus de 5 000 salariés) qui sont particulièrement engagées dans des démarches de transformation et se démarquent de par la qualité des environnements et des conditions de travail qu'elles offrent à leurs salariés. Esker, éditeur mondial de solutions de dématérialisation de documents, progresse de 15 places pour sa deuxième participation, et entre dans le Top 15, en 14ème position.

 Labor & Human Rights


→ No score impact

2 May 2018

Politique RH : Esker obtient le label « Happy At Work 2018 »

<http://www.solutions-numeriques.com/politique-rh-esker-obtient-le-label-happy-at-work-2018/>

La politique RH de l'éditeur spécialiste de la dématérialisation a été récompensée par une enquête réalisée par ChooseMyCompany.com en partenariat avec Les Echos, dont le classement paraîtra le 21 juin prochain. Esker obtient la note globale de 4,45 / 5 et un taux de recommandation de 91,2 %.

 Labor & Human Rights


→ No score impact

22 March 2017

Esker : au Top 30 des entreprises où il fait bon travailler en France

<https://www.boursedirect.fr/fr/actualites/categorie/divers/esker-au-top-30-des-entreprises-ou-il-fait-bon-travailler-en-france-boursier-bf57a595b877fff06aaed08b8245ca6abbfe1ef1>

Esker fait son entrée au Palmarès de l'Institut Great Place to Work, qui publie la 15e édition de son classement des Best Workplaces France 2017. Esker se classe dans le top 30 des entreprises où il fait bon travailler, pour la catégorie 50 à 500 salariés.

 Labor & Human Rights


→ No score impact

8 June 2016

Classement des entreprises où il fait bon démarrer sa carrière

<http://start.lesechos.fr/emploi-stages/classements/classement-des-entreprises-ou-il-fait-bon-demarrer-sa-carriere-4886.php>

Esker est parmi les sociétés les mieux notées par les moins de 28 ans, qui ont obtenu le label "Happy At Work For Starters". Témoignage recueillis lors de l'enquête: "dans ma société, la parole de chacun a le même poids. Même en étant débutant on me donne des responsabilités telles que faire passer des entretiens d'embauche ou faire des demandes d'achats".

 Labor & Human Rights

→ No score impact






2 October 2019

No records found for this company on Compliance Database

null

→ No score impact

Specific comments

-  The company is not included in any compliance-related watch lists or sanction lists.
-  Some supporting documents were considered too outdated to be included in this assessment.
-  The company demonstrates an advanced management system on environmental issues.
-  Since the last assessment, the overall score has increased thanks to the implementation of additional policies.
-  There is a lack of reporting on KPIs relating to ethics, this is of concern given the company's size, activities and locations.

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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