

# ESKER SA (GROUP)

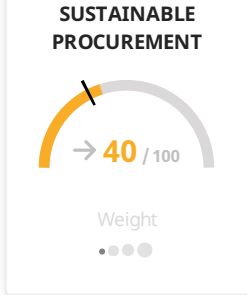
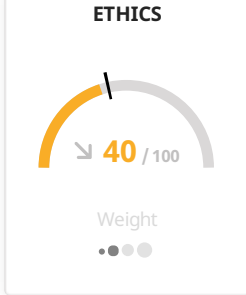
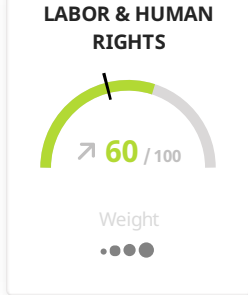
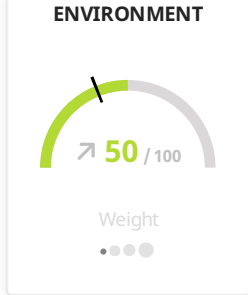
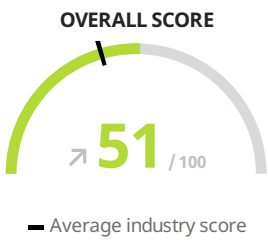
France | Software publishing

**!** Significant operations in at least one risk country

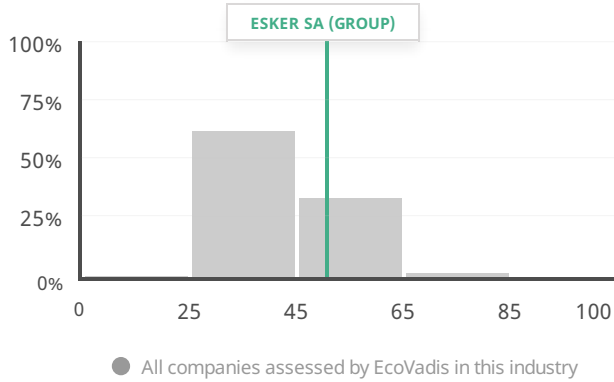


Publication date: 18 Sep 2018

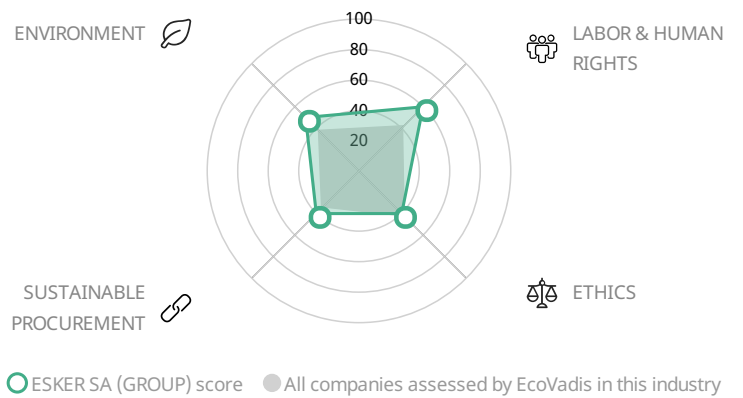
CSR Performance ● None ● Partial ● Confirmed ● Advanced ● Outstanding



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths (6)

#### Actions

Strengths

Adoption of alternative data center cooling practices

Virtualization of servers

Measures to optimize transport of employees or reduce CO2 emissions from transport

Measures to recycle paper/carton waste

Waste management measures in place

#### Results

Strengths

Reporting on electricity consumption

### Improvement Areas (3)

#### Policies

Priority

Improvement Areas

High

No supporting documentation on environmental policies

Medium

No endorsement of external CSR initiatives or principles (e.g. Global Compact)

#### Results

Priority

Improvement Areas

High

Basic reporting on environmental issues



## Labor & Human Rights

Weight ●●●●

### Strengths (25)

#### Policies

Strengths

Labor or human rights policy on some relevant issues [i.e. working conditions, diversity, discrimination and/or harassment]

Dedicated responsibility for labor practice issues

#### Actions

Strengths

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

Measures to promote a gender inclusive environment

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

Reporting on percentage of women in executive positions (e.g. senior or top management)

Reports no lost-time accidents

## Improvement Areas (4)

### Policies

Priority

Improvement Areas

Medium

No endorsement of external CSR initiatives or principles (e.g. Global Compact)

Medium

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

### Actions

Priority

Improvement Areas

Low

No certification of employee health & safety management system

## Results

Priority

Improvement Areas

High

Basic reporting on labor practices & human rights issues



## Ethics

Weight ●●●●

### Strengths (4)

#### Policies

Strengths

Policy on information security

#### Actions

Strengths

Awareness training to prevent information security breaches

Measures to protect customer or client data from unauthorized access or disclosure

ISO 27001 certified (certification of information security management system)

### Improvement Areas (9)

#### Policies

Priority

Improvement Areas

Medium

No endorsement of external CSR initiatives or principles (e.g. Global Compact)

Medium

No supporting documentation or only basic policy on anti-corruption & bribery

#### Actions

Priority

Improvement Areas

Medium

No supporting documentation regarding audits of control procedures on business ethics issues

Medium

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

Low

No supporting documentation regarding awareness trainings on anti-corruption & bribery

Low

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

Low

No supporting documentation regarding corruption and bribery risk analysis performed

Low

No supporting documentation regarding third-party anti-corruption & bribery due diligence procedures

#### Results

Priority

Improvement Areas

Medium

No reporting on business ethics issues (e.g. number of breaches of code of ethics, ...) [Reporting is obsolete, i.e. older than two calendar years]



Strengths (1)

Actions

Strengths

Selection of partners based on social or environmental criteria

Improvement Areas (3)

Policies

Priority Improvement Areas

**High** No supporting documentation on sustainable procurement policies

Actions

Priority Improvement Areas

**Medium** No supplier code of conduct, assessments, nor on-site audits regarding CSR issues

Results

Priority Improvement Areas

**High** No reporting on sustainable procurement issues (e.g. percentage of suppliers evaluated)

360° Watch Findings

30 August 2018

No records found for this company on Compliance Database

null

→ No score impact

22 March 2017

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

[www.boursedirect.fr/actualites/categorie/divers/esker-au-top-30-des-entreprises-ou-il-fait-bon-travailler-en-france-boursier-bf57a595b877fff06aaed08b8245ca6abbfe1ef1](http://www.boursedirect.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


## Specific comments

 The company is not included in any compliance-related watch lists or sanction lists.

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 Some supporting documents were considered too outdated to be included in this evaluation


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 Some of the supporting documents provided were considered as extended responses to the questionnaire options and are not evidence of documents used within the company's management system

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 Since the last evaluation, the overall score has increased thanks to the implementation of additional measures.


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 There is a lack of reporting on KPIs relating to business ethics, this is of concern given the company's size, activities and locations.

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 Despite the company implementing measures regarding environmental issues, policies are not formalized or are only basic.

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

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