ESKER SA (GROUP)

France | Software publishing

⚠ Significant operations in at least one risk country
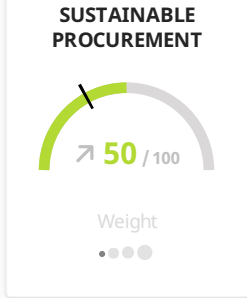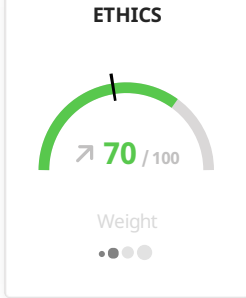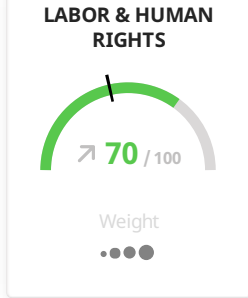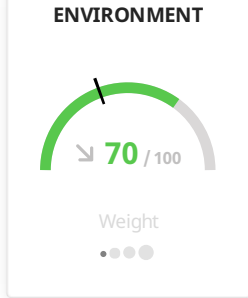
GOLD
2020
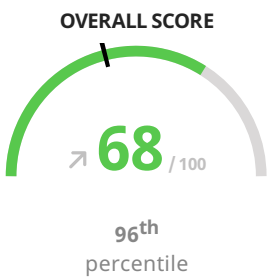**ecovadis**
Sustainability
Rating

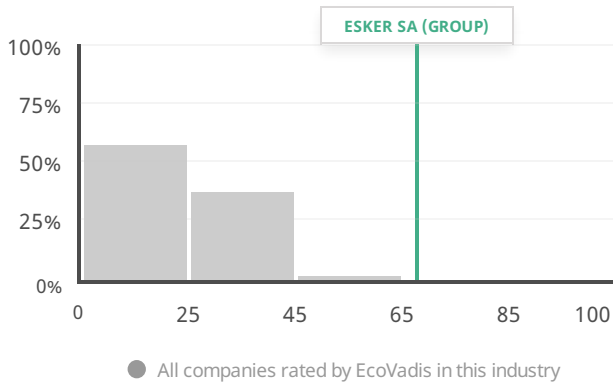---

Publication date: 16 Nov 2020   Valid until: 16 Nov 2021

Sustainability performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score

OVERALL SCORE	**ENVIRONMENT**	**LABOR & HUMAN RIGHTS**	**ETHICS**	**SUSTAINABLE PROCUREMENT**
↗ **68** / 100	↘ **70** / 100	↗ **70** / 100	↗ **70** / 100	↗ **50** / 100
96th percentile	Weight ●●○○	Weight ●●●●	Weight ●●○○	Weight ●○○○

Overall score distribution

ESKER SA (GROUP)

100%
75%
50%
25%
0%
0   25   45   65   85   100

● All companies rated by EcoVadis in this industry

Theme score comparison

ENVIRONMENT 🍃

100
80
60
40
20

LABOR & HUMAN RIGHTS

SUSTAINABLE PROCUREMENT 🔗

ETHICS ⚖

○ ESKER SA (GROUP) score   ● All companies rated by EcoVadis in this industry
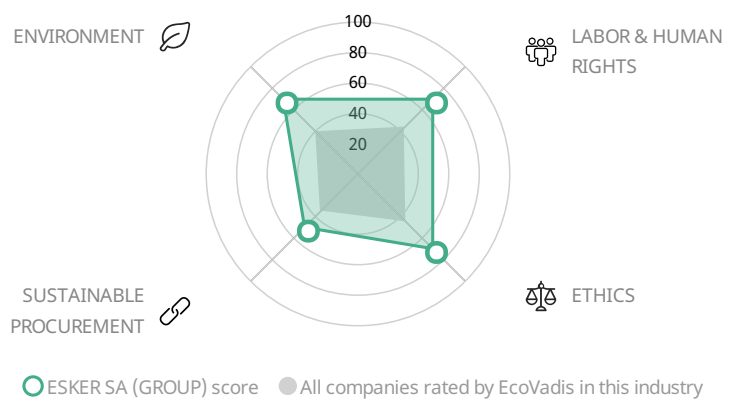
Strengths and Improvement Areas

Environment
Weight ●●●●

Strengths (21)

Policies

Strengths

Standard policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Measures implemented to offset GHGs emissions (e.g. purchasing verified carbon credits)

Measures to reduce energy consumption of IT infrastructure

Reduction of energy consumption through technology or equipment upgrades

Adoption of alternative data center cooling practices

Virtualization of servers

Optimization of data storage through Data Life Cycle Management

Measures to reduce CO2 emissions from business travel

Measures implemented to recycle toners & ink cartridges

Measures to recycle paper/carton waste

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

Waste management measures in place

Employee awareness/training program on energy conservation

Results

Strengths

Reporting on total weight of waste

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on total energy consumption

Comprehensive reporting on environmental issues

CSR report follows GRI guidelines [In accordance - Core]

Improvement Areas (2)

Policies

Priority	Improvement Areas
Low	No quantitative target on environmental issues

Actions

Priority	Improvement Areas
Medium	Declares ISO 14001 certification, but certificate provided not valid anymore

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Labor & Human Rights

Weight ●●●○

Strengths (34)

Policies

Strengths

Standard policy on a majority of labor or human rights issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Collective agreement in place

Additional leave beyond standard vacation days

Employee stock ownership plan (not restricted to executive level)

Employee satisfaction survey

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

Whistleblower procedure on discrimination and harassment

Measures to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

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

External audits on health & safety issues

Internal 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

Setting of individual career plan for all employees

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

Results

Strengths

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on labor and human rights issues

CSR report follows GRI guidelines [In accordance - Core]

Improvement Areas (3)

Policies

Priority	Improvement Areas
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
Low	Declares reporting on percentage of women in top executive positions, but no supporting documentation available

Ethics

Weight ● ● ● ●

Strengths (18)

Policies
Strengths

Disciplinary sanctions to deal with policy violations

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Endorsement of the United Nations Global Compact (UNGC)

Actions
Strengths

Information security due diligence program on third parties in place

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

Whistleblower procedure to report ethics issues

Implementation of a records retention schedule

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

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

ISO 27001 certified (certification of information security management system)

Results
Strengths

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

CSR report follows GRI guidelines [In accordance - Core]

Improvement Areas (4)

Actions
Priority   Improvement Areas

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 an anti-corruption due diligence program on third parties

Results

Priority	Improvement Areas
High	No information on reporting on ethics issues

🔗 Sustainable Procurement

Weight ● ● ● ●

Strengths (6)

Actions

Strengths

Supplier CSR code of conduct in place

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

Training of buyers on social and environmental issues within the supply chain

Results

Strengths

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas (5)

Policies

Priority	Improvement Areas
High	Inconclusive documentation on sustainable procurement policies

Actions

Priority	Improvement Areas
Medium	No information on on-site audits of suppliers on CSR issues
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)

Results

Priority	Improvement Areas
High	Declares reporting on sustainable procurement, but no supporting documentation available

360° Watch Findings

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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

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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

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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

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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

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5 October 2020

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.

While the rated company has many actions in place relating to environmental issues, no formal certification of its environmental management system has been obtained (i.e. no certificate provided or verified).

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

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

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