

ESKER SA (GROUP)

France | Software publishing

! Significant operations in at least one risk country

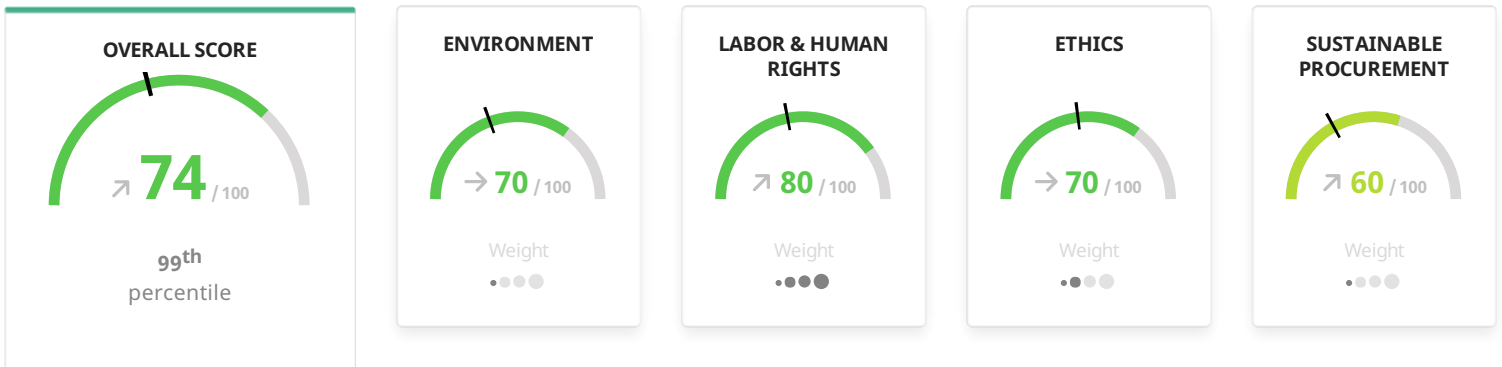


Publication date: 19 Nov 2021

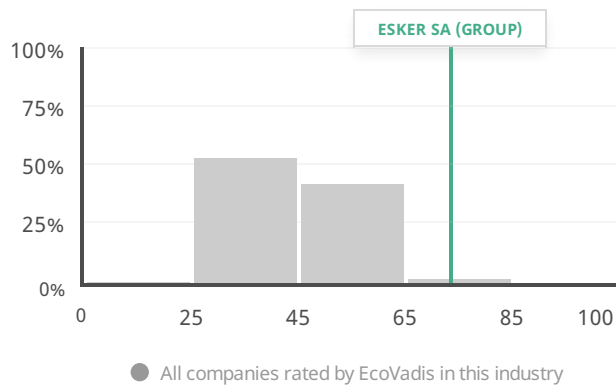
Valid until: 19 Nov 2022

Sustainability performance

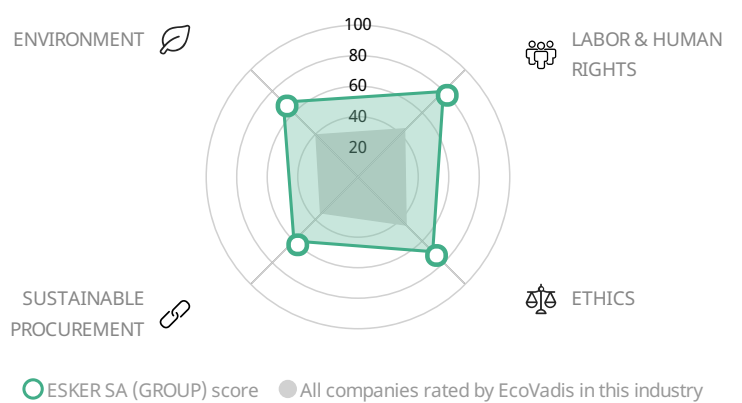
- Insufficient
- Partial
- Moderate
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths (22)

Policies

Strengths

Environmental policy on waste

Environmental policy on energy consumption & GHGs

Standard policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

Purchase of verified carbon offset credits

Reduction of carbon emissions in transportation

Reduction of energy consumption of IT infrastructure

Energy and/or carbon audit

Measures to reduce paper consumption

Measures implemented to recycle toners & ink cartridges

Measures to recycle paper/carton waste

ISO 14001 certified (at least one operational site)

Waste management measures in place

Measures to recycle IT equipment

Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on total energy consumption

Standard reporting on environmental issues

Improvement Areas (3)

Policies

Priority Improvement Areas

Low

No quantitative target on environmental issues

Actions

Priority Improvement Areas

Low

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

Results

Priority Improvement Areas

Low

Declares reporting on total weight of waste, but no supporting documentation



Labor & Human Rights

Weight ●●●●

Strengths (44)

Policies

Strengths

Labor & human rights policy on diversity, discrimination & harassment

Labor & human rights policy on career management & training

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

ISO 45001 certified (at least one operational site)

Remediation procedure in place for identified cases of discrimination and/or harassment

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

Additional leave beyond standard vacation days

Employee stock ownership plan (not restricted to executive level)

Employee satisfaction survey

Childcare services or allowance

Bonus scheme related to company performance

Collective agreement on diversity, discrimination, and/or harassment

Collective agreement on training & career management

Collective agreement on working conditions

Collective agreement on employees' health & safety

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

Sustainability report has been prepared in accordance with GRI Standards

Reporting on average training hours per employee

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on the percentage of women in top executive positions

Company with innovative practices concerning labor and human rights issues (see 360°) [i.e. Happy At Work 2018 label, Top 15 in Great Place to Work 2019]

Comprehensive reporting on labor and human rights issues

Improvement Areas (6)

Policies

Priority Improvement Areas

Medium Basic labor and human rights policies: lacks details on specific issues

Medium Inconclusive documentation for policies on employee health & safety

Medium Inconclusive documentation for policies on working conditions

Medium Inconclusive documentation for policies on social dialogue

Low No quantitative target on labor and human rights issues

Actions

Priority Improvement Areas

Low Declares a percentage of sites ISO 45001 certified, but certificates or evidence provided are inconclusive



Ethics

Weight ●●●●

Strengths (23)

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

Comprehensive policies on ethics issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Ethics due diligence program on third parties in place

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

Whistleblower procedure to report ethics issues

Awareness training on ethics issues

Implementation of a records retention schedule

Audits of control procedures to prevent information security breaches

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

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

ISO 27001 certified (certification of information security management system)

Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas (2)

Actions

Priority

Improvement Areas

Low

No supporting documentation regarding audits of control procedures to prevent corruption

Results

Priority

Improvement Areas

High

Insufficient number of KPIs disclosed on ethics issues



Sustainable Procurement

Weight ●●●●

Strengths (10)

Policies

Strengths

Standard policies on sustainable procurement issues

Endorsement of external initiative on sustainable procurement issues [La Charte Relations Fournisseur Responsables]

Actions

Strengths

Internal purchasing processes for data hosting services integrate sustainability

Supplier sustainability code of conduct in place

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

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas (4)

Actions

Priority	Improvement Areas
High	Declares social or environmental clauses included in supplier contracts, but no supporting documentation available
Medium	Declares assessment of suppliers (e.g. questionnaire) on environmental or social practices, but no supporting documentation available
Medium	No information on on-site audits of suppliers on sustainability issues

Results

Priority	Improvement Areas
High	Insufficient number of KPIs disclosed 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


➔ Impacts score

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


➔ Impacts score

22 March 2017

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

<https://www.boursedirect.fr/fr/actualites/categorie/divers/eske-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







13 October 2021

No records found for this company on Compliance Database

null

➔ No score impact

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 labor & human rights issues.
-  The company demonstrates an advanced management system on ethics issues.
-  Since the last assessment the overall score has increased thanks to the provision of new sustainability certifications.
-  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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