UNILY GROUP LTD (GROUP)

Godalming - United Kingdom | Data processing, hosting and related activities; web portals

EVID: HV570629
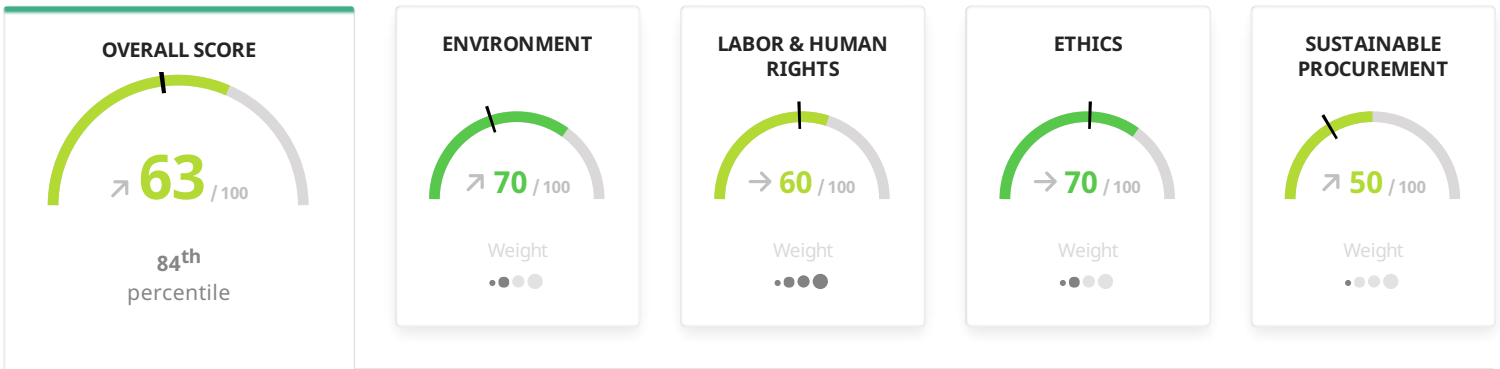
SILVER
2023
ecovadis
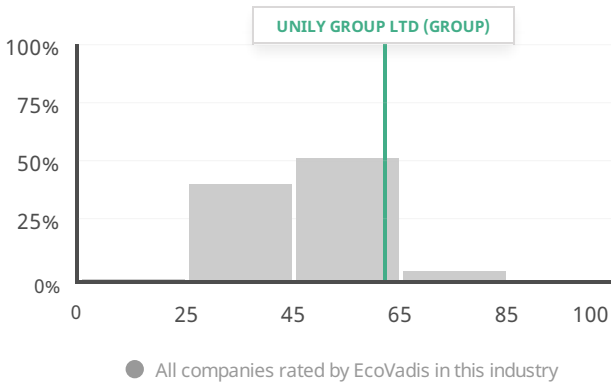Sustainability
Rating

Publication date: 22 Jun 2023   Valid until: 22 Jun 2024

| Sustainability performance | ● Insufficient | ● Partial | ● Good | ● Advanced | ● Outstanding | — Average score |

OVERALL SCORE

↗ **63** / 100

84th percentile

ENVIRONMENT

↗ **70** / 100

Weight
●●○○

LABOR & HUMAN RIGHTS

→ **60** / 100

Weight
●○●●

ETHICS

→ **70** / 100

Weight
●●○○

SUSTAINABLE PROCUREMENT

↗ **50** / 100

Weight
●●○○

Overall score distribution

● All companies rated by EcoVadis in this industry

Theme score comparison

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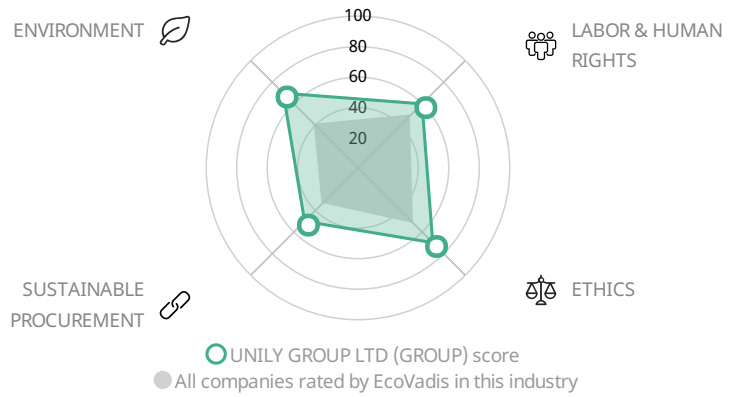
Strengths and Improvement Areas

🍃 Environment

Weight ● ● ● ●

Strengths

Policies

Strengths

Environmental policy on waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

Actions

Strengths

Other actions to manage waste

Other actions to reduce energy consumption/GHG emissions

Energy and/or carbon audit

Measures to reduce energy consumption

Measures to reuse or recycle waste

Measures to recycle paper/carton waste

Reduction of water consumption through innovative equipments, methods or technologies

Results

Strengths

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation

Total Scope 2 reporting value confirmed in supporting documentation

Total Scope 1 reporting value confirmed in supporting documentation

Reporting on total water consumption

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Reporting on total energy consumption

Improvement Areas

Policies

Priority	Improvement Areas
Low	Inconclusive documentation for policies on air pollution
Low	No conclusive information on endorsement of external initiatives or principles on environmental issues

Actions

Priority	Improvement Areas
Low	No information on measures regarding air pollution

Results

Priority	Improvement Areas
High	Insufficient reporting on environmental issues
Low	No information on reporting on total weight of hazardous waste
Low	No information on reporting on total weight of non-hazardous waste
Low	No information related to reporting on total amount of renewable energy consumed
Low	No information related to reporting on total weight of waste recovered

Labor & Human Rights

Weight ● ● ● ○

Strengths

Policies

Strengths

Labor & human rights policy on diversity, equity & inclusion

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

Actions

Strengths

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Affinity or other support groups for minorities/vulnerable groups

Actions to prevent discrimination in professional development and promotion processes

Compensation for extra or atypical working hours

Employee satisfaction survey

Bonus scheme related to company performance

Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place

Actions to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

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

Provision of protective equipment to impacted employees

Employee health & safety risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

Actions to prevent discrimination during recruitment phase

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

Active preventive measures for stress and noise

Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)

Actions to promote the inclusion of employees with disabilities

Setting of individual career plan for all employees

Results

Strengths

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

Report on average unadjusted gender pay gap

Materiality analysis in sustainability reporting

Improvement Areas

Policies

Priority	Improvement Areas
Low	No quantitative target on labor and human rights issues
Low	No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

Actions

Priority	Improvement Areas
Medium	No information regarding certification of a labor and human rights management system

Low	Declares measures on structured social dialogue (e.g. collective agreement), but no supporting documentation available

Results

Priority | Improvement Areas

High	Insufficient reporting on labor and human rights issues

Low	No information related to reporting on average training hours per employee

⚖️ Ethics
Weight ● ● ● ●

Strengths

Policies

Strengths

Policy on fraud

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

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

Information security risk assessments performed

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

Awareness training performed to prevent corruption

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

Improvement Areas

Policies

Priority	Improvement Areas
Low	No conclusive information on endorsement of external initiatives or principles on ethics issues

Actions

Priority	Improvement Areas
High	No conclusive documentation regarding corruption risk assessments
Low	No conclusive documentation on audits of control procedures to prevent corruption
Low	No conclusive documentation regarding an anti-corruption due diligence program on third parties

Results

Priority	Improvement Areas
High	No conclusive reporting on ethics issues

🔗 **Sustainable Procurement**   Weight ● ○ ○ ○

Strengths

Policies

Strengths

Standard policies on sustainable procurement issues

Actions

Strengths

Supplier sustainability code of conduct in place

Results

Strengths

Materiality analysis in sustainability reporting

Improvement Areas

Actions

Priority	Improvement Areas
High	No conclusive documentation on the integration of social or environmental clauses into supplier contracts
Medium	No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)
Medium	No conclusive documentation on supplier assessment (e.g. questionnaire) on environmental or social practices

Medium	No conclusive documentation on the training of buyers on social and environmental issues within the supply chain
Medium	No conclusive documentation on on-site audits of suppliers on environmental or social issues

Results

Priority	Improvement Areas
High	No conclusive reporting on sustainable procurement issues

360° Watch Findings

12 Jun 2023 |

Impact on Score
Neutral →
valid from 29 Nov 2023 to 12 Jul 2028

No records found for this company on Compliance Database

🍃 Environment　　👥 Labor & Human Rights　　⚖️ Ethics　　🔗 Sustainable Procurement

Specific comments

💬 No records found in third party risk and compliance database.

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

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

💬 Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

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