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	Sector	T		T								Ĩ	Ĩ		
	Country				*		*)						0		
	Improvement area														
RESULTS	Basic reporting on labor practices & human rights issues	В	В	A			A	A	A		В				С
POLICIES	No supporting documentation on labor & human rights policies								А			А	А	В	
POLICIES	No quantitative target on labor & human rights	С					С				С	Α	Α		
RESULTS	No reporting on labor practices or human rights issues apart from KPIs in the questionnaire												A		A
RESULTS	No reporting on labor practices or human rights issues apart from a few KPIs disclosed in the questionnaire											А			
ACTIONS	No certification of employee health & safety management system										А				
ACTIONS	No supporting documentation on the coverage of labor and human rights actions throughout the company operations/workforce				A										
POLICIES	No supporting documentation or only basic policy on some relevant issues [i.e. employee health & safety, working conditions, career		В	В											В







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	Country				*		*)						٩		
ACTIONS	No OHSAS 18001 certification				В							В	В		
POLICIES	No endorsement of external CSR initiatives or principles (e.g. Global Compact)	В													В
ACTIONS	No information on OHSAS 18001 certification	В				В									
ACTIONS	Declares measures on discrimination and/or harassment issues, but no supporting	С										С	С		В
ACTIONS	No information on employee health & safety			В											С
RESULTS	Third party on-site audit: presence of major or critical non-compliances on labor or human												В		
RESULTS	Our 360° screening has identified at least one significant controversy, fine or penalty regarding labor and human rights practices in the last five years (see news flagged with red warning sign in									В					
POLICIES	No supporting documentation or only basic policy on some relevant issues [i.e social										В				
POLICIES	Health and safety policy does not cover subcontractors working on the premises				В										
POLICIES	No supporting documentation or only basic policy on some relevant issues [i.e. employee health & safety, child & forced labor]				В										







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	Country				*		*1						©		
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POLICIES	No information regarding endorsement of		В												
	external CSR initiatives or principles		D												
ACTIONS	Declares measures on employee health & safety											В			
	issues, but no supporting documentation											D			
ACTIONS	Declares being OHSAS 18001 certified, but no									В					
	supporting documentation available									D					
ACTIONS	No measures regarding employee health &								В						
ACTIONS	Less than 20 % of operational facilities OHSAS							В							
ACTIONS	Supporting documentation demonstrates a														
	medium level of coverage of labor and human							В							
	rights actions throughout the company														
ACTIONS	Declares SA 8000 certification is not applicable						В								
ACTIONS	No monitoring of accident frequency rate [D												
	information available at parent company level		В												
ACTIONS	No monitoring of accident severity rate		В												
ACTIONS	No information on measures regarding career		С						С		С	С			
	management & training		C						C		C	C			
ACTIONS	No information on measures regarding			С							С				С
	discrimination and/or harassment issues														
RESULTS	No information on percentage of women in				С		С					С			
	executive (e.g. senior or top management)														







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RESULTS	Low number for average hours of safety training					С									С
ACTIONS	No information on measures regarding fundamental human rights											С			С
ACTIONS	No information on measures regarding structured social dialogue (e.g. collective											С			С
ACTIONS	Declares measures on fundamental human rights issues, but no supporting documentation				С								С		
ACTIONS	Declares measures regarding child and/or forced labor, but no supporting documentation				С								С		
ACTIONS	Declares that workers' rights to join labor unions, workers' councils, or other collective bargaining organizations are granted, but are				С		С								
ACTIONS	No monitoring of average hours of training per			С											
RESULTS	Figure provided on hours of safety training is											С			
RESULTS	No information on average hours of training per employee [No updated figure provided]										С				
RESULTS	No information on average hours of safety									С					
POLICIES	No information on endorsement of external initiatives on labor and human rights issues												С		
ACTIONS	No information on measures regarding working conditions (working hours, remuneration,											С			







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	Country				*		*1						©		
ACTIONS	Declares measures on structured social dialogue										С				
	(e.g. collective agreement), but no supporting														
ACTIONS	Does not declare that employees receive 24														
	hours rest within a time frame of 7 consecutive				С										
	days throughout the entire scope of operations														
ACTIONS	No measures implemented regarding								С						
	discrimination and/or harassment issues								C						
ACTIONS	Declares measures on career management &														
	training, but no supporting documentation					С									
	available [information available at parent														
ACTIONS	No measures regarding working conditions														
	(working hours, remuneration, benefits) [С									
	information available at parent company level														
RESULTS	Declares employing no workers with disabilities														
POLICIES	Declares being a Global Compact signatory, but														
	not verified on GC website														
POLICIES	No supporting documentation or only basic														
	policy on some relevant issues [i.e. social														
	dialogue, career management and training,														
ACTIONS	No information on measures regarding														







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Country				*		*)						©		
Total risks	5	6	5	9	4	5	3	5	3	8	12	9	1	10
Total high risks	0	0	1	1	0	1	1	2	0	1	3	3	0	1
Total medium risks	3	5	2	3	1	1	2	1	2	2	2	2	1	3
Total low risks	2	1	2	5	3	3	0	2	1	5	7	4	0	6