

# BEICIP-FRANLAB SA (GROUP)

RUEIL MALMAISON - France | Architectural and engineering activities; technical testing and analysis

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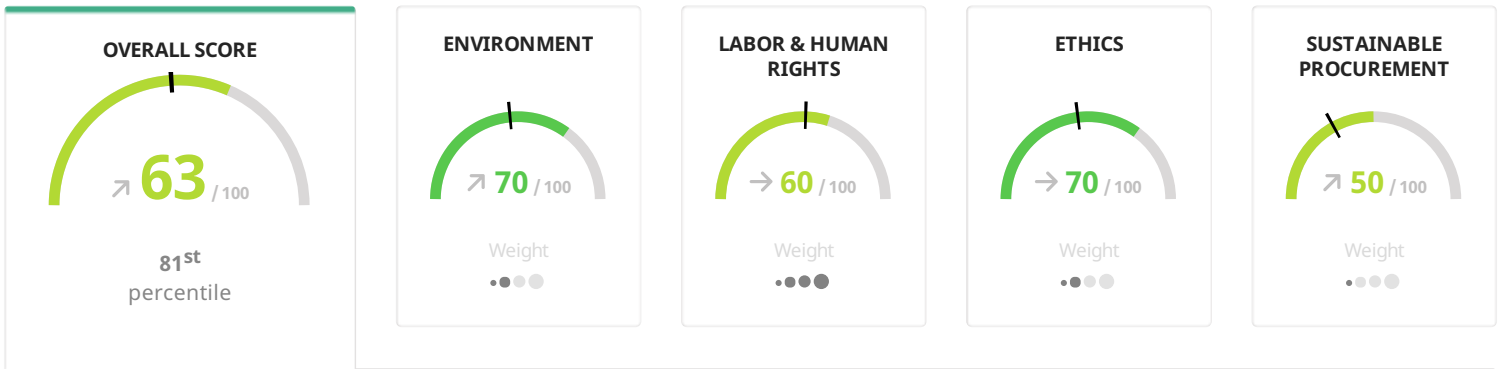


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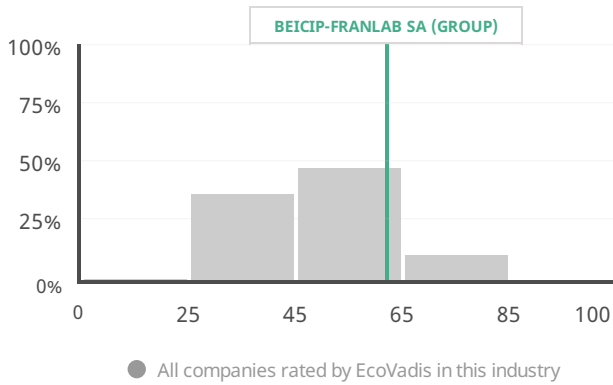
Valid until: 12 Feb 2025

Sustainability performance

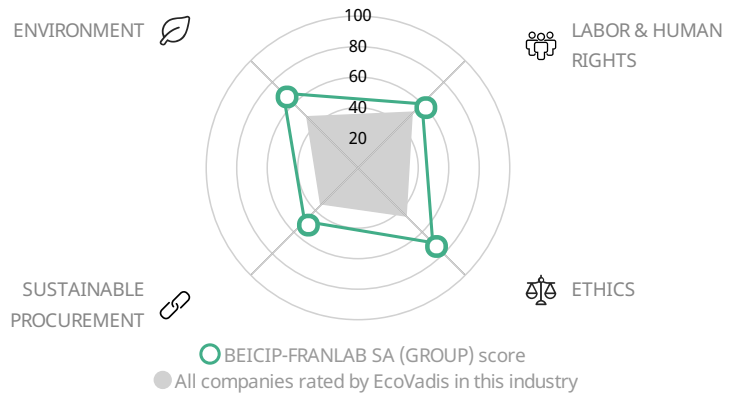
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Environmental policy on waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on environmental services & advocacy

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

#### Actions

Strengths

Employee platform available to exchange office supplies between different departments/units

Use of eco-friendly or bio-based input materials

Reduction of material consumption through process optimization

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of internal wastes through material reuse, recovery or repurpose

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Energy and/or carbon audit

Provision of sustainable development consulting & services

#### Results

Strengths

Reporting on total weight of waste recovered

Reporting on total amount of renewable energy consumed

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

Reporting on total energy consumption

Standard reporting on environmental issues

### Improvement Areas

#### Policies

Priority Improvement Areas

Low

No conclusive information on endorsement of external initiatives or principles on environmental issues

#### Actions

Priority Improvement Areas

Medium

No information regarding certification of an environmental management system

#### Results

Priority Improvement Areas

Low

Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available

Low

Declares reporting on total gross Scope 2 GHG emissions (market or location based), but no supporting documentation available



## 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

Actions to control radiation exposure

Complaints procedure in place for employees to report on occupational health and safety issues

Actions to address stress and psychological wellbeing in the workplace

Employee health and safety emergency action plan

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

Women development, mentorship, and/or sponsorship programs in place

Actions to promote the inclusion of minority/vulnerable groups in the workplace
Affinity or other support groups for minorities/vulnerable groups
Actions to prevent workplace harassment
Actions to prevent discrimination in professional development and promotion processes
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Employee stock ownership plan (not restricted to executive level)
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
Employee representatives or employee representative body (e.g. works council)
Employee health & safety risk assessment
Transparent recruitment process communicated clearly and formally to all candidates
Actions to prevent discrimination during recruitment phase
Regular assessment of individual performance
Two-way communication system in place to facilitate employee voice regarding working conditions
Regular employee health check-up
Actions to promote internal mobility
Provision of skills development training
Actions to promote the inclusion of employees with disabilities
Individual development and career plan for all employees
Training of employees on health and safety risks and best working practices
<b>Results</b>
Strengths
Reporting on percentage of employees from minority and/or vulnerable groups at top management level
Reporting on the percentage of women at top management level
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization

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

Report on average unadjusted gender pay gap

Report on percentage of women within the organization's board

Reporting on average training hours per employee

Materiality analysis in sustainability reporting

Standard reporting on labor and human rights issues

### 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



## Ethics

Weight ●●●●

### Strengths

#### Policies

Strengths

Standard policy on a majority of ethics issues

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

#### Actions


Strengths

Whistleblower procedure for stakeholders to report corruption and bribery

Implementation of a records retention schedule

Information security risk assessments performed

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
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Awareness training performed to prevent corruption
Anti-corruption due diligence program on third parties in place
Specific approval procedure for sensitive transactions (e.g. gifts, travel)
<b>Results</b>
Strengths
Materiality analysis in sustainability reporting
Standard reporting on ethics issues
<b>Improvement Areas</b>
<b>Policies</b>
Priority      Improvement Areas
<b>Low</b> No conclusive information on endorsement of external initiatives or principles on ethics issues
<b>Actions</b>
Priority      Improvement Areas
<b>Low</b> No conclusive documentation on audits of control procedures to prevent corruption

 Sustainable Procurement	Weight ●●●●
<b>Strengths</b>	
<b>Policies</b>	
Strengths	
Standard policies on sustainable procurement issues	
<b>Actions</b>	
Strengths	
Other actions to promote sustainable procurement	
Actions to advance diversity, equity and inclusion in the workforce of suppliers	
Actions to work with women-owned businesses in the supply chain	
Internal purchasing processes for data hosting services integrate sustainability	
On-site audits of suppliers on environmental or social issues	

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

Integration of social or environmental clauses into supplier contracts

### Results

Strengths

Materiality analysis in sustainability reporting

### Improvement Areas

### Actions

Priority Improvement Areas

**Medium** No conclusive documentation on supplier sustainability code of conduct in place

**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

### Results

Priority Improvement Areas

**High** No conclusive reporting on sustainable procurement issues

## 360° Watch Findings

1 Jan 2023 | [https://egapro.travail.gouv...](https://egapro.travail.gouv.fr/)

Impact on Score

**Neutral** →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



### L'index égalité professionnelle pour Beicip-franlab pour l'année 2023.

Beicip-franlab a reçu une note de 71 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2023.

21 Jun 2022 | [https://www.droits-salarie...](https://www.droits-salarie.fr/)

Impact on Score

**Neutral** →

valid from 1 Jun 2022 to 1 Jul 2027

Impacted themes



### Accords d'entreprise chez Beicip-Franlab

Les négociations entre la direction de Beicip-Franlab et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez Beicip-Franlab précisent les droits, avantages et obligations de l'employeur et des salariés.

13 Dec 2023 |

Impact on Score

**Neutral** →

valid from 11 Apr 2024 to 13 Jan 2029

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.


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 The company demonstrates an advanced management system on ethics issues.

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

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

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