

HUBER+SUHNER AG (GROUP)

Herisau - Switzerland | Manufacture of electronic components and boards

Company size: L | Assessment scope: Group

Overall score

↗ 66/100

Percentile

82nd



Scorecard

Publication date: 14 Feb 2025

Valid until: 14 Feb 2026



Environment

Impact on score ●●●○

↗ 83/100

Environment | Policies

Impact on score ●●●●

→ 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Quantitative objectives set on energy consumption & GHGs
Environmental policy on product use
Environmental policy on energy consumption & GHGs
Comprehensive policy on a majority of environmental issues
Environmental policy on water
Environmental policy on materials, chemicals & waste

Improvement areas

Medium priority	Inconclusive documentation for policies on customer health & safety
Medium priority	Inconclusive documentation for policies on product end-of-life

Environment | Endorsements

Impact on score ●○○○

→ 100/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Endorsement of the Science Based Targets initiative - Targets Set

Environment | Measures

Impact on score ●●●●

● → 75

/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Environmental emergency measures in place

Refurbishing and remanufacturing of IT hardware (i.e. laptops)

Elimination or reduction of substances of concern in electrical and electronic products

Programs to label, sort, and recover electrical and electronic components of products

Design features for easy disassembling, remanufacturing, or recycling of products

Company-specific emergency preparedness and response procedure regarding customer health and safety

Use of alternative, less hazardous substances in operations

Use of recovered input materials

Removal of heavy metals from wastewater

Reduction of energy consumption of IT infrastructure

Use of waste heat recovery system(s) or combined heat and power unit(s)

Wastewater quality assessment

Studies on product environmental impact

Training of employees on energy conservation/climate actions

Training employees to safely handle and manage hazardous substances

Specialized treatment and safe disposal of hazardous substances

Internal sorting & disposal of waste according to waste streams

Actions for labeling, storing, handling and transporting hazardous substances

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

Purchase and/or generation of renewable energy

Improvement of energy efficiency through technology or equipment upgrades

Environment | Certifications

Impact on score ●●●○

● → 100

/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 14001 certified
Environmental management system certification covers between 51% and 75% of the assessed scope

Environment | Coverage

Multiplying factor

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show a high level of coverage of environmental actions or certification throughout company operations
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Environment | Reporting

Impact on score ●●●○

● → 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

External assurance or verification of sustainability reporting
Reporting on total gross Scope 3 GHG emissions
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total gross Scope 1 GHG emissions
Reporting on total gross Scope 2 GHG emissions (market or location based)
Materiality analysis in sustainability reporting
Reporting on total gross Scope 3 downstream GHG emissions
Total gross Scope 2 reporting value confirmed in supporting documentation
Total gross Scope 1 reporting value confirmed in supporting documentation
Comprehensive reporting on environmental issues
Reporting on total energy consumption
Reporting on total weight of waste recovered
Reporting on total water consumption
Reporting on total amount of renewable energy consumed
Reporting on total weight of hazardous waste
Reporting on total weight of non-hazardous waste
Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

Improvement areas

Medium priority	Declares formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB) but no supporting documentation
Low priority	Total gross Scope 3 downstream GHG emissions value not confirmed in supporting documentation
Low priority	Declares reporting on the percentage of WEEE collected out of total EEE placed on the market, but no supporting documents available
Low priority	No information on reporting on total amount of water recycled and reused
Low priority	Declares responding to the CDP, but no supporting document provided

Environment | 360° Watch

Impact on score ●●●●

→ 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (3)

News stories about your company we found in public databases.

HUBER+SUHNER to reduce plastic bag usage by 40,000 through an expanded sustainability project electricalengineeringmagazine.co.uk 05 Dec 2024 All plug-type attenuator solutions found in key HUBER+SUHNER product families will now be packaged in 100 per cent recyclable, FSC-certified paper in order to ensure greater sustainability in its product solutions.	360° Watch Impact on Score Neutral Severity Neutral valid from 1 Dec 2024 to 1 Jan 2030
HUBER+SUHNER unveils upgraded fibre link for precise time sync telconews.co.uk 02 Apr 2024 In an innovative leap for the tech sphere, HUBER+SUHNER has introduced the newest version of the world's premier fibre-powered link void of copper. The upgraded version of the HUBER+SUHNER Global Navigation Satellite System (GNSS) and Power-over-Fiber solution is designed to cater for businesses, banks, and trading firms that necessitate precise time synchronisation.This ground-breaking technology eliminates the need for a separate energy source for the powering of an active antenna in applications that utilise GNSS for timing, geodesy, navigation, and positioning	360° Watch Impact on Score Neutral Severity Neutral valid from 1 Apr 2024 to 1 May 2029
No records found for this company on Compliance Database 10 Jan 2025	360° Watch Impact on Score Neutral Severity N/A valid from 10 Jan 2025 to 10 Jan 2030

Labor & Human Rights

Impact on score ●●●●

↗ 51/100

Labor & Human Rights | Policies

Impact on score ●●●●

● → 50/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Labor & human rights policy on social dialogue
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Labor & human rights policy on child labor, forced labor & human trafficking
Standard policy on a majority of labor or human rights issues
Labor & human rights policy on career management & training
Labor & human rights policy on diversity, equity & inclusion

Improvement areas

Low priority	Declares that no commitment or review has been conducted regarding payment of living wage
Low priority	No quantitative target on labor and human rights issues

Labor & Human Rights | Endorsements

Impact on score ●○○○

● → 75/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of external initiative on labor or human rights issues
Endorsement of the United Nations Global Compact (UNGC)

Labor & Human Rights | Measures

Impact on score ●●●●

● ↗ 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Collective bargaining agreement on working hours, overtime, or leaves
Collective bargaining agreement on diversity, discrimination and/or harassment
Collective bargaining agreement on career management & training
Employee representatives or employee representative body (e.g. works council)
Flexible organization of work (eg. remote work, flexi-time)
Bonus scheme related to company performance
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Employee health and safety emergency action plan
Actions to address stress and psychological wellbeing in the workplace
Collective bargaining agreement on employees' health & safety
Age verification of candidates before hiring
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular assessment of individual performance
The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Women development, mentorship, and/or sponsorship programs in place
Grievance mechanism on discrimination and/or harassment issues
Awareness training regarding diversity, discrimination, and/or harassment
Actions to prevent noise exposure
Equipment safety inspections or audits
Employee health & safety risk assessment
Training of employees on health and safety risks and best working practices
Employee satisfaction survey
Regular employee health check-up

Labor & Human Rights | Certifications

Impact on score ●●●○

● → 50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 45001 certified

Improvement areas

High priority

Labor and human rights management system certification covers less than 26% of the assessed scope

Labor & Human Rights | Coverage

Multiplying factor

● 25/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

High priority

Supporting documents show a low level of coverage of labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting

Impact on score ●●●○

● → 25/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting on the percentage of women employed in relation to the whole organization
Report on percentage of women within the organization's board
External assurance or verification of sustainability reporting
Materiality analysis in sustainability reporting
Reporting on the percentage of women at top management level
Reporting on number of average training hours per employee
Reporting on number of days lost to work-related injuries, fatalities and ill health
Reporting on number of recordable work-related accidents

Improvement areas

High priority

Insufficient reporting on labor and human rights issues

Medium priority

Declares formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB) but no supporting documentation

Low priority

Declares reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees, but no supporting documentation available

Low priority

No information regarding reporting on living wage issues

Labor & Human Rights | 360° Watch

Impact on score ●●●●

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (7)

News stories about your company we found in public databases.

Promote, train, open doors [DE]

sustainableswitzerland.ch | 14 Jan 2024

Huber+Suhner makes it easier for young talents to enter the job market at its locations in emerging countries by providing vocational training and internship.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Jan 2024 to 1 Feb 2029



The best employers in Switzerland 2024 [DE]

swissarbeitgeberaward.ch | 01 Jan 2024

HUBER+SUHNER AG has been awarded as best employer for the year 2024.

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 1 Jan 2024 to 1 Feb 2029



The best employers in Switzerland 2023 [DE]

auswanderluchs.ch | 06 May 2023

Huber+Suhner was among the best employers in Switzerland for the year of 2023.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 May 2023 to 1 Jun 2028



Huber + Suhner is cutting 100 jobs in Switzerland [DE]

www.aargauerzeitung.ch | 22 Oct 2020

Huber + Suhner is cutting 250 jobs worldwide. The location in Brazil will even be closed completely. Around 100 jobs will be lost in Switzerland. The falling sales due to the corona pandemic are to blame.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Oct 2020 to 1 Nov 2025



Huber Suhner metalworkers mobilize in defense of employment [PT]

www.sindmetalsjc.org.br | 22 Oct 2020

The workers at Huber Suhner were surprised, on the afternoon of Wednesday (22), with the news that the factory will close its activities in Caçapava. The closure is due to the restructuring process. The Union was at the unit to mobilize workers and start the fight in defense of jobs and rights.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Oct 2020 to 1 Nov 2025



Huber + Suhner will introduce short-time working from May [DE]

www.bluewin.ch | 24 Apr 2020

The corona crisis also affects the Huber + Suhner industrial group. The cable and electrical component manufacturer temporarily relies on short-time work. Huber + Suhner plans to introduce short-time work in Switzerland and some other countries from May. Previously, they had reduced vacation and overtime.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Apr 2020 to 1 May 2025



No records found for this company on Compliance Database

10 Jan 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 10 Jan 2025 to 10 Jan 2030

Ethics Impact on score ●●○○

● ↘ 60/100

Ethics | Policies Impact on score ●●●●

● → 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Comprehensive policies on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Policy on information security
Policy on money laundering
Dedicated responsibility for ethics issues
Policy on conflict of interest

Ethics | Endorsements Impact on score ●○○○

● → 50/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the United Nations Global Compact (UNG)
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Ethics | Measures

Impact on score ●●●●

● → 75/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Implementation of a records retention schedule
Awareness training to prevent information security breaches
Whistleblower procedure for stakeholders to report corruption and bribery
Awareness training performed to prevent corruption
Incident response procedure (IRP) to manage breaches of confidential information
Measures to protect third party data from unauthorized access or disclosure
Information security risk assessments performed

Improvement areas

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

Ethics | Certifications

Impact on score ●●●○

● → 50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 27001 certified (certification of information security management system)

Ethics | Coverage

Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority	Supporting documents show a medium level of coverage of ethics actions or certification throughout company operations
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Ethics | Reporting

Impact on score ●●●○

● ↘ 25/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

External assurance or verification of sustainability reporting
Materiality analysis in sustainability reporting

Improvement areas

High priority	Insufficient reporting on ethics issues
Medium priority	Declares formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB) but no supporting documentation

Ethics | 360° Watch

Impact on score ●●●●

● → 75_{/100}

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (2)

News stories about your company we found in public databases.

Huber + Suhner paralyzed by cyberattack [DE] www.inside-it.ch 15 Dec 2020 Huber + Suhner was hit by a cyber attack Monday, December 14th, 2020 and largely paralyzed. Internal monitoring services found that the IT network had been attacked by malware.	360° Watch Impact on Score Neutral Severity Neutral valid from 1 Dec 2020 to 1 Jan 2031 🌿 👥 ⚖️ 🔗
No records found for this company on Compliance Database 10 Jan 2025	360° Watch Impact on Score Neutral Severity N/A valid from 10 Jan 2025 to 10 Jan 2030

Sustainable Procurement

Impact on score ●●○○

● ↗ 76_{/100}

Sustainable Procurement | Policies

Impact on score ●●●●

● → 75_{/100}

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Policy on conflict minerals issues
Comprehensive sustainable procurement policies on both social and environmental factors

Sustainable Procurement | Endorsements

Impact on score ●○○○

● ↗ 75/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Improvement areas

Low priority

Claims endorsement of specific international or industry sector initiatives on conflict minerals issues, but information could not be verified

Sustainable Procurement | Measures

Impact on score ●●●●

● ↗ 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

- Actions to work with businesses owned by minorities/vulnerable groups in the supply chain
- Procedure to disengage with a non responding supplier (after several attempts) on conflict minerals issues (i.e. escalation steps)
- Integration of social and environmental clauses into supplier contracts
- Supplier assessment on environmental and social practices
- Risk assessment of adverse sustainability impacts in the supply chain
- Training of buyers on social and environmental issues within the supply chain
- Incentive programs for suppliers based on their environmental and social performances
- On-site audits of suppliers on environmental and social issues
- Supplier sustainability code of conduct in place
- Grievance mechanism allowing any interested parties to voice and record concerns on conflict minerals
- Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire
- Formal assessment of suppliers' progress with regards to REACH requirements

Sustainable Procurement | Certifications

Impact on score ●●●○

● ↗ 50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Coverage

Multiplying factor

● 75/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

50-100% of suppliers for which conflict minerals information is available (e.g. CMRT)

Supporting documents show a high level of coverage of sustainable procurement actions throughout company operations or supplier base

Sustainable Procurement | Reporting

Impact on score ●●●○

→ 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Publication of Conflict Minerals Reporting Template (e.g. CMRT, other type of template)

Reporting on total gross Scope 3 upstream GHG emissions

External assurance or verification of sustainability reporting

Materiality analysis in sustainability reporting

Comprehensive reporting on sustainable procurement issues

Improvement areas

Medium priority Declares formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB) but no supporting documentation

Low priority Total gross Scope 3 upstream GHG emissions value not confirmed in supporting documentation

Sustainable Procurement | 360° Watch

Impact on score ●●●●

→ 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

10 Jan 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 10 Jan 2025 to 10 Jan 2030

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