HUBER+SUHNER AG (GROUP)

Herisau - Switzerland | Manufacture of electronic components and boards

Company size: **L** | Assessment scope: **Group**

Overall score
↗ **75**/100

Percentile
91st

SILVER | Top 15%
ecovadis
Sustainability Rating
DEC 2025

Scorecard

Publication date: 26 Dec 2025 **Valid until:** 26 Dec 2026

Overall score

Percentile
91st

↗ **75**/100

Environment

Impact on score ●●●○

↗ **91**/100

Labor & Human Rights

Impact on score ●●●●

↗ **65**/100

Ethics

Impact on score ●●○○

↗ **68**/100

Sustainable Procurement

Impact on score ●●○○

→ **76**/100

Environment   Impact on score ●●●○   ● ↗ **91**/100

Environment | Policies   Impact on score ●●●●   ● ↗ **100**/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

Exceptional policy on major environmental issues
Environmental policy on product end-of-life
Quantitative objectives set on water
Quantitative objectives set on energy consumption & GHGs
Environmental policy on product use
Environmental policy on energy consumption & GHGs
Environmental policy on water
Environmental policy on materials, chemicals & waste

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 ●●●●

100/100

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

Strengths

Energy and/or carbon audit

Reduction of material consumption through process optimization

Use of eco-friendly or bio-based process materials

Wastewater quality assessment

Removal of heavy metals from wastewater

Collaboration with external stakeholders for product end-of-life management

Take-back or buy-back program to collect product for remanufacture, recycling, or safe disposal

Provision of information on proper disposal of product to promote circular material flow

Provision of information on efficient use, storage, and maintenance to extend product life

Design aimed at reducing resource input required for product use

Provision of service parts, diagnostic tools, or maintenance programs to support product repair

Mapping of waste streams

Technologies or practices to recycle or reuse water

Water audit

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

Studies on product environmental impact

Environmental emergency measures in place

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

Use of alternative, less hazardous substances in operations

Recovery and reuse of materials from company operations

Reduction of energy consumption of IT infrastructure

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

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 or waste

Internal sorting & disposal of waste according to waste streams

Actions for labeling, storing, handling and transporting hazardous substances

Training of employees on waste reduction and 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, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

ISO 14001 certified
Environmental management system certification covers more than 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 an exceptional level of coverage of environmental actions or certification throughout company operations

Environment | Reporting Impact on score ●●●○

→ **75**/100

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

Strengths

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)

Reporting on total amount of water recycled and reused

Reporting on total energy consumption

Reporting on total weight of hazardous waste

Reporting on total amount of renewable energy consumed

Reporting on total weight of waste recovered

Reporting on the percentage of WEEE collected over total of EEE placed on the market

Company communicates progress towards the Sustainable Development Goals (SDGs)

Company reports to CDP

Reporting on total gross Scope 3 downstream GHG emissions

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

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

External assurance or verification of sustainability reporting

Materiality analysis in sustainability reporting

Comprehensive reporting on environmental issues

Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

Improvement areas

(Medium priority) Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

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 (7)

News stories about your company we found in public databases.

Huber+Suhner and Axjo Europe Collaborate on Sustainable Cable Bags

www.marketscreener.com | 26 May 2025

HUBER+SUHNER has launched a pilot project with Axjo in Germany to reduce greenhouse gas emissions and resource consumption by creating a circular system for cable transport drums. Customers can access a free collection service for empty drums, which are then inspected, repaired if needed, and reused up to eight times. The initiative highlights HUBER+SUHNER's commitment to sustainability and collaboration across its value chain, supporting both its own environmental goals and those of its customers and suppliers.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2025 to Jun 2030

Business ambition for 1.5°C campaign

sciencebasedtargets.org | 06 Feb 2025

Huber+Suhner is listed among the 643 companies joining Business Ambition for 1.5°C made a commitment to reach science-based net-zero by 2050, in addition to setting near-term 1.5°C aligned targets.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2025 to Mar 2030

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 Dec 2024 to Jan 2030

New initiative from HUBER+SUHNER switches to environmentally friendly packaging for fibre optic cable assemblies

www.intelligentdatacentres.com | 29 Apr 2024

HUBER+SUHNER has launched a significant sustainability initiative by transitioning its indoor fibre optic cable assemblies to packaging made from 100% recyclable, FSC-certified paper, replacing all single-use plastic, including bags and cable ties. This change is projected to prevent the use of 2.2 million plastic bags annually and contributes to the company's goal of a 50% reduction in packaging emissions, showcasing a commitment to environmental responsibility in an industry reliant on plastic. Beyond the ecological benefits, the lighter, dust-free paper packaging offers direct advantages to customers,

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2024 to May 2029

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 Apr 2024 to May 2029

Europe's Climate Leaders 2021: interactive listing

www.ft.com | 18 May 2021

The second edition of the Financial Times-Statista list of Europe's Climate Leaders appears at a time when companies are being pushed to raise their game even further on climate change. This year's FT-Statista Climate Leaders list attempts to reflect the tougher environment by tightening the rules for the biggest greenhouse gas emitters. HUBER+SUHNER was on the list of the Europe's Climate Leaders for the year 2021

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2021 to Jun 2026

No records found for this company on Compliance Database

22 Nov 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Nov 2025 to Nov 2030

Labor & Human Rights [Impact on score ●●●●]   ● ↗ **65**/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 preventing discrimination and harassment

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 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

Endorsement of the United Nations Global Compact (UNGC)

Collective bargaining agreement on working hours, overtime, or leaves

Collective bargaining agreement on preventing discrimination and harassment

Grievance mechanism on discrimination and/or harassment issues

Collective bargaining agreement on career management & training

Actions to prevent discrimination during recruitment phase

Employee representatives or employee representative body (e.g. works council)

Awareness training on discrimination and harassment

Actions to prevent workplace harassment

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

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Training of employees on child labor, forced labor and human trafficking

Skills development program tailored to employee needs

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

Actions to prevent noise exposure

Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

Regular employee health check-up

Equipment safety inspections or audits

Collective bargaining agreement on employees' health & safety

Health care coverage of employees in place

Employee satisfaction survey

Compensation for extra or atypical working hours

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

Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking

Individual development and career plan for all employees

Actions to promote internal mobility

Grievance mechanism on working conditions

Actions to ensure adequate wages

Employee health and safety emergency action plan

Preventive actions for repetitive strain injury (RSI)

Employee health & safety risk assessment

Actions to control hazardous substance exposure

Training of employees on health and safety risks and best working practices

Actions to manage working hours and overtime

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)

Labor & Human Rights | Certifications Impact on score ●●●○   ● → **50**/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). 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   ● **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 labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting Impact on score ●●●○   ● ↗ **75**/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
Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees
Comprehensive reporting on labor and human rights issues
Report on average unadjusted gender pay gap
Company communicates progress towards the Sustainable Development Goals (SDGs)
Report on percentage of women within the organization's board
Reporting on the percentage of women at top management level
Reporting on the number of identified discrimination or harassment incidents or corrective actions
External assurance or verification of sustainability reporting
Materiality analysis in sustainability reporting
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

(Medium priority) Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

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 (5)

News stories about your company we found in public databases.

The best employers in Switzerland 2025 [DE]	360° Watch
swissarbeitgeberaward.ch 01 Jan 2025	Impact on Score
	Neutral
HUBER+SUHNER AG has been awarded as best employer for the year 2025	
	Severity
	Neutral
	valid from Jan 2025 to Feb 2030

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 Jan 2024 to 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
Neutral
valid from Jan 2024 to 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 May 2023 to Jun 2028

No records found for this company on Compliance Database

22 Nov 2025

360° Watch

Impact on Score

Neutral

Severity
N/A
valid from Nov 2025 to Nov 2030

Ethics Impact on score ●●○○   ↗ **68**/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 (UNGC)

Ethics | Measures   Impact on score ●●●●   🟢 → **75**/100

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

Strengths

Whistleblower procedure for stakeholders to report information security concerns
Information security due diligence program on third parties in place
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Audits of control procedures to prevent corruption
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
Training of employees on corruption and bribery prevention
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 regarding an anti-corruption due diligence program on third parties

Ethics | Certifications Impact on score ●●●○

75/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). 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

Ethics | Reporting Impact on score ●●●○

75/100

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

Strengths

Comprehensive reporting on ethics issues

Company communicates progress towards the Sustainable Development Goals (SDGs)

External assurance or verification of sustainability reporting

Materiality analysis in sustainability reporting

Improvement areas

Medium priority Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

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 Dec 2020 to Jan 2031

No records found for this company on Compliance Database

22 Nov 2025

360° Watch

Impact on Score

Neutral

Severity
N/A
valid from Nov 2025 to Nov 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

Comprehensive sustainable procurement policies on both social and environmental factors

Improvement areas

Low priority   Declares policy on conflict minerals issues, but no supporting documentation available

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 external initiative on sustainable procurement issues
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 ensure inclusive sourcing in the supply chain
Worker voice surveys or grievance mechanisms for suppliers
Capacity building of suppliers on risks of sustainability adverse impacts
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, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). 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

Reporting on total gross Scope 3 upstream GHG emissions
Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation
Company communicates progress towards the Sustainable Development Goals (SDGs)
Publication of Conflict Minerals Reporting Template (e.g. CMRT, other type of template)
External assurance or verification of sustainability reporting
Materiality analysis in sustainability reporting
Comprehensive reporting on sustainable procurement issues

Improvement areas

Medium priority   Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

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

22 Nov 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Nov 2025 to Nov 2030