

HUBER+SUHNER AG (GROUP)

Herisau - Switzerland | Manufacture of electronic components and boards



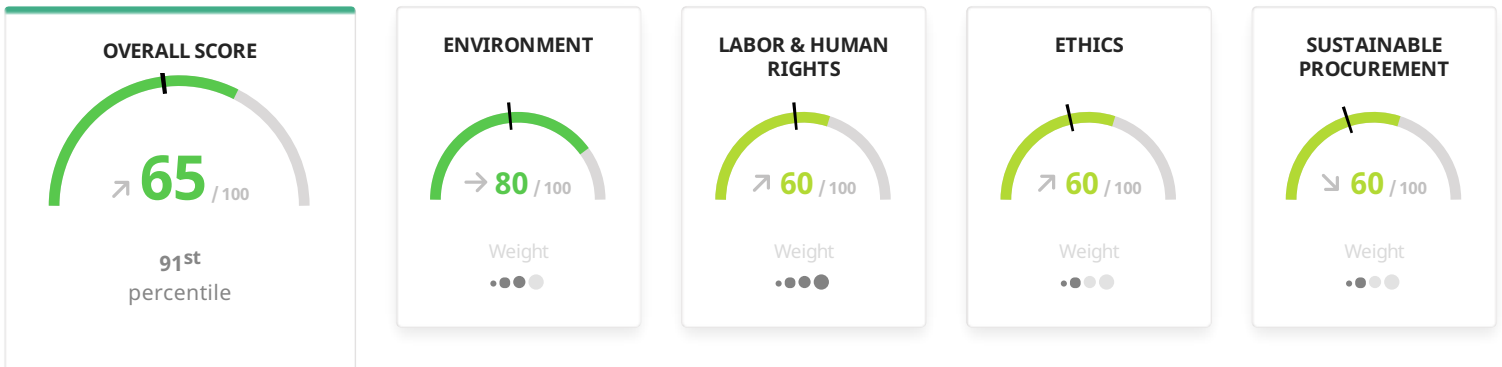
! Significant operations in at least one risk country

Publication date: 13 Jan 2022

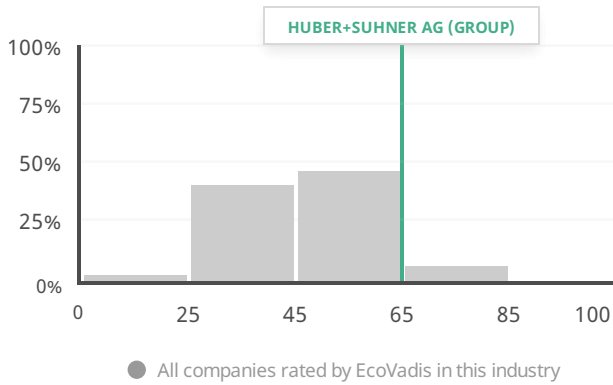
Valid until: 13 Jan 2023

Sustainability performance

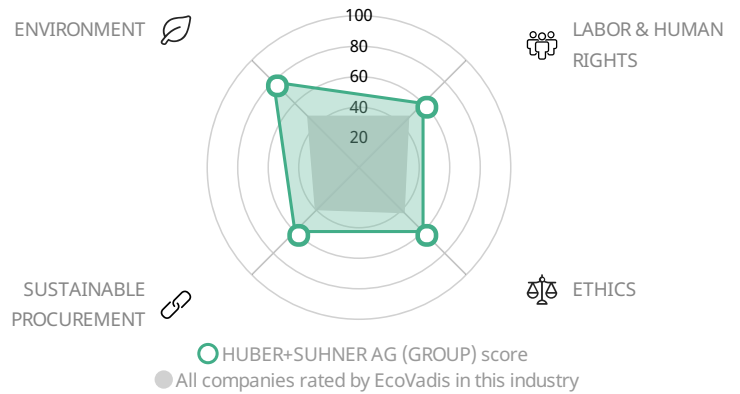
- Insufficient
- Partial
- Moderate
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths (35)

Policies

Strengths

Quantitative objectives set on energy consumption & GHGs

Environmental policy on product end-of-life

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Comprehensive policy on a majority of environmental issues

Endorsement of external initiative on environmental issues [SWISSMEM, EnAW]

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Training of employees on energy conservation/climate actions

Reduction of the use or emissions of fluorinated greenhouse gases (e.g. HFCs, PFCs, SF6)

Purchase and/or generation of renewable energy

Reduction of carbon emissions in transportation

Improvement of energy efficiency through technology or equipment upgrades

Energy and/or carbon audit

Measures to reduce energy consumption

Measures to reduce paper consumption

61-80% of operational sites ISO 14001 certified

Company-specific recycle or reuse programs (e.g. company-specific infrastructure or formal partnership established)

Packaging designed for easy dismantling and easy recyclability

Company takeback programs

Waste management measures in place

Measures for handling hazardous substances

Measures or innovative technologies implemented to reduce, recycle or reuse waste

Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Company reports to CDP

Reporting on total energy consumption

Comprehensive reporting on environmental issues

Improvement Areas (4)

Actions

Priority Improvement Areas

Medium

No information on measures regarding water management

Results

Priority Improvement Areas

Low

No information on the level of compliance with GRI guidelines

Low

Total Scope 1 reporting value not confirmed in supporting documentation

Low

Total Scope 2 reporting value not confirmed in supporting documentation



Labor & Human Rights

Weight ●●●●

Strengths (46)

Policies

Strengths

Labor & human rights policy on diversity, discrimination & harassment

Labor & human rights policy on child labor, forced labor & human trafficking

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

Endorsement of external initiative on labor or human rights issues [SWISSMEM]

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

ISO 45001 certified (at least one operational site)

Measures to promote gender and/or minority inclusion in the workplace

Compensation for extra or atypical working hours

Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees

Employee satisfaction survey

Childcare services or allowance

Bonus scheme related to company performance

Flexible organization of work available to employees (e.g. remote work, flexitime)

Health care coverage of employees in place

Awareness training on child labor, forced labor and human trafficking

Measures to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Whistleblower procedure on human rights issues

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

Internal audits on health & safety issues

Measures for the integration of senior employees

Specific measures on discrimination issues

Provision of protective equipment to all impacted employees

Employee health & safety detailed risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

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

Interactive session with employees regarding working conditions

Health & safety procedures translated in major languages spoken by employees

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

Official measures promoting career mobility

Provision of skills development training

Measures to prevent on-site substance use

Joint labor management health & safety committee in operation

Specific measures implemented for the integration of employees with disabilities

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

Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Reporting on average training hours per employee

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Reporting on the percentage of women in top executive positions

Comprehensive reporting on labor and human rights issues

Reporting on accident frequency rate

Improvement Areas (5)

Policies

Priority Improvement Areas

Low

No quantitative target on labor and human rights issues

Actions

Priority Improvement Areas

Low

Less than 20% of operational facilities ISO 45001 certified

Results

Priority Improvement Areas

Low

Claims presence of employees under 18 working or living on production sites with risks of exposure to chemicals, pesticides, machines or tools, dust or excessive cold, heat or noise

Low

No information on reporting on accident severity rate

Low

No information on the level of compliance with GRI guidelines



Ethics

Weight ●●●●

Strengths (25)

Policies

Strengths

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

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

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

Whistleblower procedure to report ethics issues

Awareness training on ethics issues

Implementation of a records retention schedule

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

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

Audits of control procedures to prevent corruption

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Audits of control procedures to prevent anticompetitive practices

Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Standard reporting on ethics issues

Improvement Areas (4)

Actions

Priority Improvement Areas

High

No supporting documentation on the coverage of ethics actions throughout the company operations

High

No supporting documentation regarding an ethics due diligence program on third parties

Low

No supporting documentation regarding corruption risk analysis performed

Results

Priority Improvement Areas

Low

No information on the level of compliance with GRI guidelines



Sustainable Procurement

Weight ●●●●

Strengths (17)

Policies

Strengths

Quantitative objectives set on sustainable procurement policy

Policy on conflict minerals issues

Comprehensive sustainable procurement policies on both social and environmental factors

Actions

Strengths

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

Supplier sustainability code of conduct in place

Written communication sent to suppliers informing them of conflict minerals issues

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

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Integration of social or environmental clauses into supplier contracts

Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Reporting on Scope 3 GHG emissions

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

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

Standard reporting on sustainable procurement issues

Improvement Areas (6)

Policies

Priority

Improvement Areas

Low

Claims endorsement of specific international or industry sector initiatives on conflict minerals issues, but information could not be verified [Responsible Minerals Initiative (RMI)]

Actions

Priority

Improvement Areas

High

No supporting documentation on the coverage of sustainable procurement actions throughout the company supplier base/operations

High

No information on sustainability risk analysis being conducted (i.e. prior to supplier assessments or audits)

Low

Declares sustainable procurement objectives are integrated into buyer performance reviews, but no supporting documentation available

Results

Priority

Improvement Areas

Low

No information on the level of compliance with GRI guidelines

Low

Total Scope 3 reporting value not confirmed in supporting documentation

360° Watch Findings

15 December 2020

Huber + Suhner paralyzed by cyberattack [DE]

<http://www.inside-it.ch/de/post/huber+-suhner-von-cyber-attacke-lahmgelegt-20201215>

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.



→ No score impact

22 October 2020

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

<http://www.aargauerzeitung.ch/news-service/wirtschaft/huber-suhner-streicht-in-der-schweiz-100-stellen-ld.1270281>

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.



Labor & Human Rights

→ No score impact

22 October 2020

Huber Suhner metalworkers mobilize in defense of employment [PT]

<http://www.sindmetalsjc.org.br/n/5256/metalurgicos-da-huber-suhner-se-mobilizam-em-defesa-do-emprego>

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.



Labor & Human Rights

→ No score impact

24 April 2020

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

<http://www.bluewin.ch/de/newsregional/ost/huber-suhner-fuhrt-ab-mai-kurzarbeit-ein-384147.html>

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.



Labor & Human Rights

→ No score impact

30 October 2019

Huber metallurgists go on strike [PT]

<http://www.sindmetalsjc.org.br/n/4670/metalurgicos-da-huber-entram-em-estado-de-greue>

The metallurgists of Huber Suhner, in the East Zone of São José dos Campos, went on strike on Wednesday (30). The fight is for the opening of negotiations between the company and the Union on Salary Campaign and PLR.



Labor & Human Rights

→ No score impact

29 October 2018

Huber Suhner workers approve Salary Campaign proposal [PT]

<http://www.sindmetalsjc.org.br/noticias/n/3982/trabalhadoras-da-huber-suhner-aprovam-proposta-da-campanha-salarial>

The workers at Huber Suhner, in Caçapava, approved the proposal for an agreement negotiated between the Union and the company that guarantees a 5% salary increase, renewal of all rights for two years and R \$ 1,600 of PLR without goals. The assembly took place on Friday.



Labor & Human Rights

→ No score impact

21 March 2017

Huber + Suhner working on age structure of the personnel [DE]

<http://www.nzz.ch/wirtschaft/dem-demografischen-wandel-trotzen-aeltere-beschaefigte-gehoren-nicht-mehr-zum-alten-eisen-ld.152580>

In the coming years, baby boomers will reach the age of AHV. The two companies SBB and Huber + Suhner are working on a model which which be more convenient for them. According to Rütli, this model offers older employees the opportunity to gradually reorient their lives and to continue to contribute their great work experience. The Huber + Suhner industrial group also offers a part-time employment relationship, whereby younger employees, for example, who need more time for childcare, can also benefit from it.



Labor & Human Rights

→ No score impact

4 October 2021


No records found for this company on Compliance Database


null

→ No score impact

Specific comments

 No records found in third party risk and compliance database.

 The company demonstrates an advanced management system on environmental issues.

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

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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