

# HUBER+SUHNER AG (GROUP)

Herisau - Switzerland | Manufacture of electronic components and boards

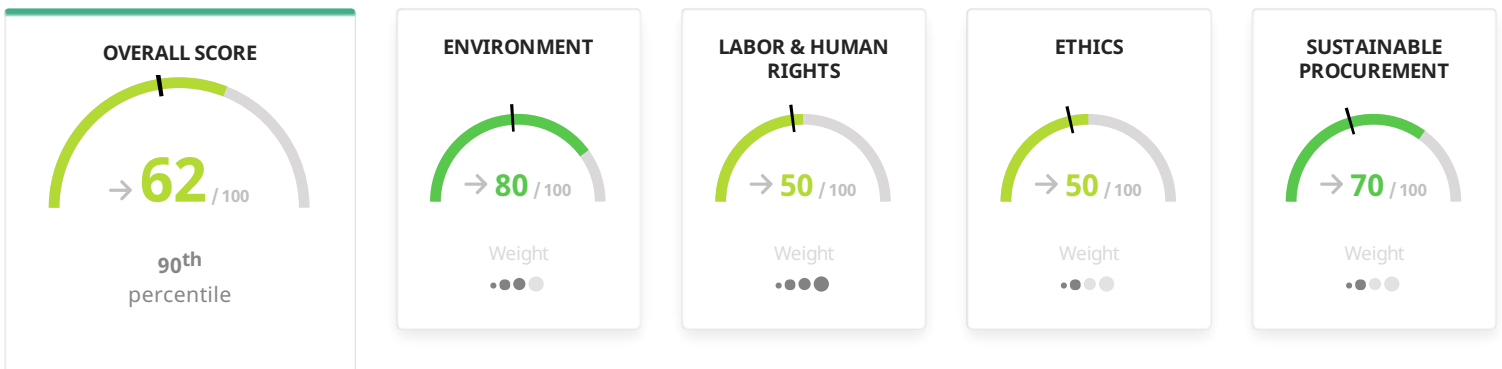


! Significant operations in at least one risk country

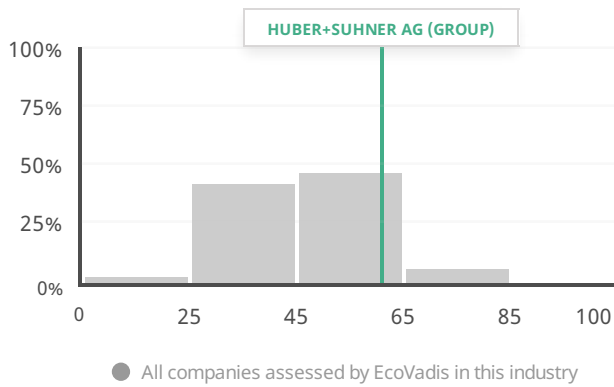
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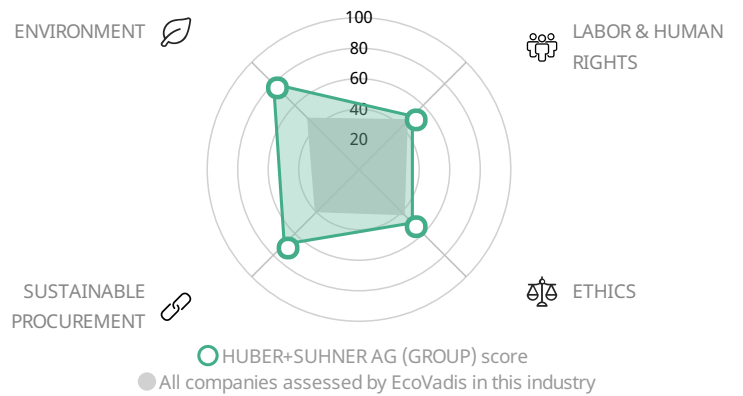
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Strengths (25)

### Policies

Strengths

Endorsement of the Science Based Targets initiative - Targets Set

Quantitative objectives set on some relevant issues [i.e. GHG emissions]

Standard policy on a majority of environmental issues

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

### Actions

Strengths

Measures to reduce CO2 emissions from transport

Formalized procedure related to materials / chemicals management (e.g. storing, handling, transportation)

Formalized procedure related to waste management

Purchasing of renewable energy

Energy audit or carbon assessment performed

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

Production of renewable energy

Company takeback programs

Waste management measures in place

Employee awareness/training program on energy conservation

### Results

Strengths

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 1 and 2 GHG emissions

External assurance of sustainability reporting

Reporting on total energy consumption

Comprehensive reporting on environmental issues

### Improvement Areas (3)

#### Policies

Priority Improvement Areas

Medium

Inconclusive documentation or only basic policy on some relevant issues [i.e. water]

#### Actions

Priority Improvement Areas

Medium

No information on measures regarding water management

#### Results

Priority Improvement Areas

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)



## Labor & Human Rights

Weight ●●●●

### Strengths (33)

#### Policies

Strengths

Standard policy on a majority of labor or human rights issues

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

#### Actions

Strengths

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

Formalized procedure related to employee health & safety

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

Collective agreement on working conditions

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

Provision of protective equipment to all impacted employees

Employee health & safety detailed risk assessment

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

Health & safety procedures translated in major languages spoken by employees

Official measures promoting career mobility

Provision of skills development training

Measures to prevent on-site substance use

ISO 45001/OHSAS 18001 certified (at least one operational site)

Joint labor management health & safety committee in operation

Specific measures implemented for the integration of employees with disabilities

Setting of individual career plan for all employees

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

## Results

Strengths

External assurance of sustainability reporting

Company with innovative practices concerning labor and human rights issues (see 360°)

## Improvement Areas (9)

### Policies

Priority

Improvement Areas

Medium

Inconclusive documentation or only basic policy on some relevant issues [i.e. child labor, forced labor & human trafficking]

Low

No quantitative target on labor and human rights issues

## Actions

Priority Improvement Areas

Low

Less than 20% of operational facilities ISO 45001/OHSAS 18001 certified

## Results

Priority Improvement Areas

High

Declares reporting on labor and human rights issues, but no supporting documentation available [Reporting is obsolete, i.e. older than two calendar years]

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)

Low

No information on percentage of women in top executive positions

Low

Declares reporting on accident frequency rate, but no supporting documentation available

Low

Declares reporting on accident severity rate, but no supporting documentation available

Low

Declares reporting on training hours per employee, but no supporting documentation available



## Ethics

Weight ●●●●

### Strengths (16)

#### Policies

Strengths

Disciplinary sanctions to deal with policy violations

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

#### Actions

Strengths

Third party due diligence on ethics issues

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

Periodic 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

External assurance of sustainability reporting

## Improvement Areas (5)

### Policies

Priority

Improvement Areas

Medium

No information on endorsement of external initiatives on ethics issues

### Actions

Priority

Improvement Areas

High

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

Low

No supporting documentation regarding corruption risk analysis performed

### Results

Priority

Improvement Areas

High

Declares reporting on ethics issues, but no supporting documentation available [Reporting is obsolete, i.e. older than two calendar years]

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)



## 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)

Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations

Supplier CSR code of conduct in place

Conflict minerals taken into account in supplier selection process

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

Reporting on Scope 3 emissions

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 (5)

### 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]

### Actions

Priority Improvement Areas

High

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

Medium

No information regarding training of buyers on social and environmental issues within the supply chain

Low

No information regarding capacity building of suppliers on CSR issues

### Results

Priority Improvement Areas

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)

## 360° Watch Findings

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-greve>

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

29 June 2016

### Huber + Suhner extends maternity and paternity leave [DE]

<http://zueriost.ch/bezirk-pfaffikon/pfaffikon/hubersuhner-verlaengert-mutter-und-vaterschaftsurlaub/375991>

At the cable manufacturer Huber + Suhner, mothers have the right to an unpaid extension as well as a paid maternity leave of 16 weeks. This may take up to six months. In addition to the paid day at birth, men receive a further ten days of paid paternity leave and employees over 50 years have the opportunity to obtain a Sabbatical. These are some of the more attractive working conditions that the company, based in Pfäffikon and Herisau, has created for women, parents and employees over 50 years.


 Labor & Human Rights → No score impact

14 June 2016

### Settlement after lawsuit against Huber + Suhner [DE]

<http://zueriost.ch/bezirk-pfaffikon/pfaffikon/vergleich-nach-klage-gegen-hubersuhner/360409>

In front of the Pfäffikon district court, Huber + Suhner and an ex-employee agreed on a settlement. He had accused the company that the transfer of a Fehraltorfer business unit had not been conducted correctly. The court also confirms on request that the affected employees in Fehraltorf have been given a reasonable period of time to agree to the transfer of the employment relationship or to refuse it, given the various preliminary information provided by H + S. At the main hearing in Pfäffikon, H + S agreed to a settlement.

 Labor & Human Rights → No score impact

5 November 2015

### Huber + Suhner receives award [DE]

<http://zueriost.ch/bezirk-pfaffikon/pfaffikon/hubersuhner-erhaelt-auszeichnung/118825>

On Wednesday, November 4, 2015, Huber + Suhner AG was honored for its sustainable environmental management in Bonn. They received 96 of 100 points at this year's "CDP Climate Change Reporting". This gave the cable manufacturer based in Pfäffikon the title "Sector Leader" in the region of Germany, Austria and Switzerland.

 Environment → No score impact

3 August 2020

### No records found for this company on Compliance Database

null


→ No score impact



## Specific comments

 The company is not included in any compliance-related watch lists or sanction lists.


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 The company demonstrates an advanced management system on environmental issues.

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 Some supporting documents were considered too outdated to be included in this assessment.

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 Some of the supporting documents provided were considered as extended responses to the questionnaire options and are not evidence of documents used within the company's management system.

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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