THOMAS GMBH (GROUP)

Langenselbold - Germany │ Manufacture of other fabricated metal products n.e.c.

Company size: **M** │ Assessment scope: **Group**

Overall score
↗ **67**/100

Percentile
86th

SILVER | Top **15%**
ecovadis
Sustainability Rating
NOV 2024

Scorecard

Publication date: 6 Nov 2024   **Valid until:** 6 Nov 2025

Overall score

Percentile
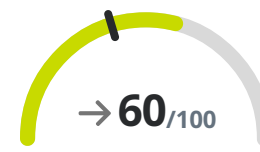**86th**

↗ **67**/100

Environment

Medium impact on score
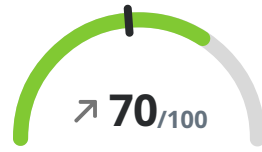
↗ **70**/100

Labor & Human Rights

High impact on score

↗ **70**/100

Ethics

Medium impact on score

→ **60**/100

Sustainable Procurement

Low impact on score

→ **60**/100
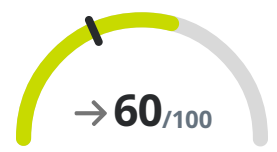
Environment   Medium impact on score   ● ↗ **70**/100

Environment | Policies   High 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
Comprehensive policy on a majority of environmental issues
Quantitative objectives set on water
Quantitative objectives set on materials, chemicals & waste
Quantitative objectives set on product end-of-life
Environmental policy on energy consumption & GHGs
Environmental policy on air pollution
Environmental policy on water
Environmental policy on materials, chemicals & waste

Improvement areas

Medium priority	Inconclusive documentation for policies on product end-of-life

Environment | Endorsements   Low impact on score   ● → **0**/100

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

Improvement areas

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

Environment | Measures High impact on score ● → **100**/100

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

Strengths

Technologies or practices to recycle or reuse water

Control of wastewater generated in finishing operations such as quenching and deburring

Wastewater quality assessment

Water risk assessments performed

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

Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

Training of employees on energy conservation/climate actions

Reduction of water consumption in cleaning, degreasing, and rinsing

Adoption of cooling systems with reduced or recycled water consumption

Other actions to manage water efficiency or wastewater discharge

Reduction of material consumption through process optimization

Reduction of internal wastes through material reuse, recovery or repurpose

Internal sorting & disposal of waste according to waste streams

Actions for labeling, storing, handling and transporting hazardous substances

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

Energy and/or carbon audit

Improvement of energy efficiency through technology or equipment upgrades

Work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals

Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter

Regular noise measuring campaign (site boundary noise measurements undertaken)

Use of eco-friendly or bio-based input materials

Use of recovered input materials

Work processes or technologies implemented to mitigate noise

Purchase and/or generation of renewable energy

Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)

Training employees to safely handle and manage hazardous substances

Specialized treatment and safe disposal of hazardous substances

Use of alternative, less hazardous substances in operations

Environmental emergency measures in place

Environment | Certifications `Medium impact on score` ● → **0**/100

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

Improvement areas

`Medium priority` No information on ISO 14001/EMAS certification

Environment | Reporting `Medium impact on score` ● → **50**/100

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

Strengths

Energy consumption value confirmed in supporting documentation

Reporting on total water consumption

Reporting on total weight of waste recovered

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)

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

Reporting on total weight of non-hazardous waste

Reporting on total amount of renewable energy consumed

Reporting on total energy consumption

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Reporting with reference to the GRI Universal Standards

Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)

Standard reporting on environmental issues

Improvement areas

`Low priority` No information on reporting on total amount of water recycled and reused

`Low priority` Declares reporting on total weight of air pollutants, but no supporting documentation available

Environment | 360° Watch `High 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	360° Watch
11 Oct 2024	**Impact on Score** **Neutral** **Severity** **N/A** valid from 11 Oct 2024 to 11 Oct 2029

Labor & Human Rights `High impact on score` ● ↗ **70**/100

Labor & Human Rights | Policies `High 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 policies on major labor and human rights issues
Quantitative objectives set on working conditions
Quantitative objectives set on employee health & safety
Quantitative objectives set on career management & training
Committed to continuously pay a living wage
Quantitative objectives set on social dialogue
Quantitative objectives set on diversity, equity & inclusion
Quantitative objectives set on child labor, forced labor & human trafficking
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
Labor & human rights policy on career management & training
Labor & human rights policy on diversity, equity & inclusion

Labor & Human Rights | Endorsements   Low impact on score

● → **0**/100

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

Improvement areas

| Low priority | No conclusive information on endorsement of external initiatives or principles on labor and human rights issues |

Labor & Human Rights | Measures   High impact on score

● ↗ **100**/100

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

Strengths

Collective bargaining agreement on working conditions

Actions to prevent discrimination in professional development and promotion processes

Provision of skills development training

Actions to promote internal mobility

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

Two-way communication system in place to facilitate employee voice regarding working conditions

Impact assessments identifying potential child labor, forced labor and/or human trafficking

Regular assessment of individual performance

Individual development and career plan for all employees

Employee stock ownership plan (not restricted to executive level)

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

Actions to promote wage equality in the workplace

Actions to promote the inclusion of employees with disabilities

Grievance mechanism on discrimination and/or harassment issues

Actions to prevent discrimination during recruitment phase

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

Bonus scheme related to company performance

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

Compensation for extra or atypical working hours

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

Employee health and safety emergency action plan

Actions to address stress and psychological wellbeing in the workplace

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 |
| Regular employee health check-up |
| Awareness training on child labor, forced labor and human trafficking |

Improvement areas

| Low priority | Use a living wage benchmark recognized by IDH to analyze your employees' wage levels |
| Low priority | Declares measures on living wage, but no supporting documentation available |

Labor & Human Rights | Certifications **Medium** impact on score

● → **0**/100

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

Improvement areas

| Low priority | No information on ISO 45001 certification |

Labor & Human Rights | Reporting **Medium** impact on score

● → **50**/100

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

Strengths

| Reporting on the percentage of direct employees paid below living wage |
| Report on average unadjusted gender pay gap |
| 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 |
| Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization |
| Company communicates progress towards the Sustainable Development Goals (SDGs) |
| Materiality analysis in sustainability reporting |
| Reporting on number of days lost to work-related injuries, fatalities and ill health |
| Reporting on the percentage of women at top management level |
| Reporting with reference to the GRI Universal Standards |
| Reporting on number of average training hours per employee |
| Reporting on number of recordable work-related accidents |
| Standard reporting on labor and human rights issues |

Labor & Human Rights | 360° Watch **High** 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 11 Oct 2024	**360° Watch** Impact on Score **Neutral** --- Severity **N/A** valid from 11 Oct 2024 to 11 Oct 2029

Ethics `Medium impact on score` ● → **60**/100

Ethics | Policies `High 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

Standard policy on a majority of ethics issues
Quantitative objectives set on some relevant issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Policy on information security
Policy on money laundering
Policy on conflict of interest

Ethics | Endorsements `Low impact on score` ● → **0**/100

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

Improvement areas

`Low priority`   No conclusive information on endorsement of external initiatives or principles on ethics issues

Ethics | Measures `High impact on score` ● ↘ **50**/100

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

Strengths

Awareness training performed to prevent corruption

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

Whistleblower procedure for stakeholders to report information security concerns

Awareness training to prevent information security breaches

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

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

Improvement areas

High priority	No conclusive documentation regarding corruption risk assessments
High priority	No conclusive documentation regarding information security risk assessments
Low priority	No conclusive documentation on audits of control procedures to prevent corruption
Low priority	No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery
Low priority	No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications Medium impact on score   ● ↘ **25**/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

Ethics | Reporting Medium impact on score   ● ↗ **50**/100

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

Strengths

Standard reporting on ethics issues

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting with reference to the GRI Universal Standards

Ethics | 360° Watch High 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

11 Oct 2024

360° Watch

Impact on Score

Neutral

Severity

N/A
valid from 11 Oct 2024 to 11 Oct 2029

Sustainable Procurement `Low impact on score` ● → **60**/100

Sustainable Procurement | Policies `High 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 `Low impact on score`   ● → **0**/100

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

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 `High impact on score`   ● → **50**/100

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

Strengths

Investigation or traceability system of the supply chain (smelters, trades, mines) on conflict minerals due diligence (e.g. third party on site audit in place)
Regular supplier assessment (e.g. questionnaire) on environmental or social practices
Training of buyers on social and environmental issues within the supply chain
Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire
Supplier sustainability code of conduct in place
Actions to work with businesses owned by minorities/vulnerable groups in the supply chain

Improvement areas

High priority	No conclusive documentation on the integration of social or environmental clauses into supplier contracts
Medium priority	No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)

Medium priority   No conclusive documentation on on-site audits of suppliers on environmental or social issues

Sustainable Procurement | Certifications   Medium impact on score

● → **25**/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 | Reporting   Medium impact on score

● → **25**/100

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

Strengths

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting with reference to the GRI Universal Standards

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

Improvement areas

High priority   Insufficient reporting on sustainable procurement issues

Sustainable Procurement | 360° Watch   High 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	**360° Watch**
11 Oct 2024	Impact on Score
	Neutral
	Severity
	N/A
	valid from 11 Oct 2024 to 11 Oct 2029

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