

UNILY GROUP LTD (GROUP)

Godalming - United Kingdom | Computer programming, consultancy and related activities

EVID: HV570629

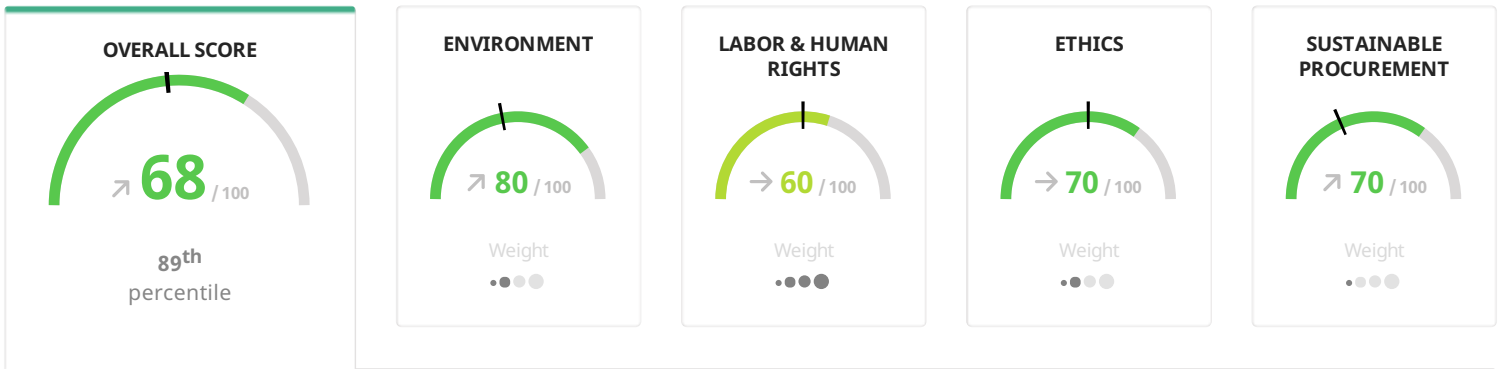


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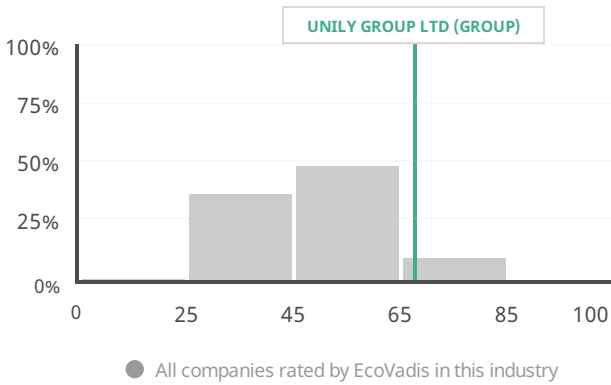
Valid until: 19 Jun 2025

Sustainability performance

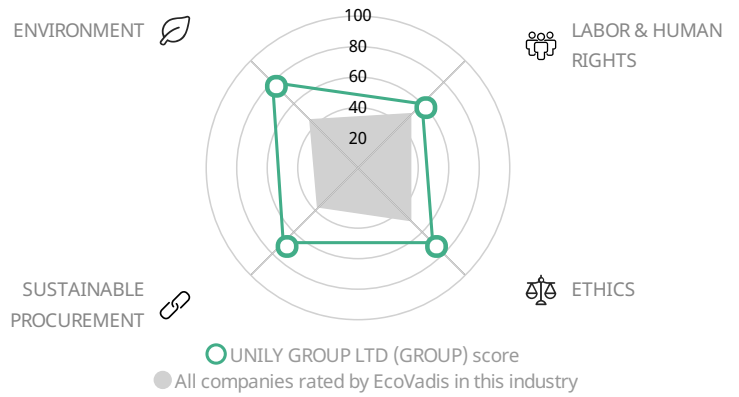
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Policies

Strengths

Environmental policy on waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Exceptional policy on major environmental issues

Actions

Strengths

Other actions to manage waste

Other actions to reduce energy consumption/GHG emissions

Refurbishing and internal reuse of IT hardware

Reduction of internal wastes through material reuse, recovery or repurpose

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Energy and/or carbon audit

Results

Strengths

Total gross Scope 2 reporting value confirmed in supporting documentation

Reporting on total gross Scope 2 GHG emissions (market or location based)

Reporting on total gross Scope 1 GHG emissions

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

Reporting on total gross Scope 3 downstream GHG emissions

Reporting on total weight of waste recovered

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

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Standard reporting on environmental issues

Improvement Areas

Actions

Priority Improvement Areas

Medium

No information regarding certification of an environmental management system

Results

Priority Improvement Areas

Low

Declares reporting on total energy consumption, but no supporting documentation available

Low

Declares reporting on total weight of non-hazardous waste, but no supporting documentation available

Low

Declares reporting on total amount of renewable energy consumed, but no supporting documentation available



Labor & Human Rights

Weight ●●●●

Strengths

Policies

Strengths

Labor & human rights policy on diversity, equity & inclusion

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

Actions

Strengths

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 to improve workstation ergonomics

Actions to address stress and psychological wellbeing in the workplace

Other actions to promote diversity, equity & inclusion

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

Women development, mentorship, and/or sponsorship programs in place

Affinity or other support groups for minorities/vulnerable groups

Actions to prevent discrimination in professional development and promotion processes
Compensation for extra or atypical working hours
Employee satisfaction survey
Bonus scheme related to company performance
Flexible organization of work (eg. remote work, flexi-time)
Health care coverage of employees in place
Actions to promote wage equality in the workplace
Awareness training regarding diversity, discrimination, and/or harassment
Employee health & safety risk assessment
Actions to prevent discrimination during recruitment phase
Regular assessment of individual performance
Two-way communication system in place to facilitate employee voice regarding working conditions
Actions to promote internal mobility
Provision of skills development training
Actions to promote the inclusion of employees with disabilities
Individual development and career plan for all employees
Results
Strengths
Reporting on the percentage of women at top management level
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 women employed in relation to the whole organization
Report on average unadjusted gender pay gap
Report on percentage of women within the organization's board
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on number of average training hours per employee
Standard reporting on labor and human rights issues
Improvement Areas

Policies

Priority Improvement Areas

Low

No quantitative target on labor and human rights issues

Low

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

Actions

Priority Improvement Areas

Medium

No information regarding certification of a labor and human rights management system

Low

Declares measures on structured social dialogue (e.g. collective agreement), but no supporting documentation available

Results

Priority Improvement Areas

Low

No information on reporting on number of recordable work-related ill health



Ethics

Weight ●●●●

Strengths

Policies

Strengths

Policy on fraud

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

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

Information security risk assessments performed

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

Awareness training performed to prevent corruption

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

ISO 27001 certified (certification of information security management system)

Results

Strengths

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas

Policies

Priority

Improvement Areas

Low

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

Actions

Priority

Improvement Areas

High

No conclusive documentation regarding corruption risk assessments

Low

No conclusive documentation on audits of control procedures to prevent corruption

Low

No conclusive documentation regarding an anti-corruption due diligence program on third parties

Results

Priority

Improvement Areas

High

Insufficient reporting on ethics issues



Sustainable Procurement

Weight ●●●●

Strengths

Policies

Strengths

Comprehensive sustainable procurement policies on both social and environmental factors

Actions

Strengths

Supplier sustainability code of conduct in place

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

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

Results

Strengths

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

Reporting on total gross Scope 3 upstream GHG emissions

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas

Actions

Priority Improvement Areas

High

No conclusive documentation on the integration of social or environmental clauses into supplier contracts

Medium

No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Medium

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

Results

Priority Improvement Areas

High

Insufficient reporting on sustainable procurement issues

360° Watch Findings


27 May 2024 |

Impact on Score

Neutral →

valid from 2 Jul 2024 to 27 Jun 2029


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

 Environment  Labor & Human Rights  Ethics  Sustainable Procurement

Specific comments

 No records found in third party risk and compliance database.

 Since the last assessment, the overall score has increased thanks to the implementation of additional policies.

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

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