

# UNIT T BVBA (GROUP)

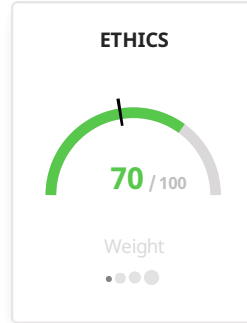
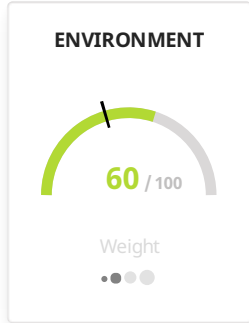
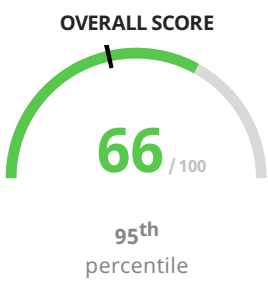
Mechelen - Belgium | Computer programming, consultancy and related activities



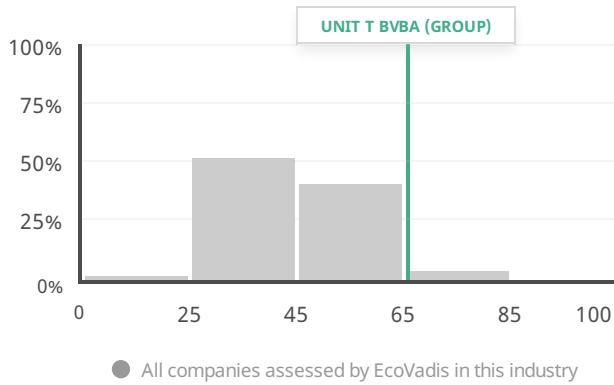
Publication date: 10 Jun 2019

Valid until: ! 10 Jun 2020

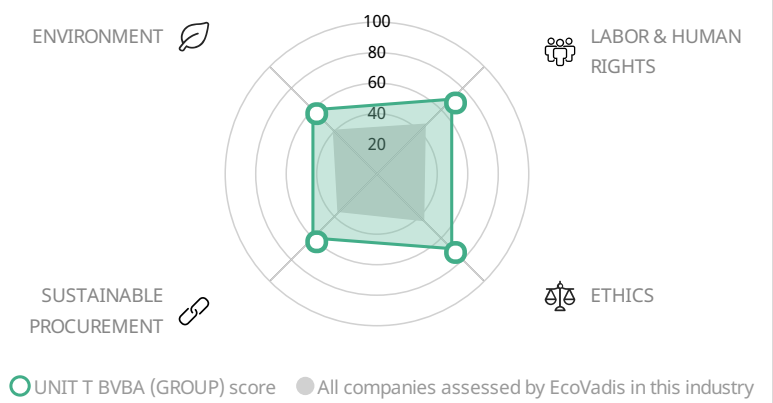
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score




Overall score distribution



Theme score comparison



# Strengths and Improvement Areas

 Environment Weight ●●●●

**Strengths (8)**

**Policies**  
Strengths

Endorsement of the United Nations Global Compact (UNGC)

**Actions**  
Strengths

Measures to reduce CO2 emissions from business travel

Measures to reduce energy consumption

Measures to reduce paper consumption

Measures to recycle paper/carton waste

Measures to optimize transport or reduce CO2 emissions from transport

Measures to recycle IT equipment

**Results**  
Strengths

Reporting on electricity consumption


**Improvement Areas (2)**

**Policies**  
Priority Improvement Areas

**Medium** Basic environmental policies: only basic statements or lacks details on specific issues

**Results**  
Priority Improvement Areas

**High** Basic reporting on environmental issues

 Labor & Human Rights Weight ●●●●

**Strengths (23)**

**Policies**  
Strengths

Labor or human rights policy on some relevant issues [i.e. employee health & safety, diversity, discrimination & harassment]

Quantitative objectives set on some relevant issues [i.e. employee health & safety]

Endorsement of the United Nations Global Compact (UNGC)

## Actions

Strengths

Collective agreement in place

Formalized procedure related to employee health & safety

Employee satisfaction survey

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

Whistleblower procedure on discrimination and harassment

Emergency preparedness plan to all impacted employees (e.g. fire drills)

Specific employee health & safety management system certification [i.e. VCA certificate]

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

External audits on health & safety issues

Measures to prevent discrimination during recruitment phase

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

Mandatory health check-up for employees

Provision of skills development training

Joint labor management health & safety committee in operation

Setting of individual career plan for all employees

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

## Results

Strengths

Reporting on the percentage of women in top executive positions

Reporting on health & safety indicators

## Improvement Areas (1)

## Policies

Priority

Improvement Areas

Medium

Inconclusive documentation or only basic policy on some relevant issues [i.e. working conditions, career management & training]



Ethics

Weight ●●●●

Strengths (10)

## Policies

Strengths

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

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

Implementation of a records retention schedule

Audits of control procedures to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

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

## Improvement Areas (4)

### Actions

Priority

Improvement Areas

Medium

No supporting documentation regarding awareness trainings on ethics issues

Medium

No supporting documentation regarding third-party corruption due diligence procedures

Low

No supporting documentation regarding audits of control procedures to prevent corruption

Low

No supporting documentation regarding corruption risk analysis performed



## Sustainable Procurement

Weight ●●●●

## Strengths (3)

### Policies

Strengths

Sustainable procurement policies on both supplier environmental and social practices

### Actions

Strengths

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

Training of buyers on social and environmental issues within the supply chain

## Improvement Areas (3)

## Actions

Priority Improvement Areas

Medium

No information on a supplier CSR code of conduct

Medium

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

Low

Declares social or environmental clauses included in supplier contracts, but no supporting documentation available

## 360° Watch Findings

2 April 2019

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.

The company demonstrates an advanced management system on labor & human rights issues.

The company demonstrates an advanced management system on ethics issues.

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.

No part of this document may be reproduced, modified or distributed in any form or manner without prior written permission from EcoVadis. Provided under contract for exclusive use by subscriber: steven.genne@unit-t.eu | 10 June 2019

ecovadis

© Copyright EcoVadis 2018 - All rights reserved