2016

CSR REPORT

ecovadis

SUPPLIER SUSTAINABILITY RATINGS

ABOUT THIS REPORT

A new start – Ecovadis has experienced a rapid growth within a relatively short period of time. Consequently, we outgrew our way of managing our social responsibility practices. With more than 400 employees, we have now reviewed and started to gradually adapt our CSR system to better suit our current needs. This report marks the start of a new CSR strategy and at the same time fulfils our requirement of being an adherent to the 10 principles of the United Nations Global Compact initiative by submitting our Communication on Progress report. The reporting period is for the year 2016 unless specified otherwise.

The report provides an overview of the policies, measures implemented and reporting in relation to our CSR strategy for all our offices. The first section covers our labour practices and human rights issues. We show the importance of our employees and how we value them by continuously trying to improve the working atmosphere and providing all opportunities possible to promote employee growth.

In the second section, we describe our ethical commitments. Integrity is of paramount importance for us. We show how we make sure that all our employees become committed to our ethical program through regular awareness sessions. Moreover, we show that information security is so material for us that we undertook certification at our headquarters entity in Paris to the international standard ISO 27001.

Next, we demonstrate how we support the surrounding community by giving and receiving. Engaging our employees in such initiatives has proved so far to be a really enriching experience. The fourth section is on our impact on the environment. We are aware that our impact on the environment is not big but we strive in every possible way to minimize this. Lastly, we describe our own procurement practices and how we are gradually integrating sustainability factors in our purchasing decisions.

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ECOVADIS AT A GLANCE
6
worldwide
offices
400+ employees
20 languages
41 nationalities
150
multinational
companies
25,000
based in 110 different countries and
150 different industry sector
SUBSCRIBERS

Our purpose

EcoVadis helps organizations improve their environmental and social practices by leveraging the influence of their global supply chains. Our firm operates the first collaborative network enabling companies to manage the sustainability performance of their suppliers, across 150 sectors and 110 countries. EcoVadis' reliable ratings and easy-to-use monitoring tools allow companies to manage risks and drive eco-innovations in their global supply chains.
EcoVadis has experienced strong growth across multiple industries, including the chemical, information and communications technology, rail and transportation, beauty, food and beverage, packaging, financial, and pharmaceutical sectors. Over the past year, companies around the world, including Amcor, DuPont, Subway, Clarins, Eastman Chemical, PSA/Peugeot-Citroen, and Bombardier have turned to EcoVadis' supplier sustainability ratings service and scorecards to enable more confident procurement decisions, reduce risk, and drive improvements in the CSR performance of their suppliers.

EcoVadis' Role in Sustainable Procurement

EcoVadis has a positive impact on sustainable procurement through its core operations of supplier assessments.
In 2016, the number of suppliers assessed via EcoVadis' CSR risk monitoring and management tool has continued to grow, increasing by 33% compared to 2015. This large increase was driven in part by the launch and continuation of EcoVadis-led industry initiatives, in particular through Together for Sustainability for the chemical industry, and Railsponsible for the railway sector. Additional procurement and sourcing partnerships with Tradeshift, Pool4Tool, and State-of-Flux have integrated EcoVadis' sustainability rating service into these platforms, expanding our impact across global supply chains.
On the supplier side, EcoVadis helps suppliers to identify improvement areas and devises corrective action plans monitored by a team of experts. This approach allows the assessed suppliers to follow a continuous improvement cycle through a two-way feedback and capacity building process. Driving improvements is one of our critical

objectives. In 2016, 65% of suppliers were able to improve their overall EcoVadis score compared with their previous assessment. On the buyer side, we provide a sustainable decision-making tool that helps purchasing organizations better integrate CSR criteria into supplier selection, raise procurement teams' awareness on key sustainable development issues, and manage CSR risk.
Additional 2016 milestones for EcoVadis include:

- ✓ Expansion of EcoVadis' internal team to 302 full time employees, a 23% increase from 2015
- ✓ A newly established office in Hong Kong at end of 2015/beginning of 2016, bringing our offices to a total of 5 locations globally
- ✓ 24 new customers joined the EcoVadis network to assess their suppliers in 2016
- ✓ Driving impact on supply chain CSR practices with 65% of suppliers improving their sustainability score with each assessment

Message from the CEOs

Momentum is gaining in the sustainable procurement movement, with many successes being attributed to partnerships among an assortment of global stakeholders. One of the most critical and historic of these achievements in the past year was the ratification of the COP21 agreement in November. Global supply chains make up around 86% of total carbon emissions, representing major improvement opportunities for businesses. Furthermore, there is growing pressure for companies to increase transparency throughout their value chains and adhere to increasingly demanding reporting standards. Faced with these challenges, we have seen successes resulting from partnerships and growing sector collaborations including Together for Sustainability and Railsponsible.

Even as many businesses continue to seek opportunities to protect against risks in their supply chains, we were reminded in 2016 that environmental, social and ethical issues continue to pervade throughout global supply chains. Technology companies continue to struggle with the responsible sourcing of Cobalt and other minerals and water scarcity continues to increase in many regions, to name two examples. Moreover, in 2016, for a third consecutive year, the record for hottest year was broken. In light of these continuing issues, private sector action is more important than ever.

EcoVadis is pleased to announce that we have made considerable progress in 2016 in expanding our operations and continuing to leverage our expertise in finding solutions to the supply chain challenges facing our clients. 24 new global enterprise customers joined the EcoVadis network in 2016 on its sustainable procurement platform. Furthermore, we saw that 65% of assessed suppliers were able to increase their score.

Looking forward to 2017 and beyond, we aim to make further tangible contributions to supply chain responsibility and to the Sustainable Development Goals both through our service offerings and through the way we operate as a company with our own CSR management system.
EcoVadis has been a signatory to the United Nations Global Compact since 2008, and we are pleased to pledge our continued participation in UNGC and its ten principles.

Frederic Trinel, Co-CEO

Pierre-François Thaler, Co-CEO

Paris, July 2017

Major CSR HIGHLIGHTS 2016

Throughout 2016	**Four Sponsored Webinars on CSR issues throughout the year, with a total of 787 attendees.**
May 2016	**EcoVadis' annual SustaIn Conference on supply chain sustainability (312 attendees)**
May 2016	**EcoVadis received the SPLC Market Transformation Award**
May 2016	**EcoVadis was listed on the Spend Matters 50 Providers to Watch list**
Sept 2016	**EcoVadis attained the ISO 27001:2013 certification on Information Security**
Nov 2016	**EcoVadis received a GP Bullhound Connect award**
Dec 2016	**The company accepted $30 million in funding to dramatically expand its operations in supply chain sustainability**
Dec 2016	**EcoVadis received a Green Supply Chain Award from Supply & Demand Chain**

Our Employees

Looking after our greatest asset: Our employees

One of our top priorities at EcoVadis is the well-being of employees. EcoVadis strives to maintain a safe working environment and prevent any work-related health issues. EcoVadis is committed to hiring, training, promoting and compensating employees based on merit. At the same time, we are equally committed to providing a work environment free of discrimination and harassment while ensuring that all fundamental human rights of our employees are being respected.

Our Health and Safety agenda

We continue addressing health and safety risk factors relevant to our business activity. Ergonomic risk is on top of our concerns, and we have been working on understanding the factors causing work-related illnesses or health problems. In 2016, we focused our efforts on training our employees in ergonomics hazards at the workplace.
We partnered up with different associations in each country to conduct theoretical and practical trainings for our employees, covering topics such as: ergonomic risk, posture at work, skeletal system, postural assessments, and basic first aid courses.

We achieved high participation from our employees in every initiative we developed during 2016. As such, 10 first aiders were trained, 110 employees participated in general health checks, and 58 people received training on Ergonomics in our Paris and Mauritius. We continue to provide the appropriate tools to mitigate health and safety risks among our employees. Footrests, laptop stands, standing desks are available to our employees.
We emphasised our efforts in the Mauritius and Paris offices, delivering the following results:

No. of H&S meetings conducted	**4**
No. of H&S awareness brochure sent on our internal platform	**4**
No. of laptop stand provided	**50**
No. of foot rest provided	**94**
No. of standing desk	**5**

We also organized fire drill simulations in the Paris and Mauritius offices to fully rehearse the evacuation process in case of fire or any other emergency.

The Employee Handbook - Our smart way of communicating

To better communicate our mission and vision on employee-related topics affecting our employment relationships, we updated our Employee Handbooks in the New York and Paris offices. The Employee handbook plays a key role on the establishment and strengthening of our “work smart, have fun and make a difference” motto.

Our Handbook documents are shared to all our employees and serve as guidelines for ensuring a comfortable working environment and our employees’ professional development. With our open-door policy, employees are encouraged to report their concerns directly to their managers.

Connecting our worldwide community

The EcoVadis team is a rich and diverse, including at least 20 languages and more than 40 nationalities, scattered all over the world. The exponential team growth has made need for internal communication framework a must over the last 3 years. To success in this need, EcoVadis recruited a Communication Lead to coordinate internal communication and facilitate interaction between our global offices. As 2016, through the newly introduced internal communication platform, named EVGlobal, our employees connect, share and collaborate from all over the world. This new internal communication tool bridged the geographical and cultural diversity to strengthen team bonding. We have reached nearly 2000 posts

since EVGlobal was introduced. A clear sign that EcoVadians are all the way very much engaged to sharing of information, ranging from projects updates, management and announcements to informal team-building parties and CSR-related initiatives.

Work-life balance at the heart of our corporate philosophy

Ecovadis is aware of the vital importance of work life balance in the work environment. For this reason, several initiatives have been implemented and more are to come as we go along.

We provide our employees with a flexible working time schedule. This means employees can start earlier and finish earlier or the opposite depending on their personal preference. The aim is ultimately to accomplish the same number of working hours but it allows our employees a lot of flexibility to manage their work life balance.

"Through Flexitime, I was able to modify my work hours, helping me to achieve a better balance in caring for my young children and my career at EcoVadis. It has been a great change in my daily life"

Elizabeth de La Mette, Client Success Manager, Paris

Additionally, we provide telecommuting opportunities, also known as work-from-home, where employees can work at home while being able to attend to any personal commitments. This initiative is highly appreciated by our employees as it allows them to balance their professional and personal life by choosing the preferred time and location to work. We continue to encourage our employees to take advantage of this initiative, and also to openly discuss other alternative agreements with their managers.

"Working from home has given me the possibility to provide some elderly family members who require medical attention, with my care and support while coping with my work life."

Chetan Peryagh, CSR Analyst, Mauritius

A healthy social dialogue

We are always looking for ways to take our social performance to a higher level, and our employee representatives are becoming fundamental spokespersons for the internal social dialogue with our employees and management. In July 2016, employee representatives launched the annual employee satisfaction survey across all offices. With a total participation rate of 81.9%, our employees were able to share their opinion on topics such as direct remuneration, working conditions, work culture and career management opportunities. The results of the study were shared with our management team and all our employees.

… and team up for collective advancement!

After communicating the results of our annual satisfaction survey with our employees, the Human Resource Team carried out a series of interactive discussions within focus groups to collectively work towards the improvement of employee satisfaction and welfare. 230 employees from all EcoVadis offices worldwide participated in the 16 sessions organized by our Human Resources team.

Office	Sessions
New York	1
Paris	4
Mauritius	7
Tunisia	1
Poland	1
Hong Kong	1
Remote employees	1

The sessions laid emphasis on key topics such as compensation, communication, working environment, career development and employee engagement. Over 300 suggestions were collected overall, demonstrating a high commitment of employees towards continuous improvement while management is working closely with the relevant departments to make sure the most priority suggestions are tackled first.

Specific actions

Information sessions in the Paris Office

As EcoVadis recruits employees from different nationalities, our Paris team regularly welcomes employees who are new to the French system. The Paris administrative team organized a presentation on understanding the French remuneration system, a key topic for foreign employees. During this presentation, detailed explanations on how the French payslip is established were provided and the session answered specific questions related to essential topics such sickness leaves coverage and mandatory state welfare contributions. The aim of this process is to increase transparency on the remuneration system while allowing an interactive communication session.

Welfare events in Mauritius

Our Welfare Committee in Mauritius is continuously helping us to improve our working environment and work-life balance, increase staff morale, and promote harmonious working relationships. In 2016, this committee worked on organizing employee birthday celebrations, historical national & cultural days, as well as other outdoor activities to foster communication and team spirit. Our employees and their families are encouraged to take advantage of such initiatives.

Ecovadis visiting Le Morne – World Heritage Site (UNESCO) in Mauritius

Ecovadis celebrating its end of year party last year in 2016

Managing Career @EcoVadis

Building a future at Ecovadis

Career is the main concern for most employees nowadays and Ecovadis is no exception. We are aware of this and we implemented a robust performance management system (PMS) which ensures growth of all our employees.

Going the extra mile through open dialogue

Every quarter, employees and team leaders have appraisal meetings to discuss their objectives, performance, expectations and feedback from managers and colleagues. We believe this dialogue is primordial to lead our employees towards a professional growth and to achieve the company's goals.

Building a united team through skills development
EcoVadis has been developing an online and an in-person training programme to make sure that all employees are able to perform at their best. The training programme covers not only all newcomers but also interns and long-term employees. Each department has one person in charge of identifying training needs and organizing training sessions.

Fostering team spirit through cultural exchange
After one year of employment at EcoVadis, employees have the opportunity to visit the other offices and work temporarily at those abroad locations. By experiencing a different environment, our employees can connect to other teams, learn about different cultures and develop important soft skills such as communication and adaptability.

"Having the possibility to visit the HQ in Paris was a great opportunity for me to get to know my colleagues with whom I only exchanged emails. At the same time, I learned so much about new cultures and the food was so good!"

Mirza Mahamodally, CSR Analyst, Mauritius

Promoting career development through job discovery
Depending on business needs, EcoVadis offers the possibility to employees to discover other departments by integrating temporarily another business unit to carry out specific tasks. For some employees, this has led to a change in career path, as the move to the other business unit transformed into taking on a new job function permanently.

"EcoVadis is a place where you feel really good to be and work. I changed job position from CSR Analyst to Marketing - which are two poles apart and yet it's a reality, thanks to the recognition of my prior background. This is what drives your motivation everyday - to be given the space to grow in what you are good at!"

Umilla (Yovana) Duchesne, Marketing Officer, Mauritius

RESPECTING HUMAN RIGHTS

Preventing discrimination & harassment
Since the very start, Ecovadis has committed itself to eliminate all sorts of discrimination and harassment in our work place. Our Code of Conduct clearly illustrates this commitment.

To achieve our objectives, we have several measures, including periodic awareness training and a formal whistleblowing process which covers all employees of Ecovadis.

Valuing Diversity

We want to show the world that through a diversified workforce, a company is more successful. Proof: Ecovadis is made up of 40 different nationalities, ranging from America, Belarus to China. And to go even further, we have signed the French Diversity Charter. Click here to know more.

Ethics and Ecovadis

Our commitment

At EcoVadis, integrity is of paramount importance. We have a Code of Ethics which is revised every two years through a dedicated Ethics Team. All employees are asked to sign an acknowledgement form for having received and read the Code of Ethics upon each of its revision. As at end 2016, 317 employees already signed the acknowledgement, while 23 signatures are in progress for newcomers. Our Human Resources department, together with the Ethics Officer, ensures the administrative side of the process.

Maintaining ethical values in our company

To make our Code of Ethics actionable, all new employees are invited to join internal training sessions on ethics, run on a quarterly basis. Around 86% of employees recruited in 2016 have already been trained on the company's Code of Ethics, and the remaining are to be trained by the end of March 2017. Due to the rolling basis of the training, the 100% mark is generally not achievable, although our commitment to ensuring ethical behavior results in having vast majority of our employees trained.

As explained in our Code of Ethics, EcoVadis has a whistleblowing procedure in place to report any malpractice or policy violations. Confidentiality of the reporter is guaranteed and any victimisation against the latter is not tolerated. During 2016, the Ethics Officer received 5 clarification requests and 1 alleged violation report was filed. The case was investigated in accordance with the EcoVadis whistleblowing procedure, no violation of the Code of Ethics was found and the case was closed.

Additionally, to ensure employee engagement in maintaining high ethical standards, the EcoVadis Ethics Cup has been designed and implemented by the Ethics Team and involves the participation of employees across all business units and all EcoVadis global locations. In 2016, all employees were challenged on ethics-related questions during 4 rounds of the competition. A total of 368 entries have been received as part of the Ethics Cup throughout the year.

Securing our access to data

Information security is amongst our top priorities. As a company dealing with confidential information received from third parties, we have an obligation to protect this information handed over to us. We manage user accounts for over 10,000 buyers/purchasers, and over 50,000 users from our supplier subscribers, including personal data and company data such as CSR scorecards. This makes information security a highly material topic for us.

Reason why we have developed and implemented a robust Information Security Management System (ISMS).

For instance, to protect information from unauthorized access, we have a Mobile Device / Bring-your-own-Device (BYOD) policy and procedure which requires employees to register the personal devices they will use to access company information. We are also equipped with policies such as Password Policy and Information Classification and Transfer Policy.

Moreover, EcoVadis has set up a training program that is deployed on a frequent basis. In October 2016, ISMS training sessions were held for all employees. The training covered phishing awareness, security incident reporting and included a series of reminders for employees to ensure data confidentiality and security. A series of phishing tests were also launched to test employees' awareness, and additional refresher sessions were organized for the employees who failed at least one of the phishing tests.

Furthermore, EcoVadis has developed an incident response procedure in case of any potential information security related incidents. Each business unit has a dedicated information security referent to ensure effective escalation of any information security incident.

In September 2016, our headquarter location in Paris obtained the ISO/IEC 27001:2013 (ISO 27001) certification for information

security management systems (ISMS). This certification is the most widely recognized and prestigious standard for information security management. The ISO 27000 certification obtained by EcoVadis follows successful completion of an ISAE 3000 type 2 audit.

Click here to know more about our information security commitments.

Avoiding all sorts of conflict of interests and corruption

As a rating company, it happens that customers try to contact us to “negotiate” their score.

However, our Ethics Team has set up strict procedures on how to handle such cases and thus avoid potential transgressions.

In 2016 we expanded our Supplier Training partner program (DFGE Germany, BRownflynn US) - one intent of which is to avoid conflict of interest exposure, for example, advising our customers whom we rate by engaging independent third party partners.

Certificate

Certificate No.: e0382119

The Information Security Management System of

EcoVadis SAS

43 / 47 Avenue de la Grande Armée, 75116 Paris, France

complies to and is being applied in conformity with the requirements of:

ISO/IEC 27001:2013

The certificate is valid for:

The Information Security Management System governing development and operations of the EcoVadis online collaborative platform allowing companies to assess and monitor the environmental, social and ethical risks and performance of their global suppliers.

The selection of controls has been described in the Statement of Applicability with reference: Statement of Applicability – Version 3 current as of 20 May 2016.

This certificate is based on the report with reference e0386922 and has been issued on 7 September 2016 and will be valid until 7 September 2019.

The management system is subject to annual surveillance audits during the duration of validity of the certificate.

S.M. Keijl

Statutory Director

PricewaterhouseCoopers Certification B.V.

Amsterdam, 7 September 2016

pwc

This certificate was issued electronically and remains the property of PricewaterhouseCoopers Certification B.V. and is bound by the conditions of the certification agreement. See http://www.pwc.nl/nl/pwc-certification for background and limitations of this certificate. This certificate relates to the information security management system, and not to the products or services of the certified organisation. The certificate reference number, the mark of the certification body and/or the accreditation mark may not be shown on products or stated in documents regarding products or services. Promotion material, advertisements or other documents showing or referring to this certificate, the trademark of the certification body, or the accreditation mark, must comply with the intention of the certificate. The certificate does not of itself confer immunity on the certified organisation from legal obligations.

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Corporate Citizenship

Let them talk

"Engaging in community service has a lasting, positive impact on society at large. Community service, through volunteering, teaches people of all ages and backgrounds compassion and understanding. The EcoVadis Community Involvement Committee is a way to provide you with opportunities to improve and leave your mark on your global and local community. It is also an avenue to cultivate leadership skills. It is something that is not time bounded, there is no small or big community service. Each little step you take is a difference you are making in the lives of others and also helps to develop civic and social responsibility skills and become more aware of what the community around you needs." Bandish Augnoo, Previous Community Involvement Lead (Mauritius)

Going Beyond Funding and Engaging our Employees

Our Commitment

As a global advocate of Corporate Social Responsibility and Sustainability, EcoVadis is directly in touch with the environmental and social challenges that our community faces. We believe that giving back to the community is not limited to financial donations. Instead, we go beyond funding: we engage our employees in substantial projects that will make a positive difference to our communities.

EcoVadis aims to work with NGOs and local associations to help vulnerable groups in the society, support charity and fund-raising activities geared towards social relief and environmental protection, and promote social and environmental awareness through education.

Our Guiding Principles and Focus Areas

- Employee Engagement: Encourage EcoVadis employees to volunteer
- Walk the talk: Lead by example
- Built strong relationships with local community partners

What we are doing as a Good Corporate Citizen

Our Paris and Mauritius offices have formal Community Involvement Teams which have been established to look after all volunteering and community involvement activities. Donations and sponsoring are also taking place in our other office locations without dedicated committees.

Employees are given time off to prepare and participate in community projects. Our employees recognise and value the community involvement projects which are having a sustained impact on our immediate community. As such, they also dedicate their personal time after working hours and on weekends in those company-led community involvement initiatives. Beyond this, our employees are given the possibility to choose which NGO should be supported by EcoVadis through a company-wide vote carried out.

Specific actions implemented in 2016

Drawing Competition (Mauritius)

A drawing competition took place on the occasion of World Environment Day at a secondary school. The purpose of this contest was to raise environmental awareness of our future generation and expressing their thoughts and ideas through drawings. Prizes were given to winners after EcoVadis' employees voted internally for the best drawings.

Blood Donation Event

Our employees and the general public were invited to donate blood during a campaign done in collaboration with the Blood Donors Association (Mauritius). 47 pints of blood were collected.

Children Foundation

Since 2014, Ecovadis has been supporting this NGO consisting of children with special needs. Last year, EcoVadis (Mauritius) Ltd helped Children Foundation in their Christmas Day celebration. Early morning, the community involvement members were already present and decorated the venue for the event. Christmas celebrations were animated with the help of the community involvement members and the teaching staff of the NGO. The children prepared a cultural and musical show for the audience.

SIReC: Rehabilitation program to spinal cord injury cases

EcoVadis (Mauritius) Ltd collaborated with the NGO SIReC in order to help in their project of providing medical treatment via physiotherapy to underprivileged and vulnerable people with spinal cord injuries. A presentation on physiotherapy was also held at the office for our employees to understand the issues of spinal cord injuries. More €2,000 was donated to this NGO.

Link to Life: Cancer Awareness

Link to Life is a non-profit organisation providing support and counselling to cancer patients and their families. The NGO organised a 3km human chain to create awareness about cancer and to raise funds for their activities. Employees of EcoVadis (Mauritius) Ltd participated in the human chain that was formed around Ebene cybercity (where the office is located) to greet and support cancer patients. A sum of €65 was also raised for donation to Link to Life.

No Finish Line

For the second time, EcoVadis employees participated in the charitable running event 'No Finish Line' organized in the center of Paris in Champs de Mars. The challenge consists in running or walking as many kilometers as one can in a circuit open 24/24 during 5 days. Each kilometer covered brings 1€ to the association "Children & Future Paris" or other charitable organizations.

Let them talk: Christmas Party - Bringing a smile on children's faces

"Our aim was to bring a little joy to the kids of Children Foundation for Christmas. Together with the NGO, we hosted a Christmas party and the entire community involvement committee has worked whole-heartedly together to make this event a memorable one for the kids by giving Christmas gifts, goody bags, food and refreshments. The children were also involved in the organisation and performed songs, dances and poetry reading. The parents were really proud to watch their kids' performance. I love working with the community involvement team and being able to help others, the feeling of accomplishment is great."

Parveen Dulloo *(CSR Analyst and Community Involvement Member Mauritius)*

Care for Calais

Employees from the Paris office donated clothes, accommodation, hygiene, communication items and food to Care for Calais, an organisation based in UK that supports refugees.

Fruit Basket

EcoVadis is contracting the services of LES VERGERS DE GALLY to place a fruit basket at EcoVadis' Paris office to promote healthy eating habits, and at the same time, to collect funds for supporting the FONDATION DE FRANCE. Throughout 2016 we have collected €591,97 to this cause.

Let them talk: **Pandathlon**

"The objective was to complete a 17km mountain trail with other teams in order to raise consciousness on the fragility of a threatened ecosystem and its glaciers as well as fund various conservation projects to restore its natural beauty which is being destroyed. It was also a fun, invigorating opportunity to get together with other businesses to promote solidarity, wellbeing, fitness, and, above all, the protection of the environment.

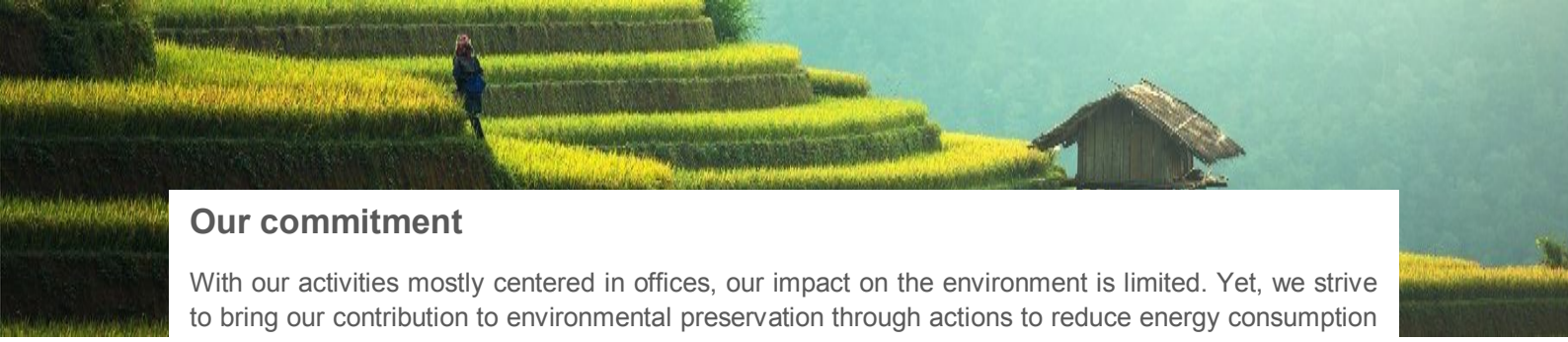
As previous years, the weekend was marked by rain storms and fog, but we successfully finished the 7th edition of Pandathlon in the French Alps, loaded with smiles and good memories, despite some sore and aching muscles."

Richard Bourne *(Supplier Engagement Director and Community Involvement Member Paris)*

Pandathlon

In June 2016, EcoVadis participated for the second time in 'Pandathlon', eco-friendly sporting and charity event organized by WWF. A team of 8 EcoVadians completed a 17 km mountain train in the French Alps. To take part in this 2-day event, participants with the help of all EcoVadis employees and the company management raised €2400. This money will help finance an innovative and ambitious ecological project in Mont Lachat to restore the ecological balance of this threatened area.

Protecting the Environment



Our commitment

With our activities mostly centered in offices, our impact on the environment is limited. Yet, we strive to bring our contribution to environmental preservation through actions to reduce energy consumption and limit waste emissions. EcoVadis is committed to reducing its environmental footprint. Our company counts, among its established procedures and permanent measures, initiatives for employees to work from home to avoid commuting to work, video conferencing tools available to reduce business travel, composting of fermentable waste and recycling of plastic waste.

During the past two years, the environmental actions of EcoVadis have expanded and developed to increase employee engagement throughout the company's major locations.

Concrete actions in our biggest office: Mauritius

Bringing "Trees for the Earth"

For EcoVadis (Mauritius) Ltd, taking action on Earth Day 2016 meant raising consciousness on the issues of deforestation and preservation of endemic plants. The celebration of this special day was marked by the symbolic planting of a shrub of the Trochetia Boutoniana, the national flower of Mauritius, within the office premises. Dr.Vikash Tataya, Conservation Director of the Mauritius Wildlife Foundation, and guest of honor for the event, rose awareness on the importance of forests and the need for fauna conservation in Mauritius. To further employee engagement beyond professional boundaries, all staff were given a plant to take home. The 120 plants distributed to employees were offered to EcoVadis (Mauritius) Ltd by the Ministry of Environment.

Ecovadis planting the plant "Trochetia" with the Director of Mauritius Wildlife

We love our planet!

Together with millions of people and businesses around the world, EcoVadis joined in the 2016 Earth Hour movement for climate change action, by engaging employees to switch off non-essential lights and electrical appliances for one hour. This initiative was followed by EcoVadis employees at all locations.

Protecting our wildlife

The 2016 Environment Day theme called for every citizen to "Go Wild for Life", with a campaign having for aim to raise attention on the threats of illegal trade in wildlife. On this occasion, a team of analysts located in Mauritius conducted an awareness session with the office staff on the impacts of illegal trade on animals, particularly regarding protected species in Mauritius.

The Paris office goes Green!

The EcoVadis office in Paris recycles all its used paper, cans, bottles and printer cartridges through the waste collecting company Les Joyeux Recycleurs. Coffee grounds from office consumption is also set aside for employees to collect and use as compost at home.

Let them talk: When our employees initiate actions!

Recycling of PET bottles

"The idea of recycling plastic bottles came up as part of a team initiative regarding environmental sustainability in the Mauritius office. While observing the possibilities of recycling in the office, we found that the consumption of PET bottles in our office was quite significant.
Implementing this project was a challenge. Most employees were not accustomed with the concept of PET labels. Our team invested time in carrying out thorough awareness sessions and sending various reminders on the proper items to be recycled. We were pleased to note a progressive change in employees' attitude towards the recycling of plastic bottles over time. We have collected more than 600 PET bottles in 2016. This shows the interest of employees in participating to the initiative. Our colleagues are now 100% engaged, and some of them have even adopted this recycling measure at home.
The EcoVadis Management was enthusiast with the project from the start and gave us full support, be it for the logistics part which included purchasing bins, designing posters and signing the agreement with Mission Verte, the waste collecting entity, and for the awareness part, which involved sparing working hours to create awareness tools and provide training to employees on the topic.
Today, our team is proud of having implemented this project as we are among the very few companies in Mauritius that are engaged in such recycling initiatives. In addition, we value the positive impact that our office now has on the environment. Every small action counts!"

Maneesha Saint-Martin & Bavish Juddoo, CSR Analysts

Our carbon footprint goes down

"Our team was eager to come forward with proposals on how to help the Mauritius office become more sustainable. We noticed that the use of bottled water fountains, which were at that time in service in our office, was indirectly contributing to environmental pollution. Having those water bottles regularly delivered in large quantities to feed our fountains not only meant that we were favoring the consumption of plastic but also contributed to CO2 emissions due to the delivery of bottles through road transport, not to mention the high costs associated with the process.
We studied the alternatives of installing a tap water filter and using water fountains that would be directly connected to the water distribution system of the office building. The supplier was selected according to reliability of equipment, quality of service for maintenance and cost. Our proposal was readily approved by the Management.
Employees initially expressed some concerns about the quality of filtered water. Awareness sessions were therefore carried out to explain the environmental benefits of the project and address questions regarding the safe use of water filters. All our colleagues now use filtered water daily in the office, and some of them use hot water from the new water fountains instead of boiling water through kettles. As initiators of this project, we are satisfied that our office has taken action to reduce its environmental footprint."

Vijyeta Ramdeen-Bundhoo & Reshma Ramgoolam
CSR Analysts

Pictures of the bins we collect all plastic waste and the lorry from "Mission Verte" which collects the waste plastic bottles.

Items	Amount recycled in 2016 (kg)
Paper	**222.9**
Metal cans	**25.8**
Plastic bottles	**63.6**
Printer cartridge	**27.7**

Figures for Paris office only

OUR INDIRECT IMPACTS ON SOCIETY

Providing sustainable services

Every year we assess thousands of suppliers from all over the world. We evaluate the CSR performance of companies by generating scorecards. This scorecard highlights the strong points and the improvement areas of a company's CSR practices. We cover 4 main themes namely: environment, labour practices & human rights, fair business practices and sustainable procurement.

Our services enable companies to better know what is lacking in their CSR system, on which themes they need to focus and also undergo re-evaluations to know by how much they have improved since the previous assessment.

Some environmental indicators

WASTE MONITORING

General Mixed Waste

AUG:	3025 L
SEP:	2200 L
OCT:	2825 L
NOV:	3100 L
DEC:	3525 L

GREENBEES

Environment Team

EVS(Mauritius)

Together for a greener office

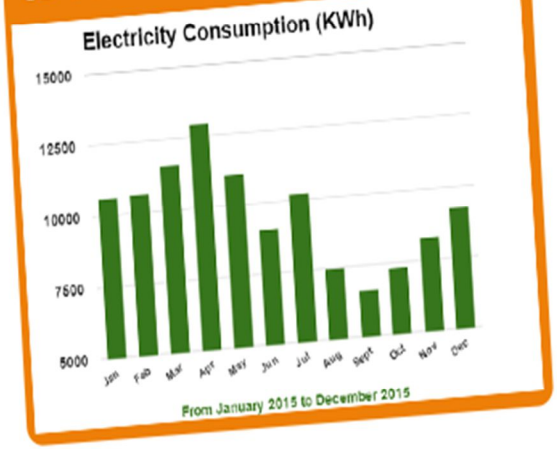
We aim to identify, reduce and report on the **environmental impact** of EcoVadis (Mauritius) Ltd

The **four** environmental criteria:

- Waste,
- Water,
- Energy and
- Carbon footprint.

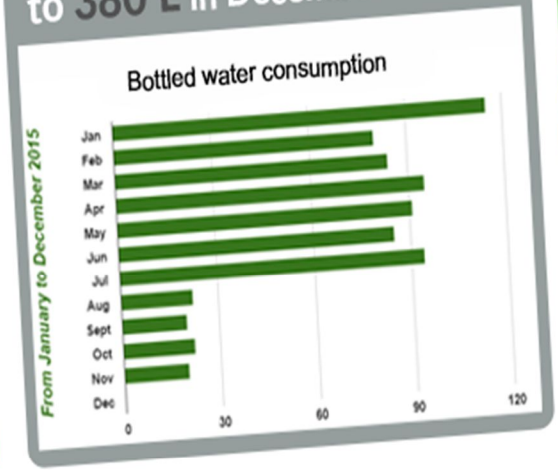
ENERGY

From 10624 KWh in January to 9241 KWh in December



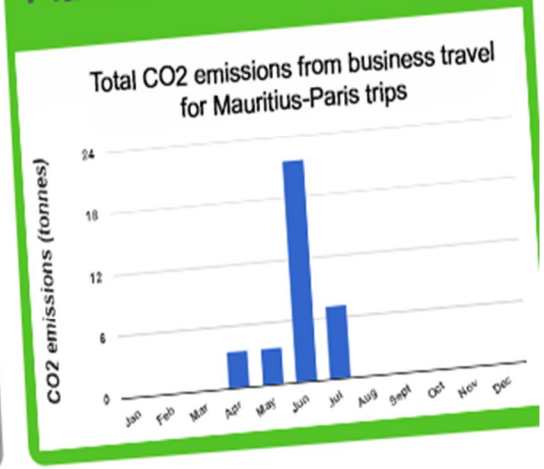
WATER

From 2185 L in January to 380 L in December



CARBON FOOTPRINT

CO2 emissions for Mauritius-Paris trips



ecoVadis
SUPPLIER SUSTAINABILITY RATINGS

Our own
Supply Chain

Sustainable Procurement at EcoVadis

EcoVadis understands the important connection between our purchases and our support of a sustainable economy. We utilize sustainable products as far as possible, to minimise impact on environment and human health. Whenever possible we ensure procurement of environmentally friendly office supplies that not only meet quality and price requirements

Together For A Greener Office

Although not yet formalized, sustainable procurement practices are applied in many of our purchasing processes. Some examples of initiative we have implemented and adopted to promote green office at EcoVadis have been illustrated below.

Energy efficient IT equipment
EcoVadis prioritizes the purchase of Energy Star rated IT equipment across all its offices. EnergyStar products have been designed to be energy efficient and hence limiting greenhouse gas emissions.

Paper Usage
EcoVadis strives to be a paperless office. We endeavour to minimise paper consumption by limiting printing access to authorised users and we encourage double sided printing options. We encourage the use of PEFC paper in the Mauritius office. We have reduced consumption of paper in 2016, from 2097.5 kg (incl 1910kg plain white paper) in 2015 to 832.5 kg of PEFC paper in 2016.

Eco-friendly cleaning products
EcoVadis encourages the use of green cleaning products. We do our best to use alcohol-free hygiene products in our offices whenever possible.

Reusables
EcoVadis encourages the use of reusable dishware: mugs, plates and silverware for all employees and guests.

Electricity
Since May 2015, the EcoVadis office in Paris purchases electricity from the grid with the cooperative Enercoop, thus enabling small producers of renewable energy to have access to funding.

Lighting
EcoVadis encourages the use of LED lighting (Light Emitting Diode) across all its offices. LED lighting is more energy-efficient compared to other standard lighting, lasts much longer and contains no mercury, thereby limiting environmental impact.

Coffee, Tea and Other Commodities
EcoVadis has a stated preference for organic products with a Fair-Trade Label.

Buy Local
EcoVadis encourages purchases from local vendors. This enables us to reduce greenhouse gas effects by extensive transportation networks as well as promoting local vendors in the community.

In addition, in line with our procurement process, we prioritise to do business with other companies having similar commitments to environment and fair business practices.

Our Responsibility as a CSR Rating Agency

Our Responsibility

As a CSR rating agency with an increasingly important role, we have a responsibility towards the clients of EcoVadis who use our ratings on a daily basis and towards the companies that we rate. We are fully aware that our ratings can directly impact a procurement decision being made at the other end of the world. Reason why we have developed a unique and robust methodology taking into consideration several critical principles.

OUR METHODOLOGY

7 Principles for a World-Class CSR Rating Methodology

1. Evidence based
Supporting documents are a Must. We collect data and documentation directly from evaluated companies and validate it.

2. Industry sector, country and size taken into account
Ensuring relevance and materiality of the assessment, as well as comparability.

3. Diversification of sources
Ensuring a rich and reliable evaluation, with input from the evaluated company, the professional 3rd parties and the stakeholders.

4. Leverage technology is a Must
Applied to ensure the process is secure, confidential, and to accelerate the cycle time as well as provide in-depth content.

5. Assessment by international CSR experts
From around the globe, rigorously trained and keeping track of the latest best practices.

6. Traceability and transparency of documentation
Our proprietary back-end platform ensures a high-quality process is followed. Documentation is provided on the website library describing the overall process and scoring calculation.

7. Excellence through continuous improvements
Internal governance committee as well as an external Scientific Committee of international experts continuously review and improve the methodology to stay current.

Supply chains are only as strong as their weakest link.

Procurement executives face the daunting task of ensuring their company's supply network is sound, reliable and competitive. Sustainable Procurement is now a strategic priority for procurement directors, and hence the need for Simple, Reliable and Global supplier CSR ratings.

Sylvain Guyoton
Senior Vice-President Research

APPENDIX

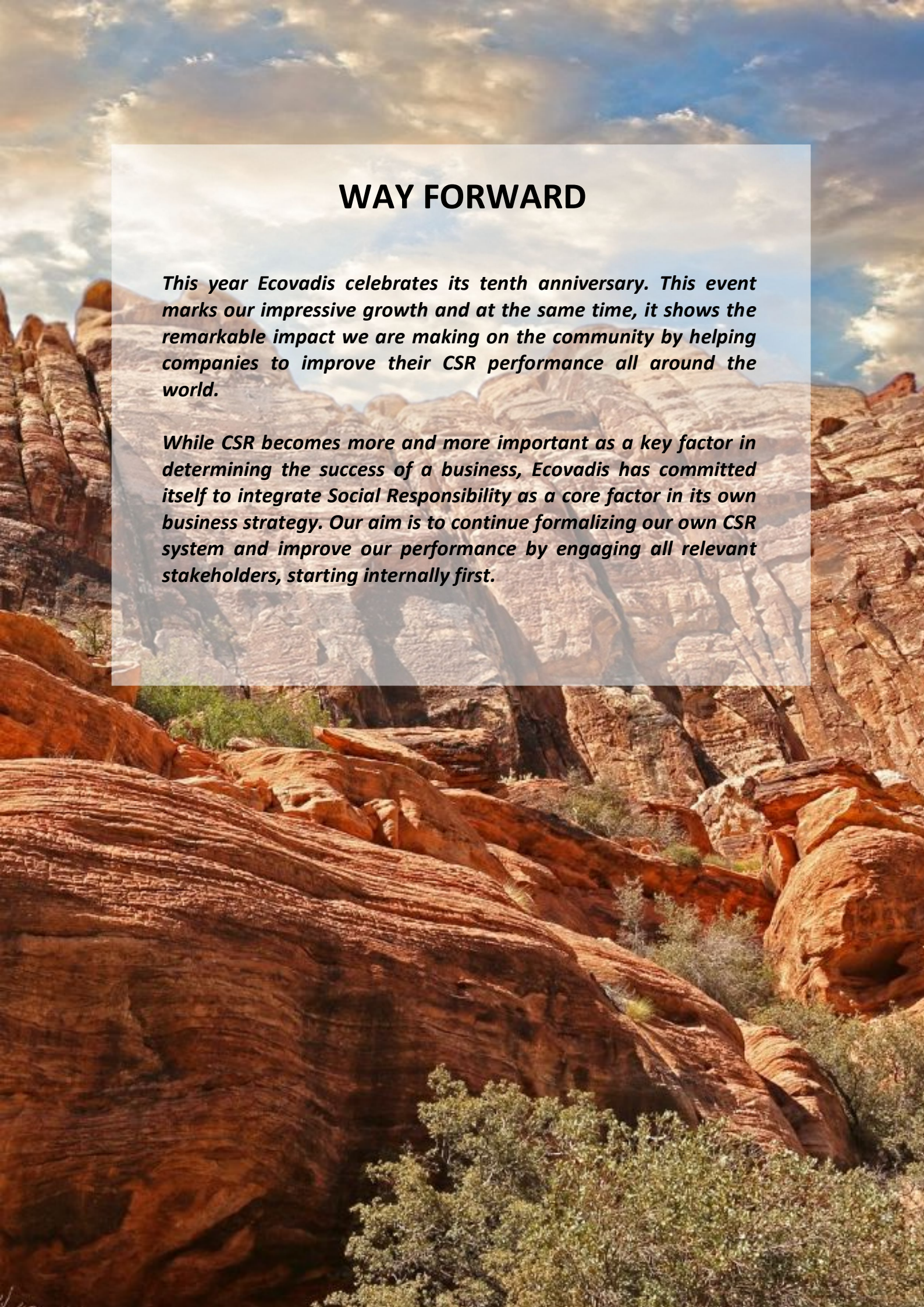
Global compact 10 Principles

Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights
	Principle 2: make sure that they are not complicit in human rights abuses
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
	Principle 4: the elimination of all forms of forced and compulsory labour
	Principle 5: the effective abolition of child labour
	Principle 6: the elimination of discrimination in respect of employment and occupation
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges
	Principle 8: undertake initiatives to promote greater environmental responsibility
	Principle 9: encourage the development and diffusion of environmentally friendly technologies
Anti-corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Key Performance Indicators

	Scope	Units	2016
Health and Safety			
Training First Aid	Paris	# of employees	10
Training Ergonomics	Mauritius, Paris	# of employees	124
General health checks	Mauritius	# of employees	110
Health and Safety meetings conducted	Mauritius, Paris	# of employees	4
Fire drill simulations	Mauritius	#	1
	New York	#	2
Working Conditions			
Employee satisfaction survey participation	Global	%	81.9
Interactive communication session on working conditions	Global	# of sessions	16

	Scope	Units	2016
Ethics			
Signature acknowledgement of Code of Ethics	Global	# of employees	317
Training on Code of Ethics	Global	% of new recruits	86
Reports via whistleblowing procedure on violations of Code of Ethics	Global	# of reports filed	1
Information Security Management System (ISMS) training	Global	% attendance	100
Resources			
Paper (PEFC certified)	Mauritius	kg	24
Electricity	Mauritius	kWh	105,430
	Paris	kWh	55,102
Carbon Footprint (Climate Care) - CO2 offset through GHG reduction projects (FY2015)	Global	tonnes	204.5
Awareness on energy consumption by energy service provider (Enercoop)	Paris	# of employees	17
Waste Management (Recycling)			
PET bottles	Paris	#	3,185
	Mauritius	#	626
Metal cans	Paris	#	864
Printer cartridges	Paris	#	42
Paper	Paris	kg	222.9



WAY FORWARD

This year Ecovadis celebrates its tenth anniversary. This event marks our impressive growth and at the same time, it shows the remarkable impact we are making on the community by helping companies to improve their CSR performance all around the world.

While CSR becomes more and more important as a key factor in determining the success of a business, Ecovadis has committed itself to integrate Social Responsibility as a core factor in its own business strategy. Our aim is to continue formalizing our own CSR system and improve our performance by engaging all relevant stakeholders, starting internally first.

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SUPPLIER SUSTAINABILITY RATINGS

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EcoVadis is headquartered in Paris and has offices in New York, London, Hong Kong, Mauritius, Warsaw and Tunisia.

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