

SKEEPERS SAS (GROUP)

Marseille - France | Advertising and market research

EVID: GR359150



Publication date: 19 Jun 2024

Valid until: 19 Jun 2025

Sustainability performance

Insufficient

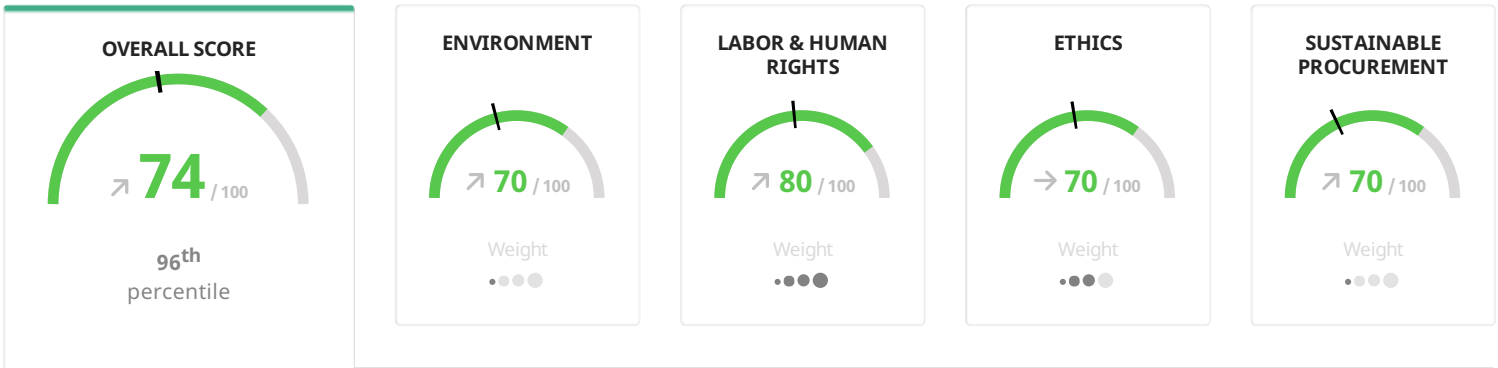
Partial

Good

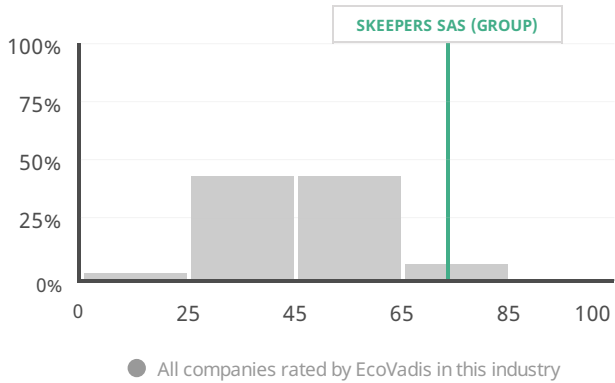
Advanced

Outstanding

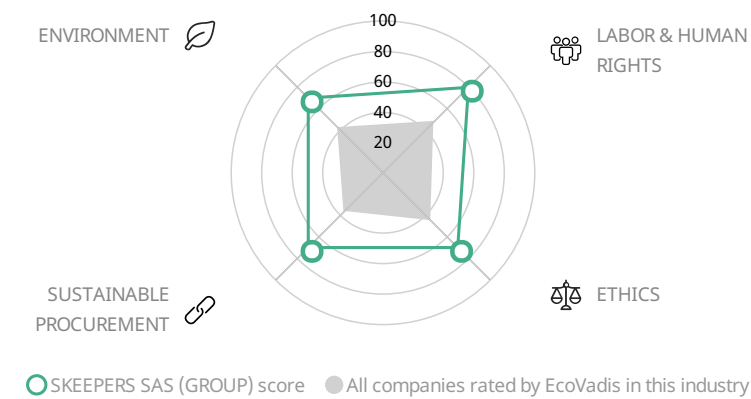
Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas

 Environment Weight
Strengths
Policies Strengths Endorsement of the United Nations Global Compact (UNGC) Quantitative objectives set on waste Environmental policy on waste Quantitative objectives set on energy consumption & GHGs Environmental policy on energy consumption & GHGs Comprehensive policy on a majority of environmental issues
Actions Strengths Internal sorting & disposal of waste according to waste streams Actions or training to raise employee awareness on waste reduction & sorting Reduction of energy consumption of lighting systems Training of employees on energy conservation/climate actions Use of efficient HVAC (heating, ventilation, and air conditioning) equipment Purchase and/or generation of renewable energy Purchase of verified carbon offset credits Reduction of energy consumption of IT infrastructure Energy and/or carbon audit
Results Strengths Reporting on total weight of waste recovered Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation Reporting on total weight of non-hazardous waste Reporting on total weight of hazardous waste Reporting on total gross Scope 3 GHG emissions Materiality analysis in sustainability reporting Standard reporting on environmental issues

Improvement Areas	
Policies	
Priority	Improvement Areas
Medium	Inconclusive documentation for policies on environmental services & advocacy
Actions	
Priority	Improvement Areas
Medium	No information regarding certification of an environmental management system
Low	Declares actions regarding environmental services and advocacy, but no supporting documentation available
Results	
Priority	Improvement Areas
Low	Declares reporting on total energy consumption, but no supporting documentation available
Low	Declares reporting on total amount of renewable energy consumed, but no supporting documentation available
Low	Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available
Low	Declares reporting on total gross Scope 2 GHG emissions (market or location based), but no supporting documentation available

Labor & Human Rights Weight	
Strengths	
Policies	
Strengths	
Endorsement of the United Nations Global Compact (UNGC)	
Quantitative objectives set on diversity, equity & inclusion	
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	
Comprehensive 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)
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Employee satisfaction survey
Bonus scheme related to company performance
Collective bargaining agreement on diversity, discrimination and/or harassment
Collective bargaining agreement on career management & training
Collective bargaining agreement on working conditions
Collective bargaining agreement on employees’ health & safety
Flexible organization of work (eg. remote work, flexi-time)
Health care coverage of employees in place
Grievance mechanism on discrimination and/or harassment issues
Actions to promote wage equality in the workplace
Awareness training regarding diversity, discrimination, and/or harassment
Specific labor or human rights certification [NF Services - Service des entreprises privées de prévention et de sécurité]
Employee representatives or employee representative body (e.g. works council)
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
Training of employees on health and safety risks and best working practices
Results
Strengths
Reporting on the percentage of women employed in relation to the whole organization

Report on percentage of women within the organization's board	
Materiality analysis in sustainability reporting	
Reporting on number of average training hours per employee	
Standard reporting on labor and human rights issues	
Improvement Areas	
Results	
Priority	Improvement Areas
Low	Declares reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees, but no supporting documentation available
Low	Declares reporting on number of recordable work-related ill health, but no supporting documentation available

 Ethics Weight
Strengths
Policies Strengths Endorsement of the United Nations Global Compact (UNGC) Policy on fraud Policy on money laundering Policy on conflict of interest Disciplinary sanctions to deal with policy violations 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 corruption and bribery Information security due diligence program on third parties in place Incident response procedure (IRP) to manage breaches of confidential information Implementation of a records retention schedule Information security risk assessments performed

Audits of control procedures to prevent information security breaches
Awareness training to prevent information security breaches
Corruption risk assessments performed
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
Awareness training performed to prevent corruption
Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Results Strengths Materiality analysis in sustainability reporting
Improvement Areas
Actions Priority Improvement Areas 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 Endorsement of the United Nations Global Compact (UNGC) Comprehensive sustainable procurement policies on both social and environmental factors
Actions Strengths Consideration for sustainability integrated into internal purchasing processes for specific products or services (stationery, wood-related products, data hosting services) Actions to work with businesses owned by minorities/vulnerable groups in the supply chain Supplier sustainability code of conduct 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

Integration of social or environmental clauses into supplier contracts					
Results Strengths Materiality analysis in sustainability reporting					
Improvement Areas					
Actions <table> <tr> <th>Priority</th><th>Improvement Areas</th></tr> <tr> <td>Medium</td><td>No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)</td></tr> </table>		Priority	Improvement Areas	Medium	No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)
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Medium	No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)				
<table> <tr> <td>Medium</td><td>No conclusive documentation on on-site audits of suppliers on environmental or social issues</td></tr> </table>		Medium	No conclusive documentation on on-site audits of suppliers on environmental or social issues		
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Results <table> <tr> <th>Priority</th><th>Improvement Areas</th></tr> <tr> <td>High</td><td>No conclusive reporting on sustainable procurement issues</td></tr> </table>		Priority	Improvement Areas	High	No conclusive reporting on sustainable procurement issues
Priority	Improvement Areas				
High	No conclusive reporting on sustainable procurement issues				

360° Watch Findings

1 Jan 2024 | [https://egapro.travail.gouv...](https://egapro.travail.gouv.fr/)

Impact on Score

Neutral →

valid from 2 Jul 2024 to 1 Feb 2029

Impacted themes

24 May 2024 |

Impact on Score

Neutral →

valid from 2 Jul 2024 to 24 Jun 2029

No records found for this company on Compliance Database

L'index égalité professionnelle pour Skeepers pour l'année 2024

Skeepers a reçu une note de 82 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2024.

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.

The company demonstrates an advanced sustainability management system that covers all four themes under review.

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