

CEFLA SC (GROUP)

IMOLA - Italy | Manufacture of special purpose machinery

Company size: L Scope of assessment: **Group**

Overall score

55/100

Percentile

56°



Scorecard

Publication date: 18 Sep 2024 Valid until: 18 Sep 2025

Overall score

Percentile

56°

55/100

Environment

Medium impact on score

70/100

Labor Practices and Human Rights

High impact on scoring

60/100

Ethics

Medium impact on score

50/100

Sustainable Procurement

Medium impact on score

30/100

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

Environmental policy on energy consumption and greenhouse gas emissions

Environmental policy on product use

Quantitative targets set on energy consumption and greenhouse gas emissions

Environmental policy on air pollution

Comprehensive policy on most environmental issues

Environmental policy on water

Environmental policy on customer health and safety

Environmental policy on materials, chemicals and waste

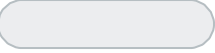
Areas for improvement

Environment | Memberships Low impact on score

0/100

Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

Areas for improvement



Environment | Measures

High impact on score

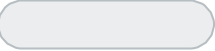
75/100

Measures are the company's actions in support of sustainability policies and commitments.

Strengths

Specific company research on potential health impacts of specific products/services
Water audit
Information on the proper disposal of products to promote a circular flow of materials
Elimination or reduction of potentially hazardous substances in electrical and electronic products
Provision of spare parts, diagnostic tools, or maintenance programs to support product repair
Specific company procedure for emergency preparedness and response inherent to customer health and safety
Specialized treatment and safe disposal of hazardous substances
Collaboration with external stakeholders for end-of-life management of products
Take-back or buy-back program that enables collection of products for reconditioning, recycling, or safe disposal
Use of waste heat recovery systems or cogeneration units
Actions for labeling, storage, handling, and transportation of hazardous substances
Reduction of internal waste through reuse, recovery or repurposing of materials
Improved energy efficiency through technology or equipment upgrades
Energy and/or carbon audit
Measures in place for environmental emergency
Internal waste sorting and disposal according to waste streams
Other actions to reduce energy consumption/greenhouse gas emissions.
Other actions to ensure safety in the management of hazardous substances
Purchase and/or generation of renewable energy

Areas for improvement



Environment | Certifications

Medium impact on score

100/100

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

Strengths

Green IT measures (e.g., efficiency of data centers or office hardware, virtualization, data lifecycle management, etc.).
ISO 50001 Certified

Areas for improvement



Environment | Coverage



Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

Areas for improvement



Environment | Reporting

Medium impact on scoring



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

Strengths

Comprehensive CSR reporting on environmental issues
Reporting on total water consumption
Reporting on total weight of waste recovered
Reporting in accordance with GRI universal standards
Reporting on total gross greenhouse gas emissions (Scope 1)
Reporting on total gross GHG emissions (Scope 2) (market- or location-based)
The company reports its progress in relation to the Sustainable Development Goals (SDGs)
Reporting on total weight of hazardous waste
Materiality analysis in the sustainability report
Reporting on total weight of non-hazardous waste
Reporting on the total amount of renewable energy consumed
Reporting on total energy consumption
Total gross reporting value of Scope 2 confirmed in supporting documentation
Total gross reporting value of Scope 1 confirmed in supporting documentation
Does not declare sites/operations at or near biodiversity sensitive areas (not verified)

Areas for improvement

Low priority	No assurance or external verification of sustainability reports
Low priority	No information on reporting on the total weight of air pollutants
Low priority	No reporting information on the total amount of water recycled and reused
Low priority	Declares to report the percentage of WEEE collected out of total EEE placed on the market, however no supporting documents are available

Environment | 360° Monitoring

High impact on scoring

● → 75/100

The 360-degree monitoring results indicator is counted based on data collected by analyzing thousands of public domain sources. This gives us a broader overview of your company's sustainability management.

Strengths and areas for improvement

News impacting the score (3)

News about your company in public databases.

[illegible]

Labor Practices and Human Rights

High impact on score

60/100

Labor Practices and Human Rights | Policy

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

Policy on labor practices and human rights for employee health and safety
Policy on labor practices and human rights for child labor, forced labor, and human trafficking

Policy on labor practices and human rights related to diversity, equity and inclusion
Policy on labor practices and human rights for social dialogue
Policy on labor practices and human rights for working conditions
Standard policy on most labor or human rights issues
Policy on labor practices and human rights for career management and training

Areas for improvement

Low priority	Declares that it has no commitment or conducted no review regarding the payment of living wage
Low priority	No quantitative targets on labor practices and human rights issues

Labor Practices and Human Rights | Endorsements

Low impact on score

0/100

Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

Areas for improvement



Labor Practices and Human Rights | Measures

High impact on score

100/100

Measures are the company's actions in support of sustainability policies and commitments.

Strengths

Regular evaluation of individual performance
Diversity, discrimination and/or harassment awareness training courses
National collective bargaining agreement on working conditions
National collective bargaining agreement related to diversity, discrimination and/or harassment
National collective bargaining agreement related to career management and training
Workers' representatives or workers' representative bodies (e.g., works council)
Declares direct hiring practices without the use of third-party employment agencies (not verified)
Monitoring internal controls and the effectiveness of actions taken to prevent child labor, forced labor, and/or human trafficking
Emergency action plan for employee health and safety
Equipment safety inspections or audits
Skills development program customized to the needs of employees
Employee training on health and safety risks and good work practices
Awareness training courses on child labor, forced labor and human trafficking
National collective bargaining agreement related to employee health and safety
Assessment of risks related to employee health and safety
Child labor, forced labor and/or human trafficking complaint mechanism

Health check for regular employees
Actions to control exposure to hazardous substances
The company states that its main offices are located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Communications to all employees of the pay procedure (e.g., pay grid, pay advancement procedure)
Two-way communication system in place to facilitate employee voice regarding working conditions
Employee health care program in place
Family Friendly Programs (FFPs) implemented (e.g., parental or care leave, child care services or allowances)
Flexible work arrangements (e.g., remote work, flexible hours)
Other actions to ensure good working conditions

Labor Practices and Human Rights | Certifications

Medium impact on score

→100/100

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

Strengths

ISO 45001 certified
SA8000 certification

Areas for improvement



Labor Practices and Human Rights | Coverage

25/100

Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

Areas for improvement



Labor Practices and Human Rights | Reporting

Medium impact on scoring

↗75/100

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

Strengths

Reports provided on the percentage of women in relation to the entire organization
Report on the percentage of women on the organization's board of directors
Reporting in accordance with GRI universal standards
Reporting on the number of training hours per employee
Reporting on the percentage of employees from minority and/or vulnerable groups at the senior management level
Comprehensive reporting on labor practices and human rights

Reporting on the percentage of employees from minority and/or vulnerable groups throughout the organization
The company reports its progress in relation to the Sustainable Development Goals (SDGs)
Materiality analysis in the sustainability report
Reports on the number of days lost due to work-related injuries, fatalities, and illnesses
Reports on the number of recordable work-related incidents
Reporting on the percentage of women at the senior management level

Areas for improvement

Low priority	No assurance or external verification of sustainability reports
Low priority	No reporting information on the ratio of the highest paid employee's annual total compensation to the average annual total compensation of all employees

Labor Practices and Human Rights | 360-degree monitoring. High impact on scoring

75/100

The 360-degree monitoring results indicator is counted based on data collected by analyzing thousands of public domain sources. This gives us a broader overview of your company's sustainability management.

Strengths and areas for improvement

News impacting the score (9)

News about your company in public databases.

Expired

Cour d'appel de Paris, Pôle 6 - chambre 5, 7 janvier 2021, n° 19/04004

www.doctrine.fr07 Jan 2021

La cour, comdamne la société CCFSR à payer à Monsieur C-D X 70 000 euros à titre d'indemnité pour licenciement sans cause réelle et sérieuse, avec intérêts au taux légal à compter du jugement pour la somme de 40 198,50 euros et à compter du présent arrêt pour le surplus, ORDONNE à la société CCSFR de rembourser à Pôle emploi les indemnités de chômage versées à M. C-D X du jour du licenciement au jour du présent arrêt, dans la limite de 6 mois d'indemnités, CONDAMNE la société CCSFR à payer à Monsieur C-D X 1 500 euros au titre des frais irrépétibles d'appel et CONDAMNE la société CCSFR aux

360° Monitoring Impact on

Neutral Score.

Gravity

Neutral

valid from Apr 1, 2016 to May 1, 2021

CEFLA closes its production plant in Verona, specializing in latest-generation medical technologies [EN]

www.giornaleadige.it

10 Jul 2020

In the first months of the year the company CEFLA, a historic cooperative of Imola operating in various sectors (dental, industrial plant engineering, woodworking machines, supplies for supermarkets, LED lighting) which in Verona has two plants that deal with the design, assistance, sale and production of dental and hospital equipment with X-ray technology, has communicated to the RSU and Fiom the decision to transfer to the Imola headquarters all the Commercial sector in which 5 employees operate.

360° Monitoring Impact on

Neutral Score.

Gravity

Neutral

valid from 10 Jul 2020 to 10 Jul 2025



In the new Cefla supplementary contract, more attention is paid to the relationship between life and work [EN]

www.ilnuovodiario.com

16 Aug 2022

The agreement approved in the meetings held on August 3 and 4 by the Cefla workers presents various innovative and significant aspects , as agreed by the unions and the company's top management. Individual rights, harmonization between work, family and free time, corporate welfare, the destination of the performance bonus. Then there are the news on the organization of remote work, which set some boundaries that can be taught for aspects that have forcefully entered the workplace during the months of the Covid pandemic.

360° Monitoring

Impact on Neutral

Score.

Gravity

Neutral

valid from 16 Aug 2022 to 16 Aug 2027



Cefla ShopFitting, lack of protection for non-shareholder employees: another strike [EN]

www.leggilanotizia.it

05 Nov 2020

A new strike is triggered on November 5 at Cefla, ShopFitting division, but all the other Coop workers are invited on the morning of November 5. More than seven hours of negotiations until the evening of November 4 were not enough to avoid another day of protest. The theme has always been that of the now imminent passage of ShopFitting (shelving for shops) into a Newco in which the majority will be 81% of the multinational Itab-La Fortezza and 19% of Cefla.

360° Monitoring

Impact on Neutral

Score.

Gravity

Neutral

Valid from Nov 5, 2020 to Nov 5, 2025



Italy's Best Employers: discover the companies rewarded by their employees [EN]

www.corriere.it

04 Oct 2023

Cefla ranked 260th with 8.17 points in Italy's Best Employers 2024.

360° Monitoring Impact on

Neutral Score.

Gravity

Neutral

valid from Oct 1, 2023 to Nov 1, 2028



Metalworkers. Extraordinary participation in today's strike [EN].

www.fiom-cgil.it

Nov 24, 2023

Extraordinary adhesion and participation of metalworkers in the 8-hour strike called by CGIL and UIL, which today, Friday, November 24, involved the Northern regions, such as Emilia Romagna, Friuli Venezia Giulia, Liguria, Lombardy, Piedmont, Trentino Alto Adige, Val d'Aosta and Veneto. The success of the strike was confirmed by the very high participation, which averaged over 80% in the vast majority of companies surveyed and in all Regions. 60% to Cefla in Imola went to strike.

360-degree monitoring

Impact on score

Gravity

Neutral

valid from Nov 1, 2023 to Dec 1, 2028





Ethics

Medium impact on score



Ethics | Policies

High impact on score



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 related to corruption and bribery
Fraud policy
Disciplinary sanctions to address violations of company policies
Standard policy on most ethical issues
Information security policy
Policy on money laundering
Conflict of Interest Policy
Specific responsibility on business ethics issues

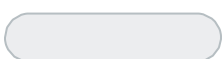
Ethics | Memberships

Low impact on score



Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

Areas for improvement



Ethics | Measure

SHigh impact on score

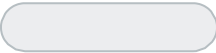


Measures are the company's actions in support of sustainability policies and commitments.

Strengths

Specific approval procedure for sensitive transactions (e.g., gifts, travel)
Corruption risk assessments carried out
Third-party anti-corruption due diligence program in place
Information security risk assessments carried out
Training in data privacy protection
Third-party information security due diligence program in place
Whistleblowing procedure for stakeholders (interested parties) to report bribery and corruption
Anti-corruption training program administered online or in person
Incident response procedure (IRP) for handling breaches of confidential information
Measures to protect customer data from unauthorized access or disclosure

Areas for improvement



Ethics | Certifications

Medium impact on score



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

Strengths and areas for improvement

Ethics | Coverage



Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

Areas for improvement



Ethics | Accountability

Medium impact on scoring



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

Strengths

Reporting in accordance with GRI universal standards
CSR reporting on Business Ethics issues (e.g., measures in place, performance indicators on violations)
The company reports its progress in relation to the Sustainable Development Goals (SDGs)
Materiality analysis in the sustainability report

Areas for improvement



Ethics | 360° Monitoring

High impact on scoring

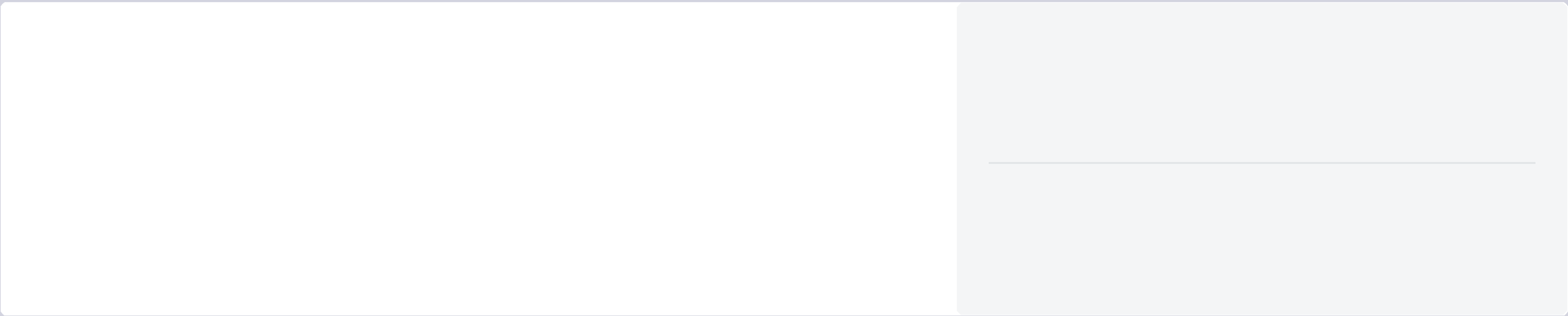


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Strengths and areas for improvement

News impacting the score (1)

News about your company in public databases.



Sustainable Procurement



Medium impact on score 30/100

Sustainable Procurement | Policies

High impact on score



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

Responsible purchasing policy on social factors

Areas for improvement

Medium priority

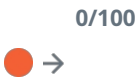
Basic sustainable procurement policies: details on specific issues are lacking

Medium priority

Non-evidentiary documentation related to suppliers' policies on environmental issues

Sustainable Procurement | Endorsements

Low impact on score



Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

Strengths and areas for improvement

Sustainable Procurement | Measures

High impact on score

50/100

→

Measures are the company's actions in support of sustainability policies and commitments.

Strengths

Regular assessment of suppliers (e.g., questionnaire) on environmental and social issues
On-site inspections of suppliers in relation to environmental or social aspects

Areas for improvement

High priority	No conclusive documentation on incorporating clauses on social and environmental issues 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 supplier sustainability code of conduct in place
Medium priority	No conclusive documentation on training buyers on social and environmental issues within the supply chain

Sustainable Procurement | Certifications

Medium impact on score

25/100

→

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

Strengths

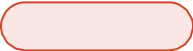
Sustainable Procurement | Coverage

25/100

→

Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

Areas for improvement



Sustainable Procurement | Reporting

Medium impact on scoring

0/100

→

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

Strengths

Reporting in accordance with GRI universal standards
The company reports its progress in relation to the Sustainable Development Goals (SDGs)
Materiality analysis in the sustainability report
Declares that it does not use tin, tantalum, tungsten, gold and/or their derivatives (not verified)

Areas for improvement

High priority	No conclusive reporting on sustainable procurement issues
Low priority	No assurance or external verification of sustainability reports

Sustainable Procurement | 360° Monitoring

High impact on scoring

→ 75/100

The 360-degree monitoring results indicator is counted based on data collected by analyzing thousands of public domain sources. This gives us a broader overview of your company's sustainability management.

Strengths and areas for improvement

No indication yet

News impacting the score (1)

News about your company in public databases.

No records found for this company on Compliance Database

17 Sep 2024

360° Monitoring Impact on

Neutral Score.

Gravity

N/A

valid from 17 Sep 2024 to 17 Sep 2029

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