

General

In this questionnaire, you will be asked questions within several themes covering various sustainability issues. The objective is to assess the sustainability management system put in place by your company. Questions in each theme will prompt you to provide documentation to support your declarations. Analysts will validate the quality of the documentation and based on their findings, they will determine your company's EcoVadis Rating according to three key indicators: Policies, Actions, and Results. The EcoVadis Rating will include an overall score, theme scores and a list of strengths and improvement areas. The General section includes general questions which cover more than one assessment theme. They are customized to your company size and industry.

GEN300 - mandatory



Does your company formally and publicly adhere to any external CSR initiatives or sets of principles?

 For this question, documents from the parent company or group may be partially credited.

☒ United Nations Global Compact (UNGC)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: <https://www.unglobalcompact.org/>

Selected document: UNGLOBAL COMPACT FRANCE DAVIDSON (Webpage / intranet extract)
Page WEB: Page membre DAVIDSON

☒ Science Based Targets initiative (SBTi)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: <https://sciencebasedtargets.org/>

Selected document: B CORP DAVIDSON (Audit report)
Page Web

☒ Other external CSR initiative or set of principles

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Davidson Code 4

Selected document: 2022 - DAVIDSON CODE 4 (Employee handbook)
98 - 70

☐ No endorsement/Do not know

Which of the following applies to your company's reporting on quantitative indicators on CSR topics?

 For this question, documents from the parent company or group may be partially credited.

☒ The indicators are externally verified by an independent third party

Examples of documents to attach: third party assurance statement, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: statement by an independent and recognized third party assuring the quality and credibility of the quantitative indicator(s) reported on environmental, social, labor, fair business practices issues.

Selected document: B CORP DAVIDSON (Audit report)

Toute la page

Selected document: GPTW Bilan résultats VF 2020 (Audit report)

All

☒ The indicators are aligned with a formally recognized national or international reporting standard or framework (e.g. GRI, SASB)

The document(s) should demonstrate the following: evidence that Key Performance Indicators on sustainability topics are formally aligned with a sustainability reporting standard, such as in accordance with GRI, SASB, or another international, regional, national, sectoral or topic-specific reporting standard (please specify). Examples of documents to attach: Annual Report, CSR/Sustainability Report, etc.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

Tout le document: questionnaire B CORP DAVIDSON

☒ A materiality analysis was conducted to identify relevant indicators

The document(s) should demonstrate the following: a materiality analysis conducted to identify relevant indicators that the company reported on. Examples of documents to attach: materiality assessment document, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

Tout le document: questionnaire B CORP DAVIDSON

Selected document: Toovalu (Audit report)

All

☐ My company reports on quantitative indicators on CSR but none of the above applies

☐ My company does not report on any quantitative CSR indicators/Do not know

Does your company communicate progress towards the Sustainable Development Goals (SDGs)?

i For this question, documents from the parent company or group may be partially credited.

☒ Yes, my company communicates progress towards the Sustainable Development Goals (SDGs)

The document(s) should demonstrate the following: public or internal reporting of the company's progress towards the Sustainable Development Goals (SDGs). Examples of documents to attach: minutes of meeting, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Engagement NET ZERO DAVIDSON (Policy)

Page web VIDEO: Engagement NET ZERO DAVIDSON

☐ No

☐ Do not know

Has your company been audited on-site with regards to CSR issues (e.g Environment, Labor Practices & Human Rights, Business Ethics), on at least 1 of your company's locations? If yes, please upload on-site audit report and it must be within 2 years of today, contain a list of non-compliances identified (if any), contain Corrective Action Plan, and issued by a 3rd party auditor.

i For this question, answers and documents from your parent company are NOT allowed.

☒ Yes, and the report has all of the stated characteristics

The document(s) should demonstrate the following: 1) report date within 2 years of questionnaire answering day; 2) covering social audit issues (environment, labor and human rights, ethics); 3) formalized report with the list of Non-Conformities; 4) issued by an accredited 3rd party audit agency. IMPORTANT : Please note that if the audit was to obtain a management system certification (e.g. ISO 14001, ISO 45001, ISO 27001, ISO 50001, ISO22000, etc.), DO NOT link it to this question, please link them to the dedicated question on certifications. Click on the "?" button above for more info on what is an external on-site audit. Examples of documents to attach: external on-site audit report and corrective action plan report for compliance with social audit protocols.

Selected document: Certification BREEAM (Audit report)

Tout le rapport

Selected document: GPTW Bilan résultats VF 2020 (Audit report)

All

☐ Yes, but the report does not have all of the stated characteristics

The document(s) should demonstrate the following: 1) report date within 2 years of questionnaire answering day; 2) covering social audit issues (environment, labor and human rights, ethics); 3) formalized report with the list of Non-Conformities; 4) issued by an accredited 3rd party audit agency. IMPORTANT : Please note that if the audit was to obtain a management system certification (e.g. ISO 14001, ISO 45001, ISO 27001, ISO 50001, ISO22000, etc.), DO NOT link it to this question, please link them to the dedicated question on certifications. Click on the "?" button above for more info on what is an external on-site audit. Examples of documents to attach: external on-site audit report and corrective action plan report for compliance with social audit protocols.

☐ No on-site audit regarding CSR issues performed

EcoVadis may contract an independent auditor to conduct a site verification on the assessed company as a complementary part of the document-based assessment. The audits are conducted for internal quality assurance and methodology verification purposes.

Labor & Human Rights

All companies have a labor force, and the labor force's rights to health & safety and human rights need to be safeguarded. As labor laws vary between different countries, it is important to demonstrate how your company integrates the principles of international labor standards into your management system. Nowadays it is a best practice to track and integrate labor & human rights considerations into your operations and strategic decisions. The Labor & Human Rights theme focuses on two areas: human resources (with topics such as health & safety, working conditions, structured social dialogue, career management, and training) and human rights issues (such as child, forced labor & human trafficking, diversity, discrimination & harassment and external stakeholder human rights).

Does your company have a policy regarding labor practices or human rights issues ?

i For this question, documents from the parent company or group may be partially credited.

✓ Employees health and safety (e.g. management of employees health and safety issues)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address health and safety issues encountered by employees at work, for example physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substances. Examples of documents to attach: Company mission statement, Health and Safety policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

13 14

✓ Working Conditions (e.g. wages & working benefits, working hours, exchange of information and participations on working conditions)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address working hours, remunerations and social benefits granted to employees. Examples of documents to attach: Company mission statement, Working Conditions policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Orientation stratégiques 2020 (Policy)

All

Selected document: GPTW Bilan résultats VF 2020 (Audit report)

ALL

Selected document: Bilan social 2021 (Annual report)

all

✓ Labor Relations (e.g. structured relations with employee representatives / trade unions)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address social dialogue deployed through recognized employee representatives and collective bargaining. Examples of documents to attach: Company mission statement, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Bilan social 2021 (Annual report)

all

✓ Career Management (e.g. management of recruitment, training & career development)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address main career stages i.e. recruitment, evaluation, training and management of layoffs. Examples of documents to attach: Company mission statement, Career Development policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - DAVIDSON CODE 4 (Employee handbook)

40 41 48 49 52 53 64 65 84 85

✓ Child and Forced Labor (e.g. engagements or measures taken to prevent or eradicate child or forced labor)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address child, forced or compulsory labor issues within the company owned operations. Examples of documents to attach: Company mission statement, Human Rights policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

Page 7

☒ **Diversity, Discrimination & Harassment**

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that prevent discrimination and physical, psychological and verbal abuse in the work environment and/or promote equal treatment of people from different backgrounds. Examples of documents to attach: Company mission statement, Diversity policy/charter, Policy/charter against Discrimination and Harassment, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

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☒ **External stakeholder human rights**

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address direct and indirect human rights impacts of the company's operations on external stakeholders, such as rights to property/land, rights to self-determination, rights to safety/security etc. Examples of documents to attach: Company mission statement, Human Rights policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

7 8

☐ **Topics other than those mentioned above (please specify)**

Please specify

☐ **No policies**

What actions are in place regarding employee health and safety?

 For this question, answers and documents from your parent company are NOT allowed.

✓ Health and safety detailed risk assessment published and responsibilities clearly defined

The document(s) should demonstrate the following: risk assessments systematically identify and evaluate potential impact of operational tasks or conditions on employees' health and safety. Examples of documents to attach: internal risk assessments, hazard analysis documents, safety analysis documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: DUER 2020 (Annual report)

All

✓ Health and safety procedures translated into major languages spoken by employees

The document(s) should demonstrate the following: employee instructions or operational process on health and safety in the languages that employees speak to ensure good understanding across all employees. Examples of documents to attach: standard operating procedures, work instructions, manual, Annual Report, CSR/Sustainability Report, etc.

Selected document: Livret d'accueil 2021 (Employee handbook)

All

✓ Joint labor management health and safety committee in operation

The document(s) should demonstrate the following: the existence of health and safety committee with representatives from both the employer and the employees. Examples of documents to attach: communication materials, minutes of meeting, announcement, letters, Annual Report, CSR/Sustainability Report, etc.

Selected document: RACHSCT 2021 (Annual report)

All

✓ Active preventive measures for stress and noise

The document(s) should demonstrate the following: employee instructions, operational process, training, deployment of equipment, specific program or all other measures to prevent or mitigate employees' exposure to stress and noise. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: Matériaux innovants locaux DAV (Webpage / intranet extract)

Tout le lien

✓ Training of employees on health and safety risks and good working practices

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge on health and safety related to their job and/or to enhance their skills to perform their tasks safely. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: Livret d'accueil 2021 (Employee handbook)

All

✓ Mandatory health check up of employees

The document(s) should demonstrate the following: employee instructions or operational process for employees to undergo health check-ups which allow early detection of occupational disease, ensure that employees remain fit for work, and help the company gauge whether existing control measures are effective. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, health check-up reports, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: Rapport médecine du travail (Annual report)

All

☒ **Training of employees on risks related to work on client or project sites**

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge on health and safety related to their job at the client's or project site and good working practices to enable safe operations at the client's or project site. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: Livret d'accueil 2021 (Employee handbook)

All

☒ **Specific measures related to health and safety of remote workers or telecommuters (please specify)**

The document(s) should demonstrate the following: employee instructions, operational process, training, deployment of equipment, specific program or all other measures to ensure health and safety of remote workers or telecommuters (eg provision of an ergonomically-designed workstation to promote workers, use of health and safety audit checklist for remote working, etc). Examples of documents to attach: standard operating procedures, work instructions, training materials, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Please specify

Avenant Télétravail

Selected document: Charte Télétravail 2021 (Employee handbook)

All

☒ **Others (please specify)**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Journée accueil pour tous les nouveaux arriants + plan de prévention réalisé en partenariat avec tous nos clients pour leurs sites

Selected document: Livret d'accueil 2021 (Employee handbook)

All

☐ **No specific mechanisms in place**

☐ **Do not know**

What actions are in place regarding working conditions?

i For this question, answers and documents from your parent company are NOT allowed.

☒ Interactive communication session with employees regarding working conditions

The document(s) should demonstrate the following: Deployment of interactive communication sessions which allow employees to provide input and feedback on working conditions & benefits directly to the management while also allowing the management to directly respond to such input and feedback. Note that this excludes any negotiation, consultation or simply exchange of information between employee representatives (e.g. works council) and the management. Examples of documents to attach: standard operating procedures, work instructions, communication materials, presentation, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Selected document: Comité direction ouvert à tous salariés (Webpage / intranet extract)

0

Selected document: Discord, plateforme de discussions Davidson (Other)

all

☐ Compensation for extra or atypical working hours

The document(s) should demonstrate the following: provision of additional compensation to employees for overtime and/or all other forms of hours worked in excess of the normal hours. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

☒ Additional leave beyond standard vacation days

The document(s) should demonstrate the following: provision of additional leave beyond standard vacation days which could include maternity leave, paternity leave, marriage leave, compassionate leave, study leave, etc. Examples of documents to attach: employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Règle des congés (Annual report)

ALL

☒ Flexible organization of work available to employees (e.g. remote work, flexi-time)

The document(s) should demonstrate the following: provision of flexible working arrangement (eg part-time, telecommuting, job-shares, variable work schedules) to employees with the aim to support the needs of employees in achieving a balance between their home and working lives. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: Charte Télétravail 2021 (Employee handbook)

All

☒ Childcare services or allowance

The document(s) should demonstrate the following: provision of childcare service, assistance or allowance with the aim to support the needs of employees in achieving a balance between their home and working lives. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: Crèches Davidson (Other)

all

☒ **Health care coverage of employees in place**

The document(s) should demonstrate the following: detailed coverage of company's specific health care plan(s) which provides medical care for employees or their dependents directly or through insurance, reimbursement, or otherwise. Examples of documents to attach: detailed health care plan, program implementation records, employee handbook, communication materials, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Guide santé 2021 (Employee handbook)

all

☒ **Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees**

The document(s) should demonstrate the following: company communication of details of remuneration system to employees (beyond HR personnel) which allows employees to understand and benchmark their remuneration. Examples of documents to attach: employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Bilan annuel 2021 (Procedure)

All: Nous joignons à ça la communication de la grille d'augmentation (en%) aux consultants

☒ **Employee satisfaction survey**

The document(s) should demonstrate the following: survey used by companies to get feedback on employees about their engagement, morale and satisfaction at work. Examples of documents to attach: communication materials, presentation, survey questionnaire, survey result summary, Annual Report, CSR/Sustainability Report, etc.

Selected document: GPTW Bilan résultats VF 2020 (Audit report)

All

☐ **Employee stock ownership plan (not restricted to executive level)**

The document(s) should demonstrate the following: employee-owner program/plan that provides a company's workforce with an ownership interest in the company. The program should apply to employees beyond C-suite (executives/directors). Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, presentation, Annual Report, CSR/Sustainability Report, etc.

☒ **Bonus scheme related to company performance**

The document(s) should demonstrate the following: monetary remuneration for employees beyond base salary, linked to company performance. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Accord de participation Groupe (Policy)

all

☐ **Others (please specify)**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **No specific mechanisms in place**

☐ **Do not know**

What actions are in place regarding social dialogue?

 For this question, answers and documents from your parent company are NOT allowed.

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

The document(s) should demonstrate the following: existence of any union, works council or other agency or representative body that the company recognized for the purposes of bargaining collectively on behalf of any employee. Examples of documents to attach: agreements, announcement, meeting minutes, document showing election result, Annual Report, CSR/Sustainability Report, etc.

Selected document: PV CSE VF 2020 (Annual report)

All

☐ European Works Council in place

The document(s) should demonstrate the following: existence of European Works Council (EWC) which is an information and consultation body representing employees in European multinational companies. The EWC can be established if the company has at least 1000 employees in the European Economic Area and at least 150 employees in two member states. Examples of documents to attach: agreements, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

☒ Collective agreement on employees' health & safety

The document(s) should demonstrate the following: all agreements in writing regarding employees' health & safety (eg the establishment of joint labor-management health and safety committee, provision of protective clothing, compensation in case of injury, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Selected document: Convention SYNTEC (Webpage / intranet extract)

Titre 6

☒ Collective agreement on working conditions

The document(s) should demonstrate the following: all agreements in writing regarding working conditions and terms of employment (eg wages, working hours, vacation days, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Selected document: Convention SYNTEC (Webpage / intranet extract)

Titre 5

☒ Collective agreement on training & career management

The document(s) should demonstrate the following: all agreements in writing regarding training and career management (eg training opportunities, performance management, the availability of funds for training, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Selected document: Convention SYNTEC (Webpage / intranet extract)

titre 7

☒ **Collective agreement on discrimination and/or harassment**

The document(s) should demonstrate the following: all agreements in writing regarding discrimination and/or harassment concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations on the other, to prohibit discrimination in employment opportunities. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Selected document: Convention SYNTEC (Webpage / intranet extract)

Titre 1

☒ **Collective agreement in place**

The document(s) should demonstrate the following: all agreements in writing regarding any employment-related issues concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Selected document: Convention SYNTEC (Webpage / intranet extract)

all

☐ **Others (please specify)**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **No actions in place**

☐ **Do not know**

What actions are in place regarding training and career management?

i For this question, answers and documents from your parent company are NOT allowed.

✓ Transparent recruitment process (communicated clearly and formally to all candidates)

The document(s) should demonstrate the following: company communication of details of recruitment process to all candidates. An open, transparent, and merit-based recruitment process ensures equal opportunities to the job applicants, free of any direct or indirect discrimination. Examples of documents to attach: communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Modules E Learning Dav School (Employee handbook)

All

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

The document(s) should demonstrate the following: employee instructions or operational process to quantitatively and/or qualitatively assess and review employees' job performance on a regular basis. Examples of documents to attach: standard operating procedures, work instructions, employee evaluation documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: Bilan annuel 2021 (Procedure)

All

✓ Setting of Individual development and career plan for all employees

The document(s) should demonstrate the following: employee instructions or operational process to create an action plan for career and personal development with the aim to help employees reach short and long-term career goals, as well as improve current job performance. Examples of documents to attach: standard operating procedures, work instructions, individual development plan documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: Bilan annuel 2021 (Procedure)

All

✓ Official measures promoting career mobility

The document(s) should demonstrate the following: employee instruction, operational process, specific program or all other measures to promote internal career mobility within the organization based on employee's ability and potential. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, employee handbook, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - DAVIDSON CODE 4 (Employee handbook)

36 37

✓ Provision of skills development training

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge and skills specific for their work or for their career advancement. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: Bilan formation 2020 (Annual report)

All

☒ **Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)**

The document(s) should demonstrate the following: employee instructions, operational process, specific program or all other measures to minimize layoffs and mitigate associated negative impacts by providing employees with adequate notice in advance of a layoff and/or providing guidance, assistance and support to maximize their prospects for reemployment. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, employee handbook, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: GPTW Bilan résultats VF 2020 (Audit report)

All

☐ **Others (please specify)**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **No specific mechanisms in place**

☐ **Do not know**

What actions are in place to prevent discrimination and harassment?

i For this question, answers and documents from your parent company are NOT allowed.

☒ Proactive measures to prevent discrimination during recruitment phase (please specify)

The document(s) should demonstrate the following: employee instructions or operational process to prevent discriminatory hiring practices and provide equal opportunities to all candidates entering the employee selection process. Examples of documents to attach: standard operating procedures, audits to ensure accessible job posting language, training materials for HR/recruiters, Annual report, CSR/Sustainability report, etc.

Please specify

Formations régulières Manager pour sensibiliser et prévenir la discrimination lors de la phase de recrutement

Selected document: Modules E Learning Dav School (Employee handbook)

All

☒ Awareness training to prevent discrimination and/or harassment

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on discrimination/harassment issues so that they have the ability to avoid any situations which could become hostile or discriminatory. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: Programme de formation sensibilisation (Other)

All

☒ Measures for the integration of employees with disabilities

The document(s) should demonstrate the following: operational process to enable employees with a wide range of disabilities to perform their job duties, including physical and psychological adaptation (both working conditions and infrastructure). Examples of documents to attach: standard operation procedures, employee handbook, program implementation records, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: Programme de formation sensibilisation (Other)

All

☐ Whistleblower procedure on discrimination and harassment issues

The document(s) should demonstrate the following: established mechanism for different parties to report any cases of discrimination and/or harassment and inclusion of 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person in compliance department.). Examples of documents to attach: Code of Conduct, Employee handbook/manual, standalone whistleblower/reporting procedure, discrimination and harassment policy with report procedure section, Annual Report, CSR/Sustainability Report, etc.

☒ Measures to promote wage equality in the workplace (e.g. equal pay monitoring)

The document(s) should demonstrate the following: monitoring and/or auditing of remuneration practices to identify unequal pay, analysis of factors that contribute to the pay gap, and all other measures to eliminate the pay gap. Examples of documents to attach: pay gap report, pay gap audit, pay gap study, wage audits, wage monitoring reports, equal pay audit, Annual Report, CSR/Sustainability Report, etc.

Selected document: Bilan annuel 2021 (Procedure)

All: Utilisation d'un outil de reporting pour l'égalité des salaires en fonction des compétences et de l'expérience

☒ **Measures to prevent discrimination**

The document(s) should demonstrate the following: operational process, specific program or all other measures to prevent discrimination in the workplace. Examples of documents to attach: standard operation procedures, program implementation records, communication materials, employee handbook, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: Programme de formation sensibilisation (Other)

All

Selected document: Modules E Learning Dav School (Employee handbook)

All

☒ **Measures to promote a gender/minority inclusive environment**

The document(s) should demonstrate the following: operational process, specific program or any other actions to promote a gender inclusive environment in the workplace, for example increasing awareness on gender biases amongst employees. Examples of documents to attach: operational procedures, program implementation records, communication materials, employee handbook, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: 2022 - Butterfly Act (Policy)

9

☐ **Measures for the integration of senior employees**

The document(s) should demonstrate the following: operational process to retain older-aged employees and provide them with necessary support (ie employees resources groups) which would help ease generational tensions, misunderstandings and age-bound stereotypes. Examples of documents to attach: standard operation procedures, employee handbook, communication materials, training materials for older-aged employees, Annual Report, CSR/Sustainability Report, etc.

☐ **Remediation procedure in place for identified cases of discrimination and/or harassment**

The document(s) should demonstrate the following: operational process to support victims of discrimination and/or harassment (ie non-judicial procedure for provision of victims counseling, financial or non-financial compensations for physical or mental harm etc.). Examples of documents to attach: standard operating procedures, employee handbook, program implementation records, Annual report, CSR/Sustainability report, etc.

☐ **Others (please specify)**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **Do not know**

☐ **No actions in place**

Please identify the coverage (in %) of your company's actions throughout all company operations/workforce on one or more of the following items:

 For this question, documents from the parent company or group may be partially credited.

☒ **% of all operational sites for which an employee health & safety risk assessment has been conducted (please specify)**

The document(s) should demonstrate the following: percentage of all operational sites for which an employee health & safety risk assessment or a hazard identification and risk assessment has been conducted. Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, risk assessment document with indication on the scope of the assessment, Control of Substances Hazardous to Health (COSHH) assessment document, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: DUER 2020 (Policy)

All

☒ **% of the total workforce across all locations represented in formal joint management-worker health & safety committees**

The document(s) should demonstrate the following: percentage of the total workforce across all company locations represented in the health & safety committees which are composed of both management and worker representatives. Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: PV CSE VF 2020 (Annual report)

All

☒ **% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (please specify)**

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who are covered by collective agreements on working conditions and terms of employment (e.g. wages, working hours, vacation days, etc.). Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: PV CSE VF 2020 (Annual report)

All

☒ **% of the total workforce across all locations who are covered by formally-elected employee representatives (please specify)**

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who are covered by any union, works council or other agency or representative body that the company recognizes to bargain collectively on behalf of employees. Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: PV CSE VF 2020 (Annual report)

All

☒ **% of the total workforce across all locations who received regular performance and career development reviews (please specify)**

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who received regular performance and career development reviews (quantitative and/or qualitative reviews). Examples of documents to attach: human resource report, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: Bilan annuel 2021 (Procedure)

all

☒ **% of the total workforce across all locations who received career- or skills-related training (please specify)**

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who received training to strengthen employees' knowledge and skills specific to their work or their career advancement. Examples of documents to attach: human resource report, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: Bilan annuel 2021 (Procedure)

all

☒ **% of the total workforce across all locations who received training on preventing discrimination and human rights violations (please specify)**

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who received training to strengthen employees' knowledge on discrimination/harassment issues and human rights violations so that they have the ability to avoid any situations which could become hostile or discriminatory or could lead to human rights being violated. Examples of documents to attach: human resource report, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: 2022 - Butterfly Act (Policy)

7 8 19

☒ **% of all operational sites that have been subject to human rights reviews or human rights impact assessments (please specify)**

The document(s) should demonstrate the following: percentage of all operational sites that have been subject to human rights reviews or human rights impact assessments to identify salient human rights issues and risks to the potentially impacted stakeholders. Examples of documents to attach: human rights report, minutes of meeting, human rights impact assessment report, Annual Report, CSR/Sustainability Report, etc.

Please specify

100

Selected document: 2022 - Butterfly Act (Policy)

7

☐ **Other indicator on the % of the deployment of labor or human rights actions throughout all company operations/workforce (please specify)**

The document(s) should demonstrate the following: percentage of company operations/workforce that are covered by the deployment of other labor or human rights actions. Please also specify the implemented action(s). Examples of documents to attach: human resource report, minutes of meeting, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

☐ **No labor or human rights actions in place**

☐ **Do not know**

On which of the following topics does your company report Key Performance Indicators (KPIs)?

For this question, documents from the parent company or group may be partially credited.

Employee Health & Safety

The document(s) should demonstrate the following: public or internal reporting of consolidated data on employee health and safety at work, such as number of physiological and psychological incidents from company operations, number of employees trained on health and safety issues. Examples of documents to attach: annual safety incident report, annual health and safety training summary report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

50

Working Conditions

The document(s) should demonstrate the following: public or internal reporting of consolidated data on remunerations and social benefits granted to employees, such as number of employees covered with healthcare, etc. Examples of documents to attach: annual employee benefits report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

ALL

Social Dialogue

The document(s) should demonstrate the following: public or internal reporting of consolidated data on social dialogue mechanisms such as number of employees covered by employee representatives, number of employees covered by collective agreements. Examples of documents to attach: annual labor union report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

ALL

Career Management & Training

The document(s) should demonstrate the following: public or internal reporting of consolidated data on employee career development, such as number of skills trainings provided, number of employees with personal development plans, number of internal recruitment cases, etc. Examples of documents to attach: annual training report, annual employee development report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: 2022 - DAVIDSON CODE 4 (Employee handbook)

84 85

Child Labor, Forced Labor and Human Trafficking (if applicable)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on child, forced or compulsory labor issues within the company-owned operations, such as number of child or forced labor incidents reported, number of inspections per year to audit factories for child or forced labor, etc. Examples of documents to attach: annual human rights report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

41

☒ **Diversity, Discrimination & Harassment**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the prevention of discrimination and physical, psychological and verbal abuse in the workplace and/or the number of whistleblower cases of discrimination or harassment incidents, number of employees trained on discrimination or harassment issues. Examples of documents to attach: annual social report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

30

☒ **External Human Rights Issues (if applicable)**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on direct and indirect human rights impacts of the company's operations on external stakeholders, such as rights to property/land, rights to self-determination, rights to safety/security etc. Examples of documents to attach: annual human right report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: QUESTIONNAIRE B CORP DAVIDSON (Annual report)

ALL

☐ **Topics other than those mentioned above**

Please specify

☐ **None of the above/Do not know**

LAB620 - mandatory



Please report on the following KPI related to career management & training (please specify the year)

 For this question, documents from the parent company or group may be partially credited.

☒ **Reporting year**

Please provide the calendar year(s) the declared reporting data covers. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

2020

☒ **Average hours of training provided per employee**

Training is referred to all types of vocational training and instruction and/or external education which is paid fully or partly by the company. Examples of documents to attach: training report, training materials Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the number of hours each employee is trained on average. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

13

Selected document: Bilan formation 2020 (Annual report)

All

☐ **Reporting available at parent company level only**

☐ **Not monitored/Do not know**

Please report on the following KPIs related to workplace diversity (please specify the year)

i For this question, documents from the parent company or group may be partially credited.

☒ Reporting year

Please provide the calendar year(s) the declared reporting data covers. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

2020

☐ Percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization (if applicable)

Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of workers from minority groups and/or vulnerable groups employed in the company. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Note that the availability of data on percentage of workers from minority groups and/or vulnerable workers depends on national regulations. There is no negative repercussion on the EcoVadis rating if the KPIs are not available.

Please specify

☐ Percentage of workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors) (if applicable)

Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of workers in top executive positions (company's own definition, excluding the company's board of director members) from minority groups and/or vulnerable groups in the company. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Note that the availability of data on percentage of workers from minority groups and/or vulnerable workers depends on national regulations. There is no negative repercussion on the EcoVadis rating if the KPIs are not available.

Please specify

☒ Percentage of women employed in relation to the whole organization

Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of female employees in the company. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

25,93%

☒ **Percentage of women in top executive positions (excluding boards of directors)**

Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of women in top executive positions (company's own definition, excluding the company's board of director members). The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

73% (sur 11 postes de direction hors membres du conseil d'administration, 8 sont occupés par des femmes). Quelques exemples en PJ

Selected document: Responsable GP davidson (Webpage / intranet extract)

All

Selected document: Responsable comptabilité DAVIDSON (Webpage / intranet extract)

ALL

Selected document: Responsable communication Davidson (Webpage / intranet extract)

ALL

Selected document: Responsable ADV Davidson (Webpage / intranet extract)

ALL

☐ **Reporting available at parent company level only**

Select this if the available reporting data is only from the parent company level.

☐ **Not monitored/Do not know**

LAB7100 - mandatory



Has your company obtained any labor and human rights management system certification?

 For this question, answers and documents from your parent company are NOT allowed.

☒ **Yes**

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

B CORP & Great Place to Work

Selected document: CERTIFICATION B CORP (Certificate)

All

Selected document: GPTW Bilan résultats VF 2020 (Audit report)

ALL

☐ **No/Do not know**

What is the percentage of operational facilities that are ISO 45001/OHSAS 18001 certified?

For this question, answers and documents from your parent company are NOT allowed.

☐ **0-20%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **21-40%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **41-60%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **61-80%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **81-100%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **Not applicable (if only one operational site)**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☒ **Not Monitored**

☐ **Do not know**

Additional comments regarding Labor and Human Rights topics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

For this question, answers and documents from your parent company are NOT allowed.

Please specify



Environment

All companies have some degree of impact on the environment, be it by using electricity to run an office or contributing to deforestation for grazing land. It is important for companies to take responsibility for the environmental impact of their operations, such as water/materials use during manufacturing, energy use in offices, but also their end product or service, such as the energy efficiency of electronics, or take-back programs at the end-of-life. The Environment theme includes questions about what your company is doing to mitigate the environmental impact through the implementation of policies, actions, and monitoring of results.

Does your company have a formalized environmental policy? (for suppliers environmental issues, see section SUSTAINABLE PROCUREMENT)

For this question, documents from the parent company or group may be partially credited.

☒ Energy consumption and Greenhouse gases

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address energy consumption and greenhouse gases-related issues during company operations. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, CDP Climate Change Report, etc.

Selected document: Engagement NET ZERO DAVIDSON (Policy)

Tout le document

Selected document: Certification BREEAM (Audit report)

Tout le rapport

☒ Waste management and recycling

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that reflect on the company's management of waste generated from operations. Examples of documents to attach: Company mission statement, Waste Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Recyclage matériel informatique (Other)

All

Selected document: Recyclage cartouches (Other)

All

☒ Promotion of Sustainable Consumption

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that promote the sustainable consumption of company's own products or services among their customer base. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Installation de bornes électriques parking DAVIDSON (Other)

all

Selected document: DISCORD GREENIT (Webpage / intranet extract)

all

Selected document: DISCORD B CORP (Webpage / intranet extract)

All

Selected document: B CORP DISCORD CHANNELS (Employee handbook)

all:

capture d'écran de notre DISCORD avec les salons de discussions autour des enjeux environnementaux (chantiers, astuces, idées, etc)

☐ Topics other than those mentioned above (please specify)

☐ No Policies

What actions are in place regarding the reduction of energy consumption and the emissions of GHG?

i For this question, answers and documents from your parent company are NOT allowed.

☒ Training of employees on energy conservation/climate actions

The document(s) should demonstrate: employee awareness/training programs related to energy conservation or GHG emissions reduction which educate employees on their roles in saving energy and reducing GHG emissions. This training may involve new processes, energy saving guidelines, best practices, etc. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: B CORP DISCORD CHANNELS (Employee handbook)

all

Selected document: DISCORD B CORP (Webpage / intranet extract)

all

☒ Purchase(s) and/or generation of renewable energy

The document(s) should demonstrate: evidence that the company purchases or generates energy from renewable sources, such as solar, wind, water, etc. Examples of documents to attach: invoice, contractual agreement, standard operating procedures, work instructions, program implementation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: Installation de bornes électriques parking DAVIDSON (Other)

all

Selected document: Electricité mandat 2021 (Other)

All

☐ Purchase(s) of verified carbon offset credits

The document(s) should demonstrate: evidence that the company purchases verified carbon offset credits which allow the company to compensate its own GHG emissions. Afforestation or power generated from renewable energy sources are common carbon offset projects. Examples of documents to attach: invoice, contractual agreement, evidence of registration with a reputable carbon offset program (Verified Carbon Standard, Gold Standard, Climate Action Reserve, American Carbon Registry, etc.), verification report for the offset credits, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

☒ Energy and/or carbon audit

The document(s) should demonstrate: energy and/or carbon audit conducted to assess the energy consumption and/or GHG emissions of the company's facilities, including office building, manufacturing sites, and transportation. It helps a company to identify potential reduction associated with energy consumption or GHG emissions. Examples of documents to attach: energy audit report, carbon audit report, standard operating procedures, work instructions, assessment reports, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: Toovalu (Audit report)

all

☒ Other actions to reduce energy consumption/GHG emissions

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Au vu de son savoir faire dans le monde du Digital, Davidson participe activement au collectif GreenIT afin d'essayer d'apporter des réponses aux questions d'éco-conception et d'éco-coding.

Selected document: 2022 - Green IT Davidson (Policy)

All: Document de présentation de nos activités GreenIT

☐ No actions/Do not know

ENV352



What actions are in place regarding waste management?

 For this question, answers and documents from your parent company are NOT allowed.

☒ Work processes implemented to recycle paper/cardboard waste

The document(s) should demonstrate the following: employee instructions or operational process to manage paper/cardboard waste in order to optimize recycling opportunities. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: Toovalu (Audit report)

19

☒ Work processes implemented to recycle toners and ink cartridges

The document(s) should demonstrate the following: employee instructions or operational process to manage used toners and ink cartridges in order to optimize recycling opportunities. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: Recyclage cartouches (Other)

all

☒ Work practices implemented to recycle IT equipment (laptops, desktop, printers, monitors)

The document(s) should demonstrate the following: employee instructions or operational process to manage IT waste in order to optimize recycling opportunities. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: Recyclage matériel informatique (Other)

all

☒ Work processes implemented to recycle Others (Please specify)

The document(s) should demonstrate the following: employee instructions or operational process to manage other types of waste in order to optimize recycling opportunities. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Please specify

Nous recyclons tous nos déchets

Selected document: Toovalu (Audit report)

19

☐ Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ No specific mechanisms in place

☐ Do not know

What actions are in place to promote sustainable consumption?

i For this question, answers and documents from your parent company are NOT allowed.

☒ Training/program to raise employees' or engineers' awareness regarding project's environmental impact

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge in the environmental impacts of the projects that the company provides to customers. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

31 32 33

☒ Provision of environmental consulting or environmental solution services to clients.

The document(s) should demonstrate the following: company offering environmental consulting services as an additional option to promote awareness and change consumer behavior regarding sustainable consumption. Examples of documents to attach: sustainability program brochure, promotional material, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Green IT Davidson (Policy)

All: Nous développons maintenant une offre de conseil en éco coding et éco conception

☒ Measures to inform clients on environmental impacts of projects/services (please specify)

The document(s) should demonstrate the following: detailed information available to help customers diagnose, reduce, adjust or choose the level of environmental impact related to the product/service. Examples of documents to attach: external training material, product/service brochure, promotional material, Annual Report, CSR/Sustainability Report, etc.

Please specify

A travers nos recherches en GreenIT, nous incorporons maintenant à nos offres une analyse de la consommation et de l'efficacité de la solution web.

Selected document: 2022 - Green IT Davidson (Policy)

All: nous développons maintenant une offre de conseil en éco coding et éco conception

☒ Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Action Groupe

Selected document: B CORP DISCORD CHANNELS (Employee handbook)

all

Selected document: DISCORD B CORP (Webpage / intranet extract)

all

Selected document: DISCORD GREENIT (Webpage / intranet extract)

all

☐ No specific mechanisms in place

☐ Do not know

Please identify the coverage (in %) of your company's actions throughout all company operations on one or more of the following items:

 For this question, documents from the parent company or group may be partially credited.

☒ **% of the total workforce across all locations who received training (internally or externally) on environmental issues (please specify)**

The document(s) should demonstrate the following: percentage of employees that have attended any internal and/or external training on environmental issues related to company operations. Examples of documents to attach: environmental program implementation record, environmental training report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

Sensibilisation fréquentes à travers B CORP et actions dédiées (cf forum)

Selected document: B CORP DISCORD CHANNELS (Employee handbook)

all

Selected document: DISCORD B CORP (Webpage / intranet extract)

all

Selected document: DISCORD GREENIT (Webpage / intranet extract)

all

☒ **% of all operational sites for which an environmental risk assessment has been conducted (please specify)**

The document(s) should demonstrate the following: percentage of operational sites that have undergone an environment risk assessment. Examples of documents to attach: environmental program implementation record, environment risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

100%

Selected document: Toovalu (Audit report)

All

☐ **Other indicator on the % of the deployment of environmental actions throughout all company operations (please specify)**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **No environmental actions in place**

☐ **Do not know**

On which of the following topics does your company report Key Performance Indicators (KPIs)?

 For this question, documents from the parent company or group may be partially credited.

☒ Energy Consumption & GHGs

The document(s) should demonstrate the following: public or internal reporting of consolidated data on energy consumption and greenhouse gas emissions from company operations. Examples of documents to attach: annual energy consumption report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: Engagement NET ZERO DAVIDSON (Policy)

Tout le document

☒ Materials Consumption & Waste management

The document(s) should demonstrate the following: public or internal reporting of consolidated data on company's consumption of raw materials and chemicals, non-hazardous and hazardous waste and air emissions other than greenhouse gases. Examples of documents to attach: annual raw material consumption report, annual chemicals consumption report, annual waste management report, annual waste recycling report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: Toovalu (Audit report)

all

☒ Environmental Services & Advocacy

The document(s) should demonstrate the following: public or internal reporting of consolidated data on progress of the promotion of sustainable consumption of company's own products or services among their customer base, such as amount of greenhouse gas emissions offsetted for clients, etc. Examples of documents to attach: annual client carbon offsetting program report, annual environmental services program report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: 2022 - Green IT Davidson (Policy)

all

☐ Topics other than those mentioned above (please specify)

Please specify

☐ None of the above/Do not know

Please report on the following KPIs regarding energy consumption & GHGs:

 For this question, documents from the parent company or group may be partially credited.

✓ Reporting year

Please provide the calendar year(s) the declared reporting data covers. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

2019

✓ Total Scope 1 GHG emissions in metric tons CO₂e

Scope 1 emission is the GHG emissions from sources the company owns or controls, which includes the generation of heat, steam or electricity, physical or chemical processing, etc. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 1 emissions. Examples of documents to attach: energy report, energy audit report, GHG emissions report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on total gross Scope 1 GHG emissions from company operations in tons of CO₂ equivalent. Scope 1 GHG emissions include the CO₂ emissions from the consumption of fuel owned or controlled by the company. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

498.64 T

Selected document: Toovalu (Audit report)

9

✓ Total Scope 2 GHG emissions in metric tons CO₂e

Scope 2 emission is the GHG emissions from the generation of purchased electricity consumed by the company. Purchase electricity regards as the electricity that is purchased or otherwise brought into the operation of the company. Different from scope 1 emission, the scope 2 emission physically occurs at the facility where the electricity is generated. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 2 emission. Examples of documents to attach: energy report, energy audit report, GHG emissions report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on total gross Scope 2 GHG emissions from company operations in tons of CO₂ equivalent. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

124.66 T

Selected document: Toovalu (Audit report)

9

☐ Reporting available at parent company level only

Select this if the available reporting data is only from the parent company level.

☐ Not monitored/Do not know

Please report on the following environmental KPIs (please specify the year)

i For this question, documents from the parent company or group may be partially credited.

☒ Reporting year

Please provide the calendar year(s) the declared reporting data covers. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

2019

☒ Total energy consumption in MWh

Examples of documents to attach: energy report, internal energy tracking report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the company's energy consumption which includes fuels before combustion and the amount of purchased energy inputs which include electricity, heat, steam and cooling for use by operations. It is expected that the data is in Megawatt hours (MWh). The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

510

Selected document: Toovalu (Audit report)

17

☒ Total weight of waste in tons

Please specify

Suivi local

Selected document: Toovalu (Audit report)

19

☐ Reporting available at parent company level only

☐ Not monitored/Do not know

Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP.

i For this question, documents from the parent company or group may be partially credited.

☐ Yes

Select if your company is a respondent to CDP's Climate Change questionnaire. The date of the report provided should be within the last two calendar years.

☒ No

☐ Do not know

Has your company obtained any environmental management system certification?

i For this question, answers and documents from your parent company are NOT allowed.

☒ **Yes**

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

Certification B CORP Et Certification BREEAM

Selected document: Certification BREEAM (Audit report)

Tout le document

Selected document: B CORP DAVIDSON (Audit report)

Tout le document

☐ **No/Do not know**

Percentage of operational facilities certified ISO 14001, EMAS or against other environmental management standard?

i For this question, answers and documents from your parent company are NOT allowed.

☐ **0-20%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **21-40%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **41-60%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☐ **61-80%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

☒ **81-100%**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Selected document: ELISE RECYCLAGE DES DECHETS (Policy)

[Tout le document](#)

Selected document: B CORP DAVIDSON (Audit report)

[Tout le document](#)

☐ **Not applicable (if only one operational site)**

☐ **Not monitored**

☐ **Do not know**

Additional comments regarding environmental topics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

i For this question, answers and documents from your parent company are NOT allowed.

Please specify

Davidson souhaite aller plus loin dans sa démarche RSE en y incorporant un volet digital, coeur de métier de la société. En ce sens, nous sommes actif au sein du collectif GreenIT pour tenter d'apporter des solution en terme d'éco-coding et d'éco-conception (CF Document dans la bibliothèque de documents "GreenIT Davidson"

//

Ethics

There are increasing regulations on business ethics issues such as bribery and information security which concern all companies. Threats to fair business practices arise more often in risky countries and in industries which regularly handle government contracts. But there is a growing expectation for all companies to address the basic threats of corruption and bribery. The Ethics theme addresses topics such as corruption and bribery, anti-competitive practices and information security. Questions are customized to your industry, size, and location.

Has your company implemented a formal policy covering any of the following topics?

 For this question, documents from the parent company or group may be partially credited.

☒ Corruption

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent offering, promising, giving, accepting or soliciting an advantage as an inducement for an action which is illegal, unethical or a breach of trust. Examples of documents to attach: Company mission statement, Anti-corruption policy, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

7 et 16

☒ Conflict of interest

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent occurrence of a situation where an individual or the entity for which they work is confronted with choosing between the duties and demands of their position and their own private interests. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

23

☒ Fraud

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent offences that intentionally deceive someone in order to gain an unfair or illegal advantage. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

16

☒ Money laundering

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent concealing the origin, ownership or destination of illegally or dishonestly obtained money by hiding it within legitimate economic activities to make them appear legal. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

28 29

☐ Anti-competitive practices

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that ensure the company does not restrict competition, maintain or increase their relative market position in an abusive and dominant way. Examples of documents to attach: Company mission statement, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

☒ Information security

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that ensure the secure collection, processing or storage of third-party information for business purposes. Examples of documents to attach: Company mission statement, Data Protection or Information Security Policy, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Certificat ISO 27001 (Certificate)

1

☐ **Others (please specify)**

Please specify

☐ **No policy**

What actions are in place to prevent corruption and bribery?

i For this question, answers and documents from your parent company are NOT allowed.

☒ Awareness training performed to prevent corruption and bribery

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on prevention of corruption and bribery-related issues. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: OPIGNO / Plateforme de E LEARNING DAVIDSON (Other)

All

☐ Anti-corruption due diligence program on third parties in place

The document(s) should demonstrate the following: detailed and concrete steps to investigate third-parties the company engages with (ie suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) to ensure anti-corruption compliance and prevent third-party corruption incidents. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

☒ Whistleblower procedure for stakeholders to report corruption and bribery

The document(s) should demonstrate the following: established mechanism for different parties to report corruption issues and include 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, anti-corruption policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

8

☐ Corruption risk assessments performed

The document(s) should demonstrate the following: assessment of corruption-related risks across the company operations to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.

☒ Audits of control procedures (e.g. accounting, purchasing etc.) to prevent corruption and bribery

The document(s) should demonstrate the following: regular monitoring of the effectiveness of ethics and compliance control systems performed through internal testing and/or formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - Butterfly Act (Policy)

8

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

The document(s) should demonstrate the following: process in place for employees to report or obtain approval for sensitive transactions which normally involve external stakeholders and could be perceived or implied as favors. Approval items could include but are not limited to a range of value, types of items accepted, etc. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

☐ Others

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ No actions in place/Do not know

What actions are in place regarding information security?

i For this question, answers and documents from your parent company are NOT allowed.

✓ Awareness training to prevent information security breaches

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on information security-related issues. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: Questionnaire sensibilisation 2020 (Policy)

ALL:

Tous les salariés doivent suivre la sensibilisation. D'autres questionnaires sont aussi fait en fonction de chaque métier (chef de projet, staff, développeur, etc)

✓ Information security due diligence program on third parties in place

The document(s) should demonstrate the following: detailed and concrete steps to evaluate and/or investigate the third-parties the company engages with which process personal data or handle stakeholder information on its behalf (i.e. suppliers, vendors, contractors, IT service providers, consultants) to ensure third-party compliance with the company's internal information security and/or data privacy practices. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: Exigences de sécurité fournisseur (2021) (Policy)

all

☐ Whistleblower procedure for stakeholders to report information security concerns

The document(s) should demonstrate the following: established mechanism for different parties to report information security breaches and related concerns and include 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, information security policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

✓ Information security risk assessments performed

The document(s) should demonstrate the following: assessment of information security-related risks across the company operations to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: Plan de traitement des risques 2021 (Policy)

all

✓ Audits of control procedures to prevent information security breaches

The document(s) should demonstrate the following: regular monitoring of the effectiveness of information security control systems performed through internal testing and/or formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Annual Report, CSR/Sustainability Report, etc.

Selected document: Audit de la sécurité de l'information (2021) (Policy)

all

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

The document(s) should demonstrate the following: employee instructions or procedure to detect, respond to and limit the impact of information security breaches to prevent further damage and reassure affected parties. Examples of documents to attach: standard operating procedures(internal or third-party), work instructions, Annual Report, CSR/Sustainability Report, etc.

Selected document: Politique de la gestion des incidents 2021 (Policy)

all

☒ **Implementation of a records retention schedule**

The document(s) should demonstrate the following: formalized and detailed schedule indicating the length of time each type of third-party data must be retained for. Examples of documents to attach: standard operating procedures, work instructions, employee handbook/manual, document retention records, Annual Report, CSR/Sustainability Report, etc.

Selected document: Maitrise de la documentation et enregistrements (Policy)

All

☒ **Measures to protect third party data from unauthorized access or disclosure**

The document(s) should demonstrate the following: internal controls to restrict physical or digital access to third party data by unauthorized employees/an or parties. Examples of documents to attach: work instructions, standard operating procedures, subject access request procedure, description of functioning of firewalls, Annual Report, CSR/Sustainability Report, etc.

Selected document: Installation Bitlocker (Procedure)

0

Selected document: Installation et config certificats (Procedure)

0

Selected document: Utilisation mesures crypto (2021) (Policy)

all

Selected document: Authentification serveurs (2021) (Procedure)

all

Selected document: Authentification (2021) (Policy)

all

☒ **Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information**

The document(s) should demonstrate the following: employee instructions or operational process to consult and inform the customers/clients on the particulars of collection and storage of their personal data, for example the type of data collected, data sharing with third parties, etc. Examples of documents to attach: standard operating procedure, work instructions, Annual Report, CSR/Sustainability Report, etc.

Selected document: Politique protection données (Policy)

All

☐ **Others**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **No actions in place/Do not know**

Has your company obtained external certifications related to business ethics issues (e.g. anti-corruption, information security)?

 For this question, answers and documents from your parent company are NOT allowed.

☒ ISO 27000

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Selected document: Certificat ISO 27001 (Certificate)

All

☐ Other anti-corruption certification schemes (e.g. Ethic Intelligence, Trace, etc)(please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

☐ Other information security certification schemes (e.g. Cyber Essentials etc.)(please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

☒ Others (please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

ISO/CEI 9001

Selected document: ISO 9001 2020 (Certificate)

All

☐ No business ethics certification

☐ Do not know

Please report on the following Key Performance Indicators (KPIs) related to ethics (please specify the year)

i For this question, documents from the parent company or group may be partially credited.

☒ Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

☒ Percentage of total workforce trained (e.g. through e-learning) on business ethics issues

The document(s) should demonstrate the following: public or internal reporting of consolidated data on percentage of employees trained on business ethics related issues in forms of e-learning, in-person training, workshops, etc. Examples of documents to attach: business ethics report, internal control report, risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

OPIGNO

Selected document: OPIGNO / Plateforme de E LEARNING DAVIDSON (Other)

ALL

☐ Number of reports related to whistleblower procedure

The document(s) should demonstrate the following: public or internal reporting of consolidated data on number of reported cases of business ethics related violations through internal or external whistleblower procedure. Examples of documents to attach: business ethics report, whistleblower report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☐ Number of confirmed corruption incidents

The document(s) should demonstrate the following: public or internal reporting of consolidated data on number of lawsuits against the company on business ethics related violations. A confirmed corruption incident is defined as the corruption incident that has been found to be a substantiated violation of the corruption related code of conduct, company policies or law. Incident that is still under investigation during the reporting period is not regarded as a confirmed incident. Examples of documents to attach: business ethics report, internal control report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☐ Number of confirmed information security incidents

Please specify

☐ Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted

The document(s) should demonstrate the following: public or internal reporting of consolidated data on percentage of operational sites that have gone through business ethics related internal audit or risk assessment. Examples of documents to attach: business ethics report, internal control report, risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☐ **Percentage of all operational sites with certified anti-corruption management system**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on percentage of operational sites that are covered by an anti-corruption management system that is certified by third party standards. Examples of documents to attach: business ethics report, internal control report, risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☒ **Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (or other equivalent/similar standard)**

The document(s) should demonstrate the following: certificate with an annex indicating the sites/entities included in the scope of the certification or a list of certified sites if they are made available in a third-party verified report. Please note that the list of certified sites should clearly indicate the sites and the associated certificate expiry dates. Examples of documents to attach: certificate issued by an accredited third party, a third-party verified report such as Annual Report and CSR Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

100%

Selected document: Certificat ISO 27001 (Certificate)

All

☐ **Reporting available at parent company level only**

Select this if the available reporting data is only from the parent company level.

☐ **Other KPIs on ethics**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **Not monitored/Do not know**

FB800



Additional comments regarding Ethics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

 For this question, answers and documents from your parent company are NOT allowed.

Please specify

L'éthique dans le système de gestion de Davidson a toujours été au centre des préoccupations. Dès sa création, une politique de transparence a été instaurée et est à la base de notre management horizontal. Nous avons développé une chaîne d'outils permettant une communication importante entre tous les salariés et favorisant la diffusion d'informations et l'équité.

Sustainable Procurement

Your customers face increasing sustainability risks along their supply chain, which includes your own supply chain, too. Therefore, it is important for all companies to note where their resources come from, how they are obtained, and, ultimately, how the sustainability management systems of their trading partners are organized. The Sustainable Procurement theme includes questions about the materials you buy, the services you hire, the conditions of those who make components for you, and the actions you are taking to enable Sustainable Procurement within your supply chain.

SUP100 - mandatory



Does your company have a formal policy covering any of the topics below (please select from the options provided)?

 For this question, documents from the parent company or group may be partially credited.

☒ **Sustainable procurement policy on environmental issues**

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that integrate environmental issues in company's supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - SIGNATAIRE CHARTE ACHAT'S RESPONSABLES (Procedure)

Tout le document

☒ **Sustainable procurement policy on labor practices and human rights**

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that integrate labor and human rights issues (e.g. working hours, wages) in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - CHARTE ACHAT'S RESPONSABLES (Code of ethics / code of conduct)

Tout le document

☐ **Topics other than those mentioned above (please specify)**

Please specify

☐ **No policies**

What actions are in place regarding the integration of social or environmental factors within procurement?

 For this question, answers and documents from your parent company are NOT allowed.

☒ Supplier CSR code of conduct in place

The document(s) should demonstrate the following: expectations for the company's suppliers to follow in order to be socially and environmentally responsible. A supplier code of conduct should exist in a separate document from a company's sustainable procurement policy as each serves a different purpose (the former is external for suppliers and the latter is internal for the procurement team or other purchasing employees). Examples of documents to attach: supplier code of conduct, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - CHARTE ACHATS RESPONSABLES (Code of ethics / code of conduct)

All

☒ Integration of social or environmental clauses into supplier contracts

The document(s) should demonstrate the following: provisions/clauses in business contracts that cover social & environmental issues which are not directly connected to the subject matter of the specific contract with the aim to set the expectations on sustainability. Examples of documents to attach: standard operating procedures, work instructions, contracts, terms and conditions documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - CHARTE ACHATS RESPONSABLES (Code of ethics / code of conduct)

All

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

The document(s) should demonstrate the following: a process to identify which suppliers, products or purchasing categories expose the company to CSR risk. Examples of documents to attach: standard operating procedures, work instructions, risk assessment documents, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

☒ Supplier assessment (e.g. questionnaire) on environmental or social practices

The document(s) should demonstrate the following: questionnaire-based review of a supplier's CSR practices which is remote, ie without going to a supplier site, done either by a third party or directly by the supplier without verification (ie self-assessment). Examples of documents to attach: standard operating procedures, work instructions, questionnaires, checklists, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2022 - SIGNATAIRE CHARTE ACHATS RESPONSABLES (Procedure)

All

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

The document(s) should demonstrate the following: training programs provided to procurement professionals on sustainable purchasing to ensure their understanding of social and environmental issues and their integration into the procurement function. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: OPIGNO / Plateforme de E LEARNING DAVIDSON (Other)

All

☐ On-site audits of suppliers on environmental or social issues

The document(s) should demonstrate the following: employee instructions or operational process on on-site audit of the company's supplier to identify non-conformances to the mandatory CSR requirements. Examples of documents to attach: standard operating procedures, work instructions, inspection/audit reports, Annual Report, CSR/Sustainability Report, etc.

☐ Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

The document(s) should demonstrate the following: training programs (eg in-person training, participation to 3rd party training programs, formal sharing of best practices and performance, hosting of supplier-focused events, etc) provided to suppliers covering sustainability issues. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

☐ **Performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)**

The document(s) should demonstrate the following: process or mechanism in place to reward suppliers who performs well in terms of CSR by giving awards, access to RFPs, or any other preferential treatment. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, letters, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

☐ **Sustainable procurement objectives integrated into buyer performance reviews**

The document(s) should demonstrate the following: process or mechanism that integrates CSR performance of suppliers into the performance appraisal of buyers. Examples of documents to attach: standard operating procedures, work instructions, employee evaluation documents, Annual Report, CSR/Sustainability Report, etc.

☐ **Worker voice surveys or other advanced supplier monitoring practices (e.g. second tier audits)**

The document(s) should demonstrate the following: supplier performance monitoring solution designed to obtain anonymous worker feedback as an input for buyers to verify risks. Technology is deployed to enable workers to access surveys via text messages, phone calls, proprietary applications. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, presentation, manual, Annual Report, CSR/Sustainability Report, etc.

☐ **Others (please specify)**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

☐ **No actions in place/ Do not know**

Please report on the following KPIs related to sustainable procurement (please specify the year)

i For this question, documents from the parent company or group may be partially credited.

☒ Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

☐ Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) who have signed the supplier code of conduct during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☐ Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted contracts (e.g. by purchasing category, strategic suppliers, or other targeting factors) that include clauses on environmental, labor, human rights, and ethical requirements during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☐ Percentage of targeted suppliers that have gone through a CSR assessment (e.g. questionnaire)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an assessment on their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☐ Percentage of targeted suppliers that have gone through a CSR on-site audit

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an on-site audit of their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☒ **Percentage of buyers across all locations who have received training on sustainable procurement**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of the company's procurement staff (buyers) who received training on sustainable procurement to ensure understanding of social and environmental issues and how to integrate them into their procurement function. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

100%

Selected document: OPIGNO / Plateforme de E LEARNING DAVIDSON (Other)

ALL

☐ **Other CSR KPIs on suppliers**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on any other CSR KPIs on suppliers not listed above. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

☐ **Reporting available at parent company level only**

Select this if the available reporting data is only from the parent company level.

☐ **Not monitored/Do not know**

SUP622 - mandatory



Please report on the following KPI regarding Scope 3 GHG emissions of your supply chain (please specify the year)

For this question, documents from the parent company or group may be partially credited.

☒ **Reporting year**

Please provide the calendar year(s) the declared reporting data covers. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

2019

☒ **Total Scope 3 GHG emissions in metric tons of CO2e**

Examples of documents to attach: energy report, energy audit report, GHG emissions report, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: public or internal reporting of consolidated data on total Scope 3 GHG emissions from the supply chain in metric tons of CO2 equivalent. These include emissions from purchased goods and services. The reporting should cover a minimum period of one year and should not be older than the last two calendar years.

Please specify

11852.7

Selected document: Toovalu (Audit report)

10

☐ **Reporting available at parent company level only**

Select this if the available reporting data is only from the parent company level.

☐ **Not monitored/Do not know**

Additional comments regarding Sustainable Procurement of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

 For this question, answers and documents from your parent company are NOT allowed.

Please specify

Bien que les achats ne soient pas un poste important de dépenses chez Davidson de par son activité, nous y attachons tout de même une importance forte dans notre politique RSE. En ce sens, nous monitorons nos achats afin d'en améliorer l'impact.

