

BOSIS DOO

Valjevo - Serbia | Manufacture of corrugated paper and paperboard and of containers of paper and paperboard

EVID: UB215929



Publication date: 11 Jul 2023 Valid until: 11 Jul 2024

Sustainability performance

Insufficient

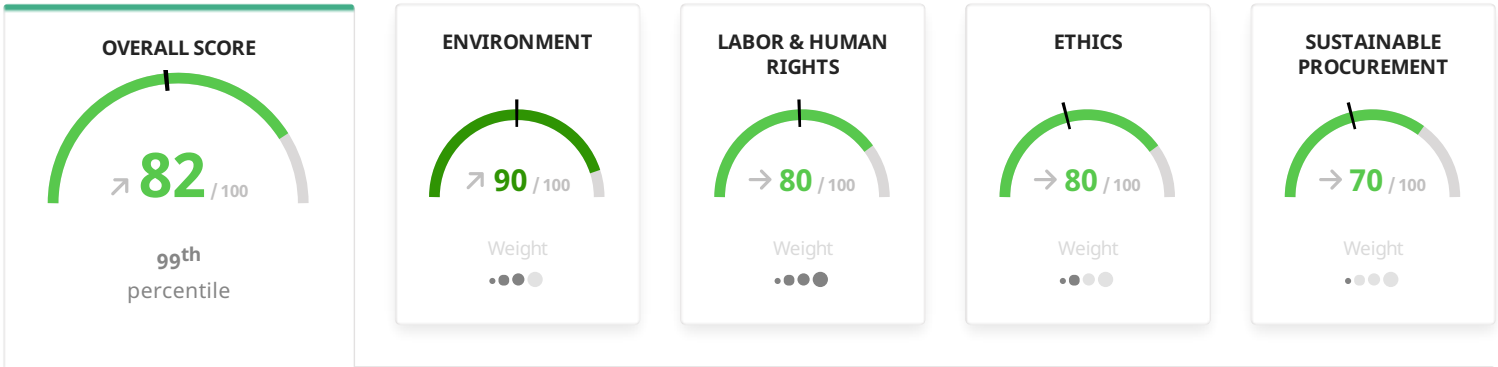
Partial

Good

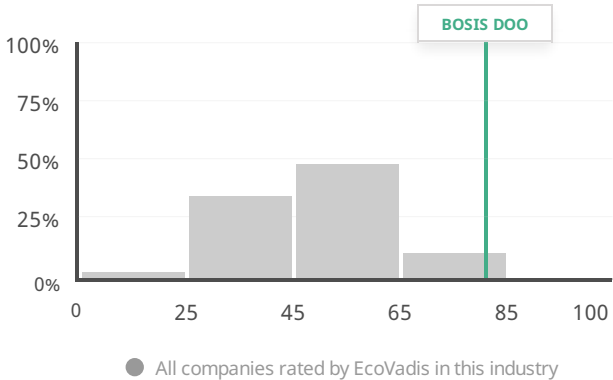
Advanced

Outstanding

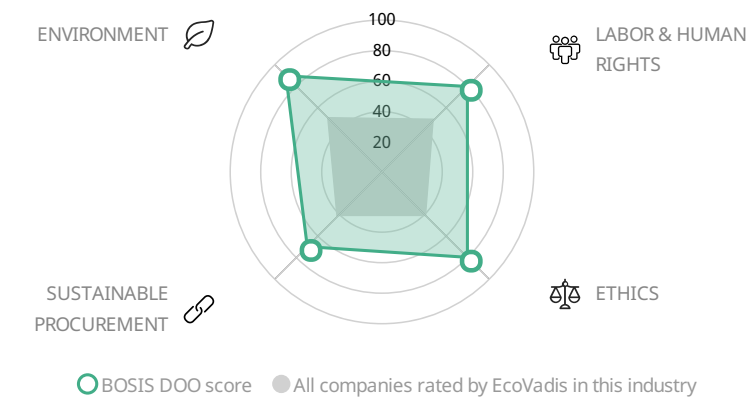
Average score




Overall score distribution



Theme score comparison



Strengths and Improvement Areas

<div><div></div><div>Environment</div></div> <div>Weight<div><div></div><div></div><div></div><div></div></div></div>	
Strengths	
<div><div>Policies</div><div>Strengths</div><div>Quantitative objectives set on materials, chemicals & waste</div><div>Quantitative objectives set on water</div><div>Quantitative objectives set on energy consumption & GHGs</div><div>Environmental policy on product end-of-life</div><div>Environmental policy on materials, chemicals & waste</div><div>Environmental policy on water</div><div>Environmental policy on energy consumption & GHGs</div><div>Exceptional policy on major environmental issues</div><div>Endorsement of the United Nations Global Compact (UNGC)</div></div>	
<div><div>Actions</div><div>Strengths</div><div>Use of alternative, less hazardous substances in operations</div><div>Use of recovered input materials</div><div>Use of eco-friendly or bio-based input materials</div><div>Specialized treatment and safe disposal of hazardous substances</div><div>Reduction of material consumption through process optimization</div><div>Internal sorting & disposal of waste according to waste streams</div><div>Actions or training to raise employee awareness on waste reduction & sorting</div><div>Reduction of internal wastes through material reuse, recovery or repurpose</div><div>Wastewater quality assessment</div><div>On-site or off-site wastewater treatment facilities</div><div>Water-stress assessment or mapping performed to identify exposure to water-related risks</div><div>Use of biomass or other fuel switch to improve energy efficiency and/or lower carbon emission intensity</div><div>Training of employees on energy conservation/climate actions</div><div>Purchase and/or generation of renewable energy</div></div>	

Improvement of energy efficiency through technology or equipment upgrades	
Technologies or practices to recycle or reuse water	
Energy and/or carbon audit	
ISO 14001 certified	
Use of waste heat recovery system(s) or combined heat and power unit(s)	
Training employees to safely handle and manage hazardous substances	
Training or formal information materials for customers on recyclability	
Actions for labeling, storing, handling and transporting hazardous substances	
Packaging designed for easy dismantling and easy recyclability	
Results	
Strengths	
Reporting in accordance with GRI Standards (option “Core”)	
Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)	
Reporting on total weight of waste recovered	
Total Scope 2 reporting value confirmed in supporting documentation	
Total Scope 1 reporting value confirmed in supporting documentation	
Reporting on total water consumption	
Reporting on total weight of non-hazardous waste	
Reporting on total weight of hazardous waste	
Materiality analysis in sustainability reporting	
Company communicates progress towards the Sustainable Development Goals (SDGs)	
Reporting on scope 2 GHG emissions	
Reporting on scope 1 GHG emissions	
Reporting on total energy consumption	
Comprehensive reporting on environmental issues	
Improvement Areas	
Results	
Priority	Improvement Areas
Low	No information related to reporting on total amount of renewable energy consumed



Labor & Human Rights

Weight ●●●●

Strengths

Policies

Strengths

Quantitative objectives set on employee health & safety

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on career management & training

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

Endorsement of external initiative on labor or human rights issues [Women's Empowerment Principles]

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Age verification of candidates before hiring

Other actions on career management & training

Other actions on employee health & safety

Women development, mentorship, and/or sponsorship programs in place

Actions to prevent discrimination in professional development and promotion processes

ISO 45001 certified

Collective agreement in place

Compensation for extra or atypical working hours

Employee satisfaction survey

Bonus scheme related to company performance


Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place


Awareness training on child labor, forced labor and human trafficking

Grievance mechanism on discrimination and/or harassment issues
Actions to promote wage equality in the workplace
Auditing of internal controls to prevent child labor, forced labor and human trafficking
Health and safety training for subcontractors working on premises
Employee representatives or employee representative body (e.g. works council)
Internal audits on health & safety issues
Provision of protective equipment to impacted employees
Employee health & safety risk assessment
Actions to prevent discrimination during recruitment phase
Regular assessment (at least once a year) of individual performance
Two-way communication system in place to facilitate employee voice regarding working conditions
Active preventive measures for stress and noise
Health & safety procedures translated in major languages spoken by employees
Regular employee health check-up
Official measures promoting career mobility
Provision of skills development training
Joint labor management health & safety committee in operation
Setting of individual career plan for all employees
Training of employees on health and safety risks and best working practices
Results
Strengths
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with GRI Standards (option “Core”)
Reporting on average training hours per employee
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on the percentage of women in top executive positions
Comprehensive reporting on labor and human rights issues

Reporting on accident severity rate	
Reporting on accident frequency rate	
Improvement Areas	
Policies	
Priority	Improvement Areas
Medium	Inconclusive documentation for policies on social dialogue
Low	No quantitative target set on living wage
Low	The scope of application of the living wage target is unclear
Actions	
Priority	Improvement Areas
Low	Declares measures on living wage, but no supporting documentation available
Results	
Priority	Improvement Areas
Low	Declares reporting on living wage, but no supporting documentation available

<div> <div>  </div> <div> Ethics </div> </div> <div> <div>Weight</div> <div> <div></div> <div></div> <div></div> <div></div> </div> </div>
Strengths
Policies
Strengths
Policy on fraud
Policy on money laundering
Policy on conflict of interest
Disciplinary sanctions to deal with policy violations
Employee signature acknowledgement of ethics policies
Policy on information security
Policies on corruption
Exceptional policy on ethics issues
Dedicated responsibility for ethics issues
Endorsement of the United Nations Global Compact (UNGC)

<div> <div>Actions</div> <div>Strengths</div> </div> <div>Whistleblower procedure for stakeholders to report information security concerns</div>	
Whistleblower procedure for stakeholders to report corruption and bribery	
Incident response procedure (IRP) to manage breaches of confidential information	
Implementation of a records retention schedule	
Awareness training to prevent information security breaches	
Corruption risk assessments performed	
Measures to protect third party data from unauthorized access or disclosure	
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information	
Awareness training performed to prevent corruption	
Anti-corruption due diligence program on third parties in place	
Specific approval procedure for sensitive transactions (e.g. gifts, travel)	
<div> <div>Results</div> <div>Strengths</div> </div> <div>Reporting in accordance with GRI Standards (option “Core”)</div>	
Materiality analysis in sustainability reporting	
Company communicates progress towards the Sustainable Development Goals (SDGs)	
Standard reporting on ethics issues	
Improvement Areas	
<div> <div>Actions</div> <div> <div>Priority</div> <div>Improvement Areas</div> </div> </div> <div> <div>High</div> <div>No conclusive documentation regarding information security risk assessments</div> </div>	
<div> <div>Low</div> <div>No conclusive documentation on audits of control procedures to prevent corruption</div> </div>	

<div> <div>  <div>Sustainable Procurement</div> </div> <div> <div>Weight</div> <div> <div></div> <div></div> <div></div> <div></div> </div> </div> </div>
Strengths
<div> <div>Policies</div> <div>Strengths</div> </div> <div>Sustainable wood and wood products sourcing policy</div>
Comprehensive sustainable procurement policies on both social and environmental factors

Actions
Strengths
Supplier sustainability code of conduct in place
FSC chain-of-custody certified
Sustainable procurement objectives integrated into buyer performance reviews
On-site audits of suppliers on environmental or social issues
Regular supplier assessment (e.g. questionnaire) on environmental or social practices
Training of buyers on social and environmental issues within the supply chain
Integration of social or environmental clauses into supplier contracts
Sustainability risk analysis (i.e. prior to supplier assessments or audits)
Results
Strengths
Reporting in accordance with GRI Standards (option “Core”)
Reporting on the percentage of certified wood or wood-based products/materials
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Standard reporting on sustainable procurement issues

360° Watch Findings

24 May 2023 |

Impact on score

Neutral →

No records found for this company on Compliance Database

Environment

Labor & Human Rights

Ethics

Sustainable Procurement

Specific comments

- No records found in third party risk and compliance database.
- Since the last assessment, the overall score has increased thanks to the implementation of additional policies.
- Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.
- The company demonstrates an advanced sustainability management system that covers all four themes under review.

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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