

# SOLAR NEDERLAND BV

Alkmaar - Netherlands | Wholesale of construction materials, hardware, plumbing and heating equipment and supplies

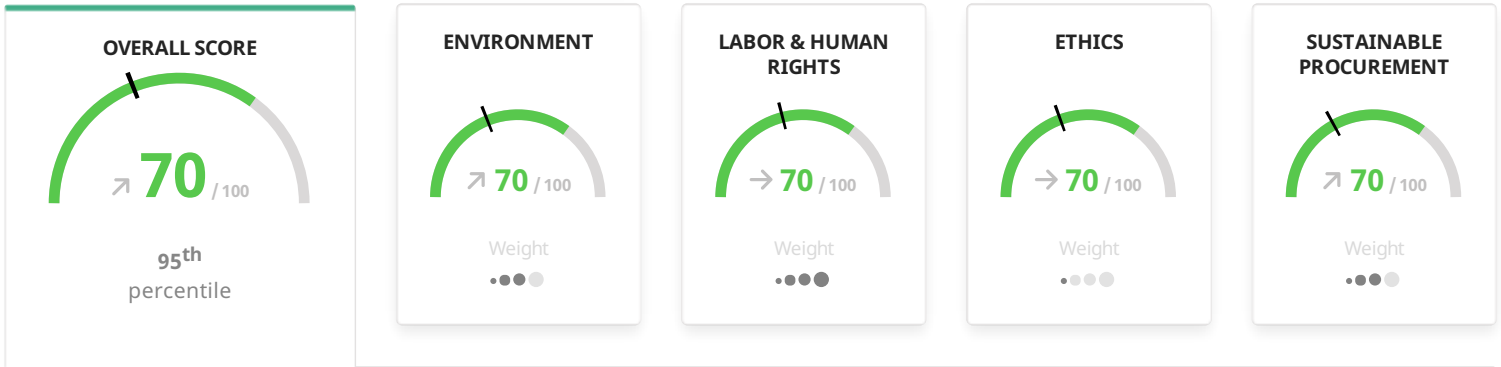


Publication date: 23 Nov 2022

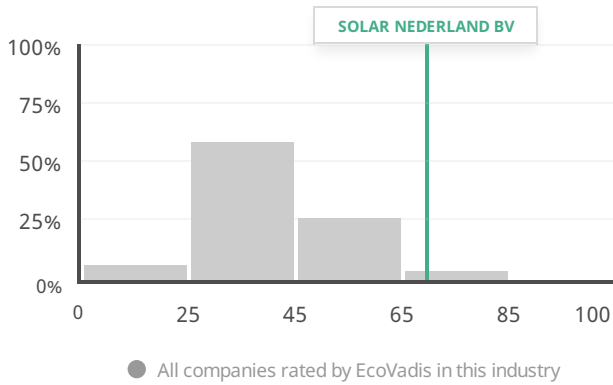
Valid until: 23 Nov 2023

Sustainability performance

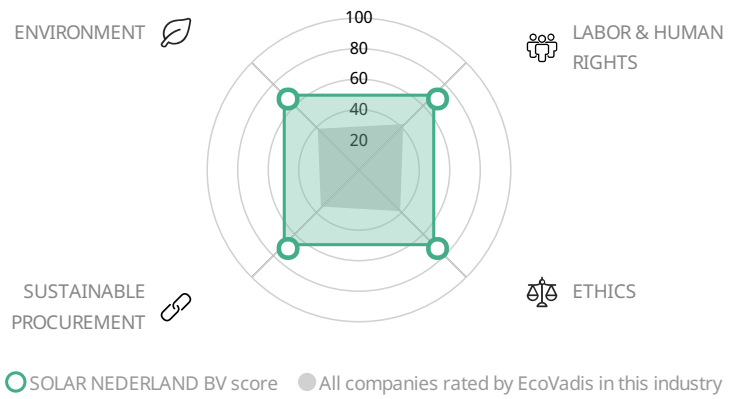
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths (20)

#### Policies

Strengths

Quantitative objectives set on environmental services & advocacy

Quantitative objectives set on energy consumption & GHGs

Environmental policy on materials, chemicals & waste

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Committed

Standard policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

Environmental emergency measures in place

External partnerships or collection programs established to reuse and recycle major waste streams

Reduction of carbon emissions in logistics or optimization of fleet efficiency

Purchase and/or generation of renewable energy

Provision of information on "Green" building materials to consumer

Actions for labeling, storing, handling and transporting hazardous substances

#### Results

Strengths

Reporting is formally aligned with a reporting standard on environmental issues

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Parent company reports to CDP

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Reporting on total energy consumption

### Improvement Areas (10)

## Policies

Priority Improvement Areas

Medium Inconclusive documentation for policies on customer health & safety

Medium Inconclusive documentation for policies on environmental services & advocacy

## Actions

Priority Improvement Areas

Medium Declares measures on customer health & safety issues, but no supporting documentation available

Medium No information regarding certification of an environmental management system

## Results

Priority Improvement Areas

High Insufficient reporting on environmental issues

Medium Some reporting on environmental issues is not specific to the rated scope, but is available at parent company level

Low No information on reporting on total weight of hazardous waste

Low No information on reporting on total weight of non-hazardous waste

Low Declares reporting on total amount of renewable energy consumed, but no supporting documentation available

Low No information related to reporting on total weight of waste recovered



## Labor & Human Rights

Weight ●●●●

### Strengths (28)

#### Policies

Strengths

Quantitative objectives set on diversity, equity & inclusion

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on career management & training

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Remediation procedure in place for identified cases of discrimination and/or harassment	
Compensation for extra or atypical working hours	
Bonus scheme related to company performance	
Flexible organization of work (eg. remote work, flexi-time)	
Health care coverage of employees in place	
Whistleblower procedure on discrimination and/or harassment issues	
Employee representatives or employee representative body (e.g. works council)	
Employee health & safety detailed risk assessment	
Transparent recruitment process communicated clearly and formally to all candidates	
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 noise exposure	
Active preventive measures for Repetitive Strain Injury (RSI)	
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)	
Official measures promoting career mobility	
Provision of skills development training	
Setting of individual career plan for all employees	
Training of relevant employees on health & safety risks and best working practices	
<b>Results</b>	
Strengths	
Reporting on average training hours per employee	
Materiality analysis in sustainability reporting	
Company communicates progress towards the Sustainable Development Goals (SDGs)	
<b>Improvement Areas (8)</b>	
<b>Policies</b>	
Priority	Improvement Areas
Medium	Inconclusive documentation for policies on working conditions
Medium	Inconclusive documentation for policies on social dialogue

## Actions

Priority Improvement Areas

Medium

No information regarding certification of a labor and human rights management system

## Results

Priority Improvement Areas

High

Insufficient reporting on labor and human rights issues

Medium

Some reporting on labor and human rights issues is not specific to the rated scope, but is available at parent company level

Low

Declares reporting on accident frequency rate, but no supporting documentation available

Low

Declares reporting on accident severity rate, but no supporting documentation available

Low

Declares reporting on workplace diversity but no supporting documentation



## Ethics

Weight ●●●●

### Strengths (19)

#### Policies

Strengths

Standard policy on a majority of ethics issues

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

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

Implementation of a records retention schedule

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

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

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

### Results

Strengths

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

### Improvement Areas (7)

#### Policies

Priority Improvement Areas

Low

Inconclusive documentation for policies on fraud

#### Actions

Priority Improvement Areas

High

No conclusive documentation regarding corruption risk assessments

Medium

No conclusive documentation on awareness training to prevent corruption and bribery

Low

No conclusive documentation on audits of control procedures to prevent corruption

Low

No conclusive documentation regarding an anti-corruption due diligence program on third parties

#### Results

Priority Improvement Areas

High

Insufficient reporting on ethics issues

Medium

Some reporting on ethics issues is not specific to the rated scope, but is available at parent company level



## Sustainable Procurement

Weight ●●●●

### Strengths (9)

#### Policies

Strengths

Quantitative objectives set on sustainable procurement policy

Comprehensive sustainable procurement policies on both social and environmental factors

#### Actions

Strengths

Supplier sustainability code of conduct in place

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Integration of social or environmental clauses into supplier contracts

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

### Results

Strengths

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

### Improvement Areas (6)

#### Actions

Priority Improvement Areas

Medium

No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Low

No conclusive documentation on capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

Low

No conclusive documentation on performing suppliers have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Low

No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

#### Results

Priority Improvement Areas

High

No conclusive reporting on sustainable procurement issues

Low

No information about use of tin, tantalum, tungsten, gold and/or their derivatives


## 360° Watch Findings

21 January 2020

### Solar Netherlands personnel in Duiven is on strike against the boss's advice [NL]

<http://www.omroep gelderland.nl/nieuws/2435477/Personeel-Solar-Nederland-in-Duiven-staakt-tegen-advies-van-baas-in>

Employees of technical wholesaler Solar Nederland in Duiven are on strike today. Employees want more wages and better working conditions. Solar's head office is in Alkmaar. According to the FNV trade union, approximately 75 people work at the site in Duiven. A large number are temporary workers. The strike action is outside the Solar building on Tuesday. About 20 employees from the Duiven location are participating.

 Labor & Human Rights

→ No score impact

31 October 2022

### No records found for this company on Compliance Database

null

→ No score impact

## 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 measures.

 Since the last assessment, the overall score has increased thanks to the implementation of additional policies.

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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