



ecovadis

# Sustainability Report 2022



This report covers activities by EcoVadis SAS and its legal entities from January 1 to December 31, 2022.

It reflects our commitment to global best practice in sustainability reporting and fulfills two converging aims: to meet French regulatory obligations for reporting on extra-financial performance and communicate progress on our sustainability performance to our stakeholders.

This report has been produced in reference to the GRI Standards. The methodology and processes used for reporting, as well as the independent third-party verification process, are provided at the end of the report.



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# Introduction



## A Message From Our Chief Impact Officer

EcoVadis was established 15 years ago to enhance the transparency and sustainability of global value chains by providing companies with actionable sustainability intelligence. As our journey progresses, we are committed to scaling and measuring the sustainable change – or impact – generated not only by the companies that use our ratings and solutions but also our direct operations. This will require us to continue to evolve and ensure we are operating with sustainability at the center of everything we do.

Being an impact company “by design”, it was a natural step for EcoVadis to officially become [a purpose-driven company under French law](#) in May of 2022. After extensive consultation with our stakeholders, we formalized our purpose to “Guide all companies toward a sustainable world.” We have also set four key objectives that will enable us – with the support of our newly created Purpose Committee – to monitor progress toward this purpose. In 2023, we will work with the Committee to deeply embed our purpose into our strategy and daily operations.

Through our new legal commitment to deliver positive impact for society and the planet with the products, solutions and services we deliver to our customers, we are raising the bar on what our stakeholders expect from us. Meeting these expectations will require us to find new ways to ramp up our sustainability efforts. Some of our key steps forward in 2022 include:

- ✓ Upholding our commitment to measuring and reducing our greenhouse gas (GHG) emissions in line with the 1.5°C target of the Paris Agreement;

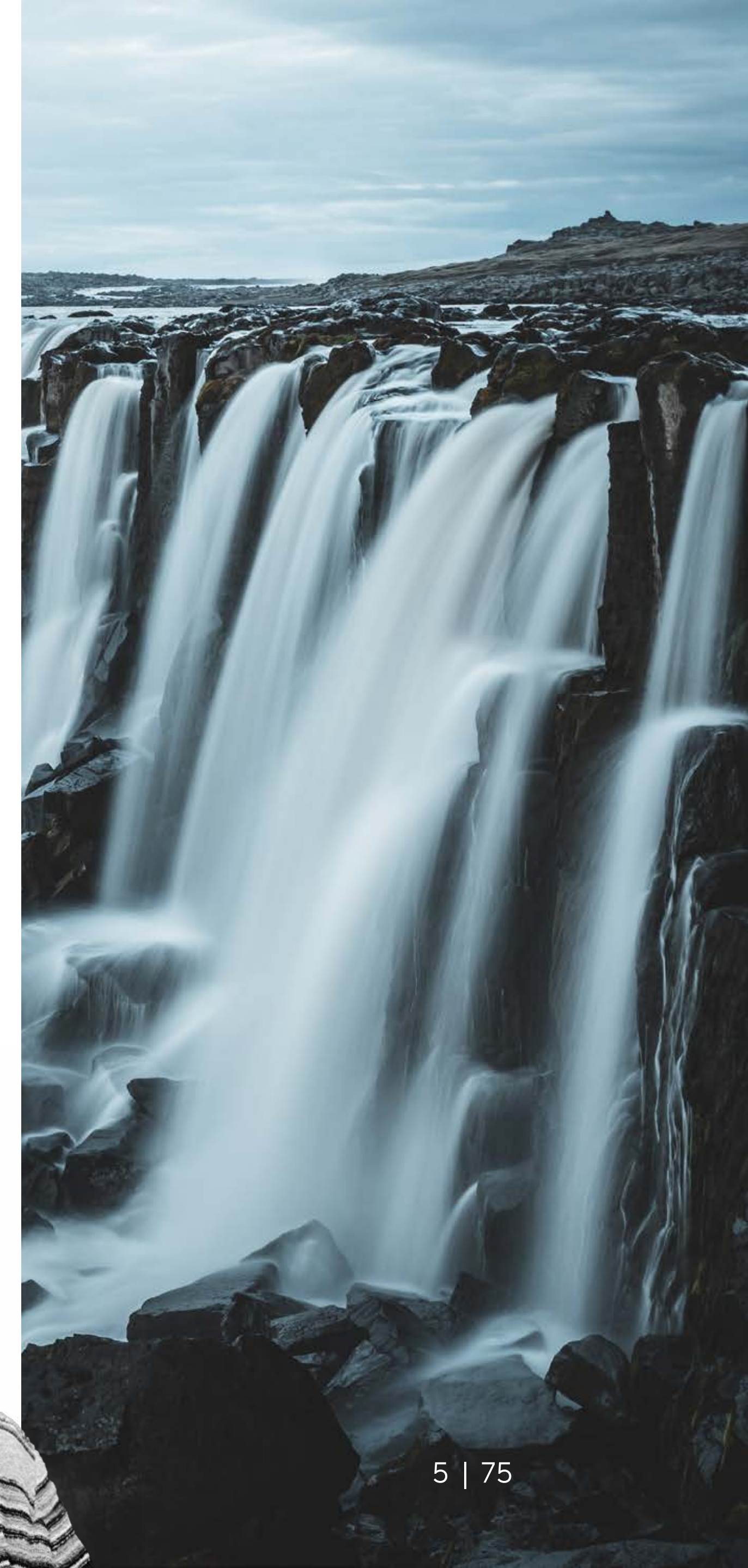
- ✓ Reinforcing our commitment to diversity, equity and inclusion in a comprehensive new policy. Our focus on gender equality led to us increasing the gender balance of our Board of Directors and correcting any existing pay gaps;
- ✓ Enhancing our sustainable procurement policies, screening more suppliers for sustainability risks and assessing 34% of our spend with EcoVadis Ratings;
- ✓ Ramping up our philanthropy program, both in terms of spending (+185% compared to 2021) and the number of community days spent by our employees (+50% compared to 2021).

This report provides transparency on how we integrate sustainability into our own operations and across our supply chain and the actions we will take to “walk the talk” on our purpose commitments. Despite all the progress made in 2022, we are still in the early stages of our sustainability journey. Driven by our new official purpose, we will continuously improve the way we do business to ensure we are delivering positive impact alongside our network of committed companies.

We hope you enjoy the read,

**Valérie Touchon**

Chief Impact Officer, EcoVadis





Key Facts & Highlights 2022

General

Revenue  
**+47%**  
(vs. 2021)

Operational presence  
**13 countries**  
+2 countries\*

Total workforce  
**1,256**  
+39%\*

Scorecards issued  
**40,898**  
+35%\*

Governance

Women on the EcoVadis  
Board of Directors  
**29%**  
N/A\*

Independent board  
members  
**14%**  
N/A\*

Sustainable Procurement

EcoVadis spend<sup>1</sup> covered by  
sustainability risk screening  
**86%**  
New in 2022

EcoVadis spend<sup>2</sup> covered by  
sustainability assessments  
**34%**  
New in 2022

Fair Business Practices

Confirmed ethics breaches  
**0**  
Stable\*

Environment

Total GHG emissions  
**3,749 tCO<sub>2</sub>e**  
+97%\*

GHG intensity per  
scorecard  
**91 kCO<sub>2</sub>e**  
+42%\*

Energy consumption derived  
from renewable sources  
**43%**  
+8%\*

People

Employee Net Promoter Score  
**35**  
-5 points\*

Women managers  
**53%**  
+6%\*

Gender pay gap  
**Less than 1%**  
New in 2022

Philanthropy

Sponsorship and philanthropy  
spending  
**€224,000**  
+185%\*

Employees involved  
in volunteering  
**30%**  
+50%\*

Paid volunteer  
days granted  
**277 days**  
+117 days\*

\*Comparison to 2021

<sup>1</sup> Spend above €5,000.

<sup>2</sup> Spend above €5,000.



# EcoVadis at a Glance

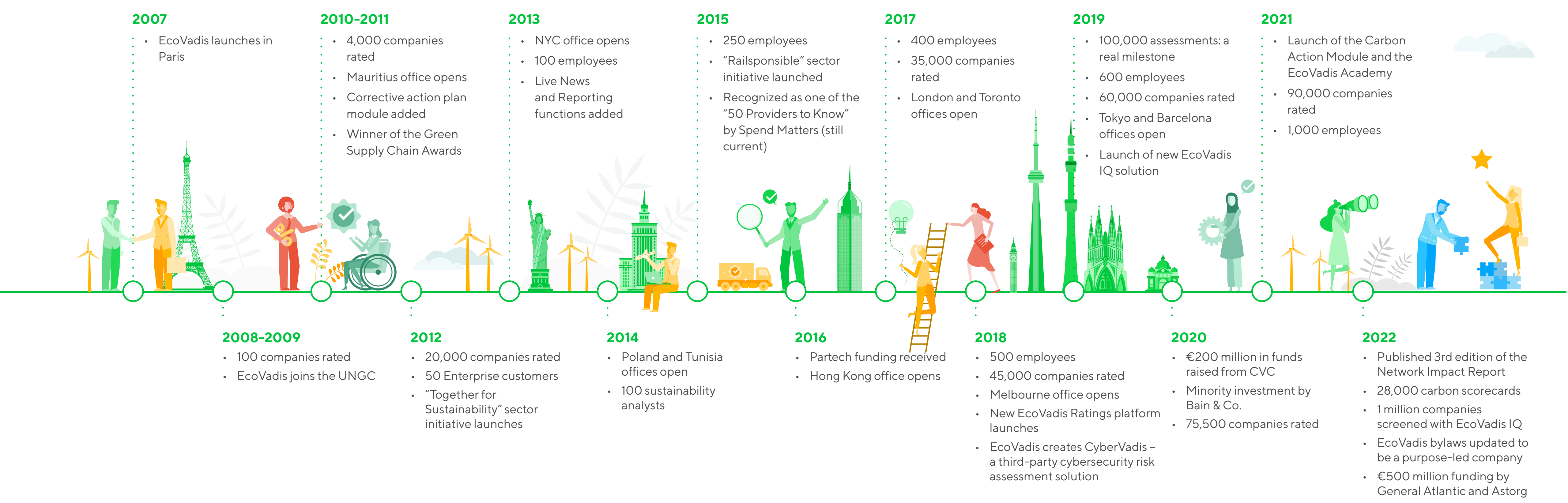


# Our Vision & Mission

At EcoVadis, we envision a global marketplace where sustainability intelligence influences every business decision – improving economies, people’s lives and the planet we depend on. To achieve this vision, we provide reliable,

globally recognized sustainability ratings and insights that enable companies to reduce risk, drive improvement and accelerate their positive impact.

## Company Milestones





## EcoVadis’ Solutions for Supply Chain Sustainability

(GRI 2-6)

On average, 70% of a company’s negative social and environmental impacts occur in its supply chain.<sup>3</sup> Therefore, supply chains represent the largest lever for companies to mitigate risk and scale positive impact. Understanding and monitoring the environmental, social and ethical performance of supply chain partners is the first step to seizing this opportunity. To support companies in these efforts, EcoVadis offers a range of supply chain sustainability solutions that enable them to assess and benchmark the performance of their suppliers and collaborate to drive continuous improvement. These include:



### EcoVadis Ratings

Enable companies to benchmark and compare the sustainability performance of their suppliers. The results of the assessment process can be used to drive improvements across the supply base on a range of environmental, social and ethical issues.



### EcoVadis IQ and IQ+

Use predictive intelligence to map the environmental, social and ethical risks across a company’s supply base.



### The Carbon Action Module

Gives companies deeper insights into the carbon management practices of their suppliers. It is a turnkey toolkit that enables companies to prioritize, initiate and drive emissions reductions throughout their supply chain.



### The EcoVadis Private Equity ESG Solution

Helps private equity firms integrate ESG criteria into their investment decisions and monitor the sustainability performance of portfolio companies.

<sup>3</sup> “The State of Sustainable Supply Chain – Building Responsible and Resilient Supply Chains”, a survey conducted by the UN Global Compact and EY in 2017.



# Accelerating Positive Impact

EcoVadis’ model for impact embodies the “cascading multiplier effect” that is achievable in global value chains when requesting organizations collaborate with rated companies to influence positive sustainable behavior and actions via a cycle of ratings and continuous improvement. In turn, these actions generate sustainable change for society and the planet.

Read our latest [Network Impact Report](#) for more on how we are helping companies in our network generate, measure and scale positive impact.

**Requesting organizations** use EcoVadis Ratings and solutions to improve their sustainable procurement or investment strategy and engage trading partners on sustainability.

**Key indicators:**

- % spend covered with an assessment
- Number of buyers trained
- Score improvement across supply base
- % of spend redirected to high performers
- Integration of ratings into procurement or investment processes

**Rated companies** leverage ratings insights and platform tools to improve their sustainability management system and adopt best practices.

**Key indicators:**

- Score improvement across themes
- Implementation of best practices
- Engagement with the EcoVadis Academy
- Reporting and sharing of metrics on the platform

Positive impact on society and the planet can include:

**Environment**

**Reduction of:**

- GHG emissions
- Water consumption
- Waste generated

**Social**

**Reduction/elimination of:**

- Workplace accidents
- Human rights abuses
- Modern slavery incidents





# Our Customers

Since our founding in 2007, we have grown to become the world’s largest provider of business sustainability ratings, creating a global network of more than 107,000 rated companies. This strong growth continued in 2022, with EcoVadis increasing its consolidated turnover by 47% over the year. We serve two different customer bases: requesting organizations, who wish to assess and monitor the sustainability performance of their business partners; and rated companies, who undergo assessment to understand and improve their performance.

## Requesting Organizations

In 2022, we expanded our global customer base by 25%. 945 companies now rely on EcoVadis solutions to monitor the sustainability performance of their suppliers and partners. Europe experienced the largest regional growth and chemical, food & beverage and manufacturing were the fastest-growing industries.

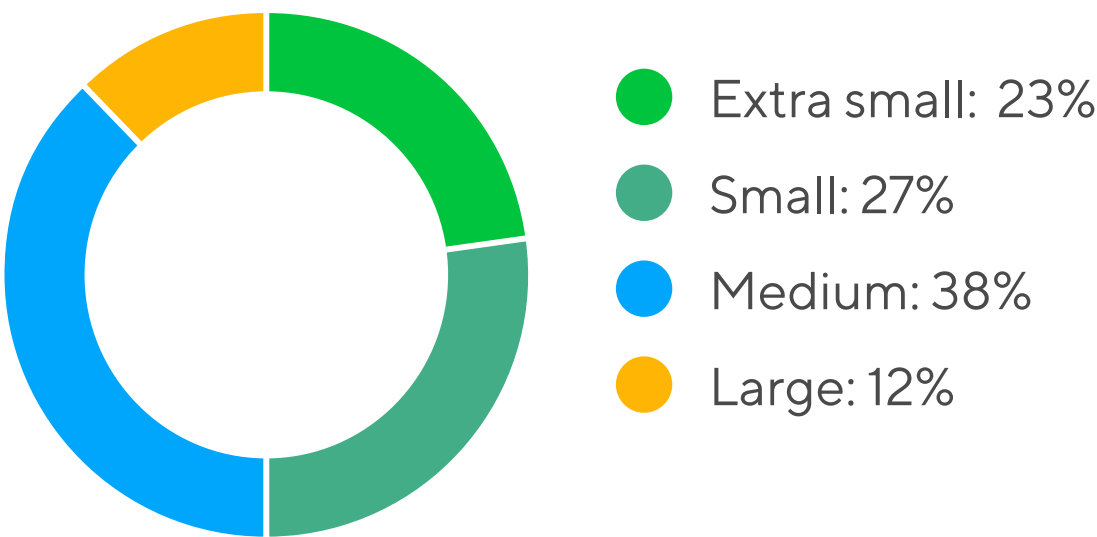




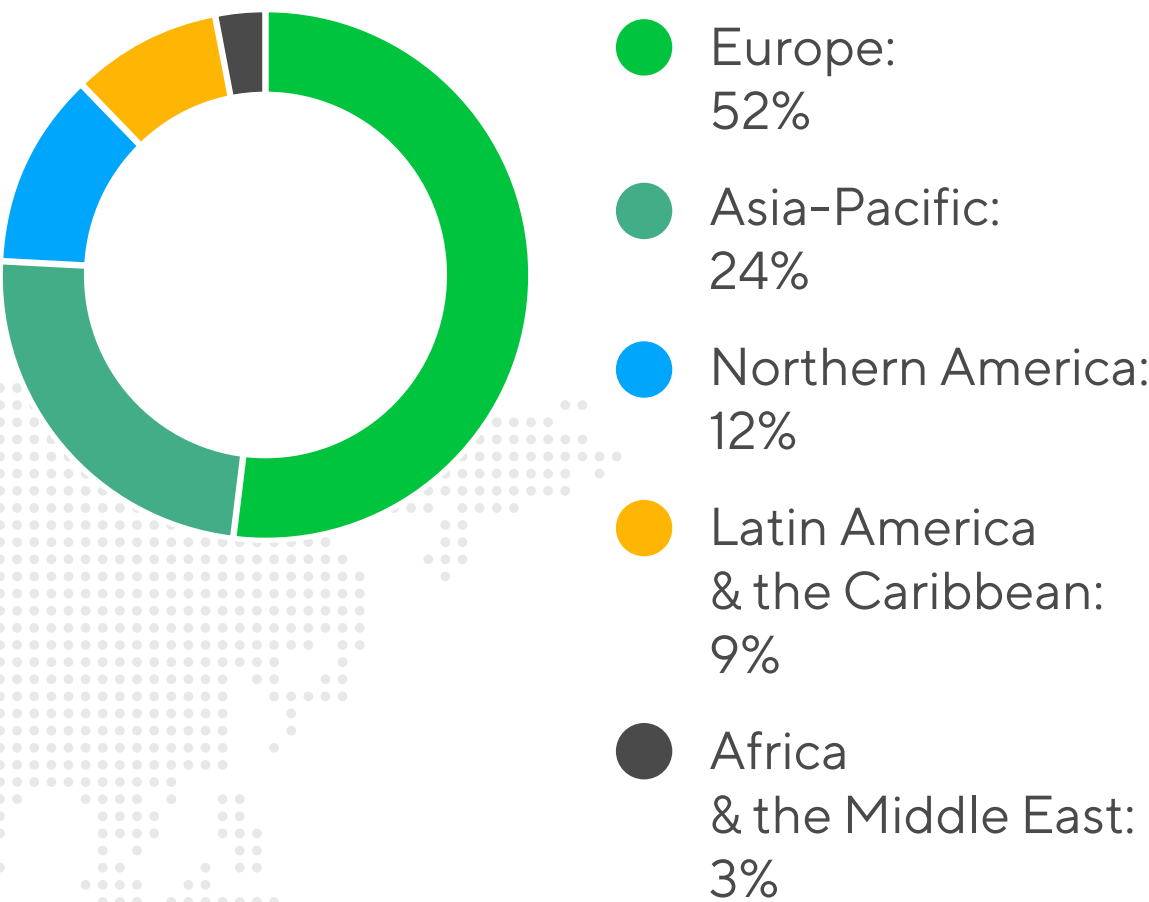
Rated Companies

To date, EcoVadis has assessed more than 107,000 companies worldwide (+19% vs. 2021). Over 80% of rated companies are small and medium-sized enterprises (SMEs), and over 50% are located in Europe.

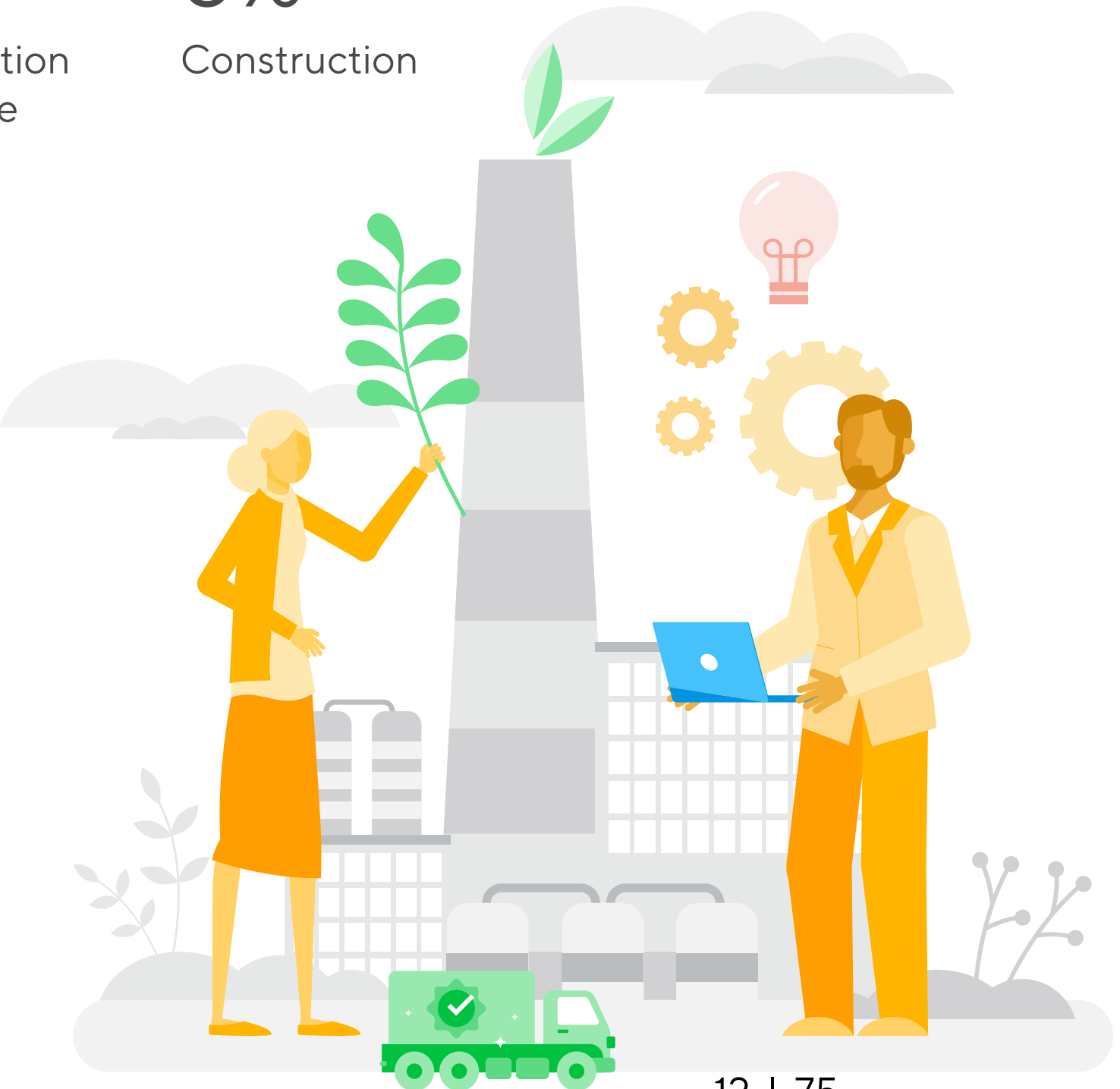
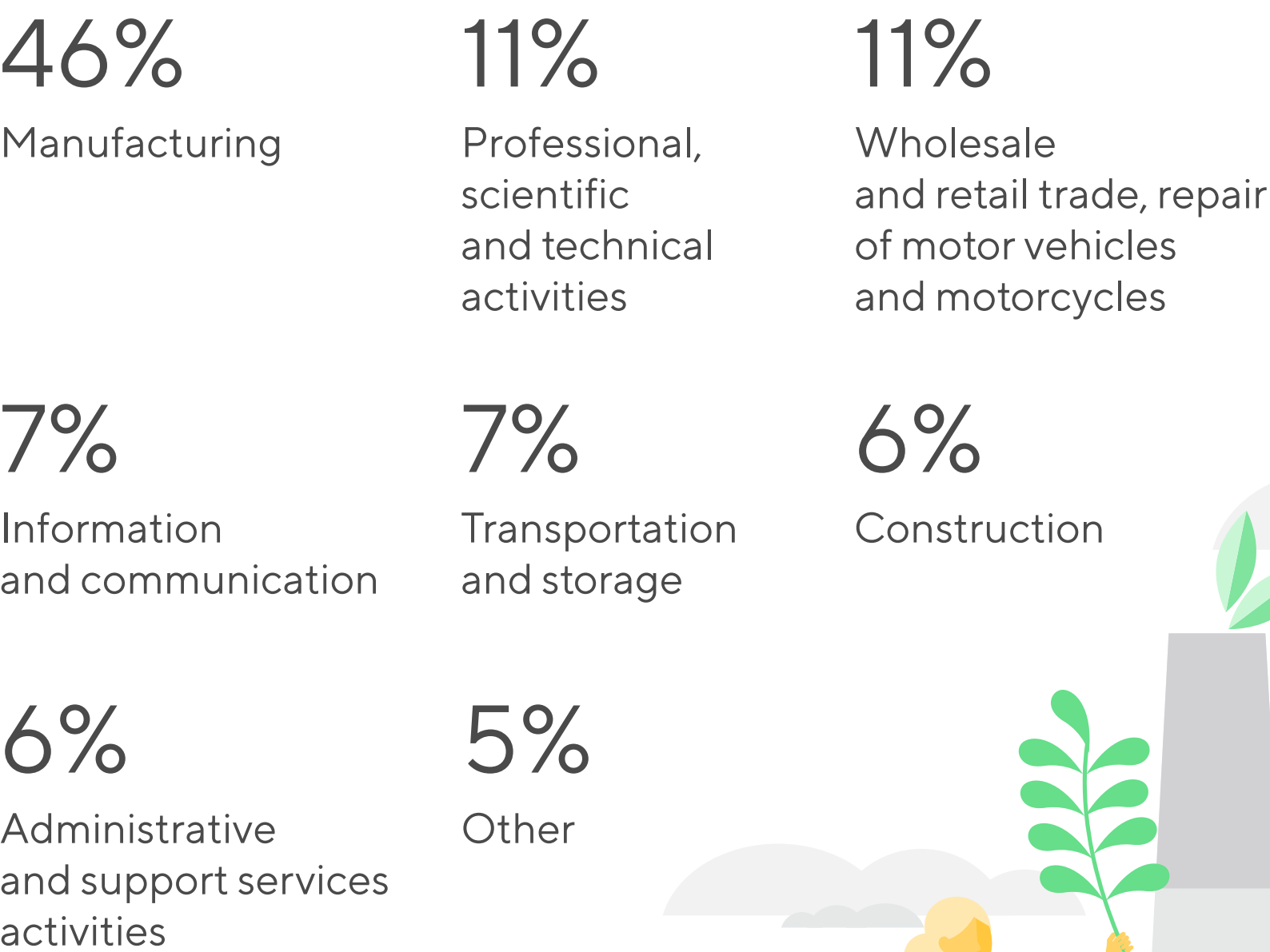
Distribution of Rated Companies by Size (2008 to 2022)



Distribution of Rated Companies by Region (2008 to 2022)



Distribution of Rated Companies by ISIC Group (2008 to 2022)





# Governance



## EcoVadis: A Purpose-Driven Company

In July 2022, EcoVadis became a purpose-driven company under France’s Loi PACTE. This regulatory framework allows companies to credibly formalize their social and environmental commitments. Given our rapid growth, our new company purpose acts as our North Star keeping us grounded and focused on ensuring that our growth is accompanied by the commensurate positive impact on society and the planet.

EcoVadis’ purpose was defined through a multi-stakeholder consultative process throughout the first half of 2022. More than 400 employees, our leadership team, a panel of partners and customers, and our Scientific Advisory Board came together in an exceptional collaborative effort to define why our company exists, which is captured in our purpose statement:

“Guide all companies toward a sustainable world.”

To fulfill our purpose, we have set ourselves four key objectives:

- ✓ **Deliver independent, trusted and actionable sustainability ratings and insights through methodology excellence;**
- ✓ **Enable the greatest number of companies to continuously improve their business practices and contribute to creating a regenerative and equitable economy;**
- ✓ **Cultivate an inclusive learning environment for our people, providing meaningful work and empowering future generations of sustainability practitioners;**
- ✓ **Foster collective action within our ecosystem to accelerate the transition to a sustainable world.**

In line with Loi PACTE’s requirements, a Purpose Committee was established in late 2022 to monitor our progress toward these objectives. The Committee will begin issuing a third party-verified progress report in 2024.





# Our Core Values

In January 2022, we rolled out our updated company values. A dedicated team of employees worked together with senior management, HR representatives and external consultants to define values that truly represent what we stand for as a company. These six values are the foundation of our culture at EcoVadis.



**Make sustainability real:**  
We exist to help global business become more sustainable, ethical and responsible. **Our goal is to create positive impact for society and the planet, and we aim to lead by example to achieve this.**



**Integrity at our core:**  
We carry out our work with the highest level of professionalism and transparency. **Accountability, honesty and trust are the foundations of all that we do.**



**Every customer matters:**  
We work with precision and agility to meet and exceed the expectations of our customers. **We build strong partnerships to create lasting impact.**



**Dare to:**  
Our goal is to be the best at what we do. **We continuously innovate to develop unique solutions to society's most pressing issues.**



**Belong:**  
We foster a diverse and inclusive culture where everyone can express their uniqueness. **We value individual differences, respect everyone's unique needs and continuously learn from each other.**



**Be kind:**  
We support and empower each other and celebrate each other's success. **We recognize that teamwork and work-life balance are essential for our team to thrive.**



Our Stakeholders





## Our Governance Model

### Board of Directors

EcoVadis is controlled by a **Board of Directors** that oversees strategy, monitors and assesses the company's progress and carries out governance activities. The Board consists of seven voting members and four observers: EcoVadis' Co-CEOs, four investor representatives and one independent member.

(GRI 2-9)

The Chairman of the Board is appointed for one year and, in 2022, the position was held by EcoVadis' Co-CEO, Pierre-François Thaler.

(GRI 2-11)

Board member candidates can be proposed by EcoVadis founding members, C-level executives or lead investors. Each board member has one vote, except for the chair, who has two and a casting vote to resolve ties.

(GRI 2-10)

EcoVadis reimburses board members and observers for reasonable expenses incurred in connection with their mandate.

(GRI 2-19)

The Board has established two committees: the **Talent Committee**, whose role is to advise the Board on the appointment, dismissal, compensation

and incentivization of EcoVadis' key executives; and the **Audit Committee**, which reviews the financial statements of EcoVadis and its subsidiaries and advises the Board with respect to their approval.

(GRI 2-12)

### Executive Committee

The Executive Committee, composed of 11 C-level executives, defines the strategy, structures the organization and oversees business operations to meet annual targets validated by the Board. Members of the Executive Committee regularly present progress updates to the Board.

(GRI 2-12)

The Executive Committee members' compensation has a fixed share and variable share that is dependent on the achievement of the company's key performance indicators, including those related to sustainability.

(GRI 2-19)



## External Advisory Boards and Purpose Committee

(GRI 2-29)

Our external advisory boards, which are composed of a wide range of multi-disciplinary experts and sustainability practitioners, help ensure that EcoVadis' governance efforts are aligned with the expectations of all stakeholders:

- ✓ **The Scientific Advisory Board** is composed of scientists, experts and practitioners from companies and leading non-governmental organizations (NGOs) and institutions, including the Global Reporting Initiative, International Sustainable Academy (Académie Durable Internationale), INSEAD Social Innovation Center, Impactt Limited, United Nations, Oxfam, Conference Board and Volans Ventures.
- ✓ **The Customer Advisory Board** brings together some of EcoVadis' key customers to solicit feedback and guidance on our offerings, solutions and service levels. It is composed of key account managers for companies like Amazon, Firmenich, Henkel, Johnson & Johnson, L'Oréal, Mars, Michelin, Unilever and Schneider Electric.
- ✓ **The Purpose Committee** supports EcoVadis with the operationalization of its newly established purpose. It is composed of five external sustainability leaders and three from within EcoVadis.

## Governance of Impact and Sustainability

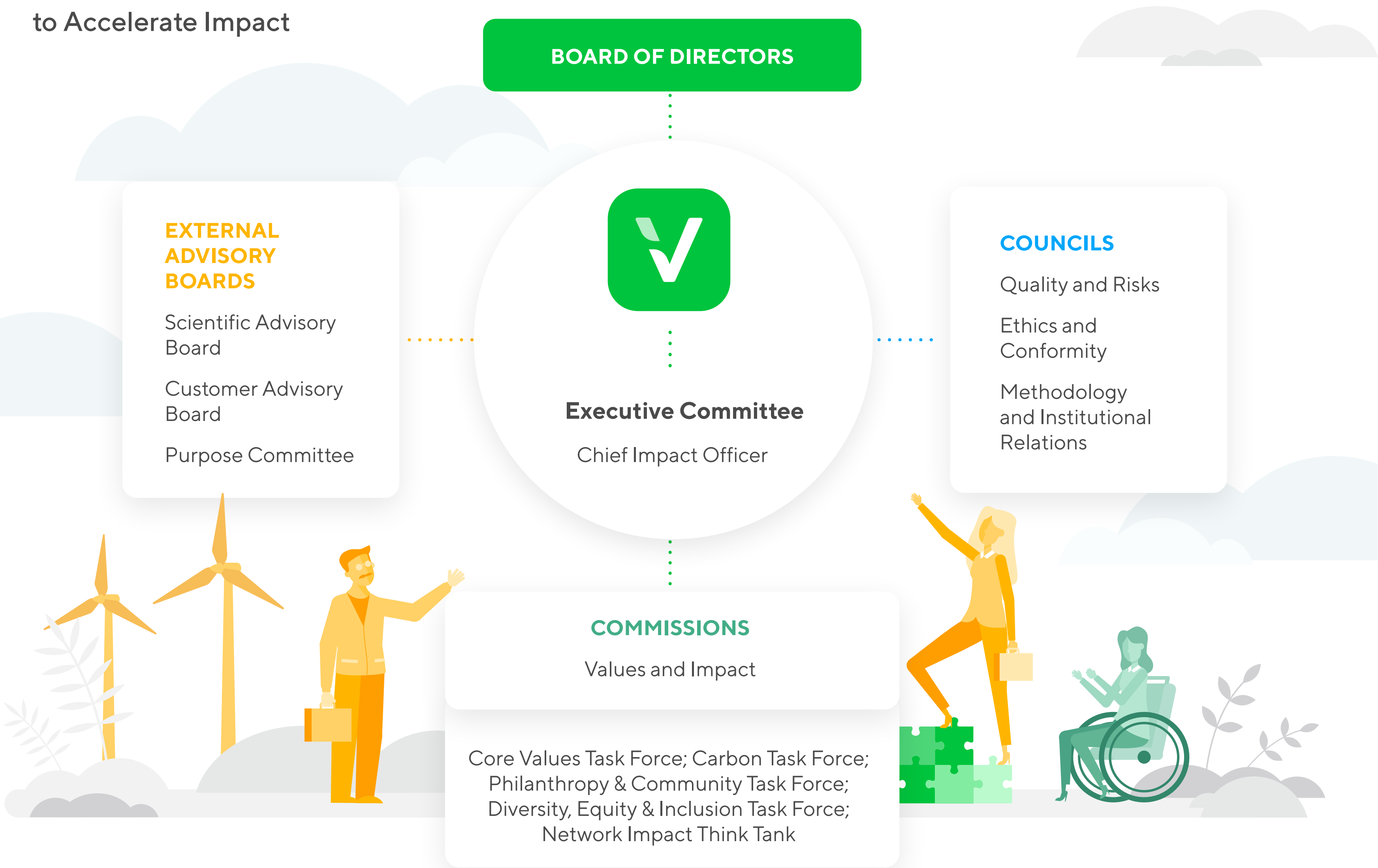
(GRI 2-13)

In 2021, EcoVadis created the role of Chief Impact Officer (CIO) to ensure impact is at the heart of EcoVadis' growth model. The CIO is part of the Executive Committee and leads the Impact team. The CIO reports progress on impact performance to the Executive Committee (monthly) and the Board (annually). The Impact team works closely with the Values and Impact Commission, which is composed of task forces of employees dedicating between 5 to 10% of their time, to accelerate impact integration across all departments. A global network of volunteers further contributes to these efforts.





Governance  
to Accelerate Impact





# Sustainability at EcoVadis




# Material Topics and Sustainability Risks

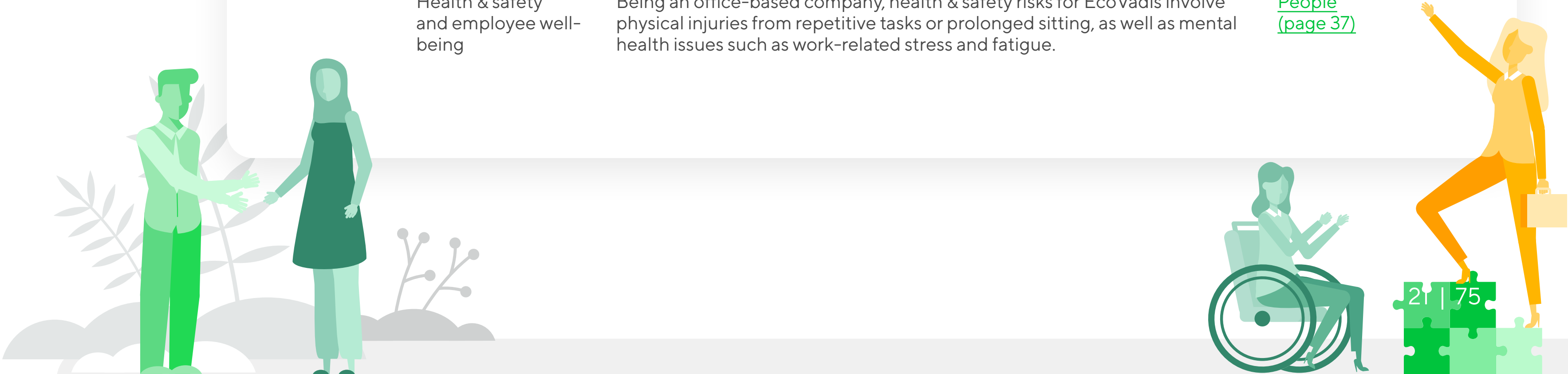
## Methodology Note

(GRI 3-1)



We identified our material topics using the EcoVadis methodology<sup>4</sup> and our industry profile for office-based companies. Business unit managers and directors have validated the material topics based on their expertise. Additionally, we identified the most relevant environmental, social and governance risk factors for each material topic. Our material topics and risks are displayed below alongside the corresponding sections that describe how we are taking action on them.


<sup>4</sup>The EcoVadis methodology assesses sustainability performance based on 21 criteria across 4 themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement.

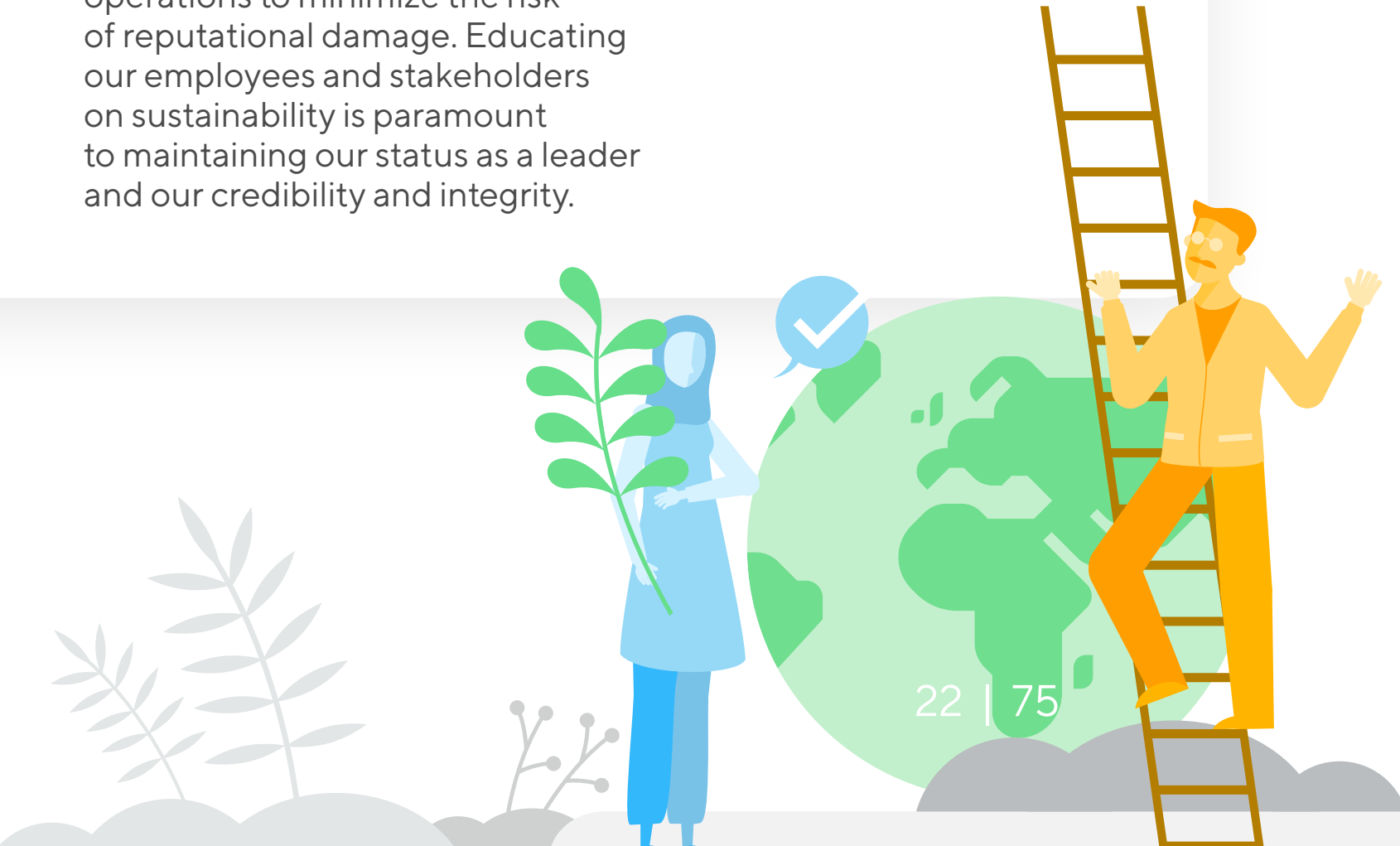
Theme	Material Topic	Risk Factors	Corresponding Reporting Chapter
 <b>Labor &amp; Human Rights</b>	Career management: attracting, retaining and developing talent	EcoVadis’ success depends on its human capital and ability to attract, develop and retain employees. Any loss of talent is a risk as it jeopardizes our competitive advantage and the operational delivery of our services.	<a href="#">People (page 29-30)</a>
	Diversity, equity and inclusion	<p>As a global company, EcoVadis employs talent from over 70+ nationalities and many different backgrounds and beliefs. Discrimination based on gender, race or other characteristics is a risk that could diminish workforce potential and negatively impact our company’s reputation as a purpose-driven organization.</p> <p>Diversity is one of our success factors. An inability to onboard diverse employees and build a strong inclusive culture might negatively impact EcoVadis’ potential.</p>	<a href="#">People (page 31-34)</a>
	Working conditions	Retaining talent is crucial to ensuring EcoVadis’ long-term success. Risk factors for losing talent include unsatisfactory working conditions such as heavy workloads, poor work-life balance and unsatisfactory remuneration.	<a href="#">People (page 35-36)</a>
	Health & safety and employee well-being	Being an office-based company, health & safety risks for EcoVadis involve physical injuries from repetitive tasks or prolonged sitting, as well as mental health issues such as work-related stress and fatigue.	<a href="#">People (page 37)</a>





Theme	Material Topic	Risk Factors	Corresponding Reporting Chapter
 <b>Fair Business Practices</b>	Ethics: Corruption & bribery	EcoVadis’ integrity is paramount to building strong stakeholder relationships. Our reputation could be damaged by potential conflicts of interest or by being associated with bribery and corruption.	<a href="#">Fair Business Practices (page 40-41)</a>
	Information security: Responsible information management	EcoVadis, its third-party service providers and partners are subject to various risks related to data security and confidentiality. Any cybersecurity incidents or misuse of information could jeopardize our company’s operational effectiveness, reputation and ability to deliver value to our customers.	<a href="#">Fair Business Practices (page 42)</a>
 <b>Sustainable Procurement</b>	Supplier social and environmental practices	Our business involves working with global suppliers. We are aware that the behavior of every stakeholder along our supply chain – in terms of sustainability and human rights – could negatively affect our business.	<a href="#">Sustainable Procurement (page 43-44)</a>

Theme	Material Topic	Risk Factors	Corresponding ReportingChapter
 <b>Environment</b>	Energy consumption & GHG emissions	Our energy consumption and GHG emissions primarily come from office operations and employee travel. EcoVadis has set itself ambitious decarbonization targets. Not making progress toward or achieving these targets could damage our reputation and credibility.	<a href="#">Environment (page 45-48)</a>
	Electronic waste reduction	As an office-based company, the waste EcoVadis produces is primarily electronic. By not reducing waste or recycling appropriately, we risk damaging our reputation as a sustainability leader.	<a href="#">Environment (page 49)</a>
	Environmental advocacy	As a sustainability leader, EcoVadis needs to exercise the greatest care toward the environment in its own operations to minimize the risk of reputational damage. Educating our employees and stakeholders on sustainability is paramount to maintaining our status as a leader and our credibility and integrity.	<a href="#">Environment (page 49)</a>

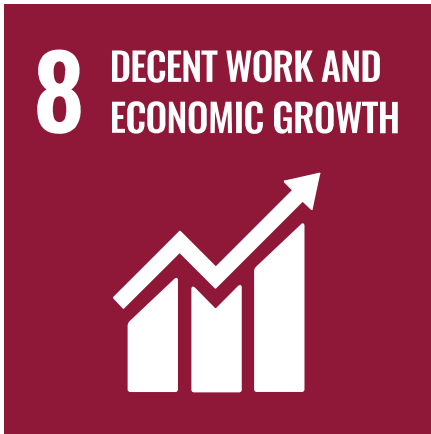




# Our Contribution to the UN SDGs

(GRI 2-28)

EcoVadis recognizes the importance of sustainable development and contributing to the [United Nations Sustainable Development Goals](#) (SDGs). In line with our commitment to the SDGs, we have been a signatory to the UN Global Compact since 2008 and act in accordance with its 10 principles.



SDG	EcoVadis' Commitment	Target & Timeline	Progress by End of 2022
General			
8.1	Drive long-term business growth	Quadruple annual recurring revenue	54% growth in annual recurring revenue
17.16	Build a global network of rated companies	175,000 rated companies by 2026	107,000 rated companies (+19% vs. 2021)
Labor & Human Rights			
3.8	Ensure our employees have medical coverage	90% of employees with health insurance	100% of employees were eligible for medical coverage. 83% of our employees chose to be covered.
4.7	Spread knowledge and skills needed to promote sustainable development	<ul style="list-style-type: none"><li>5,000 active learners on EcoVadis Academy by end of 2022</li><li>100% employees trained on sustainability by end of 2022</li></ul>	<ul style="list-style-type: none"><li>4,900 active learners on EcoVadis Academy</li><li>65% of employees trained on sustainability</li></ul>
5.5	Ensure equal opportunities for women employees at all levels of decision-making	<ul style="list-style-type: none"><li>Maintain 50% women representation among employees and managers.</li><li>Reach 40% women representation at executive and board level by 2026.</li></ul>	<ul style="list-style-type: none"><li>61% women employees</li><li>53% women managers</li><li>36% women on executive committee</li><li>29% women on the board</li></ul>



8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

SDG	EcoVadis' Commitment	Target & Timeline	Progress by End of 2022
8.3	Ensure decent job creation	No targets set	350 new positions created in 2022
8.5	Ensure equal pay for equal work	Gender pay gap smaller than 1% by 2022	Less than 1%
8.8	Ensure safe and secure working environments for all workers	0 accidents in the office in 2022	Achieved
10.3	Ensure equal opportunities for all	100% employees trained on diversity, equity and inclusion (DEI) in 2022	94% of employees trained on DEI



16.5	Implement a “zero tolerance” policy regarding corruption, bribery and fraud	0 confirmed cases of corruption and bribery in 2022	Achieved
16.b	Implement a “zero tolerance” policy regarding discrimination and harassment	<ul style="list-style-type: none"><li>100% of employees trained on non-discrimination and anti-harassment in 2022</li><li>0 confirmed cases of discrimination and harassment in 2022</li></ul>	Achieved



8

DECENT WORK AND  
ECONOMIC GROWTH

7

AFFORDABLE AND  
CLEAN ENERGY

12

RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION

13

CLIMATE  
ACTION

<sup>5</sup> Based on the job mapping introduced in 2022, all positions are ranked from Level 1 (entry level) to Level 8 (executive level).

SDG	EcoVadis' Commitment	Target & Timeline	Progress by End of 2022
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Sustainable Procurement

8.7	Uphold human rights throughout our supply chain	No targets set	<ul style="list-style-type: none"><li>• Less than 1% of suppliers with high human rights risk (out of screened suppliers)</li><li>• Average Labor &amp; Human Rights assessment score: 55.8</li></ul>
12.6	Collaborate with suppliers to continuously improve their sustainability performance	<ul style="list-style-type: none"><li>• Assess 80% of our suppliers with above €5,000 annual spend by 2024</li><li>• Engage an increasing number of procurement professionals globally through our platform</li></ul>	<ul style="list-style-type: none"><li>• 34% of our suppliers with above €5,000 annual spend assessed in 2022</li><li>• 16,000+ active procurement users on the EcoVadis platform</li></ul>

Environment

7.2	Increase usage of renewable energy	100% renewable energy use in our operations by 2030	43% renewable energy used in our operations
12.5	Ensure high levels of electronic waste recycling	No targets set	150 kg of electronic waste recycled in our Paris office
13.2	Reduce the carbon intensity of our services	50% reduction in emissions generated per scorecard by 2030 (compared to 2019)	6% reduction in emissions per scorecard in 2022 (compared to 2019)
13.3	Spread awareness of the importance and urgency of combating climate change	All managers (level 5+) <sup>5</sup> trained on climate change by 2023	156 managers trained on climate change



# People

At EcoVadis, our employees are our greatest strength. We are an international organization offering a unique, people-centric experience that enables our employees to maximize their potential to positively impact society, the planet and the communities in which they live and work.

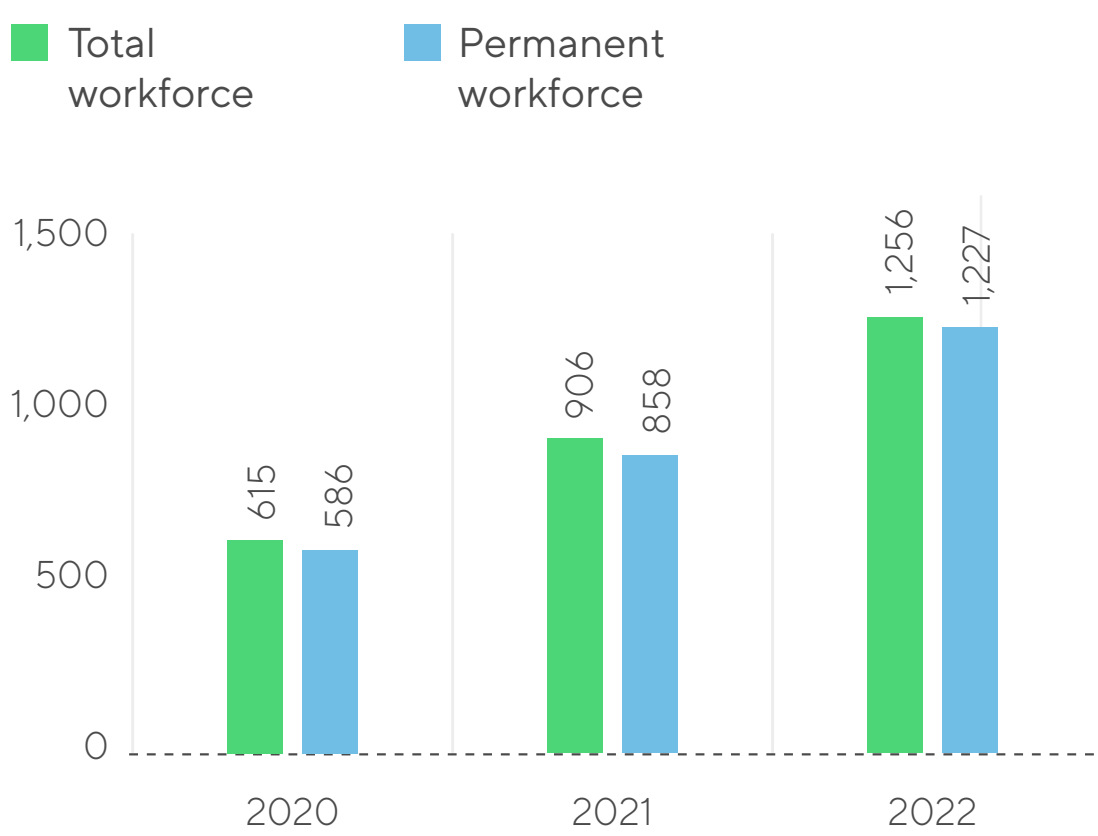


# Our Workforce in Numbers

(GRI 2-7)

Total workforce<sup>6,7</sup>:

1,256  
employees  
(+39% vs. 2021)



The vast majority of our workforce is made up of permanent employees, but we do retain some independent contractors on a fixed-term basis to meet certain business needs. In 2022, the breakdown by employee status was as follows:

Permanent employees:

98%

of the total workforce  
(61.3% women, 38.3% men, 0.4% non-binary)

Fixed-term employees:

2%

of the total workforce  
(69% women and 31% men)

## Net Changes in Our Workforce<sup>8</sup>

(GRI 401-1)

	2020	2021	2022
New hires	184	506	518
Terminations	52	105	139
Voluntary attrition rate <sup>9</sup>	9.4%	13.8%	12.8%

<sup>6</sup> Total headcount = 1,256 (total workforce) + 162 (temporary internal/external contractors excluded) + 37 (interns excluded).

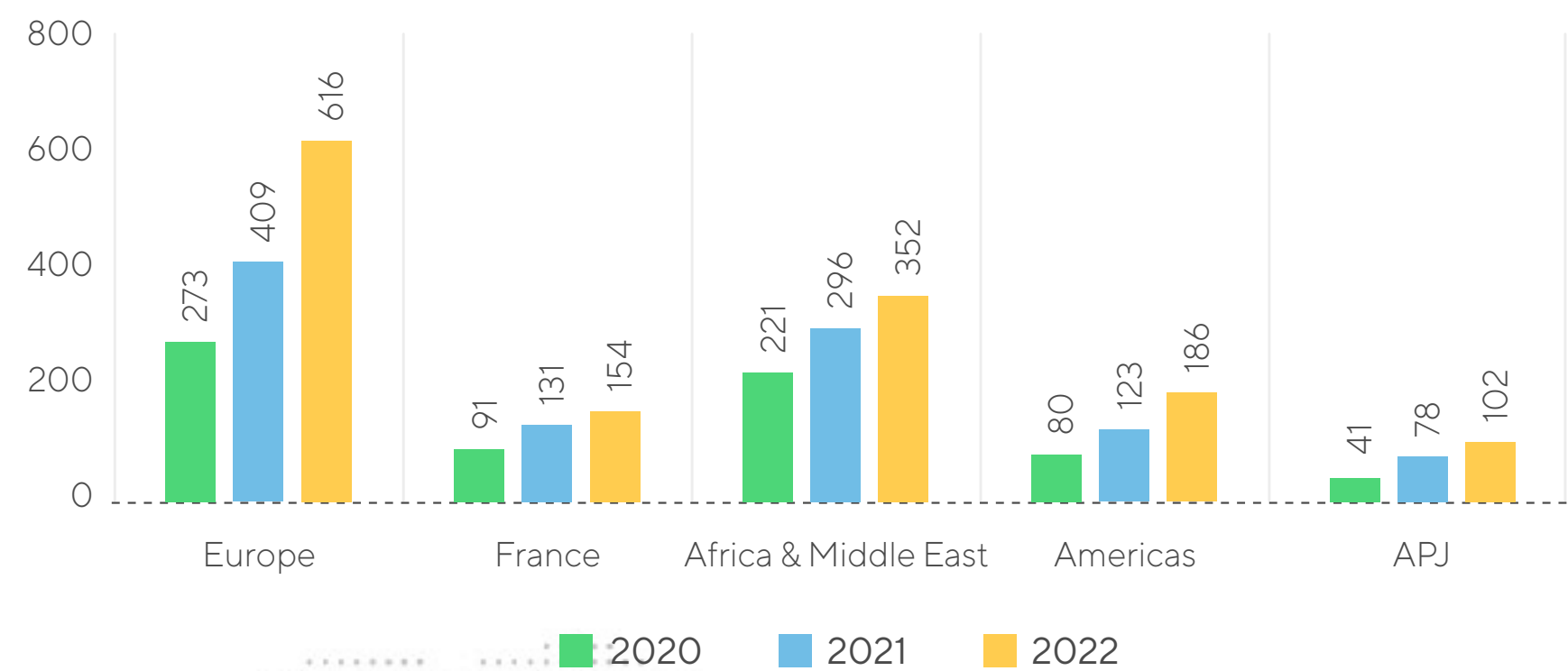
<sup>7</sup> Figures show EcoVadis SAS employees only (CyberVadis employees have been excluded for all years to provide better comparison).

<sup>8</sup> .2022 workforce/new hires/termination figures exclude CyberVadis (which became an independent entity in Q2 2022) and internal/external/intern employment statuses. 2020 & 2021 figures include CyberVadis and some consultant/internal contractor/intern employment statuses. Terminations include only permanent contract employees leaving voluntarily. 2022 voluntary attrition rate only for permanent/contract employees of EcoVadis.

<sup>9</sup> Attrition rate is equal to the number of cumulative voluntary terminations of employees with indefinite/permanent contracts for the year divided by the average annual headcount of employees with such contracts.



Employees by Region<sup>10</sup>



Breakdown by Time Spent at the Company<sup>11</sup>

	2020	2021	2022
Less than 1 year	136	412	430
1 to 3 years	242	251	466
3 to 5 years	173	183	143
5 to 7 years	76	69	110
7 to 10 years	41	73	75
More than 10 years	10	22	32



<sup>10</sup> Figures shown exclude CyberVadis and internal/external contractor/intern employment statuses. Numbers are as of December 31st, 2022.

<sup>11</sup> 2020 and 2021 figures include CyberVadis and some consultants/interns. 2022 figures include only EcoVadis employees with permanent and fixed contracts.



## Career Management: Attracting, Retaining and Developing Talent

### Attracting Diverse Talent

EcoVadis' value is based on our people and ability to attract employees with the right skills and backgrounds. We aim to recruit the best talent and create the most diverse workforce possible while recruiting employees in a fair and professional manner aligned with applicable regulations. To do so, we use an inclusive assessment process and leverage our valuable recruiting partnerships.

- ✔ **Inclusive assessments:** To ensure our hiring practices are as fair, equitable and inclusive as possible, we include a bias-reduction statement in each of our job listings. This statement encourages candidates to include only job-relevant information in their application and to inform the hiring team of any individual accommodations required during the interview process.

Our applicant tracking system, SmartRecruiters, ensures that interviewers base their decisions on personal assessments rather than the feedback of previous interviewers. Additionally, we use [AssessFirst](#) to support hiring decisions for leadership roles, strategic positions and internal mobility opportunities.

- ✔ **Partnerships:** Our close relationships with various schools, universities and NGOs help us recruit talent with diverse profiles. In H2 2022, we embarked on a partnership with [Frauenloop](#) to support women looking to transition into tech careers. We also use specialist job boards and attend focused recruitment fairs to ensure our open positions reach a wide and diverse audience.

### Retaining and Developing Talent

Retaining and developing our talent is crucial to the long-term success of EcoVadis. We undertook the following activities in 2022 to enable our employees to grow in their careers and move within the company.

#### Job Mapping and Mobility in 2022

To facilitate growth and mobility, we conducted a job mapping exercise to determine the relative weight of positions within an organization and their various levels of contribution to the business. It provides a framework of jobs in the company and categorizes them per job family. Through this process, we have established a more systematic and consistent approach to employee development – one that will enhance transparency, define career paths and foster mobility within the company.

In 2022, 21% of our staff was promoted: 31% of the employees promoted were in Mauritius, 17% in Poland, 13% in France and 39% from the rest of the world (aligned with office sizes).

#### Employee Assessments

(GRI 404-3)

An individual assessment process is in place to develop clear and measurable objectives for each employee. These objectives are reviewed during an individual performance evaluation twice a year. We also use a 360° feedback process to gather insights from different sources (colleagues, team collaborators, etc.) and integrate them into employee development plans. In 2022, all employees had two performance reviews with their managers.





## Training and Development

(GRI 404)

✓ **Global Onboarding Pathway:** This initiative was launched in October 2022 to improve employee onboarding. The two-day course, which was developed based on employee feedback, ensures that new hires have a sound understanding of the company and its purpose. 222 new hires have participated in the course.

✓ **Global Training Policy:** Key aspects of this new policy include mandatory training on harassment prevention, quality awareness, cybersecurity, data protection, ethics and impact. Our internal e-learning platform, MyEcoGrowth, gives access to courses covering these topics and more than 80,000 internal and external training modules.

In 2022, our employees completed 49,664 training hours, an average of 39 hours per employee.<sup>12</sup> 26,827 courses were completed throughout the year.

(GRI 404-1)

✓ **Leadership Program:** To facilitate management growth, we launched a dedicated Leadership Program in 2022. Over five sessions, managers acquired new skills and tools to lead, inspire and motivate their teams. Since its launch, we have had over 140 participants and achieved a participant satisfaction score of 80%.

(GRI 404-2)

✓ **Accelerate Program:** 36 participants began this pilot program in 2022 to learn how to take on greater strategic challenges. It is designed to help participants strengthen their communication and influencing skills, develop strategic vision and enhance the operational efficiency of their teams.

✓ **Coaching Program:** This 6 to 12-month program supports employees in developing their potential and transitioning into new roles. In 2022, EcoVadis provided 59 coaching sessions.

(GRI 404-2)

<sup>12</sup> Based on average headcount in 2022.





## Diversity, Equity and Inclusion

(GRI 405)

Diversity, equity and inclusion (DEI) are priority topics for EcoVadis, and respect for everyone’s uniqueness is at the heart of our culture. We aim to achieve gender balance across all levels of the company and maintain gender equity in compensation and benefits. We are also actively increasing the representation of minorities and ensuring that underrepresented groups are welcomed and integrated into our company.

In 2022, we reinforced our commitment to building a more equitable future by releasing our Diversity, Equity and Inclusion Policy and internally publishing:

- An **Inclusive Language Manifesto** that defines key DEI principles and highlights, with practical examples, and the benefits of using inclusive language;
- A **Disability and Long-Term Conditions Manifesto** that sets out EcoVadis’ vision and ambition around this important topic.

EcoVadis has five internal Employee Resource Groups that support each of our DEI pillars:



### RAINBOVADIS

LGBTQIA+ support network that helps build an inclusive culture where all EcoVadians are valued, connected and safe to be their true selves, regardless of sexual orientation or gender identity and expression.



### ECOCARE

Support network for employees with disabilities and long-term conditions aimed at creating a work environment adapted to the specific needs of each employee and reducing any existing barriers.



### WO·MEN

Support network to promote gender equality, empower all of our employees and ensure they have access to the same opportunities, regardless of their gender or gender identity.



### ECOBALANCE

Support network that provides strategies, tools and resources to help employees maintain or improve their work-life balance. It also empowers employees to exercise their right to disconnect and put their well-being first.



### EVMEDLEY

Support network for enhancing interculturality by being open and embracing individual differences to find our similarities.



To implement our DEI policy and work toward our newly set targets, EcoVadis’ DEI task force carried out the following actions in 2022:

Training

We made DEI training mandatory for both existing employees and new hires (as part of their onboarding curriculum. Additionally, we hold workshops and make use of an interactive platform, Vendredi, where employees can participate in various challenges around key DEI topics. 1,200 employees (94%<sup>13</sup>) completed the mandatory training in 2022.

Awareness

- ✔ **DEI Calendar:** To promote understanding and knowledge sharing, a calendar was created explaining key dates around our five DEI pillars with information on different religious and cultural holidays and events.
- ✔ **DEI Library:** This collaborative document enables employees to share information that supports a more nuanced understanding of the DEI pillars.

- ✔ **Human Library:** EcoVadis launched a Human Library where employees can share personal stories with their colleagues to spark meaningful conversations they may not have had otherwise.

Endorsements

We publicly demonstrate our commitment to DEI by signing the [Charte de la Diversité](#), which prohibits discrimination in the workplace and promotes diversity. We also joined a group of companies that support the [United Nations Standards of Conduct for Business](#), which aim to tackle LGBTQIA+ discrimination throughout the private sector. To evaluate the effectiveness of our actions, we assess ourselves according to the French Gender Equality Index. We scored 95/100 in 2022 – a 5-point improvement since the previous year.

Diversity Statistics

We are proud to have over 70 different nationalities represented among our employees.

Representation of Women in Our Workforce<sup>14</sup>

(GRI 2-7; 405-1)

	2020	2021	2022
Women in the workforce	54%	57%	61%
Women managers (including team leaders)	46%	50%	53%
Women managers (level 6+ <sup>15</sup> )	N/A	N/A	39%
Women on the Executive Committee	33%	42%	36%
Women on the Board	0%	0%	29%

<sup>13</sup> Based on average headcount in 2022.

<sup>14</sup> 2020/2021 figures include CyberVadis and some consultants/interns. 2022 figures include only EcoVadis employees with permanent or fixed contracts.

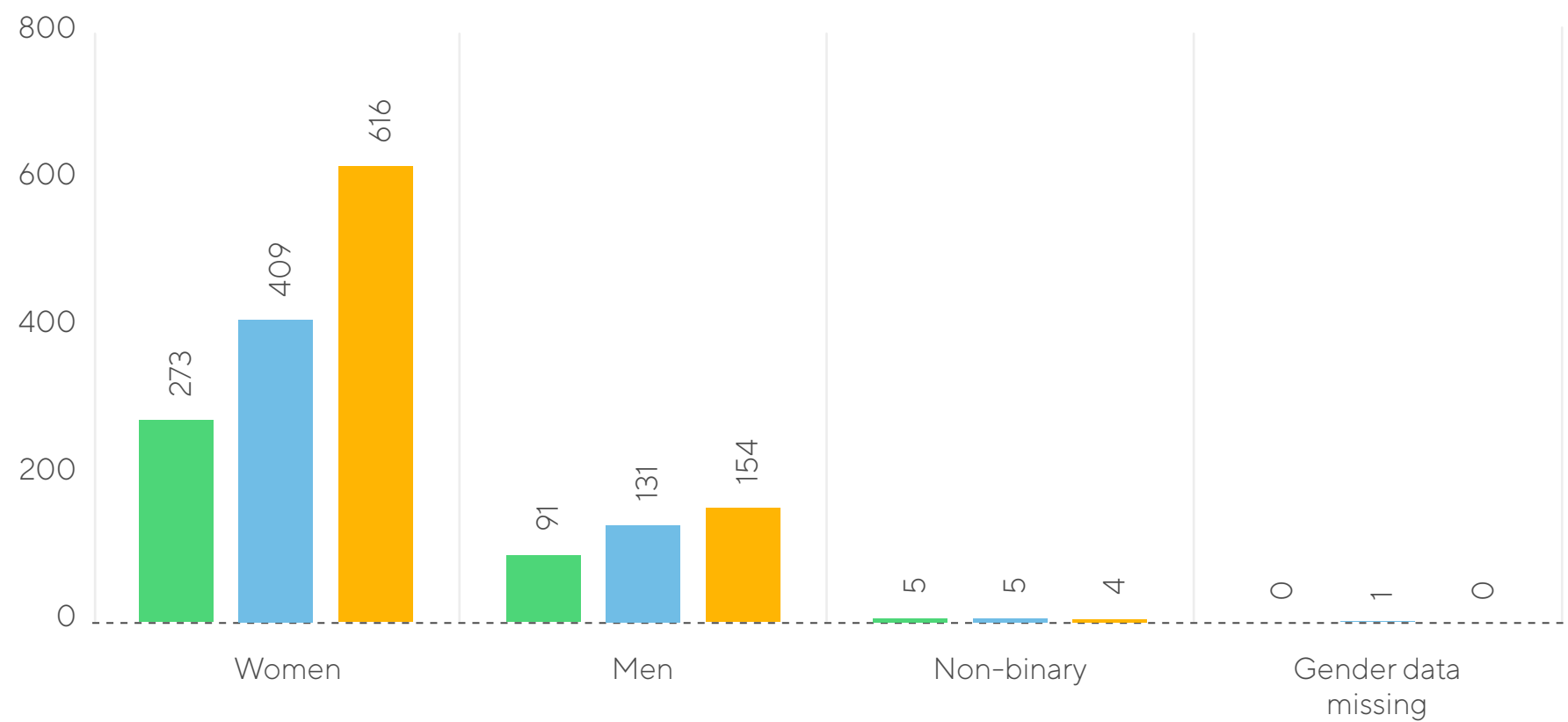
<sup>15</sup> Based on the job mapping introduced in 2022, all positions are ranked from Level 1 (entry level) to Level 8 (executive level).





Gender Breakdown of Our Workforce<sup>16</sup>

2020 2021 2022



Average Age of EcoVadis Employees<sup>17</sup>

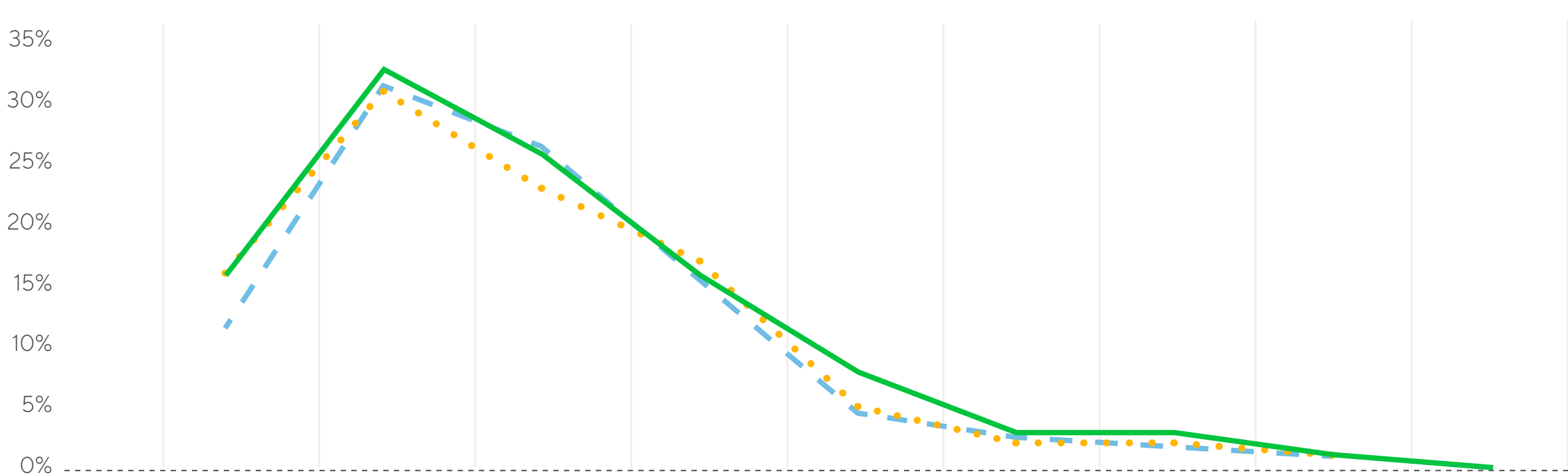
	2020	2021	2022
Average age	33	32	32
Men	34	33	33
Women	32	31	32

<sup>16</sup> All figures include only EcoVadis employees with permanent or fixed contracts.

<sup>17</sup> 2020/2021 figures include CyberVadis and some consultants/interns. 2022 figures include only EcoVadis employees with permanent or fixed contracts.

Age Breakdown of Our Workforce<sup>18</sup>

2020 2021 2022



	18-25 years	26-30 years	31-35 years	36-40 years	41-45 years	46-50 years	51-55 years	56-60 years	Above 60 years
2022	15%	32%	25%	15%	7%	2%	2%	1%	<1%
2021	16%	31%	23%	17%	5%	2%	2%	1%	<1%
2020	12%	32%	27%	16%	5%	3%	2%	1%	<1%

<sup>18</sup> Consultants for whom we have no birth date are not included in this calculation. 2020 & 2021 figures include CyberVadis & some Consultants/Interns. 2022 figures are for EcoVadis only and we are only reporting employee, permanent & employee and fixed employment contract statuses. 1.1% of the workforce is missing birthdate data.



Anti-Harassment  
and Non-Discrimination

(GRI 406)

EcoVadis has a zero-tolerance policy toward harassment and discrimination. This applies to all forms of discrimination (gender, age, origin, sexual orientation, religion, etc.) and includes sexual and moral harassment. We aim to ensure a safe workplace with zero incidents of harassment or discrimination.

To achieve this, we have an Anti-Harassment and Non-Discrimination Policy in place and train all employees on this topic as part of their mandatory onboarding curriculum. Additionally, we implemented a whistleblowing procedure so employees can report incidents anonymously. 100%<sup>19</sup> of our workforce has now been trained on anti-harassment and non-discrimination. In 2022, there were no confirmed cases of harassment or discrimination.

<sup>19</sup> Based on average headcount in 2022.





## Working Conditions

EcoVadis is committed to promoting a healthy work-life balance and ensuring that the individual physical, mental and emotional needs of our employees are met. We focused on the following aspects in 2022.

### Flexibility

During an internal employee survey conducted in 2021, employees expressed their preference for more agility and flexibility. Based on this feedback, we implemented our Future of Work policy, which includes:

- **Flexible hybrid work model:** As of January 2022, we shifted to a fully flexible hybrid remote/office model that allows employees to work remotely or on-premises according to their preferences. A policy was published to support employees and managers in implementing the new working model.
- **Allowances:** EcoVadis provides home-office and IT equipment budgets for its employees to work safely and comfortably from home. We further provide a monthly allowance to cover a portion of home office expenses (e.g., electricity, internet, etc.)

### Parental Leave

(GRI 401-3)

Our commitment to creating an employee-centric work culture extends to our parental leave policies. In most cases, employees' parental leave eligibility is based on the local legal context. However, in the US, Canada, Hong Kong and the UK, EcoVadis offers coverage beyond the legal minimum. In 2022, 34 employees benefited from maternity/parental leave (65% women, 35% men). 100% of employees returned to work after parental leave.

## Compensation

EcoVadis aims to attract and retain talent by providing a competitive, market-based compensation and benefits package.

We use a total compensation management tool to streamline the approach to compensation management and make proactive, data-based decisions. In addition, the following actions were carried out in 2022:

- **Salary benchmark analysis:** We worked closely with a consultancy on global salary benchmarks to continuously stay aligned with the market.
- **Manager training:** Managers were trained on our compensation philosophy, salary benchmarks and salary review process.
- **Inflation response:** EcoVadis responded to global inflation by closely monitoring the situation in all countries of operation and temporarily adjusting monthly remote allowances.

EcoVadis has budgeted a substantial amount for salary increases in 2023 to reward employee growth and maintain market competitiveness.

## Linking Compensation and Sustainability

At EcoVadis, compensation has both a fixed and variable component. In 2022, 5% of our employees (excluding sales) and managers' variable compensation is tied to the achievement of sustainability performance indicators. We aim to gradually increase the weight of these indicators in the coming years.





## Gender Pay Gap Analysis

(GRI 405-2)

EcoVadis aims to ensure there is no gender pay gap in the organization. In 2022, using 2021 data, we conducted our first gender pay gap analysis using the International Labour Organization’s methodology to compare annual compensation (base and bonus) for similar roles using the job mapping structure. When the percentage was more or less than 100%, the gap was analyzed and corrective action was taken when it was not justified.

In most cases, the results showed the gap was justified (e.g., differences in competencies, contract type, additional responsibilities and level of performance). A non-justified gap was found in less than 1% of the cases, representing 10 employees. These gaps were corrected in a timely manner. In 2023, using 2022 data, the same analysis was conducted and a non-justified gap was found in less than 1% of the cases, representing two employees.

## Employee Recognition

We aim to develop a compelling and meaningful rewards and recognition framework that aligns with our culture and promotes collaboration among employees.

**Employee recognition tools:** Our main recognition tool, Bonusly, promotes recognition between teams and employees at all levels. It allows employees to thank colleagues for their contributions and celebrate team and company milestones. In 2022, around 90% of employees were recognized every month.

## EcoVadis 15th Anniversary

In 2022, several regional events were organized to celebrate EcoVadis’ 15th anniversary. These events were an occasion to gather our teams after COVID-19 restrictions were lifted and strengthen their sense of belonging. Our anniversary events adhered to a social and environmental impact charter to ensure our employees traveled consciously.





# Health & Safety and Employee Well-Being

(GRI 403)

The physical and mental health of our employees and contractors is paramount, and we are committed to protecting it. We comply with applicable health and safety (H&S) regulations across our offices, with a particular focus on our five H&S pillars:

- Stress management
- Ergonomics
- Health and hygiene
- Physical activity
- Nutrition

To achieve this, we have a global Health & Safety Policy in place and carry out an annual occupational risk assessment. H&S councils, which include employee representatives, have been established in each operating country to support the local implementation of the H&S policy. In countries where it is compulsory (Poland), we carry out H&S training and emergency drills.

(GRI 403-1; 403-2; 403-4)

In 2022, 100% of our newly hired Polish employees participated in H&S training as part of their mandatory onboarding.

(GRI 403-5)

We ensure that all occupational health systems or services are accessible to 100% of employees. Employees (permanent and fixed-term; full-time and part-time) benefit from health insurance in line with local regulations. These protection plans also take into account cases of serious or chronic illness to ensure

employees have comprehensive coverage. 100% of employees were eligible for medical coverage and, in 2022, 83% of our employees chose to be covered.

(GRI 403-3)

In 2022, we recorded 0 accidents in our offices and 7,111 days lost due to sick leave and injuries reported by 967 employees from all employment statuses. These days include unpaid sick leaves.

(GRI 403-9; 403-10)

## COVID-19 and Psychological Support

(GRI 403-3; 403-6)

Since 2020, we have provided a psychological support hotline available to all employees globally. To guarantee neutral, independent and confidential help, we use a specialized third-party company that provides a multilingual service.

## Well-Being

(GRI 403-6)

To promote healthy lifestyles, we have introduced a wellness budget for all EcoVadians. This budget can be used to cover costs for a range of physical and mental health activities (e.g., gym memberships, meditation programs and massages).

EcoVadis also held a “Mindfulness Month” in May 2022 that featured talks given by health and wellness experts, virtual yoga and meditation sessions, meeting-free Fridays and knowledge sharing around well-being.





## Employee Feedback and Social Dialogue

(GRI 402; 2-30)

Gathering feedback from our employees is central to continuously improving the employee experience. We carried out the following activities in 2022 to do this:

- ✓ **Pulse Check Survey:** A regular pulse check survey is sent out to collect employees' opinions and feedback.
- ✓ **Employee Satisfaction Survey:** A comprehensive employee satisfaction survey is sent to all employees once every two years. This quantitative questionnaire, based on the employee Net Promoter Score (eNPS) methodology, asks employees to evaluate (on a scale of 1 to 10) the probability that they would recommend their company to people. The results of this survey, as well as any action plans put in place, are shared with all employees. In 2022, 82% of our employees participated in the survey and the eNPS satisfaction score was 35 – 5 points below the 2021 results.
- ✓ **Stay Interviews:** We also conduct stay interviews to gain more in-depth insights and help us create better employee retention and engagement strategies. The target group was 10% of employees that have been with EcoVadis for more than six months – across all locations, business units and three different seniority levels. In total, 81 stay interviews were conducted.

- ✓ **Employee Work Council (France):** As per local regulations, an Employee Council is in place in France to support employees with all concerns that cannot be addressed directly by their line managers or local HR. Council members are elected by the employees for a maximum of four years.
- ✓ **Collective Agreements:** In 2022, the collective agreements we have in place in various locations covered 334 employees, representing 27% of our total workforce.
  - **Japan:** The agreement regulates working hours, flex times and the maximum number of holidays on which EcoVadis can require employees to work.
  - **Spain & Italy:** Collective labor agreements are signed and negotiated at the industry level by the main trade unions and members of the Spanish Association of Enterprise of Consultancy and IT.
  - **France:** The agreement regulates working hours and working days per year.





# Fair Business Practices

As the world's largest provider of sustainability ratings, our integrity and reputation as an independent and trustworthy organization are the cornerstones of our success. We aim to maintain the quality, transparency and integrity of our methodology, minimize the risk of conflicts of interest and uphold the highest ethical standards throughout our operations. We use our Code of Ethics, training programs and control processes to ensure employees, contractors and suppliers are acting ethically.



# Ethics

## Governance of Ethics

(GRI 205-1)

Ethics and compliance is managed by the Ethics and Compliance Senior Manager under the supervision of the Risk and Compliance Director. The Ethics and Compliance Council is a dedicated body – composed of a Co-CEO, three senior leadership members and the Risk and Compliance Director – that meets twice a year to guide our ethics and compliance efforts. We have also conducted an ethics and compliance risk assessment.

## Code of Ethics

(GRI 2-23)

EcoVadis’ commitment to ethics is formalized in our Code of Ethics, which applies to all employees and contractors. Our Code is built on three principles:

### Upholding Our Quality Standards

To maintain our high quality standards, EcoVadis ensures that its management systems remain in compliance with ISO 9001 (Quality Management Systems). In 2022, 100% of our sites were [ISO 9001 certified](#).

## Transparency of Our Methodology

Being transparent about our methodology and rating is key to maintaining our integrity and credibility as a ratings provider. To ensure our customers have the information they need to understand the assessment and scorecard results, we provide detailed information on our methodology and assessment process on our [website](#). In addition, we have a process in place to respond to customers requesting clarification on their assessment results. In 2022, we received and answered 2,320 customer inquiries.

## Integrity of Our Ratings

To protect the integrity of our ratings, our analysts follow rigorous guidelines to ensure their analysis is not affected by internal or external influences.

## Ethics Training

(GRI 2-24)

As part of the onboarding process, all new employees receive training on key policies and procedures outlined in our Code of Ethics. In 2022, 88%<sup>20</sup> of employees acknowledged the Code.

<sup>20</sup> Excluding contractors, consultants and interns.





## Anti-Corruption and Bribery

(GRI 2-27; 205-2; 205-3)

To ensure all employees act in accordance with the anti-corruption and bribery guidelines outlined in the Code of Ethics and the Gifts and Entertainment Policy, anti-corruption and bribery topics are part of the training for new employees. In 2022, we had no confirmed cases of corruption or bribery.

## Whistleblowing Procedure

(GRI 2-26)

We have a whistleblowing procedure in place that enables employees to report any breach of our Code of Ethics without fear of retaliation in any form. Those who fail to comply with EcoVadis’ ethics regulations are subject to disciplinary measures (depending on the case). In 2022, we received 26 whistleblower reports and had no confirmed ethics breaches.

## Preventing Modern Slavery

Recognizing that modern slavery and human trafficking are risks in our global supply chain, we screen all of our suppliers and conduct a more thorough human rights assessment of any identified as high risk.

In 2022, we screened the sustainability risk of 344 suppliers, of which 3 were found to have high inherent labor and human rights risks based on their location and industry profile. In 2023, we will conduct sustainability performance assessments of these suppliers.





## Information Security

As a technology company, protecting the information of our customers and employees is critical to our success. Breaches of our IT security systems have the potential to significantly damage our reputation and lead to the loss of revenue and customers, partners or employees. We have a range of policies, training modules and control mechanisms in place to mitigate this risk.

### Information Security Policy & Training

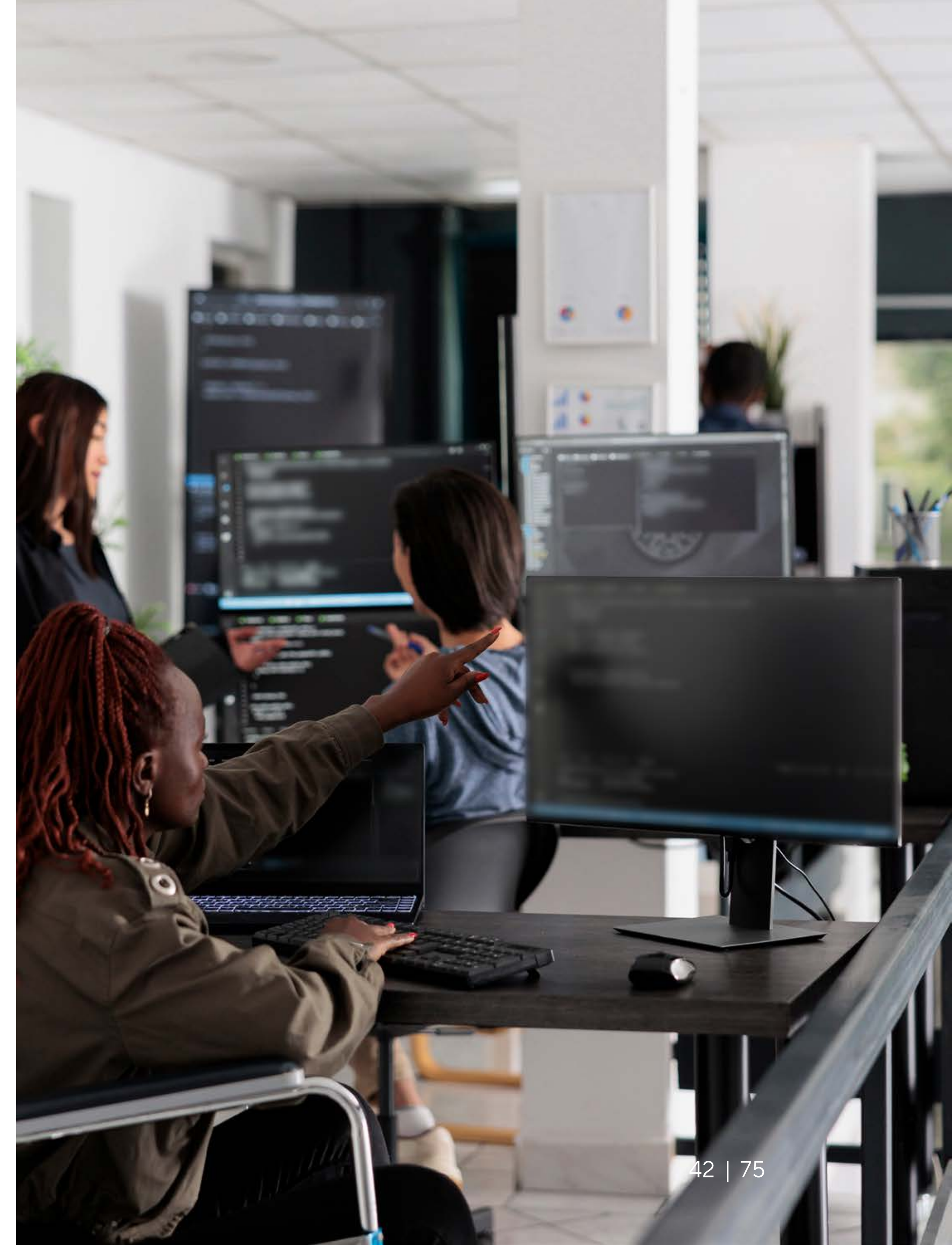
As a data controller, EcoVadis is committed to complying with all relevant regulations and striving to implement global best practices in data management. Our information security policy aligns with the EU General Data Protection Regulation and sets out the technical and behavioral safeguards necessary to ensure the availability, integrity, confidentiality and traceability of information under our control. Each year, we aim to have 100% of our employees undergo information security training to make them aware of information security risks and our policies to address them. In 2022, 100% of employees completed the mandatory training.

### Internal and External Audits

Our Internal Audit Program has a three-year timeline. Information security audits are conducted twice annually and all internal processes undergo a quality audit at least once per year. Audit results are reviewed and discussed during a biannual management review. A third party audits our data protection practices regularly. We also have contractual clauses in place to regulate the processing of data between our offices outside of the EU. In 2022, we carried out an internal and external audit.

### ISO 27001 Certification

To achieve the highest level of information security, EcoVadis has implemented an ISO 27001:2013 certified Information Security Management System. In 2022, 100% of our legal entities are covered by this [certification](#).





# Sustainable Procurement

A significant portion of our social and environmental impacts lie in our global supply chain. As a company committed to ethical and sustainable business practices, we expect our supply chain partners to show the same commitment to transparency and sustainability. In 2022, we introduced a range of policies and activities to screen our supply chain for risk and assess and monitor the sustainability performance of suppliers.



# Our Supply Chain

(GRI 2-6)

As an office-based company, EcoVadis has a moderately complex supply chain. Our main purchasing categories by spend are office spaces, IT services and equipment and consulting services. Accordingly, our primary supply chain risks include ethical business practices, the sustainability performance of lower-tier suppliers and environmental risks related to the procurement of IT equipment and services. The majority of our suppliers are SMEs in Europe that EcoVadis is building long-term relationships with to enhance collaboration on sustainability and mitigate supply chain risks.

## Supplier Code of Conduct

In 2022, EcoVadis updated its Supplier Code of Conduct with new expectations for our supply chain partners in the areas of labor and human rights, ethics and environmental protection.

## Sustainability Risk Screening

(GRI 308; 414)

To help us prioritize efforts, we use the EcoVadis IQ tool to conduct a sustainability risk screening for all suppliers with a recurring annual spend above €5,000. Based on the results, suppliers with a risk rating of “high” or “very high” are asked to undergo an EcoVadis sustainability assessment.

<sup>21</sup> Percentage of spend above €5,000.

In 2022, 344 suppliers were screened, representing an 86% spend coverage. The three suppliers identified as high risk will be invited to undergo assessment in 2023.

## Sustainability Performance Assessments

(GRI 308; 414)

To gain transparency on the sustainability performance of our supply chain, we introduced supplier assessments in 2022 and will expand these efforts going forward. By 2024, we aim to assess all suppliers with an annual recurring spend of at least €100,000 (which represents roughly 80% of our spend) and those identified as “high” or “very high” risk during the risk screening. Suppliers are assessed using EcoVadis Ratings.

Depending on the assessment results, suppliers are asked to implement corrective actions to continuously improve their rating and sustainability performance. In 2022, 50 suppliers were covered by a valid EcoVadis Rating, which represents a 34% spend coverage.<sup>21</sup> The average score of these was 53.8, with eight scoring below 45. By 2024, we aim to have no suppliers with a score below 45.

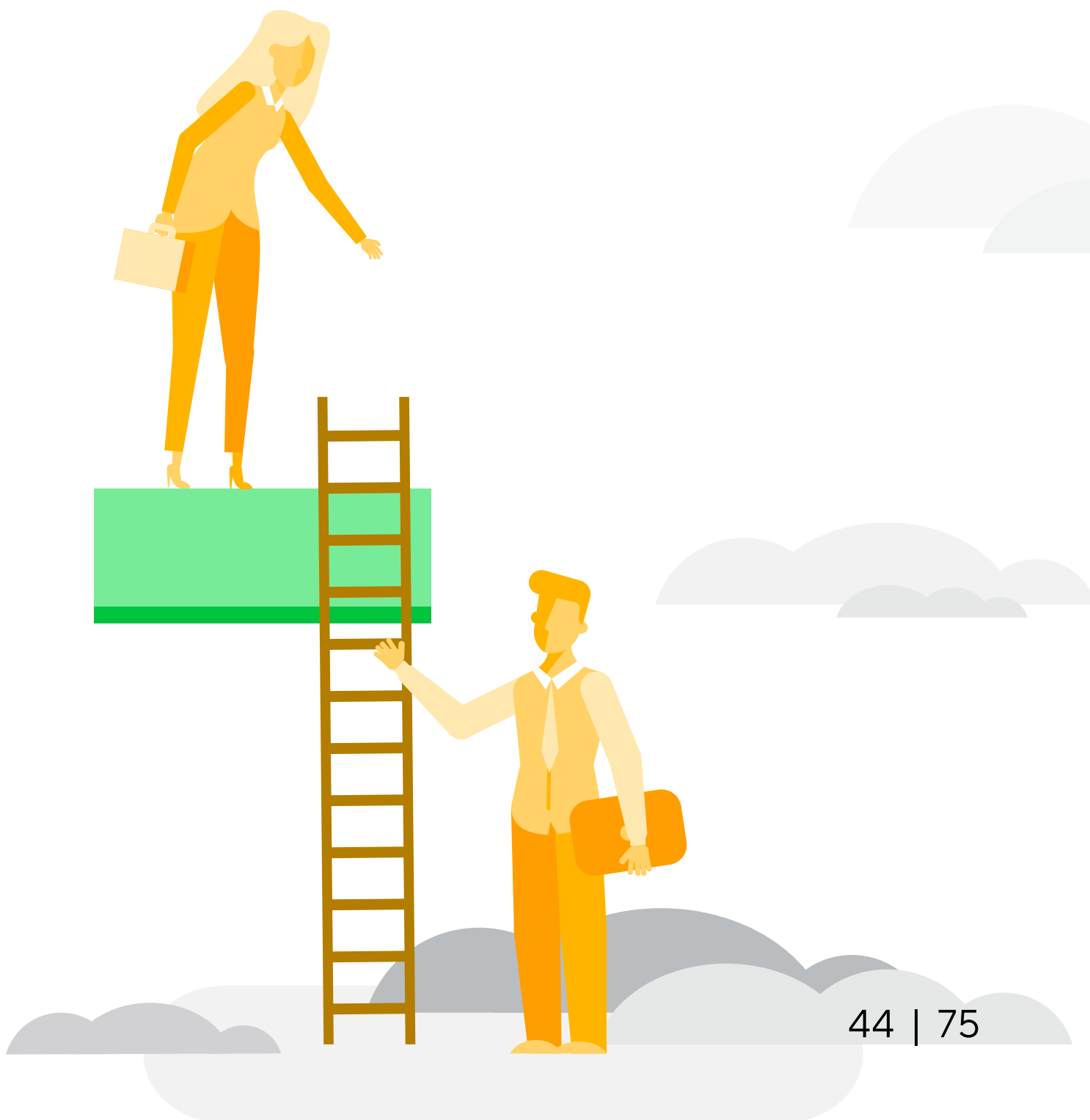
## Supply Chain Decarbonization

With purchased goods and services accounting for 56% of EcoVadis’ carbon footprint in 2022, including our supply chain partners in our decarbonization efforts is essential. Our ambition is to encourage 50% of suppliers to set science-based targets on carbon by 2030.

To achieve this, we launched the following initiatives in 2022:

- Mandatory emissions reporting for our key suppliers;
- Support supplier capacity building through our tools and solutions.

In 2022, 12% of suppliers by spend have set targets in line with the Science Based Targets initiative (SBTi).





# Environment

According to the industry profiles we use in our assessments, GHG emissions represent the largest negative environmental impact of office-based companies. Therefore, decarbonization was our main focus area in 2022. Beyond that, we are committed to minimizing the negative impact of our IT equipment and training our employees on how to adopt sustainable behaviors.



## Climate Action

EcoVadis recognizes the importance and urgency of taking action to limit global warming to 1.5°C. To do our part, we set ambitious emission reduction targets, annually calculate and report our emissions and implement a range of reduction plans that target our primary emission sources.

### Our Ambition

EcoVadis aims to reduce the carbon footprint of each scorecard by 50% by 2030 (compared to 2019).

### Methodology Note

EcoVadis’ reporting on GHG emissions is carried out in accordance with the Greenhouse Gas Protocol’s reporting standard (Scope 1 standard, Scope 2 standard and Corporate Value Chain Standard). The emissions reported cover all of EcoVadis’ operations and sites across the three emission scopes.

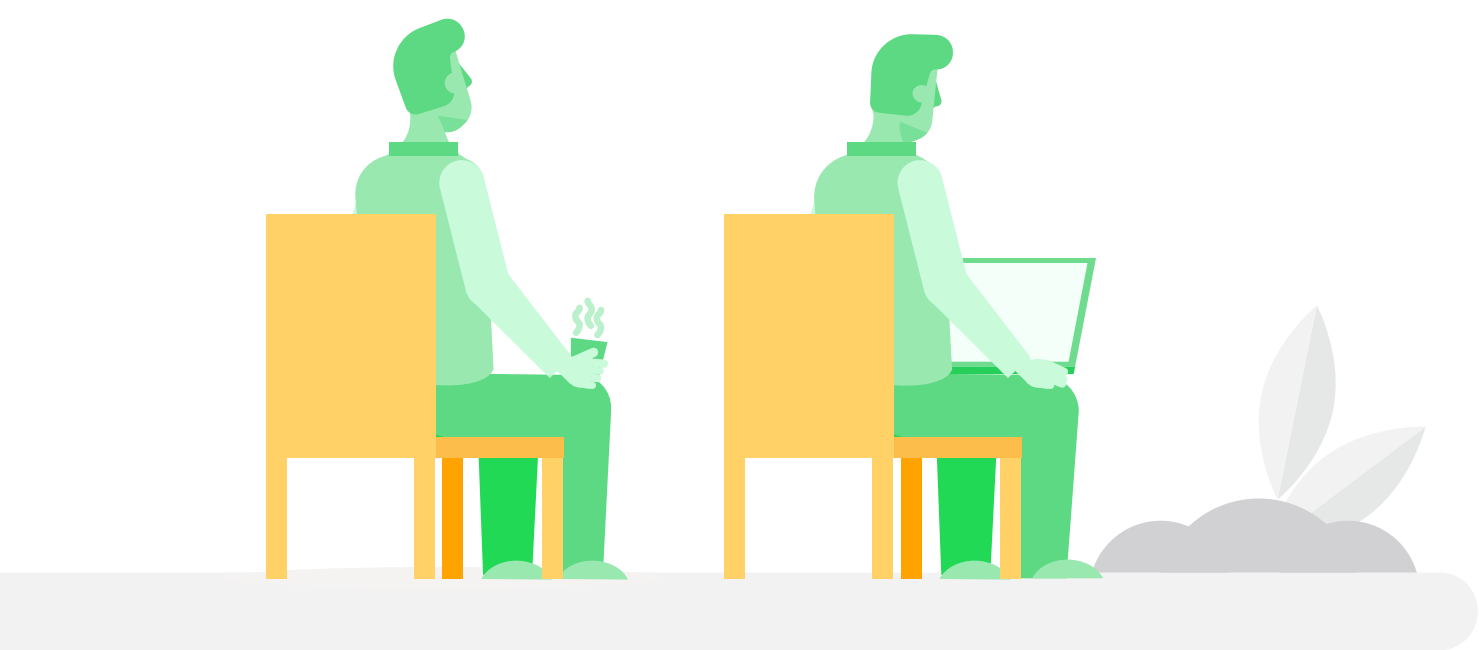




## 2022 GHG Emissions Overview<sup>22</sup>

(GRI 305)

In 2022, **EcoVadis’ total GHG emissions were estimated to be 3,748.9 tCO<sub>2</sub>e**. The following is a breakdown by source and scope.



Scope	Category	2022 Emissions (tCO <sub>2</sub> e)		Change vs. 2021 (%)
Scope 1	Fugitive emissions	3.2		stable
Scope 2	Energy consumption in offices	61		+19%
	Leased assets	83.4		+49%
	Business travel	917.6		+1,051%
	Capital goods	264.3		-14%
	Purchased goods and services	2,092.7		+65%
	Employee commuting	266.2		+195%
	Fuel and energy-related activities	20.8		+10%
	Waste	38.6		+31%
Scope 3	Downstream transportation and distribution	0.9		-60%
Total emissions		3,748.9		+97%*
Emissions per scorecard		0.091	+42% (-20% vs. 2019)**	
Emissions per employee		2.9	+53%	

\* The increase of 97% can be explained by returning to “business as usual” after COVID restrictions were lifted in most regions and workforce growth of 39% compared to 2021.

\*\*EcoVadis’ ambition is to reduce the carbon footprint of each scorecard by 50% by 2030 compared to a 2019 base year.

<sup>22</sup> The allocation of our emissions between Scopes 1, 2 and 3 is based on the operational control exercised by EcoVadis. Emission sources over which EcoVadis has operational control are accounted for in Scopes 1 and 2, while the rest are included in Scope 3. For Scope 2 emissions, EcoVadis uses a market-based calculation methodology that applies emission factors according to the type of energy purchased by the company rather than the country’s emission factor. This calculation methodology, which is recognized by the Greenhouse Gas Protocol, takes into account efforts to source from cleaner electricity suppliers.



## Our Decarbonization Journey: Focus Areas and Reduction Plans

Based on the results of past and current GHG calculations, we identified the following key focus areas for our decarbonization efforts:

### Energy Consumption and Renewable Energy (GRI 302)

We are committed to reducing emissions from energy consumption by 50% by 2030 compared to a 2019 base year. We work closely with our landlords to encourage energy savings and the use of renewable energy.

In 2022, we consumed a total of 164,565 kWh across our main offices<sup>23</sup> (+7% vs. 2021). The total emissions from energy consumption (including energy for heating and cooling) are estimated at 224 tCO<sub>2</sub>e. In 2022, 43% of the energy consumed in our main offices came from renewable sources.

### Scope 3 Emissions Reduction

We are committed to reducing our Scope 3 emissions by 55% per unit value added by 2030 from a 2019 base year. To achieve this target, we are focusing on the following areas:



#### Business Travel

To lower our emissions from business travel we implemented a sustainable travel policy in 2022. The first goal of the policy is to reduce business travel through the use of virtual meetings. The second goal is to promote less carbon-intensive means of travel where it cannot be avoided. As part of the policy, each division is allocated a carbon budget that regulates air travel.

Emissions from business travel are estimated at 941.5 tCO<sub>2</sub>e and represent 25% of total emissions. The increase in business travel emissions compared to 2021 can be explained by an increase in travel following the easing of COVID-19 restrictions.



#### Purchased Goods and Services

To lower our emissions from purchased goods and services, we implemented a sustainable procurement initiative in 2022 (see the [Sustainable Procurement](#) section for more). Emissions from purchased goods and services are estimated at 2,092.7 tCO<sub>2</sub>e and represent 56% of our total emissions in 2022. The 65% increase in these emissions over the past year can be explained by our company's growth and increased investments in 2022.



#### Employee Commuting

To lower our emissions from employee commuting, we offer flexible and hybrid working arrangements. Emissions from employee commuting are estimated at 266 tCO<sub>2</sub>e and represent 7% of total emissions in 2022. The increase in emissions can be explained by employees returning to our offices after COVID-19 lockdown restrictions were lifted.

### Carbon Offsetting

We are committed to offsetting 100% of our residual emissions by financing certified environmental projects. Project partners for offsetting our 2022 emissions are currently being reviewed.

<sup>23</sup> Includes office consumption in Paris, Warsaw, Tunis and Ebene offices.



## Electronic Waste Management

(GRI 306)

EcoVadis aims to reduce its generation of electronic waste as much as possible. We are doing this by introducing sustainable purchasing guidelines for IT equipment (through our Equipment Policy), increasing the lifetime of IT equipment from three to four years and formulating end-of-life procedures. While some of our offices already have IT asset disposition programs in place, we plan to expand these efforts in 2023. In 2022, we recycled 150 kg of electronic waste in our Paris office.

## Environmental Advocacy

We educate our employees on how they can adopt sustainable behaviors and help them find and participate in volunteer activities that benefit the environment. In 2022, 65% of employees completed the newly implemented sustainability training and 156 managers were trained on [Climate Fresh](#). Additionally, 311 employees (24%<sup>24</sup>) joined one or more environmental awareness or volunteering activities.

<sup>24</sup> Based on average headcount in 2022.





# Philanthropy



## EcoVadis Philanthropy Program

The EcoVadis Philanthropy Program scales our efforts by supporting organizations that fight climate change and promote diversity, equity and inclusion (DEI). It aims to empower communities and future generations of sustainability practitioners to become changemakers.

The Program is based on three pillars:

### Sponsoring a social entrepreneur

€50,000

budgeted in 2022



A global partnership with [Ashoka](#), an international organization supporting leading social entrepreneurs. EcoVadis has invested €50,000 in this project.

### 1 scorecard = 1 tree planted

€49,000

budgeted in 2022



For every scorecard published in 2022, one tree will be planted to create carbon sinks and preserve biodiversity. €49,000 was donated to the organization [One Tree Planted](#).

### Local Donation Program

€100,000

budgeted in 2022



A €100,000 fund for local donations was distributed proportionally between EcoVadis offices, based on employee numbers. Employees voted for their preferred NGO operating in the areas of sustainability education, carbon and DEI.



Local Donation Program

Region	Donation Amount	NGO(s)	Theme
France	€13,000	<a href="#">Avenir Climatique</a> ; <a href="#">Utopia56</a>	Sustainability education; carbon; DEI
Mauritius	€26,500	<a href="#">Ti Rayons Soleil</a>	DEI
Poland	€23,000	<a href="#">Polskie Forum Migracyjne</a>	DEI
Spain, Italy	€6,500	<a href="#">Refugees Welcome</a>	DEI
Tunisia	€4,000	<a href="#">Croissant Rouge Tunisien</a>	DEI
Hong Kong	€5,500	<a href="#">Hong Kong Unison</a>	DEI
Japan, Singapore, Australia	€2,500	<a href="#">Aqua Planet</a>	Sustainability education
US, Mexico, Argentina, Brazil	€4,000	<a href="#">Anthus</a>	DEI
Germany, Austria, Belgium, Netherlands, Sweden	€2,000	<a href="#">German Zero</a>	Sustainability education
Canada	€10,000	<a href="#">Water First</a>	Sustainability education; DEI
UK	€3,000	<a href="#">Fair Share</a> ; <a href="#">Be Enriched</a>	DEI

EcoVadis Emergency Fund

In addition to these pillars, EcoVadis has an emergency fund to allocate to exceptional events. In 2022, we funded the following:

- ✓ [Corinne Runs for Good](#) (€5,000): a Polish-Mauritian initiative offering a one-year scholarship to a paralympic girl;
- ✓ [Polish Humanitarian Action](#) (€15,000): a Polish NGO supporting people affected by the invasion of Ukraine and armed conflict around the world;
- ✓ [Together](#) (€5,000): a language school in Warsaw that provides Polish classes to Ukrainian families.

In addition, employees contributed by raising €1,743 for Mum for Ukraine (Maman pour L’Ukraine), a French citizen initiative that supports displaced Ukrainian families in Paris.





## Employee Engagement Through the Change Maker Community

In 2022, EcoVadis launched a Change Maker Community, supported by [Vendredi](#), to enable employees to take meaningful action on sustainability. Each employee receives one paid volunteer day annually. To facilitate and encourage our employees in this endeavor, each employee is granted one paid volunteer day.

### Our Change Maker Community in numbers in 2022:

277

volunteer days  
completed  
(+177 days vs. 2021)

455 hours

spent on awareness  
activities

Contribution to three  
SDGs:  
Climate Action,  
Good Health & Well-Being,  
Reduced Inequality

30%

of employees engaged  
in volunteering and  
awareness activities

At least  
38 NGOs  
supported

“

The mission helped me become  
more aware of the accessibility  
issues wheelchair users face  
every day and what they need  
to overcome.”  
Wheel the Ground with SmartBFA  
(Singapore)

Employee  
satisfaction rate:

4.87/5





# Methodology and Audit



# Reporting and Data Collection Process

(GRI 2-3)

In line with the EU Directive covering the publication of extra-financial information by companies, EcoVadis describes its main environmental, social and governance risks as part of its Declaration of Extra-Financial Performance (DPEF). This report stands alongside the DPEF published in French and represents EcoVadis’ commitment to transparency and reporting. It was prepared in reference to the GRI standards.

The scope of this report corresponds to the company’s scope of consolidation as set out in the articles of incorporation (the same as that used for the publication of the consolidated financial statements). The 2022 fiscal year covers the period from January 1, 2022 to December 31, 2022.

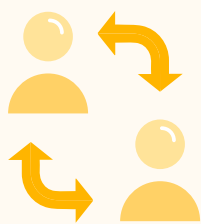
This report was written by the Impact Department with the assistance of the following departments: Human Resources, Finance, Marketing, Quality & Information Security, Ethics & Compliance and Procurement. The published indicators are produced on the basis of a non-accounting summary. Social data is retrieved from our centralized HR management system and personnel files. Environmental data is collected manually. This process is coordinated by the Impact department and supported by EcoVadis office managers across all operational sites.

## Corrections

In 2022, we aligned the methodology for calculating total workforce numbers. We now only include internal employees and exclude internal contractors, external providers and interns. We have also excluded employees belonging to CyberVadis as it became an independent entity in Q2 2022. Given these changes the total workforce numbers for EcoVadis are:

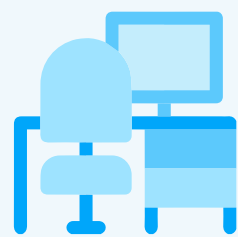


## KPI Calculations



### Attrition Rate

The attrition rate is calculated as the cumulative number of voluntary departures during the year of employees with permanent contracts, divided by the annual average number of employees with permanent contracts.



### Total Workforce

For the calculation of total workforce as of December 31, 2022, the following employees were taken into account: employees with permanent or temporary contracts. External providers, internal contractors and interns were not included in the calculation. Data on social indicators pertains to 100% of EcoVadis’ workforce.



### Greenhouse Gas Emissions

EcoVadis’ 2022 GHG report has been prepared following the Greenhouse Gas Protocol Corporate Standard. [Greenly](#), a company specializing in the calculation of GHG emissions, has supported EcoVadis in the calculation of 2022 GHG emissions.



Scope	Category	Methodology Notes
Scope 1	<b>Fugitive emissions</b> Includes fugitive emissions from air conditioning in our Ebene office	The GHG emissions related to gas leakages in the air conditioning systems were estimated based on the surface area benefiting from air conditioning (1,185m²) and an emission factor provided by Greenly.
Scope 2	<b>Energy consumption in offices</b> Includes emissions from electricity used in our Paris, Warsaw, Tunis, Ebene offices	<p>17% of the energy consumption from our main offices (Paris, Warsaw, Tunis and Ebene) was estimated. This is because, at the time of data collection, energy bills were not available for the entire calendar year of 2022.</p> <p>Emissions for <b>Paris</b> were calculated based on the electricity consumption from Jan- Dec 2022.</p> <p>Emissions for <b>Warsaw</b> were estimated based on the electricity consumption from Jan-Nov 2022. The consumption was then extrapolated using the average monthly consumption to represent emissions for a full calendar year.</p> <p>Emissions for <b>Ebene</b> were estimated based on the electricity consumption from Jan-Oct 2022. The consumption was then extrapolated using the average monthly consumption to represent emissions for a full calendar year.</p> <p>Emissions for <b>Tunis</b> were estimated based on electricity consumption from Nov 2021-Oct 2022. Market-based emission factors were used for the offices that use renewable energy (Paris &amp; Warsaw) and location-based emission factors were used for the remaining offices.</p>
Scope 3	<b>Purchased goods and services</b> Includes emissions from: professional services, IT licenses, SaaS, events, food & drinks, cloud services, other purchased energy in the Paris, Warsaw, Tunis, Ebene offices	<p>Greenly has applied a spend-based approach by using EcoVadis’ expenses and applying monetary emission factors, specific to the supplier or sector of activity.</p> <p>For five of our key SaaS and cloud service suppliers, we used primary GHG data provided by the companies.</p>



Scope	Category	Methodology Notes
	<b>Capital goods</b> Includes emissions from IT equipment and office furniture	<ul style="list-style-type: none"><li>• Where possible the make and model of the purchased IT equipment were identified. In these cases, emission factors generated from LCA analysis for the specific models were used to estimate emissions.</li><li>• Where it was not possible to identify the make and model of IT equipment purchased, a spend-based approach was used.</li></ul>
	<b>Fuel and energy-related activities</b> Includes other emissions related to energy consumed in the Paris, Warsaw, Tunis, Ebene offices	The results from this category have been calculated through an activity approach using an emission factor for upstream energy.
	<b>Wastes generated in operations</b> Includes emissions from ordinary waste in offices	In the absence of direct data regarding the overall weight of waste generated by the company, this category has been estimated by Greenly based on average data (data source: ADEME) of waste generation per employee for office activities.
	<b>Business travel</b> Includes emissions from flights, trains, cars and accommodation	<ul style="list-style-type: none"><li>• <b>Air</b> travel emissions have been calculated based on distance traveled. The emissions factors used were provided by the French regulatory agency ADEME.</li><li>• <b>Rail</b> travel emissions have been calculated based on distance traveled in each country. Where available, specific local emissions factors were used.</li><li>• <b>Road</b> travel emissions have been estimated using a spend-based approach.</li><li>• <b>Accommodation</b> emissions have been estimated using a spend-based approach.</li></ul>



Scope	Category	Methodology Notes
	<b>Employee commuting</b>  Includes emissions from commuting and working from home (heating & air conditioning)	<ul style="list-style-type: none"><li>• Data was gathered through an employee survey. 70% of employees participated in the survey.</li><li>• Emissions related to <b>employees commuting</b> from their homes to their worksites were estimated through a distance-based method.</li><li>• Emissions related to heating and cooling when working from home were estimated based on the mode of heating &amp; cooling and the location of the employees.</li></ul>
	<b>Upstream leased assets</b>  Includes emissions from energy consumption in our co-working offices	<ul style="list-style-type: none"><li>• <b>Berlin, Barcelona, London, San Francisco &amp; Hong Kong:</b> Emissions were estimated based on the estimated average electricity consumption per desk provided by WeWork.</li><li>• <b>New York &amp; Toronto:</b> Total consumption values for the co-working spaces were shared by the provider. We used the total consumption as reported and broke it down for the space we occupied.</li><li>• <b>Düsseldorf, Tokyo &amp; Singapore:</b> No data was available related to surface area occupied or electricity consumption. The average surface area per employee was estimated to be 8.5 m². An average electricity consumption of 170 kWh/m² was assumed to estimate the yearly electricity consumption.</li></ul>
	<b>Downstream transportation and distribution</b>  Includes emissions from postal services	The emissions have been calculated by our partner Greenly using a spend-based approach.



## Challenges and Limitations

After reflecting on the 2022 reporting process, we identified the following limitations and improvements areas:

- ✔ **Improve data availability for GHG emissions calculation**
  - Due to timing, some energy consumption data had to be estimated in 2022;
  - Due to low market maturity, only a few of our suppliers were able to provide GHG data.
- ✔ **Continuously increase the number of KPIs we monitor**
  - Anticipate regulatory changes (e.g., the EU’s upcoming Corporate Sustainability Reporting Directive).

After conducting a materiality analysis, EcoVadis found the following topics to be not material given the company’s activities:

- Circular economy
- Material consumption and waste management (excluding electronic waste)
- Biodiversity (including animal welfare)
- Water consumption
- Food waste
- Food insecurity
- Responsible, fair and sustainable food

## Checks and Verification

(GRI 2-5)


Prior to external verification, the data presented was checked by the Chief Impact Officer and Impact Manager. Individual sections have been verified by the Chief People Officer, Ethics and Compliance Senior Manager, Procurement Senior Manager and Quality Senior Manager.

The report for the year ended December 31, 2022, was then verified by KPMG S.A.



# KPI Table



Indicators	2020	2021	2022	Target
<div> <b>People</b></div>				
<div>General</div>				
■ Employees	615	906 <sup>25</sup>	1,256 <sup>26</sup>	N/A
■ Voluntary attrition rate <sup>27</sup>	9.4%	13.8%	12.8%	N/A
■ Employee Net Promoter Score	19	40	35	38
■ Training hours completed on average per employee	N/A	N/A	40 hours	N/A
■ Employees benefiting from parental leave	34 (38% women; 62% men)	44 (48% women; 52% men)	34 (65% women; 35% men)	N/A

<sup>25</sup> 2020 & 2021 figures have been adjusted to exclude CyberVadis employees for better comparison.

<sup>26</sup> 2022 figures are for EcoVadis only and only report on permanent and fixed employment contract statuses.

<sup>27</sup> Attrition rate is equal to the number of cumulative voluntary terminations of employees with indefinite/permanent contracts for the year divided by the average annual headcount of employees with indefinite/permanent contracts. The attrition rate is low, which confirms the commitment of our employees.



Indicators	2020	2021	2022	Target
Diversity, Equity and Inclusion				
■ Gender Equality Index	81/100	89/100	94/100	N/A
■ Women representation in the company	Board: 0% Executive Committee: 33% Managers: 46% Employees: 54%	Board: 0% Executive Committee: 42% Managers: 50% Employees: 57%	Board: 29% Executive Committee: 36% Managers: 53% <sup>28</sup> Employees: 61%	Board & Executive committee: 40% by 2026  Managers & Employees: Maintain 50%
■ Gender pay gap	N/A	<1%	<1%	Below 1%
■ % of employees trained on diversity, equity and inclusion	N/A	N/A	94%	100%
■ Confirmed cases of discrimination and harassment	0	0	0	0
■ % of employees trained on non-discrimination and anti-harassment	N/A	100%	100%	100%
Health and Safety				
■ % of our employees that participated in H&S training	N/A	N/A	100% <sup>29</sup>	100% <sup>30</sup>
■ % of employees covered by medical insurance	N/A	100%	83%	90%

<sup>28</sup> Women managers reported include team leaders.

<sup>29</sup> 100% of employees have completed H&S training in locations where legally required (Poland).

<sup>30</sup> 100% of employees trained in locations where legally required.


<sup>31</sup> 2022 figure includes all EcoVadis employment statuses, including internal and external consultants/interns and unpaid sick leaves.




Indicators	2020	2021	2022	Target
■ Accidents	N/A	0	0	0
■ Days lost to sickness, injuries and accidents	N/A	N/A	7,111 <sup>31</sup>	No target
<div> Fair Business Practices</div>				
■ % of employees that acknowledged our Code of Ethics	100%	100%	88% <sup>32</sup>	100%
■ Confirmed corruption and bribery breaches	0	0	0	0
■ Whistleblower reports	N/A	N/A	27	No target
■ Confirmed ethics breaches	0	0	0	0
■ % of employees trained on information security	100%	100%	100%	100%
■ Internal/external information security audits	N/A	N/A	1 internal 1 external	No target

<sup>32</sup> Figure excludes contractors/consultants and interns.



Indicators	2020	2021	2022	Target
<div> Sustainable Procurement</div>				
■ % of EcoVadis spend undergoing sustainability risk screening	N/A	N/A	86%	80% of suppliers above €5,000 recurring spend by 2024
■ % of EcoVadis spend undergoing sustainability performance assessment	N/A	N/A	34%	80% of suppliers above €5,000 recurring spend by 2024
■ Average supplier sustainability performance score	N/A	N/A	53.8	No suppliers with a score below 45 by 2024
■ % of suppliers by spend with SBTi targets in place	N/A	N/A	12%	50% by 2030



Indicators	2020	2021	2022	Target
<div> Environment</div>				
■ Total GHG emissions	1,728 tCO <sub>2</sub> e	1,904.8 tCO <sub>2</sub> e	3,748.9 tCO <sub>2</sub> e	Reduce the carbon footprint of each scorecard by 50% by 2030 compared to 2019.
■ GHG intensity per scorecard	0.075 tCO <sub>2</sub> e	0.064 tCO <sub>2</sub> e	0.091 tCO <sub>2</sub> e	
■ Scope 1 emissions	0 <sup>33</sup>	3.2 tCO <sub>2</sub> e	3.2 tCO <sub>2</sub> e	
■ Scope 2 emissions	211.5 tCO <sub>2</sub> e	51.4 tCO <sub>2</sub> e	61 tCO <sub>2</sub> e	
■ Scope 3 emissions	1,570.6 tCO <sub>2</sub> e	1,850.2 tCO <sub>2</sub> e	3,684.6 tCO <sub>2</sub> e	
■ Energy consumption derived from renewable sources	20%	47%	43%	100% by 2030
■ Amount of material recycled	624 kg (other waste including paper)	569 kg (electronic waste) 388 kg (other waste including paper)	150 kg (electronic waste)	No target
■ % of employees engaged in environmental actions	20%	20%	30%	30+%

<sup>33</sup> Fugitive emissions are included in the GHG calculation as of 2021. This change was made as part of a methodology improvement.



Indicators	2020	2021	2022	Target
<div>💚 Philanthropy</div>				
■ % of employees engaged in philanthropy	20%	20%	30%	30+%
■ Paid volunteer days taken	95 days	160 days	277 days	No target
■ Donations (€)	€37,500	€78,722	€224,000	1% of revenue





# GRI Content Index



EcoVadis SAS has reported the information cited in this GRI content index for the period 1st January 2022 to 31st December 2022 with reference to the GRI Standards (GRI 1: Foundation 2021).

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	EcoVadis SAS <b>Headquarters:</b> 43/47, Avenue de la Grande Armée 75116 Paris, France
	2-2 Entities included in the organization’s sustainability reporting	EcoVadis Mauritius Ltd. EcoVadis Inc (USA) EcoVadis (Polska) sp. z.o.o EcoVadis (Hong Kong) Ltd. EcoVadis Tunisia Sarl EcoVadis Canada Ltd. EcoVadis Japan KK EcoVadis UK Limited EcoVadis Germany GmbH EcoVadis Spain S.R.L.
	2-3 Reporting period, frequency and contact point	<u>Page 55</u> Contact: <a href="mailto:impactteam@ecovadis.com">impactteam@ecovadis.com</a>
	2-4 Restatements of information	No restatements of information included
	2-5 External assurance	<u>page 59</u>

GRI Standard	Disclosure	Location
2-6	Activities, value chain and other business relationships	Business Activities: <u>page 9</u>
		Value Chain: <u>page 44</u>
		<b>Business Relationships:</b> EcoVadis’ partner ecosystem consists of Technology Integration Partners and Supplier Training Partners as well as memberships in leading CSR-focused organizations across the globe. <a href="https://ecovadis.com/partnerships/">ecovadis.com/partnerships/</a>
	2-7 Employees	<u>page 27</u>
		<u>page 32</u>
	2-9 Governance structure and composition	<u>page 17</u>
	2-10 Nomination and selection of the highest governance body	<u>page 17</u>
	2-11 Chair of the highest governance body	<u>page 17</u>
	2-12 Role of the highest governance body in overseeing the management of impacts	<u>page 17</u>
	2-13 Delegation of responsibility for managing impacts	<u>page 18</u>



GRI Standard	Disclosure	Location
	2-19 Remuneration policies	<a href="#">page 17</a>
	2-23 Policy commitments	<a href="#">page 40</a>
	2-24 Embedding policy commitments	<a href="#">page 40</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">page 41</a>
	2-27 Compliance with laws and regulations	<a href="#">page 41</a>
	2-28 Membership associations	<a href="#">page 23</a>
	2-29 Approach to stakeholder engagement	<a href="#">page 18</a>
	2-30 Collective bargaining agreements	<a href="#">page 38</a>
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">page 21</a>
	3-2 List of material topics	<a href="#">page 37</a>
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">page 40</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">page 41</a>
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">page 41</a>

GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">Page 48</a>
	302-4 Reduction of energy consumption	<a href="#">Page 48</a>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<a href="#">Page 47</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Page 47</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Page 47</a>
	305-4 GHG emissions intensity	<a href="#">Page 47</a>
	305-5 Reduction of GHG emissions	<a href="#">Page 47</a>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">Page 49</a>
	306-2 Management of significant waste-related impacts	<a href="#">Page 49</a>
	306-4 Waste diverted from disposal	<a href="#">Page 49</a>
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<a href="#">Page 44</a>
	308-2 Negative environmental impacts in the supply chain and actions taken	<a href="#">Page 44</a>



GRI Standard	Disclosure	Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<a href="#">Page 27</a>
	401-3 Parental leave	<a href="#">Page 35</a>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">Page 37</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Page 37</a>
	403-3 Occupational health services	<a href="#">Page 37</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Page 37</a>
	403-5 Worker training on occupational health and safety	<a href="#">Page 37</a>
	403-6 Promotion of worker health	<a href="#">Page 37</a>
	403-9 Work-related injuries	<a href="#">Page 37</a>
	403-10 Work-related ill health	<a href="#">Page 37</a>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">page 30</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">page 30</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">page 29</a>

GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">page 32</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">page 36</a>
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<a href="#">page 34</a>
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<a href="#">page 44</a>
	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">page 44</a>





[www.ecovadis.com](https://www.ecovadis.com)

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KPMG S.A.  
Registered Office:  
Tour EQHO  
2 Avenue Gambetta  
CS 60055  
92066 Paris La Défense Cedex  
France

Telephone: +33 (0)1 55 68 86 66  
Fax: +33 (0)1 55 68 86 60  
Website: www.kpmg.fr

# EcoVadis S.A.S

Report by the independent third party, on the verification of the  
consolidated non-financial statement

For the year ended 31 December 2022  
EcoVadis S.A.S  
43 avenue de la Grande Armée, 75016 Paris  
*This report contains 7 pages*

Société anonyme d'expertise  
comptable et de commissariat  
aux comptes à directeur et  
conseil de surveillance.  
Inscrite au Tableau de l'Ordre  
à Paris sous le n° 14-30080101  
et à la Compagnie Régionale  
des Commissaires aux Comptes  
de Versailles.

Head office :  
KPMG S.A.  
Tour Eqho  
2 avenue Gambetta  
92066 Paris la Défense Cedex  
Capital : 5 497 100 €  
Code APE 6920Z  
775 726 417 R.C.S. Nanterre  
TVA Union Européenne  
FR 77 775 726 417

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## EcoVadis S.A.S

Report by the independent third party on the verification of the consolidated non-financial statement  
March 29th, 2023

## EcoVadis S.A.S

Registered office: 43, Avenue de la Grande Armée, 75016 Paris

### Report by the independent third party, on the verification of the consolidated non-financial statement

*This is a free English translation of the Statutory Auditor's report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

For the year ended 31 December 2022,

To the financial management,

In our capacity as independent third party of your company (hereinafter the "entity") , and accredited by the French Accreditation Committee (COFRAC) under number 3-1884<sup>1</sup>, we have undertaken a limited assurance engagement on the historical financial information (observed or extrapolated) in the consolidated non-financial statement, prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), for the year ended December 31, 2022 (hereinafter, the "Information" and the "Statement" respectively), established voluntarily by your Group pursuant to the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*Code de commerce*).

### Conclusion

Based on the procedures we have performed as described under the "Nature and scope of procedures" and the evidence we have obtained, nothing has come to our attention that cause us to believe that the consolidated non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

<sup>1</sup> Accreditation Cofrac Inspection, number 3-1884, scope available at [www.cofrac.fr](http://www.cofrac.fr)

- For the year ended 31 December 2022



Preparation of the non-financial performance Statement

The absence of a commonly used generally accepted reporting framework or a significant body of established practices on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarized in the Statement and available on the Entity’s website or on request from its headquarters.

Inherent limitations in preparing the Information

The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

Responsibility of the entity

Management of the Entity is responsible for:

- selecting or establishing suitable criteria for preparing the Information;
- preparing a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators;
- preparing the Statement by applying the Entity’s “Guidelines” as referred above; and
- designing, implementing and maintaining internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by the financial management,

Responsibility of the independent third party

Based on our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- For the year ended 31 December 2022

- The compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
- The fairness of the information provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e., the outcomes of policies, including key performance indicators, and measures relating to the main risks, hereinafter the “Information”.

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

It is not our responsibility to report on the entity's compliance with other applicable legal and regulatory provisions and the compliance of products and services with the applicable regulations.

Applicable regulatory provisions and professional guidance

We performed the work described below in accordance with Articles A. 225-1 et seq. of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) applicable to such engagement, in particular the professional guidance issued by the Compagnie Nationale des Commissaires aux Comptes, “*Intervention du commissaire aux comptes - Intervention de l’OTI - Déclaration de performance extra-financière*”, acting as the verification program, and with the International Standard on Assurance Engagements 3000 (revised)<sup>2</sup>.

Our independence and quality control

Our independence is defined by the provisions of Article L. 822-11 of the French Commercial Code and the French Code of Ethics for Statutory Auditors (*Code de déontologie*) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement.

Means and resources

Our work engaged the skills of five people between December 2022 and March 2023 and took a total of two weeks.

<sup>2</sup> ISAE 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information

- For the year ended 31 December 2022



We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted about ten interviews with the people responsible for preparing the Statement.

Nature and scope of procedures

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:

- We obtained an understanding of all the consolidated entities' activities, and the description of the main risks associated;
- We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector;
- We verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 III;
- We verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the main risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- We verified that the Statement presents the business model and a description of the main risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the main risks;
- We referred to documentary sources and conducted interviews to:
  - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented;
  - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix. Our work was carried out on the consolidating entity.
- We verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- We obtained an understanding of internal control and risk management procedures the Entity has implemented and assessed the data collection process aimed at ensuring the completeness and fairness of the Information;
- For the key performance indicators and other quantitative outcomes that we considered to be the most important presented in Appendix, we implemented:

- analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
- tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out at the entity's headquarters and covers 100% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
- We assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

The procedures performed in a limited assurance review are less in extent than for a reasonable assurance opinion in accordance with the professional guidance of the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*); a higher level of assurance would have required us to carry out more extensive procedures.

Paris-La Défense, on March 29th, 2023

KPMG S.A.

Remi Toulemonde  
Partner

Fanny Houlliot  
ESG Expert  
KPMG France ESG Center of Excellence



Appendix

Qualitative information (actions and results) considered most important
Policy for the inclusion of disabled workers and results
Assessment, support and other actions to promote employee well-being
Employee engagement and retention measures
New employee integration process
Responsible Transportation Policy
Responsible purchasing policy to reduce electronic waste
Actions to raise employees' awareness of sustainable development
Training and other measures to promote compliance with the Code of Ethics
Data protection measures
Supplier evaluation systems
Supplier Code of Conduct
Key performance indicators and other quantitative results considered most important
Total number of employees for the year ended 31 December 2022 and breakdown by geographic area
Women in the workforce
Women managers
Women on the Executive Committee
Direct CO <sub>2</sub> emissions (scope 1)
Indirect CO <sub>2</sub> emissions (scope 2)
CO <sub>2</sub> emissions (scope 3)
Share of purchases analyzed using the EcoVadis rating methodology
Coverage rate of certified entities ISO 27001