

REKA KAAPELI OY (GROUP)

Hyvinkaa - Finland | Manufacture of wiring and wiring devices

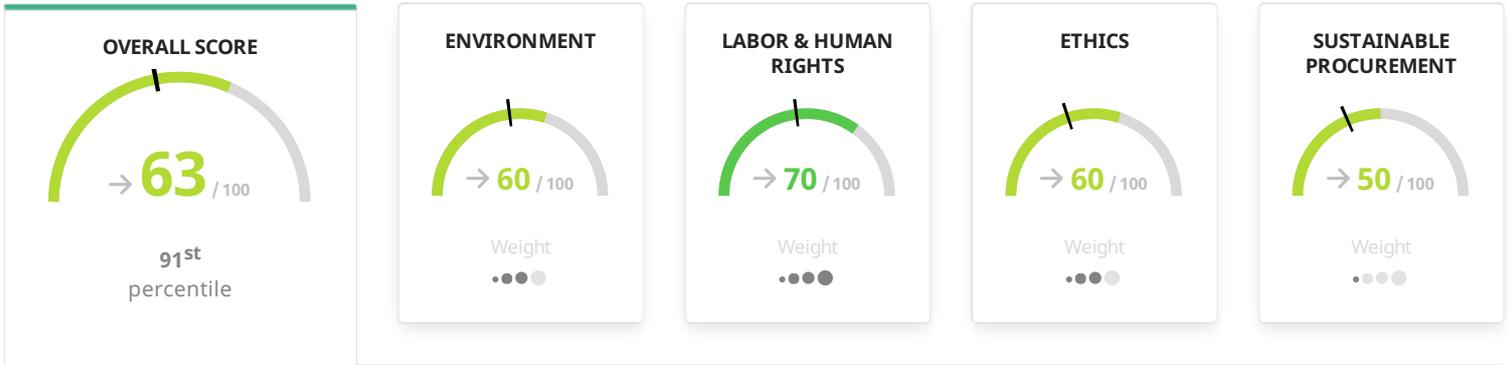


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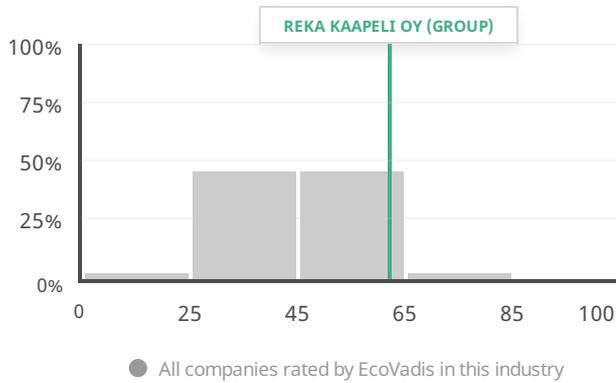
Valid until: 30 Dec 2021

Sustainability performance

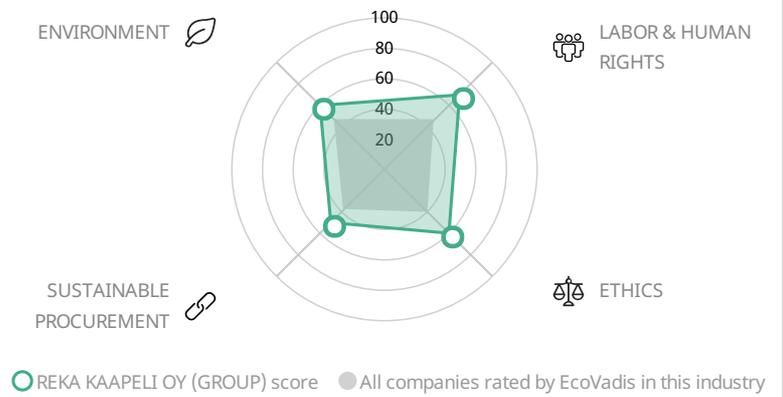
- Insufficient
- Partial
- Moderate
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths (16)

Policies

Strengths

Quantitative objectives set on some relevant issues [i.e. energy consumption]

Environmental policy on some relevant issues [i.e. waste]

Endorsement of external initiative on environmental issues [i.e. The Federation of Finnish Technology Industries - Energy Efficiency Agreement]

Actions

Strengths

Reduction of energy consumption through technology or equipment upgrades

Purchasing of renewable energy

Declares all relevant products meet RoHS 2 requirements (not verified)

The company has obtained an ecolabel/eco-certification

Products designed for easy recyclability

Packaging designed for easy dismantling and easy recyclability

Production of renewable energy

Waste management measures in place

Measures for handling hazardous substances

ISO 14001 certified on more than 81% of operational sites

Results

Strengths

Reporting on total water consumption

Reporting on total weight of hazardous waste

Reporting on total energy consumption

Improvement Areas (8)

Policies

Priority

Improvement Areas

Medium

Inconclusive documentation or only basic policy on some relevant issues [e.g. water, product end-of-life, customer health & safety]

Actions

Priority

Improvement Areas

Medium

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

Low	Declares measures on water management, but no supporting documentation available
Low	Declares measures in place regarding WEEE, but no supporting documentation available
Results	
Priority	Improvement Areas
High	Basic reporting on environmental issues
Low	No information on reporting on total gross Scope 1 and 2 GHG emissions
Low	Declares reporting on total weight of non-hazardous waste, but no supporting documentation available
Low	Declares reporting on WEEE but no supporting documentation

 **Labor & Human Rights** Weight ●●●●

Strengths (20)

Policies

Strengths

Labor or human rights policy on some relevant issues [i.e. employee health & safety, diversity, discrimination & harassment]

Actions

- Strengths
- Remediation procedure in place for identified cases of discrimination and/or harassment
 - Compensation for extra or atypical working hours
 - Employee satisfaction survey
 - Flexible organization of work available to employees (e.g. remote work, flexitime)
 - Employee representatives or employee representative body (e.g. works council)
 - ISO 45001/OHSAS 18001 certified on more than 81% of operational sites
 - Provision of protective equipment to all impacted employees
 - Employee health & safety detailed risk assessment
 - Transparent recruitment process communicated clearly and formally to all candidates
 - Regular assessment (at least once a year) of individual performance
 - Interactive session with employees regarding working conditions
 - Active preventive measures for stress and noise
 - Mandatory health check-up for employees
 - Provision of skills development training

Joint labor management health & safety committee in operation

Setting of individual career plan for all employees

Results

Strengths

Reporting on training hours per employee

Reporting on accident frequency rate

Standard reporting on labor and human rights issues

Improvement Areas (4)

Policies

Priority Improvement Areas

Medium

No information on endorsement of external initiatives on labor and human rights issues

Medium

Inconclusive documentation or only basic policy on some relevant issues [i.e. working conditions, career management & training]

Results

Priority Improvement Areas

Low

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

Low

Declares reporting on percentage of women in top executive positions, but no supporting documentation available



Ethics

Weight ●●●●

Strengths (6)

Policies

Strengths

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

Actions

Strengths

Measures to protect third party data from unauthorized access or disclosure

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

Improvement Areas (6)

Policies

Priority Improvement Areas

Medium

No information on endorsement of external initiatives on ethics issues

Actions

Priority Improvement Areas

High

No supporting documentation regarding awareness trainings on ethics issues

High

No supporting documentation regarding an effective whistleblower procedure to report ethics issues

High

No supporting documentation regarding an ethics due diligence program on third parties

Low

No supporting documentation regarding audits of control procedures to prevent corruption

Low

No supporting documentation regarding corruption risk analysis performed



Sustainable Procurement

Weight ●●●●

Strengths (2)

Actions

Strengths

Conflict minerals taken into account in supplier selection process

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

Improvement Areas (8)

Policies

Priority Improvement Areas

High

Inconclusive documentation on sustainable procurement policies

Low

Declares policy on conflict minerals issues, but no supporting documentation available

Actions

Priority Improvement Areas

Medium

No formal assessment of suppliers' progress with regards to REACH requirements

Medium

No information on a supplier CSR code of conduct

Medium

No information on social or environmental clauses being included in supplier contracts

Medium

No information on CSR risk analysis being conducted (i.e. prior to supplier assessments or audits)

Low

Declares a percentage of suppliers for which conflict minerals information is available (e.g. CMRT) but no supporting documentation

Results

Priority Improvement Areas

Low

No information on due diligence reporting on conflict minerals

360° Watch Findings

16 October 2018

Reka Kaapeli terminated 18 [FI]

<http://yle.fi/uutiset/3-10458744>

Reka Kaapel's co-operation negotiations have ended with the dismissal of 18 people. According to the company, the redundancies will mainly affect Hyvinkää, but it is not specified whether the redundancies will also affect Keuruu.

 Labor & Human Rights

→ No score impact

6 November 2020

No records found for this company on Compliance Database

null

→ No score impact

Specific comments

-  The company is not included in any compliance-related watch lists or sanction lists.
-  Despite the company implementing measures regarding labor & human rights issues, policies are not formalized or are only basic.
-  Although the company has formalized policies regarding ethics issues, there is a lack of information on associated measures.
-  Despite the company implementing measures regarding environmental issues, policies are not formalized or are only basic.

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

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