

IMPLENIA AG (GROUP)

Glattpark (Opfikon) - Switzerland | Construction of buildings

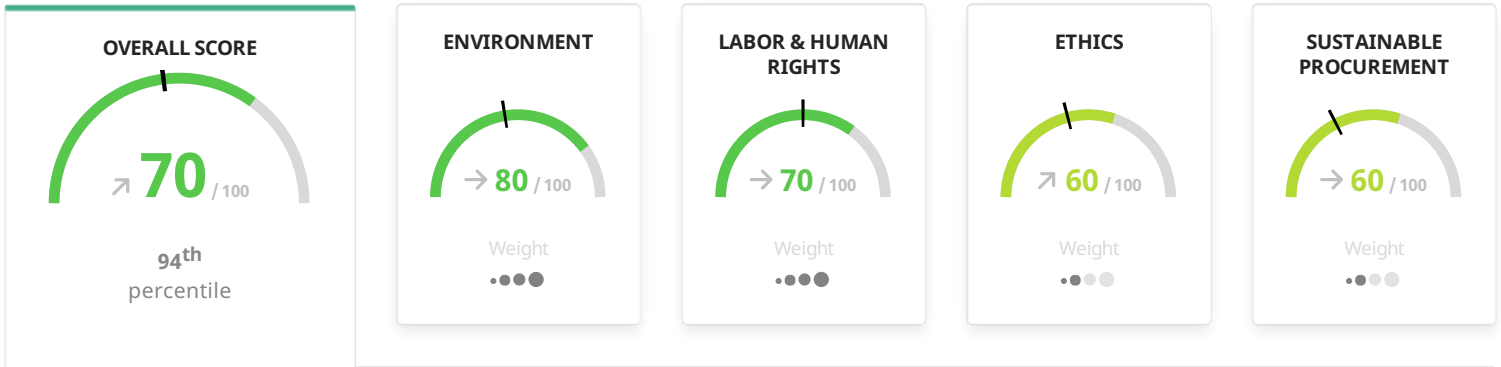


Publication date: 6 Jun 2023

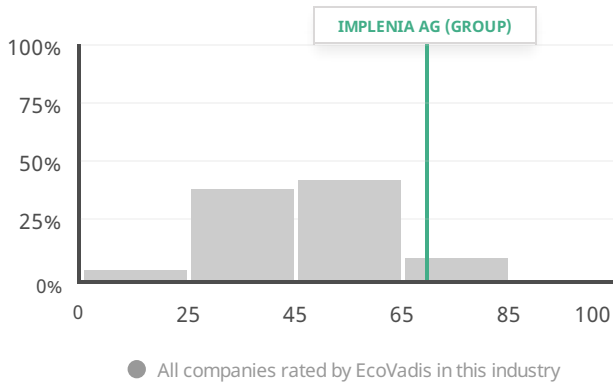
Valid until: 6 Jun 2024

Sustainability performance

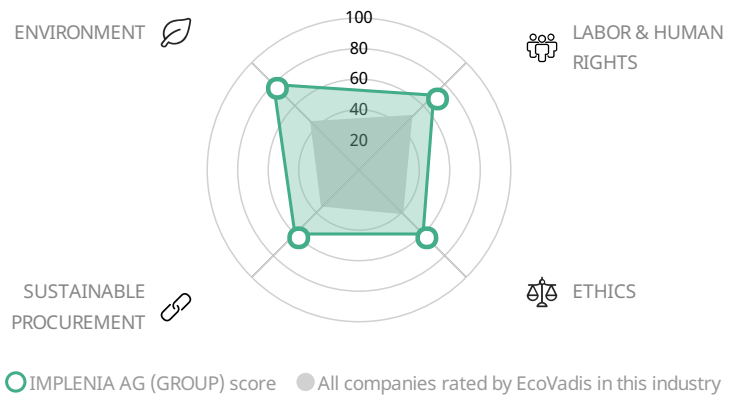
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Policies

Strengths

Environmental policy on air pollution

Quantitative objectives set on materials, chemicals & waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on product use

Environmental policy on materials, chemicals & waste

Environmental policy on biodiversity

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

Endorsement of external initiative on environmental issues [CEO4climate]

Actions

Strengths

Actions to integrate biodiversity-promoting features and habitats into the design of operational sites

Actions to prevent soil compaction during operations, construction, installation of equipment

Traceability system implemented for hazardous substances

Specialized treatment and safe disposal of hazardous substances

Environmental emergency measures in place

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of internal wastes through material reuse, recovery or repurpose

Work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals

Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

Treatment and conditioning of conventional waste to facilitate clean disposal

Adoption of control measures to prevent stormwater pollution

Wastewater quality assessment

On-site or off-site wastewater treatment facilities
Training of employees on energy conservation/climate actions
Adoption of energy efficient construction practices
Purchase and/or generation of renewable energy
Work processes or technologies implemented to mitigate noise
Purchase of verified carbon offset credits
Reduction of carbon emissions in transportation
Technologies or practices to recycle or reuse water
Energy and/or carbon audit
Employee awareness or training program on transportation of hazardous materials
Use of substitute materials to cement/ lime
Measures to reduce energy consumption
Employee awareness training on water conservation
Solutions for buildings / plants to integrate use of renewable energies
Measures to reduce building / plant energy consumption
Products allowing HQE (or equivalent) approach
Training employees to safely handle and manage hazardous substances
Actions for labeling, storing, handling and transporting hazardous substances
Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter
ISO 14001 certified on more than 81% of operational sites
Results
Strengths
Reporting in accordance with GRI Standards (option "Core")
Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)
Reporting on total amount of renewable energy consumed
Reporting on total gross Scope 3 GHG emissions
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Company reports to CDP

Reporting on total energy consumption

Improvement Areas

Results

Priority Improvement Areas

High

Insufficient reporting on environmental issues

Low

No external assurance of sustainability reporting

Low

No information on reporting on total water consumption

Low

No information on reporting on total weight of hazardous waste

Low

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

Low

No information related to reporting on total weight of pollutants emitted to water

Low

No information related to reporting on total weight of waste recovered



Labor & Human Rights

Weight ●●●●

Strengths

Policies

Strengths

Quantitative objectives set on employee health & safety

Labor & human rights policy on external stakeholder human rights

Labor & human rights policy on diversity, equity & inclusion

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

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

Health and safety policy also covers subcontractors working on the company premises

Actions

Strengths

Actions in place to protect young workers

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

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

ISO 45001 certified on more than 81% of operational sites

Compensation for extra or atypical working hours

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Employee stock ownership plan (not restricted to executive level)

Bonus scheme related to company performance

Collective agreement on working conditions

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

Health care coverage of employees in place

Grievance mechanism for external and internal stakeholders to report external human rights impacts

Grievance mechanism on discrimination and/or harassment issues

Actions to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Training on health and safety issues for subcontractors working on the company premises

Emergency preparedness plan to all impacted employees (e.g. fire drills)

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

Internal audits on health & safety issues

Provision of protective equipment to all impacted employees

Employee health & safety detailed risk assessment

Grievance mechanism on child labor, forced labor and/or human trafficking issues

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

Two-way communication system in place to facilitate employee voice regarding working conditions

Active preventive measures for stress and noise

Mandatory health check-up for employees

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

Official measures promoting career mobility
Provision of skills development training
Joint labor management health & safety committee in operation
Actions to promote the inclusion of employees with disabilities
Setting of individual career plan for all employees
Training of relevant employees on health & safety risks and best working practices
Results
Strengths
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with GRI Standards (option "Core")
Report on average unadjusted gender pay gap
Report on percentage of women within the organization's board
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on the percentage of women in top executive positions
Reporting on accident severity rate
Reporting on accident frequency rate
Improvement Areas
Policies
Priority Improvement Areas
Low No conclusive information on endorsement of external initiatives or principles on labor and human rights issues
Results
Priority Improvement Areas
High Insufficient reporting on labor and human rights issues
Low No external assurance of sustainability reporting
Low No information related to reporting on average training hours per employee

Strengths

Policies

Strengths

Standard policy on a majority of ethics issues

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

Corruption certification schemes [ISO 37001]

Implementation of a records retention schedule

Information security risk assessments performed

Awareness training to prevent information security breaches

Provision of competitor interaction guidelines to key employees

Anti-competitive practices risk assessments performed

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

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

Awareness training performed to prevent corruption

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

Awareness training performed to prevent anticompetitive practices

Results

Strengths

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on ethics issues

Improvement Areas

Policies

Priority Improvement Areas

Low

No conclusive information on endorsement of external initiatives or principles on ethics issues

Actions

Priority Improvement Areas

Medium

Supporting documentation demonstrates a medium level of coverage of ethics actions throughout the company operations

Low

No conclusive documentation on audits of control procedures to prevent corruption

Low

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

Results

Priority Improvement Areas

Low

No external assurance of sustainability reporting



Sustainable Procurement

Weight ●●●●

Strengths

Policies

Strengths

Comprehensive sustainable procurement policies on both social and environmental factors

Actions

Strengths

Supplier sustainability code of conduct in place

Sustainable procurement objectives integrated into buyer performance reviews

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

On-site audits of suppliers on environmental or social issues

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

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

Integration of social or environmental clauses into supplier contracts

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

Results

Strengths

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas

Policies

Priority

Improvement Areas

Medium

No information regarding a policy on conflict minerals issues

Low

Inconclusive documentation for policies on sustainable wood and wood products sourcing

Actions

Priority

Improvement Areas

High

No supporting documentation on the coverage of sustainable procurement actions throughout the company supplier base/operations

Medium

Declares being certified on wood and wood product traceability, but no supporting documentation available

Low

Declares measures implemented to mitigate conflict minerals issues but no supporting documentation available

Low

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

Results

Priority

Improvement Areas

High

No conclusive reporting on sustainable procurement issues

Low

No information on due diligence reporting on conflict minerals

Low

No external assurance of sustainability reporting

Low

No reporting on the percentage of recycled wood or wood-based products/materials

Low

No reporting on the percentage of certified wood or wood-based products/materials

360° Watch Findings

6 Feb 2023 | <https://anleggsmaskinen.no...>

Impact on score

Neutral →

Impacted themes



Recycles sludge waste and cuts greenhouse gas emissions [NO]

By lowering the water content of the sludge, the dry matter can be used as filler within the project area. The water that is pressed out can then also be cleaned of contamination more easily. In addition, the pH value in the tunnel water is regulated, so that it is not harmful to be released into nature, explains tunnel project manager Adrian Morsund from Implenja Stangeland.

25 Jan 2023 | <https://www.20min.ch/fr/st...>

Impact on score

Neutral →

Impacted themes



«Les mesures de protection contre le froid ne sont pas respectées»

Trois syndicats dénoncent, entre autres, l'absence de pauses supplémentaires sur des chantiers quand le mercure frise le zéro. Carlos Massas, secrétaire syndical de Syna, a rappelé, quant à lui, les «difficultés à accéder aux chantiers» pour les organisations syndicales. Celles-ci ont indiqué vouloir s'adresser à l'Office cantonal de l'inspection et des relations du travail (OCIRT) pour que des contrôles plus nombreux soient effectués. Pour le chantier de la rue des Savoises, a expliqué Thierry Horner, «nous allons écrire à l'OCIRT et à l'Inspection paritaire des entreprises, afin qu'ils auditionnent les travailleurs et qu'ils interviennent auprès d'Implenja».

21 Sep 2022 | <https://www.freundin.de/li...>

Impact on score

Neutral →

Impacted themes



These are the Most Family-Friendly Employers in 2022 [DE]

Implenja Germany was among the most Family-Friendly Employers in Germany for the year of 2022.

27 Jul 2022 | <http://www.droits-salaries...>

Impact on score

Neutral →

Impacted themes



Accords d'entreprise chez IMPLENIA FRANCE SA

Les négociations entre la direction de IMPLENIA FRANCE SA et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez IMPLENIA FRANCE SA précisent les droits, avantages et obligations de l'employeur et des salariés.

9 Sep 2021 | <https://www.suedostschweiz...>

Impact on score

Neutral →

Impacted themes



Construction cartel: Federal Administrative Court confirms sanctions and measures [DE]

The Federal Administrative Court has ruled that the Federal Competition Commission (Comco) was right in imposing a ban on action on Implenja Switzerland. This is because there is a risk of repetition. The court also confirmed the sanctions for two other companies involved.

30 Aug 2021 | <http://www.unia.ch/de/aktu...>

Impact on score

Neutral →

Impacted themes



Social plan for Implenja construction workers in Graubünden [DE]

Despite the good order situation, Implenja wants to lay off 150 employees at the Graubünden locations. Unia sharply criticizes this purely profitability-driven approach. The unions were at least able to negotiate a fair social plan together with the employees.

4 May 2021 | <https://www.24heures.ch/im...>

Impact on score

Neutral →

Impacted themes



Implenia se restructure, 150 emplois menacés

Restructuration au groupe de construction Implenia: l'entreprise prévoit de fermer plusieurs unités aux Grisons. D'ici la fin de l'année, le groupe entend se retirer de la construction de routes, du génie civil et du bâtiment. Jusqu'à 150 emplois sont menacés.

23 Apr 2021 | <http://constructiondaily.n...>

Impact on score

Neutral →

Impacted themes



Teco 30 and Implenia develop hydrogen-powered construction sites in Norway

The Norwegian hydrogen fuel cell company Teco 2030 has signed a five-year cooperation agreement with the Swiss infrastructure company Implenia Norge AS for the piloting of hydrogen-powered construction sites in Norway. It follows the Norwegian mandate that transport construction sites should be fossil-free by 2025.

2 Nov 2020 | <https://www.toponline.ch/n...>

Impact on score

Neutral →

Impacted themes



A pavilion collapses on the Lokstadt construction site [DE]

There was an accident on a construction site in Winterthur on Monday afternoon. The ceiling of a ten-meter-wide pavilion collapsed, as reported by "landbote.ch". The cause of the collapse is still unclear. Nobody was injured in the collapse. Implenia is the owner of the construction site in question at Lockstadt in Winterthur. This is now checking the course of the accident. It is also unclear who is liable for the collapse. Because no people were injured in the accident, the incident is not being investigated by either the canton police or the city police for the time being.

27 Oct 2020 | <https://economictimes.indi...>

Impact on score

Neutral →

Impacted themes



Swiss construction firm Implenia to shrink workforce by 2,000 by 2023

Swiss construction and real estate firm Implenia plans to shrink its workforce by up to 2,000 full-time jobs by 2023, the group said on Tuesday, roughly 750 of which would be through lay-offs.

27 Oct 2020 | <https://www.luzernerzeitun...>

Impact on score

Neutral →

Impacted themes



Implenia is cutting 2,000 jobs: 250 redundancies in Switzerland [DE]

The Implenia construction group wants to save over 50 million francs a year by 2023. In Switzerland, 250 employees are laid off. This is also a result of weak leadership.

14 Oct 2020 | <https://www.freundin.de/li...>

Impact on score

Neutral →

Impacted themes



These are the 400 most family-friendly employers in 2020 [DE]

Freundin and kununu determined the most family-friendly employers in Germany and Austria in a large study. Implenia AG is ranked at #8 in the list.

4 Sep 2020 | <https://www.badische-zeitu...>

Impact on score

Neutral →

Impacted themes



Construction company Implenia closes location in Rümplingen [DE]

45 employees are affected: the Swiss construction group Implenia closes its operations in Rümplingen. The locations in Freiburg and Basel are not at risk, it is said.

26 Jun 2020 | <https://www.tdg.ch/constru...>

Impact on score

Neutral →

Impacted themes



Construction aux Grisons: la Comco enquête à nouveau

La Commission de la concurrence soupçonne de nouveaux accords de soumission entre plusieurs entreprises de construction aux Grisons. L'affaire du cartel illégal de la construction dans les Grisons s'était close avec le versement par le numéro un suisse de la construction, Implenia, de 1 million de francs au Canton à titre compensatoire. Au final les quinze firmes impliquées avaient versé des compensations pour un total de 9 millions.

24 Feb 2020 | <https://www.bzbasel.ch/bas...>

Impact on score

Neutral →

Impacted themes



Nature conservationists against Implenia: What's behind the dispute over Schwinbach Süd [DE]

The construction project near the Goetheanum divides the Arlesheim community. While the conservationists are storming, the construction company justifies itself. Implenia will plant 23 additional trees on the site - and only have to clear around 14 for the construction phase. A natural environment design is planned. However, 186 objections have been received against the project, which is located on Arlesheim soil directly on the cantonal and municipal border with Solothurn and Dornach.

29 Jan 2020 | <https://www.thegenevaobser...>

Impact on score

Neutral →

Impacted themes



Grosses tensions entre Implenia et l'ONU

L'audit du projet de rénovation du Palais des Nations a fait apparaître des problèmes dans la gestion des contrats. L'enquête du Geneva Observer et du Temps en révèle les conséquences autour d'un conflit qui a opposé Implenia, le géant de la construction suisse, à l'ONU. Des retards possibles et des surcoûts dans la réalisation du projet et la possibilité que la transparence des façades en verre d'un édifice conçu comme le nouveau fleuron architectural du quartier des Nations soit altérée par un problème de condensation.

5 Nov 2019 | <https://www.tdg.ch/news/ne...>

Impact on score

Neutral →

Impacted themes



Le Conseil œcuménique des Églises se met au vert pour construire son village

Green Village est le premier projet de développement genevois à obtenir le label « One Planet Living ». Fondée par le WWF Suisse et Implenia, l'association qui porte ce label promeut le développement de quartiers durables.

2 Oct 2019 | <https://www.lemoniteur.fr/...>

Impact on score

Neutral →

Impacted themes



Implenia s'apprête à construire une tour en bois de 80 m

En collaboration avec Duplex Architectes et le bureau d'ingénieurs WaltGalmarini, Implenia construit la première tour en bois de Suisse, haute de 80 m. Un projet de plus de 100 millions de francs suisses (91 M€). Les plafonds composites bois-béton, nouvellement développés, présenteront d'ailleurs la même épaisseur de construction que les plafonds en béton classiques, mais seront considérablement allégés et leur production générera nettement moins d'émissions de gaz à effet de serre. La durabilité écologique devra également être garantie dans le cadre de l'exploitation ultérieure du bâtiment : grâce à des modules photovoltaïques insérés dans la façade, il sera producteur d'énergie et couvrira de manière autonome une partie de sa consommation d'électricité.

4 Oct 2016 | <http://www.20min.ch/ro/new...>

Impact on score

Neutral →

Impacted themes



Lourdes amendes pour des sociétés de construction

La Commission de la concurrence (COMCO) a sanctionné sept entreprises actives dans la construction de routes et le génie civil, pour un montant total d'amendes d'environ 5 millions de francs. Elles ont pratiqué des ententes illégales entre 2002 et 2009. Les huit entreprises concernées par cette affaire sont De Zanet, Hagedorn, OBERHOLZER Bauleistungen, Walo Bertschinger St. Gallen, Gebr. P. und J. Reichmuth, Toller Unternehmungen et Bernet Bau. L'organe de surveillance a ouvert une enquête en avril 2013 par des perquisitions, à la suite notamment d'une analyse statistique des procès-verbaux de soumissions.

29 May 2023 |

Impact on score


Neutral →


No records found for this company on Compliance Database

Environment Labor & Human Rights Ethics Sustainable Procurement

Specific comments

 No records found in third party risk and compliance database.

 Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

 The company demonstrates an advanced management system on environmental issues.

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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