



ecovadis

EcoVadis Corporate Social Responsibility (CSR) Assessment Report

Company assessed:

TRANS SPED LOGISZTIKAI SZOLGALTATO KOZPONT
KFT (GROUP)

Overall score: 53 /100

July 2018

CSR performance: Moderate

Size: M

Headquarters country: Hungary

Risk country operations: Yes

Industry: Other transportation support activities

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ABOUT CORPORATE SOCIAL RESPONSIBILITY (CSR)

Corporate Social Responsibility (CSR) is the continuing commitment to act responsibly by integrating social and environmental concerns into business operations. CSR goes beyond regulatory compliance to focus on how companies manage their economic, social and environmental impacts, as well as their relationships with stakeholders (e.g. employees, trading partners, government).

ABOUT THE ASSESSMENT

The EcoVadis methodology framework assesses companies' policies and actions as well as their published reporting related to the environment, labor and human rights, ethics and sustainable procurement. Our team of international sustainability experts analyze and crosscheck companies' data (supporting documents, 360° Watch Findings, etc.) in order to create reliable ratings, taking into account each company's industry, size and geographic location.

ABOUT ECOVADIS

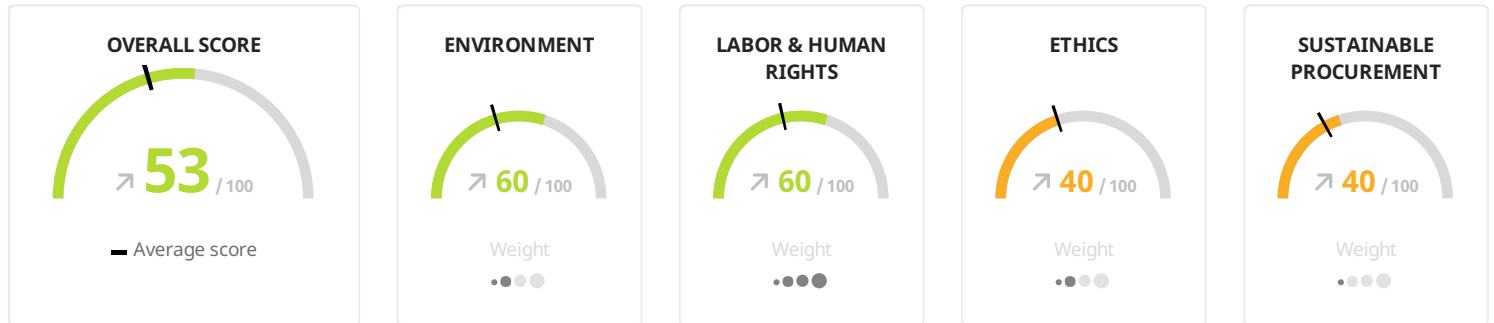
EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and CSR expertise, we strive to engage companies and help them adopt sustainable practices.

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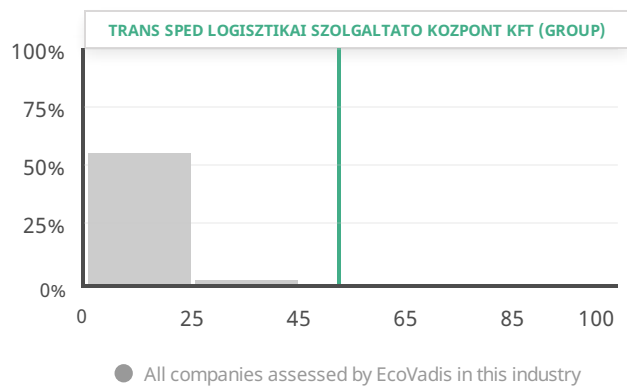
1. CSR PERFORMANCE OVERVIEW

Score breakdown

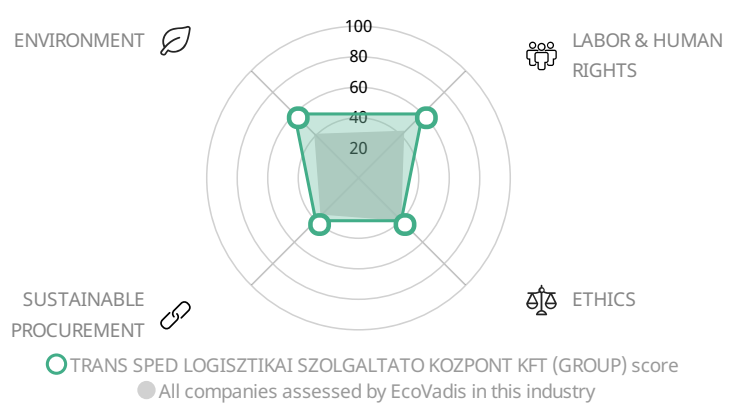
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding



Overall score distribution



Theme score comparison



TRANS SPED LOGISZTIKAI SZOLGALTATO KOZPONT KFT (GROUP) has been awarded a silver medal in recognition of CSR achievement! To receive this medal, companies must have an overall score of 46-61.

Corrective Action Plan in progress

The Corrective Action Plan is a collaborative feature designed to support companies' CSR performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. TRANS SPED LOGISZTIKAI SZOLGALTATO KOZPONT KFT (GROUP) has a corrective action plan in place and is working on improving their CSR management system.

2. ASSESSMENT BENEFITS

Understand :

Get a clear picture of a company's CSR performance. The scorecard is the final output of the EcoVadis assessment. It rates and benchmarks a company's CSR performance in four themes on a scale of 0-100 and highlights strengths and improvement areas.

Know where a company stands compared to their industry. Benchmark the company's CSR performance against the industry with a score distribution graph and theme score comparisons.

Identify industry trends. Discover the primary CSR risks, regulations, hot topics and best practices related to specific industries.

Communicate :

Meet customer needs. More and more companies raise questions about their trading partners' environmental and social performance. The EcoVadis assessment allows companies to demonstrate their commitment.

Leverage a unique communication tool. Companies with an EcoVadis Scorecard avoid audit fatigue by sharing one assessment with all requesting customers.

3. ASSESSMENT PROCESS

1

Customer Request

Procurement, CSR, EHS, and Sustainability leaders in enterprises looking to monitor CSR risk in the supply chain request an EcoVadis assessment for their trading partners.

2

Questionnaire

Based on a company's specific Corporate Social Responsibility (CSR) risk factors, a customized questionnaire is created. It contains 20 to 50 questions tailored to the industry, size and location.

3

Document Analysis

Companies are required to provide supporting documentation for their answers to the questionnaire. These documents are reviewed by our CSR analysts.

4

Public Information

Company information that is publically available, most often found on the company website, is also collected as evidence of their CSR performance.

5

360° Watch Findings

360° Watch Findings comprise relevant public information about companies' CSR practices, identified via more than 2,500 data sources. They can have positive, negative or no score impact.

6

Expert Analysis

Our CSR analysts combine all these elements to produce one unified scorecard per company.

SCORECARD



4. ECOVADIS METHODOLOGY

A. Four Themes and 21 Criteria

EcoVadis assessments focus on 21 issues which are grouped into 4 themes (Environment, Labor & Human Rights, Ethics, Sustainable Procurement). The 21 issues or criteria are based upon international CSR standards such as the Global Compact Principles, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standard, the ISO 26000 standard, and the CERES principles.

21 CSR criteria

1. ENVIRONMENT

OPERATIONS

Energy consumption & GHGs
Water
Biodiversity
Local & Accidental Pollution
Materials, Chemicals & Waste

PRODUCTS

Product Use
Product End-of-Life
Customer Health & Safety
Environmental Services & Advocacy

3. ETHICS

Corruption
Anticompetitive Practices
Responsible Information Management

2. LABOR & HUMAN RIGHTS

HUMAN RESOURCES

Employee Health & Safety
Working Conditions
Social Dialogue
Career Management & Training

HUMAN RIGHTS

Child Labor, Forced Labor & Human Trafficking
Diversity, Discrimination & Harassment
External Stakeholders Human Rights

4. SUSTAINABLE PROCUREMENT

Supplier Environmental Practices
Supplier Social Practices



B. Seven Management Indicators

EcoVadis assessments evaluate a company's CSR management system by looking at seven management indicators. These are used to further customize the assessment by weighting the four themes and their subsequent 21 CSR criteria.



Policies (weight: 25%)

1. Policies: Mission statements, policies, objectives, targets, governance
2. Endorsement: Endorsement of external CSR initiatives

Actions (weight: 40%)

3. Measures: Measures and actions implemented (e.g. procedures, training, equipment)
4. Certifications: Certifications and labels (e.g. ISO 14001)
5. Coverage: Coverage of measures and actions

Results (weight: 35%)

6. Reporting: Reporting on Key Performance Indicators (KPIs)
7. 360: Condemnations, Controversies, Awards

5. UNDERSTANDING A SCORECARD

The overall score can be better understood by looking at quantitative information (theme scores and activated criteria) and qualitative information (strengths and improvement areas).

A. Quantitative Information: Scores & Activated Criteria

Theme Scores:

Like the overall score, theme scores are on a scale of 1 to 100.

Activated Criteria:

Each of the four themes (Environment, Labor & Human Rights, Ethics, Sustainable Procurement) have specific criteria associated with them. Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Non-activated

If certain criteria are not activated, then the specific associated issue is not relevant or has very low CSR risk for that company.

Medium

Medium importance criteria are the issues some CSR risk is present but not the most pressing.

High

High importance criteria are the issues where the company faces the greatest CSR risk.

! Risk countries only

Criteria classified as Only in Risk Countries are activated only if the company has significant operations in one or more countries identified as risky.

B. Qualitative Information: Strengths & Improvement Areas

Qualitative information provides more details and insights into a company's score. For each theme, the company is assigned strengths (elements of their CSR management system that are positive) and improvement areas (elements of their CSR management system that need to be improved). The strengths and improvement areas are divided according to the three management layers (Policies, Actions, Results) and are also classified by priority.

All improvement areas are automatically added to the company's Corrective Action Plan. They are pre-organized by priority. The Corrective Action Plan is a collaborative feature designed to support companies' CSR performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback.

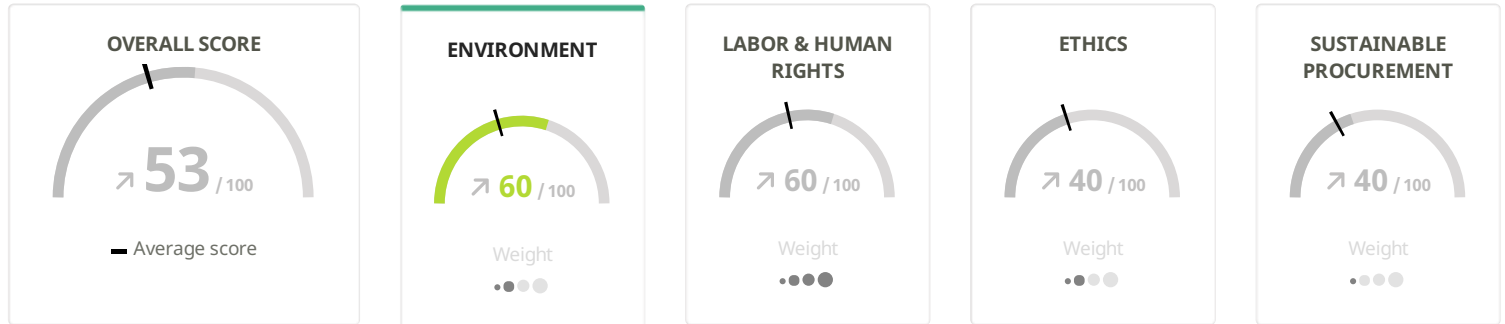
C. The Scoring Scale

0 - 24	Insufficient	No engagements or tangible actions regarding CSR. Evidence in certain cases of misconduct (e.g. pollution, corruption).
25 - 44	Partial	No structured CSR approach. Few engagements or tangible actions on selected issues. Partial reporting on Key Performance Indicators. Partial certification or occasional labeled product.
45 - 64	Moderate	Structured and proactive CSR approach. Engagements/policies and tangible actions on major issues. Basic reporting on actions or Key Performance Indicators.
65 - 84	Advanced	Structured and proactive CSR approach. Engagements/policies and tangible actions on major issues with detailed implementation information. Significant CSR reporting on actions and Key Performance Indicators.
85 - 100	Outstanding	Structured and proactive CSR approach. Engagements/policies and tangible actions on all issues with detailed implementation information. Comprehensive CSR reporting on actions and Key Performance Indicators. Innovative practices and external recognition.

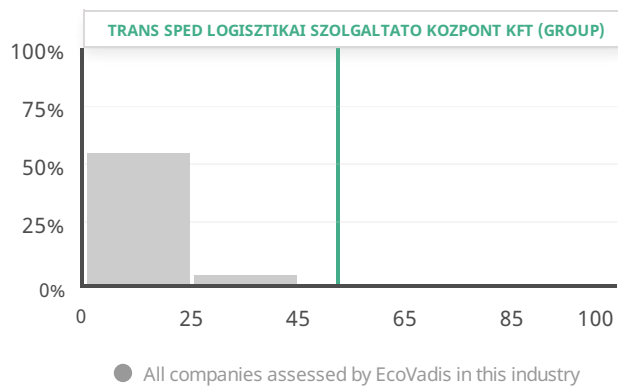
6. ENVIRONMENT

This theme takes into account both operational factors (e.g. energy consumption, waste management) and product stewardship (e.g. product end-of-life, customer health and safety issues).

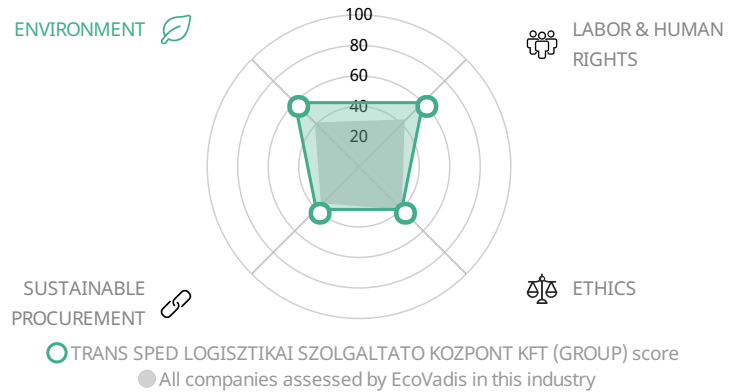
Environment Score Breakdown



Theme score distribution



Theme score comparison



Environment: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Environment: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' CSR performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Strengths (5)

Actions

Measures implemented to recycle toners & ink cartridges

Information

The company has implemented specific measures to collect and recycle toners and ink cartridges.

Guidance

The ink and toner used in cartridges are hazardous materials which need to be disposed of correctly to avoid environmental and health impacts. Toners and ink cartridges can also be collected to be refilled.

ISO 14001 certified (at least one operational site)

Information

The company has provided a valid ISO 14001 certificate that covers at least one operating site

Guidance

ISO 14001 is the internationally recognised standard for the environmental management of businesses. It prescribes controls for those activities that have an effect on the environment. These include the use of natural resources, handling and treatment of waste and energy consumption. Organizations that implement ISO 14001 have a clear management structure with defined authority and responsibility, clear objectives for improvement, with measurable results and a structured approach to environmental impacts. This includes the monitoring of environmental system management failures, auditing of performance, and review of policies and objectives.

Waste management measures in place

Information

The company has implemented specific actions regarding management of waste.

Guidance

Examples of such measures include (but are not limited to): procedures to reuse or recycle waste, waste separation and waste sorting procedures, work process to optimize material consumption or to reduce waste, waste disposal arrangements etc.

Measures to optimize transport or reduce CO2 emissions from transport

Information

The company has implemented specific measures to optimize transportation or to reduce the amount of CO2 emissions related to transportation

Guidance

Examples might include devices to optimize route planning, provision of live traffic information to drivers, carbon compensation options and multimodal transportation plans (i.e. the transportation of goods utilizing differing means of transport).

Results

Reporting on electricity consumption

Information

The company has reported KPIs with regard to electricity consumption either through formal documentation or questionnaire declaration.

Guidance

The company reports on electricity consumption from facilities, plants, property or assets that are owned or controlled by the company. Examples of key performance indicators include total electricity consumption, electricity consumed per kg of product or per unit produced.

Improvement Areas (6)

Policies

Medium

No information regarding endorsement of external CSR initiatives or principles

Information

The company does not declare whether it is a signatory or has public adherence to any external CSR set of principles, charters, codes of conduct or international guidelines. There is no evidence within the company's supporting documentation indicating formal membership in a voluntary CSR initiative.

Guidance

Such initiatives can encompass many CSR issues (e.g. Global Compact principles), or focus on a single issue (e.g. Carbon Disclosure Project). They can be intergovernmental (e.g. OECD Guidelines for Multinational Enterprises), multi-stakeholder (e.g. AccountAbility), business-led (e.g. Responsible Care), cross-sector (e.g. Ceres principles) or sector-specific (e.g. Clean Clothes Campaign).

Medium

Basic environmental policies: only basic statements or lacks details on specific issues

Information

The company has issued value statements on environmental issues, which either lack specificity at issue level, do not cover all the major issues the company is confronted with, or lack organizational elements (e.g. review process, dedicated responsibilities, scope of application)

Guidance

A standard environmental policy integrates commitments and/or operational objectives on the main environmental risks the company faces. It is communicated to internal and external stakeholders through a formal dedicated document (e.g. QHSE Policy). A standard environmental policy contains qualitative objectives/commitments specific to those issues. The policy should also incorporate some of the following elements: scope of application, allocation of responsibilities, quantitative objectives (i.e. on energy consumption & GHG emissions), and review mechanisms. Download the How-to Guide on this topic here (in English).

Actions

High

Declares a percentage of sites ISO 14001 certified, but certificates or evidence provided are inconclusive

Information

The company declares a percentage of ISO 14001 certified sites, however certificates or evidence (e.g. list of operational sites certified) provided are inconclusive.

Guidance

The ISO 14001 standard belongs to the ISO 14000 series, a family of environmental management standards developed by the International Organization for Standardization (ISO) designed to provide an internationally recognized framework for environmental management, measurement, evaluation and auditing. The standard serves as a framework to assist organizations in developing their own environmental management system and is based on the continuous Plan-Do-Check-Act cycle. The information provided in the supporting documentation (e.g. company website, CSR reporting) does not enable the identification of the percentage of ISO 14001 certified sites. Some examples of evidence used to demonstrate the coverage of ISO 14001 certifications include (but are not limited to): - Individual certificates for each certified site; - A certificate annex clearly stating each individual site covered by the certificate - A sample certificate for one site, along with formalized reporting in a third-party verified report (i.e. CSR Report, Annual Report), which includes the percentage of sites covered by the ISO 14001 certification, etc.

Low

No information on measures regarding environmental services and advocacy

Information

No company declaration and no evidence in the supporting documentation on actions implemented on the promotion of the sustainable consumption of company's products or services among customer base.

Guidance

Some examples of actions on this topic include: promotion of products or services with positive environmental or social impacts (e.g. provision to customers of services for reducing material consumption, products eco-designed), provision of information to support more sustainable behavior of clients, or raising client awareness on CSR issues.

Low

No provision of eco-design services to clients

Information

The company does not offer eco-design services to its clients that take into consideration environmental impacts.

Guidance

Eco-design services offer an approach to products with a special consideration regarding the environmental impacts associated during its lifecycle; from acquisition of raw materials to end of life. Eco-design services seek to aid clients in defining and choosing more sustainable ways to handle their products or to manage their projects. Examples might include green consultancy services or services provided to clients for the calculation of CO2 footprint from the use of their products or services.

Results

High

Basic reporting on environmental issues

Information

There is some evidence of formal reporting on environmental issues in the supporting documentation. It may include key performance indicators (KPIs), or statistical figures. However reporting elements may be limited in terms of quality or quantity, may not cover the main issues, or reporting is not regularly updated.

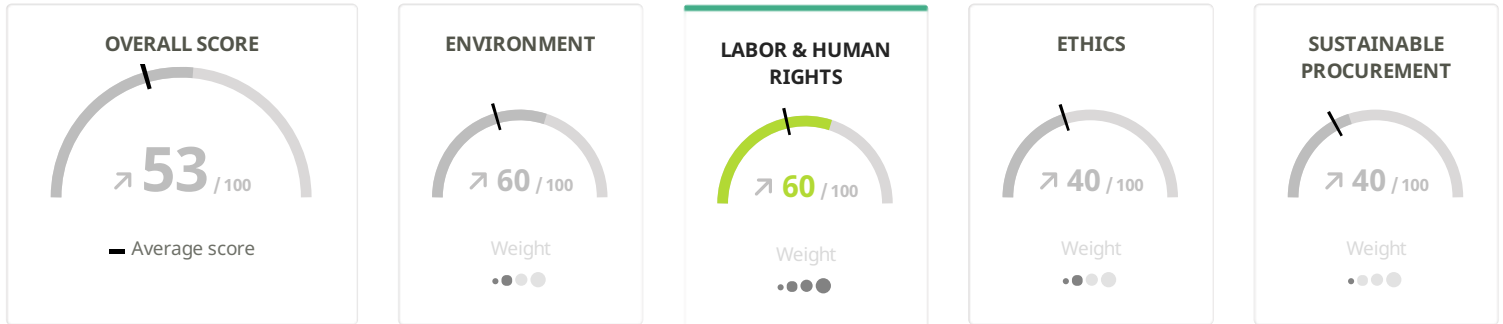
Guidance

Based on the information provided for the assessment, reporting does not cover a major portion of relevant issues (i.e. reporting is available for only 1 relevant issue). To improve the quality of reporting, KPIs could include material issues for the company's environmental performance. For example, annual figures on electricity consumption and GHG emissions, waste management, or any other available KPIs. For more information on the specific environmental performance KPIs please refer to the GRI Standards. Download the How-to Guide on this topic here (in English).

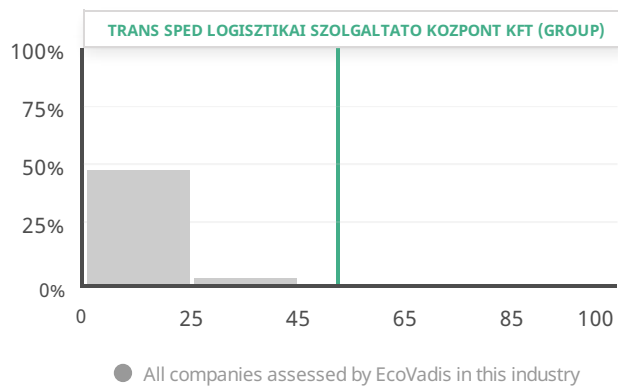
7. LABOR & HUMAN RIGHTS

This theme takes into account both internal human resources (e.g. health and safety, working conditions, career management) and human rights issues (e.g. discrimination and/or harassment, child labor).

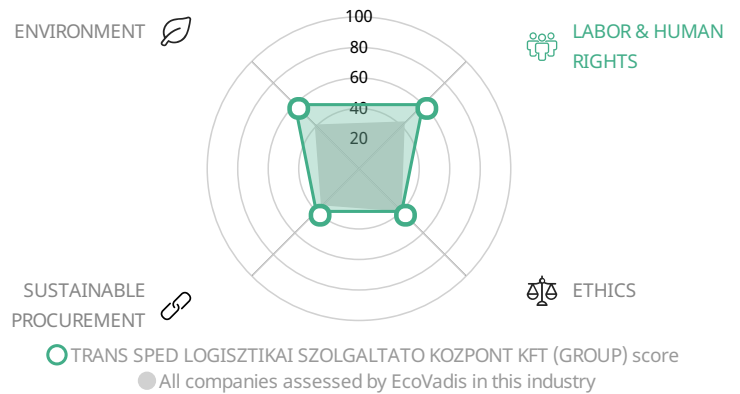
Labor & Human Rights Score Breakdown



Theme score distribution



Theme score comparison



Labor & Human Rights: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Labor & Human Rights: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' CSR performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.



Strengths (11)

Policies

Standard policy on a majority of labor or human rights issues

Information

A standard labor and human rights policy includes commitments and/or operational objectives on the main labor and human rights risks the company faces.

Guidance

A comprehensive labor and human rights policy includes commitments and/or operational objectives on the majority of labor and human rights risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks. It is also mandatory for the policy to incorporate some of the following elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all labor practice and human rights issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements. Download the How-to Guide on this topic here (in English).

Actions

Formalized procedure related to career management & training

Compensation for extra or atypical working hours

Collective agreement on working conditions

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

Information

The company has local employee representatives in place

Guidance

The company has elected local employee representatives. According to the Labor Relations Commission, employee representatives, are employees who have been formally designated by a trade union in accordance with the rules of that trade union and who normally participate in negotiations about terms and conditions of employment for all or a section of the workforce and who are involved in the procedures for the settlement of any disputes or grievances which may arise. The main duties of an employee representative include representing members fairly and effectively, participating in negotiation and grievance procedures as stipulated by employer/trade union agreements, and co-operating with the management in ensuring the proper implementation and observance of employer/trade union agreements, among others.

Internal audits on health & safety issues

Information

The company carries out internal audits on health & safety issues

Guidance

Internal audits of the operational health and safety management system are conducted in order to determine whether the management system complies with the functioning plan for health and safety management, with respect to legal requirements or to standards the company wishes to achieve beyond compliance. Internal audits are done to review and evaluate the performance and effectiveness of procedures in place, and are useful to expose gaps in the effective implementation of the health and safety management system. A typical internal audit programme, includes series of audits, is established for one year and covers all the relevant areas and activities stipulated by the audit criteria/requirements.

OHSAS 18001 certified (at least one operational site)

Information

The company has provided a valid OHSAS 18001 certificate that covers at least one but not all of its operations.

Guidance

OHSAS 18001 is an international standard for occupational health and safety management systems. It addresses employee health and safety issues and involves an external audit on the facilities' health & safety conditions. Organizations that implement OHSAS 18001 have a clear management structure with defined authority and responsibility, clear objectives for improvement, with measurable results and a structured approach to risk assessment. This includes the monitoring of health and safety management failures, auditing of performance and review of policies and objectives.

Training of relevant employees on health & safety risks and best working practices

Information

The company provides training to relevant employees on health and safety risks and best working practices

Guidance

The company has implemented training on health and safety issues. Safety training aims at implementing health and safety procedures into specific job practices and at raising staff awareness and skills to an acceptable standard. For example, safety training covers topics such as accident prevention and safety promotion, safety compliance, use of personal protective equipment, chemical and hazardous materials safety, and workplace emergency response procedures. A best practice is to have a training matrix which helps to keep track of which employees have been trained, the date of the training, the training topic, and expected dates for refresher trainings. Monitoring of training attendance certificates is also suggested. It is also a best practice to have the training carried out in the language that the employees understand best and to carry out tests or quizzes to ensure training concepts have been successfully transmitted to participants.

Results

Reporting on percentage of women in executive positions (e.g. senior or top management)

Information

The company reports, either through formal documentation or questionnaire declaration, on the percentage of women in executive positions (e.g. senior or top management).

Guidance

Executive positions include positions such as chief financial officers, chief operating officers, or any other key roles in a company. The aim is to look into whether a company is promoting an increase in gender diversity in its executive rank or not. It is important to note that in 2015, only 14.2% of the top five leadership positions in companies in the S&P500 are held by women according to CNNMoney analysis.

Reporting on health & safety indicators

Information

The company reports, either through formal documentation or questionnaire declaration, on health & safety performance indicators.

Guidance

Reporting on health & safety indicators is a useful tool to help a company track, measure and adjust their activities so that they can effectively direct their health & safety performance and avoid incidents/injuries. Such performance indicators include, among others, number of injuries, total recordable injury cases, health & safety hours of training, absenteeism, and number of work-related fatalities by region. Download the How-to Guide on this topic here (in English).

Standard reporting on labor and human rights issues

Information

There is evidence of formal reporting implemented regarding both labor and human rights issues from the company supporting documentation, including key performance indicators (KPIs), statistical figures or associated concrete actions.

Guidance

Reporting items are standard in terms of quality and quantity, do cover the main issues, are meaningful enough, and are regularly updated. KPIs may include (but are not limited to): accident frequency and severity rates, the percentage of employees covered by collective bargaining agreements, skills development trainings, and percentage of employees trained on discrimination issues. Comprehensive reporting on labor practice and human rights issues will additionally have KPIs reported in a formal public document available to stakeholders, and will be in compliance with the Global Reporting Initiative guidelines or other external CSR reporting standards. Download the How-to Guide on this topic here (in English).

Improvement Areas (6)

Policies

Medium

No information regarding endorsement of external CSR initiatives or principles

Information

The company does not declare whether it is a signatory or has public adherence to any external CSR set of principles, charters, codes of conduct or international guidelines. There is no evidence within the company's supporting documentation indicating formal membership in a voluntary CSR initiative.

Guidance

Such initiatives can encompass many CSR issues (e.g. Global Compact principles), or focus on a single issue (e.g. Carbon Disclosure Project). They can be intergovernmental (e.g. OECD Guidelines for Multinational Enterprises), multi-stakeholder (e.g. AccountAbility), business-led (e.g. Responsible Care), cross-sector (e.g. Ceres principles) or sector-specific (e.g. Clean Clothes Campaign).

Medium

No supporting documentation or only basic policy on some relevant issues [i.e. career management & training, child & forced labor]

Information

The company has either no supporting documentation on policies, or only provided evidence of basic policy statements that do not cover all the major labor practice & human rights issues the company is confronted with.

Guidance

A standard labor and human rights policy includes commitments and/or operational objectives on the main labor and human rights risks the company faces. It is communicated to internal and external stakeholders through a formal dedicated document. A standard labor and human rights policy contains qualitative objectives/commitments specific to those issues. The policy should also incorporate some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms. Download the How-to Guide on this topic here (in English).

Low

No quantitative target on labor and human rights issues

Information

Company policy does not contain quantitative targets on labor and human rights issues.

Guidance

Quantitative objectives or targets on labor and human rights issues are considered as fundamental elements of comprehensive policy mechanism. They provide a monitoring framework that helps establish whether policy objectives are being met, and highlight the progress towards set goals. Some examples of specific targets on this topic include quantitative objectives on health & safety indicators (i.e. accident frequency and accident severity rates), quantitative objectives on percentage of employees trained on discrimination and quantitative objectives on number of employees covered by social benefits. As policy elements, targets can be expressed in absolute or relative terms and must have a valid future deadline (i.e. by 2020 we commit to train 100% of employees on discrimination). Download the How-to Guide on this topic here (in English).

Actions

Medium

Declares a percentage of sites OHSAS 18001 certified, but certificates or evidence provided are inconclusive

Information

The company declares that a certain percentage of sites are OHSAS 18001 certified, however this claim could not be verified within the supporting documentation (e.g. missing annex list of operational sites certified).

Guidance

The information found provided in the supporting documentation (e.g. company website, CSR reporting) does not allow to identify the percentage of OHSAS 18001 certified sites. The OHSAS 18001 certification addresses employee health and safety issues and involves an external audit on the facilities' health & safety conditions. Some examples of evidence used to demonstrate the coverage of such certificates include (but are not limited to): - Individual certificates for each certified site; - A certificate annex clearly stating each individual site covered by the certificate - A sample certificate for one site, along with formalized reporting in a third-party verified report (i.e. CSR Report, Annual Report), which includes the percentage of sites covered by the specific health & safety certification, etc.

Low

No information on measures to prevent child labor, forced labor and human trafficking

Information

No company declaration and no evidence within the supporting documentation on actions implemented to mitigate the risk of child and forced labor.

Guidance

Some examples of actions on this topic include awareness training on child and forced labor issues, disciplinary measures and whistle blowing procedures, and formal engagements with local authorities to prevent child and forced labor.

Low

Declares measures on diversity, discrimination, and harassment, but no supporting documentation available

Information

The company declares having measures on discrimination and/or harassment issues in place but there is no evidence within the supporting documentation provided by the company.

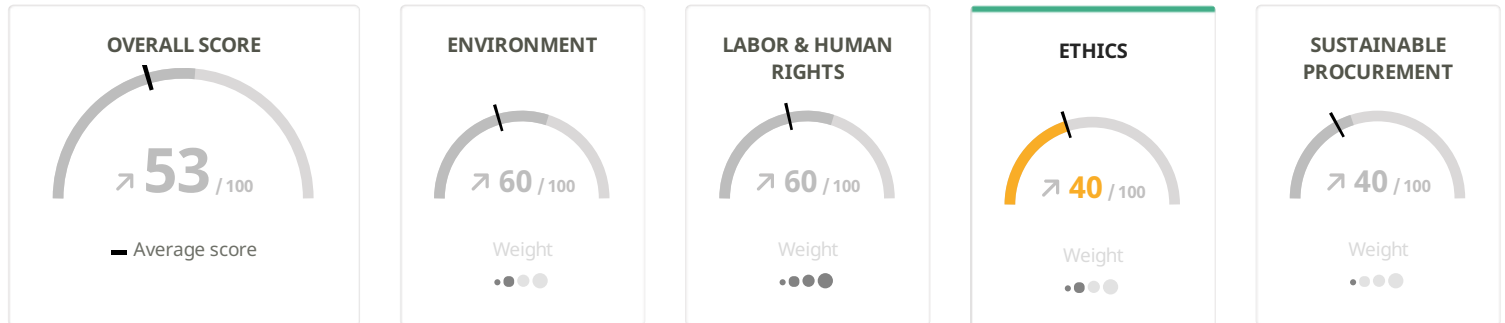
Guidance

Discrimination refers to the different treatment given to people in hiring, remuneration, training, promotion, and termination which is based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age (source: ISO 26000). Harassment (as per the US Equal Employment Opportunity Commission) refers to the unwelcome conduct based on the same criteria mentioned above. Offensive conduct may include, but is not limited to, offensive jokes, slurs, physical assaults or threats, intimidation, insults, and interference with work performance. Examples of measures might include the presence of complaint and reporting mechanisms, actions implemented for the integration of disabled people in the company, actions to promote gender and racial equality in the workplace, and awareness training on these issues. Download the How-to Guide on this topic [here](#).

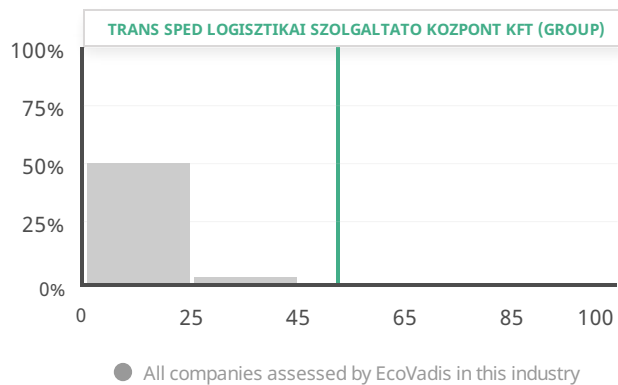
8. ETHICS

This theme focuses primarily on corruption and bribery issues, and also takes into account anticompetitive practices and responsible information management.

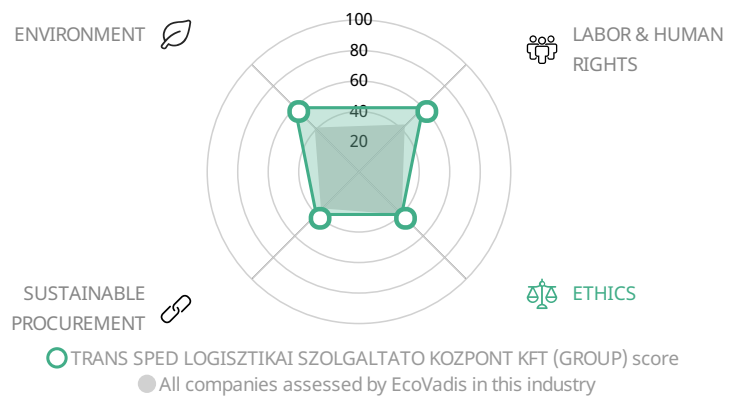
Ethics Score Breakdown



Theme score distribution



Theme score comparison



Ethics: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Ethics: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' CSR performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Strengths (2)

Actions

Implementation of a records retention schedule

Specific procedures for retaining and using third-party intermediaries (i.e. due diligence, certifications)

Information

The company has implemented systematic compliance and due-diligence measures when dealing with third-party intermediaries (i.e. commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) acting on its behalf.

Guidance

Risk assessments on the environment vary according to sector risks, but can include handling of hazardous materials.

Improvement Areas (8)

Policies

Medium

No information regarding endorsement of external CSR initiatives or principles

Information

The company does not declare whether it is a signatory or has public adherence to any external CSR set of principles, charters, codes of conduct or international guidelines. There is no evidence within the company's supporting documentation indicating formal membership in a voluntary CSR initiative.

Guidance

Such initiatives can encompass many CSR issues (e.g. Global Compact principles), or focus on a single issue (e.g. Carbon Disclosure Project). They can be intergovernmental (e.g. OECD Guidelines for Multinational Enterprises), multi-stakeholder (e.g. AccountAbility), business-led (e.g. Responsible Care), cross-sector (e.g. Ceres principles) or sector-specific (e.g. Clean Clothes Campaign).

Medium

Basic ethics policies: only basic statements or lacks detail on specific issues

Information

The company has issued statements on business ethics issues, which either lack specificity at issue level, do not cover all the major issues the company is confronted with, or lack organizational elements (e.g. review process, dedicated responsibilities, scope of application).

Guidance

A standard policy on fair business practices covers corruption & bribery issues and optionally information security and responsible marketing issues, depending on the relevancy for the industry or sector. Such a policy is formalized as qualitative objectives/commitments in a formal policy document e.g. Code of Ethics/Code of Conduct and includes organizational elements (e.g. review process, dedicated responsibilities, scope of application). Download the How-to Guide on this topic here (in English).

Actions

Medium No supporting documentation regarding awareness trainings on ethics issues

Information

The company declares that no awareness trainings on business ethics issues are conducted.

Guidance

Awareness trainings on business ethics can be conducted on issues such as anti-corruption, fair competition, information security, responsible marketing and data privacy etc.

Medium No supporting documentation regarding audits of control procedures on ethics issues

Information

The company has no supporting documentation regarding audits of internal controls on business ethics issues.

Guidance

The company's internal controls regarding business ethics should be regularly audited which can be either through an external third party that performs business ethics audits, or an internal audit team, the company is responsible for regularly controlling the compliance with the business ethics policies and/or code of ethics of the various company entities, and the effectiveness of the company's management system.

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

Low No supporting documentation regarding approval procedure for sensitive transactions (e.g. gifts, entertainment)

Low No supporting documentation regarding corruption risk analysis performed

Results

High No reporting on ethics issues (e.g. number of breaches of code of ethics, ...)

Information

The company declares no reporting on fair business practices. There is no information in the company's supporting documentation on key performance indicators (KPIs) or statistical figures.

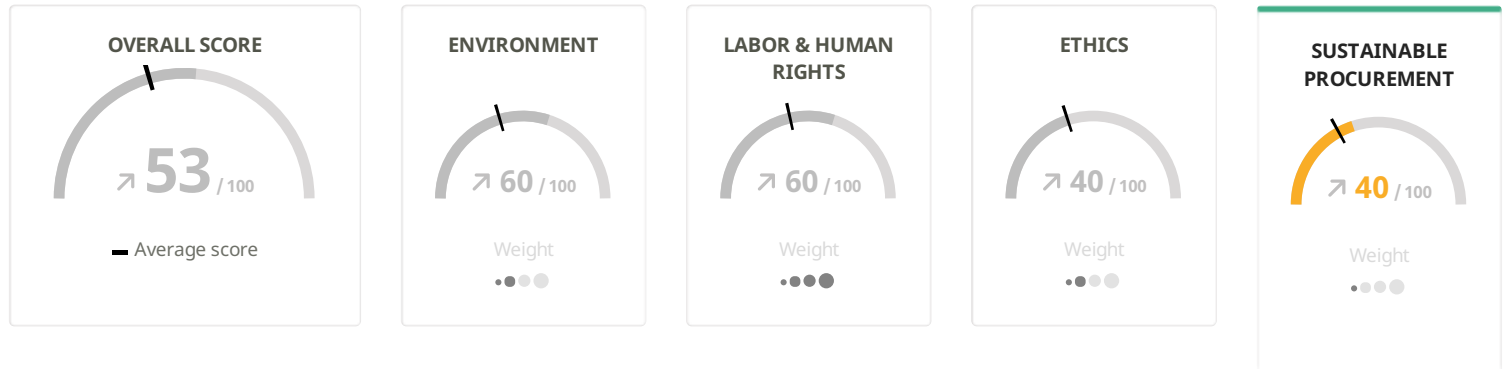
Guidance

In order to measure and monitor the effectiveness of its CSR management system internally, and in order to report performance to stakeholders, a company should report on CSR-related Key Performance Indicators (KPIs). In the EcoVadis assessment, the Reporting indicator looks at the quality, transparency and level of reporting readily available to stakeholders. The KPIs provided should be recent (i.e. within the last 2 reporting periods) and should be for the scope under evaluation. KPIs can be sector-specific and include for instance: the % of employees trained on business ethics issues, the number of breaches of the Code of Ethics, number of incidents reported through the whistleblower procedure, etc. These and other relevant KPIs can be integrated within the company's CSR report, Annual Report, Code of Ethics or any other applicable reporting document. Download the How-to Guide on this topic here (in English).

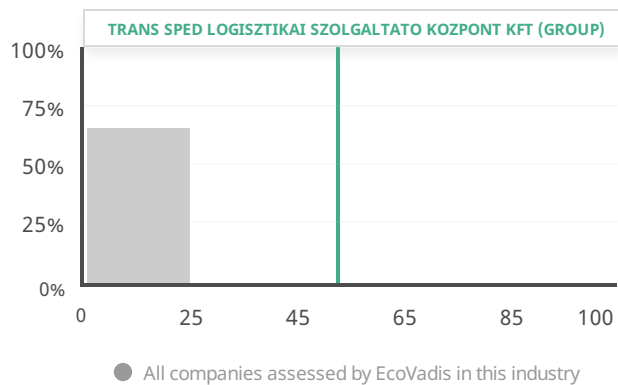
9. SUSTAINABLE PROCUREMENT

This theme focuses on both social and environmental issues within the company supply chain.

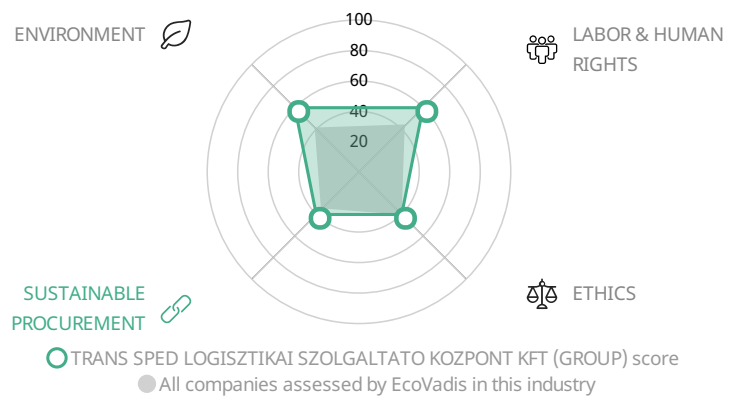
Sustainable Procurement Score Breakdown



Theme score distribution



Theme score comparison



Sustainable Procurement: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Sustainable Procurement: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' CSR performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.



Strengths (1)

Actions

Integration of environmental, social and health & safety criteria when purchasing products

Information

Environmental, social and health & safety criteria are formally described as an integral part of the selection process in product procurement.

Guidance

CSR criteria can be integrated in calls for tenders to ensure that the environmental and social impact of the purchased product is minimized. Some potential examples of such criteria include ecolabels, detailed product characteristics, external third party certifications (FSC, PEFC, ISO 14001), CSR performance scores.

Improvement Areas (2)

Policies

Medium

Basic sustainable procurement policies: only basic statements or lacks details on specific issues

Information

The company has basic sustainable procurement policies that may include statements, commitments, and operational objectives on the management of its sustainable procurement policies, but lacks details on specific issues.

Guidance

A standard sustainable procurement policy includes commitments and/or operational objectives on all material sourcing risks the company faces in its supply chain. It is communicated to internal and external stakeholders through a formal dedicated document. A standard policy contains qualitative objectives/commitments specific to those issues. Download the How-to Guide on this topic here (in English).

Results

High

No reporting on sustainable procurement issues (e.g. percentage of suppliers evaluated)

Information

The company declares no formal reporting on integration of environmental and social factors within its supply chain. There is no information within the company supporting documentation on key performance indicators (KPIs) or statistical figures.

Guidance

In order to measure and monitor the effectiveness of its CSR management system internally, and in order to report performance to stakeholders, a company should report on CSR-related Key Performance Indicators (KPIs). In the EcoVadis assessment, the Reporting indicator looks at the quality, transparency and level of reporting readily available to stakeholders. The KPIs provided should be recent (i.e. within the last 2 reporting periods) and should be for the scope under evaluation. KPIs can be sector-specific and include for instance: the % of suppliers assessed or audited on CSR issues, % of buyers trained on sustainable procurement, % of raw materials purchased that are recycled materials, and % of products purchased with an ecolabel, etc. These and other relevant KPIs can be integrated within the company's CSR report, annual report, or any other applicable reporting document. Download the How-to Guide on this topic here (in English).

10. 360° WATCH FINDINGS

13 June 2018

No records found for this company on Compliance Database

null

→ No score impact

360° Watch Findings comprise relevant public information about companies' CSR practices that have been identified via more than 2,500 data sources (including NGOs, press and trade unions). 360° Watch Findings are incorporated into the EcoVadis assessment and can have positive, negative or no score impact.


EcoVadis is connected to the following international sources:


- CSR networks and initiatives (e.g. AccountAbility, Business for Social Responsibility, CSR Europe)
- Trade unions and employers' organizations
- International organization (e.g. United Nations, European Court of Human Rights, Global Compact, International Labor Organization, World Bank)
- NGOs (e.g. China Labor Watch, Greenpeace, WWF, Movimento Difesa del Cittadino)
- Research institutes and specialized press (e.g. CSR Asia, Blacksmith Institute, Corpwatch)


11. SPECIFIC COMMENTS


Additional comments from our CSR analysts pertaining to the assessment.

Specific comments

 Since the last evaluation, the overall score has increased thanks to the implementation of additional measures.

 Some supporting documents were considered too outdated to be included in this evaluation

 The company is not included in any compliance-related watch lists or sanction lists.

 Since the last evaluation, the overall score has increased thanks to the publication of additional CSR reporting.

12. CONTACT US

Any questions or need help? Visit our Help Center at support.ecovadis.com

APPENDIX:

INDUSTRY RISK PROFILE

Discover the primary CSR risks, regulations, hot topics and best practices related to specific industries.

EcoVadis determines industry based on the International Standard Industrial Classification of All Economic Activities (ISIC), which is a compilation of all global economic activities published by the United Nations Statistical Commission. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities.

It is possible that a company has operations in more than one industry. In these cases, EcoVadis classifies companies based on their main area of operation, as determined by CSR risk and/or total revenue.

CRITERIA ACTIVATION BY THEME:

Discover the primary CSR risks, regulations, hot topics and best practices related to specific industries.

Environment

Medium	Energy consumption & GHGs
Non-activated	Water
Non-activated	Biodiversity
Non-activated	Local & Accidental Pollution
Medium	Materials, Chemicals & Waste
Non-activated	Product Use
Non-activated	Product End-of-Life
Non-activated	Customer Health & Safety
Medium	Environmental Services & Advocacy

Labor & Human Rights

Medium	Employee Health & Safety
Medium	Working Conditions
Medium	Social Dialogue
Medium	Career Management & Training
Non-activated	Child Labor, Forced Labor & Human Trafficking
High	Diversity, Discrimination & Harassment
Non-activated	External Stakeholder Human Rights

Ethics

Medium	Corruption
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Non-activated

Anticompetitive Practices

Medium

Responsible Information Management

Sustainable Procurement



Medium

Supplier Environmental Practices

Medium

Supplier Social Practices

KEY CSR ISSUES

Find qualitative explanations of the key CSR issues and risk associated with Other transportation support activities

 Environment

Importance

CSR issue

Medium

Energy consumption & GHGs

Definition

Energy consumption (e.g. electricity, fuel, renewable energies) used during operations and transport. Greenhouse gases direct and indirect emissions including CO₂, CH₄, N₂O, HFC, PFC and SF₆. Also includes production of renewable energy by the company.

Industry issues

The company's' activities included for this sector goes from organization and supporting of transporting operations to logistic activities among others. Services associated with transportation activities can be heavy utilizers of energy. Distribution facilities, warehousing or offices are some examples of the different type of sites included in this category. Warehouses are typically energy intensive and relatively significant GHG emitters, there are several best practices that companies have begun to implement that have significantly reduced energy consumption. For example, companies can certified the warehouse through a voluntary sustainable building award scheme such as LEED in the United States(1). Even though the main activity of the companies in this sector is not to operate transportation but to be involved in the logistic activities, logistic companies are involved in the reduction of carbon footprint . As part of the environmental management system, certificates can help companies to overall decrease their environmental impacts. For example, the EPA's SmartWay program, which since 2004 has helped their partners to avoid 94 million tons of air pollution(2), can help companies to reduce transportation-related emissions that affect climate change and reduce environmental risk for companies. Additionally, training and awareness campaigns for employees can help them to reduce environmental impacts of the sector.

Medium

Materials, Chemicals & Waste

Definition

Consumption of all types of raw materials and chemicals. Non-hazardous and hazardous waste generated from operations. Also includes air emissions other than GHG (e.g. SO_x, NO_x).

Industry issues

As mentioned before, the main activities of the sector are mainly focused on logistic operations that include as sites offices or warehouses among others. Hence, the waste generated from such operations are different. Temporary warehousing, does not generate as much amount of waste as office sites that include logistic providers. Support transport activities normally consume a certain amount of resources as well as producing a variety of waste. Companies in this sector use paper as their primary working material. Other inputs include the use of chemicals (for cleaning and hygienic purposes), use of paper, plastics for packaging, wooden pallets, cardboard boxes and other office IT. All those inputs will ultimately impact the environment through resource depletion and waste generation. In order to to mitigate those impacts, companies in this sector may take action by shifting more and more to digital forms of communication and/or using recycled paper. Policies implemented on recycling and reducing paper consumption that promotes efficient use; implementation of measures on paper and printing material at different sites benefit companies' environmental management system. Training and awareness campaigns for employees about efficient use of paper or the implementation of waste management policy and reducing, reusing and recycling programs can help companies among the sector.

Medium

Environmental Services & Advocacy

Definition

Programs implemented to promote the sustainable consumption of their own products or services among their customer base. This criteria includes the positive/negative indirect impacts of the use of products and services.

Industry issues

Many consumers in the countries of the Organisation for Economic Co-operation and Development (OECD) are becoming increasingly sensitive and aware about environmental sustainability. Consumption levels and environmental footprints are already high and achieving sustainable consumption requires substantial improvements in resource use and waste management. Consumer's interests and behaviour affects the sector so companies may engage with consumers on how to improve logistics. Transport is an important sector due to their key role on society's evolution. At a global level, transportation sector accounts for 26% of total GHG emissions in the US in 2014 (3) and moreover, the movement of freight accounts for roughly a third of all the energy consumed by transport (IPCC, 2007). Worldwide, 33% of trade related emissions come from international transport (4). Other transportation service activities can be seen as being at the top of the logistics pyramid, therefore having great influence over the governance and efficiencies along the chain of transportation activities. All in all, the role of the companies among the sector is to reduce their impact by offering transport solutions with reduced energy consumption and GHG emissions. Companies could include solutions such as CO2 emissions calculation tools, loading optimization and offering alternative transport modes in order to facilitate sustainable consumption.



Labor & Human Rights

Importance

CSR issue

Medium

Employee Health & Safety

Definition

Deals with health and safety issues encountered by employees at work i.e. during operations and transport. Includes both physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substance.

Industry issues

The accident frequency rate in 2012 for transport activities in France for instance was 29.6 with a severity rate of 1.9 and is higher than the average of other activities(5). Main risks come from transportation and support activities related to road accidents, handling of hazardous and heavy lifting in warehouses or during transport. Also hazards that pose threats to physical safety of workers include mechanical/machine hazards, electrical hazards, ergonomic hazards such as repetitive motion, awkward posture and excessive force; or risk of a work-related motor vehicle accident. Measures to monitor employees driving practices, awareness/training, work related risk analysis of employees on health and safety issues or use of personal protective equipments can minimize the health and safety risks for employees.

Medium

Working Conditions

Definition

Deals with working hours, remunerations and social benefits granted to employees.

Industry issues

Transportation and logistics companies pay lower wages than companies in many other industries. That is the case all over the world. The Global Wage Report from the ILO lists transport as one of the main sectors where low-wage employment is concentrated (6). Within the transportation and support sector, there are significant variations in salary levels differing between the job sectors. In this multifaceted industry, job profiles range from pilots and seafarers to truckers and rail drivers, freight forwarding agent, customer agents, etc. The working conditions vary enormously, and so do the corresponding wages and benefits. Companies will need to accurately allocate compensation levels and benefits for both men and women. Some measures might include: holiday pay, health insurance, competitive salary compared to others in the industry and outstanding pension scheme, among others. Implemented, these can to improve employees' work/life balance by reducing the consequences the job has on their life outside of work.

Medium

Social Dialogue

Definition

Deals with structured social dialogue i.e. social dialog deployed through recognized employee representatives and collective bargaining.

Industry issues

Disputes resulting from poor labor relations can have serious detrimental effects on the sector. This can either be caused by individual suppliers or it can escalate to national issues, for example when ports and harbors are blocked or closed. For instance, poor labor relations at French ports have made Antwerp (Belgium), into France's largest port(7). However, companies through their own procurement and internal best practices can mitigate many of these risks(8). Also, a structured communication system with unions is one of the measures that can be implemented.

Medium

Career Management & Training

Definition

Deals with main career stages i.e. recruitment, evaluation, training and management of layoffs.

Industry issues

Persons working in freight forwarding and other transportation support services have to comply with a range of national and international regulations and laws covering a wide range of topics, ranging from dangerous goods to tariffs/taxes(9). Both training and review are essential to ensure governance and competencies in this area. Several national and international accredited schemes and professional Institutes exist and there are a range of International standards and training options available with which companies can foster their commitment and invest in training and development of their employees.

High

Diversity, Discrimination & Harassment

Definition

Deals with discrimination issues at work. Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, termination; based on race, national origin, religion, disability, gender, sexual orientation, union m

Industry issues

In line with UN Global compact, businesses should uphold eliminate discrimination in respect to employment and occupation. Many companies foster diversity by adhering to strict internal policy on discrimination and by ensuring that all employment decisions are made without regard to race, color, ethnicity, national origin, sex, sexual orientation, age, religion, disability, or other status' protected by law. Discrimination based on gender is most widespread. More particularly in the freight transport and support sector the men/women ratio is widely unbalanced. The percentage of women in global forwarding and third party logistic companies has significantly increased in the recent years but discrimination lawsuits are still being registered(10). Sectoral initiatives were created to address this particular issue.



Ethics

Importance

CSR issue

Medium

Corruption

Definition

Deals with all forms of corruption issues at work, including among other things extortion, bribery, conflict of interest, fraud, money laundering.

Industry issues

Corruption and bribery issues are major issues for any company, particularly when operating in risky countries. Regulations such as the FCPA (Foreign Corrupt Practice Act) in the US address these issues and make it unlawful to make payments to foreign government officials to assist in obtaining or retaining business. According to the World Bank website, corruption in transport projects can account for as much as 5-20% of transaction costs(11). Corruption and bribery practices can occur in several stages of the implementation and transportation process. It is particularly sensitive when the company is involved in illegal actions with public officials.

Medium

Responsible Information Management

Definition

Deals with consumer and client data protection and privacy as well as truthfulness of marketing messages, and access to essential services.

Industry issues

Companies collect, process and share confidential information belonging to third-parties in order to operate their business. Third-party confidential information includes employee and consumer personal identification information, third parties' intellectual property, and business partner trade secrets. Companies are legally mandated in several jurisdictions to manage third party data responsibly. Breaches of third-party data, including proprietary intellectual property, trade secrets and employee and consumer PII expose companies to operational seizures, financial and reputational impacts caused by stakeholder lawsuits and regulatory penalties. The financial impacts of information security breaches can be both immediate and drawn out over several years, due to possible litigation action by parties who lost confidentiality of their information entrusted to the breached company. The costs of regulatory violations remain severe, and proposed changes to major regulatory frameworks in major countries are likely to impose greater fines. Ponemon Institute estimates the global average cost of a cyber-attack to be US\$3.86 million(13). Beyond direct regulatory and financial penalties, breaches in a company' information management system can cause long term distrust in the company' information security management. Almost immediately after Target's information breach, the company' net earnings for the fourth quarter were down 46 percent from the same period the year before. Over time, Target will pay an estimated US\$1.4 billion when factoring ongoing legal costs, class-action lawsuits by consumers and business partners, and credit monitoring services for affected consumers(14). In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates is necessary to meet legal requirements in key jurisdictions.



Sustainable Procurement

Importance

CSR issue

Medium

Supplier Environmental Practices

Definition

Deals with environmental issues within the supply chain i.e. environmental impacts generated from the suppliers and subcontractors own operations and products.

Industry issues

The potential of sustainable procurement as a policy instrument has been increasingly recognized, and over recent years there has been a growing commitment at different levels to integrate sustainability aspects in procurement decisions and to use the procurement process to raise awareness and create incentives for suppliers to improve their sustainability performance. Supply management systems that include all type of sourcing strategies, can benefit companies as it is possible to selected specific criteria that suppliers are obliged to accomplish and commit to. Such sourcing policies can cover aspects such as recycling of materials such as paper, transport of equipment and CO2 emissions along the supply chain. Moreover, the choice of eco-friendly products such as office supplies and suppliers could help companies on the sector to integrate sustainability along their supply chain. Approaches to improving and enhancing the environmental performance of transportation and support activities include modal shift, the development of intermodal solutions and adoption of tools for assessing the carbon footprint of activities and the use of more efficient transport management strategies.

Medium

Supplier Social Practices

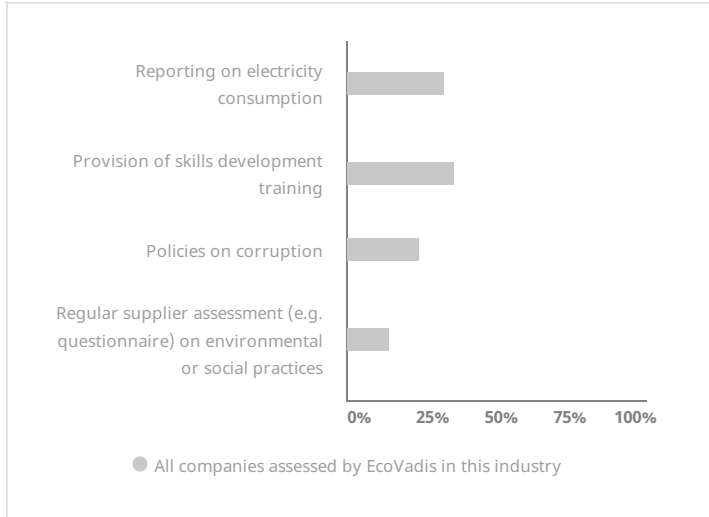
Definition

Deals with labor practices and human rights issues within the supply chain i.e. labor practices and human rights issues generated from the suppliers and subcontractors own operations or products.

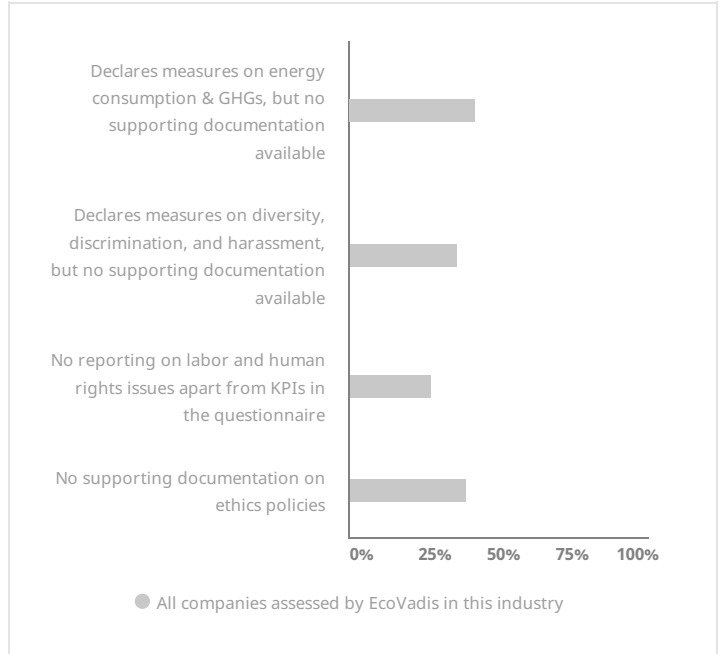
Industry issues

Globalization has profoundly affected how companies are managed strategically and operationally. New risks and challenges have emerged from new global supply chains. The risks range from inconsistent or poor quality to supply disruptions. Additionally cultural, legal, administrative, linguistic and political differences arising from cross-boundary networks only complicate things more(12). With regards to non asset based logistic services, social issues may include, but are not limited to, child labor, working conditions, unclear supplier labor practices (due to the large number of transportation services and geographical variation of suppliers); becoming indirectly involved in human rights violations, acts of corruption and bribery; unknowingly assisting smugglers in transporting contraband. Checking suppliers and sub-contractors compliance with basic labor requirements through CSR assessments or audits can lower these risks.

Key industry Strengths



Key industry Improvement Areas



CSR KPIs Overview

KPI	All companies assessed by EcoVadis in this industry
Active whistleblowing procedure in place	27%
Audit or assessment of suppliers on CSR issues	23%
Carbon disclosure project (CDP) respondent	5%
Formal code of business ethics OUTDATED	44%
Formal sustainable procurement policy	22%
Global Compact Signatory	8%
ISO 14001 certified (at least one operational site)	26%
OHSAS 18001 certification or equivalent (at least one operational site)	17%
Reporting on energy use or GHG emissions	48%
Reporting on health and safety indicators	46%

Main Regulations and Initiatives

Euro IV certification

http://en.wikipedia.org/wiki/Emission_standard

 Regulatory

Euro IV sets specific limits to the amount of pollutants released into the environment since 2005

 Environment

Standard ISO 26000 (International Standard Organisation)

<http://www.iso.org/iso/pressrelease.htm?refid=Ref972>

The future International Standard ISO 26000, Guidance on social responsibility, will provide harmonized, globally relevant guidance based on international consensus among expert representatives of the main stakeholder groups and so encourage the implementation of best practice in social responsibility worldwide.

 All themes

United Nations Global Compact (10 principles)

<http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html>

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of ten principles in the areas of human rights, labour standards, the environment, and anti-corruption:

 All themes

Carbon disclosure project

<https://www.cdp.net>

CDP is an international, not-for-profit organization providing the only global system for companies and cities to measure, disclose, manage and share vital environmental information.

 Environment

Standard Global Reporting Initiative's (GRI)

<http://www.globalreporting.org/Home>

The GRI is a network-based organization, that has set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance.

 All themes

United Nations Convention against Corruption (UNCAC)

<http://www.unodc.org/unodc/en/treaties/CAC/index.html>

The UNCAC is the first legally binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices.

 Ethics

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