



**DAHMEN
PERSONALSERVICE GMBH
(GROUP)**

60/100

Germany

Temporary employment
agency activities

2016 ASSESSMENT

CSR PERFORMANCE

Environment	ENV 60	
Labor Practices	LAB 60	
Fair Business Practices	FBP 60	
Sustainable Procurement	SUP 60	

BENCHMARK



Benchmark is done on all suppliers of the same business category on the EcoVadis database

ENVIRONMENT

POLICIES

- Standard policy on a majority of environmental issues
- No information on endorsement of external initiatives on environmental issues
- No quantitative target on environmental issues
- Dedicated responsibility for environmental issues

ACTIONS






- Measures for green IT (e.g. efficiency of data centers or office hardware, virtualization, data life cycle management)
- Measures to reduce CO2 emissions from business travel
- Specific measures to manage battery waste
- Measures implemented to recycle toners & ink cartridges
- Measures to recycle paper/carton waste
- Partnership established to help dispose of waste that the company cannot recycle
- Measures to optimize transport or reduce CO2 emissions from transport [e.g. 'Ecomotive']
- Measures to recycle IT equipment
- Reduction of energy consumption through employee awareness programs

RESULTS

- No reporting on environmental issues apart from a few KPIs disclosed in the questionnaire
- Reporting on electricity consumption

LABOR PRACTICES & HUMAN RIGHTS






POLICIES

-  Standard policy on a majority of labor or human rights issues
-  Dedicated responsibility for labor practice issues
-  No supporting documentation or only basic policy on some relevant issues [i.e. social dialogue]
-  Endorsement of external initiative on labor practices or human rights issues [Bundesarbeitgeberverband der Personaldienstleister]
-  No quantitative target on labor & human rights issues

ACTIONS


-  No certification of employee health & safety management system
-  Internal audits on health & safety issues
-  Structured social dialogue measures in place (e.g. collective agreement)
-  Joint labor management health & safety committee in operation
-  Specific measures implemented for the integration of employees with disabilities
-  Training of relevant employees on health & safety risks and best working practices
-  Declares measures regarding undeclared work issues, but no supporting documentation available
-  No monitoring of health & safety indicators for temporary employees
-  Employee health & safety detailed risk assessment
-  Training of drivers on health & safety risks and best working practices
-  Regular assessment (at least once a year) of individual performance
-  Company specific health care program for employees
-  Mandatory health check-up for employees
-  Active preventive measures for stress
-  Transparency (process & criteria communicated to all employees) on remuneration system
-  Company-specific pension plan for employees
-  Provision of skills development training
-  Company-specific training or awareness programs for managers on discrimination issues
-  Whistle blowing procedure or disciplinary measures on discrimination issues enforced

RESULTS





-  Basic reporting on labor practices & human rights issues
-  Reporting on accident severity rate
-  Reporting on accident frequency rate
-  Reporting on percentage of women in executive positions (e.g. senior or top management)
-  Reporting on average hours of training per temporary worker

FAIR BUSINESS PRACTICES

POLICIES

-  Policies on major business ethics issues
-  Endorsement of external initiative on business ethics issues [Bundesarbeitgeberverband der Personaldienstleister]

ACTIONS

-  Web-based or in-person training program on main business ethics issues
-  Whistleblowing procedure on business ethics issues in place
-  Signature acknowledgement of business ethics policies required for all concerned employees
-  Measure on customer or client data protection and confidentiality

SUSTAINABLE PROCUREMENT

POLICIES



Sustainable procurement policies on social issues

ACTIONS



Supplier CSR code of conduct in place



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



Declares training of buyers on CSR issues, but no supporting documentation available



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

SPECIFIC COMMENTS

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

360° WATCH



[03/2016 No records found for this company on Compliance Database](#)



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