

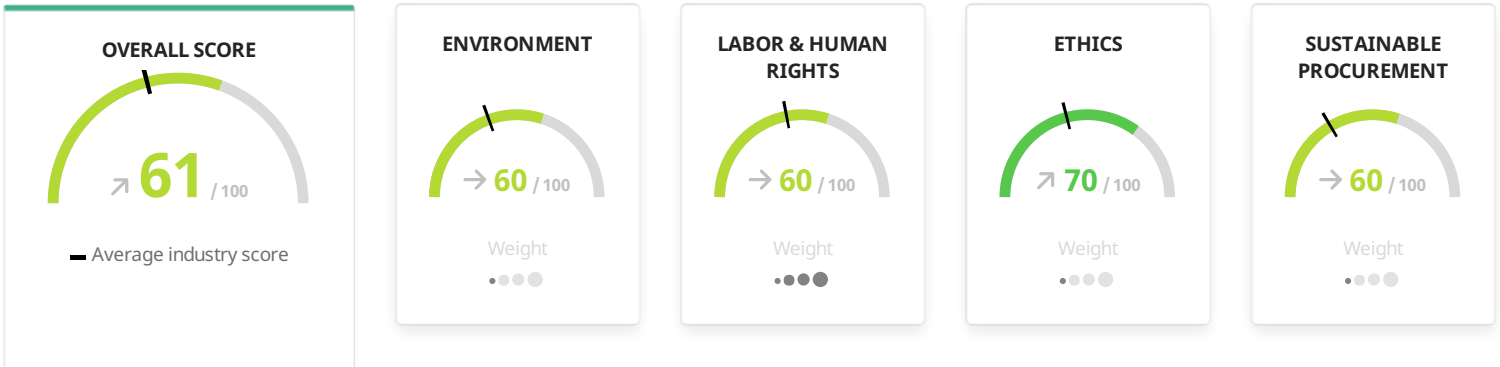
DAHMEN PERSONALSERVICE GMBH (GROUP)

Duesseldorf - Germany | Temporary employment agency activities

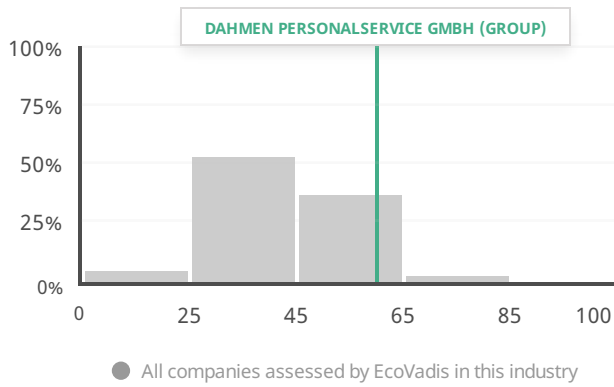


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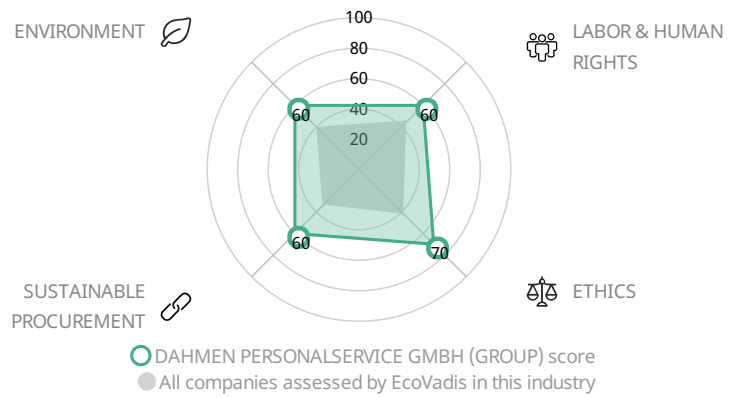
CSR Performance ● None ● Partial ● Confirmed ● Advanced ● Outstanding



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths (12)

Policies

Strengths

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

Comprehensive policy on a majority of environmental issues

Dedicated responsibility for environmental issues

Actions

Strengths

Measures to reduce CO2 emissions from business travel

Measures for green IT (e.g. efficiency of data centers or office hardware, virtualization, data life cycle management)

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

Improvement Areas (2)

Policies

Priority

Improvement Areas

Medium

Declares endorsement of external initiatives on environmental issues, but could not be verified [UNGC registration is pending]

Results

Priority

Improvement Areas

High

Declares reporting on environmental issues, but no supporting documentation available



Labor & Human Rights

Weight ●●●●

Strengths (19)

Policies

Strengths

Standard policy on a majority of labor or human rights issues

Endorsement of external initiative on labor practices or human rights issues [Bundesarbeitgeberverband der Personaldienstleister]

Dedicated responsibility for labor practice issues

Actions

Strengths

Compensation for extra or atypical working hours

Employee satisfaction survey

Health care coverage of employees in place

Whistleblower procedure on discrimination and/or harassment issues

Awareness training to prevent discrimination and/or harassment

Internal audits on health & safety issues

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

Mandatory health check-up for employees

Active preventive measures for stress

Transparency (process & criteria communicated to all employees) on remuneration system

Provision of skills development training

Structured social dialogue measures in place (e.g. collective agreement)

Joint labor management health & safety committee in operation

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

Improvement Areas (7)

Policies

Priority

Improvement Areas

Low

No quantitative target on labor & human rights issues

Low

Some labor and/or human rights policy document(s) were discarded because eligibility requirements were not met

Actions

Priority

Improvement Areas


High

No certification of employee health & safety management system

Low

No monitoring of health & safety indicators for temporary employees

Low	Declares measures regarding undeclared work issues, but no supporting documentation available
Results	
Priority	Improvement Areas
High	Basic reporting on labor practices & human rights issues
Medium	No information on health & safety indicators

 Ethics Weight ●●●●	
Strengths (9)	
Policies	
Strengths	
	Disciplinary sanctions to deal with policy violations
	Employee signature acknowledgement of business ethics policies
	Endorsement of external initiative on business ethics issues [Bundesarbeitgeberverband der Personaldienstleister]
	Comprehensive policies on business ethics issues
Actions	
Strengths	
	Whistleblower procedure to report business ethics issues
	Awareness training on business ethics issues
	Audits of control procedures to prevent information security breaches
	Restrictions related to the type and quantity of confidential information collected and stored
	Measure on customer or client data protection and confidentiality
Improvement Areas (4)	
Actions	
Priority	Improvement Areas
Low	No supporting documentation regarding audits of control procedures to prevent corruption and bribery
Low	No supporting documentation regarding approval procedure for sensitive transactions (e.g. gifts, entertainment)
Low	No supporting documentation regarding corruption and bribery risk analysis performed
Low	No supporting documentation regarding third-party anti-corruption & bribery due diligence procedures

 Sustainable Procurement Weight ●●●●	
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Strengths (5)

Policies

Strengths

Sustainable procurement policies on social issues

Actions

Strengths

Supplier CSR code of conduct in place

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

Integration of environmental or social factors when purchasing services

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

Improvement Areas (1)

Actions

Priority

Improvement Areas

Low

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

360° Watch Findings

1 June 2018


No records found for this company on Compliance Database

null

→ No score impact


Specific comments

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

 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.

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

 Some of the supporting documents provided were considered as extended responses to the questionnaire options and are not evidence of documents used within the company's management system

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