

# SOLAR NEDERLAND BV

Netherlands | Wholesale of construction materials, hardware, plumbing and heating equipment and supplies

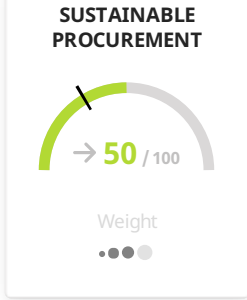
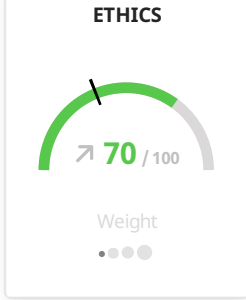
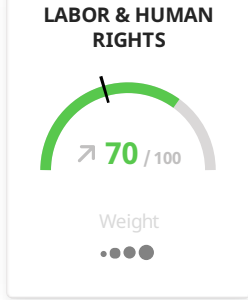
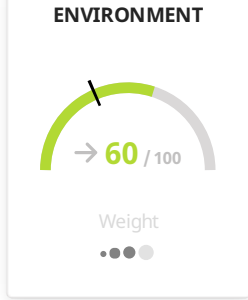
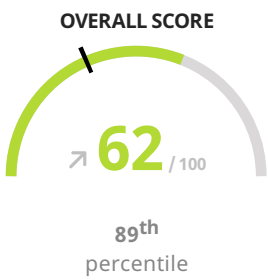


Publication date: 11 Jan 2021

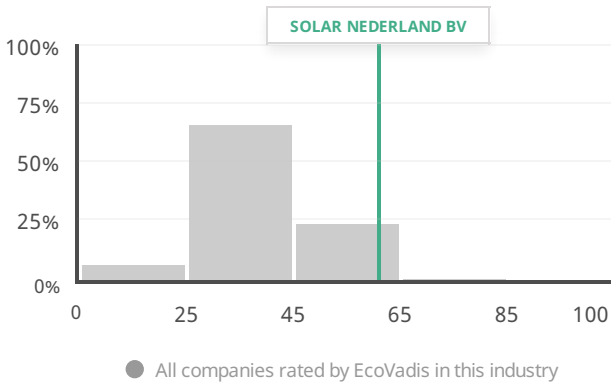
Valid until: 11 Jan 2022

Sustainability performance

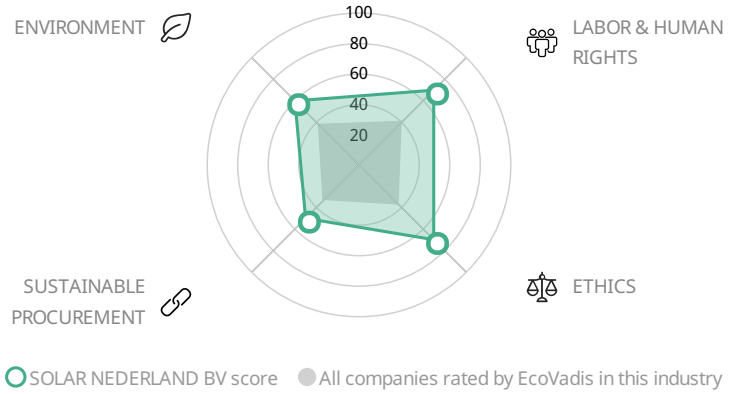
- Insufficient
- Partial
- Moderate
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths (7)

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC) (at parent company level)

#### Actions

Strengths

Purchasing of renewable energy

Measures to reduce energy consumption

Provision of information on "Green" building materials to consumer

Regular training on work processes for labeling, storing, handling and transporting hazardous goods

Waste management measures in place

#### Results

Strengths

Reporting on total energy consumption

### Improvement Areas (7)

#### Policies

Priority

Improvement Areas

Medium

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

#### Actions

Priority

Improvement Areas

Medium

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

Medium

No information regarding certification of an environmental management system

#### Results

Priority

Improvement Areas

High

Basic reporting on environmental issues

Low

Declares reporting on total gross Scope 1 and 2 GHG emissions, but no supporting documentation available

Low

Declares reporting on total weight of hazardous waste, but no supporting documentation available

Low

Declares reporting on total weight of non-hazardous waste, but no supporting documentation available



## Labor & Human Rights

Weight ●●●●

## Strengths (22)

### Policies

Strengths

Standard policy on a majority of labor or human rights issues

Quantitative objectives set on some relevant issues [i.e. diversity, discrimination & harassment]

Endorsement of the United Nations Global Compact (UNGC) (at parent company level)

### Actions

Strengths

Remediation procedure in place for identified cases of discrimination and/or harassment

Formalized procedure related to employee health & safety

Additional leave beyond standard vacation days

Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees

Employee satisfaction survey

Flexible organization of work available to employees (e.g. remote work, flexitime)

Health care coverage of employees in place

Whistleblower procedure on discrimination and harassment

Awareness training regarding diversity, discrimination, and/or harassment

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

Specific measures on discrimination issues

Safety Checklist for Contractors certified (SCC certified) [VCA\* 2017/6.0]

Employee health & safety detailed risk assessment

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

Mandatory health check-up for employees

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

Provision of skills development training

Setting of individual career plan for all employees

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

## Improvement Areas (7)

## Policies

Priority Improvement Areas

Medium

Inconclusive documentation or only basic policy on some relevant issues [i.e. working conditions]

## Actions

Priority Improvement Areas

Low

No information on percentage of sites certified on health & safety management system [VCA]

## Results

Priority Improvement Areas

High

Basic reporting on labor and human rights issues: reporting only available at parent company level

Low

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

Low

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

Low

No information on reporting on training hours per employee

Low

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



## Ethics

Weight ●●●●

### Strengths (10)

#### Policies

Strengths

Disciplinary sanctions to deal with policy violations

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Endorsement of the United Nations Global Compact (UNGC) (at parent company level)

#### Actions

Strengths

Incident response procedure (IRP) to manage breaches of confidential information

Whistleblower procedure to report ethics issues

Implementation of a records retention schedule

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

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

### Improvement Areas (4)

## Actions

Priority Improvement Areas

High

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

Medium

No supporting documentation regarding awareness trainings on corruption

Low

No supporting documentation regarding audits of control procedures to prevent corruption

Low

No supporting documentation regarding corruption risk analysis performed



## Sustainable Procurement

Weight ●●●●

### Strengths (4)

#### Actions

Strengths

Formal Communication with suppliers on conflict minerals (e.g. contract clauses, written communication, etc)

Supplier CSR code of conduct in place

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

Integration of social or environmental clauses into supplier contracts

### Improvement Areas (12)

#### Policies

Priority Improvement Areas

Medium

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

Low

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

Low

Inconclusive documentation or only basic policy on sustainable wood and wood products sourcing

#### Actions

Priority Improvement Areas

Medium

Declares training of buyers on social and environmental issues within the supply chain, but no supporting documentation available

Medium

Declares conducting CSR risk analysis (i.e. prior to supplier assessments or audits), but no supporting documentation available

Medium

No information on certification on wood and wood product traceability

Low

Declares capacity building of suppliers on CSR issues, but no supporting documentation available

Low

No information on the percentage of suppliers for which conflict minerals information is available

## Results

Priority Improvement Areas

High

Declares reporting on sustainable procurement, but no supporting documentation available

Low

No information on due diligence reporting on conflict minerals

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

21 January 2020

### Solar Netherlands personnel in Duiven is on strike against the boss's advice [NL]

<http://www.omroepgelderland.nl/nieuws/2435477/Personeel-Solar-Nederland-in-Duiven-staakt-tegen-advies-van-baas-in>

Employees of technical wholesaler Solar Nederland in Duiven are on strike today. Employees want more wages and better working conditions. Solar's head office is in Alkmaar. According to the FNV trade union, approximately 75 people work at the site in Duiven. A large number are temporary workers. The strike action is outside the Solar building on Tuesday. About 20 employees from the Duiven location are participating.

 Labor & Human Rights

→ No score impact

2 December 2020

### No records found for this company on Compliance Database

null

→ No score impact

## Specific comments


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


 There is a lack of reporting on environmental KPIs.

 There is a lack of reporting on KPIs regarding labor & human rights issues.

 Despite the company implementing measures regarding sustainable procurement issues, policies are not formalized or are only basic.

 Despite the company implementing measures regarding environmental issues, policies are not formalized or are only basic.

 There is a lack of reporting on KPIs regarding sustainable procurement issues.

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

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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t.rombout@solarnederland.nl | 11 January 2021

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