REKA KAAPELI OY (GROUP)
Hyvinkää - Finland | Manufacture of wiring and wiring devices

Publication date: 7 May 2019
Valid until: 7 May 2020

CSR Performance
- Insufficient
- Partial
- Moderate
- Advanced
- Outstanding

Average score

OVERALL SCORE
- 63 / 100
- 93rd percentile

ENVIRONMENT
- 60 / 100

LABOR & HUMAN RIGHTS
- 70 / 100

ETHICS
- 60 / 100

SUSTAINABLE PROCUREMENT
- 50 / 100

Overall score distribution

Theme score comparison
## Environment

### Strengths (10)

#### Policies

- **Strengths**
  - Endorsement of external initiative on environmental issues [The Federation of Finnish Technology Industries - Energy Efficiency Agreement]

#### Actions

- **Strengths**
  - Formalized procedure related to materials / chemicals management (e.g. storing, handling, transportation)
  - Declares all relevant products meet RoHS 2 requirements (not verified)
  - The company has obtained an ecolabel/eco-certification
  - Products designed for easy recyclability
  - Packaging designed for easy dismantling and easy recyclability
  - Waste management measures in place
  - Measures for handling hazardous substances
  - ISO 14001 certified on more than 81% of operational sites

#### Results

- **Strengths**
  - Reporting on electricity consumption

### Improvement Areas (9)

#### Policies

- **Priority**
  - **Medium**
    - Basic environmental policies: only basic statements or lacks details on specific issues

#### Actions

- **Priority**
  - **Medium**
    - Declares measures on customer health & safety issues, but no supporting documentation available
  - Declares measures on energy consumption & GHGs, but no supporting documentation available
  - No monitoring of direct CO2 emissions
  - No monitoring of products that have an eco-label
  - Declares measures on water management, but no supporting documentation available
  - Declares measures in place regarding WEEE, but no supporting documentation available
### Results

<table>
<thead>
<tr>
<th>Priority</th>
<th>Improvement Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High</strong></td>
<td>No reporting on environmental issues apart from KPIs in the questionnaire</td>
</tr>
<tr>
<td><strong>Low</strong></td>
<td>No information on fossil fuel energy consumption</td>
</tr>
</tbody>
</table>

### Labor & Human Rights

#### Strengths (17)

**Policies**

**Strengths**

Labor or human rights policy on some relevant issues [i.e. employee health & safety, diversity, discrimination & harassment]

**Actions**

**Strengths**

- Employee satisfaction survey
- Bonus scheme related to company performance
- Flexible organization of work available to employees (e.g. remote work, flexitime)
- Health care coverage of employees in place
- Measures to promote a gender inclusive environment
- Employee representatives or employee representative body (e.g. works council)
- OHSAS 18001 certified on more than 81% of operational sites
- Provision of protective equipment to all impacted employees
- Employee health & safety detailed risk assessment
- Transparent recruitment process communicated clearly and formally to all candidates
- Regular assessment (at least once a year) of individual performance
- Official measures promoting career mobility
- Provision of skills development training
- Joint labor management health & safety committee in operation

**Results**

**Strengths**

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

### Improvement Areas (5)
### Policies

<table>
<thead>
<tr>
<th>Priority</th>
<th>Improvement Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medium</td>
<td>No supporting documentation or only basic policy on some relevant issues [i.e. working conditions, career management &amp; training]</td>
</tr>
<tr>
<td>Low</td>
<td>No information on endorsement of external initiatives on labor and human rights issues</td>
</tr>
</tbody>
</table>

### Results

<table>
<thead>
<tr>
<th>Priority</th>
<th>Improvement Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>Basic reporting on labor and human rights issues</td>
</tr>
<tr>
<td>Medium</td>
<td>Low figure for average training hours per year and per employee</td>
</tr>
<tr>
<td>Medium</td>
<td>No information on accident severity rate</td>
</tr>
</tbody>
</table>

### Ethics

#### Strengths (4)

**Policies**

- Employee signature acknowledgement of ethics policies
- Policy on information security
- Policies on corruption

**Actions**

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

#### Improvement Areas (6)

**Policies**

- Low | No information on endorsement of external initiatives on ethics issues |

**Actions**

- Medium | No supporting documentation regarding awareness trainings on ethics issues |
- Medium | No supporting documentation regarding audits of control procedures on ethics issues |
- Medium | No supporting documentation regarding an effective whistleblower procedure to report ethics issues |
- Low | No supporting documentation regarding corruption risk analysis performed |
- Low | No supporting documentation regarding third-party corruption due diligence procedures |
Sustainable Procurement

### Strengths (1)

**Actions**

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

### Improvement Areas (9)

**Policies**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Improvement Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medium</td>
<td>No policy on conflict minerals issues</td>
</tr>
<tr>
<td>Medium</td>
<td>Basic sustainable procurement policies: only basic statements or lacks details on specific issues</td>
</tr>
</tbody>
</table>

**Actions**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Improvement Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medium</td>
<td>No formal assessment of suppliers’ progress with regards to REACH requirements</td>
</tr>
<tr>
<td>Medium</td>
<td>No information on a supplier CSR code of conduct</td>
</tr>
<tr>
<td>Medium</td>
<td>No information on social or environmental clauses being included in supplier contracts</td>
</tr>
<tr>
<td>Medium</td>
<td>No information on CSR risk analysis being conducted (i.e., prior to supplier assessments or audits)</td>
</tr>
<tr>
<td>Low</td>
<td>No information on measures implemented to mitigate conflict minerals issues</td>
</tr>
<tr>
<td>Low</td>
<td>No monitoring of the percentage of suppliers for which conflict minerals information is available</td>
</tr>
</tbody>
</table>

**Results**

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<th>Improvement Areas</th>
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<tr>
<td>Medium</td>
<td>No reporting on conflict minerals issues</td>
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### 360° Watch Findings

**19 April 2019**

- 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.

- Despite the company implementing measures regarding labor & human rights issues, policies are not formalized or are only basic.

- 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.

- Although the company has formalized policies regarding business ethics issues, there is a lack of information on associated measures.

- An absence of formalized reporting on CSR related key performance indicators (KPIs) is to be noted (i.e. KPIs as questionnaire declarations only).