

PROJECTIVE NV (GROUP)

Machelen - Belgium | Activities of head offices; management consultancy activities
 Company size: L | Assessment scope: Group

Overall score
 ↘ **62**/100
 Percentile
73rd



Scorecard

Publication date: 31 Jan 2025 Valid until: 31 Jan 2026

Overall score

Percentile
73rd

↘ **62**/100



Environment

Impact on score ●○○○



Labor & Human Rights

Impact on score ●●●●



Ethics

Impact on score ●●○○



Sustainable Procurement

Impact on score ●○○○



Environment

Impact on score ●○○○

● ↗ **68**/100

Environment | Policies

Impact on score ●●●●

● → **75**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

- Comprehensive policy on a majority of environmental issues
- Quantitative objectives set on energy consumption & GHGs
- Environmental policy on energy consumption & GHGs
- Environmental policy on waste

Improvement areas

- Medium priority** Inconclusive documentation for policies on environmental services & advocacy

Environment | Endorsements

Impact on score ●○○○

● → **100**/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

- Endorsement of the United Nations Global Compact (UNGC)
- Endorsement of the Science Based Targets initiative - Targets Set

Environment | Measures

Impact on score ●●●●

● ↘ 50/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

- Purchase and/or generation of renewable energy
- Energy and/or carbon audit
- Refurbishing and internal reuse of IT hardware
- Integration of sustainability research and analysis to guide decision-making

Environment | Certifications

Impact on score ●●●○

● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

- External sustainability audit from a site of Group: no non-compliance found on environment

Improvement areas

- Medium priority

No information regarding certification of an environmental management system

Environment | Coverage

Multiplying factor

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

- Supporting documents show an exceptional level of coverage of environmental actions or certification throughout company operations

Environment | Reporting

Impact on score ●●●○

● ↗ 50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Standard reporting on environmental issues

Reporting on total energy consumption

External assurance or verification of sustainability reporting

Reporting on total gross Scope 3 GHG emissions

Reporting on total weight of waste recovered

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation

Reporting on total gross Scope 1 GHG emissions

Reporting on total gross Scope 2 GHG emissions (market or location based)

Materiality analysis in sustainability reporting

Reporting on total amount of renewable energy consumed

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Improvement areas

Medium priority No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)

Low priority No information on reporting on total weight of hazardous waste

Low priority No information on reporting on total gross Scope 3 downstream GHG emissions

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

Environment | 360° Watch

Impact on score ●●●●

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

Dec 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2024 to Dec 2029

Labor & Human Rights

Impact on score ●●●●

● ↘ 63/100

Labor & Human Rights | Policies Impact on score ●●●●

● → 50/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

- Labor & human rights policy on working conditions
- Labor & human rights policy on employee health & safety
- Standard policy on a majority of labor or human rights issues
- Labor & human rights policy on career management & training
- Labor & human rights policy on preventing discrimination and harassment

Improvement areas

- Medium priority Inconclusive documentation for policies on social dialogue
- Low priority No quantitative target on labor and human rights issues

Labor & Human Rights | Endorsements Impact on score ●○○○

● → 75/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

- Endorsement of the United Nations Global Compact (UNGC)

Labor & Human Rights | Measures Impact on score ●●●●

● ↘ 75/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

Employee satisfaction survey

Two-way communication system in place to facilitate employee voice regarding working conditions

Health care coverage of employees in place

Bonus scheme related to company performance

Women development, mentorship, and/or sponsorship programs in place

Actions to promote the inclusion of employees with disabilities

Grievance mechanism on discrimination and/or harassment issues

Actions to prevent discrimination during recruitment phase

Employee stock ownership plan (not restricted to executive level)

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Awareness training on discrimination and harassment

Flexible organization of work (eg. remote work, flexi-time)

Skills development program tailored to employee needs

Actions to address stress and psychological wellbeing in the workplace

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

Regular assessment of individual performance

Individual development and career plan for all employees

Employee health and safety emergency action plan

Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

Improvement areas

Low priority No information on measures regarding structured social dialogue (e.g. collective agreements)

Labor & Human Rights | Certifications Impact on score ●●●○

● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

External sustainability audit from a site of Group: no non-compliance found on labor or human rights

Improvement areas

Medium priority No information regarding certification of a labor and human rights management system

Labor & Human Rights | Coverage Multiplying factor

● 75/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show a high level of coverage of labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting Impact on score ●●●○

● → 50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Standard reporting on labor and human rights issues

Reporting on number of recordable work-related ill health

Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Reporting on number of average training hours per employee

Report on average unadjusted gender pay gap

Reporting on the percentage of women employed in relation to the whole organization

Report on percentage of women within the organization's board

External assurance or verification of sustainability reporting

Materiality analysis in sustainability reporting

Reporting on the percentage of women at top management level

Improvement areas

Medium priority No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)

Labor & Human Rights | 360° Watch Impact on score ●●●●

● → 75/100

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Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

Dec 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2024 to Dec 2029

Ethics Impact on score ●●○○

● ↗ 61/100

Ethics | Policies Impact on score ●●●●

● → 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Comprehensive policies on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Policy on information security
Policy on money laundering
Policy on conflict of interest
Dedicated responsibility for ethics issues

Ethics | Endorsements Impact on score ●○○○

● → 50/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Ethics | Measures Impact on score ●●●●

● → 50/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

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

Implementation of a records retention schedule

Whistleblower procedure for stakeholders to report information security concerns

Awareness training to prevent information security breaches

Whistleblower procedure for stakeholders to report corruption and bribery

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Training of employees on corruption and bribery prevention

Audits of control procedures to prevent corruption

Audits of control procedures to prevent information security breaches

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

Measures to protect third party data from unauthorized access or disclosure

Improvement areas

High priority No conclusive documentation regarding information security risk assessments

Medium priority No conclusive documentation regarding corruption risk assessments

Low priority No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications Impact on score ●●●○

● → 25/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

External sustainability audit from a site of Group: no non-compliance found on ethics

Ethics | Coverage Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority Supporting documents show a medium level of coverage of ethics actions or certification throughout company operations

Ethics | Reporting Impact on score ●●●○

● → 50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

External assurance or verification of sustainability reporting

Standard reporting on ethics issues

Materiality analysis in sustainability reporting

Improvement areas

Medium priority No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)

Ethics | 360° Watch Impact on score ●●●●

● → **75**_{/100}

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

Dec 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2024 to Dec 2029

Sustainable Procurement Impact on score ●○○○

● → **50**_{/100}

Sustainable Procurement | Policies Impact on score ●●●●

● → **25**_{/100}

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Quantitative objectives set on sustainable procurement policy

Improvement areas

Medium priority Inconclusive documentation for policies on supplier labor and human rights practices

Medium priority Basic sustainable procurement policies: lacks details on specific issues

Medium priority Inconclusive documentation for policies on supplier environmental practices

Sustainable Procurement | Endorsements Impact on score ●○○○

● ↗ 75/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

- Endorsement of the United Nations Global Compact (UNGC)
- Endorsement of external initiative on sustainable procurement issues

Sustainable Procurement | Measures Impact on score ●●●●

● → 50/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

- Supplier sustainability code of conduct in place
- Training of buyers on social and environmental issues within the supply chain

Improvement areas

- High priority No conclusive documentation on the integration of social and environmental clauses into supplier contracts
- Medium priority No conclusive documentation on risk assessment of adverse sustainability impacts in the supply chain
- Medium priority No conclusive documentation on on-site audits of suppliers on environmental and social issues
- Medium priority No conclusive documentation on supplier assessment on environmental and social practices

Sustainable Procurement | Certifications Impact on score ●●●○

● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

- External sustainability audit from a site of Group: no non-compliance found on sustainable procurement

Sustainable Procurement | Coverage Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

- Medium priority Supporting documents show a medium level of coverage of sustainable procurement actions throughout company operations or supplier base

Sustainable Procurement | Reporting Impact on score ●●●○

● → 50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Standard reporting on sustainable procurement issues

Reporting on total gross Scope 3 upstream GHG emissions

External assurance or verification of sustainability reporting

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Materiality analysis in sustainability reporting

Improvement areas

Medium priority No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)

Sustainable Procurement | 360° Watch Impact on score ●●●●

● → **75**/₁₀₀

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Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

Dec 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2024 to Dec 2029

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