

# IMPLENIA AG (GROUP)

Glattpark (Opfikon) - Switzerland | Construction of buildings

EVID: ZQ876360



Publication date: 6 May 2024

Valid until: 6 May 2025

Sustainability performance

Insufficient

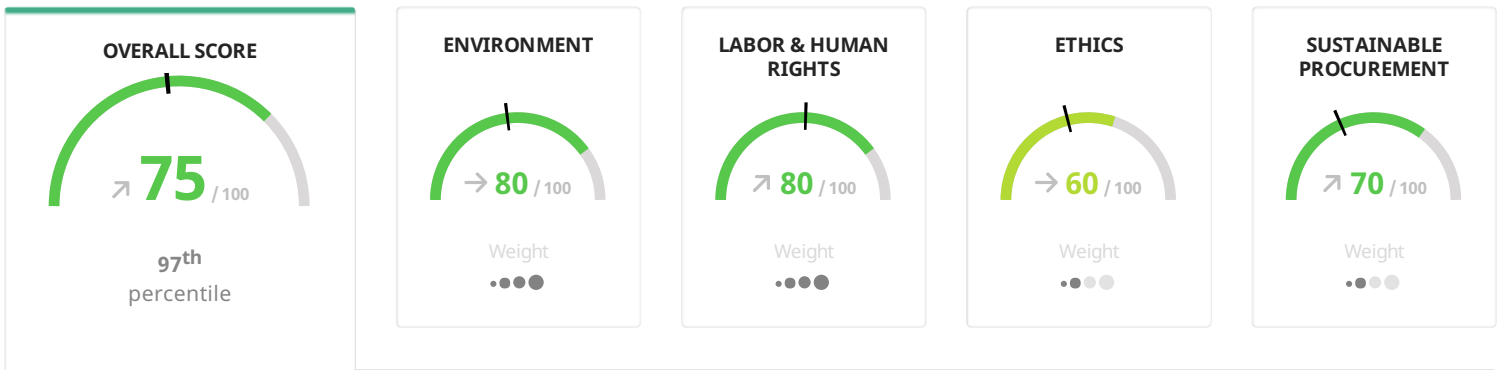
Partial

Good

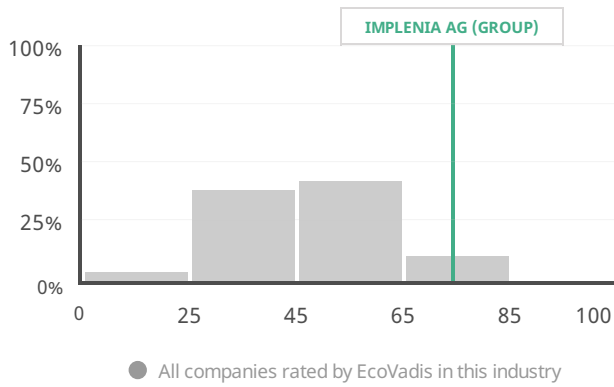
Advanced

Outstanding

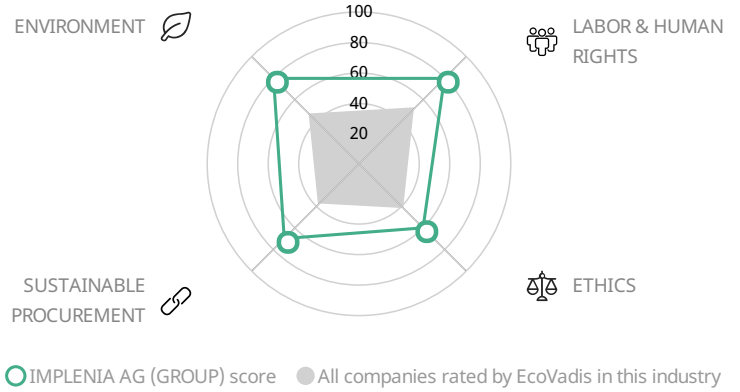
Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Environmental policy on air pollution

Quantitative objectives set on energy consumption & GHGs

Environmental policy on materials, chemicals & waste

Environmental policy on biodiversity

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

Endorsement of external initiative on environmental issues

#### Actions

Strengths

Actions to integrate biodiversity-promoting features and habitats into the design of operational sites

Actions to control and limit the spread of invasive species

Actions to prevent soil compaction during operations, construction, installation of equipment

Actions to restore, rehabilitate and maintain ecosystem health and functioning after project completion

Other actions to reduce energy consumption/GHG emissions

Traceability system implemented for hazardous substances

Specialized treatment and safe disposal of hazardous substances

Environmental emergency measures in place

Reduction of material consumption through process optimization

Provision of accessible waste collection points to facilitate recycling of materials during construction activities

Reuse and recycling of construction site materials prior to demolition

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of internal wastes through material reuse, recovery or repurpose

Work processes or technologies implemented to mitigate emissions of VOC, SO<sub>2</sub>, NO<sub>x</sub> or heavy metals

Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

|  |
|--|
| Adoption of control measures to prevent stormwater pollution                                       |
| Wastewater quality assessment  |
| On-site or off-site wastewater treatment facilities  |
| Training of employees on energy conservation/climate actions                                       |
| Adoption of energy efficient construction practices  |
| Purchase and/or generation of renewable energy   |
| Work processes or technologies implemented to mitigate noise                                       |
| Purchase of verified carbon offset credits   |
| Reduction of carbon emissions in transportation  |
| Technologies or practices to recycle or reuse water  |
| Energy and/or carbon audit   |
| ISO 50001 certified  |
| ISO 14001 certified  |
| Measures to reduce building/plant water consumption  |
| Solutions for buildings / plants to integrate use of renewable energies                            |
| Measures to reduce building / plant energy consumption   |
| Implementation of designs or measures to minimise water quality impacts from watercourse crossings |
| Products allowing HQE (or equivalent) approach   |
| Training employees to safely handle and manage hazardous substances                                |
| Actions for labeling, storing, handling and transporting hazardous substances                      |
| Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter |
| ISO 14001 certified on more than 81% of operational sites  |
| <b>Results</b>   |
| Strengths  |
| Total gross Scope 2 reporting value confirmed in supporting documentation                          |
| Total gross Scope 1 reporting value confirmed in supporting documentation                          |
| Reporting on total gross Scope 2 GHG emissions (market or location based)                          |
| Reporting on total gross Scope 1 GHG emissions   |
| Reporting in accordance with GRI Universal Standards   |

Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)

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

Reporting on total amount of renewable energy consumed

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

Company reports to CDP

Reporting on total energy consumption

### Improvement Areas

#### Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on product use

Medium

Inconclusive documentation for policies on customer health & safety

#### Actions

Priority Improvement Areas

Low

No information on measures regarding customer health & safety

#### Results

Priority Improvement Areas

High

Insufficient reporting on environmental issues

Low

No external assurance or verification of sustainability reporting

Low

Declares reporting on total water consumption, but no supporting documentation available

Low

No information on reporting on total weight of hazardous waste

Low

No information on reporting on total weight of non-hazardous waste

Low

No information related to reporting on total weight of waste recovered

Low

No information on reporting on total weight of air pollutants

Low

No information on reporting on total amount of water recycled and reused



## Labor & Human Rights

Weight ●●●●

### Strengths

**Policies**

## Strengths

Quantitative objectives set on employee health & safety

Labor & human rights policy on external stakeholder human rights

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on career management & training

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

Health and safety policy also covers subcontractors working on the company premises

**Actions**

## Strengths

Skills development program tailored to employee needs

The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)

Actions to protect employees in confined spaces

Actions to prevent accidents related to falls

Equipment safety inspections or audits

Complaints procedure in place for employees to report on occupational health and safety issues

Actions to address stress and psychological wellbeing in the workplace

Employee health and safety emergency action plan

Actions in place to protect young workers

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

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

Actions to prevent discrimination in professional development and promotion processes

ISO 45001 certified on more than 81% of operational sites

ISO 45001 certified

Compensation for extra or atypical working hours

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Employee stock ownership plan (not restricted to executive level)

|  |
|--|
| Bonus scheme related to company performance  |
| Flexible organization of work (eg. remote work, flexi-time)  |
| Health care coverage of employees in place   |
| Grievance mechanism for external and internal stakeholders to report external human rights impacts |
| Grievance mechanism on discrimination and/or harassment issues                                     |
| Actions to promote wage equality in the workplace  |
| Employee representatives or employee representative body (e.g. works council)                      |
| Grievance mechanism on child labor, forced labor and/or human trafficking issues                   |
| Regular assessment of individual performance   |
| Two-way communication system in place to facilitate employee voice regarding working conditions    |
| Regular employee health check-up   |
| Actions to promote internal mobility   |
| Actions to promote the inclusion of employees with disabilities                                    |
| Individual development and career plan for all employees   |
| Training of employees on health and safety risks and best working practices                        |
| <b>Results</b>   |
| Strengths  |
| Reporting on the percentage of women at top management level                                       |
| Reporting on number of fatalities  |
| Reporting on number of recordable work-related accidents   |
| Reporting on number of days lost to work-related injuries, fatalities and ill health               |
| Reporting on the percentage of women employed in relation to the whole organization                |
| Reporting in accordance with GRI Universal Standards   |
| Report on average unadjusted gender pay gap  |
| Report on percentage of women within the organization's board                                      |
| Materiality analysis in sustainability reporting   |
| Standard reporting on labor and human rights issues  |
| <b>Improvement Areas</b>   |

**Policies**

Priority Improvement Areas

**Medium** Inconclusive documentation for policies on social dialogue

**Low** Declares that no commitment or review has been conducted regarding payment of living wage

**Low** No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

**Results**

Priority Improvement Areas

**Low** No information on average hours of training per employee

**Low** No external assurance or verification of sustainability reporting

**Low** No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees



**Ethics**

Weight ●●●●

**Strengths**

**Policies**

Strengths

Standard policy on a majority of ethics issues

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

**Actions**

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

Implementation of a records retention schedule

Information security risk assessments performed

Awareness training to prevent information security breaches

Provision of competitor interaction guidelines to key employees

Anti-competitive practices risk assessments performed

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

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

Awareness training performed to prevent corruption

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

Awareness training performed to prevent anticompetitive practices

### Results

Strengths

Reporting in accordance with GRI Universal Standards

Materiality analysis in sustainability reporting

Standard reporting on ethics issues

### Improvement Areas

#### Policies

Priority Improvement Areas

Low

Inconclusive documentation for policies on fraud

Low

No conclusive information on endorsement of external initiatives or principles on ethics issues

#### Actions

Priority Improvement Areas

Medium

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

Low

No conclusive documentation on audits of control procedures to prevent corruption

Low

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

#### Results

Priority Improvement Areas

Low

No external assurance or verification of sustainability reporting



Sustainable Procurement

Weight ●●●●

Strengths

**Policies**

Strengths

Comprehensive sustainable procurement policies on both social and environmental factors

**Actions**

Strengths

Supplier sustainability code of conduct in place

Sustainable procurement objectives integrated into buyer performance reviews

On-site audits of suppliers on environmental or social issues

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

Training of buyers on social and environmental issues within the supply chain

Integration of social or environmental clauses into supplier contracts

**Results**

Strengths

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

Reporting on total gross Scope 3 upstream GHG emissions

Reporting in accordance with GRI Universal Standards

Materiality analysis in sustainability reporting

Standard reporting on sustainable procurement issues

**Improvement Areas**

**Policies**

Priority Improvement Areas

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

**Low** Inconclusive documentation for policies on sustainable wood and wood products sourcing

**Actions**

Priority Improvement Areas

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

**Medium** No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)

**Low** Declares measures implemented to mitigate conflict minerals issues but no supporting documentation available

**Results**

Priority Improvement Areas

**Low** No information on due diligence reporting on conflict minerals

**Low** No external assurance or verification of sustainability reporting

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

6 Dec 2023 | <https://www.ft.com/content...>

Impact on Score

**Neutral** →

valid from 1 Dec 2023 to 1 Jan 2029

Impacted themes



### FT-Statista Diversity Leaders ranking and full methodology

Every year since 2019, Financial Times and Statista have sought the views of more than 100,000 employees across the continent to create the FT-Statista ranking of companies that may be considered Europe's Diversity Leaders. Implenlia is ranked 624 with a score of 67.32.

16 Nov 2023 | <https://www.banenor.no/pro...>

Impact on Score

**Neutral** →

valid from 1 Nov 2023 to 1 Dec 2028

Impacted themes



### Works to avoid plastic pollution [NO]

Implenia, which is Bane NOR's general contractor on the Tangenvika railway bridge, has a special focus on avoiding littering and the spread of microplastics to Mjøsa. In collaboration with Hold Norge Rent, Implenlia takes various measures to combat plastic pollution in the various projects they have around the country.

6 Feb 2023 | <https://anleggsmaskinen.no...>

Impact on Score

**Neutral** →

valid from 1 Feb 2023 to 1 Mar 2028

Impacted themes



### Recycles sludge waste and cuts greenhouse gas emissions [NO]

By lowering the water content of the sludge, the dry matter can be used as filler within the project area. The water that is pressed out can then also be cleaned of contamination more easily. In addition, the pH value in the tunnel water is regulated, so that it is not harmful to be released into nature, explains tunnel project manager Adrian Morsund from Implenlia Stangeland.

25 Jan 2023 | <https://www.20min.ch/fr/st...>

Impact on Score

**Neutral** →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



### «Les mesures de protection contre le froid ne sont pas respectées»

Trois syndicats dénoncent, entre autres, l'absence de pauses supplémentaires sur des chantiers quand le mercure frise le zéro. Carlos Massas, secrétaire syndical de Syna, a rappelé, quant à lui, les «difficultés à accéder aux chantiers» pour les organisations syndicales. Celles-ci ont indiqué vouloir s'adresser à l'Office cantonal de l'inspection et des relations du travail (OCIRT) pour que des contrôles plus nombreux soient effectués. Pour le chantier de la rue des Savoises, a expliqué Thierry Horner, «nous allons écrire à l'OCIRT et à l'Inspection paritaire des entreprises, afin qu'ils auditionnent les travailleurs et qu'ils interviennent auprès d'Implenia».

1 Jan 2023 | <https://www.newsweek.com/r...>

Impact on Score

**Neutral** →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



### World's Most Trustworthy Companies 2023

To find the most trustworthy companies in the world, Newsweek and global data research firm Statista completed an extensive survey of over 70,000 participants, gathering 269,000 evaluations of companies that people trust as a customer, as an investor and as an employee. Implenlia is ranked 3rd on the list.

21 Sep 2022 | <https://www.freundin.de/li...>

Impact on Score

**Neutral** →

valid from 1 Sep 2022 to 1 Oct 2027

Impacted themes



### These are the Most Family-Friendly Employers in 2022 [DE]

Implenia Germany was among the most Family-Friendly Employers in Germany for the year of 2022.

27 Jul 2022 | <http://www.droits-salaries...>

Impact on Score

**Neutral** →

valid from 1 Dec 2021 to 1 Jan 2027

Impacted themes



### Accords d'entreprise chez IMPLENIA FRANCE SA

Les négociations entre la direction de IMPLENIA FRANCE SA et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez IMPLENIA FRANCE SA précisent les droits, avantages et obligations de l'employeur et des salariés.

30 Aug 2021 | <http://www.unia.ch/de/aktu...>

Impact on Score

**Neutral** →

valid from 1 Aug 2021 to 1 Sep 2026

Impacted themes



### Social plan for Implenla construction workers in Graubünden [DE]

Despite the good order situation, Implenla wants to lay off 150 employees at the Graubünden locations. Unia sharply criticizes this purely profitability-driven approach. The unions were at least able to negotiate a fair social plan together with the employees.

4 May 2021 | <https://www.24heures.ch/im...>

Impact on Score

**Neutral** →

valid from 1 May 2021 to 1 Jun 2026

Impacted themes



### Implenla se restructure, 150 emplois menacés

Restructuration au groupe de construction Implenla: l'entreprise prévoit de fermer plusieurs unités aux Grisons. D'ici la fin de l'année, le groupe entend se retirer de la construction de routes, du génie civil et du bâtiment. Jusqu'à 150 emplois sont menacés.

23 Apr 2021 | <http://constructiondaily.n...>

Impact on Score

**Neutral** →

valid from 1 Apr 2021 to 1 May 2026

Impacted themes



### Teco 30 and Implenla develop hydrogen-powered construction sites in Norway

The Norwegian hydrogen fuel cell company Teco 2030 has signed a five-year cooperation agreement with the Swiss infrastructure company Implenla Norge AS for the piloting of hydrogen-powered construction sites in Norway. It follows the Norwegian mandate that transport construction sites should be fossil-free by 2025.

2 Nov 2020 | <https://www.toponline.ch/n...>

Impact on Score

**Neutral** →

valid from 1 Nov 2020 to 1 Dec 2025

Impacted themes



### A pavilion collapses on the Lokstadt construction site [DE]

There was an accident on a construction site in Winterthur on Monday afternoon. The ceiling of a ten-meter-wide pavilion collapsed, as reported by "landbote.ch". The cause of the collapse is still unclear. Nobody was injured in the collapse. Implenla is the owner of the construction site in question at Lokstadt in Winterthur. This is now checking the course of the accident. It is also unclear who is liable for the collapse. Because no people were injured in the accident, the incident is not being investigated by either the canton police or the city police for the time being.

27 Oct 2020 | <https://economictimes.indi...>

Impact on Score

**Neutral** →

valid from 1 Nov 2020 to 1 Dec 2025

Impacted themes



### Swiss construction firm Implenla to shrink workforce by 2,000 by 2023

Swiss construction and real estate firm Implenla plans to shrink its workforce by up to 2,000 full-time jobs by 2023, the group said on Tuesday, roughly 750 of which would be through lay-offs.

27 Oct 2020 | <https://www.luzernerzeitun...>

Impact on Score

**Neutral** →

valid from 1 Oct 2020 to 1 Nov 2025

Impacted themes



### Implenla is cutting 2,000 jobs: 250 redundancies in Switzerland [DE]

The Implenla construction group wants to save over 50 million francs a year by 2023. In Switzerland, 250 employees are laid off. This is also a result of weak leadership.

14 Oct 2020 | <https://www.freundin.de/li...>

Impact on Score

**Neutral** →

valid from 1 Oct 2020 to 1 Nov 2025

Impacted themes



### These are the 400 most family-friendly employers in 2020 [DE]

Freundin and kununu determined the most family-friendly employers in Germany and Austria in a large study. Implenla AG is ranked at #8 in the list.

4 Sep 2020 | <https://www.badische-zeitu...>

Impact on Score

**Neutral** →

valid from 1 Nov 2020 to 1 Dec 2025

Impacted themes



### Construction company Implenla closes location in Rümmlingen [DE]

45 employees are affected: the Swiss construction group Implenla closes its operations in Rümmlingen. The locations in Freiburg and Basel are not at risk, it is said.

26 Jun 2020 | <https://www.tdg.ch/constru...>

Impact on Score

**Neutral** →

valid from 1 Jun 2020 to 1 Jul 2025

Impacted themes



### Construction aux Grisons: la Comco enquête à nouveau

La Commission de la concurrence soupçonne de nouveaux accords de soumission entre plusieurs entreprises de construction aux Grisons. L'affaire du cartel illégal de la construction dans les Grisons s'était close avec le versement par le numéro un suisse de la construction, Implenla, de 1 million de francs au Canton à titre compensatoire. Au final les quinze firmes impliquées avaient versé des compensations pour un total de 9 millions.

24 Feb 2020 | <https://www.bzbasel.ch/bas...>

Impact on Score

**Neutral** →

valid from 1 Feb 2020 to 1 Mar 2025

Impacted themes



### Nature conservationists against Implenla: What's behind the dispute over Schwinbach Süd [DE]

The construction project near the Goetheanum divides the Arlesheim community. While the conservationists are storming, the construction company justifies itself. Implenla will plant 23 additional trees on the site - and only have to clear around 14 for the construction phase. A natural environment design is planned. However, 186 objections have been received against the project, which is located on Arlesheim soil directly on the cantonal and municipal border with Solothurn and Dornach.

29 Jan 2020 | <https://www.thegenevaobser...>

Impact on Score

**Neutral** →

valid from 1 Apr 2020 to 1 May 2025

Impacted themes



### Grosses tensions entre Implenla et l'ONU

L'audit du projet de rénovation du Palais des Nations a fait apparaître des problèmes dans la gestion des contrats. L'enquête du Geneva Observer et du Temps en révèle les conséquences autour d'un conflit qui a opposé Implenla, le géant de la construction suisse, à l'ONU. Des retards possibles et des surcoûts dans la réalisation du projet et la possibilité que la transparence des façades en verre d'un édifice conçu comme le nouveau fleuron architectural du quartier des Nations soit altérée par un problème de condensation.

5 Nov 2019 | <https://www.tdg.ch/news/ne...>

Impact on Score

**Neutral** →

valid from 1 Nov 2019 to 1 Dec 2024

Impacted themes



### Le Conseil œcuménique des Églises se met au vert pour construire son village

Green Village est le premier projet de développement genevois à obtenir le label « One Planet Living ». Fondée par le WWF Suisse et Implenla, l'association qui porte ce label promeut le développement de quartiers durables.

2 Oct 2019 | <https://www.lemoniteur.fr/...>

Impact on Score

**Neutral** →

valid from 1 Oct 2019 to 1 Nov 2024

Impacted themes



### Implenla s'apprête à construire une tour en bois de 80 m

En collaboration avec Duplex Architectes et le bureau d'ingénieurs WaltGalmarini, Implenla construit la première tour en bois de Suisse, haute de 80 m. Un projet de plus de 100 millions de francs suisses (91 M€). Les plafonds composites bois-béton, nouvellement développés, présenteront d'ailleurs la même épaisseur de construction que les plafonds en béton classiques, mais seront considérablement allégés et leur production générera nettement moins d'émissions de gaz à effet de serre. La durabilité écologique devra également être garantie dans le cadre de l'exploitation ultérieure du bâtiment : grâce à des modules photovoltaïques insérés dans la façade, il sera producteur d'énergie et couvrira de manière autonome une partie de sa consommation d'électricité.

25 Apr 2024 |

Impact on Score

**Neutral** →

valid from 7 May 2024 to 25 May 2029


No records found for this company on Compliance Database

Environment Labor & Human Rights Ethics Sustainable Procurement


## Specific comments

 No records found in third party risk and compliance database.

---

 Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.


---

 The company demonstrates an advanced management system on environmental issues.

---

 The company demonstrates an advanced management system on labor & human rights issues.

---

 The company demonstrates an advanced management system on sustainable procurement.

The below disclaimers apply to you if you have no contractual relationship with EcoVadis:

- (1) This Scorecard has a validity of twelve (12) months from the issue date.
- (2) The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.
- (3) This Scorecard is 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 validity, EcoVadis reserves the right to place the Scorecard on hold and, if considered appropriate, to re-assess and possibly issue a revised Scorecard.
- (4) This Scorecard is the intellectual property of EcoVadis and must not be:
  - (i) copied, modified, translated, published, reproduced and/or
  - (ii) used as part of or in connection with any other CSR/ESG assessment, unless agreed otherwise in a written agreement signed with EcoVadis.
- (5) This Scorecard is the confidential information of EcoVadis. Unless agreed otherwise in a written agreement signed with EcoVadis, this Scorecard and the rating must not be
  - (i) used by a third party as part of or in connection with any activity related to revenue generation and
  - (ii) shared any further; it may be used only for a third party's internal purposes.
- (6) Only a Scorecard of a rated company having a Select subscription can be used for the purpose of ESG - linked loans and similar products.