

# IMPLENIA AG (GROUP)

Switzerland | Construction of buildings

! Significant operations in at least one risk country

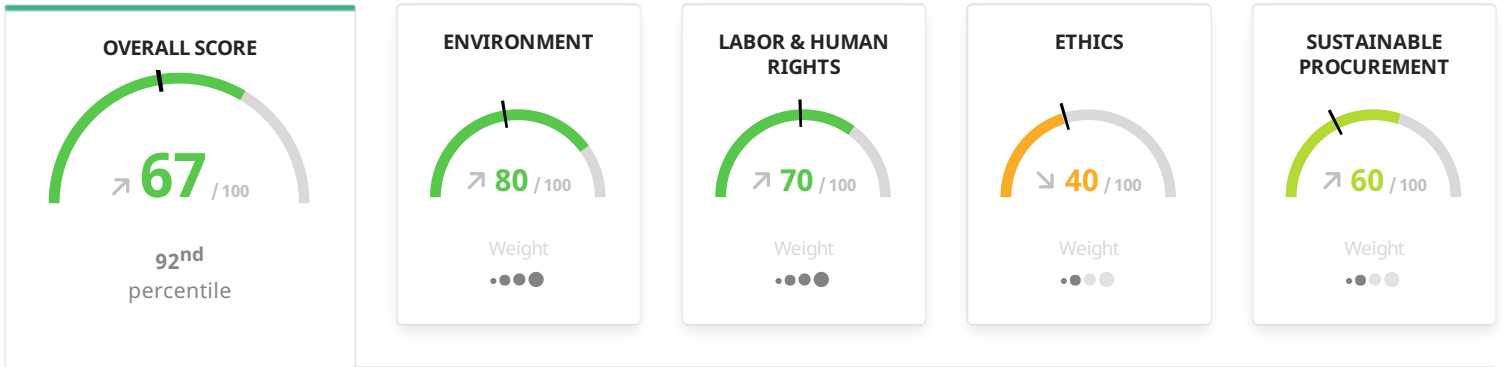


Publication date: 2 May 2022

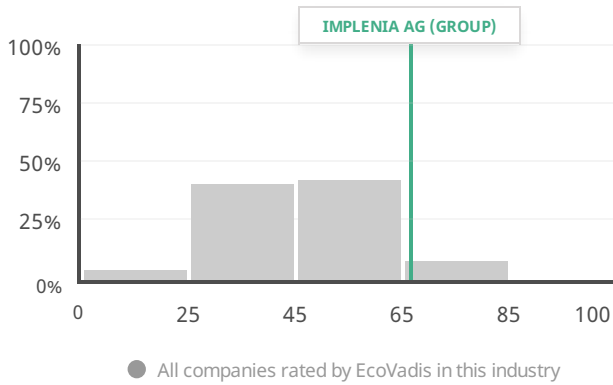
Valid until: 2 May 2023

Sustainability performance

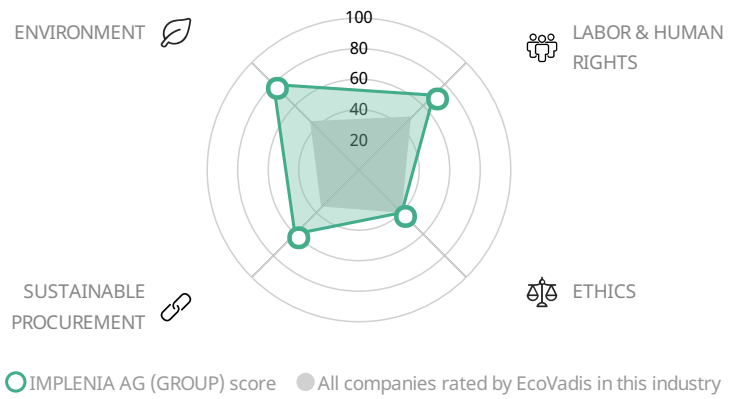
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths (44)

#### Policies

Strengths

Quantitative objectives set on energy consumption & GHGs

Environmental policy on product use

Environmental policy on materials, chemicals & waste

Environmental policy on local & accidental pollution

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 [CEO4climate]

#### Actions

Strengths

Treatment and conditioning of conventional waste to facilitate clean disposal

Company wide work processes for labeling, storing, handling and transporting hazardous goods

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

Company-specific emergency preparedness and response procedure regarding local pollution

Purchase of verified carbon offset credits

Reduction of carbon emissions in transportation

Energy and/or carbon audit

Formal risk assessment or analysis of operations having potential impact on biodiversity

Employee awareness or training program on transportation of hazardous materials

Use of substitute materials to cement/ lime

Measures to reduce energy consumption

Measures to reduce noise at worksite/construction site

Employee awareness training on water conservation

Solutions for buildings / plants to integrate use of renewable energies

Measures to reduce building / plant energy consumption

Products allowing HQE (or equivalent) approach

Formal measures implemented to avoid road congestion at construction/work site

Formal measures to reduce dust emissions on construction/work sites

Measures to reuse or recycle waste

Waste management measures in place

Measures to mitigate impact on local environment or animals

Measures for handling hazardous substances

ISO 14001 certified on more than 81% of operational sites

## Results

Strengths

Reporting in accordance with GRI Standards (option "Core")

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

Total Scope 2 reporting value confirmed in supporting documentation

Total Scope 1 reporting value confirmed in supporting documentation

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

## Improvement Areas (10)

### Policies

Priority

Improvement Areas

Medium

Inconclusive documentation for policies on biodiversity

## Results

Priority Improvement Areas

High

Reporting available on environmental issues, but some material topics are not covered

Low

No external assurance of sustainability reporting

Low

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

Low

No information on reporting on total water consumption

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 amount of renewable energy consumed

Low

No information related to reporting on total weight of pollutants emitted to water

Low

No information related to reporting on total weight of waste recovered



## Labor & Human Rights

Weight ●●●●

### Strengths (49)

#### Policies

Strengths

Quantitative objectives set on employee health & safety

Labor & human rights policy on external stakeholder human rights

Labor & human rights policy on diversity, discrimination & harassment

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

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

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

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

Actions to promote gender inclusion in the workplace

Women development, mentorship, and/or sponsorship programs in place
ISO 45001 certified on more than 81% of operational sites
Collective agreement in place
Compensation for extra or atypical working hours
Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees
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
Whistleblower procedure to report external human rights impacts
Whistleblower procedure on discrimination and harassment
Actions to promote wage equality in the workplace
Training on health and safety issues for subcontractors working on the company premises
Emergency preparedness plan to all impacted employees (e.g. fire drills)
Employee representatives or employee representative body (e.g. works council)
Internal audits on health & safety issues
Provision of protective equipment to all impacted employees
Employee health & safety detailed risk assessment
Whistleblower procedure on child labor, forced labor and human trafficking
Regular assessment (at least once a year) of individual performance
Interactive session with employees regarding working conditions
Mandatory health check-up for employees
Active preventive measures for stress
Official measures promoting career mobility
Provision of skills development training
Joint labor management health & safety committee in operation
Actions to promote the inclusion of employees with disabilities
Setting of individual career plan for all employees
Training of relevant employees on health & safety risks and best working practices

## Results

Strengths

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

Reporting in accordance with GRI Standards (option "Core")

Report on average unadjusted gender pay gap

Report on percentage of women within the organization's board

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on the percentage of women in top executive positions

Reporting on accident severity rate

Reporting on accident frequency rate

## Improvement Areas (5)

### Policies

Priority Improvement Areas

Medium

No information on endorsement of external initiatives on labor and human rights issues

### Results

Priority Improvement Areas

High

Reporting available on labor and human rights issues, but some material topics are not covered [Reporting is obsolete, i.e. older than two calendar years]

Low

Claims presence of employees under 18 working or living on production sites with risks of exposure to chemicals, pesticides, machines or tools, dust or excessive cold, heat or noise

Low

No external assurance of sustainability reporting

Low

No information related to reporting on average training hours per employee [reporting is obsolete, i.e. older than two calendar years]



## Ethics

Weight ●●●●

## Strengths (26)

### 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

Corruption certification schemes [ISO 37001]

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 Standards (option "Core")

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

### Improvement Areas (9)

#### Policies


Priority

Improvement Areas

Medium

No information on endorsement of external initiatives on ethics issues

<b>Low</b>	Inconclusive documentation for policies on fraud
<b>Actions</b>	
Priority	Improvement Areas
<b>High</b>	Supporting documentation demonstrates a low level of coverage of ethics actions throughout the company operations
<b>Low</b>	No conclusive documentation on audits of control procedures to prevent corruption
<b>Low</b>	No conclusive documentation regarding an anti-corruption due diligence program on third parties
<b>Results</b>	
Priority	Improvement Areas
<b>High</b>	Declares reporting on ethics issues, but no supporting documentation available
<b>Medium</b>	The 360° Watch has identified at least one significant controversy, fine or penalty regarding ethics issues in the last ten years (see news with red downward arrow in the 360° Watch section).
<b>Medium</b>	The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.
<b>Low</b>	No external assurance of sustainability reporting

	<b>Sustainable Procurement</b>	Weight ●●●●
<b>Strengths (8)</b>		
<b>Policies</b>		
Strengths		
Comprehensive sustainable procurement policies on both social and environmental factors		
<b>Actions</b>		
Strengths		
Supplier sustainability code of conduct in place		
On-site audits of suppliers on environmental or social issues		
Regular supplier assessment (e.g. questionnaire) on environmental or social practices		
Integration of social or environmental clauses into supplier contracts		
<b>Results</b>		
Strengths		
Reporting in accordance with GRI Standards (option "Core")		
Materiality analysis in sustainability reporting		
Company communicates progress towards the Sustainable Development Goals (SDGs)		
<b>Improvement Areas (11)</b>		



Policies	
Priority	Improvement Areas
Medium	No information regarding a policy on conflict minerals issues
Low	Inconclusive documentation for policies on sustainable wood and wood products sourcing
Actions	
Priority	Improvement Areas
High	Declares conducting sustainability risk analysis (i.e. prior to supplier assessments or audits), but no supporting documentation available
Medium	Supporting documentation demonstrates a medium level of coverage of sustainable procurement actions throughout the company supplier base/operations
Medium	Declares being certified on wood and wood product traceability, but no supporting documentation available
Low	Declares that performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs) but no supporting documentation
Results	
Priority	Improvement Areas
High	Insufficient number of KPIs disclosed on sustainable procurement issues [Reporting is obsolete, i.e. older than two calendar years]
Low	No information on due diligence reporting on conflict minerals
Low	No external assurance 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

27 December 2021

### Accords d'entreprise chez IMPLENIA FRANCE SA

<http://www.droits-salaries.com/399372549-implenia-france-sa/index.shtml>

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.

 Labor & Human Rights

→ No score impact

9 September 2021

### Construction cartel: Federal Administrative Court confirms sanctions and measures [DE]

<https://www.suedostschweiz.ch/ereignisse/2021-09-09/baukartell-bundesverwaltungsgericht-bestaetigt-sanktionen-und-massnahmen>

The Federal Administrative Court has ruled that the Federal Competition Commission (Comco) was right in imposing a ban on action on Implenla Switzerland. This is because there is a risk of repetition. The court also confirmed the sanctions for two other companies involved.

 Ethics


→ Impacts score

30 August 2021

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

<http://www.unia.ch/de/aktuell/aktuell/artikel/a/18363>

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.

 Labor & Human Rights

→ No score impact

4 May 2021

### Implenia se restructure, 150 emplois menacés

<https://www.24heures.ch/implenia-se-restructure-150-emplois-menaces-984264700108>

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.

 Labor & Human Rights → No score impact

23 April 2021

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

<http://constructiondaily.news/teco-30-implenia-staff-as-much-as-convey-hydrogen-fuelled-building-websites-to-norway-information/>

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.

 Environment → No score impact

2 November 2020

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

<https://www.toponline.ch/news/winterthur/detail/news/auf-der-lokstadt-baustelle-stuerzt-ein-pavillon-ein-00144266/>

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.


 Environment → No score impact

27 October 2020

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

<https://economictimes.indiatimes.com/news/international/business/construction-firm-implenia-to-shrink-workforce-by-2000-by-2023/articleshow/78887201.cms>

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.

 Labor & Human Rights → No score impact

27 October 2020

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

<https://www.luzernerzeitung.ch/wirtschaft/implenia-baut-2000-stellen-ab-250-entlassungen-in-der-schweiz-1.1272023>

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.

 Labor & Human Rights → No score impact

14 October 2020

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

<https://www.freundin.de/lifestyle-kununu-familienfreundlichsche-arbeitgeber-2020>

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.

 Labor & Human Rights → No score impact

4 September 2020

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

<https://www.badische-zeitung.de/bau-unternehmen-implenia-schliesst-standort-in-ruemmlingen-193508434.html>

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.

 Labor & Human Rights → No score impact

26 June 2020

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

<https://www.tdg.ch/construction-aux-grisons-la-comco-enquete-a-nouveau-835583568850>

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.

 Ethics → No score impact

24 February 2020

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

<https://www.bzbasel.ch/basel/baselland/naturschuetzer-gegen-implenia-was-hinter-dem-streit-um-schwinbach-sud-steckt-1.1410446>

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.

 Environment → No score impact

29 January 2020

### Grosses tensions entre Implenla et l'ONU

<https://www.thegenevaobserver.com/post/grosse-tension-entre-implenia-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.



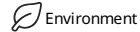
→ No score impact

5 November 2019

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

<https://www.tdg.ch/news/news//story/24529138>

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.



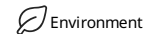
→ No score impact

2 October 2019

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

<https://www.lemoniteur.fr/article/implenia-s-apprete-a-construire-une-tour-en-bois-de-80-m.2054384>

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.



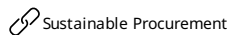
→ No score impact

7 July 2017

### Un syndicat genevois a fait plier le plus grand constructeur de Suisse

<https://www.letemps.ch/suisse/un-syndicat-genevois-plier-plus-grand-constructeur-suisse>

Syndicaliste fougueux, Thierry Horner vient de remporter une belle victoire. Très engagé dans la lutte contre la sous-traitance abusive, il a réussi, avec son Syndicat interprofessionnel de travailleuses et travailleurs (SIT) à faire plier Implenla. Après trois jours de manifestations devant le siège de sa filiale genevoise, à Onex, le grand groupe de construction a fini par rompre le contrat qui le liait à Multisol Chapes SA.



→ No score impact

4 October 2016

### Lourdes amendes pour des sociétés de construction

<http://www.20min.ch/ro/news/suisse/story/Lourdes-amendes-pour-des-soci-t-s-de-construction-23245595>

La Commission de la concurrence (COMCO) a sanctionné sept entreprises actives dans la construction de routes et le génie civil, pour un montant total d'amendes d'environ 5 millions de francs. Elles ont pratiqué des ententes illégales entre 2002 et 2009. Les huit entreprises concernées par cette affaire sont De Zanet, Hagedorn, OBERHOLZER Bauleistungen, Walo Bertschinger St. Gallen, Gebr. P. und J. Reichmuth, Toller Unternehmungen et Bernet Bau. L'organe de surveillance a ouvert une enquête en avril 2013 par des perquisitions, à la suite notamment d'une analyse statistique des procès-verbaux de soumissions.



→ No score impact

18 June 2013

### La COMCO sanctionne 12 entreprises

<http://www.20min.ch/ro/economie/news/story/11077251>

La Commission de la concurrence (COMCO) sanctionne douze entreprises de construction du canton de Zurich pour entente sur les prix. L'amende s'élève en totalité à un demi-million de francs. Les faits reprochés se sont produits entre 2006 et 2009. Les entreprises sanctionnées se sont concertées sur le prix des offres pour une trentaine de soumissions et ont déterminé qui remporterait l'adjudication. Implenla figure parmi les entreprises concernées. Impliqué à St-Gall également, Implenla avait déclaré qu'elle allait coopérer pleinement avec les autorités de la concurrence afin de clarifier la situation. Le leader de la construction avait déclaré avoir une « politique de tolérance en la matière ». Dans le canton d'Argovie, Implenla avait dû pourtant verser une amende de 591'000 francs.



→ No score impact

15 April 2022

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


null

→ No score impact


## Specific comments

 No records found in third party risk and compliance database.

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


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


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 The implementation coverage of sustainability measures and actions throughout the company is unclear.

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 There is a lack of reporting on KPIs regarding ethics issues.

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 The company demonstrates an advanced management system on environmental issues.

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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