

VMI SAS (GROUP)

Saint Hilaire de Loulay - France | Manufacture of special-purpose machinery

Company size: **M** | Assessment scope: **Group**

Overall score

↗ **73**/100

Percentile

94th



Scorecard

Publication date: 10 Dec 2024 Valid until: 10 Dec 2025

Overall score

Percentile

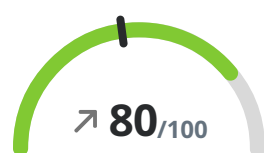
94th

↗ **73**/100



Environment

Medium impact on score



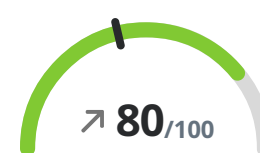
Labor & Human Rights

High impact on score



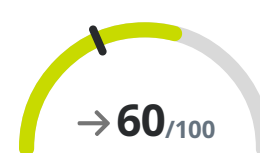
Ethics

Low impact on score



Sustainable Procurement

Low impact on score



Environment

Medium impact on score

↗ **80**/100

Environment | Policies

High 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

Environmental policy on energy consumption & GHGs
Environmental policy on product use
Quantitative objectives set on energy consumption & GHGs
Comprehensive policy on a majority of environmental issues
Environmental policy on water
Environmental policy on customer health & safety
Environmental policy on product end-of-life
Environmental policy on materials, chemicals & waste
Quantitative objectives set on water

Improvement areas

Low priority Inconclusive documentation for policies on air pollution

Environment | Endorsements

Low 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)

Environment | Measures High impact on score

● ↗ 75/100

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

Strengths

Wastewater quality assessment
Use of alternative, less hazardous substances in operations
Use of eco-friendly or bio-based input materials
Other actions to reduce energy consumption/GHG emissions
Specialized treatment and safe disposal of hazardous substances
Actions or training to raise employee awareness on waste reduction & sorting
Training of employees on energy conservation/climate actions
Improvement of energy efficiency through technology or equipment upgrades
Company-specific recycle or reuse programs (e.g. company-specific infrastructure or formal partnership established)
Formal lifecycle analysis performed on key products
Regular noise measuring campaign (site boundary noise measurements undertaken)
Actions for labeling, storing, handling and transporting hazardous substances
Training employees to safely handle and manage hazardous substances
Environmental emergency measures in place
Company-specific research on potential health impacts of products/services
Water audit
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Reduction of material consumption through process optimization
Use of recovered input materials
Purchase and/or generation of renewable energy
Dedicated feedback channel on health & safety issues of products
Products designed for easy dismantling and easy recyclability
Energy and/or carbon audit
Reduction of water consumption through innovative equipments, methods or technologies

Environment | Certifications Medium impact on score

● → 100/100

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

Strengths

ISO 14001 certified

Environment | Reporting Medium impact on score

 **50**/100

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

Strengths

Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

Reporting on total water consumption

Standard reporting on environmental issues

Reporting in accordance with SASB

Reporting is formally aligned with a reporting standard on environmental issues

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

Reporting on total energy consumption

Reporting with reference to the GRI Universal Standards

Improvement areas

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

Low priority No information on reporting on total weight of air pollutants

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

Low priority Declares reporting on total gross Scope 3 downstream GHG emissions, but no supporting documentation available

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

Low priority Declares reporting on total weight of waste recovered, but no supporting documentation available

Low priority Declares reporting on total gross Scope 2 GHG emissions (market or location based), but no supporting documentation available

Low priority Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available

Low priority No information related to reporting on total amount of renewable energy consumed

Environment | 360° Watch High 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

14 Nov 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 14 Nov 2024 to 14 Nov 2029

Labor & Human Rights High impact on score ● → **70**/₁₀₀

Labor & Human Rights | Policies High 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 social dialogue
- Labor & human rights policy on working conditions
- Labor & human rights policy on employee health & safety
- Labor & human rights policy on child labor, forced labor & human trafficking
- Standard policy on a majority of labor or human rights issues
- Labor & human rights policy on career management & training
- Labor & human rights policy on diversity, equity & inclusion

Improvement areas

- Low priority No quantitative target on labor and human rights issues
- Low priority No quantitative target set on living wage

Labor & Human Rights | Endorsements Low 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 High impact on score ● → **100**/₁₀₀

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

Strengths

Remediation procedure in place for victims of discrimination and/or harassment
Actions to prevent discrimination in professional development and promotion processes
Employee satisfaction survey
Health care coverage of employees in place
Compensation for extra or atypical working hours
Women development, mentorship, and/or sponsorship programs in place
Grievance mechanism on discrimination and/or harassment issues
Affinity or other support groups for minorities/vulnerable groups
Actions to prevent discrimination during recruitment phase
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Awareness training regarding diversity, discrimination, and/or harassment
Flexible organization of work (eg. remote work, flexi-time)
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Provision of skills development training
Collective bargaining agreement on working hours, overtime, or leaves
Actions to promote wage equality in the workplace
Bonus scheme related to company performance
Collective bargaining agreement on diversity, discrimination and/or harassment
Actions to promote the inclusion of employees with disabilities
Actions to promote internal mobility
Employee representatives or employee representative body (e.g. works council)
Awareness training on child labor, forced labor and human trafficking
Employee health and safety emergency action plan
Actions to address stress and psychological wellbeing in the workplace
Actions to prevent noise exposure
Equipment safety inspections or audits
Training of employees on health and safety risks and best working practices
Regular assessment of individual performance
Employee health & safety risk assessment
Individual development and career plan for all employees
Age verification of candidates before hiring
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Preventive actions for repetitive strain injury (RSI)
Actions to control hazardous substance exposure

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 on living wage

Labor & Human Rights | Certifications Medium 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.

Improvement areas

Low priority No information on ISO 45001 certification

Labor & Human Rights | Reporting Medium impact on score

● ↗ 75/100

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

Strengths

Report on average unadjusted gender pay gap

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

Comprehensive reporting on labor and human rights issues

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting on number of days lost to work-related injuries, fatalities and ill health

Reporting on number of recordable work-related accidents

Reporting with reference to the GRI Universal Standards

Improvement areas

Low priority No information regarding reporting on living wage issues

Labor & Human Rights | 360° Watch High 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 (3)

News stories about your company we found in public databases.

Accords d'entreprise chez VMI - RAYNERI - VENDEE MECANIQUE INDUSTRIE

www.droits-salaries.com | 26 Sep 2023

Les négociations entre la direction de VMI - RAYNERI - VENDEE MECANIQUE INDUSTRIE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez VMI - RAYNERI - VENDEE MECANIQUE INDUSTRIE précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Mar 2023 to 1 Apr 2028



L'index égalité professionnelle pour Vendee Mecanique Industrie pour 2024

egapro.travail.gouv.fr | 01 Jan 2024

Vendee Mecanique Industrie a reçu un résultat de 88 de 100 de l'index égalité professionnelle entre les femmes et les hommes pour 2024.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Jan 2024 to 1 Feb 2029



No records found for this company on Compliance Database

14 Nov 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 14 Nov 2024 to 14 Nov 2029

Ethics Low impact on score ● ↗ **80**/100

Ethics | Policies High 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 Low 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 High impact on score

● ↗ 100/100

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

Strengths

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

Corruption risk assessments performed

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

Awareness training performed to prevent corruption

Audits of control procedures to prevent information security breaches

Information security risk assessments performed

Information security due diligence program on third parties in place

Improvement areas

Low priority No conclusive documentation on audits of control procedures to prevent corruption

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

Ethics | Certifications Medium impact on score

● → 50/100

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

Strengths and improvement areas

No recommendations yet

Ethics | Reporting Medium impact on score

● → 25/100

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

Strengths

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting with reference to the GRI Universal Standards

Improvement areas

High priority Insufficient reporting on ethics issues

Ethics | 360° Watch High 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

14 Nov 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 14 Nov 2024 to 14 Nov 2029

Sustainable Procurement Low impact on score ● → **60**/100

Sustainable Procurement | Policies High 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

Sustainable procurement policies on supplier social practices

Improvement areas

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

Medium priority Inconclusive documentation for policies on supplier environmental issues

Sustainable Procurement | Endorsements Low 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)

Sustainable Procurement | Measures High impact on score

● → 75/100

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

Strengths

Actions to advance diversity, equity and inclusion in the workforce of suppliers

Actions to work with businesses owned by minorities/vulnerable groups in the supply chain

Actions to work with women-owned businesses in the supply chain

Formal assessment of suppliers' progress with regards to REACH requirements

Integration of social or environmental clauses into supplier contracts

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

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

On-site audits of suppliers on environmental or social issues

Supplier sustainability code of conduct in place

Improvement areas

Medium priority No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Low priority No conclusive documentation on capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

Low priority No conclusive documentation on performing suppliers have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Low priority No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

Sustainable Procurement | Certifications Medium 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 and improvement areas

No recommendations yet

Sustainable Procurement | Reporting Medium impact on score

● → 0/100

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

Strengths

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting with reference to the GRI Universal Standards

Improvement areas

High priority No conclusive reporting on sustainable procurement issues

Low priority Declares reporting on total gross Scope 3 upstream GHG emissions, but no supporting documentation available

Sustainable Procurement | 360° Watch High 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

14 Nov 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 14 Nov 2024 to 14 Nov 2029

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