

# CEFLA SC (GROUP)

IMOLA - Italy | Manufacture of special purpose machinery  
 Company size: L Scope of assessment: **Group**

Overall score

55/100

Percentile

56°



## Scorecard

Publication date: 18 Sep 2024 Valid until: 18 Sep 2025

### Overall score

Percentile

56°

55/100

### Environment

Medium impact on score



### Labor Practices and Human Rights

High impact on scoring



### Ethics

Medium impact on score



### Sustainable Procurement

Medium impact on score



## Environment

Medium impact on score (70) (/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 and greenhouse gas emissions
- Environmental policy on product use
- Quantitative targets set on energy consumption and greenhouse gas emissions
- Environmental policy on air pollution
- Comprehensive policy on most environmental issues
- Environmental policy on water
- Environmental policy on customer health and safety
- Environmental policy on materials, chemicals and waste

#### Areas for improvement

### Environment | Memberships Low impact on score

0/100

Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

#### Areas for improvement

**Environment | Measures**

High impact on score

75/100

Measures are the company's actions in support of sustainability policies and commitments.

**Strengths**

|   |
|---|
| Specific company research on potential health impacts of specific products/services                               |
| Water audit   |
| Information on the proper disposal of products to promote a circular flow of materials                            |
| Elimination or reduction of potentially hazardous substances in electrical and electronic products                |
| Provision of spare parts, diagnostic tools, or maintenance programs to support product repair                     |
| Specific company procedure for emergency preparedness and response inherent to customer health and safety         |
| Specialized treatment and safe disposal of hazardous substances   |
| Collaboration with external stakeholders for end-of-life management of products                                   |
| Take-back or buy-back program that enables collection of products for reconditioning, recycling, or safe disposal |
| Use of waste heat recovery systems or cogeneration units  |
| Actions for labeling, storage, handling, and transportation of hazardous substances                               |
| Reduction of internal waste through reuse, recovery or repurposing of materials                                   |
| Improved energy efficiency through technology or equipment upgrades   |
| Energy and/or carbon audit  |
| Measures in place for environmental emergency   |
| Internal waste sorting and disposal according to waste streams  |
| Other actions to reduce energy consumption/greenhouse gas emissions.  |
| Other actions to ensure safety in the management of hazardous substances  |
| Purchase and/or generation of renewable energy  |

**Areas for improvement**

**Environment | Certifications**

Medium impact on score

100/100

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

**Strengths**

|   |
|---|
| Green IT measures (e.g., efficiency of data centers or office hardware, virtualization, data lifecycle management, etc.). |
| ISO 50001 Certified   |

Areas for improvement



Environment | Coverage

50/100

Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

Areas for improvement



Environment | Reporting

Medium impact on scoring

75/100

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

Strengths

|  |
|--|
| Comprehensive CSR reporting on environmental issues                                      |
| Reporting on total water consumption   |
| Reporting on total weight of waste recovered   |
| Reporting in accordance with GRI universal standards                                     |
| Reporting on total gross greenhouse gas emissions (Scope 1)                              |
| Reporting on total gross GHG emissions (Scope 2) (market- or location-based)             |
| The company reports its progress in relation to the Sustainable Development Goals (SDGs) |
| Reporting on total weight of hazardous waste   |
| Materiality analysis in the sustainability report  |
| Reporting on total weight of non-hazardous waste   |
| Reporting on the total amount of renewable energy consumed                               |
| Reporting on total energy consumption  |
| Total gross reporting value of Scope 2 confirmed in supporting documentation             |
| Total gross reporting value of Scope 1 confirmed in supporting documentation             |
| Does not declare sites/operations at or near biodiversity sensitive areas (not verified) |

Areas for improvement

|              |  |
|--------------|--|
| Low priority | No assurance or external verification of sustainability reports  |
| Low priority | No information on reporting on the total weight of air pollutants  |
| Low priority | No reporting information on the total amount of water recycled and reused  |
| Low priority | Declares to report the percentage of WEEE collected out of total EEE placed on the market, however no supporting documents are available |

**Environment | 360° Monitoring**

High impact on scoring

75/100

The 360-degree monitoring results indicator is counted based on data collected by analyzing thousands of public domain sources. This gives us a broader overview of your company's sustainability management.

**Strengths and areas for improvement**

**News impacting the score (3)**

News about your company in public databases.

|  |  |
|--|--|
|  | <hr/> <hr/> <div style="display: flex; justify-content: flex-end; gap: 10px;"> <span>📄</span> <span>👥</span> <span>⚖️</span> <span>🔗</span> </div> |
|  | <hr/> <hr/> <div style="display: flex; justify-content: flex-end; gap: 10px;"> <span>📄</span> <span>👥</span> <span>⚖️</span> <span>🔗</span> </div> |
|  | <hr/> <hr/>  |

**Labor Practices and Human Rights**

High impact on score

60/100

**Labor Practices and Human Rights | Policy**

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**

- Policy on labor practices and human rights for employee health and safety
- Policy on labor practices and human rights for child labor, forced labor, and human trafficking

Policy on labor practices and human rights related to diversity, equity and inclusion

Policy on labor practices and human rights for social dialogue

Policy on labor practices and human rights for working conditions

Standard policy on most labor or human rights issues

Policy on labor practices and human rights for career management and training

**Areas for improvement**

Low priority Declares that it has no commitment or conducted no review regarding the payment of living wage

Low priority No quantitative targets on labor practices and human rights issues

**Labor Practices and Human Rights | Endorsements** Low impact on score

0/100

Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

**Areas for improvement**

**Labor Practices and Human Rights | Measures** High impact on score

100/100

Measures are the company's actions in support of sustainability policies and commitments.

**Strengths**

Regular evaluation of individual performance

Diversity, discrimination and/or harassment awareness training courses

National collective bargaining agreement on working conditions

National collective bargaining agreement related to diversity, discrimination and/or harassment

National collective bargaining agreement related to career management and training

Workers' representatives or workers' representative bodies (e.g., works council)

Declares direct hiring practices without the use of third-party employment agencies (not verified)

Monitoring internal controls and the effectiveness of actions taken to prevent child labor, forced labor, and/or human trafficking

Emergency action plan for employee health and safety

Equipment safety inspections or audits

Skills development program customized to the needs of employees

Employee training on health and safety risks and good work practices

Awareness training courses on child labor, forced labor and human trafficking

National collective bargaining agreement related to employee health and safety

Assessment of risks related to employee health and safety

Child labor, forced labor and/or human trafficking complaint mechanism

Health check for regular employees

Actions to control exposure to hazardous substances

The company states that its main offices are located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)

Communications to all employees of the pay procedure (e.g., pay grid, pay advancement procedure)

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

Employee health care program in place

Family Friendly Programs (FFPs) implemented (e.g., parental or care leave, child care services or allowances)

Flexible work arrangements (e.g., remote work, flexible hours)

Other actions to ensure good working conditions

### Labor Practices and Human Rights | Certifications

Medium impact on score

100/100

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

#### Strengths

ISO 45001 certified

SA8000 certification

#### Areas for improvement



### Labor Practices and Human Rights | Coverage

25/100

Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

#### Areas for improvement



### Labor Practices and Human Rights | Reporting

Medium impact on scoring

75/100

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

#### Strengths

Reports provided on the percentage of women in relation to the entire organization

Report on the percentage of women on the organization's board of directors

Reporting in accordance with GRI universal standards

Reporting on the number of training hours per employee

Reporting on the percentage of employees from minority and/or vulnerable groups at the senior management level

Comprehensive reporting on labor practices and human rights

Reporting on the percentage of employees from minority and/or vulnerable groups throughout the organization

The company reports its progress in relation to the Sustainable Development Goals (SDGs)

Materiality analysis in the sustainability report

Reports on the number of days lost due to work-related injuries, fatalities, and illnesses

Reports on the number of recordable work-related incidents

Reporting on the percentage of women at the senior management level

**Areas for improvement**

**Low priority** No assurance or external verification of sustainability reports

**Low priority** No reporting information on the ratio of the highest paid employee's annual total compensation to the average annual total compensation of all employees

**Labor Practices and Human Rights | 360-degree monitoring.** High impact on scoring

● → 75/100

The 360-degree monitoring results indicator is counted based on data collected by analyzing thousands of public domain sources. This gives us a broader overview of your company's sustainability management.

**Strengths and areas for improvement**

**News impacting the score (9)**

News about your company in public databases.

---



---

📄
👥
⚖️
🔗

**Expired**

**Cour d'appel de Paris, Pôle 6 - chambre 5, 7 janvier 2021, n° 19/04004**

[www.doctrine.fr](http://www.doctrine.fr) | 07 Jan 2021

La cour, comdamne la société CCFSR à payer à Monsieur C-D X 70 000 euros à titre d'indemnité pour licenciement sans cause réelle et sérieuse, avec intérêts au taux légal à compter du jugement pour la somme de 40 198,50 euros et à compter du présent arrêt pour le surplus, ORDONNE à la société CCSFR de rembourser à Pôle emploi les indemnités de chômage versées à M. C-D X du jour du licenciement au jour du présent arrêt, dans la limite de 6 mois d'indemnités, CONDAMNE la société CCSFR à payer à Monsieur C-D X 1 500 euros au titre des frais irrépétibles d'appel et CONDAMNE la société CCSFR aux

**360° Monitoring** Impact on

**Neutral** Score.

Gravity

**Neutral**

valid from **Apr 1, 2016** to **May 1, 2021**

📄
👥
⚖️
🔗

**CEFLA closes its production plant in Verona, specializing in latest-generation medical technologies [EN]**

www.giornaleadige.it | 10 Jul 2020

In the first months of the year the company CEFLA, a historic cooperative of Imola operating in various sectors (dental, industrial plant engineering, woodworking machines, supplies for supermarkets, LED lighting) which in Verona has two plants that deal with the design, assistance, sale and production of dental and hospital equipment with X-ray technology, has communicated to the RSU and Fiom the decision to transfer to the Imola headquarters all the Commercial sector in which 5 employees operate.

360° Monitoring Impact on

**Neutral** Score.

Gravity

**Neutral**

valid from 10 Jul 2020 to 10 Jul 2025



**In the new Cefla supplementary contract, more attention is paid to the relationship between life and work [EN]**

www.ilnuovodiario.com | 16 Aug 2022

The agreement approved in the meetings held on August 3 and 4 by the Cefla workers presents various innovative and significant aspects, as agreed by the unions and the company's top management. Individual rights, harmonization between work, family and free time, corporate welfare, the destination of the performance bonus. Then there are the news on the organization of remote work, which set some boundaries that can be taught for aspects that have forcefully entered the workplace during the months of the Covid pandemic.

360° Monitoring

Impact on **Neutral**

Score.

Gravity

**Neutral**

valid from 16 Aug 2022 to 16 Aug 2027



**Cefla ShopFitting, lack of protection for non-shareholder employees: another strike [EN]**

www.leggilanotizia.it | 05 Nov 2020

A new strike is triggered on November 5 at Cefla, ShopFitting division, but all the other Coop workers are invited on the morning of November 5. More than seven hours of negotiations until the evening of November 4 were not enough to avoid another day of protest. The theme has always been that of the now imminent passage of ShopFitting (shelving for shops) into a Newco in which the majority will be 81% of the multinational Itab-La Fortezza and 19% of Cefla.

360° Monitoring

Impact on **Neutral**

Score.

Gravity

**Neutral**

Valid from Nov 5, 2020 to Nov 5, 2025



**Italy's Best Employers: discover the companies rewarded by their employees [EN]**

www.corriere.it | 04 Oct 2023

Cefla ranked 260th with 8.17 points in Italy's Best Employers 2024.

360° Monitoring Impact on

**Neutral** Score.

Gravity

**Neutral**

valid from Oct 1, 2023 to Nov 1, 2028



**Metalworkers. Extraordinary participation in today's strike [EN].**

www.fiom-cgil.it | Nov 24, 2023

Extraordinary adhesion and participation of metalworkers in the 8-hour strike called by CGIL and UIL, which today, Friday, November 24, involved the Northern regions, such as Emilia Romagna, Friuli Venezia Giulia, Liguria, Lombardy, Piedmont, Trentino Alto Adige, Val d'Aosta and Veneto. The success of the strike was confirmed by the very high participation, which averaged over 80% in the vast majority of companies surveyed and in all Regions. 60% to Cefla in Imola went to strike.

360-degree monitoring

Impact on score

Gravity

**Neutral**

valid from Nov 1, 2023 to Dec 1, 2028



📄
👥
⚖️
🔗

**Ethics** Medium impact on score ● → **(50)** (/100)

**Ethics | 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**

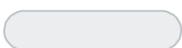
|  |
|--|
| Policy related to corruption and bribery                         |
| Fraud policy   |
| Disciplinary sanctions to address violations of company policies |
| Standard policy on most ethical issues                           |
| Information security policy                                      |
| Policy on money laundering                                       |
| Conflict of Interest Policy                                      |
| Specific responsibility on business ethics issues                |

**Ethics | Memberships** Low impact on score

● → 0/100

Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

**Areas for improvement**



**Ethics | Measures** High impact on score

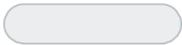
● → 100/100

Measures are the company's actions in support of sustainability policies and commitments.

**Strengths**

|   |
|---|
| Specific approval procedure for sensitive transactions (e.g., gifts, travel)                    |
| Corruption risk assessments carried out   |
| Third-party anti-corruption due diligence program in place                                      |
| Information security risk assessments carried out   |
| Training in data privacy protection   |
| Third-party information security due diligence program in place                                 |
| Whistleblowing procedure for stakeholders (interested parties) to report bribery and corruption |
| Anti-corruption training program administered online or in person                               |
| Incident response procedure (IRP) for handling breaches of confidential information             |
| Measures to protect customer data from unauthorized access or disclosure                        |

**Areas for improvement**



**Ethics | Certifications**

Medium impact on score

25/100

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

**Strengths and areas for improvement**

**Ethics | Coverage**

25/100

Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

**Areas for improvement**



**Ethics | Accountability**

Medium impact on scoring

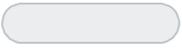
50/100

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

**Strengths**

|   |
|---|
| Reporting in accordance with GRI universal standards  |
| CSR reporting on Business Ethics issues (e.g., measures in place, performance indicators on violations) |
| The company reports its progress in relation to the Sustainable Development Goals (SDGs)                |
| Materiality analysis in the sustainability report   |

Areas for improvement



**Ethics | 360° Monitoring**

High impact on scoring

75/100

The 360-degree monitoring results indicator is counted based on data collected by analyzing thousands of public domain sources. This gives us a broader overview of your company's sustainability management.

Strengths and areas for improvement

News impacting the score (1)

News about your company in public databases.



**Sustainable Procurement**

Medium impact on score 30/100

**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

Responsible purchasing policy on social factors

Areas for improvement

Medium priority Basic sustainable procurement policies: details on specific issues are lacking

Medium priority Non-evidentiary documentation related to suppliers' policies on environmental issues

**Sustainable Procurement | Endorsements** Low impact on score

0/100

Memberships constitute your company's public adherence or commitment to meet the goals and principles defined by a recognized third-party organization.

Strengths and areas for improvement

**Sustainable Procurement | Measures** High impact on score

50/100 →

Measures are the company's actions in support of sustainability policies and commitments.

**Strengths**

- Regular assessment of suppliers (e.g., questionnaire) on environmental and social issues
- On-site inspections of suppliers in relation to environmental or social aspects

**Areas for improvement**

- High priority No conclusive documentation on incorporating clauses on social and environmental issues into supplier contracts
- Medium priority No conclusive documentation on sustainability risk analysis (i.e., prior to supplier assessments or audits)
- Medium priority No conclusive documentation on supplier sustainability code of conduct in place
- Medium priority No conclusive documentation on training buyers on social and environmental issues within the supply chain

**Sustainable Procurement | Certifications** Medium impact on score

25/100 →

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

**Strengths**

**Sustainable Procurement | Coverage**

25/100

Coverage indicates the level of implementation of measures and certifications throughout the company. It is a multiplication factor. The higher it is, the higher the score assigned to the Measures and Certifications indicators.

**Areas for improvement**



**Sustainable Procurement | Reporting** Medium impact on scoring

0/100

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

**Strengths**

- Reporting in accordance with GRI universal standards
- The company reports its progress in relation to the Sustainable Development Goals (SDGs)
- Materiality analysis in the sustainability report
- Declares that it does not use tin, tantalum, tungsten, gold and/or their derivatives (not verified)

**Areas for improvement**

- High priority No conclusive reporting on sustainable procurement issues
- Low priority No assurance or external verification of sustainability reports

**Sustainable Procurement | 360° Monitoring** High impact on scoring

75/100 →

The 360-degree monitoring results indicator is counted based on data collected by analyzing thousands of public domain sources. This gives us a broader overview of your company's sustainability management.

**Strengths and areas for improvement**

No indication yet

**News impacting the score (1)**

News about your company in public databases.

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

17 Sep 2024

**360° Monitoring** Impact on

**Neutral** Score.

Gravity

**N/A**

valid from 17 Sep 2024 to 17 Sep 2029

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

1. This scorecard is valid for twelve (12) months from the date of issuance. The assessment and this scorecard have been prepared taking into consideration the information provided by the assessed company and in accordance with industry best practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability arising from any actions and/or decisions made by third parties, including any investment decisions, based on the assessments and/or this scorecard.
2. This scorecard is based on the information reported and news available to EcoVadis at the time of the evaluation. Should information or circumstances change significantly during the validity period of the scorecard, EcoVadis reserves the right to suspend the scorecard and, if deemed appropriate, reevaluate and possibly reissue a revised scorecard.
3. This scorecard is the intellectual property of EcoVadis and may 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 otherwise agreed in a signed written agreement with EcoVadis.
4. This scorecard represents confidential information of EcoVadis. Unless otherwise agreed in a signed written agreement with EcoVadis, this scorecard and assessment are not to be used by any third party as part of or in connection with any revenue-generating related activity or further shared; it may be used only for internal purposes of a third party.
5. Only the scorecard of a company evaluated with a Select subscription can be used for the purpose of ESG criteria-linked loans and similar products offered by any financial institution outside the EcoVadis solution.
6. The assessment and this scorecard have been prepared taking into consideration the information provided by the evaluated company and in accordance with industry best practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability arising from any actions and/or decisions made by third parties, including any investment decisions, based on the assessments and/or this scorecard.