

# UNISYS EUROPE LTD

MILTON KEYNES - United Kingdom | Computer programming, consultancy and related activities

Company size: S | Assessment scope: **Entity**

Overall score

↗ **70**/100

Percentile

**94th**



## Scorecard

Publication date: 19 Aug 2023 **Valid until: 19 Aug 2024**

### Overall score

Percentile

**94th**

↗ **70**/100



### Environment

Impact on score ●●○○



### Labor & Human Rights

Impact on score ●●●●



### Ethics

Impact on score ●○○○



### Sustainable Procurement

Impact on score ●○○○



## Environment

Impact on score ●●○○

↗ **70**/100

### Environment | 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

Environmental policy on energy consumption & GHGs

Environmental policy on waste

Standard policy on a majority of environmental issues

#### Improvement areas

Low priority No quantitative target on environmental issues

### Environment | Endorsements

Low impact on score

**100**/100

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

#### Strengths

Endorsement of the Science Based Targets initiative - Targets Set

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**

Purchase and/or generation of renewable energy
Energy and/or carbon audit
Reduction of energy consumption of IT infrastructure
Reduction of internal wastes through material reuse, recovery or repurpose
Refurbishing and internal reuse of IT hardware

**Environment | 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**

**Environment | Reporting**

Medium impact on score

25/100

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

**Improvement areas**

High priority	Insufficient reporting on environmental issues
Medium priority	Some reporting on environmental issues is not specific to the rated scope, but is available at parent company level
Medium priority	Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option
Low priority	Declares reporting on total gross Scope 2 GHG emissions, but no supporting documentation available
Low priority	Declares reporting on total amount of renewable energy consumed, but no supporting documentation available
Low priority	Declares reporting on total energy consumption, but no supporting documentation available
Low priority	Declares reporting on total weight of hazardous waste, but no supporting documentation available
Low priority	Declares reporting on total weight of waste recovered, but no supporting documentation available
Low priority	Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available
Low priority	Declares reporting on total weight of non-hazardous waste, but no supporting documentation available

**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**

03 Jul 2023

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Jul 2023 to Jul 2028

**Labor & Human Rights**

Impact on score ●●●●

● → **70**/<sub>100</sub>

**Labor & Human Rights | Policies**

High impact on score

● **50**/<sub>100</sub>

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

**Strengths**

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

Labor & human rights policy on career management & training

Labor & human rights policy on preventing discrimination and harassment

**Improvement areas**

Low priority No quantitative target on labor and human rights issues

**Labor & Human Rights | Endorsements**

Low impact on score

● **75**/<sub>100</sub>

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**/<sub>100</sub>

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

**Strengths**

Employee health & safety risk assessment
Individual development and career plan for all employees
Training of employees on health and safety risks and best working practices
Provision of protective equipment to impacted employees
Regular assessment of individual performance
Provision of skills development training
Active preventive measures for stress and noise
Actions to promote gender inclusion in the workplace
Grievance mechanism on discrimination and/or harassment issues
Actions to ensure equal pay for equal work
Actions to promote equal opportunities for all in the workplace
Flexible organization of work (eg. remote work, flexi-time)
Compensation for extra or atypical working hours
Employee satisfaction survey
Bonus scheme related to company performance
Health care coverage of employees in place
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Actions to promote the inclusion of employees with disabilities
Equipment safety inspections or audits
Regular employee health check-up
Awareness training on discrimination and harassment

**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.

**Strengths and improvement areas**

No recommendations yet

**Labor & Human Rights | Reporting** Medium impact on score

● 25/100

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

**Improvement areas**

High priority

Insufficient reporting on labor and human rights issues

Medium priority

Some reporting on labor and human rights issues is not specific to the rated scope, but is available at parent company level

Medium priority

Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option

Low priority

Declares reporting on workplace diversity but no supporting documentation

Low priority

Declares reporting on average training hours per employee, but no supporting documentation available

**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 (2)**

News stories about your company we found in public databases.

**2022/23 Gender pay gap report for UNISYS LTD**

gender-pay-gap.service.gov.uk | 05 Apr 2022

In this organization, women earn 98p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 2.3% lower than men's.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from Apr 2022 to May 2027



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

03 Jul 2023

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Jul 2023 to Jul 2028

**Ethics** 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)
Whistleblower procedure for stakeholders to report information security concerns
Awareness training to prevent information security breaches
Information security due diligence program on third parties in place
Training of employees on corruption and bribery prevention
Audits of control procedures to prevent corruption
Incident response procedure (IRP) to manage breaches of confidential information
Measures to protect third party data from unauthorized access or disclosure
Whistleblower procedure for stakeholders to report corruption and bribery
Corruption risk assessments performed

**Improvement areas**

High priority No conclusive documentation regarding information security risk assessments
Low priority No conclusive documentation regarding an anti-corruption due diligence program on third parties

**Ethics | 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 27001 certified (certification of information security management system)

Information security certification schemes

**Ethics | Reporting**

Medium impact on score

● 25/100

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

**Improvement areas**

Medium priority

Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option

**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**

03 Jul 2023

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Jul 2023 to Jul 2028

**Sustainable Procurement**

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 policy on supplier labor and human rights practices

**Improvement areas**

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

Medium priority Inconclusive documentation for policies on supplier environmental practices

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

0/100

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

**Strengths and improvement areas**

No recommendations yet

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

75/100

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

**Strengths**

Supplier sustainability code of conduct in place

Supplier assessment on environmental and social practices

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

Actions to prevent discrimination and harassment in the workforce of suppliers

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

Integration of social and environmental clauses into supplier contracts

**Improvement areas**

Medium priority No conclusive documentation on on-site audits of suppliers on environmental and social issues

Medium priority No conclusive documentation on risk assessment of adverse sustainability impacts in the supply chain

**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

25/100

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

**Improvement areas**

Medium priority Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option

**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**

03 Jul 2023

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Jul 2023 to Jul 2028

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. 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.
2. 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.
3. 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.
4. 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 used by a third party as part of or in connection with any activity related to revenue generation and shared any further; it may be used only for a third party's internal purposes.
5. Only a Scorecard of a rated company having a Select subscription can be used for the purpose of ESG - linked loans and similar products offered by any financial institution outside of the EcoVadis solution.
6. 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.