**Annex\_B\_Material\_themes\_and\_KPIs**

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| **MATTERS/THEME** | **DESCRIPTION** | **LEVEL OF RELEVANCE** | **KPI 1** | **KPI 2** | **KPI 3** | **KPI 4** |
| REGULATIONS COMPLIANCE | compliance with social and economic laws and regulations | **7,80** | n° sanctions/  per year | Economic value of sanctions | No. of annual NON/conformities  (if active SA8000) |  |
| HEALTH and SAFETY at WORK | Occupational accidents and diseases | **7,60** | n° accidents at work/workers and/or hours worked/per year | % accidents with serious consequences (excluding deaths)  /per year | h average absence due to illness/worker/year | No. of annual accidents/incidents (cf. 812008) |
| EMISSIONS | reduction of GHG emissions as a direct result of reduction initiatives | **7,50** | value of the € investment for pollutant abatement systems | % low environmental impact vehicle fleet/t  ot |  |  |
| REGULATIONS COMPLIANCE | Compliance with environmental laws and regulations | **7,20** | n° sanction/  per year | Economic value of sanctions | No. of NON/conformities (if active EMS)  annual |  |
| HEALTH and SAFETY at WORK | occupational health and safety management system/ hazard identification/ risk assessment/ accident investigation/ occupational health services, etc | **6,80** | No. and % of employees and non-employee workers, but whose work and/or workplace is controlled by the organization,covered by the  management system | % turnover invested annually in safety equipment and devices, accident prevention, and securing buildings and facilities | no. of management system nonconformities (if active 45001) |  |
| MARKETING AND LABELLING | marketing communications activities including advertising, promotion and sponsorships | **6,60** | n° post social published/per year | No. of site access/per year | no. of sponsored events/per year | no. of trade fairs/events sector/per year |
| HEALTH and SAFETY at WORK | assessment of health and safety impacts of different categories of products and services (including resins, paints, packaging... everything in the value chain) | **6,60** | %  products/total and evaluated from a health and safety perspective | No. of non-conformities with regulations/tot | no. of non-conformities with self-regulation codes/ tot |  |
| WATER | management of water as a shared resource during the withdrawal, consumption and discharge phases | **6,40** | quantity in m3 of water withdrawn/ turnover per year | %water recovered and/or purified /tot consumed | investment value € for water management improvement | No. of procedures/standards applied for  sustainable consumption of drinking water/tot |

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| **MATTERS/THEME** | **DESCRIPTION** | **LEVEL OF RELEVANCE** | **KPI 1** | **KPI 2** | **KPI 3** | **KPI 4** |
| MARKETING and LABELLING | information and labelling of products and services (for future use) | **6,00** | % products with voluntary environmental labels/tot sold | % suppliers selected on the basis of social/environmental requirements out of tot | no. of product disputes/tot | No. of cases of non-compliance standard/self-regulation code |
| WASTE | quantity and type of waste produced in the organisation's activities or upstream or downstream in its value chain. | **5,60** | quantity in tonnes of waste produced/annual turnover | no. of EWC codes managed out of total | % recovered waste (silt and shingles) on tot  products |  |
| LOCAL COMMUNITIES | local community involvement/impact assessments  and/or development programmes also based on participatory processes, consultation and public disclosure committees, works councils, occupational health and safety committees and other employee representative bodies to address impacts/ formal processes for handling complaints from the local community etc. | **5,60** | n° open day/per year; no. of interlocutions initiated with local/regional public bodies | no. of school activities/year  no. PCTO paths (formerly school-to-work alternation) or with research centres/universities | no. of complaints/year and no. of complaints handled/received | %  local workers (within 20km) employed by gender/age/nationality |
| EMISSIONS | direct and indirect greenhouse gas emission | **5,50** | % high-efficiency heating/cooling systems  efficiency/tot | %  staff involved in training for the reduction  emissions | % consumption of energy from renewable sources- certified green/tot |  |
| HEALTH and SAFETY at WORK | worker participation and consultation and communication on occupational health and safety  at work | **5,25** | hrs of annual consultation | % of actions initiated/tot suggested |  |  |
| HEALTH and SAFETY at WORK | worker training in occupational health and safety | **5,25** | average hours of health and safety training per year per worker | average hours of health and safety training per year per worker over and above the legal obligation  law |  |  |

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| **MATTERS/THEME** | **DESCRIPTION** | **LEVEL OF RELEVANCE** | **KPI 1** | **KPI 2** | **KPI 3** | **KPI 4** |
| EMPLOYMENT | new employees hired and employee turnover | **5,25** | No. of employed persons by contract type/geographical category/nationality | no. of average years of permanence in the company no. of average | no. of average hours dedicated to new resource support |  |
| EDUCATION AND TRAINING | employee skills upgrading/ transition assistance programmes provided to facilitate job continuity and end-of-job management. | **5,00** |  |  |  |  |
| MATERIA | % recovered or reclaimed products and related packaging material for each product category | **4,80** |  |  |  |  |
| WASTE | waste prevention in the organisation's activities and upstream and downstream in its value chain/  management of significant impacts from waste produced | **4,60** |  |  |  |  |
| WORKERS RIGHTS | young workers exposed to hazardous work/ forced or compulsory labour/ discrimination/ freedom of association and collective bargaining/ human rights | **4,25** |  |  |  |  |
| ENERGY | reductions in energy consumption achieved as a direct result of energy saving and  efficiency initiatives | **4,00** |  |  |  |  |
| LOCAL COMMUNITIES | activities with significant potential and current impacts  on local communities | **4,00** |  |  |  |  |
| DIVERSITY AND EQUAL OPPORTUNITIES | diversity (age, gender, minorities, etc.) within governance bodies and personnel | **3,75** |  |  |  |  |
| CUSTOMER PRIVACY | customer privacy and data management | **3,60** |  |  |  |  |
| WASTE | hazardous and non-hazardous waste for disposal and their disposal methods | **3,20** |  |  |  |  |

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| **MATTERS/THEME** | **DESCRIPTION** | **LEVEL of RELEVANCE** | **KPI 1** | **KPI 2** | **KPI 3** | **KPI 4** |
| ENERGY | energy consumption within the organisation | **3,20** |  |  |  |  |
| EVALUATIONS OF SUPPLIER | evaluation of suppliers using social and environmental impact criteria | **3,00** |  |  |  |  |
| SECURITY AND HEALTH AT WORK | medical and health care services not related to work/ health promotion service or programme to address major health risks also non-work related  non-work related health risks etc. | **2,67** |  |  |  |  |
| WASTE | hazardous and non-hazardous waste not intended for disposal and related recovery operations | **2,25** |  |  |  |  |

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| ***LEGENDA KPI*** | |
| **0-3** | NOT RELEVANT |
| **3-5** | NOT VERY RELEVANT |
| **5-7** | RELEVANT |
| **7-9** | VERY RELEVANT |
| **APPROVED** | |
| **NEW PROPOSAL PROPOSTA** | |
| **TO BE VERIFIED/ELIMINATED** | |

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| **ENVIRONMENTAL MATTER/THEME** |
| **SOCIAL MATTER/THEME** |