

# UNGER FABRIKKER AS

Gamle Fredrikstad - Norway

Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet prepara

Company size: M | Assessment scope: Entity

Overall score  
77/100

Percentile  
98th



## Scorecard

Publication date: 25 Jul 2024 Valid until: 25 Jul 2025

### Overall score

Percentile

98th

77/100



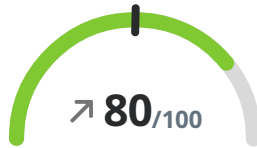
### Environment

High impact on score



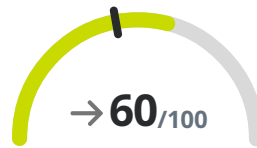
### Labor & Human Rights

High impact on score



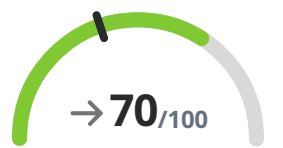
### Ethics

Low impact on score



### Sustainable Procurement

Low impact on score



## Environment High 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
Quantitative objectives set on energy consumption & GHGs
Environmental policy on air pollution
Comprehensive policy on a majority of environmental issues
Environmental policy on water
Environmental policy on materials, chemicals & waste
Quantitative objectives set on materials, chemicals & waste

#### Improvement areas

<span>Medium priority</span> Inconclusive documentation for policies on customer health & safety
<span>Medium priority</span> Inconclusive documentation for policies on product end-of-life

### 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 Responsible Care Global Charter

Endorsement of the United Nations Global Compact (UNGC)

**Environment | Measures** High impact on score

● → 100/100

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

**Strengths**

Company awareness program for customers on health & safety issues associated with products/services

Safety Data Sheets (SDS) provided for some products

Registration of substances to the ECHA

Provision of information or services to customers to facilitate management of waste

Adoption of cooling systems with reduced or recycled water consumption

Use of waste heat recovery system(s) or combined heat and power unit(s)

Energy and/or carbon audit

Improvement of energy efficiency through technology or equipment upgrades

Control measures to prevent contamination of groundwater

Noise preventative maintenance plan in place to replace equipment parts that have potential to create abnormal noise

Leak Detection and Repair (LDAR) program in place to reduce fugitive emissions

Reduction of hazardous substance generation or toxicity

Actions or training to raise employee awareness on waste reduction & sorting

Actions to restrict the transboundary movement of hazardous waste

Other actions to reduce energy consumption/GHG emissions

Water audit

Wastewater quality assessment

Technologies or practices to recycle or reuse water

Purchase and/or generation of renewable energy

Fuel switch to achieve higher energy efficiency and/or lower carbon emission intensity

Provision of information on product composition

Provision of specific information to customers regarding safe use of the product

Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)

Work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals

Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter

Work processes or technologies implemented to mitigate odor

Work processes or technologies implemented to mitigate noise

Environmental emergency measures in place

Actions for labeling, storing, handling and transporting hazardous substances
Training employees to safely handle and manage hazardous substances
Internal sorting & disposal of waste according to waste streams
Other actions to manage direct environmental impacts generated from the end-of-life of the products
Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)
Regular noise measuring campaign (site boundary noise measurements undertaken)
Specialized treatment and safe disposal of hazardous substances
Reduction of internal wastes through material reuse, recovery or repurpose
Provision of safety data sheets (SDS) adapted for the REACH regulation
Recall procedure in place

**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
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**Environment | Reporting**

Medium impact on score

● → 50/100

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

**Strengths**

Reporting on total water consumption
Reporting on total weight of waste recovered
Reporting in accordance with GRI Universal Standards
Standard reporting on environmental issues
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on total weight of hazardous waste
Reporting on total weight of non-hazardous waste
Reporting on total amount of renewable energy consumed
Reporting on total energy consumption
Reporting on total weight of air pollutants
Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)
Company reports to CDP

**Improvement areas**

Low priority Declares reporting on total amount of water recycled and reused, but no supporting documentation available
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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

**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 Jun 2024

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 14 Jun 2024 to 14 Jun 2029

**Labor & Human Rights** High impact on score ● ↗ 80/100

**Labor & Human Rights | 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**

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

Labor & human rights policy on working conditions

Comprehensive policy on a majority of labor or human rights issues

Labor & human rights policy on social dialogue

Quantitative objectives set on career management & training

Quantitative objectives set on diversity, equity & inclusion

Labor & human rights policy on employee health & safety

Labor & human rights policy on career management & training

Labor & human rights policy on diversity, equity & inclusion

**Improvement areas**

Low priority No quantitative target set on living wage

**Labor & Human Rights | 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 Responsible Care Global Charter

Endorsement of the United Nations Global Compact (UNGC)

**Labor & Human Rights | Measures** High impact on score

● → 75/100

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

**Strengths**

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

Actions to address stress and psychological wellbeing in the workplace

Provision of protective equipment to impacted employees

Compensation for extra or atypical working hours

Provision of skills development training

Actions to promote wage equality in the workplace

Employee representatives or employee representative body (e.g. works council)

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

Actions to prevent workplace harassment

Actions in place to protect young workers

Employee health and safety emergency action plan

Actions to prevent noise exposure

Flexible organization of work (eg. remote work, flexi-time)

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

Regular employee health check-up

Actions to control hazardous substance exposure

Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Employee satisfaction survey

Health care coverage of employees in place

Grievance mechanism on discrimination and/or harassment issues

**Improvement areas**

**Low priority** Declares measures on living wage, but no supporting documentation available

**Labor & Human Rights | 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**

ISO 45001 certified

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

● → **25**/100

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

**Strengths**

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

Reporting in accordance with GRI Universal Standards

Reporting on number of average training hours per employee

Company communicates progress towards the Sustainable Development Goals (SDGs)

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

Reporting on number of recordable work-related accidents

Reporting on the percentage of women at top management level

**Improvement areas**

**High priority** Insufficient reporting on labor and human rights issues

**Low priority** No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

**Low priority** Declares reporting on living wage, 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.

**Strike - Wage Settlement 2023 [NO]**

www.lo.no | 17 Apr 2023

From Monday 17.04 at At 06.00 the strike was a fact, approx. 23,000 LO members have gone on strike following a breach in mediation between LO and NHO. The strike will be stepped up on Friday. A total of 38,500 LO members will then be on strike. LO's main demand has been to ensure increased purchasing power, counteract low wages and prioritize equal pay. Unger Fabrikker AS will be on strike as from Friday 21st April 2023.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 17 Apr 2023 to 17 Apr 2028



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

14 Jun 2024

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 14 Jun 2024 to 14 Jun 2029

**Ethics** Low impact on score ● → **60**/<sub>100</sub>

**Ethics | 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**

- Policy on money laundering
- Disciplinary sanctions to deal with policy violations
- Policies on corruption
- Standard policy on a majority of ethics issues
- Policy on information security
- Policy on conflict of interest

**Improvement areas**

- Low priority Inconclusive documentation for policies on fraud

**Ethics | Endorsements** Low impact on score

● → **50**/<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)

**Ethics | Measures** High impact on score

75/100

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

**Strengths**

- Specific approval procedure for sensitive transactions (e.g. gifts, travel)
- Information security 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
- Audits of control procedures to prevent information security breaches
- Measures to protect third party data from unauthorized access or disclosure

**Improvement areas**

- High priority No conclusive documentation regarding corruption risk assessments
- Medium priority No conclusive documentation on awareness training to prevent corruption and bribery
- Low priority No conclusive documentation regarding an anti-corruption due diligence program on third parties
- Low priority No conclusive documentation on audits of control procedures to prevent corruption

**Ethics | Certifications** Medium impact on score

25/100

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

0/100

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

**Strengths**

- Reporting in accordance with GRI Universal Standards
- Company communicates progress towards the Sustainable Development Goals (SDGs)

**Improvement areas**

- High priority No conclusive 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 Jun 2024

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 14 Jun 2024 to 14 Jun 2029

**Sustainable Procurement** Low impact on score ● → **70**/<sub>100</sub>

**Sustainable Procurement | Policies** High impact on score ● → **75**/<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**

Comprehensive sustainable procurement policies on both social and environmental factors

**Improvement areas**

Low priority Inconclusive documentation for policies on the purchase of palm oil and/or palm-based products from sustainable sources

**Sustainable Procurement | 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 Roundtable on Sustainable Palm Oil (RSPO) (Categories other than Oil Palm Grower)

Endorsement of the United Nations Global Compact (UNGCC)

**Sustainable Procurement | Measures** High impact on score ● ↗ **50**/<sub>100</sub>

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

**Strengths**

Formal assessment of suppliers' progress with regards to REACH requirements

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

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

Supplier sustainability code of conduct in place

**Improvement areas**

**High priority** No conclusive documentation on the integration of social or environmental clauses into supplier contracts

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

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

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

● ↗ **75**/100

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

**Strengths**

Roundtable on Sustainable Palm Oil (RSPO) Supply Chain Certification

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

● ↘ **25**/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 GRI Universal Standards

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on the percentage of certified palm and/or palm-based products

Reporting on the percentage of palm oil and/or palm-based products that are traceable to plantation or to mill

**Improvement areas**

**High priority** Insufficient reporting on sustainable procurement issues

**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 (2)**

News stories about your company we found in public databases.

**Unger Fabrikker AS, member of the Roundtable on Sustainable Palm Oil since 2012**

rspo.org | 01 Jan 2021

The Roundtable on Sustainable Palm Oil (RSPO) is a global, non-profit organisation with voluntary members working to develop and implement global standards for sustainable palm oil. Unger Fabrikker AS has been an active member of the Roundtable on Sustainable Palm Oil since 30 August 2012.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Jan 2021 to 1 Jan 2026



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

14 Jun 2024

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 14 Jun 2024 to 14 Jun 2029

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