

# NORDOX AS

Oslo - Norway | Manufacture of basic chemicals, fertilizers and nitrogen compounds, plastics and synthetic rubber in

EVID: HJ034724



Publication date: 8 May 2024

Valid until: 8 May 2025

Sustainability performance

Insufficient

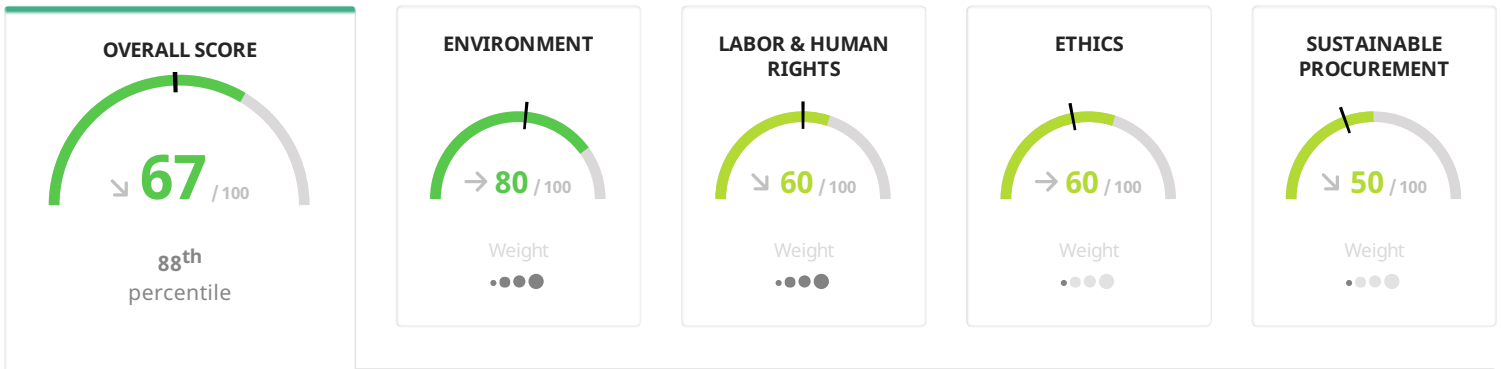
Partial

Good

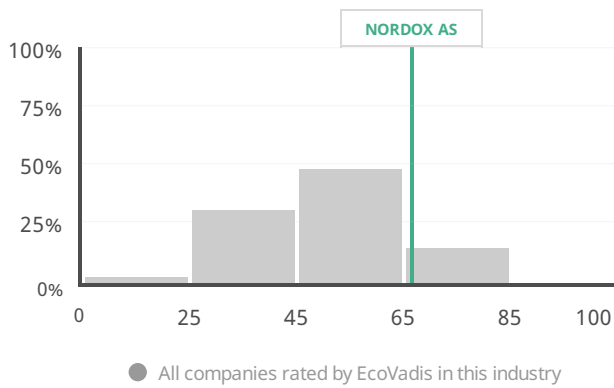
Advanced

Outstanding

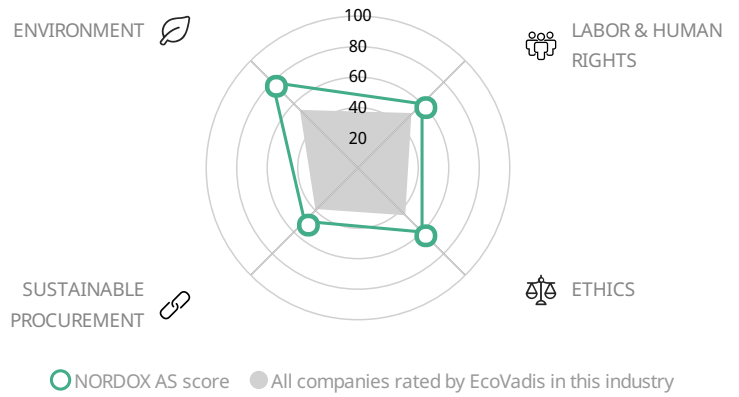
Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Environmental policy on air pollution

Quantitative objectives set on energy consumption & GHGs

Environmental policy on customer health & safety

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

#### Actions

Strengths

External sustainability audit: no non-compliance found on environment

Specialized treatment and safe disposal of hazardous substances

Mapping of waste streams

Internal sorting & disposal of waste according to waste streams

Regular noise measuring campaign (site boundary noise measurements undertaken)

Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

Adoption of cooling systems with reduced or recycled water consumption

Control measures to prevent contamination of groundwater

Provision of Safety Data Sheets (SDS)

Registration of substances to the ECHA

Formalized process in place to assess and document environmental risks

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

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

Provision of safety data sheets (SDS) adapted for the REACH regulation

Actions for labeling, storing, handling and transporting hazardous substances

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

**Results**

Strengths

Reporting on total gross Scope 2 GHG emissions (market or location based)

Reporting on total gross Scope 1 GHG emissions

Reporting on total gross Scope 3 GHG emissions

**Improvement Areas**

**Policies**

Priority Improvement Areas

**Low** No conclusive information on endorsement of external initiatives or principles on environmental issues

**Actions**

Priority Improvement Areas

**Medium** No information on ISO 14001/EMAS certification

**Results**

Priority Improvement Areas

**High** Insufficient reporting on environmental issues

**Low** Declares reporting on total energy consumption, but no supporting documentation available

**Low** Declares reporting on total water consumption, but no supporting documentation available

**Low** Declares reporting on total weight of hazardous waste, but no supporting documentation available

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

**Low** Declares reporting on total amount of renewable energy consumed, but no supporting documentation available

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

**Low** Total gross Scope 3 GHG emissions reporting value not confirmed in supporting documentation

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

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

**Low** Total gross Scope 1 reporting value not confirmed in supporting documentation

**Low** Total gross Scope 2 reporting value not confirmed in supporting documentation



**Strengths**

**Policies**

Strengths

Labor & human rights policy on diversity, equity & inclusion

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

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

**Actions**

Strengths

Actions in place to protect young workers

Compensation for extra or atypical working hours

Employee satisfaction survey

Bonus scheme related to company performance

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

Health care coverage of employees in place

Provision of protective equipment to impacted employees

Employee health & safety risk assessment

Regular employee health check-up

Actions to prevent noise exposure

Provision of skills development training

Actions to prevent substance abuse

Training of employees on health and safety risks and best working practices

**Results**

Strengths

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

**Improvement Areas**

**Policies**

Priority

Improvement Areas

Medium

Inconclusive documentation for policies on working conditions

Medium

Inconclusive documentation for policies on career management & training

Low

No quantitative target on labor and human rights issues

Low

No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

## Actions

Priority Improvement Areas

Low

Declares actions on diversity, equity & inclusion, but no supporting documentation available

Low

No information on ISO 45001 certification

## Results

Priority Improvement Areas

High

Insufficient reporting on labor and human rights issues

Medium

External sustainability audit: presence of major or/and critical non-compliances on employee health & safety

Low

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

Low

No information on reporting on number of days lost to work-related injuries, fatalities and ill health

Low

No information on reporting on number of recordable work-related accidents

Low

No information on percentage of employees from minority and/or vulnerable groups in the whole organization



## Ethics

Weight ●●●●

### Strengths

#### Policies

Strengths

Standard policy on a majority of ethics issues

Policy on fraud

Disciplinary sanctions to deal with policy violations

Policies on corruption

#### Actions

Strengths

External sustainability audit: only a few minor non-compliances found on ethics

Other actions to ensure information security

Whistleblower procedure for stakeholders to report corruption and bribery

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

### Improvement Areas

## Policies

Priority Improvement Areas

**Medium** Inconclusive documentation for policies on information security

**Low** Inconclusive documentation for policies on conflict of interest

**Low** No conclusive information on endorsement of external initiatives or principles on ethics issues

## Actions

Priority Improvement Areas

**High** No conclusive documentation regarding corruption risk assessments

**High** No conclusive documentation regarding information security risk assessments

**Medium** No conclusive documentation on awareness training to prevent corruption and bribery

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

**Low** No conclusive documentation on approval procedure for sensitive transactions (e.g. gifts, entertainment)

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



## Sustainable Procurement

Weight ●●●●

## Strengths

### Policies

Strengths

Sustainable procurement policies on supplier environmental practices

### Actions

Strengths

External sustainability audit: no non-compliance found on sustainable procurement

## Improvement Areas

### Policies

Priority Improvement Areas

**Medium** No information regarding a policy on conflict minerals issues

**Medium** Inconclusive documentation for policies on supplier social practices

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

### Actions

Priority Improvement Areas

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

<b>Medium</b>	No conclusive documentation on supplier sustainability code of conduct in place
<b>Medium</b>	No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)
<b>Low</b>	Declares conducting a formal assessment of suppliers' progress with regards to REACH requirements, but no supporting documentation available
<b>Results</b>	
Priority	Improvement Areas
<b>Low</b>	No information on due diligence reporting on conflict minerals
<b>Low</b>	Declares sourcing tin, tantalum, tungsten, gold and/or their derivatives only from recycled sources but no supporting documentation

## 360° Watch Findings

14 Feb 2024 |

Impact on Score  
**Neutral** →  
 valid from 15 May 2024 to 14 Mar 2029

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

Environment
 Labor & Human Rights
 Ethics
 Sustainable Procurement

## Specific comments

- No records found in third party risk and compliance database.

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- There is a lack of reporting on KPIs regarding ethics issues.

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- There is a lack of reporting on KPIs regarding sustainable procurement issues.

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- Since the last assessment, the overall score has decreased due to non renewal of certain sustainability certificates.

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