



# ecovadis

## Relazione sulla valutazione di sostenibilità EcoVadis

Azienda valutata:  
VAL TE CO SRL

Punteggio complessivo: 74 /100  
marzo 2023

Performance di sostenibilità: Avanzato

Dimensione: XS  
Paese della sede principale: Italia  
Operazioni in paesi a rischio: NO  
Settore: Costruzione di edifici

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## SOSTENIBILITÀ

La sostenibilità è l'impegno continuo ad agire in modo responsabile, integrando gli aspetti sociali e ambientali nelle attività aziendali. La sostenibilità non si limita alla conformità normativa ma prende in considerazione il modo in cui le aziende gestiscono il loro impatto economico, sociale e ambientale, oltre alle relazioni con gli stakeholder (ad es. dipendenti, partner commerciali, governi).

## INFORMAZIONI SULLA VALUTAZIONE

La struttura metodologica di EcoVadis valuta le politiche e le azioni delle aziende oltre ai rendiconti pubblicati in materia di ambiente, lavoro e diritti umani, etica e approvvigionamento sostenibile. Il nostro team di esperti internazionali della sostenibilità analizza e confronta i dati delle aziende (documenti giustificativi, risultati del monitoraggio a 360° e così via) per fornire valutazioni affidabili, che tengano conto del settore, delle dimensioni e dell'ubicazione geografica di ciascuna azienda.

## RIGUARDO A ECOVADIS

EcoVadis offre la soluzione leader per il monitoraggio della sostenibilità nelle catene di fornitura globali. Grazie a una tecnologia innovativa e all'esperienza nella sostenibilità, ci impegniamo per coinvolgere le aziende e per aiutarle ad adottare pratiche sostenibili.

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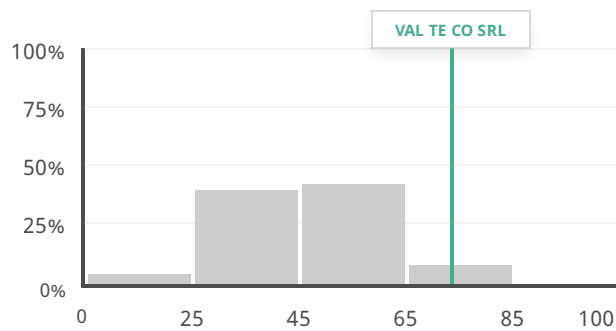
# 1. PANORAMICA DELLE PERFORMANCE DI SOSTENIBILITÀ

## Composizione del punteggio

Performance di sostenibilità ● Insufficiente ● Parziale ● Buono ● Avanzato ● Eccezionale — Punteggio medio



## Distribuzione del punteggio complessivo

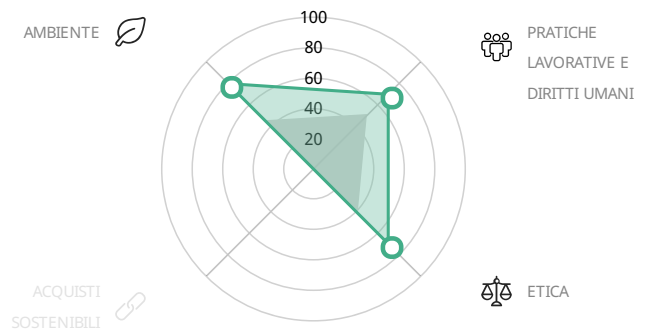


● Tutte le aziende valutate da EcoVadis in questo settore (escluse le aziende XS, con massimo 25 dipendenti, che non vengono valutate in relazione all'Approvvigionamento sostenibile)



VAL TE CO SRL ha ottenuto una medaglia oro come riconoscimento dei risultati ottenuti nella sostenibilità! Per ricevere questa medaglia, le aziende devono raggiungere un punteggio complessivo di 70-78.

## Paragone dei punteggi dei temi



○ Punteggio VAL TE CO SRL ● Tutte le aziende valutate da EcoVadis in questo settore

## Piano di azione correttivo in corso

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. VAL TE CO SRL dispone di un piano di azione correttivo in corso e sta lavorando per migliorare il proprio sistema di gestione della sostenibilità.

\* Ricevete questo punteggio/medaglia in base alle informazioni comunicate e alle notizie a disposizione di EcoVadis al momento della valutazione. Qualora, durante il periodo di validità della scorecard/medaglia, le informazioni o le circostanze dovessero cambiare in modo rilevante, EcoVadis si riserva il diritto di sospendere la scorecard/medaglia e, se lo riterrà opportuno, rivalutare ed eventualmente riemettere una scorecard/medaglia modificata.

## 2. VANTAGGI DELLA VALUTAZIONE

### Capire :

**Ottenere un quadro chiaro delle performance di sostenibilità dell'azienda.** La scorecard è il risultato finale della valutazione EcoVadis. Essa permette di valutare e confrontare le performance di sostenibilità dell'azienda in quattro temi, su una scala da 0 a 100, evidenziandone i punti di forza e le aree di miglioramento.

**Capire il posizionamento dell'azienda rispetto al proprio settore.** Confrontare le performance di sostenibilità dell'azienda con quelle del suo settore, con un grafico di distribuzione del punteggio e un confronto dei punteggi ottenuti nei temi.

**Identificare le tendenze del settore.** Scoprite i principali rischi, le normative, gli argomenti scottanti e le buone pratiche sulla sostenibilità riguardanti specifici settori.

### Comunicare :

**Rispondere alle esigenze dei clienti.** Sono sempre più numerose le aziende che chiedono di conoscere meglio le performance ambientali e sociali dei loro partner commerciali. La valutazione EcoVadis permette alle organizzazioni di dimostrare il loro impegno.

**Sfruttare uno strumento di comunicazione esclusivo.** Le aziende che dispongono di una scorecard EcoVadis evitano il carico di lavoro connesso agli audit, condividendo un'unica valutazione con tutti i clienti che ne fanno richiesta.

## 3. METODO DI VALUTAZIONE

1

### Richiesta del cliente

I responsabili di approvvigionamenti, RSI, ambiente, salute e sicurezza e sostenibilità delle aziende che hanno deciso di monitorare i rischi posti dalla catena di fornitura in ambito di sostenibilità chiedono che i loro partner commerciali ottengano la valutazione EcoVadis.

2

### Questionario

Sulla base dei fattori di rischio specifici in ambito di sostenibilità, EcoVadis crea un questionario personalizzato. Il questionario comprende 20-50 domande studiate specificamente in base al settore, alle dimensioni e all'ubicazione dell'impresa esaminata.

3

### Analisi dei documenti

Per le risposte fornite al questionario, le aziende devono presentare i corrispondenti documenti giustificativi. Questi documenti sono esaminati dai nostri analisti.

4

### Informazioni pubbliche

A conferma delle performance di sostenibilità, EcoVadis raccoglie anche le informazioni sull'azienda, spesso disponibili sul relativo sito web.

5

### Risultati del monitoraggio a 360°

I risultati del monitoraggio a 360° sono costituiti dalle informazioni pubbliche pertinenti relative alle prassi di sostenibilità delle aziende, identificate grazie a oltre 10.000 fonti di dati. Questi dati possono influire in modo positivo o negativo o non influire affatto sul punteggio.

6

### Analisi degli esperti

I nostri analisti combinano tutti questi elementi per ottenere una scorecard unificata per ogni azienda.

### SCORECARD



## 4. METODOLOGIA ECOVADIS

### A. Quattro temi e 21 criteri

La valutazione EcoVadis si riferisce a 21 aspetti riuniti in 4 temi (ambiente, tutela dei lavoratori e diritti umani, etica e approvigionamento sostenibile). I 21 aspetti o criteri si basano su standard di sostenibilità internazionali come i principi del Global Compact, le convenzioni dell'Organizzazione Internazionale del Lavoro (ILO), gli standard GRI (Global Reporting Initiative) e ISO 26000 e i principi del CERES (Coalition for Environmentally Responsible Economy).

#### 21 criteri di sostenibilità

#### 1. AMBIENTE

##### OPERAZIONI

Consumo energetico ed emissioni di gas effetto serra  
Acqua  
Biodiversità  
Inquinamento atmosferico  
Materiali, prodotti chimici e rifiuti

##### PRODOTTI

Uso del prodotto  
Fine di vita del prodotto  
Salute e sicurezza dei clienti  
Advocacy e servizi ambientali

#### 3. ETICA

Corruzione  
Pratiche anticompetitive  
Gestione responsabile delle informazioni

#### 2. PRATICHE LAVORATIVE E DIRITTI UMANI

##### RISORSE UMANE

Salute e sicurezza dei dipendenti  
Condizioni lavorative  
Dialogo sociale  
Gestione delle carriere e formazione

##### DIRITTI UMANI

Lavoro infantile, lavoro forzato e tratta di esseri umani  
Diversità, equità e inclusione  
Diritti umani delle parti interessate esterne

#### 4. ACQUISTI SOSTENIBILI

Pratiche ambientali dei fornitori  
Pratiche sociali dei fornitori



### B. Sette indicatori di gestione

Le valutazioni EcoVadis analizzano il sistema di gestione della sostenibilità dell'azienda riferendosi a sette indicatori di gestione. In questo modo è possibile personalizzare ulteriormente la valutazione, fornendo una ponderazione dei quattro temi e, di conseguenza, dei 21 criteri di sostenibilità.



#### Politiche (ponderazione: 25%)

1. Politiche: Dichiarazioni riguardanti la missione, politiche, obiettivi, traguardi, governance
2. Adesione: Adesione a iniziative di sostenibilità esterne

#### Azioni (ponderazione: 40%)

3. Misure: Misure e azioni implementate (ad es. procedure, formazione, apparecchiature)
4. Certificazioni: Certificazioni ed etichette (ad es. ISO 14001)
5. Copertura: Copertura di misure e azioni

#### Risultati (ponderazione: 35%)

6. Report: Report sugli indicatori di prestazioni chiave (KPI)
7. 360: Condanne, controversie, riconoscimenti

## 5. COMPRENDERE LA SCORECARD

Il punteggio complessivo può essere meglio compreso esaminando le informazioni quantitative (punteggi ottenuti nei temi e criteri attivati) e qualitative (punti di forza e aree di miglioramento).

### A. Informazioni quantitative: Punteggi e criteri attivati

#### Punteggi dei temi:

Come il punteggio complessivo, anche i punteggi dei temi sono espressi in una scala che va da 1 a 100.

#### Criteri attivati:

A ciascuno dei quattro temi (ambiente, pratiche lavorative e diritti umani, etica e approvvigionamento sostenibile) sono associati criteri specifici. Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

#### Non attivato

Nel caso in cui alcuni criteri non siano attivati, l'aspetto specifico che vi è associato non è pertinente o presenta un rischio di sostenibilità molto basso per l'azienda in questione.

#### Media

I criteri di media importanza riguardano aspetti che presentano un certo rischio di sostenibilità, che tuttavia non ha un carattere predominante.

#### Alta

I criteri di importanza elevata valutano aspetti in cui l'azienda deve affrontare i maggiori rischi di sostenibilità.



#### Solo paesi a rischio

I criteri classificati come Solo nei paesi a rischio vengono attivati solo se l'azienda svolge attività significative in uno o più dei paesi identificati come a rischio.

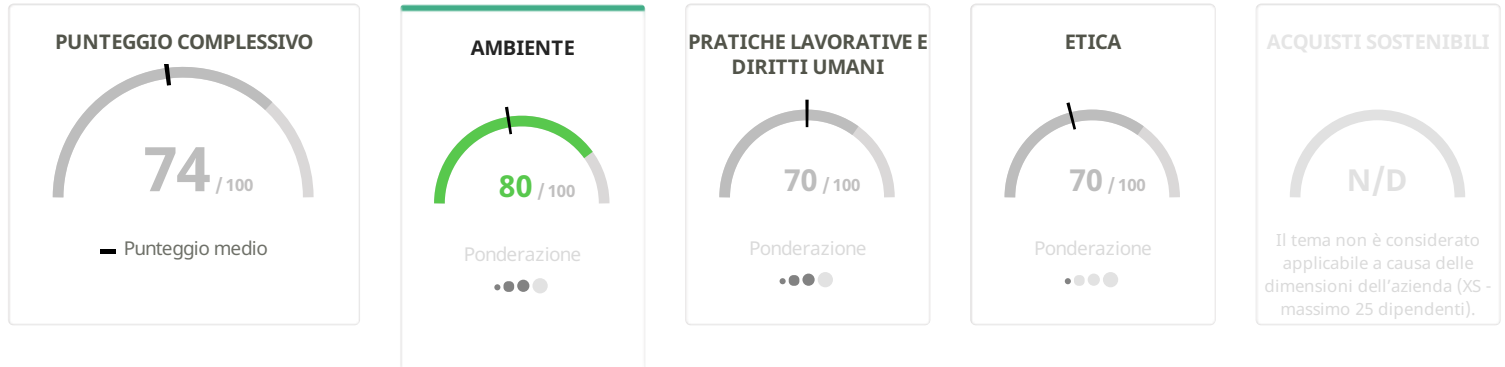
### C. Scala di punteggio

0 - 24	Insufficiente	Nessun impegno o azione tangibile in materia di sostenibilità. Evidenza di alcuni casi di comportamento improprio (ad es. inquinamento, corruzione).
25 - 44	Parziale	Nessun approccio strutturato alla sostenibilità. Pochi impegni o azioni tangibili su aspetti selezionati. Report parziale sugli indicatori di prestazioni chiave (KPI) Certificazione parziale o prodotto con etichetta occasionale.
45 - 64	Buono	Approccio strutturato e proattivo alla sostenibilità. Impegni/politiche e azioni tangibili sugli aspetti principali. Report di base sulle azioni o sugli indicatori di performance.
65 - 84	Avanzato	Approccio strutturato e proattivo alla sostenibilità. Impegni/politiche e azioni tangibili sugli aspetti principali con informazioni di adozione dettagliate. Resoconti di sostenibilità significativi su azioni e indicatori di performance.
85 - 100	Eccezionale	Approccio strutturato e proattivo alla sostenibilità. Impegni/politiche e azioni tangibili su tutti gli aspetti con informazioni di adozione dettagliate. Resoconti di sostenibilità completi su azioni e indicatori di performance. Pratiche innovative e riconoscimento esterno.

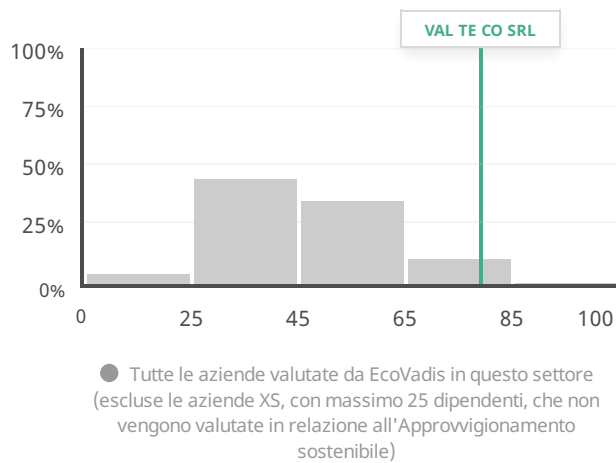
## 6. AMBIENTE

Questo tema prende in considerazione sia i fattori operativi (ad es. consumo di energia, gestione dei rifiuti) sia la gestione responsabile dei prodotti (ad es. fine vita dei prodotti, aspetti di salute e sicurezza dei clienti).

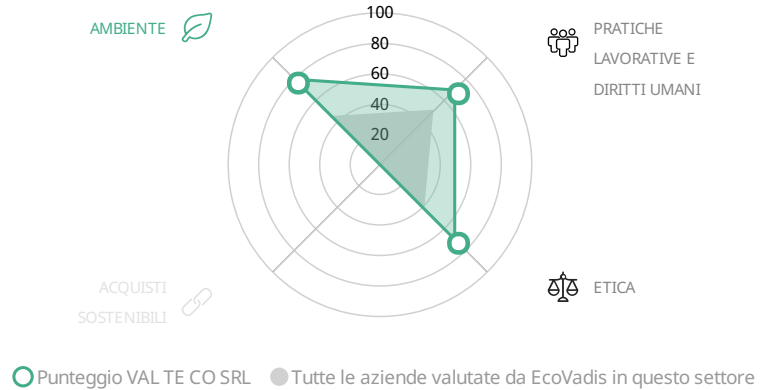
### Composizione del punteggio relativo all'ambiente



Distribuzione dei punteggi dei temi



Paragone dei punteggi dei temi



#### Ambiente: Criteri attivati

Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

#### Ambiente: Punti di forza e aree di miglioramento

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. Le aree di miglioramento con azioni correttive in corso sono indicate sotto con le etichette.

**Punti di forza**

**Politiche**

**Politica standard sulla maggior parte delle questioni ambientali**

**Informazioni**

Una politica ambientale standard include impegni e/o obiettivi operativi sui principali rischi ambientali che l'azienda affronta.

**Istruzioni**

A comprehensive environmental policy includes commitments and/or operational objectives on the majority of environmental risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks. It is also mandatory for the policy to incorporate some of the following organizational elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all environmental issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements.

**Azioni**

**Riduzione delle emissioni di carbonio nel trasporto**

**Misure per l'IT verde (ad es. efficienza dei centri dati o delle hardware di ufficio, virtualizzazione, gestione dei cicli di vita dei dati, ecc.)**

**Informazioni**

L'azienda ha fornito un certificato ISO 14001 valido che copre tutte le sue operazioni.

**Istruzioni**

The ISO 14001 standard belongs to the ISO 14000 series, a family of environmental management standards developed by the International Organization for Standardization (ISO) designed to provide an internationally recognized framework for environmental management, measurement, evaluation and auditing. The standard serves as a framework to assist organizations in developing their own environmental management system and is based on the continuous Plan-Do-Check-Act cycle.

**Misure per riutilizzare o riciclare i rifiuti**

**Informazioni**

L'azienda ha implementato misure specifiche per riutilizzare o riciclare i rifiuti prodotti.

**Istruzioni**

Examples of measures might include collecting and re-using the waste on site, sorting and ensuring the waste is collected by a specialist waste company.

**Programmi di formazione e di sensibilizzazione dei dipendenti sul risparmio energetico**

**Informazioni**

L'azienda dispone di un programma specifico di sensibilizzazione (e formazione) per i dipendenti sulla riduzione del consumo energetico.

**Istruzioni**

Awareness programs might include brochures given to employees, notices displayed in the workplace areas, presentation used during meetings in order to engage employees on reducing energy consumption. Some examples of areas it could cover include turning off lights at the end of the day, switching off electrical appliances when not in use, selecting energy-efficient equipment (e.g. for facilities management or procurement department staff), and optimizing machinery use (e.g. stand-by vs active for workshop operatives).



**Risultati****Standard reporting on environmental issues****Informazioni**

Ci sono prove di rendicontazioni formali implementate riguardo alla gestione e alla mitigazione dell'impronta ambientale dell'azienda nella documentazione giustificativa dell'azienda, compresi gli indicatori chiave di performance (KPI), le cifre statistiche o le azioni concrete associate.

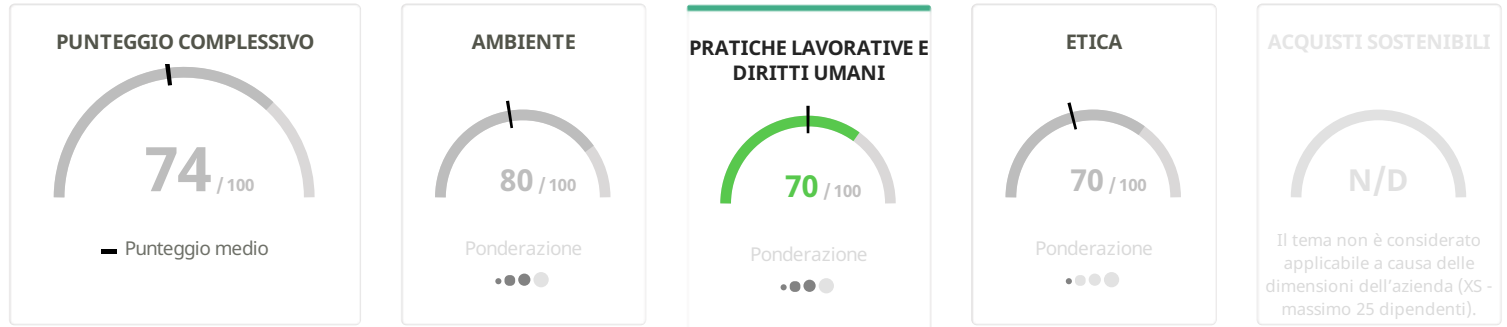
**Istruzioni**

Reporting items are standard in terms of quality and quantity, do cover the main issues, are meaningful enough, and are regularly updated. Examples of key performance indicators include total electricity consumption, electricity consumed per kg of product or per unit produced. Comprehensive reporting on environmental issues will additionally have KPIs reported in a formal public document available to stakeholders, and will be in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards.

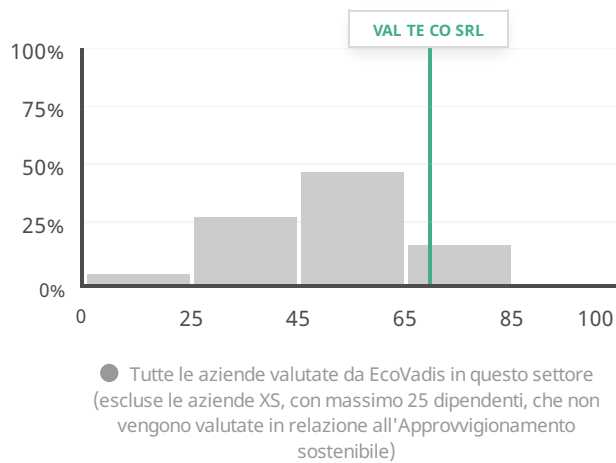
## 7. PRATICHE LAVORATIVE E DIRITTI UMANI

Questo tema prende in considerazione sia gli aspetti riguardanti le risorse umane interne (ad es. salute e sicurezza, condizioni lavorative, gestione delle carriere) sia gli aspetti connessi ai diritti umani (ad es. discriminazione e/o molestie, lavoro minorile).

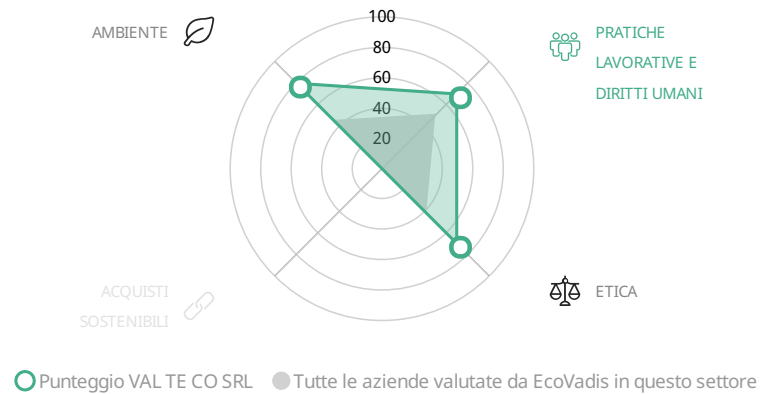
### Composizione del punteggio relativo a pratiche lavorative e diritti umani



Distribuzione dei punteggi dei temi



Paragone dei punteggi dei temi



#### Pratiche Lavorative e Diritti Umani: Criteri attivati

Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

#### Pratiche Lavorative e Diritti Umani: Punti di forza e aree di miglioramento

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance RSI delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. Le aree di miglioramento con azioni correttive in corso sono indicate sotto con le etichette.



**Punti di forza**

**Politiche**

**Politica standard sulla maggior parte delle questioni relative al lavoro o ai diritti umani**

**Informazioni**

Una politica standard su pratiche lavorative e diritti umani include impegni e/o obiettivi operativi sui principali rischi del lavoro e dei diritti umani che l'azienda affronta.

**Istruzioni**

A comprehensive labor and human rights policy includes commitments and/or operational objectives on the majority of labor and human rights risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks. It is also mandatory for the policy to incorporate some of the following elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all labor practice and human rights issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements.

**Azioni**

**Certificato ISO 45001**

**Informazioni**

The company has provided a valid ISO 45001 certificate that covers all of its operations.

**Istruzioni**

ISO 45001 is an international standard for occupational health and safety management systems. It addresses employee health and safety issues and involves an external audit on the facilities' health & safety conditions. Organizations that implement ISO 45001 have a clear management structure with defined authority and responsibility, clear objectives for improvement, with measurable results and a structured approach to risk assessment. This includes the monitoring of health and safety management failures, auditing of performance and review of policies and objectives.

**Programma di assistenza sanitaria per i dipendenti in vigore**

**Corsi di formazione per la sensibilizzazione su diversità, discriminazione e/o molestia**

**Fornitura di dispositivi di protezione individuale (DPI) a tutti i dipendenti interessati**

**Informazioni**

L'azienda fornisce dispositivi di protezione individuale a tutti i dipendenti interessati

**Istruzioni**

Personal protective equipment, commonly referred to as "PPE", is equipment worn to minimize exposure to a variety of health and safety hazards. Examples of PPE include items such as gloves, foot and eye protection, protective hearing devices (earplugs, muffs) hard hats, respirators and full body suits. (Source: Occupational Safety and Health Administration (OSHA)) When engineering, work practice and administrative controls are not feasible or do not provide sufficient protection, employers must provide personal protective equipment (PPE) to their employees and ensure their systematic use. In general, employees should properly wear PPE, attend training sessions on PPE, care for, clean and maintain PPE, and inform a supervisor of the need to repair or replace PPE.

## Valutazione dei Rischi sulla salute e sicurezza

### Informazioni

L'azienda effettua valutazioni dei rischi dettagliate per la salute e sicurezza dei dipendenti

### Istruzioni

The company has carried out detailed risk assessment of health and safety. Occupational health and safety risk assessments are a crucial step in the prevention process. They involve the identification of all the potential hazards an employee may face while carrying out regular duties and which type of employees may be more exposed to hazards (by job function). The level of risk, records of significant findings and proposition of preventive actions are also highlighted, in addition to plans for regular review of the risk assessment. If applicable, the results of a health and safety risk assessment should be made available to relevant stakeholders such as employees, members of the health and safety committee, staff representatives, the occupational physicians, and labor inspectors.

## Misure di prevenzione attive per danni derivanti da sforzi ripetitivi (Repetitive Strain Injury [RSI])

### Informazioni

L'azienda ha implementato misure preventive attive per i disturbi degli arti superiori da lavoro (RSI).

### Istruzioni

RSIs are occupational injuries to muscles, tendons or nerves caused by repetitive tasks, muscular efforts, vibrations, or sustained or awkward postures when performing a task. They include carpal tunnel syndrome (in the wrist) as well as shoulder, neck and back problems (ILO). A similar term is Cumulative trauma disorder (or 'CTD' in the U.S.). Some examples of measures include, ensuring variation, providing an ergonomic work environment, setting priorities to decrease work pressure, and including long, short and micro breaks during working hours.

## Formazione di tutti i dipendenti interessati sui rischi legati alla salute e sicurezza e sulle buone pratiche di lavoro

### Informazioni

L'azienda fornisce formazione ai dipendenti interessati sui rischi per la salute e la sicurezza e sulle migliori pratiche lavorative

### Istruzioni

The company has implemented training on health and safety issues. Safety training aims at implementing health and safety procedures into specific job practices and at raising staff awareness and skills to an acceptable standard. For example, safety training covers topics such as accident prevention and safety promotion, safety compliance, use of personal protective equipment, chemical and hazardous materials safety, and workplace emergency response procedures. A best practice is to have a training matrix which helps to keep track of which employees have been trained, the date of the training, the training topic, and expected dates for refresher trainings. Monitoring of training attendance certificates is also suggested. It is also a best practice to have the training carried out in the language that the employees understand best and to carry out tests or quizzes to ensure training concepts have been successfully transmitted to participants.

## Aree di miglioramento

## Azioni

Alta

Dichiara misure in tema di gestione delle carriere e formazione, tuttavia non è stata fornita alcuna documentazione a supporto

## Informazioni

L'azienda dichiara di aver implementato azioni per aumentare la capacità e l'occupabilità del personale attraverso lo sviluppo delle competenze, la formazione e le opportunità di avanzamento di carriera. Tuttavia, non è stata trovata nessuna informazione su questo argomento nella documentazione giustificativa dell'azienda.

## Istruzioni

Some examples of actions on this topic include promotion of career mobility, anticipation or reduction of layoffs and associated negative impacts (e.g. financial compensation, outplacement service), regular performance appraisals, setting of individual career plans for all employees and transparent recruitment processes.

## Risultati

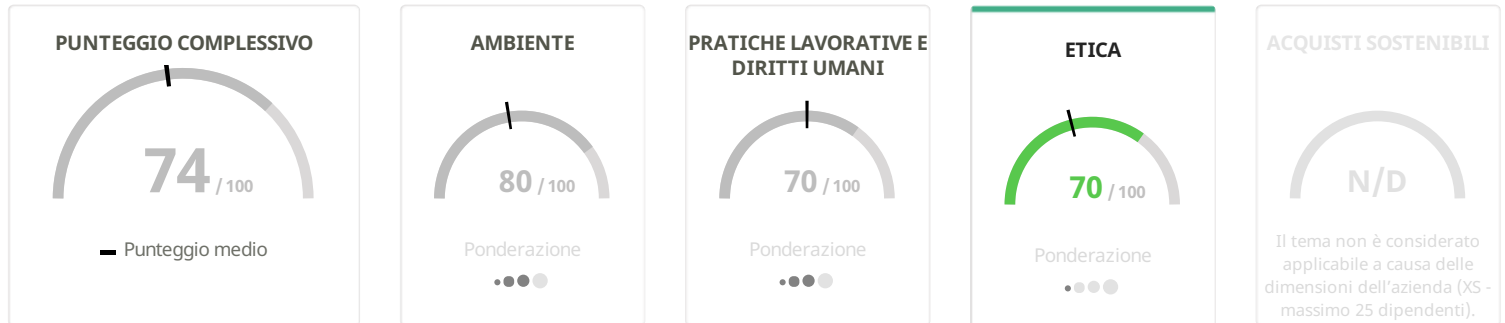
Media

Rendicontazioni insufficienti sulle questioni relative alle pratiche lavorative e ai diritti umani

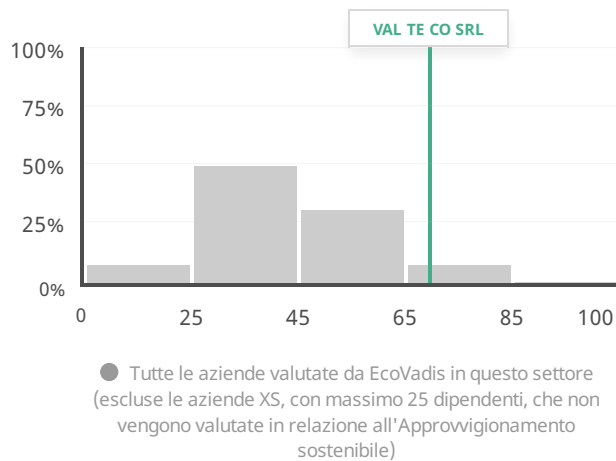
## 8. ETICA

Questo tema prende in considerazione principalmente gli aspetti connessi alla corruzione, le pratiche anticompetitive e la gestione responsabile delle informazioni.

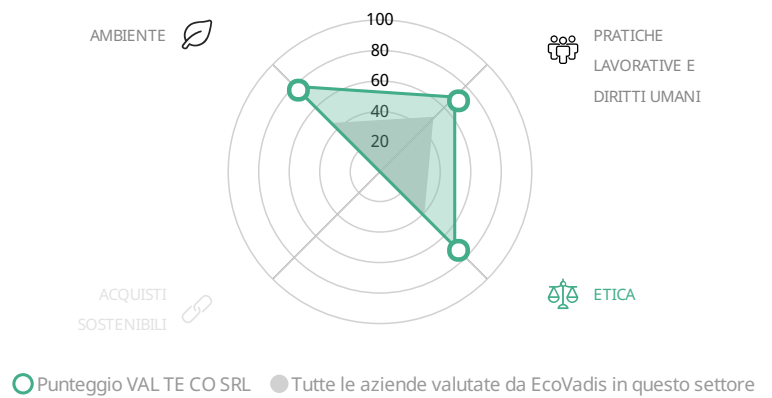
### Composizione del punteggio relativo all'etica



Distribuzione dei punteggi dei temi



Paragone dei punteggi dei temi



#### Etica: Criteri attivati

Il questionario è personalizzato in base a settore, dimensioni e ubicazione geografica dell'azienda, quindi non tutti i 21 criteri vengono attivati per ogni organizzazione e alcuni criteri ottengono una ponderazione maggiore rispetto ad altri.

#### Etica: Punti di forza e aree di miglioramento

Il piano di azione correttivo è una funzionalità collaborativa studiata per supportare il miglioramento delle performance delle aziende. Grazie ad essa, le aziende possono creare un piano di miglioramento online, comunicando le azioni correttive pianificate e completate e condividendo i feedback. Le aree di miglioramento con azioni correttive in corso sono indicate sotto con le etichette.



**Punti di forza**

**Politiche**

**Politica relativa a corruzione e tangenti**

**Informazioni**

C'è una politica formale che integra obiettivi/impegni qualitativi sulle questioni di anticorruzione e concussione (tra cui per esempio conflitto di interessi, frode e riciclaggio di denaro) nella documentazione giustificativa fornita dall'azienda.

**Istruzioni**

Corruption & bribery covers all forms of corruption issues at work namely extortion, bribery, conflict of interest, fraud, money laundering. A comprehensive policy is formalized in a standalone document or is part of a Code of Ethics/Conduct on the issues mentioned and incorporate as well some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms.

**Azioni**

**Procedura di denuncia di irregolarità per stakeholder (soggetti interessati) al fine di segnalare corruzioni e concussioni**

**Misure per tutelare i dati dei clienti dall'accesso o dalla divulgazione non autorizzata**

**Informazioni**

L'azienda ha implementato misure per proteggere i dati dei clienti da accessi o divulgazioni non autorizzati.

**Istruzioni**

The company has taken measures to limit access to customer or client data within its own operation, or have implemented measures to secure its information system including such data so as to protect the data from unauthorized access or disclosure.

**Programma di formazione anti-corruzione somministrato online o di persona**

**Informazioni**

L'azienda ha implementato un programma di sensibilizzazione o formazione sulle questioni di anticorruzione e concussione per i dipendenti.

**Istruzioni**

According to the ISO 26000 guideline, "Corruption can be defined as the abuse of entrusted power for private gain". There are all forms of public and proprietary corruption in the workplace, including among other things extortion, bribery, conflict of interest, fraud, money laundering. Since corruption undermines a company's effectiveness and ethical reputation, awareness or trainings on anti-corruption & bribery issues are regularly conducted to ensure that employees are familiar with the company's policy and procedures. They may be conducted either online or in person, and should include regular testing to ensure the training effectiveness.

**Aree di miglioramento**

## Politiche

Media

Documentazione non probante relativa alle politiche sulla sicurezza delle informazioni

### Informazioni

L'azienda non dispone di alcuna documentazione giustificativa sugli impegni relativi alle questioni di sicurezza delle informazioni che sono rilevanti per un'azienda in questo settore, o l'azienda ha fornito prove giustificative che non sono state approvate a causa dei requisiti di qualità/accettazione, ad es. nome dell'azienda, data recente (8 anni).

### Istruzioni

It is imperative for companies who manage sensitive information to set commitments on the protection and responsible management of third-party data. The security of third party data encompasses the protection of customer personal identification information (PII) and the protection of third party intellectual property rights. A standard policy on information security is formalized as qualitative objectives/commitments in a formal policy document, and includes organizational elements (e.g. review process, dedicated responsibilities, scope of application).



## 9. ACQUISTI SOSTENIBILI (N/D)

## 10. RISULTATI DEL MONITORAGGIO A 360°

28 Mar 2023 |

Impatto sul punteggio

**Neutro →**

No records found for this company on Compliance Database

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Ambiente
 Pratiche Lavorative e Diritti Umani
 Etica
 Acquisti Sostenibili

I risultati del monitoraggio a 360° sono costituiti dalle informazioni pubbliche pertinenti relative alle prassi di sostenibilità delle aziende, identificate grazie a oltre 10.000 fonti di dati (tra cui ONG, organi di stampa e organizzazioni sindacali). I risultati del monitoraggio a 360° sono integrati nella valutazione EcoVadis e possono influire positivamente o negativamente o non influire affatto sul punteggio.

### EcoVadis è collegata alle seguenti fonti internazionali:

- Reti e iniziative di sostenibilità (ad es. AccountAbility, Business for Social Responsibility, CSR Europe)
- organizzazioni sindacali e dei datori di lavoro;
- organizzazioni internazionali (ad es. Nazioni Unite, Corte europea dei diritti dell'uomo, Global Compact, Organizzazione internazionale del lavoro, Banca mondiale);
- ONG (ad es. China Labor Watch, Greenpeace, WWF, Movimento Difesa del Cittadino);
- istituti di ricerca e stampa specializzata (ad es. CSR Asia, Blacksmith Institute, Corpwatch).

## 11. COMMENTI SPECIFICI

Commenti aggiuntivi riguardanti la valutazione formulati dai nostri analisti.

### Commenti specifici

- Nessun record trovato nel database di rischio e conformità di terze parti.

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- L'azienda dimostra un sistema avanzato di gestione delle questioni ambientali.

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- L'azienda dimostra un sistema avanzato di gestione delle questioni relative alla pratiche lavorative e ai diritti umani.

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- L'azienda dimostra un sistema avanzato di gestione delle questioni etiche.

## 12. CONTATTACI

Desidera porre domande o richiedere aiuto? Visiti il nostro Centro assistenza all'indirizzo [support.ecovadis.com](https://support.ecovadis.com)

# APPENDICE:

## PROFILO DI RISCHIO DEL SETTORE

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Scoprire i principali rischi, le normative, gli argomenti scottanti e le buone pratiche RSI di ogni specifico comparto.

EcoVadis stabilisce il settore di appartenenza in base alla Classificazione internazionale tipo, per industrie, di tutti i rami d'attività economica (International Standard Industrial Classification of All Economic Activities, ISIC), un elenco di tutte le attività economiche globali pubblicato dalla Commissione statistica delle Nazioni Unite. Scopo principale di questa classificazione è classificare le attività in categorie utilizzabili per la raccolta e la formulazione dei report statistici.

È possibile che un'azienda svolga attività riconducibili a più settori. In questi casi, EcoVadis ne decide la classificazione in base all'area operativa principale, in base al rischio di sostenibilità e/o al fatturato totale.

## ATTIVAZIONE DEI CRITERI IN BASE AI TEMI

Scoprire i principali rischi, le normative, gli argomenti scottanti e le buone pratiche RSI di ogni specifico comparto.

### Ambiente

Alta	Consumo energetico ed emissioni di gas as effetto serra
Media	Acqua
Media	Biodiversità
Media	Inquinamento atmosferico
Media	Materiali, prodotti chimici e rifiuti
Alta	Uso del prodotto
Non attivato	Fine di vita del prodotto
Non attivato	Salute e sicurezza dei clienti
Non attivato	Advocacy e servizi ambientali

### Pratiche Lavorative e Diritti Umani

Alta	Salute e sicurezza dei dipendenti
Media	Condizioni lavorative
Media	Dialogo sociale
Media	Gestione delle carriere e formazione
Media	Lavoro infantile, lavoro forzato e tratta di esseri umani
Media	Diversità, equità e inclusione
Media	Diritti umani delle parti interessate esterne

### Etica

Alta	Corruzione
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Media

Pratiche anticompetitive

Media

Gestione responsabile delle informazioni

**Acquisti sostenibili** 

Media

Pratiche ambientali dei fornitori

Media

Pratiche sociali dei fornitori

## ASPETTI CHIAVE DELLA SOSTENIBILITÀ

Di seguito sono riportate le descrizioni qualitative degli aspetti chiave della sostenibilità e dei rischi associati a Costruzione di edifici

### Ambiente

Importanza

Aspetto della sostenibilità

Alta

Consumo energetico ed emissioni di gas a effetto serra

#### Definizione

Consumo energetico (ad es. elettricità, carburante, energie rinnovabili) utilizzato durante le operazioni e i trasporti. Emissioni dirette e indirette di gas a effetto serra, compresi CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC e SF<sub>6</sub>. Comprende anche la produzione di energie rinnovabili da parte dell'azienda.

#### Specifiche di settore

Construction activities account for a small portion of energy consumption over the life-cycle of materials and buildings. Studies suggest that 84% of energy use occurs in the operational phase of buildings, compared to 12% for manufacturing, transport and construction and 4% for maintenance and renovation(1). Machinery and facilities are two of the main areas in which the construction industry may reduce energy consumption and GHG emissions(2). On-site facilities and operational equipment can be powered by grid electricity instead of diesel generators which may result in reduction of emissions. However, this marginal benefit will vary and greatly depend on the fuel mix used for power generation(3). Figures in the UK show that in 2013 the carbon intensity of electricity generated by ScottishPower was greater than that of EDF Energy by almost 0.50 kg CO<sub>2</sub>/kWh. Therefore one option, if available, is to switch to a lower carbon intense electricity supplier.(4) Heavy equipment and machinery can be powered by alternative sources of energy such as biofuels and hydrogen fuels. According to the US Environmental Protection Agency, the emission factors of diesel, liquefied natural gas and liquefied petroleum gas in kg CO<sub>2</sub> per gallon are 10.21, 4.46, 5.68 respectively and this is equivalent, in kg CO<sub>2</sub> per liter, to 2.70, 1.18 and 1.50.(5) Therefore, switching consumption from more carbon intensive fossil fuels to cleaner ones is another valid short to medium term solution to reduce GHG emissions. In 2013, a study sponsored by the US Department of Energy, Office of Energy Efficiency and Renewable Energy found that the most cost effective improvement for non-light duty vehicles was to switch to low-resistance rolling tires.(6) Proper maintenance often results in fuel savings, although the magnitude of savings varies by equipment type and condition. Maintenance may include systematic equipment inspection, detection of potential failure, and prompt correction. It has been estimated that 50% of forklifts in the US are not adequately maintained and that each could waste up to 400 gallons (1515 L) of propane per annum. This translates into a surplus of 2300 kg of CO<sub>2</sub> emitted per forklift.(3)

Media

Acqua

**Definizione**

Consumo d'acqua durante le operazioni. Sostanze inquinanti rigettate in acqua.

**Specifiche di settore**

One of the main environmental and social impacts of buildings and construction is water use and generating waste water that includes water pollutants. Sources of water pollution on building sites include surface water mixed with diesel and oil, paint, solvents, cleaners and other harmful chemicals and construction debris and dirt. Based on a report by Willmott Dixon Group, it can be seen that the construction industry accounts for nearly 50% of worldwide water usage.(7) Moreover, in the US, building account for 12% of potable water consumption(8) and the 2009 water use on construction sites is calculated to be 140m3 per £million contractors output.(9) In addition, pollutants on construction sites can also soak into the groundwater, a source of human drinking water. Once contaminated, groundwater is much more difficult to treat than surface water. Hence, making wiser use of water on construction sites is highly recommended. Construction companies may indulge in regular monitoring of water consumption to minimize its use. Furthermore, appropriate water pollution prevention planning may be done by construction companies. Several simple measures can be adopted such as cover up and protecting all drains on site as well as controlling the amount of runoff crossing construction sites. Proper designing of site to protect water quality is also recommended such as allowing areas for chemical and equipment storage away from drains or channels. Finally, waste water generated from site activities can be collected in settlement tanks whereby clean water can be screened out for re use and remaining sludge can be disposed according to environmental regulations.(10)

Media

Biodiversità

**Definizione**

Impatti delle operazioni sugli animali, ad esempio maltrattamento di animali, specie in pericolo e aree protette del territorio.

**Specifiche di settore**

Globally, the construction industry is arguably one of the most resource-intensive and environmentally damaging industries in the world.(11) Construction projects all have the potential to damage natural habitats, threatening wildlife and plant species. The construction industry therefore has an important role to play in protecting sensitive sites and minimizing damage to ecology. However, there is generally a poor understanding of biodiversity issues within the construction industry.(12) According to the UK Constructing Excellence organization’s 2011 and 2012 Construction Industry Performance Reports, the impact that the construction sector has on various environmental sectors over the last few years has been increasing. For example, the impact on biodiversity of the construction process performance was 56% in 2011 compared to 34% in 2003; the area of habitat created/retained was 77% in 2012 compared to 84% in 2004 and the impact on environment in 2011 was 59% compared to 28% in 2003.(13) During the construction process, there is the potential for noise to disturb fauna or watercourses can be polluted by construction materials.(14) The construction sector is also an important user of resources, many of which are produced or derived through processes which impact on biodiversity. Since biodiversity issues are not very popular in the construction industry, various independent not-for-profit organizations are involved in creating awareness, such as CIRIA3 and BRE1, that have developed three complementary indicators that allow the impact of construction projects on biodiversity to be measured, and which can also be used in construction projects wherever possible. Another example is UK Green Building Council (UK-GBC), which has published a guidance report which aims to raise awareness of biodiversity amongst industry professionals.(15) A measure which can be implemented to reduce impact of construction on diversity is to conduct environmental impact assessments prior to starting construction to ensure that the proposed construction site will have the least impact on biodiversity.

Media

Inquinamento atmosferico

**Definizione**

Impatto delle operazioni sull’ambiente locale circostante gli impianti aziendali: emissioni di polveri, rumori e odori. Comprende anche l’inquinamento accidentale (ad es. gli sversamenti) e la congestione stradale circostante gli impianti aziendali.

**Specifiche di settore**

Numerous sources of dust and emissions exist on a construction site which may lead to the release of particles of various composition, size and type. Owing to their nature, some of these particles may be dispersed over relatively long distances and may have detrimental impacts on the health of not only construction workers, but also the people living or working close by.(16) In this sector, the emissions from on-road vehicles associated with the construction site and on-site machinery (off-road emissions), including both static and non-road mobile machinery, are just as important as those from construction activities. Switching to low sulfur diesel is known to reduce tailpipe emission by 30%.(17) Another effective method to reduce particulate emissions from exhaust fumes is to fit exhaust pipes of vehicles with diesel particulate filters and catalytic convertors. The use of such exhaust filtration measures can further reduce remaining particulate emissions by another 85%.(18) Some other forms of pollution that greatly affect the local environment include noise, light and vibrations. Preventive measures such as establishing a baseline noise level, determining associated vibration inconveniences prior to the start of works, and using directional lighting and different types of lights during operations are just some of the numerous ways in which building construction companies can mitigate their negative impact on the local environment.(18)

Media

Materiali, prodotti chimici e rifiuti

**Definizione**

Consumo di materie prime e prodotti chimici di ogni tipo. Rifiuti non pericolosi e pericolosi generati dalle operazioni. Comprende anche le emissioni in atmosfera diverse dai gas serra (ad es. SO<sub>x</sub>, NO<sub>x</sub>).

**Specifiche di settore**

Construction materials includes bulky, heavy materials, such as concrete, wood, metals, glass, and salvaged building components.(18) In the UK, over 90% of non-energy minerals extracted, are used to supply materials to the construction industry which consumes around 6 tons of materials per year for every person living there.(19) Moreover, waste from the construction industry comprises of Asbestos, Lead Paint, PCB Caulking, Lamp Ballasts and Mercury Containing Equipment.(20) Each year, U.S. builders produce between 30 and 35 million tons of construction, renovation, and demolition (C&D) waste whereby 15 to 70 pounds of hazardous waste are generated during the construction of a detached, single-family house. In the U.S, most materials used in construction are clean and unmixed as well as around 95% of buildings-related construction waste is recyclable.(21) Hence, companies are recommended to implement a waste management strategy, which is based on eliminating as much waste as possible; minimizing waste where feasible; and reusing materials which might otherwise become waste. Several waste management and recycling programs are in place such as Green Building Program and Construction Industry Compliance Assistance Center Program by EPA(18) , CalRecycle Program(22) and Construction Waste Management Database by National Institute of Building Sciences(23) among others. In addition, the Construction & Demolition Recycling Association(24) as well as Waste Management's expertise in the Material and Resources section of LEED(25) can act as a basis for companies to promote and implement measures regarding recycling schemes of construction material and waste.



Alta

Uso del prodotto

**Definizione**

Impatti ambientali generati dall'utilizzo diretto dei prodotti. Può comprendere l'utilizzo di energia, acqua, materiali e prodotti chimici.

**Specifiche di settore**

Buildings are large entities and, as such, they impact upon the environment in various ways.(26) It is well-known that the biggest contributor to greenhouse gas emissions is the built environment, accounting for up to 50% of global CO2 emissions.(27) In addition, the embodied environmental impacts generated by the building during its whole life-cycle can be of the same magnitude as the impacts during the useful life of the building. Studies have shown that buildings and construction activities use 30% mineral resources and 20% of the world's water resources and it also accounts for 30% and 20% of the world solid wastes and water pollution, respectively.(28)(29) A study conducted by the United Nations Environment Program - Sustainable Buildings and Climate Initiative (UNEP SBCI) has shown that about 85% of total energy used is in the operational phase of the building.2 In the European Union, the construction and building sector is responsible for roughly 40% of the overall environmental impact.(30) However, according to the 4th Assessment Report from the Intergovernmental Panel on Climate Change (IPCC), buildings have the highest potential to reduce carbon emissions. With the use of the right design and green technologies, a considerable amount of energy savings can be achieved.(30) It is critical to look into practical measures to reduce the impact of buildings, and make them more resource and energy efficient. One such example is green building, which promotes building practices to conserve energy and water.(31) Other possible measures include energy generation through renewable sources (solar panels/photovoltaic systems); use of motion/occupancy sensors for light fixtures to reduce electricity consumption; use of innovative heat pipe technology to reduce the cooling load of the air-conditioning system.(32)(33)(34) Measures that reduces water consumption include rainwater harvesting at the rooftop; recycling of condensate; low-flush toilets; low-water or waterless urinals; water conservation fittings and greywater recycling.(34) Greenery (ground, roof, vertical) can also be implemented to include both green and aesthetic components for buildings. Most European governments have introduced new policy instruments such as the European Community energy performance directive for buildings (EPBD) to reduce the negative impacts from the building sector.(29) The EPA and the US Department of Energy ENERGY STAR® also certify buildings in regards to energy, one of the most important aspects of the green building industry.(34) Furthermore, there are a variety of private and non-profit green building certification programs in the marketplace including Leadership in Energy and Environmental Design (LEED) and Green Globes.(34)(35)



## Pratiche Lavorative e Diritti Umani

Importanza

Aspetto della sostenibilità

Alta

Salute e sicurezza dei dipendenti

**Definizione**

Riguarda gli aspetti relativi a salute e sicurezza riscontrati dai dipendenti sul lavoro, ossia durante operazioni e trasporti. Comprende sia gli aspetti fisiologici sia quelli psicologici derivanti, tra le altre cose, da apparecchiature, prassi lavorative e sostanze pericolose.

**Specifiche di settore**

Work Health & Safety (WHS) is vitally important in the construction industry. Although construction companies are careful to keep employees safe, the nature of assembling buildings requires great focus on accident prevention. In developed countries, construction workers are 3 to 4 times more likely to have a fatal accident at work in contrast to the average employee. In less developed countries, the risks associated with construction work are 3 to 6 times greater.<sup>(36)</sup> In the UK, the construction industry is one of the most dangerous workplaces with over 2,800 people killed in the last 25 years from work related accidents and injuries sustained in the workplace.<sup>(37)</sup> In 2011/2012 alone, 49 construction worker fatalities were recorded in the UK.<sup>(38)</sup> Health and safety also includes dealing with occupational health issues such as musculoskeletal disorders, noise-induced hearing loss, respiratory and breathing problems, skin diseases, hand arm vibration and occupational stress among others. In New Zealand, there were 168 injury claims for every 1000 full-time workers in the building industry in 2012, which makes this industry the 3rd-highest.<sup>(39)</sup> In Great Britain, 4000 deaths are estimated annually from asbestos-related diseases and over half of the more than 10,000 new occupational cancer registrations per year relate to construction.<sup>(40)</sup> The current figures from the Division of Occupational Health and Safety (DOSH) in Botswana indicate that 61% of recorded fatal accidents in 2006-2013 were in the construction industry, whereby this industry contributed to 55% of major accidents and 20% of minor accidents, while contributing to 50% of all work-related accidents and injuries.<sup>(41)</sup> According to OSHA, falls were the most common cause of death for construction workers during 2012 whereby a total of 278 workers fell to their deaths and 78 people killed by being struck by objects.<sup>(42)</sup> In the US, the Bureau of Labor Statistics has reported that although fatal injury rate declined by 46% in 2012 the construction industry still has the second highest rate of fatal work injuries compared to other industries.<sup>(43)</sup> Managing occupational health goes beyond undertaking health checks, providing first aid and site welfare facilities. It involves organizations and employers having effective system of managing occupational health risks as well as compliance with health and safety legislation. Health and Safety policies and procedures can be designed with practical arrangements for employees. Companies may undertake regular health and safety risk assessments to evaluate risks and monitor measures adopted to deal with health and safety issues at the construction sites. In addition, training employees on health and safety remains an effective way to educate them on how to work in a responsible and safe manner. Furthermore, it is recommended to provide employees with personal protective equipment as well as safety and hazard signs on sites. Lastly, programs such as Work Plan Summary for UK and trainings by OSHA among others, are available to assist construction companies on how to tackle health and safety risks on construction sites.

Media

Condizioni lavorative

**Definizione**

Riguarda orario di lavoro, retribuzioni e vantaggi sociali concessi ai dipendenti.

**Specifiche di settore**

The construction industry is perceived as a relatively low-status industry with hard and inflexible working conditions.(44) A study carried out in Australia showed that the average working hours in this sector were 37.8 hours in 2009 and this figure was above the national average of 33.7 hours.(45) The same Australian study also indicated that the average weekly earnings for all industries (AUD 1165.00) was greater than the construction industry alone (AUD 918.60).(46) Results of a survey conducted by YouGov however indicate that a quarter of the 4500 responding companies provide opportunities for their employees to work flexibly.(47) Consultants who were hired by Balfour Beatty, a UK based construction company, to devise new ways to enhance flexible working conditions, recommended strategies that were variants of flexi-time and compressed hours over the working week.(48) In the US, companies such as Gilbane Building Company Inc and Turner Construction Company provide their employees various benefits which include paid time-off, educational assistance and employee assistance programs, different forms of medical plans; and also a retirement plan. Just as in other industries and sectors, construction companies are known to provide their employees additional financial remuneration such as an End of Year Premium, and Appreciation Pay.(49)(50)

Media

Dialogo sociale

**Definizione**

Riguarda il dialogo sociale strutturato, vale a dire il dialogo sociale realizzato tramite i rappresentanti riconosciuti dei dipendenti e la contrattazione collettiva.

**Specifiche di settore**

The construction industry is the largest industrial employer, accounting for 7% of total employment and 28% of industrial employment.(51) Social dialogue and collective agreements have special significance in the construction industry because of the specific circumstances of construction, notably the high mobility of labor between employers.(52) There are many instances where workers are technically classified as self-employed 'independent contractors', and yet for practical purposes, these workers are essentially employees. The construction industry provides many examples of this. Many employment laws are limited to formal employment relationships, and independent contractor status is often used by firms as a means of cutting labor costs, possibly to avoid or evade legal obligations to employees.(53) In general, collective bargaining agreements and negotiations are completed in sectors where there is a significant number of permanent workers. In the construction industry, the workers usually work on a daily, temporary or seasonal basis.(54) According to the European Construction Industry Federation, the construction industry is characterized by specific elements that distinguish the sector from others such as: there is no 'final product' that moves within the single market, but rather the enterprises and their workforces have to move to where the 'product' is to be constructed; labor-intensive activity; high mobility of the workforce; the higher risk of accidents; dependency on local traditions, climatic and cultural factors. Due to these specific characteristics, trade unions and employers have a significant role to play in organizing and regulating the construction industry via industrial relations.(55) One measure of the failure of social dialogue is the utilization of strikes or lockouts.(56) There have been various strikes in the construction industry related to wages, for example, in China, the biggest increase in worker protests was in the construction sector, up from just 2% in the third quarter of 2013 to 14.8% in 2014 according to the China Labor Bulletin's Strike Map.(57) In 2012, a series of strikes took place in Cyprus where workers protested about violated labor agreements and the refusal of employers to grant wage increases. Similarly, in the same year, a 24-hour strike was held at Iacovou Brothers Group (Constructions) for unilateral changes made by the company to the basic terms and conditions of employment, which was in violation of the enterprise-level collective labor agreement.(56)

Media

Gestione delle carriere e formazione

**Definizione**

Riguarda le principali fasi della carriera: assunzione, valutazione, formazione e gestione dei licenziamenti.

**Specifiche di settore**

The construction industry has the ability to 'absorb the excluded', i.e. it provides employment for those with little education or skill. In developing countries, such as India and Brazil, workers in the construction industry have a lower educational level than workers generally. The situation is similar in China where 50% of the 600,000 migrant workers on construction sites in Beijing have received no more than primary education and over 10% are illiterate. In developed countries as well, the construction industry provides employment opportunities for those with few academic qualifications.<sup>(58)</sup> Training is fundamental to meeting the skill requirements of the construction industry.<sup>(59)</sup> In most developing countries, construction skills are still mainly acquired through an informal apprenticeship system. In the Philippines, an estimated 95% of construction workers acquire their skills in this way. Informal training has limitations, notably a restricted learning opportunity (learning by doing), a narrow and static range of skills and the difficulty of instruction in new techniques. In India, the scarcity of skilled workers has led to a situation where big contractors are now thinking of investing in training and the newly formed Construction Industry Development Council has taken up training as a priority area. The contractors' reluctance is also based on the fact that training costs money, which (at least in the short run) will raise the price of their service and could make them less competitive. A further difficulty is that the majority of owners (clients) build only once, which means that they will not contribute to training costs that will benefit only future owners. These obstacles to training can be overcome by joint action. Collective agreements between all partners can ensure that all contractors include training costs into their service costs and thereby avoid 'free rider' problems. Most developed countries, and some developing ones, have introduced such schemes, and others (e.g. the Philippines) are now attempting to do so. In many developing countries, the practice of recruiting labour through subcontractors and intermediaries is long established. There is no formal or legal contract and the employer-employee relationship is also informal. While this is the traditional way of recruiting the bulk of the construction workforce, some workers (core workers) are employed directly and on a more permanent basis. However, there is evidence from many countries that the permanent, directly employed workforce has declined in recent years, while the proportion of workers employed through subcontractors and intermediaries, on temporary and casual terms, has increased. For example, the percentage of foreign workers employed in Malaysia through subcontractors increased from 40% to 80% between 1983 and 1992. Interviews with 3300 construction workers on building sites in Sri Lanka revealed that 82% of the skilled workforce and 93% of the unskilled workforce are employed on a temporary basis. In the Philippines also, it is estimated that 85% of the 1.35 million wage and salaried workers in the construction industry were temporary workers or project-based employees in January 2000. In India, an estimated 73% of all construction workers are recruited and controlled indirectly and on a temporary basis.<sup>61</sup> Under the intermediaries system, workers are seldom provided with training as they are not directly linked to a general contracting firm.<sup>(60)</sup>

Media

Lavoro infantile, lavoro forzato e tratta di esseri umani

**Definizione**

Riguarda gli aspetti relativi a lavoro minorile, forzato o obbligatorio nelle operazioni di proprietà dell'azienda.

**Specifiche di settore**

Modern slavery—characterized by low wages, wage theft, violent and coercive working conditions, debt bondage, identification documentation retention, forced trafficking and exposure to unsafe working conditions is a global phenomenon. An estimated 24.9 million people worldwide are the victims of some form of forced labor.(61) An estimated 168 million children are engaged in labor—an estimated 90 million are exposed to hazardous work that jeopardizes the physical, mental or moral well-being of a child.(62) The reasons for labor exploitation include companies seeking cheap labor—often through the hiring of indigenous groups, children and migrant workers to perform hazardous work, and the dependency on temporary labor—often filled through labor agents that engage in practices that facilitates worker indebtedness. As one of the sectors with the highest risk exposure to slavery and child labor, the construction sector must ensure their operations are not directly or indirectly engaged in exploitative working conditions. The construction sector has significant exposure to slavery risks because the work enables lower-skilled, often vulnerable, workers to perform the functions. Combined with the manufacturing sector the construction have an estimated 18% of the global migrant class.(63) Documented NGO reports highlight the severity of the issue, perhaps none more than the exploitation of migrant workers employed by foreign firms to build the FIFA World Cup infrastructure in Qatar. Labor exploitation is not limited to high risk countries, as highlighted by one of the largest labor trafficking cases in the US involving the recruitment of 500 Indian workers in which the workers were required to pay \$10,000-\$20,000 in recruitment fees, were promised green cards and had \$1,050 per month deducted from their wages to pay for unsanitary accommodation.(63) Companies must implement effective slavery and child labor awareness training, perform impact assessments and monitoring procedures such as site audits. Given the inherent exposure to hazardous chemicals, it is important that chemical companies adhere to ILO child labor conventions for working in hazardous job functions. Employers should provide transparent contracts to all workers regardless of their status, should not require employees to pay recruitment fees or withhold employee documentation during any duration of the labor contract. When cases of forced or child labor are discovered, it is important for companies to remedy the issues through engagement with NGOs to provide remedy to victims e.g. housing, psychological support and educational opportunities for child workers.

Media

Diversità, equità e inclusione

**Definizione**

Riguarda la prevenzione di discriminazione e molestie sul posto di lavoro. Si definisce discriminazione il trattamento differenziato delle persone in merito ad assunzione, retribuzioni, formazione, promozione, licenziamento sulla base di razza, provenienza nazionale, religione, disabilità, genere, orientamento sessuale, appartenenza a sindacati, affiliazione politica o età. Le molestie possono comprendere abusi fisici, psicologici e verbali nell'ambiente di lavoro.

**Specifiche di settore**

The work force in the construction industry is perceived as being predominantly composed of white males(64). There is also a strong perception that ethnic minorities will face rejection at the recruitment and contracts offices of construction firms due to ingrained racism and exclusionary practices. A report published in 2014 by the National Women's Law Center indicated that women composition in the US construction workforce has remained relatively stable at 2.6% over the past three decades; and a 2009 UK industry inquiry report concluded that ethnic minorities represented only 3.3% of the workforce in the construction sector(65). In an effort to overcome these obstacles, companies like Galliford Try Plc, a UK based residential and non-residential construction company, promotes diversity and equality in its recruitment process. Galliford Try Plc is committed to eradicate any form of discrimination during the recruitment phase. In 2013, Galliford Try Plc had a 23% female workforce and 4% of its employees were of black or of a minority ethnic origin(66).

Media

## Diritti umani delle parti interessate esterne

**Definizione**

Riguarda la prevenzione delle ripercussioni dirette e indirette sui diritti umani potenzialmente causate dall'azienda, che impattano le parti interessate esterne alla stessa. I diritti umani delle parti interessate esterne includono tutti i diritti inerenti esposti nella Dichiarazione Universale Dei Diritti Umani delle Nazioni Unite, come i diritti di proprietà/territorio, i diritti all'autodeterminazione, i diritti alla sicurezza, ecc.

**Specifiche di settore**

Companies have an obligation to respect and promote internationally recognized human rights of both internal and external stakeholders by managing the impacts caused by business operations, particularly when operating in identified high-risk countries. In promoting human rights, companies should not contribute to, or be complicit with, the denial of basic human rights, including property, privacy, water, cultural and religious rights of stakeholders, including the communities in which they operate. Workers should be allowed to perform religious and cultural rituals in the workplace without fear of coercion, harassment or reprimand, and should be allowed to associate and assemble collectively. Business operations should not deprive local communities of basic human rights-specifically, companies should avoid involvement in extra-legal population relocations, degradation of religious and cultural sites, and should not contribute to water depletion in water scarce regions. In accordance with operational human rights frameworks, including the UN Guiding Principles on Business and Human Rights, human rights impact assessments should be performed by automobile manufacturers to identify potential or actual human rights impacts on internal and external stakeholders caused by operations. SIAs should be performed before constructing new manufacturing facilities to ensure that there are not water scarcities that could be detrimental to local communities. Companies should train all relevant employees in the rights outlined in the Universal Declaration on Human Rights to ensure that religious and cultural customs of new labor markets are respected, and grievance mechanisms and whistle-blowing procedures should be implemented across all operations to enable companies to monitor potential or actual human rights impacts.



Importanza

Aspetto della sostenibilità

Alta

Corruzione

### Definizione

Riguarda gli aspetti relativi a tutte le forme di corruzione sul lavoro, comprese, ad esempio, estorsione, corruzione, conflitto di interessi, frode, riciclaggio di denaro.

### Specifiche di settore

Corruption and bribery issues arise from the failure of businesses to adhere to the expected code of business conduct established by countries around the world.(69) Economic crime continues to be a significant issue for the construction industry.(67) Since the US Foreign Corrupt Practices Act (FCPA) was introduced, the construction sector has been frequently featured in bribery prosecutions with 11% of all enforcement activity.(68) Transparency International's Bribe Payers Index Report 2011 cites 'Public works contracts and construction' as the sector in which companies are most likely to accept bribes internationally.(70) According to PwC's 2014 Global Economic Crime Survey, 50% of respondents (among 5000 global respondents) experienced corruption and bribery activity over the survey period.(69) According to the 12th Global Fraud Survey carried out by Ernst & Young in 2012, respondents from the construction sector were more likely than average to see bribery as common practice in their sector. The nature of the construction industry, where the procurement of goods and services and the selection of contractors and suppliers on large-scale projects may be decided or influenced by individuals within an organization, provides a number of opportunities for corruption and bribery. According to PwC's 2014 survey, 70% of the most serious economic crimes in the construction industry are committed by internal perpetrators. Senior executives are more likely to be in a position to influence bids and manipulate contracts. Furthermore, in the construction sector, the use of subcontractors and consultants is prevalent, thus increasing the risk of third parties making or soliciting bribes.(71) Procedures which can be put in place to change strategies in response to high levels of corruption risk may include performing additional due diligence procedures; add contractual terms relating to pre-acquisition risks related to corruption and provide additional training to target employees. Responsible, practical and transparent management and operational practices are the key to dealing with corruption and bribery. The potential consequences for failure to accommodate these ever-expanding regulatory requirements provide a substantial incentive for participants to proactively manage bribery and corruption in the construction industry.(71)



Media

Pratiche anticompetitive

**Definizione**

Riguarda le pratiche anticoncorrenziali, quali: manipolazione delle gare d'appalto, fissazione dei prezzi, dumping, prezzi predatori, monopolio coercitivo, divisione dei territori, prodotti in vendita abbinata, limitazione dei prezzi e mancato rispetto della proprietà intellettuale.

**Specifiche di settore**

The construction industry has been plagued by a series of allegations and controversies of bid-rigging, collusion and other anti-competitive practices. In 2013, the South African Competition Commission fast-tracked the settlement for firms in the construction sector. This initiative saw over 20 companies that were involved in more than 130 projects that were required to disclose information pertaining to bid-rigging and collusion.(72) Similarly, the UK's Office of Fair Trading, in 2009, fined 103 construction firms for a total of £129.5 million as a punishment for breaching the competition law. In the UK, anti-competitive practices such as cover-pricing and compensation payments are outlawed under the Competition Act 1998, and were made a criminal offense by the Enterprise Act 2002.(46) Various methods exist to minimize the occurrence of such breaches of the law. Companies can establish a well-defined policy on anti-competitive practices and set up a regular internal audit process to monitor compliance. Another suitable measure would be to set up a confidential whistle blowing mechanism whereby employees are encouraged to come forth and report any violations of procedures. Severity of corrective actions taken by companies would depend on the gravity of the violation that occurred.

Media

Gestione responsabile delle informazioni

**Definizione**

Riguarda la protezione dei dati e il rispetto della vita privata di terzi, che comprende la protezione delle informazioni di identificazione personale dei clienti e i diritti di proprietà intellettuale di terzi.

**Specifiche di settore**

Companies collect, process and share confidential information belonging to third-parties in order to operate their business. Third-party confidential information includes employee and consumer personal identification information, third parties' intellectual property, and business partner trade secrets. Companies are legally mandated in several jurisdictions to manage third party data responsibly. Breaches of third-party data, including proprietary intellectual property, trade secrets and employee and consumer PII expose companies to operational seizures, financial and reputational impacts caused by stakeholder lawsuits and regulatory penalties. The financial impacts of information security breaches can be both immediate and drawn out over several years, due to possible litigation action by parties who lost confidentiality of their information entrusted to the breached company. The costs of regulatory violations remain severe, and proposed changes to major regulatory frameworks in major countries are likely to impose greater fines. Ponemon Institute estimates the global average cost of a cyber-attack to be US\$3.86 million.(75) Beyond direct regulatory and financial penalties, breaches in a company' information management system can cause long term distrust in the company' information security management. Almost immediately after Target's information breach, the company' net earnings for the fourth quarter were down 46 percent from the same period the year before. Over time, Target will pay an estimated US\$1.4 billion when factoring ongoing legal costs, class-action lawsuits by consumers and business partners, and credit monitoring services for affected consumers.(76) In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates is necessary to meet legal requirements in key jurisdictions.



Acquisti sostenibili

Importanza

Aspetto della sostenibilità

Media

Pratiche ambientali dei fornitori

**Definizione**

Riguarda gli aspetti ambientali all'interno della catena di fornitura, ossia gli impatti ambientali generati dalle operazioni e dai prodotti di fornitori e subappaltatori.

**Specifiche di settore**

Building construction companies manage hundreds of suppliers and contractors spread across numerous projects on a daily basis. The challenge that most of these companies face is to reduce the overall environmental and ecological footprint across their supply chains. Galliford Try Plc mitigates risk in its supply chain by selecting its supplier based on environmental criteria. Another proactive measure that companies may consider are the inclusion of environmental terms and conditions that suppliers have agree and sign on to.(48) The origin of primary materials is another key issue in this sector. In 2003, BAM Construct UK Ltd committed itself to procure timber from approved certified sources such as Forest Stewardship Council. By 2012, over 88% of its timber had full FSC or PEFC (Program for the Endorsement of Forests Certification) chain of custody.(69)

Media

Pratiche sociali dei fornitori

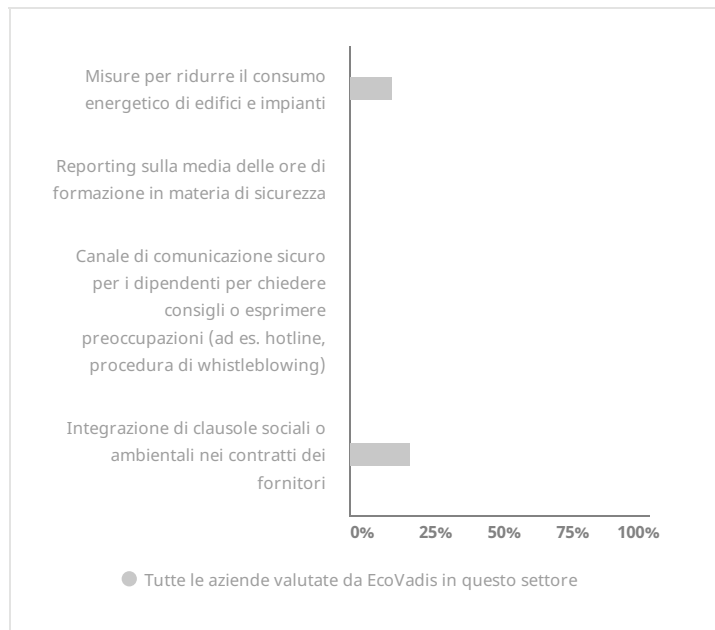
**Definizione**

Riguarda gli aspetti relativi alle pratiche lavorative e ai diritti umani all'interno della catena di fornitura, ossia le questioni legate alle pratiche lavorative e ai diritti umani generati dalle operazioni o dai prodotti di fornitori e subappaltatori.

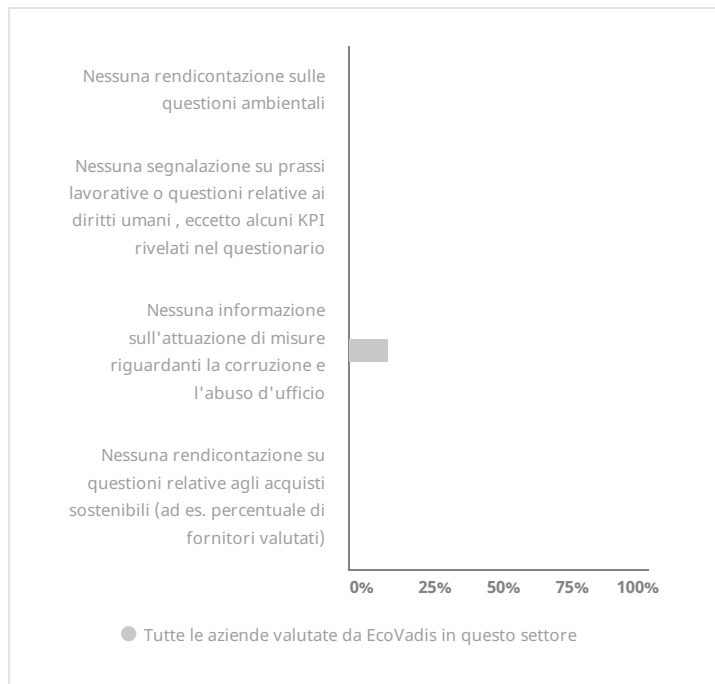
**Specifiche di settore**

Sustainable procurement has become a fundamental aspect in the construction industry. In the case of major construction projects, approximately 80% of the costs are passed through the supply chain of the contractor.(73) This shows the importance of supply chain players in this industry. Hence, companies in the construction industry have to deal mainly with labor practices, human rights issues and corruption among others generated from supply chain. In 2012, corruption moved from 13th to 9th place in the World Economic Forum's ranking of risks affecting global supply chains.(74) Several measures are in place to aid construction companies to develop mechanisms for dealing with labor practices and human rights issues within their supply chain. For example, Shift workshops were organized in 2012 on respecting Human Rights through global supply chains. The industry specific guidance CIRIA Sustainable Procurement in Construction gives guiding principles to help companies with requirements and responsibilities necessary to promote more sustainable procurement outcomes. Moreover, CIRIA, which is a construction industry research and information association, comes with different programs such as trainings, discussions, conferences and so on. At company level, performing regular inspections and CSR audits as well as conducting due diligence of supply chain is important in order to identify, address and mitigate adverse labor issues, human rights problems and corruption cases.

**Punti di forza chiave del settore**



**Aree di miglioramento chiave del settore**



**Panoramica dei KPI di sostenibilità**


KPI	Tutte le aziende valutate da EcoVadis in questo settore
<b>Global Compact Signatory</b>	11%
<b>Policy on sustainable procurement issues</b>	20%
<b>ISO 14001 certified (at least one operational site)</b>	31%
<b>Carbon disclosure project (CDP) respondent</b>	8%
<b>OHSAS 18001/ISO 45001 certification or equivalent (at least one operational site)</b>	20%
<b>Active whistleblowing procedure in place</b>	31%
<b>Reporting on energy consumption or GHGs</b>	32%
<b>Reporting on health &amp; safety indicators</b>	23%
<b>Audit or assessment of suppliers on CSR issues</b>	32%

Principali normative e iniziative

**Approach BREEAM**

<http://www.breeam.org/>


The Environmental Assessment Method For Buildings Around The World is a voluntary measurement rating for green buildings that was established in the UK by the BRE.

 **Ambiente**

**Approach LEED (Leadership in Energy and Environmental Design)**

<http://www.usgbc.org/DisplayPage.aspx?CMSPageID=1988>

The Leadership in Energy and Environmental Design (LEED) Green Building Rating System, developed by the U.S. Green Building Council (USGBC), provides a suite of standards for environmentally sustainable construction. It aims at improving performance across all the metrics that matter most: energy savings, water efficiency, CO2 emissions reduction, improved indoor environmental quality, and stewardship of resources and sensitivity to their impacts.

 **Ambiente**

**GRI - Construction sector supplement**

<http://www.globalreporting.org/NR/rdonlyres/425C0596-CD6B-4DE4-8564-8E16BBD5C0B/0/CRESSReport101008.pdf>

A snapshot on sustainability reporting in the Construction and Real Estate Sector

 **Tutti i temi**

**UNEP SBCI (Sustainable Building & Construction Initiative)**

<http://www.unepsbci.org/default.asp>

Sustainable Building & Construction Initiative provides stakeholders with a common platform to promote the adoption of sustainable construction practices.

 **Tutti i temi**

**World Green Building Council**

<http://www.worldgbc.org/>


Union of national councils whose mission is to accelerate the transformation of the built environment towards sustainability

 **Tutti i temi**

**Approach HQE (Haute Qualité Environnementale)**

[http://en.wikipedia.org/wiki/Haute\\_Qualit%C3%A9\\_Environnementale](http://en.wikipedia.org/wiki/Haute_Qualit%C3%A9_Environnementale)

The Haute Qualité Environnementale or HQE (High Quality Environmental standard) is a standard for green building in France

 **Ambiente**

**COST (Construction Sector Transparency Initiative)**

<http://www.constructiontransparency.org/>

COST promotes increased transparency and accountability in publicly financed construction projects around the world

 **Etica**

**Standard ISO/TS 21931-1:2006**

[http://www.iso.org/iso/catalogue\\_detail.htm?csnumber=40434](http://www.iso.org/iso/catalogue_detail.htm?csnumber=40434)

Provides a general framework for improving the quality and comparability of methods for assessing the environmental performance of buildings

 **Tutti i temi**

**WBCSD group EEB (Energy Efficiency in Buildings)**

<http://www.wbcd.org/templates/TemplateWBCSD5/layout.asp?type=p&MenuId=MTA5NA>

Energy Efficiency in Buildings aims at producing a roadmap for reaching energy self-sufficiency in buildings by 2050, while being economical and socially acceptable

 **Ambiente**

**EU regulation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)**

[http://ec.europa.eu/environment/chemicals/reach/reach\\_intro.htm](http://ec.europa.eu/environment/chemicals/reach/reach_intro.htm)

 **Normativo**

The REACH European Community Regulation (18 December 2006) encourages manufacturers and importers of "Substances of Very High Concern" to pre-register them.

 **Ambiente**

**EU directive 2002/91/EC Energy Performance of Buildings**

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32002L0091:en:HTML>

 Normativo

The Energy Performance of Buildings Directive (EPBD) 2002/91/EC requires all EU countries to enhance their building regulations and to introduce energy certification schemes for buildings (i.e. heating, hot water heating, cooling, ventilation and lighting). All new buildings must meet high energy performance standards by 2020.

 **Ambiente**

**Universal Declaration of Human Rights**

<http://www.un.org/Overview/rights.html>

 Normativo

The Universal Declaration of Human Rights (UDHR) is an advisory declaration adopted by the United Nations General Assembly (10 December 1948)

 **Pratiche Lavorative e Diritti Umani**

**Standard OHSAS 18001 (Occupational Health and Safety Assessment Series)**

<http://www.ohsas-18001-occupational-health-and-safety.com/index.htm>

OHSAS 18000 is an international occupational health and safety management system specification.

 **Pratiche Lavorative e Diritti Umani**

**United Nations Convention against Corruption (UNCAC)**

<http://www.unodc.org/unodc/en/treaties/CAC/index.html>

 Normativo

The UNCAC is the first leg12y binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices.

 **Etica**

**OECD guidelines for multinational enterprises**

[http://www.oecd.org/about/0,2337,en\\_2649\\_34889\\_1\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/about/0,2337,en_2649_34889_1_1_1_1_1,00.html)

The Guidelines are recommendations addressed by governments to multinational enterprises operating in or from adhering countries. They provide voluntary principles and standards for responsible business conduct in a variety of areas including employment and industrial relations, human rights, environment, information disclosure, combating bribery, consumer interests, science and technology, competition, and taxation.

    **Tutti i temi**

**Standard ISO 14000 (International Standard Organisation)**

[http://www.iso.org/iso/iso\\_14000\\_essentials](http://www.iso.org/iso/iso_14000_essentials)

The ISO 14000 family addresses various aspects of environmental management

 **Ambiente**

**International Labor Organization's Fundamental Conventions**

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_095895.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_095895.pdf)

 Normativo

The Governing Body of the International Labour Office has identified eight Conventions as fundamental to the rights of human beings at work. These rights are a precondition for 12 the others in that they provide a necessary framework from which to strive freely for the improvement of individual and collective conditions of work.

 **Pratiche Lavorative e Diritti Umani**

**Foreign Corrupt Practices Act of 1977**

<http://www.usdoj.gov/criminal/fraud/fcpa/>

 Normativo

The Foreign Corrupt Practices Act of 1977 (FCPA) prohibits payments, gifts, or Practices Act contributions to officials or employees of any foreign government or government-owned business for the purpose of getting or retaining business.

 **Etica**

**United Nations Global Compact (10 principles)**

<http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html>

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of ten principles in the areas of human rights, labour standards, the environment, and anti-corruption:

    **Tutti i temi**

**Standard Global Reporting Initiative's (GRI)**

<http://www.globalreporting.org/Home>

The GRI is a network-based organization, that has set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance.

    **Tutti i temi**

**Standard ISO 26000 (International Standard Organisation)**

<http://www.iso.org/iso/pressrelease.htm?refid=Ref972>


The future International Standard ISO 26000, Guidance on social responsibility, will provide harmonized, globally relevant guidance based on international consensus among expert representatives of the main stakeholder groups and so encourage the implementation of best practice in social responsibility worldwide.

    **Tutti i temi**

**Carbon disclosure project**

<https://www.cdp.net>

CDP is an international, not-for-profit organization providing the only global system for companies and cities to measure, disclose, manage and share vital environmental information.

 **Ambiente**

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