

# ZUMTOBEL GROUP AG (GROUP)

Austria | Manufacture of electric lighting equipment  
 Publication date: 29 Oct 2021  
 Valid until: 29 Oct 2022



**71** /100  
 97th  
 percentile

## CERTIFICATIONS & ENDORSEMENTS

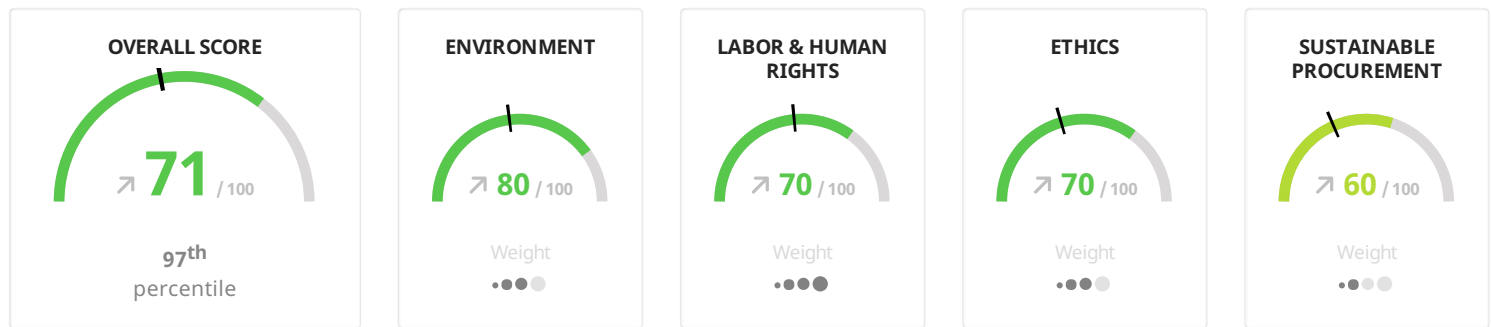
- ✓ At least one site is ISO 14001 certified
- ✓ Global Compact Signatory

## SUSTAINABILITY PERFORMANCE OVERVIEW

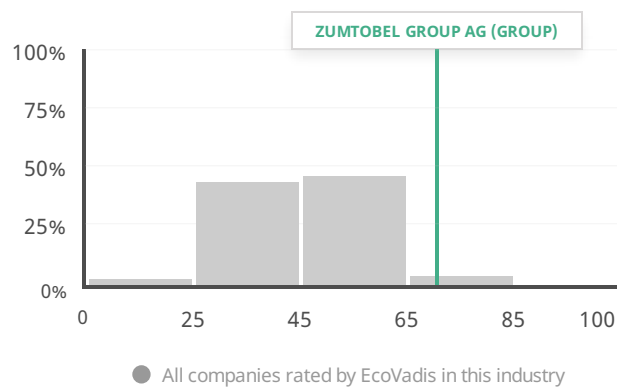
### Score breakdown

ZUMTOBEL GROUP AG (GROUP) sustainability performance is: **Advanced**

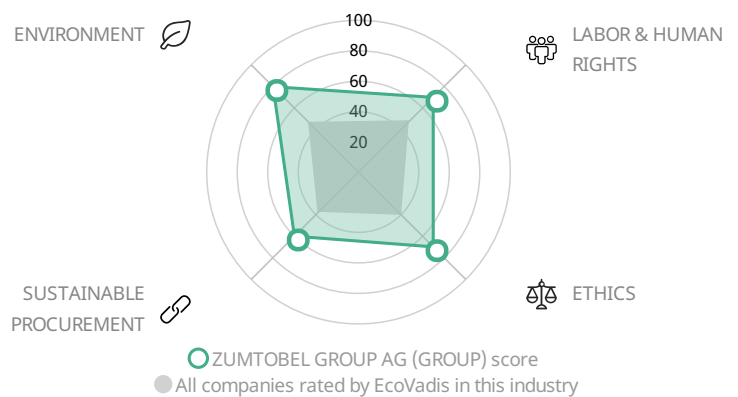
Sustainability performance: ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



### Overall score distribution



### Theme score comparison



\* You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

**ABOUT ECOVADIS**

EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

**Our Mission**

To reliably assess companies' sustainability performance, providing them with comprehensive feedback, benchmarking and tools allowing them to embark upon a journey of continuous improvement.

**Our Expertise**

- Sustainability: our team of international sustainability experts analyze and crosscheck companies' data (supporting documents, 360° Watch Findings, etc.) in order to create reliable ratings, taking into account each company's industry, size and geographic location.
- Innovative technology: we offer access to web-based solutions, where companies can access the EcoVadis Scorecard and share information. These are highly secure online solutions which guarantee the safety of our users' data.

**Our Methodology**

The EcoVadis methodology is based on international sustainability standards (Global Reporting Initiative, United Nations Global Compact, ISO 26000), and supervised by a scientific committee of sustainability and supply chain experts, to ensure reliable third-party sustainability assessments.

**Our Users**

- Thousands of companies use the EcoVadis Ratings platform every month to respond to sustainability assessment requests from customers, set and maintain corrective action plans and centralize sustainability-related documents. We currently have 50,000 subscribers, spread across 150 countries and 190 industries.
- Over 300 multinational companies use EcoVadis to monitor the sustainability performance of their trading partners, including:



**Contact**

contact@ecovadis.com

www.ecovadis.com



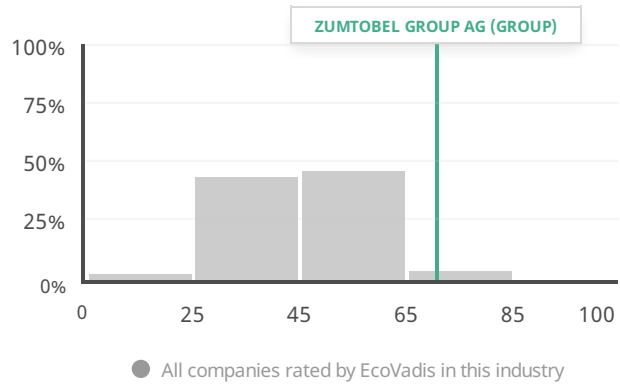
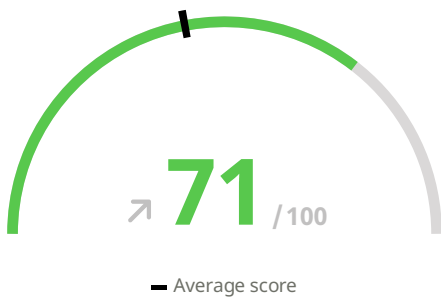
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## HIGHLIGHTS

### Overall score

ZUMTOBEL GROUP AG (GROUP) is in the top **1%** of companies rated by EcoVadis in the Manufacture of electric lighting equipment industry.

### Environment

ZUMTOBEL GROUP AG (GROUP) is in the top **1%** of companies rated by EcoVadis in the Manufacture of electric lighting equipment industry.

### Labor & Human Rights

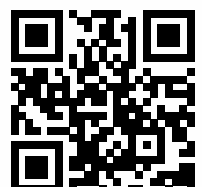
ZUMTOBEL GROUP AG (GROUP) is in the top **8%** of companies rated by EcoVadis in the Manufacture of electric lighting equipment industry.

### Sustainable Procurement

ZUMTOBEL GROUP AG (GROUP) is in the top **10%** of companies rated by EcoVadis in the Manufacture of electric lighting equipment industry.

### Ethics

ZUMTOBEL GROUP AG (GROUP) is in the top **5%** of companies rated by EcoVadis in the Manufacture of electric lighting equipment industry.



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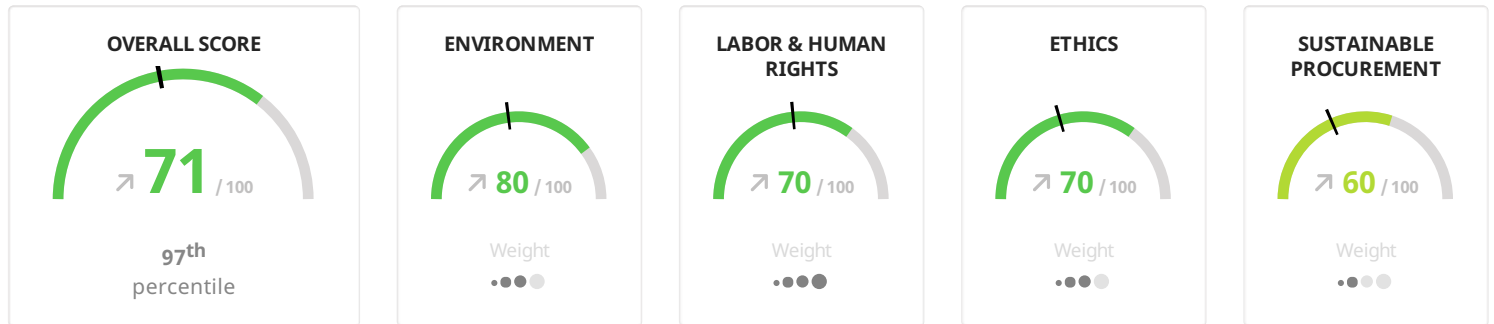


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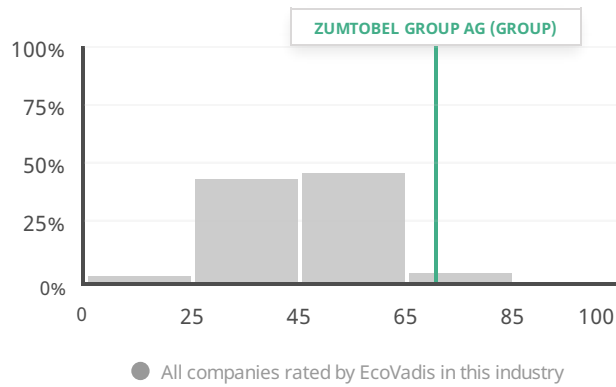
## SUSTAINABILITY PERFORMANCE OVERVIEW

### Score breakdown

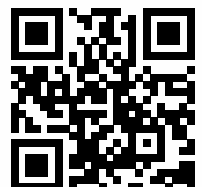
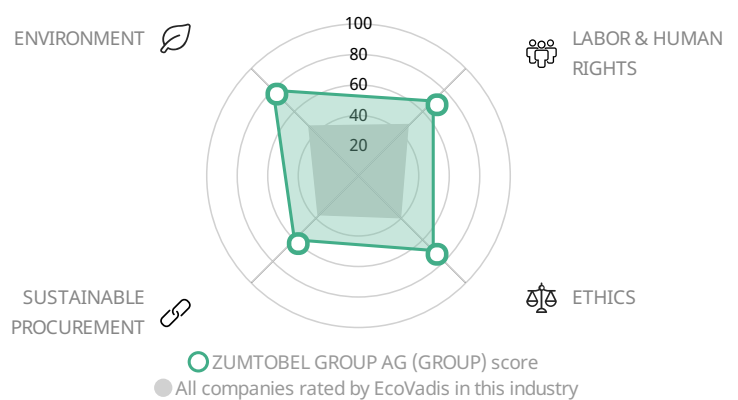
Sustainability performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



### Overall score distribution



### Theme score comparison



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! Significant operations in at least one risk country

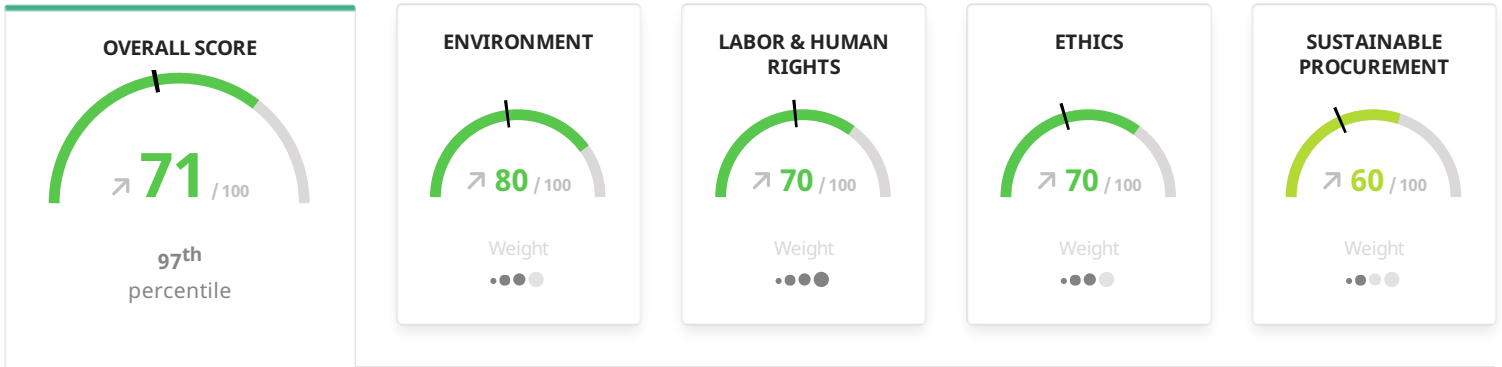


Publication date: 29 Oct 2021

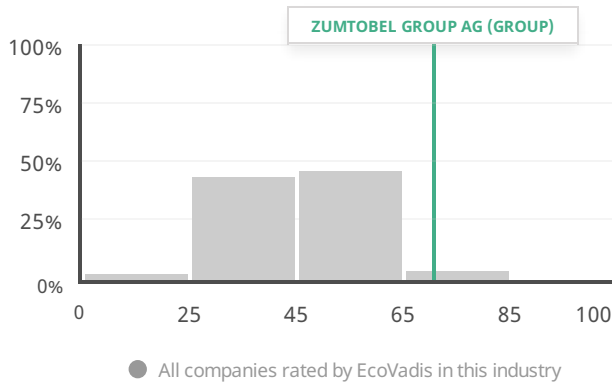
Valid until: 29 Oct 2022

Sustainability performance

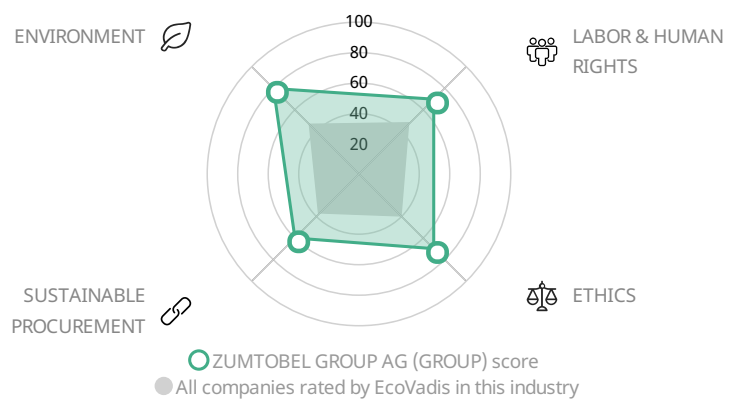
- Insufficient
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- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths (55)

#### Policies

Strengths

Quantitative objectives set on materials, chemicals & waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on customer health & safety

Environmental policy on product end-of-life

Environmental policy on product use

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

Reduction of the use or emissions of fluorinated greenhouse gases (e.g. HFCs, PFCs, SF6)

Purchase and/or generation of renewable energy

Company-specific emergency preparedness and response procedure regarding customer health and safety

Measures to detect and/or eliminate accidental water contamination (e.g. groundwater, surface water)

Purchase of verified carbon offset credits

Reduction of energy consumption of IT infrastructure

Improvement of energy efficiency through technology or equipment upgrades

Energy and/or carbon audit

Makes technical information available to reprocessing facilities to ease WEEE treatment

Marks all EEE products with the crossed-out wheeled bin symbol and a producer identification mark / producer registration details

Company provides quarterly sales information towards the Producer Compliance Scheme

Company has joined a Producer Compliance Scheme or has an approved individual waste management plan

Products designed for easy dismantling and easy recyclability

Integration of eco-design features in product design

Declares all relevant products meet RoHS 2 requirements (not verified)

ISO 50001 certified

The company has obtained an ecolabel/eco-certification

Example of products with reduced environmental impacts i.e. ecoproducts

Employee awareness training on water management

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

Formal life-cycle analysis performed on key products

Web-based provision of Material Safety Data Sheets (MSDS)

Company-specific information to customers on health & safety issues associated with products/services

Specific environmental certification [i.e. ÖKOPROFIT]

Company specific research on potential negative impacts of products

Measures implemented to reduce pollutants discharged into water

Company takeback programs

ISO 14001 certified (at least one operational site)

Waste management measures in place

Measures for handling hazardous substances

Environmental Product Declaration (i.e. ISO 14025) implemented

Measures or innovative technologies implemented to reduce, recycle or reuse waste

Carbon footprint study performed on key products

## Results

### Strengths

Sustainability report has been prepared in accordance with GRI Standards

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)



Reporting of amount of EEE placed on market

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Reporting on total energy consumption

Comprehensive reporting on environmental issues

### Improvement Areas (2)

#### Actions

Priority Improvement Areas

Low

Declares a percentage of sites ISO 14001 certified, but certificates or evidence provided are inconclusive

#### Results

Priority Improvement Areas

Low

No information on the level of compliance with GRI guidelines



## Labor & Human Rights

Weight ●●●●

### Strengths (49)

#### Policies

Strengths

Labor & human rights policy on diversity, discrimination & harassment

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

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

ISO 45001 certified (at least one operational site)

Additional leave beyond standard vacation days

Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees

Employee satisfaction survey

Childcare services or allowance
Bonus scheme related to company performance
Collective agreement on working conditions
Flexible organization of work available to employees (e.g. remote work, flexitime)
Health care coverage of employees in place
Awareness training on child labor, forced labor and human trafficking
Measures to promote wage equality in the workplace
Awareness training regarding diversity, discrimination, and/or harassment
Training on health and safety issues for subcontractors working on the company premises
Employee representatives or employee representative body (e.g. works council)
Internal audits on health & safety issues
Measures for the integration of senior employees
Specific measures on discrimination issues
Provision of protective equipment to all impacted employees
Employee health & safety detailed risk assessment
Transparent recruitment process communicated clearly and formally to all candidates
Measures to prevent discrimination during recruitment phase
Regular assessment (at least once a year) of individual performance
Interactive session with employees regarding working conditions
Active preventive measures for stress and noise
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)
Official measures promoting career mobility
Provision of skills development training
Joint labor management health & safety committee in operation
Specific measures implemented for the integration of employees with disabilities
Setting of individual career plan for all employees
European Works Council in place
Training of relevant employees on health & safety risks and best working practices

**Results**

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Reporting on average training hours per employee

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on the percentage of women in top executive positions

Comprehensive reporting on labor and human rights issues

Reporting on accident severity rate

Reporting on accident frequency rate

**Improvement Areas (4)**

**Policies**

Priority Improvement Areas

**Low** No quantitative target on labor and human rights issues

**Low** Inconclusive documentation for policies on health and safety for subcontractors working on the premises

**Actions**

Priority Improvement Areas

**Low** Less than 20% of operational facilities ISO 45001 certified

**Results**

Priority Improvement Areas

**Low** No information on the level of compliance with GRI guidelines



**Ethics**

Weight ●●●●

**Strengths (26)**

**Policies**

Strengths

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Endorsement of the United Nations Global Compact (UNGC)

### Actions

#### Strengths

Incident response procedure (IRP) to manage breaches of confidential information

Whistleblower procedure to report ethics issues

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Provision of competitor interaction guidelines to key employees

Measures to protect third party data from unauthorized access or disclosure

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

Anti-corruption due diligence program on third parties in place

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Audits of control procedures to prevent anticompetitive practices

### Results

#### Strengths

Sustainability report has been prepared in accordance with GRI Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on ethics issues

### Improvement Areas (6)

#### Policies

Priority

Improvement Areas

Medium

Inconclusive documentation for policies on fraud

## Actions

Priority Improvement Areas

Medium

Supporting documentation demonstrates a medium level of coverage of ethics actions throughout the company operations

Medium

No supporting documentation regarding awareness trainings on anti-competitive practices

Medium

No supporting documentation regarding an information security due diligence program on third parties

Low

No supporting documentation regarding corruption risk analysis performed

## Results

Priority Improvement Areas

Low

No information on the level of compliance with GRI guidelines



## Sustainable Procurement

Weight ●●●●

### Strengths (22)

#### Policies

Strengths

Standard policies on sustainable procurement issues

Policy on conflict minerals issues

Sustainable procurement policies on supplier social practices

Sustainable procurement policies on supplier environmental practices

#### Actions

Strengths

50-100% of suppliers for which conflict minerals information is available (e.g. CMRT)

Performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Supplier sustainability code of conduct in place

Conflict minerals taken into account in supplier selection process

Grievance mechanism allowing any interested parties to voice and record concerns on conflict minerals

Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire

Formal assessment of suppliers' progress with regards to REACH requirements

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

On-site audits of suppliers on environmental or social issues

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

Integration of social or environmental clauses into supplier contracts

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

### Results

Strengths

Sustainability report has been prepared in accordance with GRI Standards

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Publication of Conflict Minerals Reporting Template (e.g. CMRT, other type of template)

Standard reporting on sustainable procurement issues

### Improvement Areas (4)

#### Policies

Priority

Improvement Areas

Low

Claims endorsement of specific international or industry sector initiatives on conflict minerals issues, but information could not be verified [i.e. Responsible Minerals Initiative]

#### Actions

Priority

Improvement Areas

Medium

Declares training of buyers on social and environmental issues within the supply chain, but no supporting documentation available

Medium

Supporting documentation demonstrates a medium level of coverage of sustainable procurement actions throughout the company supplier base/operations

#### Results

Priority

Improvement Areas

Low

No information on the level of compliance with GRI guidelines

## 360° Watch Findings

14 September 2021

### Shortage of raw materials: short-time work at Zumtobel [DE]

<https://vorarlberg.orf.at/stories/3121398/>

Only a few days after the lighting company Zumtobel presented a highly successful quarterly balance sheet, short-time working was introduced again - at least in production. The subsidiary Tridonic has been working on short-time work again since August, while Zumtobel itself will be introducing short-time work again from October 1.

 Labor & Human Rights → No score impact

1 April 2021

### Zumtobel certified by The Great Place To Work Institute Switzerland [DE]

<https://www.greatplacetowork.ch/workplace/item/3581/Zumtobel>

Zumtobel has been certified by The Great Place To Work Institute Switzerland for the period April 2021- March 2022.


 Labor & Human Rights → No score impact

30 January 2019

### Zumtobel employees should forego 20 percent of their wages [DE]

<http://www.diepresse.com/5571202/zumtobel-mitarbeiter-sollen-auf-20-prozent-ihres-lohns-verzichten>

The Vorarlberg lighting group Zumtobel is continuing to restructure. The employees at the plant in Lemgo (North Rhine-Westphalia) should forego 20 percent of their wages in order to secure their jobs.


 Labor & Human Rights → No score impact

23 January 2019

### 1.5 million for Schumacher: Zumtobel agrees on compensation[DE]

<http://www.vol.at/15-millionen-fuer-schumacher-zumtobel-einigt-sich-auf-vergleich/6070775>

The Zumtobel Group paid former CEO Schumacher EUR 1.5 million gross and thus around a third of the EUR 4.4 million required by Schumacher, Zumtobel announced on Wednesday. The Supervisory Board will decide on Friday whether to accept the settlement.


 Labor & Human Rights → No score impact

22 November 2018

### Zumtobel closes production in Jennersdorf: 90 employees affected[DE]

<http://www.tt.com/artikel/15038776/zumtobel-schliesst-produktion-in-jennersdorf-90-mitarbeiter-betroffen>

The luminaire manufacturer Zumtobel closes the production of its component subsidiary Tridonic in Jennersdorf in Burgenland. The reduction in staff numbers will begin in March 2019, and around 90 employees will lose their jobs by November 2019, the company said on Tuesday afternoon.


 Labor & Human Rights → No score impact

14 July 2018

### Vorarlberg: Dismissed Zumtobel manager Schumacher wants 4.3 million euros [DE]

<https://www.vol.at/vorarlberg-entlassener-zumtobel-manager-schumacher-will-43-millionen-euro/5862290>

As compensation for his dismissal, the detached CEO Ulrich Schumacher calls in a pending civil case at the Regional Court Feldkirch of Dornbirn luminaire company Zumtobel 4.3 million euros. This is clear from Schumacher's complaint, confirmed on request court spokeswoman Angelika Prechtl-Marte.

 Labor & Human Rights → No score impact

2 February 2018

### IG Metall warning strike goes into the next round in Lippe (DE)

[https://www.lz.de/lippe/kreis\\_lippe/22046776\\_Gewerkschaft-laeutet-ganztaegige-Streiks-auch-in-Lippe-ein.html](https://www.lz.de/lippe/kreis_lippe/22046776_Gewerkschaft-laeutet-ganztaegige-Streiks-auch-in-Lippe-ein.html)

With the start of the night shift, IG Metall called for all-day warning strikes on Tuesday. In Lippe Zumtobel in Lemgo and the company Müller Umwelttechnik in Schieder followed the call. And on Friday, too, the matter is not off the table. Production at Isringhausen has been completely shut down since the early hours of the morning.


 Labor & Human Rights → No score impact

31 January 2018

### German industrial workers start 24-hour strikes in row over pay, hours

<https://www.reuters.com/article/germany-wages/german-industrial-workers-start-24-hour-strikes-in-row-over-pay-hours-idUSL8N1PP5VA>

FRANKFURT, Jan 31 (Reuters) - Industrial workers in Germany started 24-hour strikes overnight, affecting companies including automotive supplier ZF Friedrichshafen and lighting company Zumtobel, amid a dispute over wages and working hours.


 Labor & Human Rights → No score impact

31 January 2017

### Zumtobel to Build New Luminaire Production Plant in Serbia

<http://evertiq.com/design/40917>

Austrian lighting company Zumtobel Group is to expand its production network by adding a new plant in Niš, southern Serbia. The primary role of the planned luminaire plant in Serbia is to handle the additional volumes that are planned for the years ahead. The new site will offer the Zumtobel Group the opportunity to supply its core European market at optimal cost in a market environment marked by high pressure on prices.

 → No score impact





9 September 2021

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

null

→ No score impact

## Specific comments

-  No records found in third party risk and compliance database.
-  The company demonstrates an advanced management system on environmental issues.
-  Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.
-  The company demonstrates an advanced management system on ethics issues.

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