HSJ INFORMATION LTD

London - United Kingdom | Advertising and market research

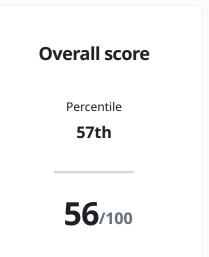
Company size: M | Assessment scope: Entity

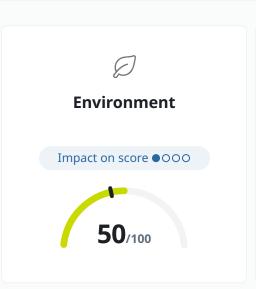
Overall score 56/100 Percentile 57th



Scorecard

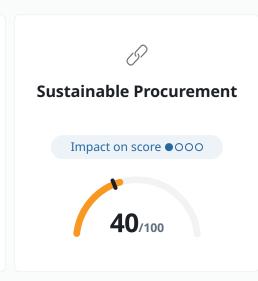
Publication date: 11 Dec 2024 Valid until: 11 Dec 2025













50/100

50/100

Environment | Policies Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Standard policy on a majority of environmental issues

Environmental policy on energy consumption & GHGs

Environmental policy on waste

Improvement areas

Medium priority

Inconclusive documentation for policies on environmental services & advocacy

Low priority

No quantitative target on environmental issues

Environment | Endorsements Impact on score •000

0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Improvement areas

Low priority

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

Environment | Measures | Impact on score ••••

25/100

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

Strengths

Purchase and/or generation of renewable energy

Improvement areas

Medium priority

Declares measures on waste management, but no supporting documentation available

Low priority

No information on actions regarding environmental services and advocacy

Environment | Certifications Impact on score ••••



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

Improvement areas

Medium priority

No information regarding certification of an environmental management system

Environment | Reporting Impact on score ••••



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

Improvement areas

No conclusive reporting on environmental issues High priority

Low priority

No information on reporting on total weight of non-hazardous waste

Low priority

No information on reporting on total gross Scope 1 GHG emissions

Low priority

No information on reporting on total gross Scope 3 GHG emissions

Low priority

No information on reporting on total gross Scope 3 downstream GHG emissions

Low priority

No information related to reporting on total weight of waste recovered

Low priority

No information on reporting on total energy consumption

Low priority

No information related to reporting on total amount of renewable energy consumed

Low priority

No information on reporting on total weight of hazardous waste

Low priority

No information on reporting on total gross Scope 2 GHG emissions (market or location based)

Environment | 360° Watch | Impact on score ••••

75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

29 Oct 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 29 Oct 2024 to 29 Oct 2029

Labor & Human Rights Impact on score ••••

60/100

Labor & Human Rights | Policies | Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

50/100

Strengths

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

Labor & human rights policy on career management & training

Labor & human rights policy on diversity, equity & inclusion

Improvement areas

Medium priority

Inconclusive documentation for policies on social dialogue

Medium priority

Inconclusive documentation for policies on working conditions

Low priority

No quantitative target on labor and human rights issues

0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Improvement areas

Low priority

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

Labor & Human Rights | Measures | Impact on score ••••

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

75/100

Strengths

© 2025 EcoVadis SAS 3/9 Actions to prevent discrimination in professional development and promotion processes Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement) Two-way communication system in place to facilitate employee voice regarding working conditions Health care coverage of employees in place Provision of skills development training Bonus scheme related to company performance Actions to prevent discrimination during recruitment phase Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances) Actions to address stress and psychological wellbeing in the workplace Flexible organization of work (eg. remote work, flexi-time) Regular assessment of individual performance Individual development and career plan for all employees Training of employees on health and safety risks and best working practices

Improvement areas

Employee health & safety risk assessment

Low priority Further develop your remediation procedure for victims of discrimination or harassment Low priority Further develop your grievance mechanism on discrimination and harassment issues Low priority No information on measures regarding structured social dialogue (e.g. collective agreements)

Labor & Human Rights | Certifications | Impact on score ●●●○

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

O/100

0/100

Improvement areas

Medium priority No information regarding certification of a labor and human rights management system

Labor & Human Rights | Reporting | Impact on score ●●●○

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

Improvement areas

High priority No conclusive reporting on labor and human rights issues No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all Low priority employees Low priority Declares reporting on workplace diversity but no supporting documentation Low priority No information on reporting on number of recordable work-related ill health Low priority Declares reporting on average training hours per employee, but no supporting documentation available

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Labor & Human Rights | 360° Watch Impact on score ••••

75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (2)

News stories about your company we found in public databases.

2023/24 Gender pay gap report for WELLINGTON HEALTHCARE (ARDEN) LTD

gender-pay-gap.service.gov.uk

05 Apr 2023

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 Apr 2023 to 1 May 2028



No records found for this company on Compliance Database

29 Oct 2024

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 29 Oct 2024 to 29 Oct 2029



60/100

50/100

Ethics | Policies | Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Policies on corruption

Policy on fraud

Disciplinary sanctions to deal with policy violations

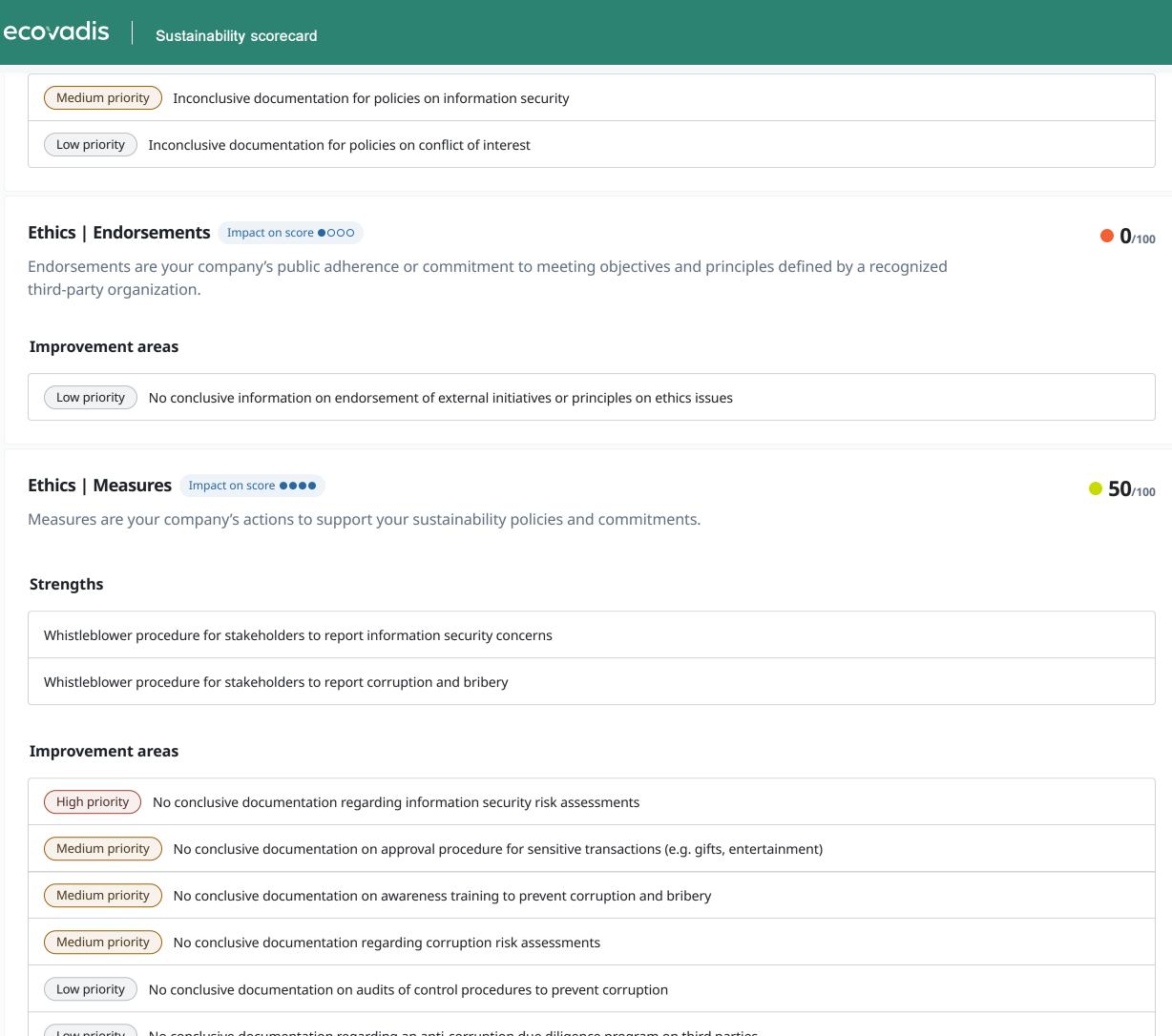
Standard policy on a majority of ethics issues

Policy on money laundering

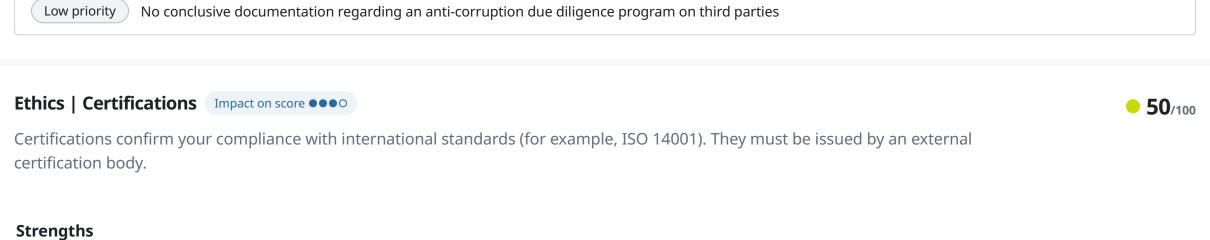
Dedicated responsibility for ethics issues

Improvement areas

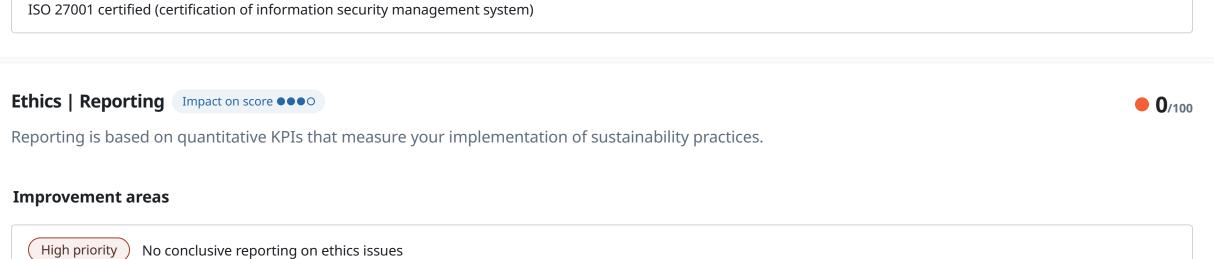
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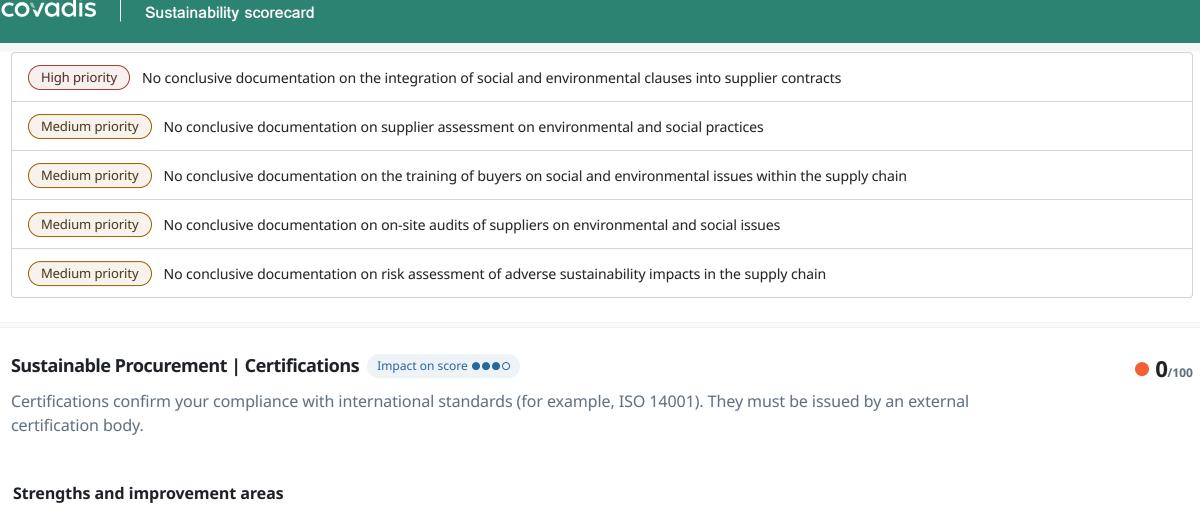
ISO 27001 certified (certification of information security management system)



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Ethics | 360° Watch | Impact on score •••• **75**/100 The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management. Strengths and improvement areas No recommendations yet News that impacted your score (1) News stories about your company we found in public databases. No records found for this company on Compliance Database 360° Watch Impact on Score 29 Oct 2024 Neutral Severity N/A valid from 29 Oct 2024 to 29 Oct 2029 Sustainable Procurement Impact on score •000 **40**/100 Sustainable Procurement | Policies | Impact on score •••• **O**/100 A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance. **Improvement areas** High priority Inconclusive documentation on sustainable procurement policies Sustainable Procurement | Endorsements | Impact on score ●○○○ **0**/100 Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization. Strengths and improvement areas No recommendations yet Sustainable Procurement | Measures | Impact on score •••• **25**/100 Measures are your company's actions to support your sustainability policies and commitments. Strengths Supplier sustainability code of conduct in place Improvement areas

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No recommendations yet

0/100 Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Improvement areas

High priority No conclusive reporting on sustainable procurement issues Low priority No information on reporting on total gross Scope 3 upstream GHG emissions

75/100

Sustainable Procurement | 360° Watch | Impact on score ••••

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

Sustainable Procurement | Reporting | Impact on score ••••

No records found for this company on Compliance Database	360° Watch
29 Oct 2024	Impact on Score
	Neutral
	Severity
	N/A
	valid from 29 Oct 2024 to 29 Oct 2029

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