

# APPLIUM SAS (GROUP)

CLICHY - France | Computer programming; consulting and related activities  
 Company size: **M** Evaluation scope: **Group**

Overall score

↗ 76/100

Percentile

96th



## Form evaluation

Publication date : 4 Dec 2024 Valid until : 4 Dec 2025

**Overall score**

Percentile  
96th

↗ 76/100



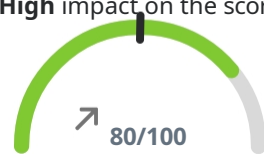
**Environment**

Average impact on score



**Social and Human Rights**

High impact on the score



**Ethics**

Low impact on score



**Responsible Purchasing**

Low impact on score



### Environment

Average score impact

● → 70/100

#### Environment | Policies

ImpactHigh on score

● → 75/100

A policy is a set objectives that address specific CSR issues. It shows that a company intends reduce its impacts, mitigate its risks or improve its performance.

#### Forces

Quantitative waste targets

Advanced policy on most environmental issues

Quantitative targets set for energy consumption and greenhouse gas emissions

Environmental policy on waste

Environmental policy on energy and greenhouse gas emissions

#### Environment | Membership

ImpactLow on score

● → 75/100

Memberships refer to the support or public commitments made by your company when it decides to support the objectives and principles defined by a third-party organization.

#### Forces

Adherence to the United Nations Global Compact (UNGC)

#### Environment | Measures

ImpactHigh on score

● → 100/100

Measures are your company's actions in support of your CSR policies and commitments.

#### Forces

Actions or training to raise employee awareness of waste reduction and sorting
Reducing internal waste by reusing, recovering or recycling materials
Internal waste sorting and disposal according to waste streams
Use of ecological or bio-sourced input materials
Other actions to reduce energy consumption/GHG emissions
Purchase of verified carbon offset credits
Employee training in energy savings/climate actions
Energy and/or carbon audit
Reduce energy consumption of IT infrastructure
Purchase and/or generation renewable energy
Reducing energy consumption of lighting systems

**Environment | Certifications**

Average impact on score

0/100

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

**Areas for improvement**

Medium priority	No information environmental management system certification
-----------------	--

**Environment | Reporting**

Average score impact

25/100

Reporting is based on quantitative Key Performance Indicators (KPIs) that measure your implementation CSR practices.

**Forces**

Reporting total energy consumption
Reporting on total Scope 3 gross GHG emissions
Reporting value for total Scope 3 gross GHG emissions confirmed in supporting documents
Reporting on total Scope 1 gross GHG emissions
Reporting on total Scope 2 gross GHG emissions (by market or location)
The company communicates its progress towards the Sustainable Development Goals (SDGs)
Materiality in sustainability reporting
The value of reporting on total Scope 2 gross emissions is confirmed by supporting documents.
The value of reporting on total Scope 1 gross emissions is confirmed by supporting documents

**Areas for improvement**

High priority	Insufficient reporting on environmental issues
Low priority	No reporting information on total weight of non-hazardous waste

Low priority

reporting information on total renewable energy consumption

Low priority

Declared reporting on total weight of waste recovered, but no supporting documents available

Low priority

No reporting information on total weight of hazardous waste

**Environment | 360° Watch**

ImpactHigh on score

75/100

The indicator corresponding to the "360° Watch" observations is assessed on the basis of the data we gather by analyzing thousands of sources in the public domain. This gives us a broader overview of your company's CSR management.

**Strengths and areas for improvement**

No recommendation at this time

**Articles that impacted your score (1)**

Articles about your company found in public databases

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

Oct 23, 2024

**360° monitoring**

Impact on the score

**Neutral**

Severity

**N/A**

valid from Oct. 23, 2024 to Oct. 23, 2029

**Social and Human Rights**

ImpactHigh on score

80/100



**Social and Human Rights | Policies**

ImpactHigh on score

75/100

A policy is a set objectives that address specific CSR issues. It shows that a company intends reduce its impacts, mitigate its risks or improve its performance.



**Forces**

Advanced policies on most social and human rights issues

Quantitative targets set for employee health and safety

Quantitative targets set for career management and training

Quantitative targets set for diversity, equity and inclusion

Social and human rights policy on social dialogue

Social and human rights policy on working conditions

Social and human rights policy on employee health and safety

Social and human rights policy on career management and training

Social and human rights policy diversity, equity inclusion

**Social and Human Rights | Membership** ImpactLow on score

75/100

Memberships refer to the support or public commitments made by your company when it decides to support the objectives and principles defined by a third-party organization.

**Forces**

Adherence to the United Nations Global Compact (UNGC)

**Social and Human Rights | Measures** ImpactHigh on score

100/100

Measures are your company's actions in support of your CSR policies and commitments.

**Forces**

Training to develop skills
Collective agreement on working conditions
Collective agreement on diversity, discrimination and/or harassment
Collective agreement on career management and training
Employee stock ownership (not limited to management level)
Actions to promote internal mobility
Employee representatives or employee representative committee (e.g. Works Council)
Actions to combat stress and promote psychological well-being at work
Regular assessment of individual performance
Collective agreement on employee health and safety
Career and individual development plans for all employees
Employee training on health and safety risks and best work practices
Other employee health and safety initiatives
Employee health and safety risk assessment
Communication of the compensation process to all employees (e.g. salary grid, salary development procedure)
Employee satisfaction survey
Employee healthcare coverage
Compensation for atypical or overtime work
Actions to promote equal pay in the workplace
Performance-linked bonus plan
Actions to promote the inclusion of disabled employees
Actions to prevent discrimination during the recruitment phase
Family programs implemented (e.g. parental or leave, allowances or services)
Flexible work organization (e.g. , flexible working hours)

**Social and Human Rights | Certifications** Average impact on score

0/100

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

**Areas for improvement**

Medium priority information concerning management system certification on social and human rights issues

**Social and Human Rights | Reporting** Average score impact

50/100

Reporting is based on quantitative Key Performance Indicators (KPIs) that measure your implementation CSR practices.

**Forces**

- Reporting on unadjusted average gender pay gap
- Company-wide reporting on the percentage of women employees
- Report on the percentage of women on the organization's board of directors
- Reporting on the number of recordable work-related illnesses
- The company communicates its progress towards the Sustainable Development Goals (SDGs)
- Materiality in sustainability reporting
- Reporting the number training hours per employee
- Reporting on the percentage of women in senior management
- Standard CSR reporting on social and human rights issues

**Areas for improvement**

Low priority No reporting information on the ratio between the annual total compensation of the highest-paid person and the median annual total compensation of all employees.

**Social and Human Rights | 360° Watch** ImpactHigh on score

75/100

The indicator corresponding to the "360° Watch" observations is assessed on the basis of the data we gather by analyzing thousands of sources in the public domain. This gives us a broader overview of your company's CSR management.

**Strengths and areas for improvement**

No recommendation at this time

**Articles that impacted your score (2)**

Articles about your company found in public databases

**Applium's professional equality index for 2024**

egapro.travail.gouv.fr | 01 Jan 2024

Applium received a score of 93 out of 100 from the Equality Index for the year 2024.

**360° monitoring**

Impact on the score

**Neutral**

Severity

**Neutral**

valid from Jan. 1, 2024 to Feb. 1, 2029



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

Oct 23, 2024

**360° monitoring**

Impact on the score

**Neutral**

Severity

**N/A**

valid from Oct. 23, 2024 to Oct. 23, 2029

**Ethics** ImpactLow on score ● → **70**/<sub>100</sub>

**Ethics | Policies** ImpactHigh on score ● → **50**/<sub>100</sub>

A policy is a set objectives that address specific CSR issues. It shows that a company intends reduce its impacts, mitigate its risks or improve its performance.

**Forces**

Fraud policy
Information security policy
Money laundering policy
Corruption policy
Disciplinary sanctions for policy violations
Standard policies on most ethical issues
Conflict interest policy

**Ethics | Adhesion** ImpactLow on score ● → **50**/<sub>100</sub>

Memberships refer to the support or public commitments made by your company when it decides to support the objectives and principles defined by a third-party organization.

**Forces**

Adherence to the United Nations Global Compact (UNGC)
---

**Ethics | Measures** ImpactHigh on score ● → **100**/<sub>100</sub>

Measures are your company's actions in support of your CSR policies and commitments.

**Forces**

Specific approval for sensitive transactions (e.g. business gifts, invitations)
Corruption risk assessments carried out
Implementation of a document retention schedule
Information security risk assessments carried out
Alert procedure for stakeholders to report information security issues
Awareness training to prevent information security breaches
Stakeholder whistle-blowing procedure report form of corruption
Process allowing customers or consumers to consult their personal or confidential data
Awareness training to prevent corruption
Audits of control procedures to prevent information security breaches
Incident manage breaches of confidential information
Measures to protect consumer/customer data from unauthorized access or disclosure

**Areas for improvement**

Low priority	Inconclusive documentation on audits of corruption control procedures
Low priority	Inconclusive documentation on a due diligence program for third parties in the fight against corruption

**Ethics | Certifications**

Average impact on score

25/100

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

**Strengths and areas for improvement**

**No recommendation at this time**

**Ethics | Reporting**

Average score impact

50/100

Reporting is based on quantitative Key Performance Indicators (KPIs) that measure your implementation CSR practices.

**Forces**

Standard CSR reporting on ethical
The company communicates its progress towards the Sustainable Development Goals (SDGs)
Materiality in sustainability reporting

**Ethics | 360° Watch** ImpactHigh on score

75/100

The indicator corresponding to the "360° Watch" observations is assessed on the basis of the data we gather by analyzing thousands of sources in the public domain. This gives us a broader overview of your company's CSR management.

**Strengths and areas for improvement**

No recommendation at this time

**Articles that impacted your score (1)**

Articles about your company found in public databases

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

Oct 23, 2024

**360° monitoring**

Impact on the score

**Neutral**

Severity

**N/A**

valid from Oct. 23, 2024 to Oct. 23, 2029

**Responsible Purchasing**

● ↗ **ImpactLow** on score 80/100

**Responsible Purchasing | Policies** ImpactHigh on score

● ↗ 75/100

A policy is a set objectives that address specific CSR issues. It shows that a company intends reduce its impacts, mitigate its risks or improve its performance.

**Forces**

Responsible purchasing policy advanced on social and environmental factors Quantitative targets for responsible purchasing

**Responsible Purchasing | Membership** ImpactLow on score

● → 50/100

Memberships refer to the support or public commitments made by your company when it decides to support the objectives and principles defined by a third-party organization.

**Forces**

Adherence to the United Nations Global Compact (UNGC)

**Responsible Purchasing | Measures** ImpactHigh on score

● ↗ 75/100

Measures are your company's actions in support of your CSR policies and commitments.

**Forces**

- Integrating social and environmental clauses into supplier contracts
- Training buyers on social and environmental issues in the supply chain
- CSR code of conduct for suppliers implemented
- Regular evaluation of suppliers (e.g. questionnaires) on their environmental and social practices
- CSR risk analysis (e.g. prior to supplier evaluations or audits)



Actions to work with companies run by minorities/vulnerable groups in the supply chain

**Areas for improvement**

**Medium priority** Lack of conclusive documentation concerning on-site audits of suppliers regard to environmental or social issues

**Responsible Purchasing | Certifications**

Average impact on score

50/100

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

**Strengths and areas for improvement**

No recommendation at this time

**Responsible Purchasing | Reporting**

Average score impact

50/100

Reporting is based on quantitative Key Performance Indicators (KPIs) that measure your implementation CSR practices.

**Forces**

CSR reporting on responsible purchasing issues

The company communicates its progress towards the Sustainable Development Goals (SDGs)

Materiality in sustainability reporting

**Responsible Purchasing | 360° Watch**

High impact on score

75/100

The indicator corresponding to the "360° Watch" observations is assessed on the basis of the data we gather by analyzing thousands of sources in the public domain. This gives us a broader overview of your company's CSR management.

**Strengths and areas for improvement**

No recommendation at this time

**Articles that impacted your score (1)**

Articles about your company found in public databases

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

Oct 23, 2024

**360° monitoring**

Impact on the score

**Neutral**

Severity

**N/A**

valid from Oct. 23, 2024 to Oct. 23, 2029

The following disclaimers apply to you if you do not have a contractual relationship with EcoVadis:

1. This Scorecard is valid for twelve (12) months from the date issue. The rating and this Scorecard have been prepared on the basis of information provided by the company being rated and in accordance with industry best practice and EcoVadis methodology, which may differ from that used other companies carrying out similar ratings. EcoVadis accepts no responsibility for any actions and/or decisions taken by any third party, including any investment decision, based on the ratings and/or this Rating Sheet.
2. This Scorecard is based on information and news available to EcoVadis at the time of the assessment. If information or circumstances change significantly during the validity period of the , EcoVadis reserves the right to temporarily withdraw the , in order to reassess and possibly grant a revised Scorecard.
3. This Report is the intellectual property EcoVadis and may not: (i) be copied, modified, translated, published or reproduced, nor (ii) be used in connection with any other CSR/ESG assessment, unless otherwise agreed in a written agreement signed with EcoVadis.
4. This Scorecard contains confidential EcoVadis information. Unless otherwise agreed in a written agreement signed with EcoVadis, this Scorecard and the rating may not be used by any third party in connection with or in connection with any revenue-generating activity or shared with other individuals or entities; it may only be used for a third party's internal purposes.
5. Only the Scorecard of an assessed company a Select subscription can be used for ESG purposes ("green" loans and similar products offered by any financial institution outside the EcoVadis solution).
6. The rating and this Scorecard have been prepared on the basis of information provided by the company being rated and in accordance with industry best practice and EcoVadis methodology, which may differ from that used other companies carrying out similar ratings. EcoVadis accepts no responsibility for any actions and/or decisions taken by any third party, including any investment decision, based on the ratings and/or this Rating .