

ATMAN SP Z OO (GROUP)

Warszawa - Poland | Data processing, hosting and related activities; web portals
 EVID: WV669724



Publication date: 12 Jun 2024

Valid until: 12 Jun 2025

Sustainability performance

● Insufficient

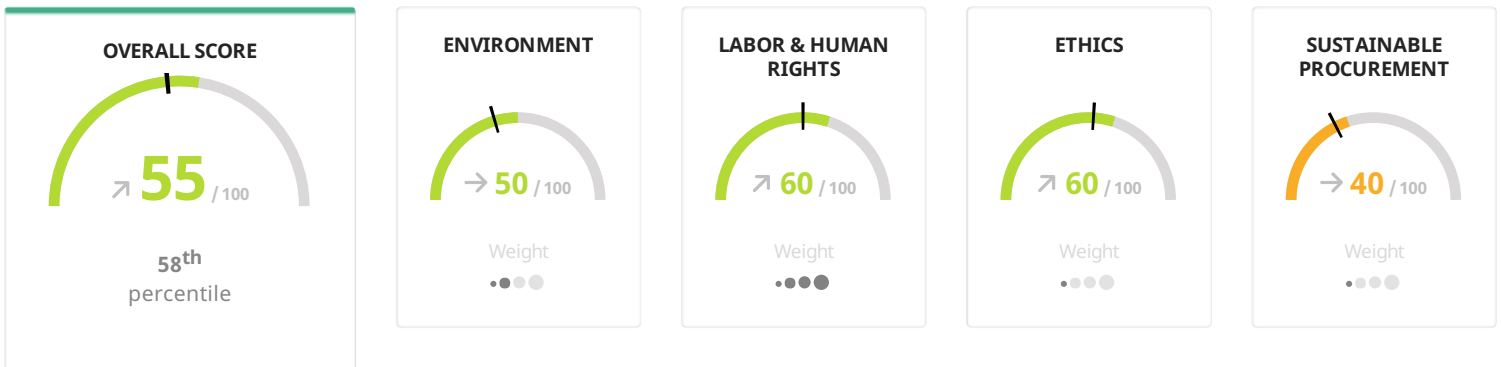
● Partial

● Good

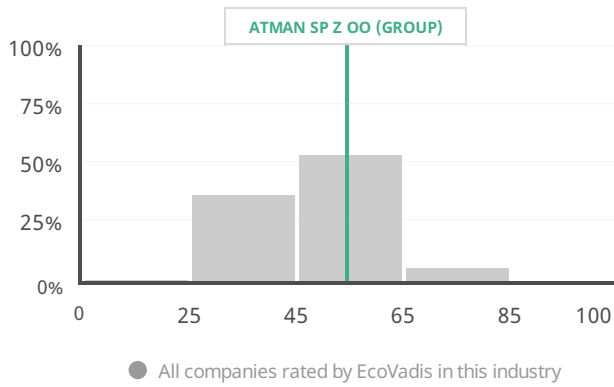
● Advanced

● Outstanding

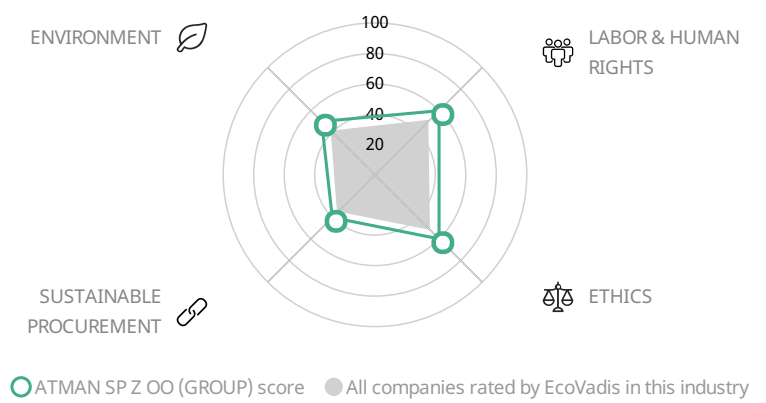
— Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Actions

Strengths

Internal sorting & disposal of waste according to waste streams

Reduction of internal wastes through material reuse, recovery or repurpose

Regular noise measuring campaign (site boundary noise measurements undertaken)

Purchase and/or generation of renewable energy

Results

Strengths

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

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

Reporting on total gross Scope 1 GHG emissions

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Reporting on total energy consumption

Standard reporting on environmental issues

Improvement Areas

Policies

Priority Improvement Areas

High

Inconclusive documentation on environmental policies

Medium

Inconclusive documentation for policies on energy consumption & GHGs

Medium

Inconclusive documentation for policies on water


Medium

Inconclusive documentation for policies on waste

Low

No quantitative target on environmental issues

Low	Inconclusive documentation for policies on air pollution
Low	No conclusive information on endorsement of external initiatives or principles on environmental issues
Actions	
Priority	Improvement Areas
Medium	No information on measures regarding water management
Medium	No information regarding certification of an environmental management system
Results	
Priority	Improvement Areas
Low	Declares reporting on total amount of renewable energy consumed, but no supporting documentation available
Low	No information related to reporting on total weight of waste recovered
Low	Declares reporting on total weight of air pollutants, but no supporting documentation available
Low	No information on reporting on total amount of water recycled and reused

 Labor & Human Rights Weight ●●●●	
Strengths	
Policies	
Strengths	
	Labor & human rights policy on diversity, equity & inclusion
	Labor & human rights policy on career management & training
	Labor & human rights policy on employee health & safety
	Standard policy on a majority of labor or human rights issues
Actions	
Strengths	
	Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
	Employee health and safety emergency action plan
	Actions to prevent workplace harassment
	Compensation for extra or atypical working hours
	Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
	Employee satisfaction survey
	Bonus scheme related to company performance
	Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place

Employee representatives or employee representative body (e.g. works council)

Employee health & safety risk assessment

Actions to prevent discrimination during recruitment phase

Provision of skills development training

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

Results

Strengths

Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization

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

Improvement Areas

Policies

Priority Improvement Areas

Medium Inconclusive documentation for policies on working conditions

Medium Inconclusive documentation for policies on social dialogue

Low No quantitative target on labor and human rights issues

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

Actions

Priority Improvement Areas

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

Results

Priority Improvement Areas

High Insufficient reporting on labor and human rights issues

Low No information on average hours of training per employee

Low No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Low No information on reporting on number of recordable work-related ill health



Ethics

Weight ●●●●

Strengths

Policies

Strengths

Disciplinary sanctions to deal with policy violations

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Awareness training to prevent information security breaches

Awareness training performed to prevent corruption

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

ISO 27001 certified (certification of information security management system)

Improvement Areas

Policies

Priority

Improvement Areas

Medium

Basic ethics policies: lacks details on specific issues

Low

Inconclusive documentation for policies on fraud

Low

Inconclusive documentation for policies on conflict of interest

Low

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

Actions

Priority

Improvement Areas

High

No conclusive documentation regarding corruption risk assessments

High

No conclusive documentation regarding information security risk assessments

Low

No conclusive documentation on audits of control procedures to prevent corruption

Low

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

Results

Priority

Improvement Areas

High

Insufficient reporting on ethics issues



Strengths

Actions

Strengths

Supplier sustainability code of conduct in place

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

Integration of social or environmental clauses into supplier contracts

Improvement Areas

Policies

Priority Improvement Areas

High Inconclusive documentation on sustainable procurement policies

Actions

Priority Improvement Areas

Medium No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)

Medium No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Medium No conclusive documentation on on-site audits of suppliers on environmental or social issues

Results

Priority Improvement Areas

High No conclusive reporting on sustainable procurement issues

360° Watch Findings

20 May 2024 |

Impact on Score

Neutral →


valid from 18 Jun 2024 to 20 Jun 2029

No records found for this company on Compliance Database

Specific comments

 No records found in third party risk and compliance database.

 Since the last assessment, the overall score has increased thanks to the implementation of additional policies.

 Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

 Despite the company implementing measures regarding environmental issues, policies are not formalized or are only basic.

 Despite the company implementing measures regarding sustainable procurement issues, policies are not formalized or are only basic.

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