

OLIVER JAMES ASSOCIATES LTD (GROUP)

MANCHESTER - United Kingdom | Activities of employment placement agencies

Company size: **M** | Assessment scope: **Group**

Overall score

54/100

Percentile

49th



Scorecard

Publication date: 24 Mar 2025

Valid until: 24 Mar 2026

Overall score

Percentile

49th

54/100

Environment

Impact on score ●○○○

48/100

Labor & Human Rights

Impact on score ●●●●

58/100

Ethics

Impact on score ●●○○

49/100

Sustainable Procurement

Impact on score ●○○○

50/100

Environment

Impact on score ●○○○

48/100

Environment | Policies

Impact on score ●●●●

25/100

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.

Strengths

Environmental policy on waste

Improvement areas

- Medium priorityBasic environmental policies: lacks details on specific issues
- Medium priorityInconclusive documentation for policies on energy consumption & GHGs
- Low priorityNo quantitative target on environmental issues

Environment | 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.

Improvement areas

- Low priorityNo 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

Reduction of internal wastes through material reuse, recovery or repurpose

Improvement areas

Medium priorityNo information on measures regarding energy consumption & GHGs

Environment | Certifications

Impact on score ●●●○

● 0/100

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

Improvement areas

Medium priorityNo information regarding certification of an environmental management system

Environment | Reporting

Impact on score ●●●○

● 25/100

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

Strengths

Reporting on total gross Scope 3 GHG emissions

Reporting on total gross Scope 1 GHG emissions

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

Improvement areas

High priorityInsufficient reporting on environmental issues

Low priorityDeclares reporting on total energy consumption, but no supporting documentation available

Low priorityNo information on reporting on total weight of non-hazardous waste

Low priorityTotal gross Scope 3 GHG emissions reporting value not confirmed in supporting documentation

Low priorityNo information on reporting on total gross Scope 3 downstream GHG emissions

Low priorityNo information related to reporting on total weight of waste recovered

Low priorityNo information related to reporting on total amount of renewable energy consumed

Low priorityNo information on reporting on total weight of hazardous waste

Low priorityTotal gross Scope 2 reporting value not confirmed in supporting documentation

Low priorityTotal gross Scope 1 reporting value not confirmed in supporting documentation

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

Feb 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Feb 2025 to Feb 2030

Labor & Human Rights

Impact on score ●●●●

● 58/100

Labor & Human Rights | Policies

Impact on score ●●●●

● 50/100

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.

Strengths

Labor & human rights policy on child labor, forced labor & human trafficking
Standard policy on a majority of labor or human rights issues
Labor & human rights policy on career management & training
Labor & human rights policy on preventing discrimination and harassment

Improvement areas

Medium priority	Inconclusive documentation for policies on social dialogue
Medium priority	Inconclusive documentation for policies on employee health & safety
Medium priority	Inconclusive documentation for policies on working conditions
Low priority	No quantitative target on labor and human rights issues

Labor & Human Rights | 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.

Improvement areas

Low priority	No conclusive information on endorsement of external initiatives or principles on labor and human rights issues
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Labor & Human Rights | Measures

Impact on score ●●●●

● 75/100

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

Strengths

Actions to promote the inclusion of employees with disabilities
Actions to prevent discrimination in professional development and promotion processes
Grievance mechanism on discrimination and/or harassment issues
Actions to promote internal mobility
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Flexible organization of work (eg. remote work, flexi-time)
Actions to prevent discrimination during recruitment phase
Regular assessment of individual performance
Training of employees on child labor, forced labor and human trafficking
The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Employee health and safety emergency action plan

Improvement areas

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

Labor & Human Rights | Certifications

Impact on score ●●●○

● 0/100

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 a labor and human rights management system
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Labor & Human Rights | Reporting

Impact on score ●●●○

● 0/100

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
Low priority	No information on average hours of training per employee
Low priority	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 priority	No information on health & safety indicators for temporary agency workers
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

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 Oliver James Associates Limited

gender-pay-gap.service.gov.uk | Apr 2023

In this organisation: women earned 90p for every £1 that men earned (comparing median hourly pay), women made up 35.7% of employees in the highest paid quarter, and 51.2% of employees in the lowest paid quarter 74.4% of women received bonus pay, compared with 76.8% of men and women’s bonus pay was 36.0% lower than men’s (comparing median bonus pay)

360° Watch





Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to Apr 2028



No records found for this company on Compliance Database

Feb 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Feb 2025 to Feb 2030

Ethics

Impact on score ●●○○

49/100

Ethics | Policies

Impact on score ●●●●

25/100

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.

Strengths

Disciplinary sanctions to deal with policy violations
Policy on information security
Dedicated responsibility for ethics issues

Improvement areas

Medium priority	Basic ethics policies: lacks details on specific issues
Medium priority	Inconclusive documentation for policies on corruption
Low priority	Inconclusive documentation for policies on conflict of interest
Low priority	Inconclusive documentation for policies on fraud

Ethics | 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.

Improvement areas

Low priority	No conclusive information on endorsement of external initiatives or principles on ethics issues
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Ethics | Measures

Impact on score ●●●●

● 50/100

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

Strengths

Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Awareness training to prevent information security breaches
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Measures to protect third party data from unauthorized access or disclosure

Improvement areas

High priority	No conclusive documentation regarding corruption risk assessments
High priority	No conclusive documentation regarding information security risk assessments
Medium priority	No conclusive documentation on awareness training to prevent corruption and bribery
Low priority	No conclusive documentation on audits of control procedures to prevent corruption
Low priority	No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery
Low priority	No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications

Impact on score ●●●○

● 0/100

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

Strengths and improvement areas

No recommendations yet

Ethics | Reporting

Impact on score ●●●○

● 0/100

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

Improvement areas

High priority

No conclusive reporting on ethics issues

Ethics | 360° Watch

Impact on score ●●●●

75/100

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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

Feb 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Feb 2025 to Feb 2030

Sustainable Procurement

Impact on score ●○○○

50/100

Sustainable Procurement | Policies

Impact on score ●●●●

50/100

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.

Strengths

Standard policies on sustainable procurement issues

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

High priority	No conclusive documentation on the integration of social and environmental clauses into supplier contracts
Medium priority	No conclusive documentation on supplier assessment on environmental and social practices
Medium priority	No conclusive documentation on the training of buyers on social and environmental issues within the supply chain
Medium priority	No conclusive documentation on on-site audits of suppliers on environmental and social issues
Medium priority	No conclusive documentation on risk assessment of adverse sustainability impacts in the supply chain

Sustainable Procurement | Certifications

Impact on score ●●●○

● 0/100

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

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Reporting

Impact on score ●●●○

● 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

Sustainable Procurement | 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.

<div>No records found for this company on Compliance Database</div> <div>Feb 2025</div>	<div>360° Watch</div> <div>Impact on Score</div> <div>Neutral</div> <div>Severity</div> <div>N/A</div> <div>valid from Feb 2025 to Feb 2030</div>
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