



Environment | Endorsements Impact on score • 000



25/100

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 ••••

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 priority

rity) No information on measures regarding energy consumption & GHGs

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.

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 priority Insufficient reporting on environmental issues |
|--|
| Low priority Declares reporting on total energy consumption, but no supporting documentation available |
| Low priority No information on reporting on total weight of non-hazardous waste |
| Low priority Total gross Scope 3 GHG emissions reporting value not confirmed in supporting documentation |
| Low priority No information on reporting on total gross Scope 3 downstream GHG emissions |

| 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 Total gross Scope 2 reporting value not confirmed in supporting documentation Low priority Total gross Scope 1 reporting value not confirmed in supporting documentation | Low priority No information related to reporting on total weight of waste recovered |
|---|---|
| Low priority Total gross Scope 2 reporting value not confirmed in supporting documentation | 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 Total gross Scope 1 reporting value not confirmed in supporting documentation | Low priority Total gross Scope 2 reporting value not confirmed in supporting documentation |
| | Low priority Total gross Scope 1 reporting value not confirmed in supporting documentation |

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



0/100

25/100

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.

| Severity | No records found for this company on Compliance Database Feb 2025 | 360° Watch Impact on Score Neutral |
|----------|---|--|
|----------|---|--|

Labor & Human Rights 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

| 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 | |

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Labor & Human Rights | Endorsements Impact on score • 000

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.

Strengths



58/100

ecovadis | Sustainability scorecard

| 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 ••••

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

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 ••••

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 360° Watch gender-pay-gap.service.gov.uk Apr 2023 Impact on Score In this organisation: women earned 90p for every £1 that men earned (comparing median hourly pay), Neutral 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 Severity bonus pay was 36.0% lower than men's (comparing median bonus pay) Neutral valid from Apr 2023 to Apr 2028 No records found for this company on Compliance Database 360° Watch Impact on Score Feb 2025 Neutral Severity N/A

valid from Feb 2025 to Feb 2030

49/100



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

ecovadis | Sustainability scorecard

| 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 • 000

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

Ethics | Measures Impact on score ••••

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

50/100

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

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

| Sustainable Procurement Impact on score • 000 | 50 /100 |
|--|----------------|
| Sustainable Procurement 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

Standard policies on sustainable procurement issues

Sustainable Procurement | Endorsements Impact on score • 000

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 ••••

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

Strengths



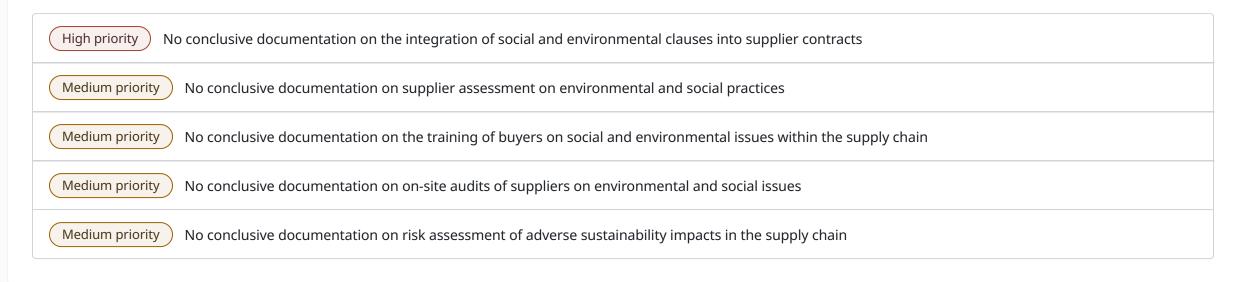
7/9



25/100

Supplier sustainability code of conduct in place

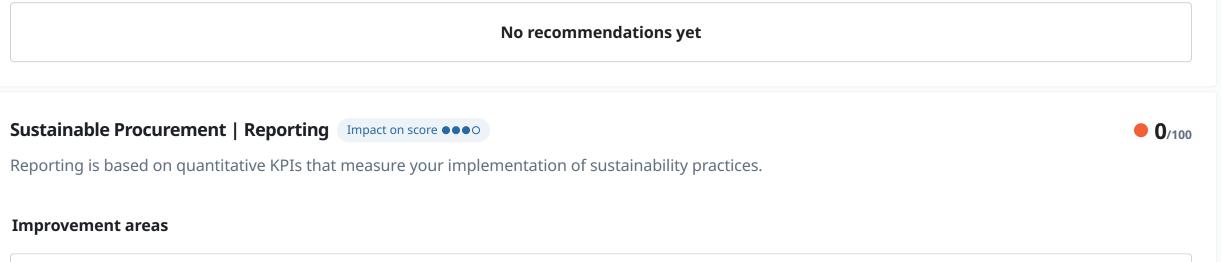
Improvement areas

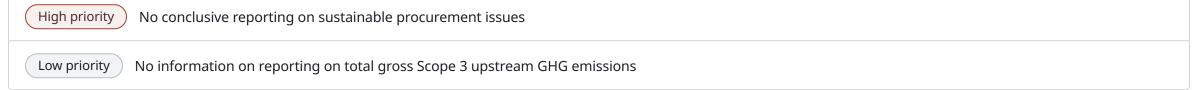


Sustainable Procurement | Certifications Impact on score ••••

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

Strengths and improvement areas





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.

0/100

75/100

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 | | |

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