

# MEXICHEM SPECIALTY COMPOUNDS LTD (GROUP)

Melton Mowbray - United Kingdom | Manufacture of plastics products

EVID: ZZ676541

Publication date: 31 Dec 2023

Valid until: 31 Dec 2024

Sustainability performance

Insufficient

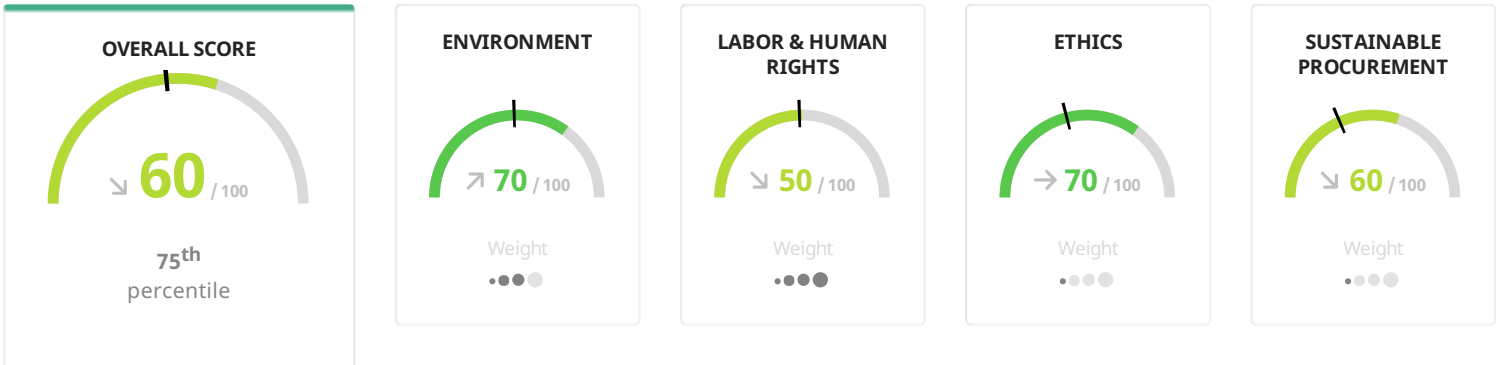
Partial

Good

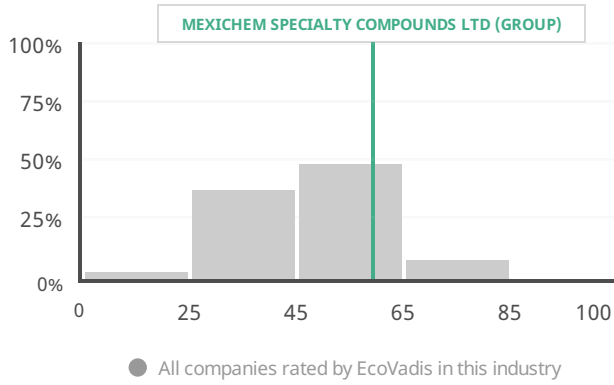
Advanced

Outstanding

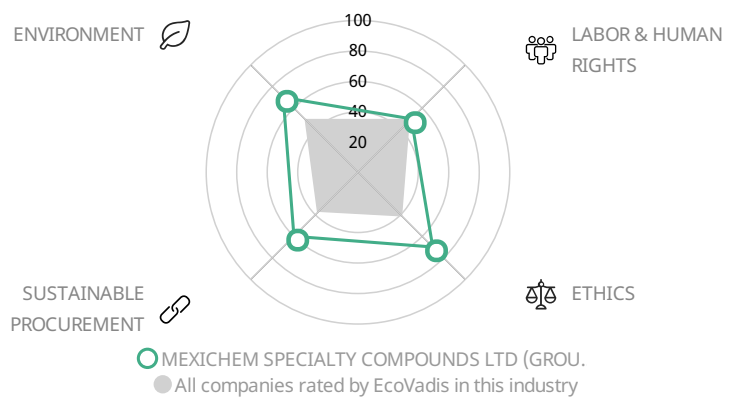
Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Environmental policy on air pollution

Quantitative objectives set on energy consumption & GHGs

Environmental policy on customer health & safety

Environmental policy on product end-of-life

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Comprehensive policy on a majority of environmental issues

#### Actions

Strengths

Use of alternative, less hazardous substances in operations

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Control measures to prevent contamination of groundwater

Wastewater quality assessment

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Provision of Safety Data Sheets (SDS)

Energy and/or carbon audit

Formalized process in place to assess and document risks related to customer health and safety

Measures to reduce energy consumption

ISO 14001 certified

Training employees to safely handle and manage hazardous substances

Company has measures in place to not mix plastics (to facilitate recycling)

Actions for labeling, storing, handling and transporting hazardous substances

Reduction of water consumption through innovative equipments, methods or technologies

### Results

Strengths

Reporting in accordance with SASB

Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)

### Improvement Areas

#### Actions

Priority Improvement Areas

**Low** Declares measures on air pollution, but no supporting documentation available

#### Results

Priority Improvement Areas

**High** No conclusive reporting on environmental issues

**Medium** Some reporting on environmental issues is obsolete, i.e. older than two calendar years

**Medium** Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option

**Low** Declares reporting on recycled input materials, but no supporting documentation available

**Low** Declares reporting on total water consumption, but no supporting documentation available

**Low** No information on reporting on total weight of hazardous waste

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

**Low** No information on reporting on total energy consumption

**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 pollutants emitted to water

**Low** No information related to reporting on total weight of waste recovered

**Low** Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available

**Low** Declares reporting on total gross Scope 2 GHG emissions (market or location based), but no supporting documentation available



## Labor & Human Rights

Weight ●●●●

### Strengths

**Policies**

Strengths

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

**Actions**

Strengths

Complaints procedure in place for employees to report on occupational health and safety issues

Employee health and safety emergency action plan

Age verification of candidates before hiring

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Women development, mentorship, and/or sponsorship programs in place

ISO 45001 certified

Collective agreement in place

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

Collective bargaining agreement on employees' health & safety

Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place

Awareness training regarding diversity, discrimination, and/or harassment

Health and safety training for subcontractors working on premises

Employee health & safety risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

Actions to prevent discrimination during recruitment phase

Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular assessment of individual performance
Regular employee health check-up
Preventive actions for repetitive strain injury (RSI)
Provision of skills development training
Actions to promote the inclusion of employees with disabilities
Individual development and career plan for all employees
Training of employees on health and safety risks and best working practices
<b>Results</b>
Strengths
Reporting in accordance with SASB
Reporting on average training hours per employee
<b>Improvement Areas</b>
<b>Policies</b>
Priority      Improvement Areas
Low      No quantitative target on labor and human rights issues
Low      Declares that no commitment or review has been conducted regarding payment of living wage
Low      No conclusive information on endorsement of external initiatives or principles on labor and human rights issues
<b>Results</b>
Priority      Improvement Areas
High      Insufficient reporting on labor and human rights issues
Medium      The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).
Medium      The 360° Watch has identified at least one significant adverse report regarding employee health & safety.
Medium      Some reporting on labor and human rights issues is not specific to the rated scope, but is available at parent company level
Medium      Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option
Low      Declares reporting on accident severity rate, but no supporting documentation available
Low      No information on reporting on accident frequency rate
Low      No information on reporting on workplace diversity



**Strengths**

**Policies**

Strengths

Policy on fraud

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Exceptional policy on ethics issues

Dedicated responsibility for ethics issues

**Actions**

Strengths

Whistleblower procedure for stakeholders to report corruption and bribery

Awareness training to prevent information security breaches

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

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

**Results**

Strengths

Reporting in accordance with SASB

**Improvement Areas**

**Policies**

Priority Improvement Areas

**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 regarding an anti-corruption due diligence program on third parties

## Results

Priority Improvement Areas

High

No conclusive reporting on ethics issues

Medium

Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option



## Sustainable Procurement

Weight ●●●●

### Strengths

#### Policies

Strengths

Comprehensive sustainable procurement policies on both social and environmental factors

#### Actions

Strengths

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

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

Training of buyers on social and environmental issues within the supply chain

Integration of social or environmental clauses into supplier contracts

#### Results

Strengths

Reporting in accordance with SASB

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

### Improvement Areas

#### Actions

Priority Improvement Areas

Medium

No information on measures to control suppliers' compliance with regards to REACH requirements

Medium

No conclusive documentation on supplier sustainability code of conduct in place

Medium

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

Medium

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

Low

No conclusive documentation on performing suppliers have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Low

No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

#### Results

Priority Improvement Areas

High

No conclusive reporting on sustainable procurement issues

## 360° Watch Findings

6 Sep 2022 | <https://violationtrackeruk...>

Impact on Score

**Negative** ↘

valid from 1 Sep

2022 to 1 Oct 2027

Severity

**Severe** ●●●

Impacted themes



### Violation Tracker UK Individual Case - Mexichem Specialty Compounds Limited

On 06/09/2022, Mexichem Specialty Compounds Limited was fined a penalty of £207,846 by the Environment Agency for violation of the safety-related offences.

10 May 2019 | <https://resources.hse.gov...>

Impact on Score

**Under watch** 👁

valid from 1 May 2019 to 1 Jun 2024

Impacted themes



### HSE improvement notice served against Mexichem Specialty Compounds Limited

In May 2019, HSE issued an improvement notice to Mexichem Specialty Compounds Limited's facility in Midlands due to failure to ensure that 1 x IN served as work at height has not been properly planned, appropriately supervised and carried out in a manner which is so far as is reasonably practicable safe.

6 Nov 2023 |

Impact on Score

**Neutral** →

valid from 19 Mar 2024 to 6 Dec 2028

No records found for this company on Compliance Database

Environment Labor & Human Rights Ethics Sustainable Procurement

## Specific comments

- No records found in third party risk and compliance database.
- The company demonstrates an advanced management system on ethics issues.
- The company demonstrates an advanced management system on environmental issues.
- Since the last assessment, the overall score has decreased due to new controversies or condemnations (see 360° watch findings).
- Since the last assessment the overall score has decreased due to reporting on KPIs being not up to date (i.e. over two years old).

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