

EcoVadis – Overview for Vendors

Context, Methodology and Process

Cait Kavanagh
Head of Supply Chain Sustainability and Diversity

ESG Monitoring using EcoVadis

- Why?
- What?



Supply Chain - extension of our business operations

Crucial part of our own ESG performance

70%

of businesses' social and environmental impacts occur in their supply chain.

“Supply chain practices are the **biggest challenge** to improving sustainability performance”

(EY and UN Global Compact)

Fidelity must have visibility of these hidden impacts in its own Supply Chain



Apple is 'failing to protect Chinese factory workers', says the BBC

By Daniel Maxon - Dec. 19, 2014 10:36 EST - HOT!

20



Buying responsibly from our suppliers

Monitoring and Transparency in ESG Management across Supply Chain

Buying responsibly from our suppliers

ESG monitoring

Supplier diversity

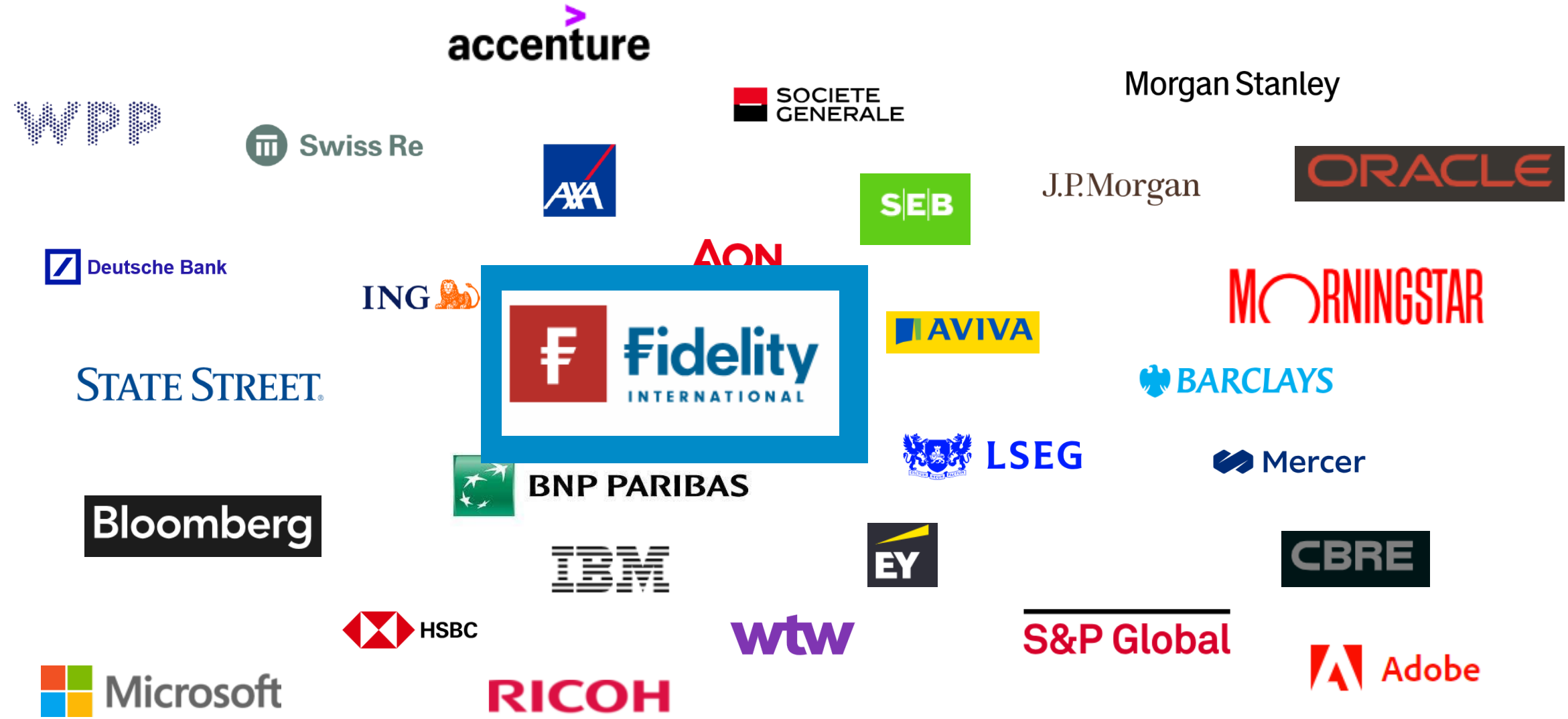
Responsibility to suppliers

- Modernise and optimise the way we purchase.
- ESG monitoring for 90% of our high-risk suppliers and 80% of our annual spending.
- 95% of suppliers with unsatisfactory scores put on improvement plans.
- 95% of tenders include at least one diverse supplier.
- 1,000 diverse suppliers engaged in “How to do business with us” programmes and 10% onboarded.
- Embed sustainability in procurement processes and tracking mechanisms.

‘Act with due skill, care and diligence’ in meeting our commitments:

- ESG monitoring – we can’t manage what we can’t see
- We need a standard methodology to be able to identify the risks and impacts across our whole supply chain
- We need to be able to understand the risks and impacts and collaborate with our suppliers to make improvements

EcoVadis in the Banking & Insurance Space



ecovadis

- The world's most trusted provider of business sustainability ratings, intelligence and collaborative-performance improvement tools for global supply chains.
- Backed by a powerful technology platform and a global team of domain experts, our sustainability scorecards provide detailed insight into environmental, social and ethical risks across 190 purchasing categories and 150 countries

Sustainability is a worldwide initiative:



EcoVadis a reference with awards:



Rated #1 by the SPLC Committee on Supplier Ratings (COSR)



Awarded highest score and largest coverage among all sustainability rating providers



recognized for four consecutive years in the Spend Matters Almanac

Why EcoVadis?

- Well regarded and used in Financial Services industry and beyond
- Many of our peers already using – and have been for some time (2008)
- Gaining momentum - many of our suppliers are already on the platform
- **Standard methodology and scoring (enables consistency, understanding, transparency and clarity at an individual supplier level and across whole supply chain)**
- **Covers Environmental and Social**
- **Based on suppliers own information and is proof-based**
- **Enables us to meet our supply chain monitoring commitments**
- **Enables us to work with suppliers to improve our joint ESG performance**

What is being monitored?

- **Awareness** of the company of the ESG risks and impacts affecting it
- **Preparedness** of the company in managing those risks and impacts (e.g. analysis, monitoring, employee training, processes, etc.)
- **Governance** for clarity and guidance on dealing with risks and impacts (e.g. policies, codes, procedures)
- **Actions** in remediating risks, managing impacts (e.g. action plans, reporting measures)

EcoVadis Assessment Criteria			
Environment	Social	Ethics	Supply chain
<ul style="list-style-type: none">• Energy & GHGs• Water• Biodiversity• Pollution• Materials & Waste• Product Use• Customer Safety• Advocacy	<ul style="list-style-type: none">• Employee Health & Safety• Working Conditions• Social Dialogue• Career Management & Training• Child & Forced Labor• Discrimination & Harassment• Fundamental Human Rights	<ul style="list-style-type: none">• Corruption & Bribery• Anti-Competitive Practices• Data Security	<ul style="list-style-type: none">• Supplier Environmental Performance• Supplier Social Performance

Our scope

Monitoring and Transparency in ESG Management across Supply Chain

Ideally we would like **all** our suppliers to be assessed (as we are ourselves) on the EcoVadis platform



- ESG monitoring for **90% of our high-risk** suppliers
- **80% of our annual spending**

ESG monitoring

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Supplier diversity

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Responsibility to suppliers

ESG Monitoring using EcoVadis

- How?
 - The EcoVadis Scorecard
 - The Fidelity campaign process
(from our perspective and from our supplier's perspective)





Overall Score
→ **45**/100

New York - [United States of America](#) | Other activities auxiliary to financial service activities

Percentile ⓘ
38th

Company size: **L** ⓘ | Assessment scope: ⓘ

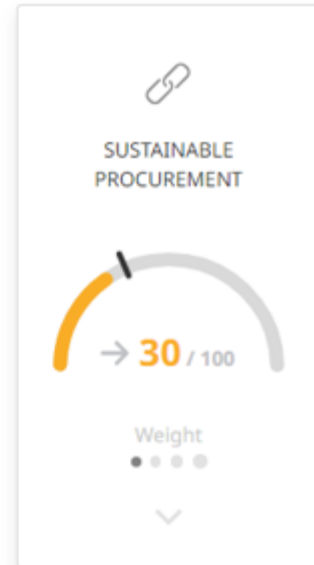
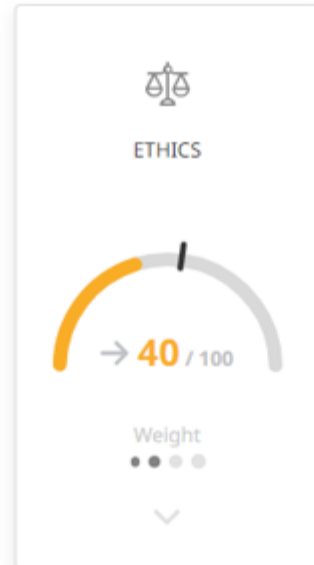
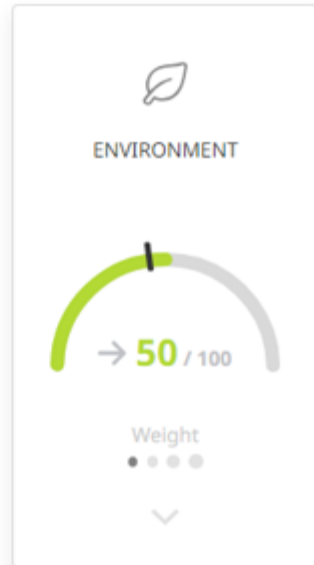
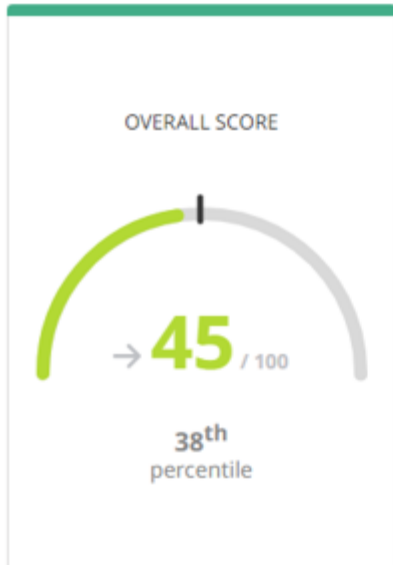
▼ Show company details ▼

Scorecard Carbon Metrics Corrective Action Plan Activity History Live News Other ▼

Publication date: 18 Nov 2022 ▼ Valid until: 18 Nov 2023

Download scorecard

Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average industry score



Strengths and Improvement Areas

Request improvement

Environment ⓘ Weight ●●●●^

Strengths Improvement Areas 360° Watch Findings (0)

Policies

Strengths

- Environmental policy on waste ⋮
- Quantitative objectives set on energy consumption & GHGs ⋮
- Environmental policy on energy consumption & GHGs ⋮
- Comprehensive policy on a majority of environmental issues ⓘ ⋮

Actions

Strengths

- Reduction of energy consumption of lighting systems ⋮
- Use of efficient HVAC (heating, ventilation, and air conditioning) equipment ⋮
- Purchase and/or generation of renewable energy ⋮
- Reduction of energy consumption of IT infrastructure ⋮
- Energy and/or carbon audit ⓘ ⋮

Results

Strengths

- Reporting is formally aligned with a reporting standard on environmental issues ⋮

Strengths and Improvement Areas

Request improvement

Environment ⓘ Weight ●●●● ^

Strengths **Improvement Areas** 360° Watch Findings (0)

Policies

Priority Improvement Areas

- Medium** Inconclusive documentation for policies on environmental services & advocacy ⋮
- Low** No conclusive information on endorsement of external initiatives or principles on environmental issues ⋮

Actions

Priority Improvement Areas

- High** No supporting documentation on the coverage of environmental actions throughout the company operations ⓘ ⋮
- Medium** Declares measures on waste management, but no supporting documentation available ⓘ ⋮
- Medium** No information regarding certification of an environmental management system ⋮
- Low** No information on measures regarding environmental services and advocacy ⓘ ⋮

Results

Priority Improvement Areas

- High** Insufficient reporting on environmental issues ⋮
- Low** No external assurance of sustainability reporting ⋮
- Low** No information on reporting on total weight of waste ⋮



Labor & Human Rights ⓘ

Weight ●●●● ▾



Ethics ⓘ

Weight ●●●● ▾



Sustainable Procurement ⓘ

Weight ●●●● ▾

360° Watch Findings

1 Jan 2022 | hrc-prod-requests.s3-us-west-2.a...

Impact on Score

Neutral →

Impacted themes



2022 Corporate equality Index -The

For the year 2022, T received a perfect score of 100 at the Corporate Equality Index. The CEI rating criteria have four key pillars:

29 Oct 2021 | sec.gov

Impact on Score

Negative ↘

Impacted themes



SEC Charges Corp. With Having Inadequate Risk Management Policies

The Securities and Exchange Commission today announced that

Severity ⓘ

Major ●●●

15 Jul 2021 | blog.regmind.eu

Impact on Score

Neutral →

Impacted themes



Amende de 408 000 euros pour violation de données EMIR envers

L'Autorité européenne des marchés financiers (ESMA) a infligé à

Cost



For companies like Fidelity, who wish to use EcoVadis to monitor their supply chain, there is what is referred to as the 'shared cost' model.

This means that Fidelity will pay a corporate fee to access the platform and all the features of the platform related to monitoring a supply chain, including being able to invite suppliers to participate via the platform and with bespoke registration page, but also to view trends, strengths, weaknesses etc. of the supply chain as a whole. This is EcoVadis' 'Enterprise Subscription'.

Each supplier will then pay for its own assessment – as the package of services they choose to purchase will vary and depend on their individual needs, as will the number of years subscription that they wish to commit to. The assessment and access to the features of the platform to guide their ESG journey is theirs to utilise and is not dependent on Fidelity or any other client on the platform. Indeed, after being assessed, the supplier can choose which clients to share the scorecard with, or even if they want to share the scorecard at all.

The plans and pricing will vary in cost depending on the size of the company and the country the company operates in. See - [Business Sustainability Ratings Plans and Pricing | EcoVadis](#) – options are 'Basic', 'Premium' or 'Select' subscriptions.

[Rate My Company](#)[Rate My Partners](#)

Select Size

[XS - up to 25 employees](#)[S - 26-99 employees](#)[M - 100-999 employees](#)[L - 1000+ employees](#)

[Review the terms and conditions for our CSR-monitoring services](#)

Multi-Year Discount Plans can be selected when you complete and submit your assessment.

Subscription level will neither impact your score nor the way that you are assessed.

Need to manage suppliers? [Contact our Enterprise sales team](#) for our sustainable procurement offering.

[COMPARE PLANS & FEATURES](#)

Rate My Company

Rate My Partners

Select Size

XS - up to 25 employees

S - 26-99 employees

M - 100-999 employees

L - 1000+ employees

Example of large company

Pricing for Large (L) Companies


Select country
United Kingdom

Select currency
\$ €

based in the UK.

Basic

Get started and benchmark your performance



1649€


1 year subscription

3959€

3 year subscription

Premium (best value)

Build and showcase your sustainability program



2419€

1 year subscription

5809€

3 year subscription

Select

Fast track your sustainability leadership status



7149€

1 year subscription

17159€

3 year subscription

Basic

Get started and benchmark your performance



1649€

1 year
subscription

3959€

3 year
subscription

- ✓ Customized questionnaire

- ✓ EcoVadis Scorecard and Rating

- ✓ Promote your success internally and in-platform with the EcoVadis Medal (if eligible, no external promotion allowed)

- ✓ Performance benchmarking

- ✓ Carbon scorecard

- ✓ Collaborative improvement tools

Premium

(best value)

Build and showcase your sustainability program



2419€

1 year
subscription

5809€

3 year
subscription

All Basic benefits plus:

- ✓ Unlimited scorecard sharing outside the EcoVadis network

- ✓ Promote your success externally with the EcoVadis Medal (if eligible) and Rating Certificate

- ✓ Protect brand reputation with Live News Monitoring

- ✓ Highlight additional CSR and philanthropic activities (not part of assessment)

- ✓ In-depth sustainability performance reports

Select

Fast track your sustainability leadership status



7149€

1 year
subscription

17159€

3 year
subscription

All Premium benefits plus:

- ✓ Orientation call to understand methodology

- ✓ Pre-filled questionnaire with public documents

- ✓ Priority assessment to jump the queue

- ✓ Single point of contact for your program

- ✓ Analyst debrief included

- ✓ Rate your own trading partners (up