

## Company and Sector Performance

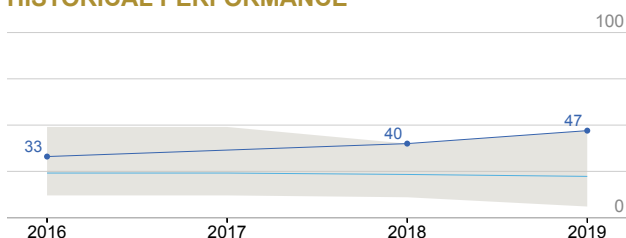
Company performance    Sector average performance    Sector performance

### ESG OVERALL SCORE

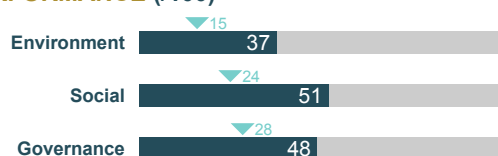


Rank in Sector	1/24
Rank in Region	35/907
Rank in Universe	465/4916
Company Reporting Rate	82%
Sector Average Reporting Rate	49%
Cooperation level <sup>(2)</sup>	Proactive
High severity controversies	No

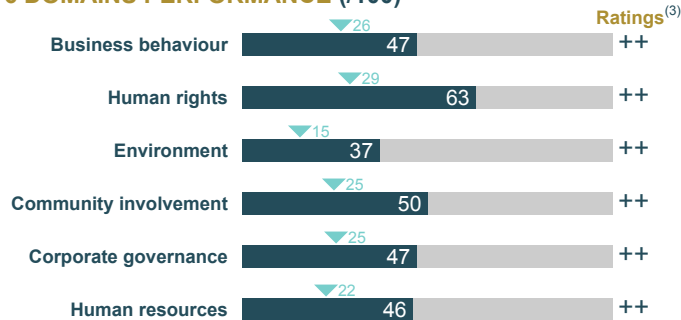
### HISTORICAL PERFORMANCE



### ESG PERFORMANCE (/100)



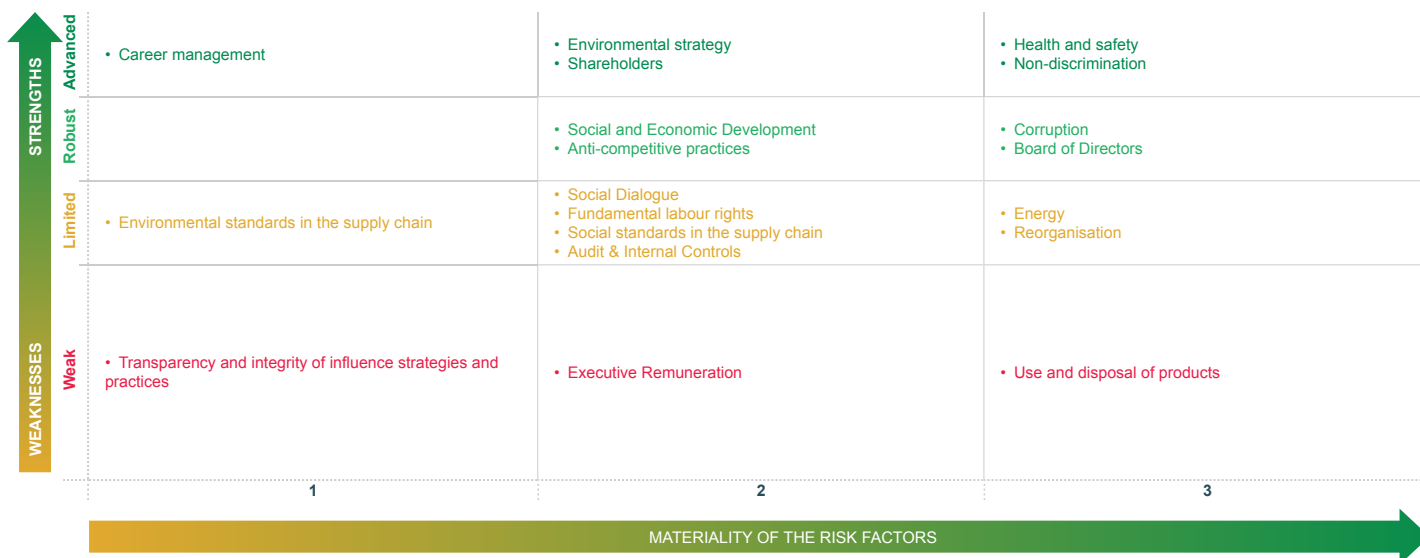
### 6 DOMAINS PERFORMANCE (/100)



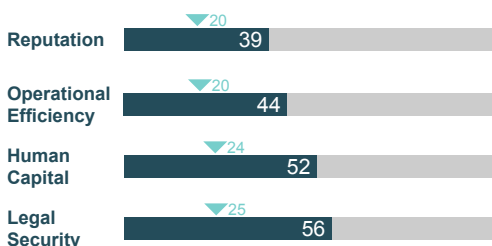
Company inclusion in Vigeo Eiris indices<sup>(4)</sup>: No

## Management of risks and opportunities

### MATERIALITY & PERFORMANCE MATRIX



### RISK MITIGATION INDEX (/100)



### ANALYST FOCUS

TOPIC	COMMENT	TREND
Human Capital	Vigeo Eiris assurance that Human Capital risks factors are adequately managed by the Company is now good and has improved when compared to the previous review. This is mainly due to how the Company manages topics such as Health and safety, Career management and Non-discrimination and diversity issues.	↗
Environmental Performance	The Company's performance related to its environmental strategy now appears to include a target. In addition, measures towards the use of products that reduce the impact on the environment are now reported to be in place. However, the Company still lacks on the disclosure of a commitment in this regard.	↗
Executive Remuneration	Ferreycorp's reporting on executive remuneration still lacking exhaustiveness and transparency.	→

## Carbon Footprint and Energy Transition\*

"The Carbon Footprint & Energy Transition research provides an assessment of a company's carbon footprint combined with the strategy to manage risks and opportunities related to the transition to a low carbon economy. NI (No Info) is used to indicate that the information is not available."

### CARBON FOOTPRINT



SCALE	EMISSIONS (T CO2 EQ)	CATEGORIES
A	<100 000	Moderate
B	>= 100 000 and <1 000 000	Significant
C	>= 1 000 000 and <10 000 000	High
D	>= 10 000 000	Intense

### ENERGY TRANSITION SCORE



ENERGY TRANSITION SCORE	CATEGORIES
60-100	Advanced
50-59	Robust
30-49	Limited
0-29	Weak

## Goods and services contributing to sustainable development\*

"Sustainable Goods & Services research provides a positive screening on companies to identify business activities devoted to sustainable solutions."



INVOLVEMENT	CATEGORIES
>=50%	Major
20-49%	Significant
0-19%	Minor
0%	None

## Involvement in controversial activities\*

"The Controversial Activities research provides screening on companies to identify involvement in business activities that are subject to philosophical or moral beliefs."

Involvement in controversial activities: Not available in this version

### Screened Areas:

- Alcohol
- Animal welfare
- Chemicals of concern
- Civilian firearms
- Fossil fuels
- Gambling
- Genetic engineering
- High interest rate lending
- Military
- Nuclear power
- Pornography
- Reproductive medicine
- Tobacco

For more information please contact us at [customer.service@vigeo-eiris.com](mailto:customer.service@vigeo-eiris.com)

(1) Performance level: weak (0-29/100), limited (30-49/100), robust (50-59/100), advanced (60-100/100)  
 (2) Cooperation level on a 4-level scale: proactive, responsive, partially responsive, not responsive  
 (3) Ratings outline companies' benchmarked domain performance within a sector, on a 5-level scale: "-", "=", "+", "+", "+"  
 (4) Indices: based on the most recent indices at the date of publication. More details on vigeo-eiris.com.

## Company performance in all the Sustainability Drivers

		Weight	Overall score 47/100		Trend	Score	Leadership	Implementation	Results
			<b>Environment</b>		↗	37	35	45	12
E	ENV2.2	3	Energy		↗	38	30	51	32
E	ENV3.1	3	Use and disposal of products		↗	14	15	26	0
E	ENV1.1	2	Environmental strategy		→	70	74	65	N/A
			<b>Human Resources</b>		→	46	31	52	57
S	HRS2.3	3	Reorganisation		→	33	0	65	35
S	HRS3.2	3	Health and safety		→	62	65	65	56
S	HRS1.1	2	Social Dialogue		↗	31	0	6	88
S	HRS2.4	1	Career management		↗	69	83	65	60
			<b>Human Rights</b>		↗	63	75	50	65
S	HRT2.4	3	Non-discrimination		↗	83	100	83	65
S	HRT2.1	2	Fundamental labour rights		→	34	37	0	65
			<b>Community Involvement</b>		→	50	51	65	35
S	CIN1.1	2	Social and Economic Development		→	50	51	65	35
			<b>Business Behaviour (C&amp;S)</b>		→	47	48	40	54
G	C&S3.1	3	Corruption		↗	58	65	32	77
S	C&S2.4	2	Social standards in the supply chain		→	46	48	69	22
G	C&S3.2	2	Anti-competitive practices		↗	54	52	32	77
E	C&S2.3	1	Environmental standards in the supply chain		→	40	39	58	22
G	C&S3.3	1	Transparency and integrity of influence strategies and practices		→	12	0	0	35
			<b>Corporate Governance</b>		→	47	42	44	57
G	CGV1.1	3	Board of Directors		↗	55	50	30	84
G	CGV2.1	2	Audit & Internal Controls		→	46	30	65	42
G	CGV3.1	2	Shareholders		↗	69	83	60	65
G	CGV4.1	2	Executive Remuneration		→	16	0	26	22

■ **Weak** (0-29/100)    
 ■ **Limited** (30-49/100)    
 ■ **Robust** (50-59/100)    
 ■ **Advanced** (60-100/100)

☂ Involvement in allegations    
 ☂ Involvement in allegations with evidence of corrective measures

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**Benchmark  
Position versus sector peers**

Position versus sector peers		Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance	Overall Score
<b>PEP736001004</b>	<b>Ferreycorp</b>	<b>++</b>	<b>++</b>	<b>++</b>	<b>++</b>	<b>++</b>	<b>++</b>	<b>47</b>
TW0001402006	Far Eastern New Century	+	+	++	=	++	=	35
MYL419700009	Sime Darby	+	=	++	=	+	+	33
KR7034020008	Doosan Heavy Industries & Construction	=	+	++	=	++	=	32
INE003A01024	Siemens India	=	=	++	+	+	=	30
ID1000058407	United Tractors	+	+	+	+	=	=	29
KR7010140002	Samsung Heavy Industries	+	+	=	-	=	=	27
KR7009540006	Hyundai Heavy Industries	=	+	+	=	=	=	26
HK0257001336	China Everbright International	=	=	=	=	=	=	24
KR7042670000	Doosan Infracore	=	=	++	=	=	-	24
KR7034730002	SK Holdings	=	=	+	-	=	-	23
CNE1000004X4	Zhuzhou CRRC Times Electric	=	=	=	+	-	=	22
KR700088K015	Hanwha	-	=	=	+	=	-	20
HK0267001375	CITIC	=	=	=	=	=	-	18
MXP461181085	Grupo Carso	-	=	+	-	=	-	18
KYG4232C1087	Haitian International Holdings	=	=	=	--	-	=	18
KR7267270007	Hyundai Construction Equipment	=	=	=	=	=	--	17
KR7047050000	POSCO Daewoo	-	-	=	-	=	=	17
PHY003341054	Alliance Global Group	-	=	-	--	=	=	15
CNE100000BG0	CRRC	-	-	-	-	-	=	15
KR7003670007	POSCO Chemtech	=	-	-	=	-	--	15
KR7001740000	SK Networks	-	-	-	-	-	-	13
KR7241560002	Doosan Bobcat	-	-	=	-	=	-	11
KR7028300002	HLB	--	--	-	-	-	--	6

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## General information

Ferreycorp, formerly Ferreyros, is a Peru-based company engaged in the import, distribution, sale, leasing and maintenance of construction, mining, agricultural and

transport equipment and vehicles. The Company was founded in 1922 and is headquartered in Lima, Perú.

## Selected financial data

Key data	Revenues	EBIT	Employees
2018	PEN 5,201m	PEN 464m	6,544
2017	PEN 4,843m	PEN 421m	6,386
2016	PEN 4,856m	PEN 425m	6,522
2015	PEN 5,204m	PEN 490m	6,671
2014	PEN 4,846m	PEN 337m	6,631

Main shareholders	2019
Prima AFP SA (Investment Management)	11.1%
AFP Integra SA (Investment Management)	10.2%
Onyx Equity Management Gestora de Inverimentos Ltda.	7.6%

Geographical Breakdown	Turnover 2018	Employees
Perú	87.4%	N/A
Chile	4.6%	N/A
Guatemala	3.9%	N/A
El Salvador	3.2%	N/A
United States	0.9%	N/A

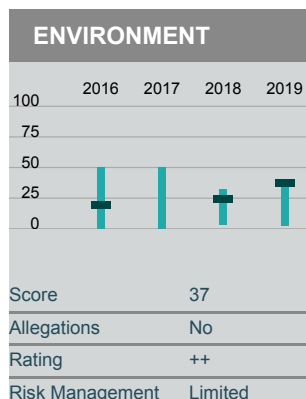
Main economic segment	Turnover 2018
Automotive, Spare Parts and Services	98.2%
Heavy Equipment, Spare Parts and Services	1.8%

## Selected ESG Indicators

	2019	2018
Non-executive Board member(s) responsible for CSR issues	Yes	Yes
Executive remuneration linked to CSR performance	Yes	Yes
3-year energy consumption trend (normalized to turnover)	N/A	↗
Percentage of independent Board members	33	44
Percentage of women on Board	0	0
Percentage of women in Executive team	19	18
Percentage of women in workforce	N/A	14
Percentage of employees covered by collective agreements on working conditions	N/A	8
3 year trend for safety at work	N/A	↘
Involvement in armament	N/A	No
Management of social risks in supply chain	Limited	Limited
Transparency on lobbying budget	No	No

## CSR performance per criterion

■ Sector performance  
■ Company performance  
 Rating : min- / max ++



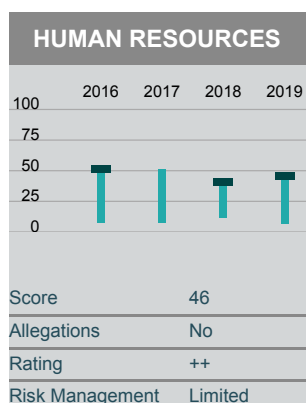
### Key issues

Two environmental issues are of major relevance for the IGS sector. The first concerns companies' energy consumption and the related emissions, since most companies in the sector use industrial processes with large energy consumption. There is also an increasing pressure from clients on companies to offer products with a reduced environmental impact, as IGS products constitute key drivers to reduce energy consumption and associated emissions of other industries. The management of environmental impacts from the use and disposal of product is therefore a key sustainability driver in the sector.

### Company performance

- The Company's absolute performance in the Environmental domain is limited and has increased compared to the previous review.

- Although Ferreycorp started to report on some measures towards the use of products that reduce the impact on the environment, the Company's score in this domain is still hindered by its lack of reporting as regards how it tackles the issue of its products' impacts on the environment throughout their lifecycle. On a positive side, the Company's performance related to its environmental strategy continues to be advanced and it has included a target to implement and certify ISO 14001 its environmental management system at its Industrial headquarters by the end of 2019. Finally, as for the Company's impact from energy use, although it reports on a general commitment with some measures in place to address the issue, related KPIs show mixed trends.



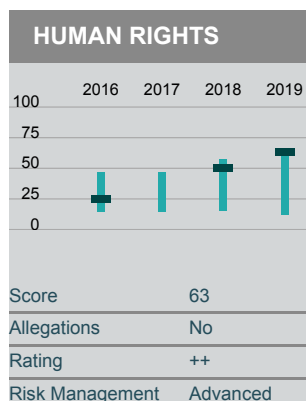
### Key issues

The nature of the activities of the IGS sector exposes workers to health and safety problems such as accidents both on-site and on clients' sites, exposure to toxic substances, and repetitive movements. Stress management also remains a key issue both for workers employed on production lines and employees in engineering services, who face stress linked to delivery deadlines. Another key area of interest is the management of reorganisation, given the wave of restructurings having taken place in the past years, which included delocalisations to emerging markets.

### Company performance

- Ferreycorp's absolute performance in the Human Resources domain is limited and has remained stable compared to the previous review.

- The Company continues to be silent on a commitment to manage its reorganisations responsibly, although it does report on few measures implemented to tackle this issue, such as outplacement services. As for the promotion of labour relations, although a commitment to address this issue is still missing, during this review the Company informed Vigeo Eiris that collective bargaining agreements cover 100% of workers, whether or not they belong to the union. Ferreycorp's performance in terms of health and safety has slightly deteriorated as related indicators show mixed trends and a new target on this issue does not appear to have been disclosed.



### Key issues

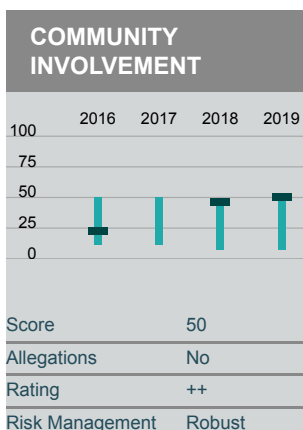
The prevention of discrimination is the area of focus for human rights in IGS companies, as the sector has historically been male-dominated and faces the issues of workforce ageing and integration of persons with disabilities. In this respect, efficient prevention systems and pro-active diversity promotion are factors of enhanced competition.

### Company performance

- The Company's absolute performance in the Human Rights domain is advanced and has increased compared to the previous review.

- The Company's score increase refers to Non-discrimination and diversity, the formalised commitment towards this issue include now the target to reach 25% of women in its workforce by the year 2021. In addition, dedicated relevant measures to address this issue, includes such as affirmative action programmes, monitoring of salary disparities and flexitime initiatives. Related KPIs show positive trends over the past five years. On the other hand, despite having a formalised commitment to fundamental labour rights, it is still unclear what steps the company takes to ensure that they are fully respected.

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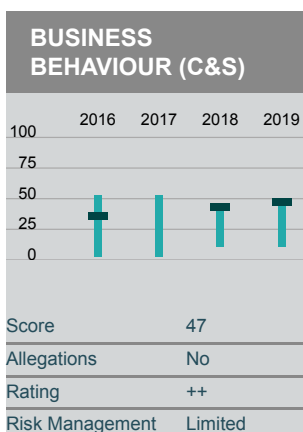


#### Key issues

The main issue at stake for the IGS sector in the field of community involvement concerns companies' impacts on local social and economic development. Given their economic power, IGS companies can have major impacts on the development of the region in which they are located. IGS companies are expected to promote local economic and social development when operating in developing countries, and also to manage impacts that their reorganisation may have on local development. Since tax revenues are key factors of local economic development, companies are also assessed on their responsibility in terms of tax policy and the transparency of their tax reporting.

#### Company performance

- The Company's absolute performance in the Community Involvement domain is robust and has slightly improved compared to the previous review.
- Although the Company has operations in an offshore financial centre and in jurisdictions considered by the OECD as not compliant enough on tax transparency rules, Ferreycorp justifies its presence in these countries. Regarding the way the Company addresses local development, Ferreycorp has issued a formalized and accessible commitment to promote local social and economic development which is publicly available on the Company's website. Measures in place to support this commitment involve trainings and programmes to support transfer of technologies. However, measures implemented seem to be limited to Perú and its provinces.

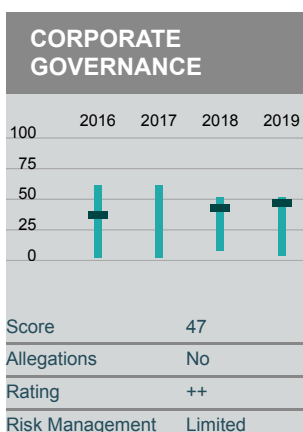


#### Key issues

The business behaviour issue that is most at stake for companies in the IGS sector is the prevention of corruption, given that principal business partners include other large companies or public authorities. In addition, given the often oligopolistic structure of the markets in which IGS companies, the prevention of anti-competitive practices is key for the sector. The integration of social and environmental factors in the supply chain are also important since the impact of IGS suppliers on these issues is considerable, especially when it comes to companies supplying metal or other related products or operating in countries where social standards are not upheld.

#### Company performance

- Ferreycorp's performance in the Business Behaviour domain is limited in absolute terms and has remained stable compared to the previous review.
- The Company has a confidential complaint channel in place to report violations of its Code of Ethics with regard to anti-competitive practices and corruption. During the period under review, Ferreycorp has informed Vigeo Eiris that there were no incidents related to corruption and antitrust practices during the past 5 years. Ferreycorp, continues to report on measures to ensure that environmental and social factors are respected throughout its supply chain. Finally, Ferreycorp continue to be silent on the transparency and integrity of lobbying practices.



#### Key issues

Sound corporate governance is required to oversee a company's strategic direction, including the CSR strategy. Directors are notably evaluated on their level of diversity and experience with operational, financial, and CSR topics. The audit and internal controls system is examined regarding the efficiency and reach of its risk management. Shareholders are expected to have fair voting rights and access to all relevant information on emerging ESG risks. Executive remuneration is assessed for transparency and alignment with balanced stakeholder interests.

#### Company performance

- The Company's absolute performance in the Corporate Governance domain is limited and has remained stable compared to the previous review.
- The Board of Directors' level of independence is still below the recommended level and the Board continues to lack diversity, with no female or employee representative(s) representation. Although the roles of Chairman and CEO are separated, the chairman itself is not considered independent. Despite the Company reports on having a CSR committee that is part of the Board, there is not enough evidence to assess whether Directors have CSR experience. Shareholders rights appear to be overall respected, despite less than half of the board is independent, other safeguards appears to be in place to monitor transactions between the Company and its major shareholder. In addition, the Company has presented to shareholders and investors its CSR strategy. Finally, the Company's reporting with regards to Executive remuneration remains poor, specifically on the targets and rules guiding short and long-term incentive plans.

## CSR performance per criterion


### Detailed Analysis

<b>Environment</b>	<b>10</b>
ENV1.1 Environmental strategy and eco-design	10
ENV1.2 Pollution prevention and control (soil, accident)	12
ENV1.4 Protection of biodiversity	13
ENV2.1 Protection of water resources	14
ENV2.2 Minimising environmental impacts from energy use	15
ENV2.4 Management of atmospheric emissions	17
ENV2.5 Waste management	18
ENV3.1 Management of environmental impacts from the use and disposal of products/services	19
<b>Human resources</b>	<b>21</b>
HRS1.1 Promotion of labour relations	21
HRS2.3 Responsible management of reorganisation	23
HRS2.4 Career management and promotion of employability	25
HRS3.2 Improvement of health and safety conditions	27
<b>Human rights</b>	<b>30</b>
HRT1.1 Respect for human rights standards and prevention of violations	30
HRT2.1 Respect for freedom of association and the right to collective bargaining	31
HRT2.4 Non-discrimination and diversity	33
<b>Community involvement</b>	<b>36</b>
CIN1.1 Promotion of the social and economic development	36
<b>Business behaviour (C&amp;S)</b>	<b>39</b>
C&S1.1 Product Safety (process and use)	39
C&S2.3 Integration of environmental factors in the supply chain	40
C&S2.4 Integration of social factors in the supply chain	42
C&S3.1 Prevention of corruption	44
C&S3.2 Prevention of anti-competitive practices	46
C&S3.3 Transparency and integrity of influence strategies and practices	48

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<b>Corporate governance</b>		<b>50</b>
CGV1.1	Board of Directors	50
CGV2.1	Audit & Internal Controls	53
CGV3.1	Shareholders	55
CGV4.1	Executive Remuneration	56

 Involvement in allegations    
  Involvement in allegations with evidence of corrective measures

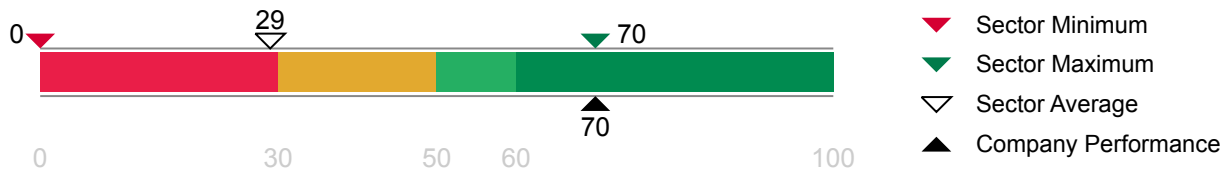
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Environment

Score: 37

ENV1.1 Environmental strategy and eco-design

(score: 70, weight: 2)



Visibility of commitment to environmental issues

The company has issued a formalised commitment to environmental protection in its Safety, Health and Environment Integrated Policy and sets specific targets in this regard: Ferreycorp aims to implement and certify ISO 14001:2015 at its Industrial headquarters by the end of 2019. In addition, the company is a signatory of the Global Compact and communicates on this principle.

Of note, the company also reports on having the following target: In the medium term, Ferreycorp aims that all of its sites are certified towards ISO 14001.

Relevance of environmental strategy

The company commits to the majority of its responsibilities in terms of environmental protection:

- Pollution prevention and control (soil, accident)
- Protection of water resources
- Minimising environmental impacts from energy use
- Management of atmospheric emissions
- Management of environmental impacts from the use of products/services
- Management of environmental impacts from the disposal of products/services
- Protection of biodiversity
- Waste management

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, there is a dedicated structure responsible for this issue.

The company has informed Vigeo Eiris that its CFO oversight directly the Environmental Strategy, for this the company reports on having a team together with CSR department and infrastructure department, which is composed of multidisciplinary employees and integrated by environmental specialists, project managers, CSR specialist and financial professionals.

Means allocated to environmental management

The company has allocated significant resources to environmental management within the framework of ISO 14001:  
 - Environmental manual specifying procedures and responsibilities  
 - Internal audits that assess the effectiveness of the EMS

Of note, the company has informed Vigeo Eiris on conducting Management review of the EMS (at Executive Level), however, Ferreycorp has not provided enough evidence on how this is performed.

Coverage of certified environmental management systems

Between 50% and 75% of the company's sites/offices have a certified environmental management system.

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*Ferreycorp reports that 4 out of its 6 major sites, in Peru, are certified to ISO 14001.*

*In addition, Ferreycorp states that its Environmental Management System based on ISO 14001 is executed, monitored and audited through the Environment Management Programmes of each company.*

<b>Leadership</b>	<b>74</b>
Visibility	100
Relevance	65
Ownership	65

<b>Implementation</b>	<b>65</b>
Means & resources	65
Coverage	65

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## ENV1.2 **Pollution prevention and control (soil, accident)** (deactivated)

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As Ferreycorp is involved in rental services and does not manufacture the products it sells, this issue is not analysed for this company.

## ENV1.4 **Protection of biodiversity**

(deactivated)

As Ferreycorp is involved in rental services and does not manufacture the products it sells, this issue is not analysed for this company.

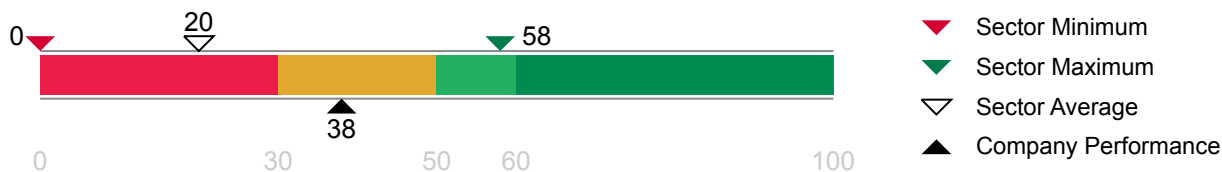
## ENV2.1 **Protection of water resources**

(deactivated)

As Ferreycorp is involved in rental services and does not manufacture the products it sells, this issue is not analysed for this company.

**ENV2.2 Minimising environmental impacts from energy use**

(score: 38, weight: 3)



**Relevance of the company's commitment in terms of reducing its energy consumption.**

The company's commitment to reduce its energy consumption is general.  
*The company commits to reduce energy consumption.*

**Relevance of the company's commitment in terms of reducing its energy-related emissions.**

The company's commitment to reduce its energy-related emissions is general.  
*Ferreycorp is committed to the reduction of environmental impacts associated with climate change, which is focused on efforts towards greenhouse gas emissions reduction.*

**Means allocated**

The company works to optimise its production processes, in order to reduce its energy consumption and/or its related emissions.  
*Ferreycorp monitors its CO2 emissions as well as its energy consumption, and reports on having installed 2000 m2 of solar panels in its second major site. In addition, the company has informed Vigeo Eiris that it started a pilot project to reduce its carbon emissions, the carbon footprint was measured in an administrative building and some objectives were established for the reduction of these emissions, activities such as internal campaigns, change of conventional lights to LED lights among others. After 1 year, a reduction of 15% in emissions was achieved, and due to the success of this first pilot, Ferreycorp reported it will measure the carbon footprint in its other facilities and companies. Of note, the company has replaced the normal light bulbs to LED lights in the main venues of Ferreycorp.*

**Coverage**

The company has taken such measures in a minority of sites.  
*The company appears to have the monitoring system covering a majority of the company's sites. However, pilot project does not appear to cover the majority of the company's sites. Finally, solar panels are reported to be installed only in its second major site.*

**Energy consumption**

*The company's energy consumption, normalised to sales has decreased, but not continuously, by 5% over the past five years, from 7.8 MWh per PEN million in 2014 to 7.4 MWh per PEN million in 2018.*

**CO2 emissions linked to energy consumption (direct AND indirect, when applicable)**

*The company's greenhouse gas emissions, normalised to sales, has increased significantly over the past three years, from 1.7 tonnes per PEN million in 2016 to 4.8 tonnes per PEN million in 2018.*

**SO2 emissions linked to energy consumption**

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*The company only publishes indicators over the past two years, and SO2 emissions linked to energy consumption, normalised to sales, have decreased by 17% from 4.6 tonnes per PEN million in 2017 to 3.8 tonnes per PEN million in 2018.*

**NOx emissions linked to energy consumption**

*The company only publishes indicators over the past two years, and NOx emissions linked to energy consumption, normalised to sales, have decreased by 17% from 2.6 tonnes per PEN million in 2017 to 2.2 tonnes per PEN million in 2018.*

<b>Leadership</b>	<b>30</b>
Relevance	30

<b>Implementation</b>	<b>51</b>
Means & resources	65
Coverage	30

<b>Results</b>	<b>32</b>
Performance	32

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## ENV2.4 **Management of atmospheric emissions** (deactivated)

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As Ferreycorp is involved in rental services and does not manufacture the products it sells, this issue is not analysed for this company.

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## ENV2.5 **Waste management** (deactivated)

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As Ferreycorp is involved in rental services and does not manufacture the products it sells, this issue is not analysed for this company.

ENV3.1

Management of environmental impacts from the use and disposal of products/services

(score: 14, weight: 3)



Relevance of commitments related to the use of products

The company does not disclose any commitments related to the use of its products.

Materiality of means on the use of products

Means set up by the company include the technical optimisation of products as well as client information on the environmental impact of products/services.

*Ferreycorp reports on having the "CAT Certified Reconstruction (CCR)" programme for underground mining and heavy construction equipment, this programme is reported to require compliance with a series of repairs and changes to mandatory parts, as well as the incorporation of improvements that were implemented after the date of manufacture of the equipment. Over the past two years, the company report it has rebuilt a series of equipment that has been operating successfully in the north, center and south of Perú, including: mining trucks, low profile loaders for underground mining, heavy construction equipment, auxiliary equipment for large-scale mining, among others.*

Coverage with regard to measures affecting the use of the product

There is no evidence on the share of products affected by these measures. The company reports that during 2018 a total of 46 equipments were rebuilt.

Relevance of commitments related to the disposal of products

The company's commitment to limiting impacts related to the disposal of its products is general.

*The company commits to minimize the negative impacts of solid waste on the environment, promotes the circular economy in the industry through programmes for the reconstruction of equipment and components with a high level of use or that have already been discarded.*

Materiality of means on the disposal of products.

Information obtained from company and public sources regarding means allocated to limiting the environmental impacts related to the disposal of its products is insufficient.

- development of products designed for recycling or dismantling
- product labelling
- information on recycling or dismantling methods
- ensuring products do not contain hazardous substances (RoHS Directive)
- using recycled and/or recyclable materials
- creating/contributing to the creation of a network to collect products at the end of their life cycle.
- reduced use of materials (reduction at the source)

**Coverage with regard to measures affecting the elimination of the product**

Information obtained from company and public sources regarding the percentage of sites covered by measures affecting the elimination of the product is insufficient.

**Share of products that have a reduced environmental impact during use and/or disposal**

The company does not disclose data on the share of its products that have a reduced environmental impact during use and/or disposal.

Leadership	15
Relevance	15

Implementation	26
Means & resources	32
Coverage	15

Results	0
Trends	0

Human resources

Score: 46

HRS1.1 Promotion of labour relations

(score: 31, weight: 2)



Visibility of commitment

The company does not disclose any commitment to promote labour relations.

Relevance of commitment

The company does not disclose any commitment to promote labour relations.

Ownership of commitment

The company does not disclose any commitment to promotion of labour relations.

Coverage of employee representative bodies

Employee representative bodies have been set up only in a minority of company sites.

*Employee representative bodies appear to have been set up, however its coverage amounts to 8% of the company's employees.*

Subjects covered by collective bargaining

Collective bargaining between the company and employee representatives deals with subjects related to working conditions, including:

- health & safety
- CSR issues
- remuneration
- working hours
- training
- career development
- work time flexibility
- employability/life long learning
- stress management
- equal opportunities

*The company has informed Vigeo Eiris that it has employees covered by collective agreements on working conditions, but this seems to include only topics related to employees' remuneration.*

*Of note, Ferreycorp reports that, during the year 2018, the company reinforced labour relations to ensure compliance with labour laws, standardize processes and manage labour relations among employees, respecting the principles of gender equity and equality and nondiscrimination in employment. However, further details do not appear to be disclosed.*

Employee representative bodies in countries with restrictive legislation

*Although the company operates in countries where labour rights could be at risk, such as Peru, information obtained from company and public sources regarding*

*how the company promotes employee representation in these countries is insufficient"*

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

**Coverage of collective agreements on working conditions**

Collective agreements on working conditions cover more than 75% of its employees.

*The company reports that collective bargaining agreements cover 100% of workers, whether or not they belong to the union.*

<b>Leadership</b>	<b>0</b>	<b>Implementation</b>	<b>6</b>	<b>Results</b>	<b>88</b>
Visibility	0	Means & resources	0	Performance	88
Relevance	0	Scope	30		
Ownership	0	Coverage	0		

### HRS2.3 Responsible management of reorganisation

(score: 33, weight: 3)



**Relevance of commitment to manage reorganisations responsibly**

The company does not disclose any commitment to manage reorganisations responsibly.

**Involvement with employee representatives**

The company does not disclose any commitment to inform and consult employee representatives on reorganisations.

**Means allocated to prevent and manage reorganisations**

The company has allocated significant measures to limit the impacts of reorganisations:

- significant financial compensation
- early retirement
- reduction of labour time
- internal mobility programme
- outplacement services
- individualised follow-up of employees
- re-training

- Significant financial compensation: Laid-off employees are entitled to an indemnisation amounting to 1.5 of their monthly wages per year spent in the company, with a limit set at 12 remunerations;  
 - Outplacement services: The company mentions this as a measure that can be taken in order to mitigate the impacts of reorganisations on its employees.

**Coverage**

These means are allocated for all the company's employees affected by the reorganisations.

*All employees under a permanent contract who are dismissed, for a reason other than fraud or misconduct, are entitled to these measures.*

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

**Result of the company's commitment to manage reorganisations responsibly**

The company does not provide any information on the impacts of reorganisations on employment.

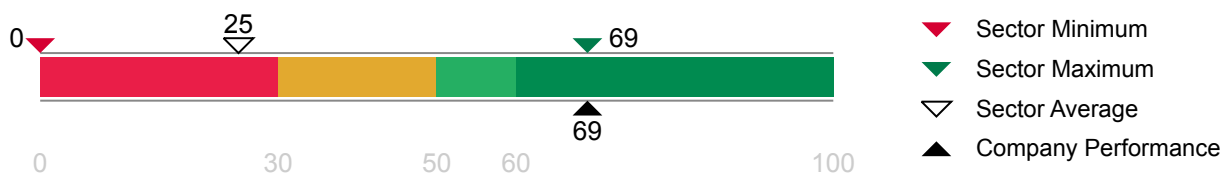
*Of note, the total numbers of employees has slightly increase over the past three years, from 6,522 employees in 2016 to 6,544 employees in 2018.*

Leadership	0	Implementation	65	Results	35
Relevance	0	Means & resources	65	Performance	35
Ownership	0	Coverage	65		



**HRS2.4 Career management and promotion of employability**

(score: 69, weight: 1)



**Visibility of commitment**

The company has issued a largely publicised, formal commitment to promote career management and training which is publicly available in its:

*Code of Ethics.*

**Relevance of commitment**

The company's commitment to promoting career management and training addresses its main responsibilities:

- Ensure training, life-long learning and employability
- Promote career development
- Anticipate short and long-term employment needs and skill requirements (ageing workforce)
- Put in place a concerted career management framework, which is transparent and individualized

**Ownership of commitment**

The Head of Human Resources is part of the company's Board or Executive Committee and line managers are evaluated on their performance in terms of human resources management.

*The Head of Human Resources, Maria Teresa Merino Caballero, is part of the company's Executive Committee and Ferreycorp has informed Vigeo Eiris that line managers are evaluated on their performance in managing talent and building their team's skills.*

**Career management systems**

The company has set up an internal job opportunity marketplace and/or has formalised the skill requirements for the various job positions. Moreover employees have regular performance assessment interviews.

*Ferreyros, Ferreycorp's main subsidiary, has formalised the skill requirements for the various job positions. In addition, Ferreycorp informed Vigeo Eiris that it has implemented a system of objectives setting and performance assessment interviews. These interviews are reported to be conducted every six months.*

**Coverage of career management systems**

These career management systems cover all of the company's employees.

*The company reports that, in 2018, "Performance evaluation" was undertaken for 93% of its employees.*

**Types of training provided to non-managers**

The training programmes are aimed at adapting employees' skills to the requirements of their current position and also enable them to develop additional skills.

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*Ferreycorp reports that it has developed the Service Pro programme, which aims at providing the necessary training to technical workers and employees in logistics in order for them to adapt to the new requirements of their positions. In addition, the company also mentions that its "Performance Management Programme" was reformulated, strengthening its systematization and measurement parameters. Ferreycorp reports that it has set 13 corporate competencies, which were also updated and aligned with the company's culture and strategy, and grouped into strategic, operational, people and personnel. The performance management system is reported to have a direct impact on the achievement of strategic objectives and goals, and also contributes to the development and motivation of employees. Finally, Ferreycorp reported that, during 2018, the first stage of the "Management Skills Development Programme" was completed for 185 leaders of the corporation, who were trained in effective leadership behaviours, change leadership, feedback and crucial conversations.*

**Means allocated to training for all employees**

*The number of training days per employee has increased, but not continuously, by 12% over the past three years, from 3.17 days per employee in 2016 to 3.55 days per employee in 2018.*

**Mobility / turnover**

*Ferreycorp employees' turnover rate has increased by 3 percentage points over the past three years, from 14% in 2016 to stand at 17% in 2018.*

**Training delivered during the year under review**

All the company's employees received training during the year under review.

*93% of the company's employees were reported to have received training during 2018.*

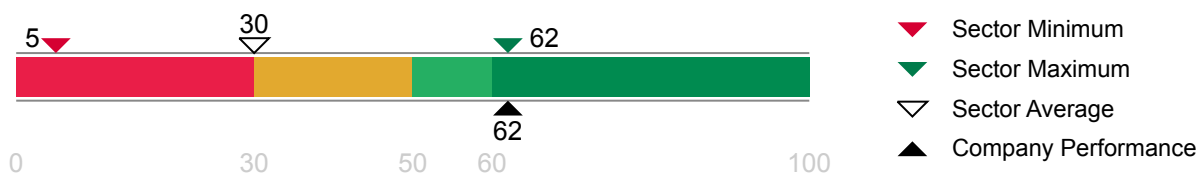
<b>Leadership</b>	<b>83</b>
Visibility	100
Relevance	65
Ownership	100

<b>Implementation</b>	<b>65</b>
Means & resources	48
Scope	65
Coverage	100

<b>Results</b>	<b>60</b>
Performance	60

**HRS3.2 Improvement of health and safety conditions**

(score: 62, weight: 3)



**Visibility of health & safety commitments**

The company has made a formalised commitment to health and safety issues in its: *Safety, Health and Environment Integrated Policy.*

**Relevance of commitment**

The company's commitment addresses its main responsibilities:

- ensure awareness about health and safety issues
- reduce the number of work accidents and their severity
- prevent occupational disease due to the exposure to hazardous substances (VOCs, nanomaterials etc.)
- reduce stress/promote well-being
- improve workstation ergonomics

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management. In addition, responsibility for commitments is allocated to a dedicated structure or local managers are held accountable.

*The company reports it has a Safety, Health and Environment Committee in place.*

**Means allocated to health and safety**

The company has allocated means to address these issues, including a certified health and safety system:

- training/awareness raising programmes
- measures to prevent exposure to hazardous substances
- internal monitoring
- risk assessments
- internal H&S audits
- H&S competitions
- remuneration based on H&S performance
- ISO 45001 / OHSAS 18001 certifications
- improvement of workstation

- *Internal monitoring: Ferreycorp states that it keeps a record of occupational accidents and monitors safety indicators;*
- *Training programmes: as part of Ferreycorp's online academy, courses on health and safety are provided;*
- *Risk assessments: the company report it conducts preventive assessments of its operations in order to detect potential working conditions or working habits that could present a safety risk;*
- *Internal H&S audits: planned and unannounced inspections are regularly realized in order to assess the operations' level of compliance with the company's internal H&S management system.*
- *OHSAS 18001 certifications: The company reports on having a "Política integrada*

de Calidad, Seguridad, Salud, Medio Ambiente y Responsabilidad Social" certified on OHSAS 18001.

In addition, the company reports on measures to prevent employees' exposure to hazardous substances. It appears that each employee has to be able to identify products and their associated NFPA diamond, which is a standard system for the identification of the risks posed by hazardous materials and the procedures to follow in case of emergency. Employees also have access to safety sheets that list the chemicals contained in the product and the necessary equipment required to handle the product.

**Coverage of means allocated to address health and safety**

The health and safety measures cover the majority of company's employees.

The company has allocated significant means to address stress at work, including:

- monitoring of absenteeism/rate of occupational disease
- job redesign (work organisation)
- assessment of stress through analysis of internal H&S data
- monitoring of stress through opinion surveys
- awareness raising for employees
- identification of stress sources
- stress support instruments (hotline, counselling service, employee assistance programme, etc)
- training on stress for employees
- training on stress for managers
- measures to improve ergonomics/ ergonomic design of workplaces

**Means allocated to reduce stress at work**

- *Monitoring of absenteeism/rate of occupational disease: The company monitors its absenteeism rate.*
- *Assessment of stress through analysis of internal H&S data: The company reports to have an assessment of stress sources through the evaluation of several factors, such as social relations in the workplace, training, time off, etc.*
- *Identification of stress sources: The company has informed Vigeo Eiris that it has performed a study to determine the main psychosocial risks present in the "Recovery Workshop" area and provide recommendations according to the results of the evaluation.*
- *Awareness raising for employees: The company reports on providing training on "Forced Postures and Repetitive Movements" to personnel exposed to these risks.*
- *Stress support instruments: Ferreycorp reports on having a "Balance of Life programme", which is reported to promote the balance of personal and work life through three axes: integral health, time flexibility and time management, as well as activities with the collaborator and the family. Also, the GoodLife" programme, to promote physical and mental health care. Further information on this programme does not appear to be disclosed.*

*Of note, the company has informed Vigeo Eiris on having stress support instruments such as psicosocial exams performed on employees, and a doctor that acts upon the results of the examination. However, the company lacks on information on how the company supports its employees that have bad results on this exams. The company also reports on having performed some studies to ergonomics monitoring, on which recomendation to improvement have been made. However, information on the steps taken by the company to improve ergonomics or to implement a ergonomic design of workplaces has not been found.*

**Coverage of means allocated to address mental health**

The measures allocated to address mental health cover the majority of the company's employees.

*The company has informed Vigeo Eiris that 100% of its employees are assessed on factors related to mental health.*

**Accident frequency rate**

*Ferreycorp's lost-time injury frequency rate has decreased, but not continuously, by 22% over the past five years, from 1.14 injuries per 200,000 hours worked in 2014 to 0.89 injuries per 200,000 hours worked in 2018.  
The total recordable injury frequency rate has decreased, but not continuously, by 16% over the past five years, from 1.58 injuries per 200,000 hours worked in 2014 to 1.32 injuries per 200,000 hours worked in 2018.*

**Accident severity rate**

*The company's severity rate has decreased, but not continuously, by 19% over the past five years, from 17.32 days lost per 200,000 hours worked in 2014 to 13.97 days lost per 200,000 hours worked in 2018.*

**Other health and safety indicators**

*The absenteeism rate has increased by 0.47 percentage points over the past three years, to stand at 2.23% in 2018.  
The company has informed Vigeo Eiris that there had been no case of occupational diseases between 2013 and 2018.*

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

<b>Leadership</b>	<b>65</b>
Visibility	65
Relevance	65
Ownership	65

<b>Implementation</b>	<b>65</b>
Means & resources	65
Coverage	65

<b>Results</b>	<b>56</b>
Performance	56

Human rights

Score: 63

**HRT1.1      Respect for human rights standards and prevention of violations**

(deactivated)

Ferreycorp is not involved in the construction, maintenance and management of large infrastructure projects or mining activities that could lead to population displacements and human rights abuses, therefore this issue is not analysed for the company.

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**HRT2.1 Respect for freedom of association and the right to collective bargaining**

(score: 34, weight: 2)



**Visibility of commitment**

The company has issued a formalised commitment to freedom of association and the right to collective bargaining in its Code of Ethics and Labour Relations Policy. The company is a signatory of the Global Compact but does not communicate on this principle.

**Relevance of commitment**

The company's commitment addresses some of its responsibilities:

- Respect and protection of freedom of association and the right to organize (ILO C87)
- Respect of the right to collective bargaining (ILO C98)
- Respect and protection of workers' representative (ILO C135)
- Prevent workers' representative discrimination
- Guarantee the effective exercise of the trade union rights in the workplace

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management. The company has informed Vigeo Eiris that the Central Manager of Human Resources is responsible for oversight this issue.

**Monitoring**

It is not clear what steps the company takes to ensure that freedom of association is respected throughout the company's operations (e.g.: through external verification, risk mapping, audits, etc.)

- occasional risk mapping
- occasional internal audits
- on-going monitoring of labour rights risks
- regular internal audits
- external audits/verification
- external investigation of allegations
- cooperation with unions: joint audits, joint grievance procedures etc.

**Promotion of collective bargaining**

Information obtained from company and public sources regarding measures in place to inform employees about their trade union rights is insufficient.

*Of note, Ferreycorp has informed Vigeo Eiris that unions maintain good relations with company representatives in order to contribute to the improvement of policies that favor working conditions.*

**Coverage**

Information obtained from company and public sources regarding the percentage

of the company where such labour rights systems and programmes are in place is insufficient.

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

<b>Leadership</b>	<b>37</b>
Visibility	65
Relevance	30
Ownership	30

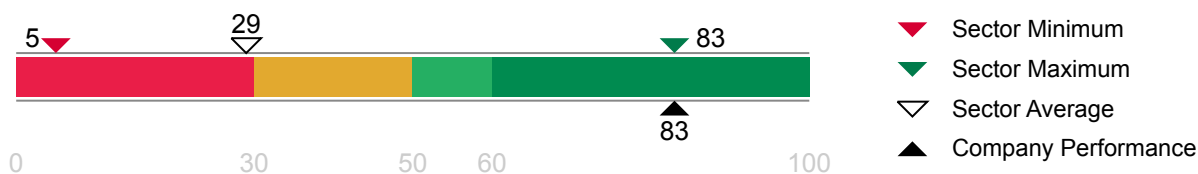
<b>Implementation</b>	<b>0</b>
Means & resources	0
Coverage	0

<b>Results</b>	<b>65</b>
Performance	65



**HRT2.4 Non-discrimination and diversity**

(score: 83, weight: 3)



**Visibility of commitment**

The company has issued a formalised commitment to non-discrimination in its Code of Ethics and in its Gender Equity Policy, in addition Ferreycorp has set targets in this regard. The company aims to reach 25% of women in its workforce by the year 2021. Finally, Ferreycorp is a signatory of the Global Compact and communicates on this principle.

**Relevance of commitment**

The company's commitment to non-discrimination explicitly defines most of the categories and the management processes to which these apply:

- gender
- sensitive medical conditions
- trade union membership or activities
- other (please define)
- Discrimination in employment decisions (such as hiring, promoting or redundancies)
- Discrimination in working conditions (such as working hours, training, remuneration or social security)
- race / ethnicity / nationality
- social background
- religion
- sexual orientation
- family responsibilities (including pregnancy)
- disabilities
- political opinion
- age

- Discrimination in employment decisions: The company reports that it will provide equal employment opportunity;  
 - Discrimination in working conditions: Ferreycorp commits to provide fair opportunities in its career development processes.

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management. In addition, other stakeholders are involved. The company reports on being part of the OWIT (Organization of Women in International Trade), international organization of women in business. Ferreycorp also states that its Corporate Policy against Harassment and Discrimination is approved by the Human Resources Management and mentions that, during in 2018, it established a Gender Equity Committee, composed of the Corporate General Management and representatives of the main subsidiaries in order to promote gender equality.

**Means allocated**

The company has set up extensive measures to prevent discrimination and promote diversity:

- awareness raising

- maternity pay (greater than the statutory requirement)
- paternity pay (greater than the statutory requirement)
- job sharing initiatives
- monitoring of salary disparities
- training
- monitoring
- confidential reporting system / grievance procedures
- disciplinary procedures / corrective measures
- affirmative action programmes
- flexitime initiatives
- child care facilities/child care subsidies
- career break opportunities

- *Awareness raising: The company has informed Vigeo Eiris that it organizes a meeting of female leaders to promote diversity and inform about sexual harassment. In addition, Ferreycorp also appears to conduct male leadership meetings aiming to promote gender equality among employees.*

- *Monitoring: Ferreycorp monitors its gender balance and the share of women in management positions.*

- *Confidential reporting system: The company has informed Vigeo Eiris on having a confidential reporting system, through which discriminations can be reported;*

- *Affirmative action programmes: The company reports to have a labour inclusion programme in place to promote the incorporation of people with disabilities. In addition, Ferreycorp also mentions on having mentoring programmes for female employees which have been identified with a high potential within the company. Further information on the programme does not appear to be disclosed;*

- *Flexitime initiatives: The company reports on having measures in place to adjust employees' workload and balance it with flexitime initiatives. Further information on these initiatives does not appear to be disclosed. The "Balance of Life programme" is reported to promote the balance of personal and work life through three axes: integral health, time flexibility and time management, as well as activities with employees and their families.*

- *Monitoring of salary disparities: The company monitors the ratio of basic salary and remuneration of women to men for three different job levels.*

**Coverage**

The company has set up programmes to promote diversity in a majority of its operations.

*Monitoring is Group-wide and the company has informed Vigeo Eiris that other measures apply to the majority of its operations.*

**Results in terms of gender distribution**

*The share of women in management positions has increased, but not continuously, by 4 percentage points over the past five years, from 18% in 2014 to 22% in 2018. Of note, the share of women in the total workforce stood at 14% in 2018.*

**Results in terms of employment of persons with disabilities**

*The share of employees with disabilities in the total workforce has increased, but not continuously, by 5 percentage points over the past five years, from 7% in 2014 to 12% in 2018.*

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

Leadership	100	Implementation	83	Results	65
Visibility	100	Means & resources	100	Performance	65
Relevance	100	Coverage	65	Trends	65
Ownership	100				

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Community involvement

Score: 50

CIN1.1 Promotion of the social and economic development

(score: 50, weight: 2)



Visibility of the policy

The company has issued a formalized and accessible commitment to promote local social and economic development in its:

*Corporate Policy on Sustainable Development which is publicly available on the company's website.*

Relevance of commitment

The company's commitment to promote local social and economic development is general.

- Promote the creation and development of local businesses
- Promote the transfer of technology and skills to developing countries
- Reduce the social impacts related to site closures, openings, and restructuring
- Promote the employment and training of local personnel
- Implement a responsible tax strategy

*The company report that it commits to focus on the creation of economic, social and environmental value and adequate management of all the stakeholders, and on the positive or negative impacts that its interactions could generate, in order to contribute to the sustainability of the business and society as a whole.*

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, other employees are directly involved.

*The company has informed Vigeo Eiris that the Social Responsibility Department, which is reported to work under the management of the CFO, who appears to be responsible for this policy.*

Means allocated

The company has allocated significant means to address social and economic development, including:

- programmes to support the creation of local businesses
- programmes to actively hire local suppliers
- training programmes/ apprenticeships
- programmes to support transfer of technologies

*- Training programmes: Ferreycorp report that it has implemented a two-year programme geared toward the education of young people for a technical career as a Caterpillar equipment mechanic. The tuition fees for this programme are paid by the company, and students repay the company once they are employed. The company also offers the "Sowing your future" programme to young people coming from low-income families in a neighbourhood of Lima, the students are offered scholarships to attend the National Center for training in industrial jobs. The company has also informed Vigeo Eiris that Ferreycorp Asociación has been working for more than 20 years on conducting free workshops for more than 35,000*

university students in more than 30 cities throughout Peru. The workshops promote valuable principles to the participants for their future professional practice, highlighting aspects such as employability, leadership, citizenship, professional attitude and teamwork. Finally, Ferreycorp mention the "Think Big" programme, this is reported to train young professionals in the technical career of mechanics, giving them access to an educational credit fund that allows students to finance up to 100% of their studies.

- Programmes to support transfer of technologies: The company reports on programmes, such as the "Pre-professional Practices Programme and Support for Academic Research and Vocational Guidance" and "Think Big" which aim to train young professionals in the technical career of mechanics, giving them access to an educational credit fund that allows students to finance up to 100% of their studies. In addition, programmes to support academic research, in order to give vocational guidance and internship opportunities for students has also been reported to be in place.

Of note, Ferreycorp report it promotes the formalization and development of local suppliers, contributing to the growth of the economies of their places of origin. However, further information on this topic has not been found.

**Geographical coverage**

These means are allocated in the majority of company sites.

The company reports on having implemented these programmes in all of its operations based in Perú and its provinces.

**Performance trend**

Information obtained from company and public sources regarding the quantitative outcomes of local social and economic development projects is insufficient to determine a trend.

Ferreycorp report information on the number of students participation of each of the "Education Programmes" in place. However, is it not possible to assess a trend as information reported assess only the total students participating as up to date. Of note, the company provides information on a survey made by programmes attendees, on the survey information about participants have increased over the past two years, from 2040 in 2016 to 2607 in 2017.

**Transparency of tax reporting**

The company reports only on gross taxes paid. There is no breakdown on a regional or country basis.

- taxes paid in some countries of operations
- taxes paid in some regions of operations
- taxes paid in key regions of operations
- taxes paid in key countries of operations
- sales per zone
- operating profit per zone
- number of employees per zone
- ratio between tax paid and headline corporate tax rate per zone
- explanation for significant differences between tax rate actually paid and expected tax rate

Of note, the company reports on its taxes rate in key countries of operations: Taxes rates have been disclosed for Peru, Ecuador, Colombia, El Salvador, Belice, Nicaragua, Honduras, Panama and Chile.

**Presence in IMF 'offshore financial centers' and/ or in jurisdictions considered by the OECD as not compliant enough with tax transparency rules**

The Company operates in IMF 'offshore financial centres' and/ or in jurisdictions considered by the OECD as not compliant enough on tax transparency rules, and it justifies its presence in most of them.

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*The company operates in Guatemala, a country considered by the OECD as non compliant enough on tax transparency rules, and in Panama, a country considered by the IMF as an 'offshore financial centre', and it justifies its presence there: Ferreycorp is formed by a number of businesses, among which Cat Machinery and Gentrac in Guatemala where they operate in the construction and infrastructure sector; the company is also present in Panama through Gentrac Corporation of Panama, owner of Caterpillar distributors in Guatemala.*

## Stakeholders' feedback

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

<b>Leadership</b>	<b>51</b>	<b>Implementation</b>	<b>65</b>	<b>Results</b>	<b>35</b>
Visibility	65	Means & resources	65	Performance	47
Relevance	30	Coverage	65	Trends	0
Ownership	65				

## Business behaviour (C&S)

Score: 47

### C&S1.1 Product Safety (process and use)

(deactivated)

Ferreycorp does not manufacture the products it imports, distributes, sales and leases, therefore, the issue of product safety is not analysed for this company.

**C&S2.3 Integration of environmental factors in the supply chain**

(score: 40, weight: 1)



**Visibility of commitment**

The company has issued a formalised commitment to including environmental factors in supply chain management in its:

*"Corporate Integrated Safety, Health and Environment Policy" and in its "Corporate Policy of Sustainable Development".*

**Relevance of commitment**

The company's environmental requirements for suppliers are general and refer only to applicable laws or corporate environmental policies.

- ISO 14001 certification of all suppliers
- Ban of certain materials (under the RoHS Directive)
- Certification of products purchased
- Minimum percentage of recyclable products
- Transparency about substances in supplied articles (under the REACH Directive)
- Full traceability of nanomaterials in products
- Environmental policy covering the sector's key challenges

*The company reports it has a supplier hiring policy for selection of suppliers that comply with sustainability and environmental management standards.*

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

*The company has informed Vigeo Eiris that the Sub Manager of Infrastructure and Corporate Services is responsible for the oversight of this issue.*

**Means allocated**

The company has set up significant measures to include environmental factors in supply chain management:

- integration of environmental issues into contractual clauses
- supplier questionnaires/ supplier assessment
- supplier support (training, technical assistance, etc.)
- training/awareness raising of employees in charge of purchasing
- non-compliance procedures for suppliers (re-auditing, re-training, eventual ending of contracts)
- risk assessments for suppliers

*- Integration of environmental issues into contractual clauses: The company has informed Vigeo Eiris that contracts include clauses that express the requirement to comply with environmental standards.*

*- Supplier questionnaires/ supplier assessment: Ferreycorp reports on having a questionnaire for the evaluation of suppliers where questions about social responsibility, good practices and climate change have been considered and are*

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reported to be in place.

- *Supplier support: Fargoline, a subsidiary of the company, reports to train all its suppliers on topics including environmental subjects.*
- *Awareness raising of employees in charge of purchasing: Ferreycorp has informed Vigeo Eiris that employees' in charge of purchasing are informed that all chemicals purchases must be evaluated by Safety, Health and Environment department. Employees' are also reported to receive monthly short talks on other environmental issues.*
- *Non-compliance procedures for suppliers: The company reports on an evaluation process on the homologation of suppliers. Suppliers who do not meet the minimum requirements to pass the evaluation have an opportunity to improve their evaluation by taking immediate corrective action. If they do not improve, they cease to be the company's suppliers.*

**Coverage**

The measures implemented cover only a very limited number of purchases/ suppliers.

*The company has informed Vigeo Eiris that only suppliers of the main operational site are considered on these processes, for other contractors and suppliers, Ferreycorp reports that it only consider "a self homologation process".*

**Audits of suppliers**

Dedicated environmental audits are carried out by external auditors.

*Ferreycorp has informed Vigeo Eiris that audits started to have been carried out by an external auditor, and that these include environmental aspects.*

**Share of corrective measures vs problems uncovered**

Information disclosed on the share of environmental problems in the supply chain that were addressed by corrective measures is insufficient.

*The company reports that it is currently evaluating the 2% of suppliers that presented non-conformities, however there is no evidence if those are related to environmental problems.*

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

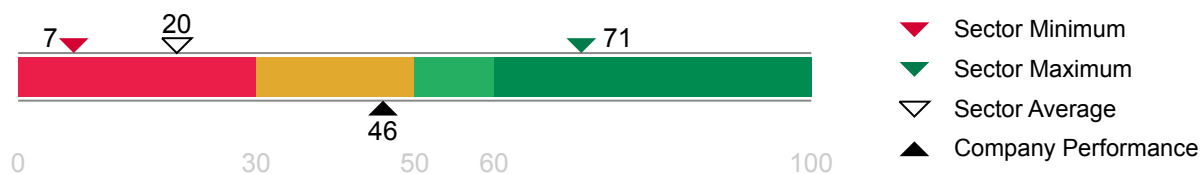
<b>Leadership</b>	<b>39</b>
Visibility	65
Relevance	30
Ownership	30

<b>Implementation</b>	<b>58</b>
Means & resources	82
Coverage	0

<b>Results</b>	<b>22</b>
Performance	22

**C&S2.4 Integration of social factors in the supply chain**

(score: 46, weight: 2)



**Visibility of commitment**

The company has made references to including social factors in supply chain management in its:

*"Annual Report" and in its "Pinciples of Corporate Social Responsibility".*

**Relevance of commitment**

The company's social requirements for suppliers address the main relevant issues in the sector:

- Freedom of association and right to collective bargaining
- Responsible sourcing of minerals
- Abolition of child labour
- Abolition of forced labour
- Non-discrimination
- Health and Safety
- Decent wages
- Working hours
- Other rights (e.g. prevention of cruel, degrading and inhuman behaviour, etc.)

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

*The company has informed Vigeo Eiris that the Sub Manager of infrastructure and corporate services is responsible for the oversight of this issue.*

**Means allocated**

The company has set up significant measures to include social factors in supply chain management:

- integration of social issues into contractual clauses
- supplier questionnaires/ supplier assessment
- supplier support (training, technical assistance, etc.)
- training/awareness raising of employees in charge of purchasing
- non-compliance procedures for suppliers (re-auditing, re-training, eventual ending of contracts)
- risk assessments for suppliers

- *Integration of social issues into contractual clauses: The principles of corporate social responsibility are reported to be part of the supplier's contracts and to condition the renewal or contracting of suppliers.*  
 - *Supplier questionnaires/ supplier assessment: Ferreycorp reports on having a questionnaire for the evaluation of suppliers, where questions about social responsibility, good practices and climate change have been considered and are reported to be in place.*  
 - *Non-compliance procedures for suppliers: The company reports on an evaluation*

*process on the homologation of suppliers. Suppliers who do not meet the minimum requirements to pass the evaluation have an opportunity to improve their evaluation by taking immediate corrective action. If they do not improve, they cease to be the company's suppliers*

**Coverage**

The measures implemented cover the main purchases/suppliers.

*Ferreycorp has informed Vigeo Eiris that the measures implemented cover the majority of its operations.*

**Audits of suppliers**

Dedicated social audits are carried out by independent, external auditors.

*Ferreycorp has informed Vigeo Eiris that audits started to have been carried out by an external auditor, and that these include social aspects.*

**Due diligence measures for conflict free supply chain**

Information obtained from company and public sources regarding due diligence measures to prevent conflict minerals from entering in the supply chain is insufficient.

- Chain of custody tracking and/or traceability (at mines, trading centers, transportation routes, artisanal miners, suppliers)
- On site audits by an accredited third party auditor
- Certification of chain of custody by third party
- Transparency (making reporting online available/answer to customer inquiries)
- Cooperation with stakeholders (NGO, local networks, sector peers)to built capacities in this field.

**Share of corrective measures / problems uncovered**

The company does not disclose quantitative data on the share of social problems in the supply chain that were addressed by corrective measures.

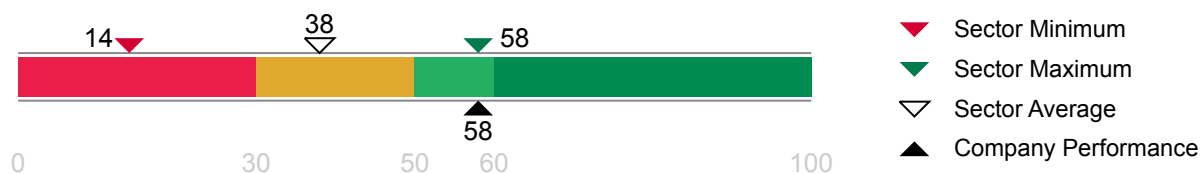
**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

<b>Leadership</b>	<b>48</b>	<b>Implementation</b>	<b>69</b>	<b>Results</b>	<b>22</b>
Visibility	30	Means & resources	71	Performance	22
Relevance	65	Coverage	65		
Ownership	30				

**C&S3.1 Prevention of corruption**

(score: 58, weight: 3)



**Visibility of commitment**

The company has issued a formalised commitment to preventing corruption in its Code of Ethics. In addition, the company is a signatory of the Global Compact and communicates on this principle.

**Relevance of commitment**

The company's commitment to preventing corruption addresses its main responsibilities:

- giving / receiving bribes
- restriction of facilitation payments
- gifts and invitations
- extortion
- fraud
- embezzlement
- money laundering
- conflicts of interest
- illegal financing of political parties
- prohibition of facilitation payments

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management. In addition, other employees are directly involved.

*In its answers to Vigeo Eiris, the company reported that an Ethics officer, as well as a Compliance officer, are in charge of ensuring that this commitment is respected throughout its operations. Both officers report to the company's corporate affairs manager.*

**Involvement of employees**

The company has instituted awareness-raising programmes for relevant employees on corruption prevention.

*The company reports that it conducts periodic training for all of its employees, covering anti-corruption issues.*

*Of note, Ferreycorp reports that there is an anti-corruption clause in contracts with third parties, however there is no evidence that formal training programmes for relevant employees and contractors on corruption prevention are in place.*

**Means allocated**

The company has set up internal controls to prevent corruption that include:

- approval procedures for gifts, etc. by an independent department
- external audits (by an independent, external specialised organisation)
- external investigations of allegations
- the possibility to contact internal audit, legal or compliance departments directly

- & confidentially
- a dedicated confidential hotline or email address
- internal audits (internal verification of compliance with the company's code of conduct etc.)
- risk assessment of company vulnerability
- due diligence on joint ventures
- due diligence in evaluating contracts/suppliers
- systems for appointment/remuneration of agents
- identify and black list known bribe payers

- Approval procedures for gifts, etc. by an independent department: The company has a Gifts and Invitations Policy, which is supervised by the Corporate Management of Corporate Affairs.

- The possibility to contact internal audit, legal or compliance departments directly & confidentially: The company has informed Vigeo Eiris that employees have the ability to contact internal audit in a confidential manner.

- A dedicated confidential email address: Ferreycorp has informed Vigeo Eiris on having a dedicated confidential email address. Through this email, employees can report certain events that are not in compliance with the Code of Ethics or the corporate code of conduct.

- Internal audits: The company reports on having an ethics official committee in charge of verifying compliance with the company's code of conduct through internal audits.

- Due diligence in evaluating contracts/suppliers: the company has informed Vigeo Eiris that, in some cases, it has a due diligence process in the evaluation of contracts/suppliers.

Of note, the company reports it has implemented a complaint channel to report possible violations of the Code of Ethics, but it is unclear whether it is confidential. Ferreycorp also mentions that it receives an external audit by Price Waterhouse Cooper, but does not specify whether these audits are focused on the corruption prevention.

**Coverage**

The measures implemented cover all significant parts of the company.

**Reporting**

The company explicitly states that no incident of corruption was reported internally in the last fiscal year.

Although in the company's 2018 Integrated Annual Report, it has been mentioned that 8 cases of non-compliance with the Code of Ethics, which covers corruption issues, were detected. Ferreycorp has informed Vigeo Eiris that there were no incidents related to corruption during the past 3-5 years.

**Stakeholders' feedback**

As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.

Leadership	65
Visibility	65
Relevance	65
Ownership	65

Implementation	32
Means & resources	32
Coverage	30

Results	77
Performance	77

**C&S3.2 Prevention of anti-competitive practices**

(score: 54, weight: 2)



**Visibility of commitment**

The company has issued a formalised commitment to prevent anti-competitive practices in its:

*Code of Ethics.*

**Relevance of commitment**

The company's commitment to preventing anti-competitive practices addresses its main responsibilities:

- market-sharing
- abuse of dominant position
- dumping
- industrial espionage
- price-fixing

**Ownership of commitment**

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

**Involvement of employees**

The company has instituted awareness-raising programmes for relevant employees on the prevention of anti-competitive practices.

*In its answer to Vigeo Eiris, the company reported that it has a Code of Ethics training where the anti-competitive practices topic is reviewed. The company also mentions that within the ethics training, it is mandatory to sign a document of commitment and compliance of the Code of Ethics, however, it is not done on a yearly-basis. Instead, it is required to be signed whenever it is updated or amended.*

**Means allocated**

The company has set up internal controls to prevent anti-competitive practices that include:

- approval procedures for contract prices etc. by an independent department
- the possibility to contact internal audit, legal or compliance departments directly & confidentially
- a dedicated confidential hotline or email address
- risk assessment of vulnerability areas within the company
- internal audits (internal verification of compliance with the company's code of conduct etc.)
- external audits (by an independent, external specialised organisation)
- external investigations of allegations

*- The possibility to contact internal audit, legal or compliance departments directly*

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*& confidentially: The company has informed Vigeo Eiris that employees have the ability to contact internal audit in a confidential manner.*  
*- Internal audits: Ferreycorp reports on having an ethics official and committee in charge of verifying compliance with the company's code of conduct through internal audits.*  
*- A dedicated confidential email address: Ferreycorp has informed Vigeo Eiris on having a dedicated confidential email adress. Through this email, employees can report certain events that are not in order with the Code of Ethics or the corporate code of conduct.*

*Of note, the company reports it receives an external audit by Price Waterhouse Cooper, but does not specify whether these audits are focused on the anti-competitive practices topic.*

**Coverage**

The measures implemented cover all significant parts of the company.

**Reporting**

The company explicitly states that no antitrust incident was reported internally in the last fiscal year.

*Although in the company's 2018 Integrated Annual Report, it has been mentioned that 8 cases of non-compliance with the Code of Ethics, which covers antitrust issues, were detected. Ferreycorp has informed Vigeo Eiris that there were no incidents related to antitrust practices during the past 3-5 years.*

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

<b>Leadership</b>	<b>52</b>
Visibility	65
Relevance	65
Ownership	0

<b>Implementation</b>	<b>32</b>
Means & resources	32
Coverage	30

<b>Results</b>	<b>77</b>
Performance	77

**C&S3.3 Transparency and integrity of influence strategies and practices**

(score: 12, weight: 1)



**Visibility towards stakeholders**

The visibility of the company's commitment to ensuring transparency and integrity of lobbying practices is insufficient.

**Comprehensiveness of the commitment**

The company does not disclose any commitment to ensuring transparency and integrity of lobbying practices.

- to prevent any contrast with public international conventions (UN, ILO, OECD)
- not obtain or try to obtain information, or any decision, dishonestly
- not to misrepresent themselves to mislead third parties and/or staff of public authorities
- openly declare the company's business interests
- ensure that information provided is up-to-date, complete and not misleading
- not induce staff of PA to contravene rules of behaviour applicable to them
- if the company employs former staff of PA, to respect their obligation of confidentiality
- to be transparent on the amounts of donations to political parties/organisations

**Ownership of commitment**

The company does not disclose any commitment to ensuring transparency and integrity of lobbying practices.

**Involvement of employees**

Information regarding the involvement of employees in ensuring transparency and integrity of lobbying practices is insufficient.

**Measures allocated**

Information regarding measure allocated to ensure transparency and integrity of lobbying practices is insufficient.

- publication of detailed information on lobbying activities
- approval procedures for gifts, travel or other privilege by an independent department
- a dedicated confidential hotline or email address
- internal monitoring for lobbying budget
- internal audits for lobbying activities
- independent party for monitoring lobbying budget/external audit
- external investigations of allegations
- disclosure of the positions in the period of preparation of a debate and during the debate

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## Coverage

Information regarding the percentage of the company covered by such controls and measures is insufficient.

## Reporting

The company does not disclose the budget directly and directly dedicated to lobbying practices.

*Of note, the company has informed Vigeo Eiris that no resources have been allocated to lobbying practices.*

## Stakeholders' feedback

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

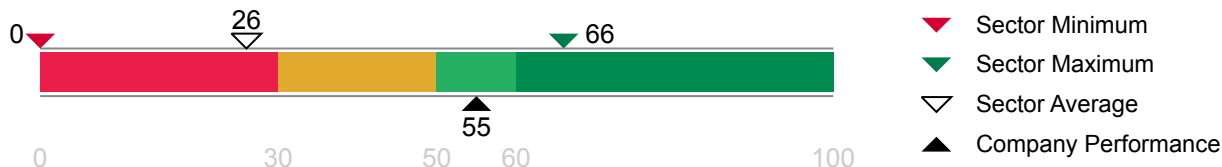
<b>Leadership</b>	<b>0</b>	<b>Implementation</b>	<b>0</b>	<b>Results</b>	<b>35</b>
Visibility	0	Means & resources	0	Performance	35
Relevance	0	Coverage	0		
Ownership	0				

Corporate governance

Score: 47

CGV1.1 Board of Directors

(score: 55, weight: 3)



**[LISTED COMPANIES] Existence and independence of Nomination Committee**

A specific committee is in place, but at least one executive is part of it, which might raise concerns.

*Oscar Espinosa, Chairman of the Board and part of the Executive committee, is reported to be part of the Nomination, Remuneration, Corporate Governance and Sustainability Committee.*

**Independence of the Board Chairman**

The roles of Chairman and CEO are separated, but the chairman is not considered independent.

**Responsibility allocated over CSR issues**

There is a CSR committee that is part of the Board. In addition the Head of CSR department makes regular reports to the committee.

*The company's CFO is reported to be in charge of the company's social responsibility issues and to make regular reports directly to the CEO. In addition, the company appears to have a "Nomination, Remuneration, Corporate Governance and Sustainability Committee" in place.*

**Share of independent shareholder-elected Board members**

[UNLISTED COMPANIES] The Board includes between 33% and 50% of non-executive directors.

*3 members of the 9-member Board are considered independent.*

**Diversity of the skills and backgrounds of the Board**

The Board of Directors diversity appears to be partial:

- At least 30% of directors are women
- At least 40% of directors are women
- Employee representative(s) sitting on the Board
- Board members with demonstrated professional experience in the company's sector of activities
- Board members with demonstrated expertise on CSR issues

*- Board members with demonstrated professional experience in the company's sector of activities: Some directors appear to have experience in company's sector of activities, as example, Jorge Ganoza Durant has been co-founder and President of the Board of Directors of Atico Mining Corporation; Humberto Nadal is Chairman and Director of Cementos Pacasmayo, as well as Chairman and Vice President of Inversiones ASPI, holding company in control of Cementos Pacasmayo; Javier Otero is reported to be member of the Board of Directors of Milpo Mining Company and Atacocha Mining Company.*

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**Training and expertise provided to board members** Training is provided occasionally.  
*The company reports that it carries out induction programmes for new members. In addition, occasional training are also reported to be in place.*

**Regular election of Board members** [LISTED COMPANIES] Board members are elected at least every three years and these elections are not staggered.  
*Board members are eligible for re-election following 3-year terms.*

**Evaluation of Board's functioning and performance** Performance is evaluated regularly by a third party.  
*Board evaluation is conducted every year, and an external evaluation takes place every two years. However, results do not appear to be disclosed.*

**Review of CSR issues at Board meeting** Most of the relevant CSR issues for the company are discussed at Board level.

- Product safety
- Supply chain management
- Labour relations
- Health & Safety
- Environmental impacts from the use and disposal of products
- Climate change (production processes)

*The company has informed Vigeo Eiris that its sustainability report has been presented to the board and the document covers these main issues.*

**Regularity of and attendance at Board meetings** Regular meetings are held, and attendance rates are above 90%  
*14 Board meetings were held during 2018 and the attendance rate was 92%.*

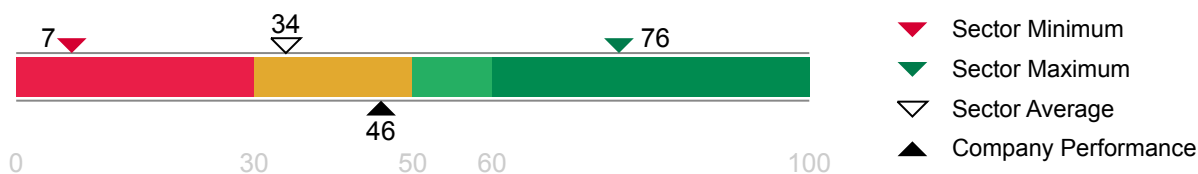
Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	> 9 years on Board	Stock options	Paid>1/2 executive salary	Represent>3% company's shares	Other	Independency
Oscar Espinosa	Chairman of the Board	X			X	X	X		X			X	Chairman of the Board of Ferreyros S.A.	
Carlos Ferreyros	Vice Chairman of the Board		X		X	X	X		X				He is the director of La Positiva Vida Seguros y Reaseguros	
Manuel Bustamante			X									X	Vice President of La Positiva Vida Seguros y Reaseguros SA	
Jorge Ganoza			X		X		X		X					
Humberto Nadal	Chariman Nomination, Remuneration, Corporate Governance and Sustainability		X		X		X							X
Gustavo Noriega			X			X								X

Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	> 9 years on Board	Stock options	Paid>1/2 executive salary	Represent>3% company's shares	Other	Independency
Javier Otero	Chairman Audit and Risks		X			X								X
Juan Peña Roca			X			X						X	Member of the Board of La Positiva Vida Seguros y Reaseguros SA	
Andreas von Wedemeye			X		X	X	X						Considered not independent by the company	

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**CGV2.1 Audit & Internal Controls**

(score: 46, weight: 2)



**[LISTED COMPANIES] Existence and independence of Audit Committee**

A specific committee is in place, but at least one executive is part of it, which might raise concerns.

*Oscar Espinosa, Chairman of the Board and part of the Executive committee, is reported to be part of the Audit Committee.*

**Skills and backgrounds of Audit Committee members**

Members appear to have financial and/or audit experience and relevant operational experience.

**Operational and CSR risks covered by the company's internal controls system**

The internal control system covers the standard issues related to financial, operational, and legal risks. In addition, the system covers some of the CSR risks inherent to the company's business operations.

- Product safety
- Supply chain management
- Climate change (production processes)
- Environmental impacts from the use and disposal of products
- Health & Safety
- Business ethics

*- Business ethics: Ferreycorp "Risk and Compliance" topics include the diagnosis and implementation of an "Anticorruption Prevention System".*

**Role of the Audit Committee in overseeing internal and external controls**

There is a confidential reporting system in place for accounting issues. In addition, the Audit Committee has a comprehensive role that includes:

- Oversee internal audit and internal controls
- Review accounting policies and be responsible for updates
- Nominate the statutory auditor
- Oversee the work of the external auditor
- Approve the type of audit and non-audit services provided and fees paid to the external auditor

*The company has informed Vigeo Eiris that it has a confidential reporting system in place for accounting issues.*

**Management of the CSR risks**

Limited processes dedicated to management of CSR risks appear to be in place:

- Balanced scorecard
- Risk-related training
- Monitoring of key risk indicators

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- Reporting system to the Board
- Risk mapping/materiality assessment
- A Board Risk Committee with no executive part of it

- *Reporting system to the Board: the Committee of Audit and Risks has presented a Compliance Report to the Board, which assesses the level of compliance with the regulations on critical aspects of the business including the Code of Ethics, asset laundering, transparency for public procurement, tax declaration and payment, and labour rights.*

- *Materiality assessment: Ferreycorp has informed Vigeo Eiris that it conducts materiality assessment on topics assessed in the company's Sustainability Report, which are presented in the Integrated Annual Report and that are approved by the Board.*

**Independence of the firm's external auditors**

The audit firm receives non-audit fees, but these represent 50% or less of total fees (although more than 25%).

*Non-audit fees represented 49.5% of total fees paid to PricewaterhouseCoopers in 2018.*

**Inclusion of CSR issues in the company's reporting**

The company publishes significant CSR reporting on key material issues.

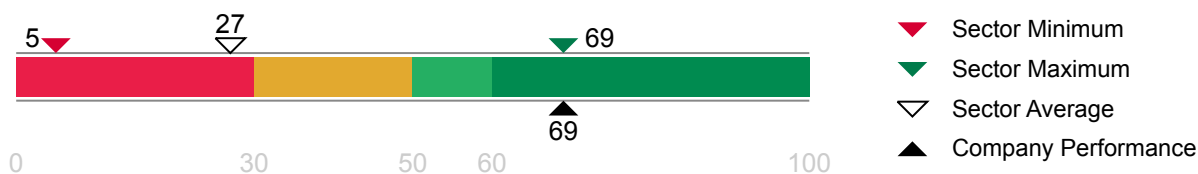
**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

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**CGV3.1 Shareholders**

(score: 69, weight: 2)



**Nonexistence of voting rights restrictions**

The company respects the "one share - one vote" principle.

**Nonexistence of anti-takeover devices**

There is no reference to anti-takeover devices in the company's reporting.

**Safeguards on transactions with major shareholder(s)**

Less than half of the board is independent. However, there are other safeguards in place to monitor transactions between the company and its major shareholder(s).  
*Ferreycorp states it has procedures and policies at Board level to assess, approve and disclose certain operations between the corporation and related parties.*

**Ability to add items to the agenda of the AGM and to convene an EGM**

No major restrictions have been identified.

**Access to voting at General Meetings**

There are no major restrictions on shareholders' ability to vote, and it is possible to vote using online services.

**Ability to vote on relevant issues in separate resolutions at AGM**

Not all major items are put to a shareholder vote.  
*It appears that the following item is not put to a vote at the AGM:  
- Executive remuneration*

**Presentation of CSR strategy to shareholders and investors**

The company has presented to shareholders and investors its CSR strategy and this covers some of the most relevant CSR issues.

- Product safety
- Supply chain management
- Climate change
- Environmental impacts from the use and disposal of products
- Health & Safety

*On its 2018 Investor's Presentation, the company had a dedicated part where it addressed its most CSR relevant issues and some measures in place to address them.*

**Stakeholders' feedback**

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

**CGV4.1 Executive Remuneration**

(score: 16, weight: 2)



**[LISTED COMPANIES] Existence and independence of Remuneration Committee**

A specific committee is in place, but at least one executive is part of it, which might raise concerns.

*Oscar Espinosa, Chairman of the Board and part of the Executive committee, is reported to be part of the Nomination, Remuneration, Corporate Governance and Sustainability Committee.*

**Disclosure of senior executives' individual remuneration**

[LISTED COMPANIES] Executive remuneration is disclosed, but on a collective rather than on an individual basis.

**Link between Short Term Incentive Plans and the performance of the company**

Bonuses are said to be linked to predetermined economic and/or operational performance indicators, but these are not disclosed.

*The company reports that the variable component is first determined according to the company's results and then considering the person's performance. Criteria such as accomplishment of goals, value generation impact, constant improvement contribution, as well as leadership elements, interpersonal relationships and communication skills are considered.*

**Link between the main Long Term Incentive Plan and the performance of the company**

Information on the rules and performance conditions guiding the allocation of long-term incentives to senior executives is insufficient.

*Of note, the company states that it does not pay its executives in stock options.*

**Link between variable remuneration and CSR performance of the company**

Some relevant CSR performance objectives are considered in the determination of senior executives variable remuneration and the performance targets are communicated.

- Product safety
- Supply chain management
- Health & Safety
- Human resources development
- Climate change
- Business ethics

*The company has informed Vigeo Eiris that CEO's and CFO's variable remuneration are linked to CSR performance, these include the development of six CSR programs during 2019 and the set up a sustainability dashboard.*

*Ferreycorp has also informed on the following targets settled for the CEO position for the year 2019:*

*- Health & Safety: Accident rate < 0.3*



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## Severance pay for senior executives

Information obtained from company and public sources regarding severance pay for senior executives is insufficient.

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## Evolution of CEO-to-employee compensation ratio

Information obtained from company and public sources regarding the compensation of CEO and the average employee salary is insufficient.

*Although Ferreycorp has informed Vigeo Eiris about its employee wages and salaries the company continues to lack on the disclosure of its CEO's compensation.*

---

## Stakeholders' feedback

*As of 10/2019, Ferreycorp did not appear to be involved in any controversy related to this sustainability driver.*

## Detailed Scores and Ratings

### CURRENT AND PREVIOUS RATINGS

Period	Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance
2019/10	++	++	++	++	++	++
2018/08	+	++	++	+	+	+
2018/03	=	+	+	=	=	=

### SCORES PER DOMAIN

Domain	Average Score	Leadership	Implementation	Results
Environment	37	35	45	12
Human resources	46	31	52	57
Human rights	63	75	50	65
Community involvement	50	51	65	35
Business behaviour (C&S)	47	48	40	54
Corporate governance	47	42	44	57

### SCORES PER CRITERIA

Sub-domain	Criterion	Score
Environment 1	1	70
	2	N/A
	4	N/A

Sub-domain	Criterion	Score
Environment 2	1	N/A
	2	38
	4	N/A
	5	N/A

Sub-domain	Criterion	Score
Environment 3	1	14

Sub-domain	Criterion	Score
Human resources 1	1	31
	3	33
	4	69
Human resources 3	2	62

Sub-domain	Criterion	Score
Human rights 1	1	N/A
	1	34
Human rights 2	4	83

Sub-domain	Criterion	Score
Community involvement 1	1	50

Sub-domain	Criterion	Score
Business behaviour (C&S) 1	1	N/A
	3	40
Business behaviour (C&S) 2	4	46
	1	58
	2	54
Business behaviour (C&S) 3	3	12

Sub-domain	Criterion	Score
Corporate governance 1	1	55
	1	46
	1	69
	1	16

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## Overview of the latest updates

Date of the latest update	Information updated
2019/10	Controversial Activities Screening
2019/10	Sustainable Development Goals
2019/10	<b>Full ESG profile</b>

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